

A man wearing a white hard hat, safety glasses, and black gloves is working on a large industrial machine. He is focused on a thick, braided metal cable that is part of the machinery. The background is a blurred industrial setting with various metal components and structures.

2024 SUSTAINABILITY REPORT

WIRED FOR THE FUTURE



Southwire®

Grounded in 75 Years of History; Wired for 75 More



Southwire was founded in 1950 with the goal of bringing electric light to people who needed it. Since then, we’ve grown to become one of North America’s foremost wire and cable producers, our technologies playing a leading role in electrifying the planet. While we continually innovate and deliver solutions to the world, we’ve never lost sight of the promises we made to our communities, team members and customers. As we grow our business, we’re putting sustainable best practices to work and creating an equitable, inclusive culture that empowers our team members and helps build a better world.

We celebrate our legacy by investing in our future. ***We Deliver Power...Responsibly®*** today and plan to do so for many generations to come. We are wired for sustainability, wired for inclusion, wired for progress, wired for the future.



Contents

INTRODUCTION	2
SUSTAINABLE SOLUTIONS	6
SUSTAINABLE OPERATIONS	12
TEAM MEMBERS & COMMUNITIES	23
GOVERNANCE	44
APPENDIX	56

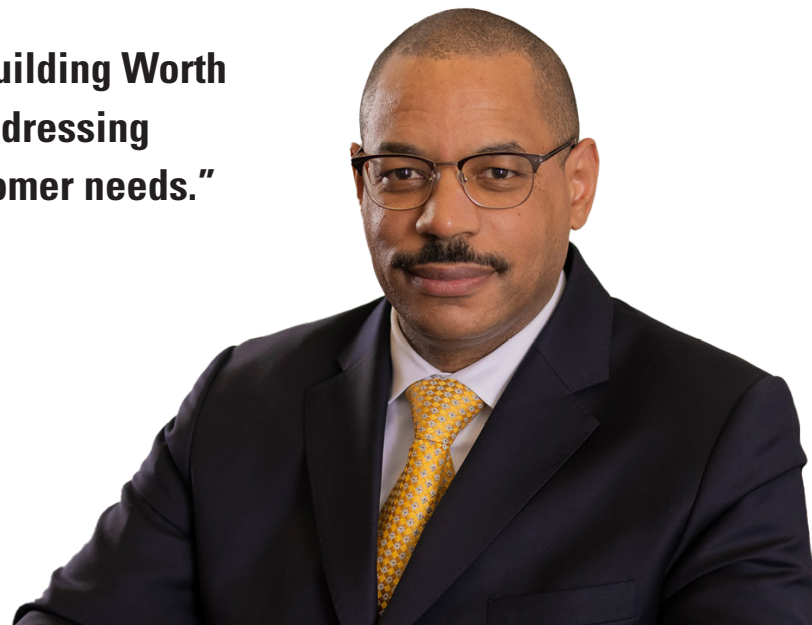
A MESSAGE FROM OUR LEADERSHIP

Honoring Our Legacy by Looking to the Future

This year, we celebrate an important milestone for Southwire: our 75th anniversary. We are pleased to mark the occasion with our annual Sustainability Report. Throughout 2025, we are taking the time to honor our legacy, celebrate our successes and drive excitement for the future. As we support the re-electrification of America, it's worth revisiting lessons from our past that help illuminate the bright road ahead.



“Today, we are still Building Worth by identifying and addressing community and customer needs.”



We Build Worth by Solving Problems

Roy Richards, Sr., started his first company, Richards & Associates, to fill a community access gap. His initial purpose was simple: bring electric light to his grandmother's home. This led him to found Southwire, which he grew into the nation's largest privately held producer of copper and aluminum rod and electrical wire and cable products. Today, we are still Building Worth by identifying and addressing community and customer needs. Our partnership manufacturing power cables for the Champlain Hudson Power Express® shows how we're translating Richards' early blueprint on a broader scale. The underground transmission project is set to bring low-cost, renewable power to over 1 million New Yorkers' homes.¹

“Hard work, collaboration and innovation keep us rooted in who we are — a company wired for a resilient future.”

We Deliver Power... Responsibly®

We have always believed that doing business responsibly supports long-term resilience, and we remain dedicated to Growing Green and Doing Right. This drives our work to reduce emissions, and in 2024, we achieved validation from the Science Based Targets initiative (SBTi) for carbon reduction goals across all three Scopes. Meanwhile, our focus on Doing Right led Ethisphere to name Southwire among the World's Most Ethical Companies® for the second year. Southwire is also an active signatory to the United Nations Global Compact, and we were pleased to reaffirm our commitment and support of the Compact's 10 principles and their integration into our business.

Everything We Achieve, We Achieve as a Team

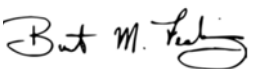
Our company has grown from 12 employees to approximately 9,000 team members worldwide by prioritizing initiatives to make Southwire an extraordinary place to work. Our business thrives when our people are Living Well, and we continued to foster an inclusive, inspiring and empowering culture in 2024, expanding learning and development

opportunities and achieving our strongest safety record to date. We also extended Southwire's legacy of Giving Back with initiatives across our footprint. Our teams rallied to support colleagues and neighbors impacted by Hurricane Helene, and we celebrated 20 years of service to students and families through Back-to-School events.

The world is changing, and we're evolving with it, from exploring the decarbonization of cable production to embracing new technologies, such as artificial intelligence. Through it all, hard work, collaboration and innovation keep us rooted in who we are — a company wired for a resilient future. We are proud of our accomplishments in Southwire's first 75 years and look forward to leading the charge in sustainable innovation and electrification in the decades ahead.



Rich Stinson
President & CEO



Burt M. Fealing
EVP, General Counsel & Chief Sustainability Officer

¹ Champlain Hudson Power Express, "About the Project."

WE DELIVER POWER... RESPONSIBLY® AND HAVE DONE SO FOR 75 YEARS

A lot has changed since Southwire was founded in 1950, but the heart of our story remains the same. We are proud to be a family-owned company marked by passion, innovation and integrity — and an enduring belief in doing what’s right.



WE ARE SOUTHWIRE, North America’s leading wire and cable company and a leader in electrical technologies and innovation. We produce nearly half of the cable powering the U.S., and more than half of the world’s copper rod is manufactured using Southwire Continuous Rod (SCR®) technology.

CARROLLTON, GEORGIA

★ Headquarters

EXTENDED REACH

Manufacturing, assembly and distribution facilities in the U.S., Canada, Mexico and Honduras



CANADA
★ UNITED STATES
MEXICO
HONDURAS

WE DELIVER SAFE, RELIABLE POWER to millions of people and businesses, supporting multiple industries with a variety of solutions and brands.

\$8.4B
net sales

A WIDE RANGE OF INDUSTRIES

Automotive, telecommunications, transit, renewable energy, electric utilities, mining, construction, data centers and more

TRUSTED BRANDS

ROMEX®, SIGNAL®, SIMpull THHN®, SIMpull® CoilPAK™, Tappan™, Royal®, MCAP®, SIMpull™ REEL, SCR®, Polar Solar®, Maxis®, SIMpull Solutions® and Novinium®

LEADING SOLUTIONS

Building wire and cable, metal-clad cable, utility products, portable and electronic cord products, original equipment manufactures’ wire products, other electrical products, engineered solutions and field support services



WE BELIEVE IN DOING WHAT’S RIGHT, which drives us to focus on sustainability within our portfolio and operations. We are committed to operating responsibly and delivering innovative solutions that help our customers achieve their energy goals.

9,000+
team members

ONE SOUTHWIRE™ CULTURE

Built on a foundation of empowerment, trust, consistency and inclusion — values that have helped us build a thriving, multigenerational company that continues to grow and improve with time

Core Tenets

Our Strategy for Generational Sustainability

Southwire began with a vision to help bring electric light to rural Georgia. Decades later, we are sparking new possibilities for people, businesses and communities all over the world. As we continue to grow and evolve, our core tenets position us for generational sustainability by bringing social and environmental responsibility to the forefront of what we do. Our story shows that great things are possible when you focus on doing what’s right for stakeholders over the long term.



GROWING GREEN	LIVING WELL	GIVING BACK	DOING RIGHT	BUILDING WORTH
We aim to reduce our environmental footprint, even as we sustain our business and the communities in which we live and work. We recognize that our success depends on the conscientious use of the finite resources of our planet, and we maintain a deep commitment to responsible growth and actively integrating environmental priorities into our core operations. Focus areas include: • Energy and greenhouse gas emissions • Sustainable materials & circular economy • Waste management • Water & wastewater 	We nurture the culture of a “Southwire family,” and we work each day to enhance the lives of our team members by building a workplace that is inclusive, supportive and engaging. Safety and health are top priorities, and we will always treat each other with dignity and respect. Focus areas include: • Occupational health & safety • Employee experience, development, retention & workforce management 	Our neighbors depend on us, just as we depend on them. Therefore, we are committed to improving the quality of life in the communities in which we work. At Southwire, this goes beyond providing jobs and paying taxes; it means supporting those in need with time, talent and financial resources. Focus areas include: • Local communities, philanthropy & volunteerism 	We foster a culture guided by the ethics of mutual respect, integrity and honesty. We are committed to supporting those values in every aspect of our business and working lives, and we promise transparency and responsiveness when challenges arise. Focus areas include: • Cybersecurity & AI • Ethics & compliance • Responsible sourcing & human rights 	Our success depends on our customers’ success. We build worth for our shareholders, customers and other stakeholders by achieving the highest quality and best service in our industry and delivering it with a culture of excellence. Focus areas include: • Climate change risks & opportunities • Product quality & safety • Product innovation • Capital deployment • Inclusion 

Sustainability Goals

Holding Ourselves Accountable for Driving Progress

We care about those around us, we relentlessly pursue excellence, and we strive to continuously improve. This is who we are at Southwire, and it is within this spirit that we have mapped our core tenets to time-based sustainability goals. We continued to push these areas forward in 2024 while updating our climate targets in line with validation by the SBTi.

GROWING GREEN

GOAL

ACHIEVE

100%

zero carbon energy (Carbon Zero) for our operations by 2025, compared to our 2018 baseline.

PROGRESS

REACHED a 65.2% reduction in Scope 1 and 2 emissions and set new, SBTi-validated goals for Scope 1, 2 and 3 emissions reductions.

65.2%

* While this report reflects progress toward our goals in 2024, we have since set a new goal to reduce Scope 1 and 2 emissions by 54.8% and Scope 3 emissions by 30% from 2022 baselines by 2032. See [Energy & Emissions](#) to learn more.

LIVING WELL

GOAL

ACHIEVE

0.68

total recordable injury rate (TRIR) in 2024.

PROGRESS

EXCEEDED our goal by achieving a TRIR of 0.65.

100%

GIVING BACK

GOAL

ENGAGE

100%

of Southwire's Giving Back communities in at least two annual Giving Back events by 2025.

(This should include one Southwire signature event and one event that aligns with Southwire's Giving Back strands).

PROGRESS

REACHED 92% engagement in 2024.

92%

DOING RIGHT

GOAL

ACHIEVE

Recognition

on Ethisphere's World's Most Ethical Companies® list by 2025.

PROGRESS

ACHIEVED recognition on Ethisphere's World's Most Ethical Companies® list for 2024 and 2025.

100%

SUSTAINABLE SOLUTIONS



THE GENERATIONAL
APPROACH

7

A NEW ERA OF
INNOVATION

8

RESEARCH & DEVELOPMENT

9

PRODUCT SAFETY
& QUALITY

10



The Generational Approach

After graduating from Georgia Tech in the 1930s, Roy Richard, Sr., returned to his family sawmill and began turning out electrical poles to light up the South. This enterprise led to Southwire’s founding in 1950, with our company playing an integral role in the first era of electrification throughout the rural U.S. Seventy-five years later, we are supporting a new era of electrification — bringing safe, reliable and sustainable power to mass transit systems, utilities, airports, data centers, commercial and residential buildings and more. We continue to push the limits of what’s possible, creating more applications for wire and cable solutions than ever before.

Building on Our Legacy in 2024

- Began a collaboration with Levidian to bring its LOOP decarbonization technology to Southwire.
- Entered phase two of our project to develop more sustainable insulating compounds.
- Completed development of new liquid-cooled charging cables for large-scale electric vehicles (EVs).
- Invested in several smart power-focused portfolio companies through Southwire Technology Ventures.
- Created an additional layer of due diligence to support high product quality and safety standards as we expand our research and development (R&D) funnel.



A New Era of Innovation

Southwire’s portfolio is always growing. Our products and services support multiple sectors, and we strive to offer a breadth of solutions that customers can tailor to their needs.

We are in the business of making critical infrastructure safer, transforming how people travel and connect, and making power grids more resilient to a changing climate. Southwire’s technologies are also a critical enabler of the energy transition, with electrification among the most effective strategies for reducing greenhouse gas (GHG) emissions. As our Vision goes, ***We Deliver Power...Responsibly®***. These are a few projects that helped us further that Vision in 2024:

TEAMING UP TO DECARBONIZE CABLE PRODUCTION

Southwire joined forces with Levidian, a British climate tech leader, to bring its innovative decarbonization technology to North America for the first time. Southwire will use Levidian’s LOOP technology to extract carbon from methane, which can be used to produce a hydrogen-rich blend gas. We will explore applications for graphene derived from the process to increase the performance of various materials, such as coatings and wire and cable compounds.

ADVANCING SUSTAINABLE INSULATING COMPOUNDS

Insulating compounds are critical in most wire and cable products, helping to ensure safety, prevent short circuits and extend product lifespans by protecting the conductor within. In 2024, we moved into phase two of a project to identify more sustainable forms of insulating compounds, which we kicked off in 2023. We also focused on ensuring a resilient supply chain of these components to support Southwire’s business needs.

1 CHPE, “About the Project.”

CHARGING AHEAD ON EV INFRASTRUCTURE

As many businesses and communities seek more sustainable modes of transportation, EVs are playing a leading role. Southwire is pushing this technology forward, with our teams completing the development of new liquid-cooled charging cables in 2024. Our next step is to begin production of the cables, which will help power electric buses and trucks.

ENHANCING EFFICIENT TRANSMISSION

Communities rely on reliable grid infrastructure, and Southwire is developing new products to make power transmission more efficient. In 2024, we validated a novel overhead conductor that uses a high-performance coating to reduce power losses. The new AmpaMax™ transmission conductor coating is set to launch in 2025.

EXPANDING HYDROPOWER FROM QUEBEC TO QUEENS

As the biggest city in the U.S. by population, New York has an important role to play in the transition to clean energy from fossil fuels. This work will get a major boost from the Champlain Hudson Power Express® (CHPE), a fully buried transmission line that will bring 1,250 megawatts of low-cost renewable power from the U.S.-Canadian border into Queens, New York.¹ Southwire partnered with NKT to manufacture underground power cables for the project, which we continued to produce in 2024.

View our video to learn more about sustainable innovations made possible with Southwire.



Southwire was proud to join ASPIRE Research Center (Advancing Sustainability through Powered Infrastructure for Roadway Electrification) as an Industry and Innovation Board member in 2024. As part of the National Science Foundation, ASPIRE takes a holistic approach to eliminating barriers to expanded EV adoption.

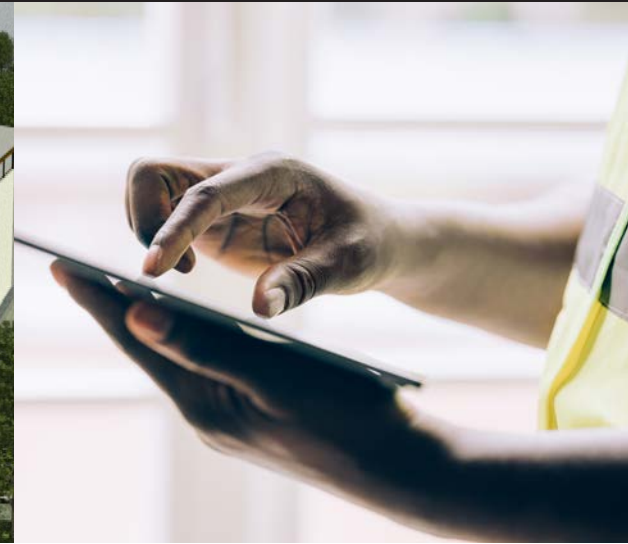
Research & Development

Southwire is known for scientific research, development and strategic collaborations. Our investments in R&D ensure we are always evolving — propelling our business forward from one generation to the next.

We leverage R&D to spark sustainable, efficient breakthroughs, validating emerging technologies, products, processes and materials and bringing them to market at scale.

Our portfolio includes many solutions that are driving the energy transition, and we now seek projects aimed at enhancing sustainability as part of our R&D approach. We continued this strategy in 2024 while beginning to refresh the sustainable attributes we previously mapped across the product lifecycle.

Meanwhile, we commenced construction of a new R&D facility at our Carrollton, Georgia, headquarters that will expand our R&D capabilities. We also modernized the existing Cofer Center, a 30-year-old R&D facility, bringing it up to date with enhanced infrastructure. Both the new and existing facilities have been renovated with HVAC and a more sustainable, efficient ground-source thermal heating and cooling system. We are also pursuing Leadership in Energy and Environmental Design (LEED) Silver certification for the new center to ensure the facility meets globally recognized green building standards.



Leading What's Next with Southwire Technology Ventures

Through Southwire Technology Ventures (STV), we are leveraging our rich history and legacy of innovation to make way for a new generation of smart power solutions. The STV team invested in several pioneering startups in 2024, providing a launch pad for innovation in areas including smart buildings, electric mobility and the grid of the future. We forged partnerships with portfolio companies including:

- **BoxPower, Inc.**, a California-based company that designs, installs and manages microgrids for utilities, EV charging and commercial and industrial applications. As a part of the investment, Southwire will be a preferred partner to BoxPower for future utility projects, strengthening our presence in the expanding microgrid market.
- **HData**, another Alabama-based software company that digitizes regulated energy industry data by automating access to critical analytics for electric, oil and gas companies and their regulators. As a part of our investment, Southwire will join HData's Advisory Board, gaining further insights into the utility industry.
- **Condoit**, a software platform designed to simplify electrical design, analysis and collaboration. Based in Alabama, Condoit's software aids in the design of new electrical projects, with a current focus on EV charging installations.

Product Safety & Quality

No matter how our company and industry evolve, some things remain unchanged. Chief among them is our unflinching commitment to product quality and safety.

As our business footprint and portfolio expand, this commitment keeps us grounded in what we do best: Delivering for our customers every day, with every product, every time. Our Wire & Cable Quality team regularly assesses our product quality and safety systems to ensure they remain effective and compliant. This work is directly tied to our R&D and manufacturing efforts, shaping the way products are designed, produced, tested and ultimately installed.

A CULTURE OF MOMENTUM

Like all teams across Southwire, our Wire & Cable Quality team is fueled by a simple aspiration: keep getting better every day. Our absolute goal for product safety and quality is to achieve a record of zero product safety incidents and quality issues. To build momentum, we are focused on a “fix, execute, grow” approach; we strive to fix the areas that can be improved, execute on what we do best and grow our organizational capabilities and market reach. Along the way, we continue to track and measure external product quality while maintaining strong internal quality controls. Here’s how we moved forward in 2024:

Quality Assurance

Our emphasis on quality assurance is essential to delivering for our customers, especially as we grow our business and bring new products to market. Throughout the development process, we use failure mode and effects analyses, pilot runs and control plans to ensure our products meet or exceed customer and applicable industry standards. In recent years, we have focused on harmonizing control plans across our organization, and this work was completed across nearly all of the organization as of 2024. We also continued to use inspection test plan hard-stops to ensure no new products were produced without an inspection test plan in place.

Due Diligence & Corrective Actions

We work hard to proactively prevent quality and safety issues from taking place and to swiftly address any issues that may occur. As we continued to increase R&D in 2024, we added an additional layer of due diligence for advanced product and quality planning (APQP) around our highest-risk development activities. The purpose of APQP is to bring our teams together to ensure that all products and processes in our R&D pipeline meet or exceed end requirements.

This builds on ongoing activities, including:

- Conducting periodic facility audits to assess our performance and identify potential process improvements.
- Conducting product quality and safety due diligence before completing business acquisitions.
- Executing an integration plan once an acquisition is finalized to ensure the acquired business complies with our quality policies and expectations.



Southwire’s Risk Steering Committee includes a Quality Risk Subcommittee, which helps identify and address top product-related risks.

Visit **Corporate Governance** to learn more about our enterprise risk management approach.





In addition, Southwire provides warranties for all products to further assure customers of our high quality and safety standards. We commit to proactively informing our customers should a product recall arise, and our Quality Alert Policy guides our customer quality managers on issuing quality alerts and initiating any required corrective actions to resolve them.

In 2024, Southwire deployed a more robust Corrective Action Process designed to increase both the level of product quality delivered to our customers and Southwire’s operational productivity. Through the process, we engage cross-functional teams in a problem-solving approach to more deeply and systematically understand the underlying causes of product quality issues. This helps our teams determine and implement the most effective solutions. The process drives a problem-solving culture at Southwire, with learnings and solutions from each team shared across the organization.

Training & Certifications

To truly build momentum, we need every team member to embrace Southwire’s drive for continuous improvement. To support this, we regularly engage members of our Wire & Cable Quality team in opportunities to develop their skills and expertise. For example, we certified a new wave of team members in the Six Sigma quality control methodology in 2024, which uses a “define, measure, analyze, improve and control” approach to reduce product defects and drive process improvements. We also continued to leverage our Quality Training Matrix, which helps manufacturing site leaders build critical competencies across the following areas:

- Quality improvement tools
- Problem-solving tools
- Quality management systems
- Statistical and Lean/Six Sigma tools

We regularly assess our performance to ensure Southwire continues to achieve high levels of customer satisfaction. We saw strong progress in 2024, with our Wire & Cable Quality team significantly improving productivity for the fourth consecutive year. Southwire had a customer reported quality defect rate of 505 NPPM in 2024, down from 764 NPPM in 2023 for a 34% improvement (where NPPM represents the rate of nonconforming parts per million).



SUSTAINABLE OPERATIONS



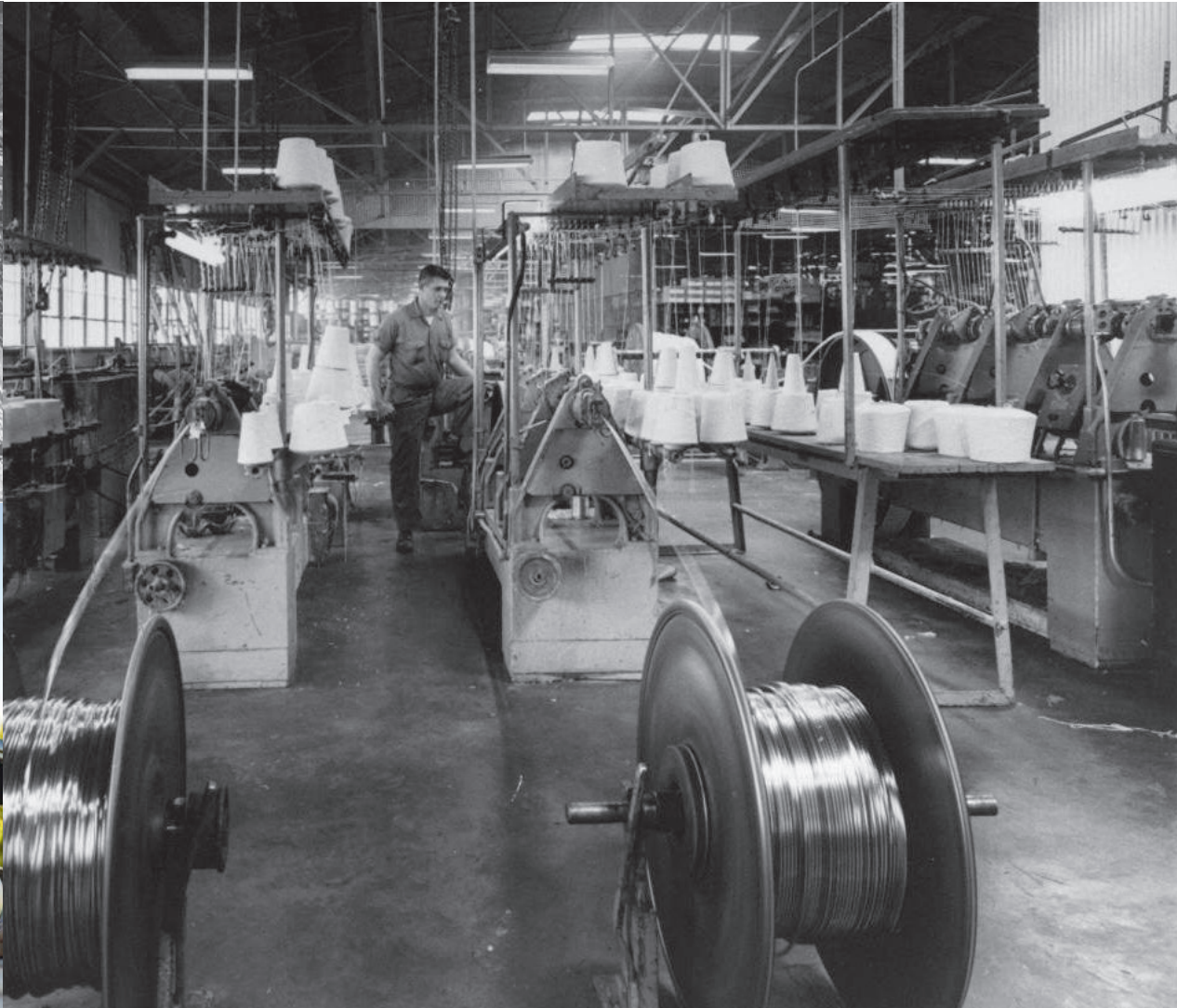
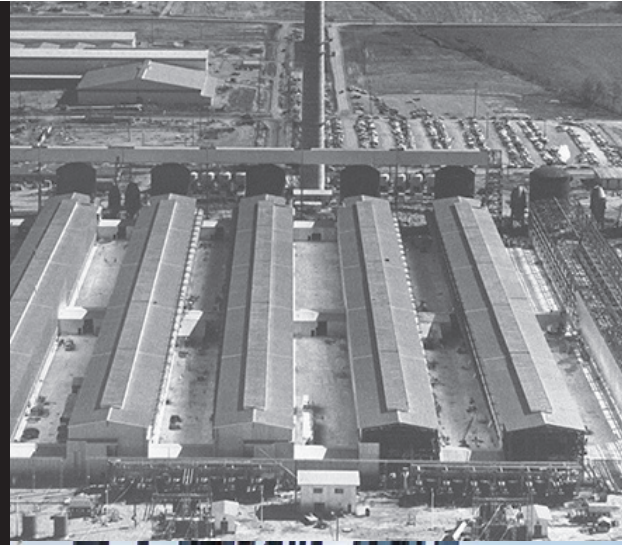
THE GENERATIONAL
APPROACH 13

ENERGY &
EMISSIONS 14

CIRCULARITY & WASTE
MANAGEMENT 17

WATER & WASTEWATER 19

CAPITAL DEPLOYMENT
& MODERNIZATION 21



The Generational Approach

As a family-owned business, we are always considering how to position future generations for success. Much of the answer lies in operating sustainably; we prioritize efficiency, strive to act as stewards of the natural resources we use and take intentional steps to reduce our climate impacts. We're proud of our products' critical role in accelerating the energy transition, and we are dedicated to producing them as responsibly as we can. These efforts aren't siloed — they encompass every site, business unit and member of our team. Together, we're working to ensure Southwire can continue to grow and thrive for the next 75 years and beyond.

Building on Our Legacy in 2024

- Achieved validation from the Science Based Targets initiative (SBTi) for near-term emissions reduction goals across all three Scopes.
- Deployed our Southwire Sustainability playbook across all facilities.
- Held energy-focused Kaizen events to provide training and uncover energy-saving opportunities across key sites, representing 67% of the company's energy usage.
- Completed a water-balance project to enable water sharing and recycling across several Carrollton, Georgia, sites.
- Partnered with Plug Power Inc. to implement a green hydrogen ecosystem at our new state-of-the-art distribution center in Dallas-Fort Worth, Texas.



Energy & Emissions

Southwire is a leader in delivering innovative and sustainable solutions, and we apply that same mindset within our operations. We proactively seek opportunities to enable energy savings and bring more renewable electricity to our sites. These initiatives are good for our business and the planet, often reducing operating costs while directly supporting our climate goals.

In that regard, we took a big step forward in 2024 by validating our near-term carbon reduction targets via the SBTi. Based on SBTi guidance, we established a new Scope 1 and 2 greenhouse gas (GHG) emissions reduction target, emphasizing direct reductions rather than the use of carbon offsets. We also updated our Scope 3 target, which was previously activity-based. These targets support a below 2°C pathway in alignment with the Paris Agreement. They have replaced our previous Carbon Zero goal, and we will begin reporting against them in 2025.

Emissions Reduction Approach



IDENTIFY energy efficiency projects to modernize our operations and optimize production while reducing GHG emissions and costs.



LEVERAGE sustainable solutions such as renewable electricity and electric vehicle (EV) infrastructure.



IMPLEMENT initiatives to address our Scope 3 value chain emissions.



ENGAGE industry peers to identify and scale best practices.



FACTOR sustainability into capital deployment decisions to position Southwire for sustainable growth.



GOAL

ACHIEVE

100%

zero carbon energy (Carbon Zero) for our operations by 2025, compared to our 2018 baseline.



PROGRESS

REACHED a 65.2% reduction in Scope 1 and 2 emissions and set new, SBTi-validated goals for Scope 1, 2 and 3 emissions reductions.

65.2%

* While this report reflects progress toward our goals in 2024, we have since set a new goal to reduce Scope 1 and 2 emissions by 54.8% and Scope 3 emissions by 30% from 2022 baselines by 2032.

REDUCING EMISSIONS ACROSS OUR SITES

We take a holistic approach to reducing emissions, always with the long-term interest of our company and planet in mind. From furthering modernization projects to increasing internal alignment on Southwire’s sustainability priorities, we accelerated and scaled our efforts in 2024. We deployed our new Sustainability Playbook across all of Southwire’s facilities, guiding our teams on sustainability fundamentals, including key culture, technology and programmatic initiatives. Supported by local Sustainability Champions, each site will implement universal initiatives from the playbook within the next few years. To upskill our teams, we implemented customized sustainability training to Southwire engineers and developed the curriculum for additional training to come.

Driving Energy Savings

Southwire has embarked on an enterprise-wide journey focused on energy use avoidance, and this was a focal point of our sustainability work in 2024. Building on initiatives launched in 2023, we engaged our largest facilities — covering approximately 67% of Southwire’s energy consumption — in Kaizen events that included detailed assessments, site-specific training and energy treasure hunts. This enabled sites to implement customized energy roadmaps to guide their efforts in the coming years. Southwire also continued its participation in the Environmental Protection Agency’s (EPA) ENERGY STAR® Program, which supports us in identifying strategies to improve energy efficiency.

Leveraging Renewables

In addition to making our operations more energy efficient, we continue to invest in renewable energy sources to power our sites. In 2024, we signed a contract to install a new solar system at Southwire’s North Campus in Carrollton, Georgia, that we expect to be completed in 2025. This builds on similar projects in recent years, including our contract with the Carroll Electric Membership Cooperative utility to provide our Carrollton Southwire Continuous Rod (SCR®) plant with 100% renewable electricity. Southwire has also contracted with Constellation Energy to provide environmental attributes in the form of Renewable Energy Credits (RECs) associated with the Texas-based Rayos del Sol solar installation, and we are under contract with Georgia Power for a renewable energy supply program that commences in 2025.

Meanwhile, we installed solar-powered EV charging systems at our Carrollton Corporate Headquarters and distribution center in Fontana, California. Unlike standard EV charging stations that are connected to the electrical grid, these stand-alone units use an integrated solar panel and battery, along with two charge ports. That makes the systems more flexible, as the units can be relocated if needed and used at both leased and owned sites. The project is currently in the pilot phase as we explore whether these off-grid systems can meet our charging requirements. If it is successful, it will support our aspiration to bring more EV charging stations to our manufacturing plants, distribution centers and large offices in the next several years.



Engaging Industry Partners

We can go further faster by pooling our knowledge and sharing what we learn. This drives us to collaborate across Southwire’s facilities and teams and with aligned organizations and industry leaders. We announced our membership with the Smart Electric Power Alliance (SEPA) in 2024, a nonprofit dedicated to advancing smart, clean energy solutions. The partnership will support our own climate goals through access to member resources while enabling us to contribute to SEPA’s vision to develop a carbon-free energy system by 2050.

This new partnership builds on ongoing industry engagement, such as our membership with the EPA’s Green Power Partnership, which we kicked off in 2023. By moving the needle in the voluntary green power market, Southwire and fellow Green Power Partners are helping to reduce the negative health impacts of air emissions. We also entered the second year of our participation in the EPA’s ENERGY STAR® Program, which supports us in identifying strategies to improve energy efficiency.

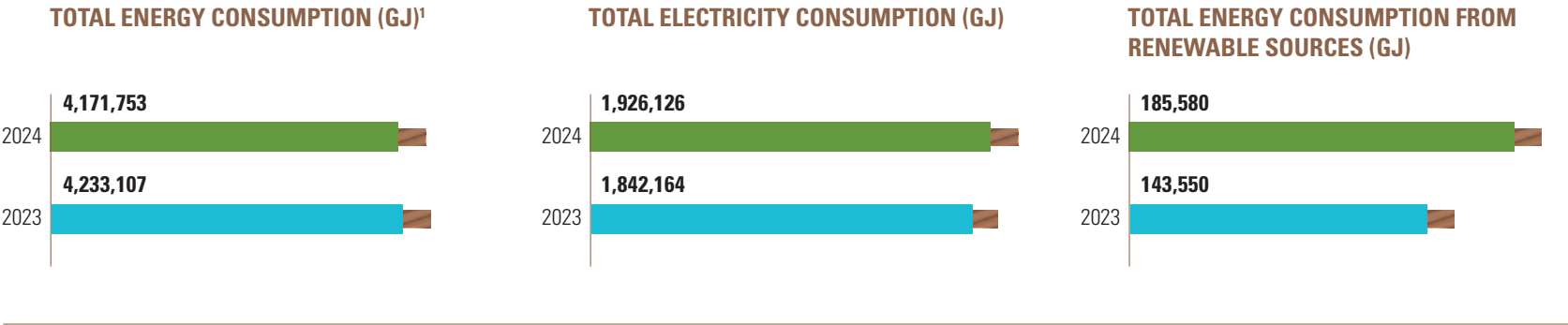
ADDRESSING VALUE CHAIN EMISSIONS

Southwire’s climate impacts and aspirations go well beyond our operations. They encompass all value chain emissions, including those generated through supply chain activities and from product use. While these emissions are not within our direct control, we work to address them by engaging suppliers and customers around our climate goals. We have also achieved SBTi validation for our updated target to reduce Scope 3 emissions by 30% from a 2022 baseline by 2032.

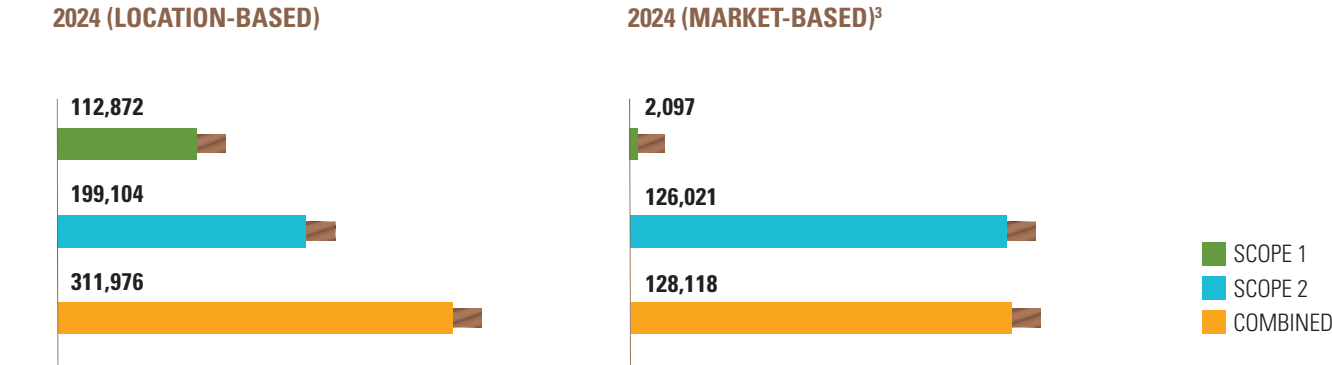
View [Circularity & Waste Management](#) to learn more about our efforts to support a circular economy and minimize waste. You can also view the Governance section to learn how we engage our supply partners in [responsible sourcing practices](#) and our approach to managing [climate-related risks](#).

PERFORMANCE SUMMARY

Energy Consumption — All Sites



Scope 1 & 2 GHG Emissions (MT) — Baseline Sites²



1 This information has been obtained from utility bills, with estimates used where data is unavailable. Our energy consumption calculations are based on 1,020 Btu/cf natural gas (EPA AP-42 Section 1.4 for Natural Gas Combustion), 90,500 Btu/gal propane (EPA AP-42 Section 1.5 for Liquefied Petroleum Gas Combustion), 1,054.2 Joules/Btu, 3.6 MJ/KWh. For Southwire's Carbon Zero goal, the baseline was set as 2018, and the target year was set as 2025. The goal/scope includes all sites owned by Southwire for the entirety of 2018. Sites acquired by Southwire after 2018 are not included in the scope. The impact of offices and other support facilities with fewer than 25 employees was determined to be immaterial; therefore, emissions from these sites may not be included in the scope.

2 For Southwire's Carbon Zero goal, the baseline was set as 2018, and the target year was set as 2025. The goal/scope includes all sites owned by Southwire for the entirety of 2018. Sites acquired by Southwire after 2018 are not included in the scope. The impact of offices and other support facilities with fewer than 25 employees was determined to be immaterial; therefore, emissions from these sites may not be included in the scope.

3 Market-based emissions include the application of purchased renewable energy, unbundled RECs and carbon offsets.

2024 Carbon Offsets

PROJECT NAME	A-GAS V11	A-GAS V12
Protocol used to estimate emissions reductions or removal benefits	Certified Reclaimed HFC Refrigerants, Propellants and Fire Suppressants, v2.0	Certified Reclaimed HFC Refrigerants, Propellants and Fire Suppressants, v2.0
Location of the offset project site	Bowling Green, Ohio	Rhome, Texas
Date when the project started	January 2022	January 2022
Date and quantities when a specified quantity of emissions reductions or removals started	2022: 50,000 MT	2022: 60,775 MT
Type of project	Reclamation of used HFC refrigerants	Reclamation of used HFC refrigerants
Standards that the project meets	American Carbon Registry	American Carbon Registry
Durability period	Emissions are permanently prevented from entering the atmosphere	Emissions are permanently prevented from entering the atmosphere

Circularity & Waste Management

Southwire operates with a Lean mindset; we strive to maximize value and efficiency by optimizing our processes and minimizing waste. This drives us to use materials and natural resources as efficiently and responsibly as possible. It also inspires us to contribute to a circular economy by working to “close the loop” and keep materials in use. After shifting to a new waste vendor in 2023, we leveraged their in-depth data and insights to dig deeper into Southwire’s waste streams and impacts in 2024. This work is ongoing, with the next phase focused on identifying opportunities for improvement and verifying existing best practices.

Waste Management Approach



REDUCE overall material usage by modernizing our facilities, streamlining our processes and designing products and packaging with their full lifecycle in mind.



REDESIGN current packaging to support a circular economy, leverage options that are durable enough to be reused and use environmentally friendly materials.



RECYCLE existing materials, such as polyvinyl chloride (PVC) plastics and wood, to divert them from landfills.



REUSE existing materials, such as empty reels and components from end-of-life products, to create “closed loop” systems that reduce operating waste and costs.



REPLACE and embrace materials that are recycled, biodegradable or otherwise sustainable to reduce landfill waste and support a circular economy.



We brought this approach to life through a range of new and ongoing projects in 2024. To move the needle, we targeted many of the largest waste streams and most widely used materials and packaging across our sites. Highlights include:

CLOSING THE LOOP ON PLASTIC

Southwire is currently zeroing in on all aspects of plastic packaging, seeking opportunities to source materials containing recycled content and reduce single-use plastic waste. In 2024, we completed the shift to machine stretch film containing 30% post-consumer recycled (PCR) polymers, which we began in 2023. We then transitioned to 30% PCR shrink film, which we use for retail packaging, completing the project ahead of schedule. Meanwhile, our Kentucky Rod Mill furthered a pilot launched in 2023 to use recycled plastic pallets made from production scrap. We have purchased a mold to make the plastic pallets and plan to have sample boards made and shipped as a next step.

TAKING A SMARTER APPROACH TO SCRAP

Some scrap is inevitable in manufacturing, and our ongoing modernization efforts have contributed to this challenge in recent years. However, we have been working hard to cut back on this area and achieved an overall reduction in copper scrap in 2024. We also produce wood scrap from pallets, reels, crates and other items, which requires transportation for proper disposal. In this area, we saw an opportunity to optimize loads by avoiding wasted space. Our West Georgia, North Carolina and Alabama locations partnered with a vendor that compacts the scrap we transport. This reduced the number of shipments, helping us with associated emissions and costs.

REFINING REELS & SPOOLS

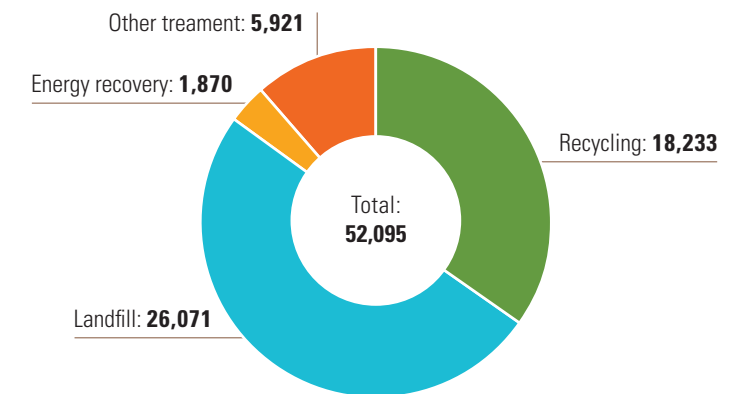
As a leading wire and cable producer, reels and spools are among our most prominent forms of packaging, and this was a focus area of our waste initiatives in 2024. For example, we consolidated our operations to reduce the types of wooden reels, reducing overall material usage and costs. We also transitioned plywood spools to alternatives using recyclable plastics at nearly all Southwire locations. In Carrollton, Georgia, we transitioned our metal spools to a locally sourced tin version that is more easily recyclable and comes pre-assembled to our sites. These efforts build on an ongoing partnership with one of our plastic spool manufacturers at Southwire’s 12 for Life® facility to collect, bail and return used plastic spools so they can be recycled for future use, and we are exploring opportunities to implement similar initiatives at other sites.

A Slick Solution

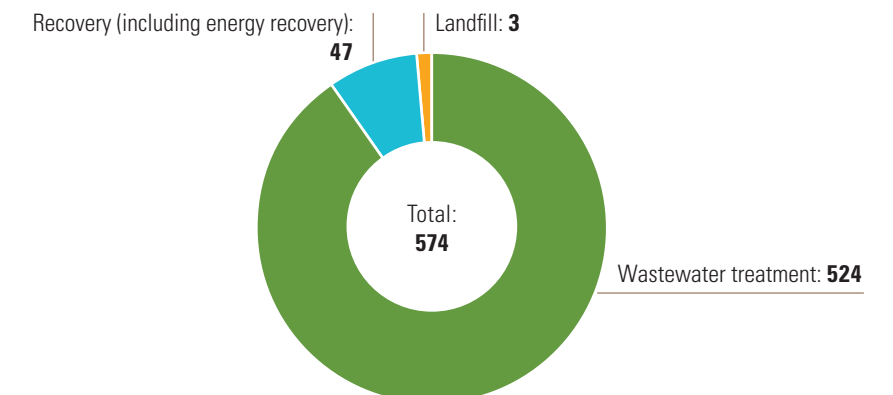
Producing and servicing wire and cable products requires machines, and many machines require oil. This can lead to a messy, slippery issue, one which we’ve been working to tackle across our plants. Enter our new partnership with a third-party provider of oil-absorbent mats that our teams can stand on, as well as wipes they can use to soak up excess oil as they work. Not only has this improved site cleanliness and helped us avoid potential safety hazards, but the company also provides a laundry service so these supplies can be reused.

Waste by Management Method

2024 NONHAZARDOUS WASTE BY MANAGEMENT METHOD (IN TONS)¹



2024 HAZARDOUS WASTE BY MANAGEMENT METHOD (IN TONS)¹



¹ Tons reported are only from U.S. and Canada sites.

Water & Wastewater

Water is a crucial resource for healthy people and ecosystems. It's also a resource Southwire relies on, especially in our manufacturing operations. While many of our sites are not water-intensive, we are dedicated to practicing strong water stewardship by ensuring responsible, compliant discharge practices and seeking opportunities for water reclamation and reuse.

Southwire's Carrollton, Georgia, sites primarily use groundwater and stormwater as process water make-up and have been a focus of our efforts in recent years. We completed a water balance project in 2024 that enabled us to begin sharing and recycling water across several sites. The initiative will

minimize the amount of city water these facilities purchase for industrial use and bring us closer to our long-term aspiration of eliminating direct discharge to a local creek. As a next step, we plan to upgrade our metering system to more accurately track rainwater use across the sites.

Water Management Approach



COMPLY with — and when possible, exceed — all regulatory requirements.



CONSERVE community water resources by focusing on efficiency.



MAXIMIZE water recirculation and reuse.



MINIMIZE the output of physical or chemical contaminants.



MONITOR water usage and embrace sustainable withdrawal and discharge practices.



INVEST in initiatives and modernization projects to further optimize and reduce our water usage over time.



PRACTICING STRONG WATER STEWARDSHIP

Southwire’s water usage consists of municipal, groundwater, rainwater and direct surface withdrawal water, which we use at our manufacturing plants, offices and other locations. Our Environmental, Health and Safety Policy and Principles guide our use of water and wastewater, and each of our sites is responsible for managing local water use and wastewater discharge. We also monitor our total withdrawal by source so we can track our annual performance and continuously improve.

Across our sites, we ensure strict compliance with all regulatory requirements, including water quality standards for nearby rivers, lakes and streams. Our facilities maintain applicable water withdrawal, stormwater discharge, direct discharge and sewer discharge permits, as well as stormwater no-exposure exemption certifications. We aspire to meet — and when possible — exceed all pertinent water quality standards while working to minimize our release of physical or chemical contaminants.

Monitoring & Management

We monitor our sites’ compliance and assess their local water impacts using visual inspections, automated electronic water quality alerts and sample analyses. As needed, we respond with appropriate best practices, such as implementing enhanced management practices, administrative procedures and engineering controls.

Several of our facilities have a third-party-verified Environmental Management System (EMS), and International Organization for Standardization (ISO)-like EMS programs are in place at additional manufacturing locations. Through our EMS process, we require each site to conduct an Aspects and Impacts analysis to identify critical site activities that may adversely affect the environment. Based on the analysis, each site must develop and implement a management strategy, policy or plan to track and manage its critical activities.

ENSURING RESPONSIBLE DISCHARGE

Proper discharge practices are something we prioritize at Southwire to prevent pollution and keep community water resources clean and safe. This is a key area where we enhanced our processes and technology in 2024. At our Copper Rod Plant in Carrollton, Georgia, we began operating a new ultrafiltration system to support ongoing compliance with our direct discharge permit. The new system is highly efficient, treating wastewater to the point of exceeding drinking water standards.

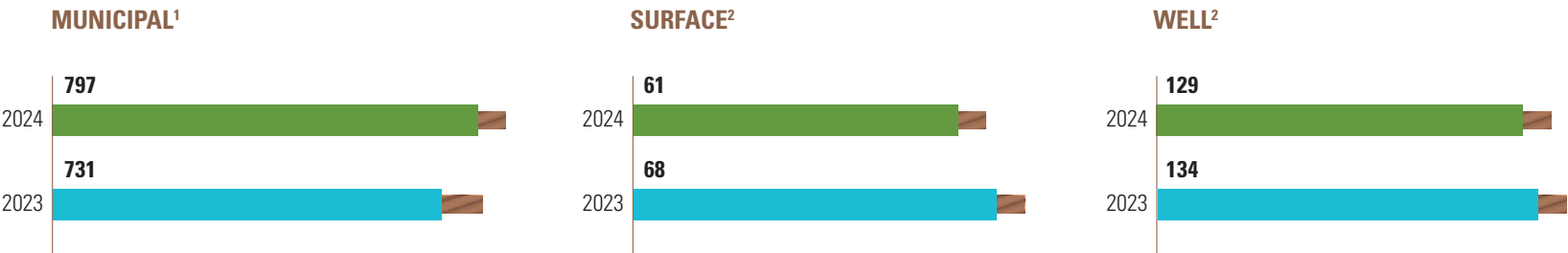
We also approved a pilot project in which we will evaluate the use of a wastewater separation unit to break down the soluble oil-water mixture used in our copper drawing process. The system is designed to separate oil from wastewater, turning it into a solid form that can be sent to a third party and used for fuel, while allowing us to reclaim and reuse the water across local sites. If successful, we hope to scale the project across more locations to reduce waste volumes, along with transportation and disposal costs.

Ongoing Discharge Practices

Where water discharge capacity is available, Southwire locations discharge manufacturing process wastewater to the local sewer authority following local sewer ordinance and permit requirements. At the locations where adequate municipal sewer capacity is not available, we discharge to local waterways in accordance with our National Pollutant Discharge Elimination System (NPDES) direct discharge permits.

Locations with stormwater-exposed industrial activities are subject to NPDES requirements and must also operate under state or local permits that specify appropriate compliance procedures. NPDES permits require us to meet stringent discharge requirements, and all permits and permit applications are subject to agency and public review. In cases where Southwire facilities are not required to obtain a sewer permit, water discharges must follow local sewer ordinance requirements.

Water Withdrawal by Source (ML)



1 For locations where water is not quantified, such as shared-tenancy office locations, consumption is estimated based on headcount.
2 Well and surface water usage are obtained from internal water meters where available. Estimates are used where data is unavailable.



Capital Deployment & Modernization

Southwire’s leading wire and cable solutions are in high demand, and we are expanding our capabilities and footprint to meet the needs of customers and communities worldwide. We’re not just growing; we’re Growing Green by modernizing and building facilities with efficiency and sustainability front of mind.

Growing Green Through Capital Deployment

Sustainability is embedded into all capital-related spending at Southwire, ensuring this is something we consider up front when identifying new projects. Our process includes:



Proactive planning: When planning a project, our engineers or project managers must complete a sustainability impact assessment for factors such as estimated energy use, waste generation and water discharge.



Targeted funding: Our capital development budget includes a dedicated fund for energy efficiency projects to enable improvement across our sites.



Avoiding waste: We focus on proactive maintenance to extend the lifespans of existing equipment and minimize material waste.

Much of our focus in 2024 was on building new facilities — and expanding and upgrading those already in existence — to support Southwire’s expansion into more market verticals. While equipment removal wasn’t a prominent factor in this process, we recycled components or materials whenever possible or retained and refurbished equipment for future use. In addition to supporting sustainability, our projects focused on automation, hazard elimination and more, boosting safety, efficiency and productivity across our sites. For example, we invested about \$55 million in comfort cooling to provide a safer experience for team members working in high-temperature locations.

\$400M+

invested in modernization of operations and facilities in 2024

~\$55M

invested in comfort cooling for high-temperature sites



We deployed our new Sustainability Playbook across all of Southwire’s facilities in 2024, while conducting energy efficiency workshops across many key sites. View Progressing Toward a Vision of Zero to learn more.



UPGRADING & MAINTAINING EQUIPMENT

We regularly identify opportunities to upgrade older equipment so we can help our teams and facilities work better. In 2024, we replaced equipment across several locations, including in Carrollton, Georgia; Florence, Alabama; Hawesville, Kentucky; and Denton, Texas. Much of the new equipment features technologies that reduce energy use while enhancing performance, such as variable-speed AC drives that regulate a motor's speed and torque. In addition, we are designing new and expanded facilities to meet Leadership in Energy and Environmental Design (LEED) Silver certification in collaboration with third-party partners.

To drive even more energy-efficiency upgrades across the organization, we developed Project Aviator, which will kick off in 2025. The new initiative aims to support Southwire's carbon reduction efforts by reducing overall energy consumption and related costs. Project Aviator will include investments in upgrades to a range of equipment, such as:

- Rod breakdown machines, multiwire drawing machines and extrusion lines.
- LED lighting, advanced cooling systems and optimized compressed air systems.
- State-of-the-art insulated building envelope, boiler technology and high-efficiency CV extrusion to reduce our use of natural gas.

While most equipment eventually needs to be refurbished or replaced, our first line of action is to monitor and maintain machines to extend their working lives. In recent years, we have deployed roadmaps to monitor equipment performance and upgrade needs across our sites. We also use a data connectivity platform to easily compare how equipment performs against similar items across our enterprise. As we find new use cases for artificial intelligence (AI) across our business, we are also using it to enhance these efforts. For example, AI tools help us analyze machine data to better predict maintenance or upgrade outcomes and prevent unplanned downtime events.

View [Cybersecurity & Artificial Intelligence](#) to learn more about our pilot project to enhance efficiency at our Copper Rod Plant in Carrollton, Georgia.



A Distribution Center Built for the Future

In August, we held a ribbon-cutting ceremony at Southwire's new Dallas Fort Worth distribution center in Alliance, Texas. At nearly 1.2 million square feet, the facility is our largest distribution center yet, and we've upgraded it with features such as comfort cooling, modernized storage solutions and automated material handling. Southwire also partnered with Plug Power Inc. to implement a green hydrogen ecosystem at the site. The system will include 50 hydrogen-powered forklifts equipped with GenDrive fuel cells and a fueling station with four GenFuel dispensers. In addition, the site uses electric shunt trucks — a reduced-emissions alternative to diesel vehicles — to transport materials between the site and our manufacturing plant in Denton, Texas. Building on this progress, we announced the construction of a new 1.2 million square foot, state-of-the-art distribution center in Bremen, Georgia, at the beginning of 2025.

“Our partnership with Plug Power is a testament to the commitment of our stakeholders, as well as our team members to ensure sustainability is part of our culture, embedded in our daily decision-making process. As we seek to discover what is possible, we'll continue to leverage our partners to help make Southwire generationally sustainable for the next 75 years and beyond.”

— Se Oh, Vice President of Operations Sustainability

TEAM MEMBERS & COMMUNITIES



THE GENERATIONAL
APPROACH 24

INCLUSIVE CULTURE 25

ENGAGEMENT
& SATISFACTION 29

TALENT
MANAGEMENT 32

TEAM MEMBER
WELL-BEING 35

OCCUPATIONAL HEALTH
& SAFETY 37

GIVING BACK 39



The Generational Approach

We invest in ***The People Behind the Power™***. Southwire’s team enables us to deliver for our customers and has done so for 75 years. Throughout our history, we have grown from 12 to approximately 9,000 team members, all working toward one Vision across our global sites. Our legacy as a leader in wire and cable solutions reflects the talent and dedication that team members past and present have poured into their work. The future of our company lies with them as well. That’s why we’re committed to making Southwire an extraordinary place to work, collaborate and grow.

Building on Our Legacy in 2024

- Reached record levels of team member engagement in Employee Resource Groups (ERGs).
- Reimagined the Southwire Leadership Academy and our internship program to enhance learning and development opportunities.
- Introduced a Lifestyle Spending Account to provide more flexibility for team members in caring for their well-being.

Achieved a

0.65

Total Recordable Injury Rate (TRIR), surpassing our 2024 goal and achieving our lowest TRIR to date

Engaged

92%

of Southwire’s Giving Back communities in at least two annual Giving Back events, with our annual Back to School event celebrating its 20th year



Inclusive Culture

We aim to build and sustain a workplace environment where all team members feel valued and empowered to bring their best selves to work.

Our core value of inclusion is essential to Building Worth for our team members, customers, shareholders and other stakeholders, helping us create impactful solutions and deliver them with a culture of excellence. We continue to take intentional steps to foster an environment where team members from all backgrounds can succeed, cultivating a more engaged, innovative workforce to carry Southwire into the next generation.

We expanded and evolved this work in 2024, with many targeted initiatives demonstrating strong results. Our employee net promoter score (eNPS) for inclusion reached its highest in company history at 68, putting Southwire in the top 5% of companies surveyed by our vendor. We also saw team members engaging with ERGs at record levels. For example, the TEAM (Together Everyone Achieves More) ERG saw its highest engagement to date among TEAM champions who drive inclusion and engagement initiatives across sites.

The Impact of Inclusion in 2024

Achieved multiple workplace acknowledgments & awards, including:

America's Greatest Workplaces for Inclusion
Newsweek

America's Greatest Workplaces for Mental Wellbeing
Newsweek

Best Managed Companies
Deloitte and Wall Street Journal

\$852M
spent with small and diverse-owned suppliers

\$1M
donated to inclusion-focused community initiatives, up from \$750K in 2023

~1K
team members engaged in Southwire's annual Include Summit

480
participants in the Southwire Link mentorship program across three cohorts, the largest in company history



Learn more about how Southwire's inclusion strategy and how it powers growth [on our website](#).



TAKING A BUSINESS-WIDE APPROACH

Our focus on inclusion is essential to our goal to make Southwire generationally sustainable for the next 75 years and beyond. This work strengthens our business, facilitates future growth and powers our progress. And it cuts across our business, helping us boost resilience and build stronger, more engaged teams.

Areas of Focus

Southwire’s holistic inclusion strategy currently includes six key areas of focus. These areas allow us to address different elements of inclusion, which come together to create a broader impact. They include:

PEOPLE LEADERS

People leaders support the foundation of our strategy through ensuring accountability and prioritization across the company. Our 2024 actions included:

- Further integrating inclusion into our team member development programs.
- Continuing to upskill and engage our leaders, including through Catalyst’s Mutual Accountability Real Change (MARC) program, which is designed to build effective gender partnership and inclusive cultures.

 View our **People Leaders** page to learn more.

INCLUSIVE WORKFORCE

An inclusive workforce builds on organizational capability and accelerates growth across the enterprise. Our 2024 actions included:

- Completing construction of clean, comfortable and compliant spaces for nursing mothers at all Southwire facilities. Learn more about the project **in a case study** with our partner, Nessel.
- Achieving the highest participation to date through Southwire Link, a company-wide, application-based membership program open to all team members.

 View our **Inclusive Workforce** page to learn more.

EQUITY & GOVERNANCE

Ensuring a key focus on equitable practices and leadership councils’ governance. Our 2024 actions included:

- Sustaining four inclusion councils, including our Executive Inclusion Council, Inclusion and Engagement Council, ERG Inclusion Council and Social Advisory Council.

 View our **Equity & Governance** page to learn more.

EMPLOYEE RESOURCE GROUPS

ERGs are a catalyst to lead with key company values of empowerment, trust, consistency and inclusion. While they focus on bringing awareness around specific groups, all team members are welcome to join each ERG. Our 2024 actions included:

- Achieving Southwire’s highest ERG participation rate to date, helping us drive a culture of inclusion across the organization.
- Evolving the NEXTgen ERG to the MULTIgen ERG to connect team members across generations and encourage growth at all stages of their careers.
- Celebrating the 10th anniversary of Southwire’s Women’s Network.

 View our **ERG** page to learn more.

REPUTATION & COMMUNITY

A focus on reputation and community ensures the organization is aligned with our commitment to be an extraordinary place to work for all stakeholders. Our 2024 actions included:

- Leveraging multichannel communications to highlight Southwire’s commitment to inclusion and engage key stakeholders in this work.
- Sponsoring the Annual Women in Manufacturing® (WiM®) Summit, hosting a panel and connecting with thousands of attendees across the manufacturing field.
- Receiving awards and recognitions for inclusion from Newsweek, Diversity Impact Awards and DiversityJobs, and supporting organization-wide achievements, such as being named among the World’s Most Ethical Companies by Ethisphere.

 View our **Reputation & Community** page to learn more.

VALUE & SUPPLY CHAIN

A continued focus on small and diverse suppliers and expanding the value of like-minded partnerships guarantees our alignment to be sustainable. Our 2024 actions included:

- Investing \$852M with small and diverse-owned suppliers.

 View our **Value & Supply Chain** page to learn more.

Leveraging an “All-In” Governance Model

Southwire aims to be “all in” on inclusion. That means we embed ownership and accountability for inclusion at every level of the business. Our inclusion governance model helps ensure we consider perspectives across the organization and address many important elements of this work. Southwire’s Chief Inclusion Officer leads our inclusion strategy and reports directly to the CEO as a member of the executive leadership team. This strategy is supported by four councils:



INCLUSION AND ENGAGEMENT COUNCIL

- **Chaired by** our President and CEO.
- **With representation from** our Executive Leadership Team, ERG Champions and Sponsors and Inclusion Center of Excellence.
- **Supports our inclusion strategy by** meeting twice per year (during the second and fourth quarters) to assess the team member experience, inclusion progress and opportunities.



EXECUTIVE INCLUSION COUNCIL

- **Chaired by** our Chief Inclusion Officer.
- **With representation from** our President and CEO, Executive Leadership Team.
- **Supports our inclusion strategy by** meeting twice per year (during the first and third quarters) to focus on education, collaboration and future progress.



ERG INCLUSION COUNCIL

- **Chaired by** our Chief Inclusion Officer.
- **With representation from** our ERG Champions and our Employee Engagement and Communications and Giving Back teams.
- **Supports our inclusion strategy by** meeting monthly to encourage collaboration among teams that are working toward broader inclusion strategies and goals.



SOCIAL ADVISORY COMMITTEE

- **Chaired by** our Executive Vice President, General Counsel.
- **With representation from** our Executive Vice President, People and Culture; Chief Inclusion Officer; and Vice President, Communications and Giving Back.
- **Supports our inclusion strategy by** providing guidance, direction and recommended actions to support the CEO and Board in how we show up within the context of societal conversations and issues worldwide.



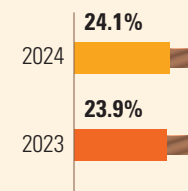


UNDERSTANDING OUR WORKFORCE

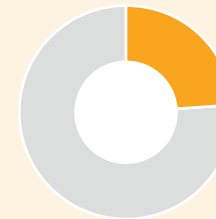
As we work to build an environment that's welcoming to all, we also monitor demographic trends to better understand and improve retention and engagement efforts.

2024 Workforce Demographics

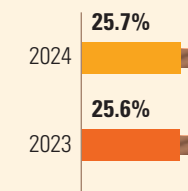
WOMEN (U.S.)



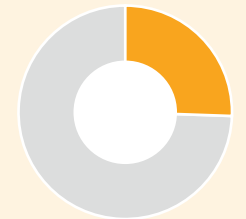
24.1% OF OUR
U.S. WORKFORCE



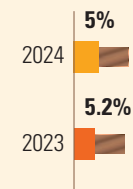
WOMEN (GLOBAL)



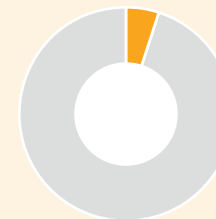
25.7% OF OUR
GLOBAL WORKFORCE



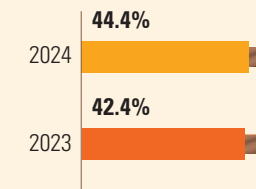
VETERANS (U.S.)



5% OF OUR
U.S. WORKFORCE



UNDERREPRESENTED COMMUNITIES (U.S.)



44.4% OF OUR
U.S. WORKFORCE



Engagement & Satisfaction

Through ongoing engagement, we strive to strengthen our ONE Southwire™ culture, creating an environment of empowerment and trust. Our “listening, learning and improving” approach helps us do just that — gather insights from across our organization, analyze them for indicators and trends and use that information to position Southwire as an extraordinary place to work.

Team members shared their feedback and experiences through multiple touchpoints in 2024, including our Living Well engagement survey. As we collected their input, we responded to insights provided in recent years, creating more robust and self-guided development opportunities and expanding our onboarding program for hourly team members.

Southwire’s Employee Experience program began taking a lifecycle listening approach, creating opportunities to gather feedback at key moments such as preboarding, the first-year experience and the offboarding process. Looking ahead, we will continue to boost engagement by partnering with a new vendor to improve our rewards and recognition program. We plan to create a strategy to ensure all team members can be recognized for outstanding performance and have opportunities for peer-to-peer recognition.

LEARNING FROM TEAM MEMBERS

Southwire’s Living Well engagement surveys collect honest, anonymous feedback from team members across our sites. We use these insights to identify key strengths and opportunities to enhance our team members’ experience and satisfaction. These insights are critical to creating a culture where team members want to work and stay, setting the stage for Southwire to flourish in the next 75 years and beyond.

Southwire was named one of the U.S. Best Managed Companies in 2024. This marked our fifth consecutive year winning this award, sponsored by Deloitte Private and the Wall Street Journal.



Listening, Learning and Improving in 2024

LISTENING

The more team members who respond to our survey, the more effective it is, and we were encouraged to see an uptick in participation in 2024. We also improved our eNPS score from 2023, with Southwire among the top 10% of companies surveyed by our vendor.

93%

aggregated participation, +5 percentage points year-over-year (YoY)

55

eNPS score, +2 points YoY

LEARNING

The engagement drivers of meaningful work, goal setting and peer relationships emerged as key strengths, with scores significantly above our vendor's benchmark. Growth and freedom of opinion emerged as focus areas for 2025. We have already begun significantly expanding growth opportunities and will continue to do so. To address freedom of opinion, we are emphasizing action planning at all levels of the organization and working to ensure leaders use open communication to close the loop on the team member feedback process.

Key strengths:

- Meaningful work
- Goal setting
- Peer relationships

Future priorities:

- Growth
- Freedom of opinion

IMPROVING

We continued to see improvement across key performance drivers in 2024. In addition to improving survey participation and our overall eNPS score, we achieved an eNPS of 68 for inclusion, up one point from the previous year. We improved our score for autonomy, making strides on a focus area we identified the previous year.

68

inclusion score, putting Southwire among the top 5% of companies surveyed by our vendor





“ I had an amazing experience and feel very welcomed.
I am excited to start my career here.”

— JUMPSTART hourly participant from Southwire’s Villa Rica, Georgia, plant

GETTING OFF TO A GREAT START

We focus on onboarding throughout the first 12 months of all team members’ Southwire careers, striving to provide an engaging and consistent experience right from the start. In 2024, we launched JUMPSTART, which includes programs for all new salaried and hourly team members. These programs set the foundation for a successful and fulfilling journey at Southwire, where every team member is empowered to thrive.

~90%

JUMPSTART retention rate among
salaried team members

74

aggregated eNPS score of salaried
JUMPSTART participants

JUMPSTART Salaried

Launched in January 2024, this two-day onboarding experience is held on site in Carrollton, Georgia, to inspire, engage and empower salaried team members. On day one, participants learn about the vast opportunities of our industry and Southwire’s rich heritage and values. Day two provides them with practical tools and resources, as well as an overview of key policies, procedures and benefits. We also host networking dinners to foster a strong sense of belonging and community among the group.

JUMPSTART Hourly

Building on the success of our salaried program, we launched JUMPSTART Day 1 for hourly team members in December 2024. Participants receive localized, on-site onboarding before continuing with skills-based training. The program aims to foster connection, confidence and success by offering essential tools, resources and leadership support through interactive learning, team integration and feedback. To prepare for the rollout, we trained all site leaders to facilitate JUMPSTART and tailor content to site- and role-specific needs. We also introduced surveys and feedback touchpoints for new hourly team members to gauge their onboarding experience. In 2025, we plan to evolve the program and implement a Governance Committee to ensure its consistency, continuous improvement and long-term success. By fostering alignment across all sites, we aim to enhance our workplace culture, drive team member retention and support organizational growth.

Talent Management

As Southwire grows, we want our team members to grow, too. Southwire aims to be an extraordinary place to work with strategies centered around driving a learning culture, optimizing talent practices and processes, and embracing a career philosophy that career growth is a shared responsibility among team members, managers and the company.

In recent years, we have made purposeful investments to cultivate a learning culture across the business, and we continued and accelerated that work in 2024. We focused on offering opportunities for team members in various regions — and at all stages of their careers — prioritizing options that work for a range of learning styles. Upskilling our workforce translates to better results, and in a competitive labor market, this work sets Southwire apart as a place where team members can grow and flourish.

Empowering Leaders Across Southwire’s Workforce

Our framework for learning and development centers every team member as a leader, providing opportunities to build skills for current or future roles:



Leader of self
Individual contributors



Leader of others
Supervisors and managers



Leader of leaders
Directors and above



EXPANDING LEARNING & DEVELOPMENT

Through recent team member engagement surveys, we’ve identified growth as a priority for our teams. In response, we accelerated learning and development efforts in 2023 and expanded and enhanced key programming in 2024. We emphasized initiatives to build both power skills that help team members across our organization succeed and targeted functional skills to improve team member efficiency and performance. We also expanded training and resources for hourly team members and frontline leaders by implementing designated training specialists across our sites. While enhancing our ongoing programming, we launched several new learning and development opportunities that we will continue to expand in 2025. They include:

- Strengths Deployment Inventory Workshops
- The Business Game: Financial Acumen for Everyone
- Presenting with Impact
- Mastering Emotional Intelligence
- New Leader Assimilation Workshops
- Cultivating Self



Enhancing Flagship Programs

Southwire launched several flagship learning and development programs in 2023, which we continued to enhance in 2024. Highlights from our expanded portfolio include:

- **Leadership Foundations** focuses on upskilling frontline supervisors and managers with essential skills to effectively lead their teams and create an environment where team members can thrive.
- **Manager Essentials** is an on-demand, self-paced learning course designed to support new people leaders in creating a stable work environment for all team members. The course educates participants on company processes, policies and procedures and includes an on-demand resource library.
- **LinkedIn Learning** has been offered to all salaried team members since 2023. Through targeted communications and campaigns, we significantly increased user activity in 2024. By the end of the year, nearly 87% of team members with active user licenses regularly consumed LinkedIn Learning content, with users completing an average of 15 learning modules per month.

Taking the Southwire Leadership Academy to New Heights

A top initiative of 2024 was redesigning the Southwire Leadership Academy, which provides immersive and applied learning opportunities for high-potential talent. Previously a two-day experience, we extended the academy to an eight-month initiative, offering programming tailored to specific career bands. The 2024 session engaged directors and site leaders in self-paced learning and coaching activities. They then began a capstone project, culminating in a boardroom-style presentation to executive leaders. As of the end of 2024, all members of the 2024 cohort were on track to graduate in the spring of 2025.

BUILDING SALES CAPABILITIES

Southwire’s Talent Management team is committed to fostering a learning environment that empowers our sales force to excel in their roles. We developed a new functional sales learning strategy in 2024, which we plan to deploy in 2025. Focus areas for the strategy will include:

- **Commercial Sales Functional Onboarding** to build excitement among new sales force team members and set them up for long-term success.
- **Solution Selling**, a program designed to equip our field sales reps with proven skills and processes that elevate sales performance.
- **Product Training** on Southwire’s product features and applications to enhance key sales team competencies.
- **Sales Leadership Coaching** to help Southwire sales managers more effectively lead and manage their teams.

ALIGNING OUR TALENT AND BUSINESS STRATEGIES

We are always looking ahead at Southwire, and in 2024, we focused on aligning our talent management strategy with our business’s current and future needs. To help ensure strong workforce continuity and performance, we kicked off two ongoing initiatives during the year:

First, we reimagined our talent review and succession planning process by launching a pilot program targeting site leaders in critical locations and leaders at the vice president level and above. We also enhanced several talent evaluation tools and refined how leaders approach talent reviews. We later expanded the program to all site leaders and technical talent and hosted sessions to assess our executive leadership talent pools. We plan to implement key learnings in 2025 and further expand the program to evaluate our talent pools for the director level and above.

In addition, we established a comprehensive strategy for implementing a talent marketplace at Southwire. This began by forming a dedicated project committee, which developed a detailed project plan and roadmap to take us through the next few years and beyond. We then created a job description review process to ensure alignment with Southwire’s evolving needs. We also began to identify and implement enhanced technology tools to support the project’s long-term success.

INVESTING IN OUR TALENT PIPELINE

To support generational sustainability, we must build a pipeline that equips Southwire to tackle the challenges of today — and those to come. This work is crucial, with researchers estimating that up to 3.8 million manufacturing roles will need to be filled by 2033, and warning that nearly half could remain vacant due to gaps in skilled applicants.¹ We are addressing this gap by working with educational partners to broaden our recruitment efforts and reach while expanding programs that build critical skills in manufacturing and beyond. In 2024 we maintained partnerships with University of West Georgia (UWG), Auburn University’s 100 Women Strong and Engineering Academic Excellence programs, Georgia Tech’s Office of Minority Educational Development and the Atlanta University Center Consortium. We also zeroed in on early career and student-focused programs, such as internship and apprenticeship opportunities.

Bringing Our Internship Program into the Future

Southwire hosted one of its largest internship cohorts in 2024. We updated the program to include more structure for interns, as well as in-person opportunities to spend time with their peers and Southwire team members. All interns came together for in-person onboarding to kick off the program and returned for an in-person offboarding event. We also provided each intern with a mentor, prompted managers to develop more clearly defined projects and created more touchpoints for interns and managers to connect. Outside of our regular programming, we provided interns with access to virtual learning opportunities to build targeted knowledge and skills.

Yello, a leading provider of early talent acquisition software solutions, recognized Southwire as one of its Top 100 Internship Programs of 2024.

Creating the Next Generation of Business Leaders

UWG has been a long-time Southwire talent partner. Together, we host the Southwire Business Leadership Program (SBLP), where UWG students can spend a year gaining firsthand work experience. Students build leadership skills and become immersed in Southwire’s culture through a semester-long onboarding. Next, they begin a two-semester internship that allows them to create a multiyear strategic plan to address a business opportunity or need. All SBLP participants present their plans to Southwire’s executive leadership team, cultivating strong presentation skills and gaining visibility with senior leaders.

Fostering Skills — and Opportunities — for Life

Our 12 for Life® program offers students from local school systems in Georgia and Alabama paid employment and training inside a modified Southwire manufacturing environment. The program includes classroom instruction, work and life-skill building and mentorship opportunities, while supporting students in attaining high school diplomas or GEDs. In 2024, we introduced the SkillPointe Scholarship for students who have completed the 12 for Life® program. In SkillPointe’s first year, we awarded \$10,000 scholarships to 10 recipients, which they will use to further their professional development through college careers.

Building a Pipeline for Maintenance Careers

Participants in our two-year Southwire Maintenance Apprenticeship complete on-the-job training alongside classroom instruction, preparing them for potential full-time Southwire roles. Apprentices can choose between two tracks created for maintenance or electrical technician positions. Opportunities are open to outside applicants, such as students from West Georgia Technical College and Southwire team members looking to transition into new roles.

Upgrading Our Finance Rotational Program

In 2024, we celebrated some key upgrades and successes of this program offering. The Finance Rotational program employs new recent graduates into the three-year rotational program. During this time, the new graduates learn various finance functions within the Southwire business to include operations, corporate and commercial. In 2024, we broadened our scope of participation internally to expand the program efficiencies through onboarding, development of cohorts, recruiting and committee sponsorship. In addition, externally, we expanded our recruitment sources to maximize our reach.

Southwire proudly supports the University of Georgia’s Society of Women Engineers chapter, helping to expand the pool of engineering talent we recruit.

100%

completion rate maintained by the SBLP over the past two years

60%

of SBLP participants offered Southwire positions

¹ Deloitte and The Manufacturing Institute, Taking charge: Manufacturers support growth with active workforce strategies, 2024.

Team Member Well-Being

Southwire’s Living Well tenet means we are committed to fostering a well-balanced workplace and supporting team members’ overall well-being. By caring for team members, we create an environment where people want to work and stay. Southwire’s Total Rewards program allows team members and their families to live well at work and at home. Our comprehensive suite of benefits addresses physical, mental, emotional and social health. In 2024, we expanded offerings to better meet team members’ needs.



EXPANDING ACCESS TO MENTAL HEALTH SUPPORT

Through a partnership with Spring Health, we continued to provide readily available, high-quality mental health care for team members and their families. This benefit includes access to therapy, coaching, care navigation, work-life support and an on-demand library of mental well-being exercises. In 2024, team member enrollment increased by nearly 50%, and those utilizing the service self-reported significant improvements in symptoms of depression and anxiety, as well as an increase in overall productivity. By continuing to reduce barriers to mental health care, we help team members feel supported and empowered to bring their best selves to work each day.

SUPPORTING FAMILY PLANNING

Recognizing that everyone’s path to parenthood is unique, we strengthened our partnership with Progyny to support team members in their fertility and family-building journeys. In 2024, 59 team members engaged with the Progyny program with five babies born through the benefit. Additionally, team members leveraged resources for adoption and donor support, ensuring access to a wide range of family planning options. Investing in family planning benefits helps reduce the financial and emotional burden of fertility care on team members, allowing them to focus on their careers while growing their families with confidence.

ADVANCING MUSCULOSKELETAL HEALTH

We continued to partner with Hinge Health to support team members’ physical health through its musculoskeletal (MSK) program. In 2024, 244 team members participated in MSK programs, with 61% self-reporting significant pain reduction. Team members engaged in back support programs and pelvic floor therapy, helping them recover from injuries and manage chronic pain while improving mobility. Providing these accessible, noninvasive treatment options has helped us build and maintain a healthier, more resilient workforce.

“Honestly, I do not feel like I would have been able to conceive without Progyny. The cost was broken down to us beforehand, and we would have been in financial strain. Thank you so much for fighting for this wonderful benefit! It truly did help us create our family!”

— Hourly team member in Carrollton, Georgia



Nearly 50%

increase in team member enrollment in mental health programs in 2024

PROVIDING PERSONALIZED BENEFIT OPTIONS

Well-being looks different for different team members. Recognizing this, we introduced the Lifestyle Spending Account (LSA) in 2024 to give team members greater flexibility in choosing benefits that fit their unique needs. The LSA allows team members to allocate funds toward gym memberships, veterinary care, financial services and more. By offering personalized benefit options, Southwire reinforced its commitment to enhancing work-life balance and supporting long-term well-being.

ENHANCING OPEN ENROLLMENT

We began several initiatives to streamline and enhance Southwire's open enrollment process in 2024, which will continue to roll out in 2025. For example, we added more benefits counselors to enable one-on-one team member consultations. We also updated the benefits section of Southwire's website and deployed kiosks to give hourly team members easier access to manage their benefits on site. The kiosks enable team members to complete new-hire benefit enrollment, update their benefits based on specific life and career events and access additional health and wellness information through Southwire's engagement platform.

The Total Rewards We Offer Team Members

- Competitive base pay, including performance-based incentives, paid time off, holiday bonuses, travel pay, relocation assistance, service awards and holiday gifts.
- A competitive 401(k) plan for U.S. team members with matching contributions.
- Pensions for our full-time, hourly U.S. team members.
- Life and short-term disability insurance.
- Four work weeks of fully paid paternity leave and 12 work weeks of fully paid maternity leave through our extended benefits for eligible new parents.
- Comprehensive family benefits, including fertility treatments, family planning and an adoption reimbursement assistance program.
- Access to a comprehensive mental health benefit and Employee Assistance Program.
- Access to quality health care, including a stipend to offset travel costs when care is not available near the team member's residence, and our new virtual physical therapy benefit for musculoskeletal health.
- Retirement readiness counseling.
- A tuition reimbursement program.
- Access to on-site fitness centers and/or gym membership reimbursement.

Occupational Health & Safety

To make Southwire an extraordinary place to work, we provide team members with the tools and knowledge they need to perform their work safely each day. Our vision is simple — and bold: We strive to achieve zero injuries or illnesses in the workplace while continuing to lower our TRIR year after year.

In 2024, we strengthened Southwire’s safety culture and were proud to achieve a record-low TRIR, surpassing our annual target. In addition, 35 sites recorded zero injuries during the year. These achievements are the result of a range of targeted efforts, including modernizing our equipment and operations, bolstering safety leadership and accountability, leveraging Lean principles in safety management and instilling a safety mindset across sites.

A SMARTER SAFETY APPROACH

Across all Southwire sites, we aim to build momentum to keep improving safety performance. In 2024, we continued ongoing safety efforts that have proved effective while continuing to refine our approach. All Southwire facilities are equipped with best-in-class safety guidelines and given the flexibility to deploy a site-specific strategy. We also identify site-specific performance targets and leading measures based on risk areas associated with a site’s processes and historic incident trends. Our safety guidelines focus on:

- Leadership commitment
- Incident management
- Responsibility and accountability
- Hazard identification and control
- Communication and training
- Team member engagement

At the enterprise level, we set short- and long-term targets by analyzing our performance each year. Our short-term targets help us develop strategies to reduce prevalent incidents and injuries. Our long-term safety goals focus on strategically growing our Environmental, Health and Safety

management system, engaging team members in our world-class safety culture and significantly reducing serious injury or fatality (SIF) risks. Our full list of critical areas of focus includes, but is not limited to:

- Electrical safety and work practices
- Control of hazardous energy
- Machine guarding
- Mobile equipment
- Confined spaces
- Fall prevention and walking/working surfaces
- Storage racking
- Robotics

To achieve short- and long-term targets and improve safety at the site level, we continue to focus on two core pillars: identifying and eliminating hazards and managing team member behavior. This prevention-focused mindset is fundamental to Southwire’s safety performance.

Identifying and Eliminating Hazards

In 2024, we furthered work to proactively identify and remove hazards wherever possible. Much of our work focused on early intervention for acute injuries and ergonomics improvements. Using a heat map developed through Lean tools, for example, we identified key risk areas. We also introduced a tool to connect directly with orthopedic providers who provided guidance on stretches and exercises to reduce pain and prevent ergonomic injuries and key sites. Meanwhile, we invested over \$400 million to modernize our operations and facilities, replacing equipment where necessary and reducing strain on team members through automation. We also explored new layouts for facilities that reduced hazards, keeping our teams out of harm’s way.



Instilling Strong Safety Behaviors

To truly move the needle on safety, we must go beyond enterprise-level policies and processes — focusing on key behavioral shifts that transform the way team members approach their work. This was a priority in 2024, with frontline leaders playing a key role in this work. Southwire managers held one-on-one conversations with these leaders and collected 360-degree feedback from their teams to better understand the site-specific risks they encounter. If necessary, they then implemented targeted interventions to improve operations at a particular site.

We also introduced Single Point Accountability frameworks to increase shared ownership for sites’ safety performance. Our process began by choosing nine priority safety areas within manufacturing operations, then gathering input on safety best practices from team members in departments from maintenance to engineering. We used these insights to inform the frameworks, which outline opportunities for team members to enhance their safety performance and will serve as a benchmark for us to measure performance moving forward.

Finally, we streamlined safety-related onboarding for Southwire team members who are new to their roles while continuing to offer new-to-the-job and new-to-the-task programming during team members’ first 90 days in their new positions. We also continued safety huddles and storytelling initiatives to highlight real-world safety scenarios, shining a light on key risks and ways to successfully intervene.

SAFETY PERFORMANCE FOR PERMANENT AND TEMPORARY TEAM MEMBERS		
	2023	2024
TRIR	0.77	0.65



PROGRESSING TOWARD A VISION OF ZERO

Our ultimate goal is an injury- and illness-free workplace, and we continue to reach key milestones along the way. In 2024, we achieved a new historic low TRIR of 0.65, surpassing our target of 0.68. Contributing to this achievement were 35 Southwire sites that recorded zero incidents over the year. We also saw record safety performance at high-risk sites, including Bremen, Indiana, and Hawesville, Kentucky. Southwire leaders visited priority sites during the year to better understand their challenges and collaborate on strategies to drive improvements.

The more our safety record improves, the more challenging it becomes to keep moving the needle. One way we’ll achieve this in the future is by shifting our focus from lagging to leading indicators. We plan to emphasize specific actions to prevent life-altering events and further minimize our Serious Injuries or Fatalities (SIF) rate, which we reduced by over 60% in 2024. We will also continue to focus on energy-based safety tools to enhance hazard recognition, ensure proper guardrails are in place to prevent safety incidents and help us prioritize the elimination or mitigation of high-risk hazards. A systematic deployment of this program will help us improve our risk perception and tolerance. Most of our sites used this approach in 2024, and we plan to adjust and scale our efforts going forward.

Aligning with Industry-Leading Health and Safety Standards

Southwire is committed to meeting or exceeding internationally recognized workplace safety standards. Where applicable, we strive to have our manufacturing and warehousing operations certified to the standards of the Occupational Safety and Health Administration Voluntary Protection Program (OSHA VPP) and eventually transition to International Organization for Standardization (ISO) 45001. We also align with various international standards, such as Impresa Segura in Mexico, and each site has a team-member-driven safety steering committee responsible for overseeing OSHA VPP compliance.

Giving Back

Roy Richards started Southwire in his hometown of Carroll County, Georgia — a place where he could build value while helping to improve the quality of life.

We take tremendous pride in our communities, which have expanded as Southwire’s geographic footprint has grown. As we have found success through the years, we have also found a deeper sense of purpose by Giving Back. We continued to grow these efforts in 2024, focusing on an inclusive, collaborative approach. During the year, we celebrated two decades of supporting local students and provided critical disaster relief, all while engaging even more Giving Back communities to support our ambitious goal.



GOAL

ENGAGE

100%

of Southwire’s Giving Back communities in at least two annual Giving Back events by 2025.

PROGRESS

REACHED 92% engagement.

92%



Giving Back Approach

We enthusiastically share our time, talent and financial resources to make a positive impact and lend a hand to those in need. Our goal is to enable and engage our workforce to build more sustainable communities. Through volunteerism, community partnerships and charitable giving, we are bringing this goal to life.



GIVING BACK STRANDS

We guide our community engagement efforts around five charitable giving strands that align with our values and sustainability strategy:

Inclusion — We support initiatives that foster inclusion, promote diverse perspectives and recognize the talent and inherent value of all people, regardless of gender, ethnicity or sexual orientation.

Environment — We support environmental efforts to build sustainable homes and communities, advance carbon reduction and clean technologies, protect and conserve natural resources and foster environmental education.

Education — We support education initiatives focused on science, technology, engineering, arts and mathematics (STEAM) programming; innovation; and workforce development.

Community — We support initiatives relating to human, community and social services, such as programs that serve underprivileged community members and youth, promote arts and culture, spur economic development and build awareness of charitable causes.

Customer/Affiliate — We support charitable initiatives that allow for collaboration with customers and community partners to create an even bigger impact on the places we call home.



IMPACT LEVERS

Our Communications and Giving Back team leads community engagement and philanthropy efforts, which encompass the following areas and programs:

Corporate Philanthropy — Southwire provides charitable donations to our Giving Back communities and nonprofit partners, including through **Dollars For Doers**, a program created in collaboration with Southwire’s Inclusion team that is available to team members worldwide. Team members can earn credit for their volunteer hours or personal charitable donations, which they may redeem to support the eligible charity of their choice.

Southwire CARES, Inc. — Our not-for-profit initiatives are overseen by Southwire CARES, Inc., a 501(c)(3) governed by a Board of Directors comprised of leaders throughout our organization. It encompasses:

- **Project GIFT®**, Southwire’s team member volunteer program that leads all service-related initiatives. Our signature Project GIFT® (Giving Inspiration for Tomorrow) events include our Walk for Water, Back-to-School Giveaway and Toys for Tots Collection Drive. The program also supports site-specific efforts and disaster relief.
- **POWER Fund** (Providing Others with Emergency Relief), which provides short-term, emergency assistance to qualifying U.S. team members and family members who encounter hardships. Southwire contributes to the fund and will match recurring contributions made by team members, empowering them to support colleagues in need.

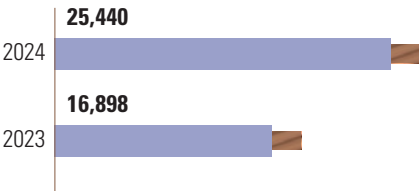


TEAM MEMBER ENGAGEMENT IN GIVING BACK

Passion fuels us at Southwire, and that shines through in our team members’ enthusiasm for Giving Back. We aspire to engage as many team members in these efforts as possible, with many returning to make a difference year after year. One of our key engagement tools is YourCause, Southwire’s one-stop shop for Giving Back efforts. In 2023, we leveraged YourCause to launch our Dollars for Doers program, which saw strong participation in 2024. Dollars for Doers provides team members with more flexibility to give how and where they want while offering leaders valuable insights into the causes our teams care about most. Team members also found more flexibility with our “pick a project” option where they can earn credit for volunteer activities within and outside of Project GIFT®.



VOLUNTEER HOURS



SUPPORTING COLLEAGUES WITH THE POWER FUND

When ***The People Behind the Power™*** face hardships, Southwire is there. For more than two decades, the POWER Fund has supported team members faced with a range of emergency circumstances outside their control, from a natural disaster to a serious illness or an immediate family member’s loss of life. POWER Fund reached over \$1 million in distributed funds during 2024. This was made possible through the generosity of many team members through the years, including those deemed POWER Providers for providing a recurring gift. Southwire matches all recurring gifts to multiply their impact, ensuring our team members and their families can count on us in times of need.

“**I would have lost pretty much everything if it hadn’t been for the POWER Fund — for the great people I work with here at Southwire donating and giving their hard-earned money for Southwire to match.**”

— Tony Wysner, General Services Team Member

Taking a Cross-Functional Approach

Giving Back is part of the fabric of Southwire, and we are maturing our strategy by taking a more integrated approach. In recent years, we have focused on collaborating across the organization, including with our Inclusion and Living Well teams.

We partnered with the Living Well team to participate in an Out of the Darkness Walk in West Georgia, aimed at promoting awareness of those impacted by suicide and raising funds for the American Foundation for Suicide Prevention. In addition to the walk, we hosted lunch-and-learn events to create a space for team members to learn and find support.

We also worked with our Inclusion team to support The Warrior Classic through a collaboration between the Atlanta Braves® Foundation, Southwire’s Veterans Network and Project GIFT® volunteers. The event honors veterans and provides opportunities to meet former Braves® players and take batting practice on the field at Truist Park. The Warrior Classic is just one way we work to support veterans at Southwire through our ongoing partnership with Wounded Warrior Project, Inc.®

\$1M+

Contributed toward community inclusion initiatives in 2024, up from \$750K+ in 2023.

FOSTERING A CULTURE OF SERVICE THROUGH PROJECT GIFT®

Project GIFT® has long been at the core of how Southwire gives back, providing team members with opportunities to volunteer for a range of local causes. The program is highly collaborative, with Southwire often partnering on initiatives with nonprofit organizations or our ERGs. Highlights from our signature programs in 2024 include:

Celebrating 20 Years of Support for Local Students

It was a big year for the Southwire Project GIFT® annual Back to School event, which marked two decades of service in 2024. Together, our sites contributed 30,000 backpacks full of school supplies to students across the country. To celebrate the milestone, we worked with our longstanding partner West Georgia Technical College to expand the My Favorite Teacher contest. Students and parents were invited to nominate educators who positively impacted their families, with gifts awarded to teachers throughout Alabama, Georgia, Indiana, Michigan and Texas.

“ Our commitment to Giving Back comes from our desire to create shared value for communities and team members. We all depend on each other. We’re incredibly grateful to have the opportunity to support local students and teachers during the past 20 years, and we are excited for the future of our Giving Back initiatives.”

— Kristian Whittington, Director of Giving Back

In addition to supporting local students through Back to School drives, we invest in scholarships and educational initiatives. For example, we provided SkillPointe scholarships to 10 graduates of our 12 for Life® program in 2024.

View [Investing in Our Talent Pipeline](#) to learn more about how we supported students during the year.



Addressing the Water Crisis, One Step at a Time

Billions of people throughout the world lack access to clean, safe water according to Water Mission. By working together to help address this global crisis, we can support better community health. For the third year in 2024, Southwire Project GIFT® partnered with Water Mission to host annual Walk for Water events. Participants walked a course roughly the same length as the route many people take to get fresh water each day, raising awareness and funds. Southwire team members across the globe participated in the walks and collected donations. The funds directly supported Water Mission's efforts in Honduras and Mexico, where Southwire has a Giving Back presence.

Bringing Light to the Holiday Season

Many children look forward to the holiday season, but it can also be a stressful time for families in need. That's where Southwire Project GIFT® volunteers pitch in, holding annual toy drives to help spread hope and holiday joy. In 2024, we joined community partners and neighbors to collect thousands of toys during a two-day event in Carrollton, Georgia. Participants filled an 18-wheeler with bikes, dolls, puzzles, action figures and more, donating them to Carroll County Toys for Tots. Several other sites participated in similar events with Toys for Tots, the Salvation Army and Feed My Starving Children.

“ The holidays are such a special time of year and hold many precious memories for so many of us. The love and support from our community to ensure that children in our area experience that spark of joy warms my heart.”

— Stefanie Anderson, Senior Giving Back Specialist



Supporting Those Impacted by Hurricane Helene

In the wake of Hurricane Helene, Southwire team members jumped into action. Project GIFT® volunteers gathered to collect essential resources and funds, deploying them to colleagues, community members and organizations throughout Georgia and North Carolina.

Team members filled nine tractor-trailers with critical supplies, such as food, water and hygiene products. They deployed these resources with several community partners, including food banks, disaster relief nonprofits and local Chambers of Commerce. Southwire also partnered with Water Mission to collect monetary donations for impacted communities in North Carolina. Together, we helped raise more than \$54,000, which supported Water Mission's work to set up several generators and safe water systems.

“I am fortunate to work for a company that allows me the flexibility to do my work and better serve my community and those around me,” said Rae Herndon, Certifications Specialist at Southwire. “The disaster relief recipients were beyond grateful for the provisions. Several people came to receive supplies but stayed all day lending a hand to unload the trucks and distribute supplies to their neighbors in need.”



GOVERNANCE



THE GENERATIONAL
APPROACH 45

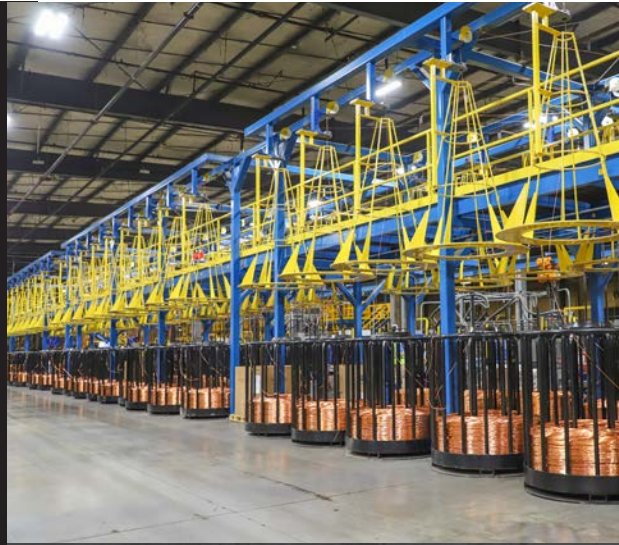
CORPORATE GOVERNANCE 46

ENTERPRISE RISK
MANAGEMENT 48

CYBERSECURITY &
ARTIFICIAL INTELLIGENCE 49

ETHICS &
COMPLIANCE 51

RESPONSIBLE SOURCING &
HUMAN RIGHTS 53



The Generational Approach

After 75 years, our commitment to Doing Right is stronger than ever before. Southwire has earned a rock-solid reputation of good corporate governance and responsible, ethical practices, and we are building on that foundation to power a bright future for our company, stakeholders and planet. Looking ahead, we will continue to uphold the strong values that have brought us to this point, while embracing innovation to propel our company forward. Through our continued commitment to Doing Right, we aim to keep creating a positive impact while Building Worth for years to come.

Building on Our Legacy in 2024

- Created a Climate Risk Subcommittee of our Enterprise Risk Committee to focus on the risks to our business posed by climate change.
- Piloted and successfully launched new artificial intelligence (AI) technology at our Carrollton Copper Rod Plant to help address operational challenges.
- Engaged thousands of team members during Ethics & Compliance week and created a new quarterly Ethics & Compliance newsletter.
- Deployed \$852M in our investment with small and diverse-owned suppliers.
- Named among the ***World's Most Ethical Companies®*** by Ethisphere for the second year in a row.



■ ■ **Our 75th anniversary is an incredible milestone that reflects the strength, dedication and vision of our people, stakeholders and communities around the world. This celebration is a testament to the hard work, innovation and collaboration that have shaped our success for decades. We are grateful to all who have been part of our journey, and — together — we look forward to building on our momentum in the years ahead. It's an exciting time to be in the electrical industry and an even more exciting time to be at Southwire."**

— Rich Stinson, President and CEO

Corporate Governance

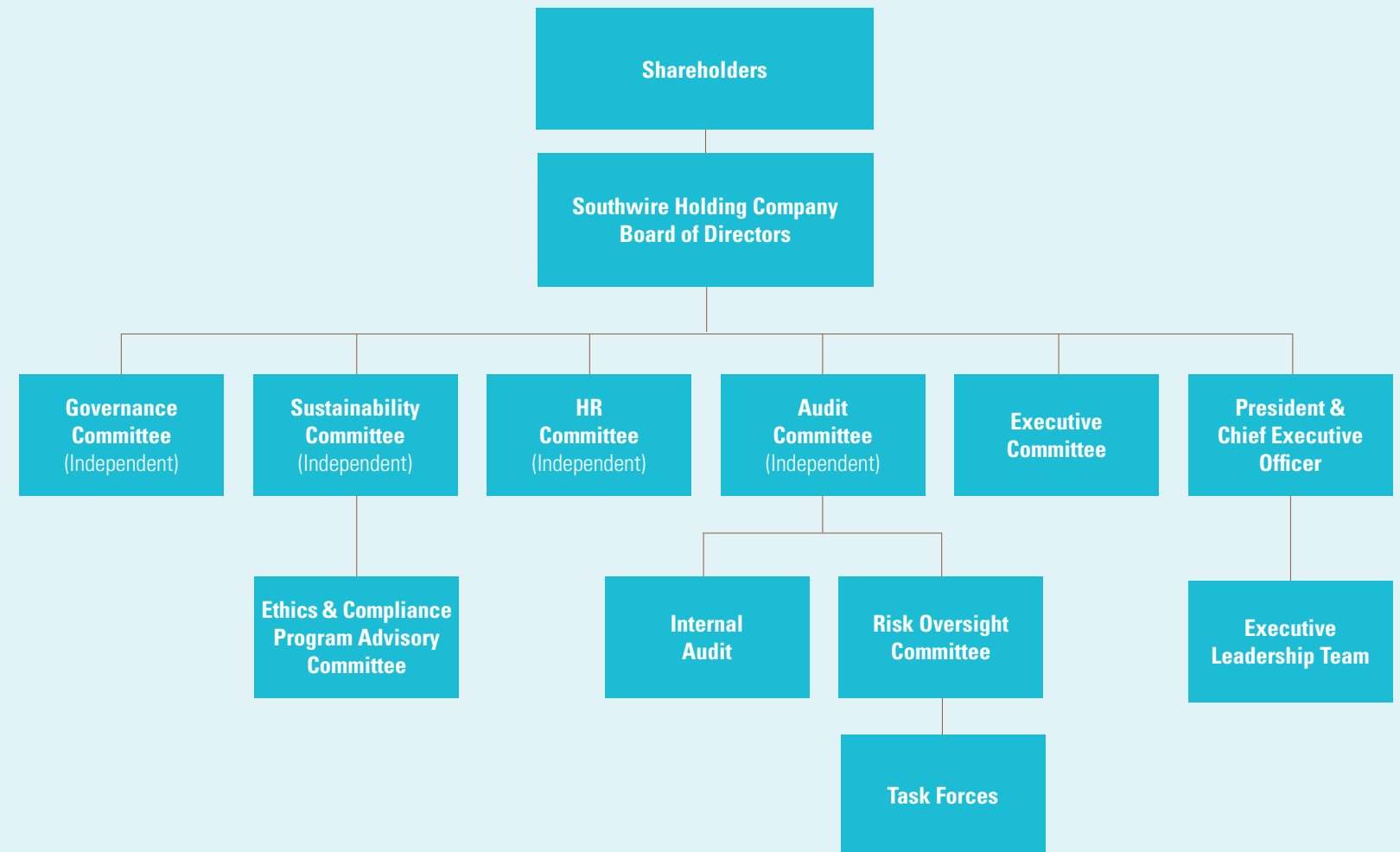
Our founder, Roy Richards, Sr., started Southwire with little more than a vision, but that vision laid the foundation for decades of success.

He showed us what it means to put in the hard work required to bring big ideas to life — and to do it with integrity and pride. Southwire remains a family-owned company, and through the stewardship of Richards’ children and grandchildren, his legacy lives on. Through strong leadership and accountability, our corporate governance program supports our company’s continued resilience, positioning Southwire to be generationally sustainable for the next 75 years and beyond.



Corporate Governance Approach

Areas of oversight and responsibilities for key sustainability areas span our organization and extend up to Southwire’s Board of Directors (Board). Our model for strong corporate governance is as follows:



SUSTAINABILITY GOVERNANCE

Our Board’s Sustainability Committee is responsible for developing and overseeing Southwire’s sustainability efforts, practices and risks, along with our broader Ethics & Compliance program. Comprised of at least three members of the Board, the Committee works to uphold Southwire’s core sustainability tenets while leveraging them to facilitate growth and strengthen our practices. Members of the committee meet at least three times per year to review material sustainability topics and objectives, and to:

- **Oversee** the development and implementation of policies and practices related to environmental and social risks and opportunities, team member health and safety, and corporate citizenship.
- **Advise** Southwire’s Board and management on public issues that are pertinent to our company and stakeholders.
- **Assist** our management in establishing practices that create value for our company and stakeholders and setting and monitoring sustainable business goals.

For more information on the committee and its associated responsibilities, please see our [Sustainability Committee Charter](#).



Aligning Practices with the UNGC & GRI

As a proud signatory of the United Nations Global Compact (UNGC), Southwire affirms its commitment to sustainability and supports the UNGC’s efforts to help achieve a better world. Southwire strives to align sustainability strategies with the UNGC’s universal principles on human rights, labor, environment and anti-corruption and drive internal awareness of these topics. We report on progress toward the UNGC’s Ten Principles annually and share our performance and approach to material sustainability topics in accordance with the Global Reporting Initiative (GRI).

View [Appendix](#) to learn more.



Enterprise Risk Management

In today’s changing world, no organization is immune to risk — whether physical, reputational, geopolitical or environmental.

Southwire’s Enterprise Risk Management (ERM) team proactively identifies, measures, monitors and manages risks to protect our business and support strategic growth. We take a blended approach to addressing and mitigating risk that engages our entire team, including through executive-level oversight and direction, monitoring and management by senior leaders and tactical efforts by our team members on the ground.

We matured our risk management strategy in 2024 to address the most pressing and relevant risks of our business. This included expanding our Risk Steering Committee, which brings together various subcommittees for quarterly meetings to identify risks and address them through mitigation plans. We also continued to build cross-functional awareness and communication around key risks to our business, with our ERM team providing the Board’s Audit Committee with risk management updates as part of its regular engagement with our leadership and Board.

Enterprise Risk Management Approach



1: Identify key risks and opportunities and relevant cause-and-effect relationships.



2: Evaluate risks based on their likelihood, potential impact, timeframe and causation to assign severity levels and prioritize mitigation.



3: Take action by developing response plans to avoid, accept, transfer and/or mitigate risks.



4: Monitor controls for effectiveness and potential gaps or weaknesses.



5: Develop communications channels to engage stakeholders throughout the organization and establish a reporting cadence to Southwire’s management, executive leadership and Board.



6: Continuously review the risk landscape while monitoring emerging risks and adjusting our strategies for risk management as needed.

CLIMATE CHANGE RISKS & OPPORTUNITIES

We are keenly aware of the environmental and reputational risks we face as part of a high-emissions industry and are dedicated to mitigating these risks while advancing environmental goals. We added a cross-functional Climate Risk Subcommittee under our Risk Steering Committee in 2024, with representatives from Sustainability, ERM and Modernization, and other teams. Together, they work to evaluate and drive Southwire’s climate risk mitigation efforts.

We also achieved Science Based Targets initiative (SBTi) validation of our **near-term carbon reduction targets**, ensuring they align with leading climate science. We continue to focus on energy efficiency, renewable energy and internal and external engagement to drive progress toward these goals. For example, we leverage the EcoVadis® sustainability intelligence platform that helps monitor supply chain risk — to engage suppliers around their environmental performance. Meanwhile, we are working to make our facilities more resilient to climate change risks, such as increasingly frequent and intense storms. During the year, we worked with a third party to design a flood mitigation strategy for our Building Wire Plant and Utility Products Plant in Carrollton, Georgia, and completed a water-balance project to share and reuse water across several Carrollton sites. View **Sustainable Operations** to learn more about these and other efforts and view the **TCFD Index in the Appendix** for related data.



Cybersecurity & Artificial Intelligence

Our world and industry are undergoing a digital transformation, with the emergence of increasingly sophisticated AI technology and other tools. There has never been more opportunity for innovation, or a greater need for comprehensive information security strategies to keep data and other assets private and secure.

As we build momentum across our business, AI tools are helping us fix what can be improved, execute what we do best and grow our organizational capacity and footprint. We are working to equip our team with the skills and understanding they need to fully embrace these new technologies, along with the tools to do so safely and impactfully. Our AI Policy outlines the parameters and limits to our company's AI use, enabling team members and executive leadership to make well-informed decisions on how to best use this technology.



RISK MANAGEMENT & THREAT DETECTION

Southwire takes a robust approach to risk management and threat detection, prioritizing cybersecurity and data privacy in all aspects of what we do. Our strategy includes advanced systems, processes and controls to protect the data of our company and stakeholders as technology continues to advance rapidly. To help us detect, respond to and recover from any cybersecurity threats, we introduced a new Endpoint Detection and Response (EDR) platform in 2024. Through EDR, we continuously monitor endpoints — such as servers, computers and mobile devices — to identify threats and respond swiftly.

In addition, we began working with a new managed security service provider to help improve security, particularly for our operational technology (OT) system. This will help us protect against cyberattacks that could harm our company and stakeholders and cause operational disruptions. We also expanded our Security Operations Center, which provides around-the-clock firewall via network device and critical infrastructure monitoring and endpoint detection. This has enabled us to centralize our OT and IT security operations in one platform, strengthening oversight of these systems and building enterprise-wide cyber resilience.



Information Security Approach

Increase end-user awareness of cybersecurity best practices and risks.

Prioritize identity and access management to maintain functions of our business and mitigate risks.

Enhance security visibility and awareness to promote best practices among our leadership, partners and teams.

Emphasize cyber resilience and risk management to protect our business and stakeholders.

~94%

of Southwire team members completed annual cybersecurity training in 2024



TRAINING & EDUCATION

Our entire team plays an essential role in detecting and addressing security threats across our business. They are the first line of defense against such threats, and we provide annual cybersecurity training to help them stay informed and prepared. We also conducted monthly security assessments focused on AI-related attacks — such as voice cloning and AI-generated phishing emails — in 2024. As these threats become increasingly sophisticated and common, we want our teams to know how to spot them and effectively respond.

We also brought our executive leaders together for a series of interactive, AI-focused tabletop exercises. In these sessions, they assumed hypothetical roles and responsibilities to learn how to effectively respond to AI threats. The exercises also helped them gain a more holistic understanding of the risks and benefits AI poses for our organization, and how our leaders can support Southwire’s cybersecurity efforts. Looking ahead, we plan to implement role-based training for teams whose cybersecurity risks are particularly high, such as Finance and People & Culture.

BUILDING A STRONG, SAFE APPROACH TO AI

AI can help us bolster innovation and productivity, but it is a tool we must use with intention. With this in mind, we are developing an OT security framework to confirm that all pertinent data remains protected as we use new and innovative technologies. Southwire’s AI and business intelligence team takes the lead in identifying and assessing potential AI use cases for our organization, developing proofs of concept and analyzing potential risks. Our AI Council and newly formed AI Executive Steering Committee review these use cases monthly, determining whether to pilot projects for implementation.

This process-based approach is crucial as we modernize our facilities and OT, bringing new machines online and harnessing AI technologies in manufacturing. Multiple Southwire sites have already embraced AI, and we plan to embed AI tools at additional manufacturing and office sites in the coming years. While 2024 was a year when we focused on proof of concepts, we plan to accelerate this work to support strong business outcomes in 2025.

Putting AI to Work

In 2023, we opened our new Carrollton Copper Rod Plant, a state-of-the-art facility that enables more sustainable and efficient rod manufacturing. However, stepping into the future can pose some complications, and the site initially faced challenges with unpredictable downtime events. To help mitigate these issues, the Rod Plant team collaborated with the AI & Business Intelligence team to pilot the Palantir AI platform. The tool enabled the team to better predict irregularities, proactively respond to upset conditions, improve machine availability and increase average daily production volume without sacrificing quality.

Following a successful pilot, the AI system launched in late 2024, helping to prevent unplanned downtime, increase operational efficiency and facilitate learning between engineers and operators. “With machine learning, we will be able to pick up on things we have not been able to learn before,” said Derrick Autrey, site leader for the plant. “The possibilities for improvement are limitless.” Given the success of the Palantir pilot, we are considering opportunities for implementing the technology in other facilities, supporting innovation and enhancing the capabilities of our workforce.

“We are creating a competitive advantage and unlocking value by leveraging our people, process, data and AI. It’s a journey rooted in operations where we are measuring and monetizing information.”

— Avi Guha, VP of AI and Advanced Analytics

Ethics & Compliance

Our approach to ethics and compliance is grounded in our values and belief that there’s power in Doing Right.

This work is always evolving, and we continue to enhance our Ethics & Compliance program with an aim to get better every day. We continue to cultivate a Speak-Up culture, reinforce responsible practices within our operations and supply chain, and prioritize opportunities to engage and up-skill our teams.

In 2024, we established a new executive committee focused on ethics and compliance, which meets quarterly to evolve our policies and practices and address any issues that require attention. This committee, made up of members of our executive leadership team, provides key insights and supports a process to remediate any ethical issues.

RESOURCES & POLICIES

We actively work to socialize Southwire’s values and focus on Doing Right among all business associates and every member of our team. Our Ethics & Compliance program includes key policies detailing our expectations and approach. Key among them is our Code of Business Conduct (Code), which sets forth the guiding principles and policies we

have established to promote and ensure ethical behavior across our organization. The Code, including localized and translated versions, applies to all team members of Southwire and its subsidiaries and other affiliates worldwide. Through the Code and other policies and processes, we continue to address key ethics and compliance issues, including anti-corruption, anti-retaliation, conflicts of interest, human trafficking, whistleblowing and more. [View our website](#) to view additional governing documents, including:

- Ethics & Compliance Program Charter
- Supplier Code of Conduct
- Board of Directors Code of Conduct

Additional policies and resources are available on our [Doing Right Connection](#) web site. Team members and other stakeholders can also use the company’s Doing Right Helpline to anonymously ask an ethics or compliance question, inquire about a company policy, or report legal, ethical or other workplace concerns. The helpline is managed by a third-party provider and is available 24/7, 365 days a year.

Southwire fully supports Principle 10 of the UNGC, Anti-Corruption. Our Code outlines actions to address corruption, and we have policies on bribery, money laundering, human trafficking, whistleblower retaliation and more.



Standing Tall Among the World’s Most Ethical Companies®

For the second consecutive year, Southwire was recognized in 2025 as one of the World’s Most Ethical Companies® by Ethisphere. Ethisphere is a global leader in defining and advancing the standards of ethical business practices. We achieved this status based on a rigorous review of Southwire’s practices, including those that support a culture of ethics, good governance and a strong value chain. Ethisphere named 136 companies from across the globe to its list, with Southwire one of just four honorees in our industry.

“This recognition underscores Southwire’s unwavering dedication to ethical business practices. Our commitment to integrity is not an empty promise; it’s a guiding principle that informs the decisions we make in our work each and every day.”

— Burt Fealing, Executive Vice President, General Counsel, Chief Ethics and Compliance Officer and Chief Sustainability Officer

ASSESSING PERFORMANCE

We regularly engage team members to understand how they experience ethics and compliance topics in their day-to-day work. In 2024, we continued our partnership with Ethisphere to administer a company-wide Ethical Culture Survey seeking team members' feedback on our program and how we can improve. This year, we achieved a 62% participation rate, well exceeding Ethisphere's 49.6% benchmark, with team members focusing on topics including protecting against retaliation and upholding ethical policies while striving to achieve business goals. We used their insights to develop site-specific culture reports, which we provided to Southwire's site leaders and included in communications during Southwire's 2024 Ethics & Compliance Week.

How One Week of Activities Makes an Impact Year-Round

Our commitment to ethics and compliance underpins everything we do, and for one dedicated week each year, we bring these issues to the forefront. We continued this tradition in 2024 with our annual Ethics & Compliance Week, during which we engaged team members in a range of activities, from using an interactive learning platform to participating in discussions and games. This year, we brought hundreds of Southwire's top leaders together to discuss recent updates to our program and other topics. Leaders also held breakout sessions with their teams to review our Ethical Culture Survey results and explore ways to refine our approach. Southwire's approach to Ethics & Compliance Week stands out in this regard, and we continue to see strong results by engaging our teams and leaders in key insights and opportunities to learn and improve.

REINFORCING A SPEAK UP CULTURE

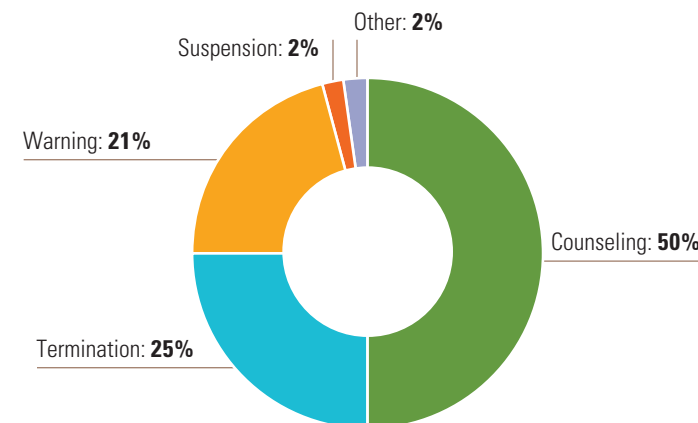
To continually evolve and strengthen our company and culture, it is essential that team members feel empowered to report potential ethical concerns. We raise awareness of this topic through regular Speak-Up campaigns, which engage leaders and team members across our organization. Through these efforts, the number of reports has steadily increased annually, bringing us in line with the benchmark for incident reporting for companies of our size. As a result of our efforts to encourage team members to speak up, 305 cases were submitted to the Doing Right Helpline in 2024, and 46% of cases were substantiated.

We also continued to invest in ethics and compliance training so every team member, from entry-level to the C-suite, fully understands their role in upholding and supporting Southwire's Ethics & Compliance program. In addition, we introduced:

- New Code of Conduct training for all team members.
- New Speak Up and Non-Retaliation training for People Managers and People & Culture roles.
- Risk-based anti-corruption training, tailored for individual roles.
- Anti-trust training for our executive leadership team.
- Third-party compliance training on corruption, bribery and modern slavery.

Addressing Ethical Concerns Through Sanctions

When sanctions are required, we implement them in a variety of ways, depending on what is most effective and appropriate for the situation. Sanctions issued in 2024 included:



Responsible Sourcing & Human Rights

Southwire’s suppliers play a central role in how we embody our tenets of Doing Right and Building Worth. Through proactive supply chain management, we work to ensure our suppliers’ practices align with our values and business and sustainability goals.



We regularly engage suppliers through training, data collection, one-on-one discussions and other communications, building collaborative relationships built on mutual respect and trust. These efforts support best practices around environmental sustainability, supplier diversity, responsible mineral sourcing and human rights, while ensuring we can deliver the solutions our customers need.

ENGAGING SUPPLIERS AND ENSURING COMPLIANCE

Our third-party compliance program is essential to ensuring compliant sourcing practices and mitigating potential risks. We also focus on supplier engagement to strengthen our supplier relationships, assess their performance and encourage continuous improvement. In 2024, we launched a third-party compliance training covering topics including modern slavery, corruption and bribery. The training was offered to a select group of higher-risk suppliers and was well-received, with some supplier contacts sharing the resource with their colleagues. We also created a new Ethics & Compliance newsletter, which focuses on one topic per quarter. The newsletters highlight key issues and resources, such as our Doing Right Helpline, which suppliers can use to ask questions or report potential violations.

Collaborating Toward a Healthier Climate

Southwire’s Scope 3 emissions occur across its value chain, including from upstream supply chain activities. This makes supplier engagement a key factor in achieving our carbon reduction goals. In 2024, we continued to partner with EcoVadis, SAS France (EcoVadis) to gather information from top suppliers on their climate performance and targets. In total, we gathered data from about 30% of our top 200 suppliers, who collectively represent more than 70% of non-metal raw material spend. We also held one-on-one discussions with our top industry-leading chemical manufacturers to better understand their approach to industry best practices. Through these conversations, suppliers shared their progress on manufacturing carbon-neutral product lines and developing scalable facilities to support their efforts.

Prioritizing Due Diligence

Strong due diligence is at the heart of our responsible sourcing approach, from effective onboarding to ongoing communication. In addition to engaging suppliers through EcoVadis and other touchpoints in 2024, we continued to conduct boots-on-the-ground audits of higher-risk international suppliers. These audits help us ensure our suppliers’ workplaces are safe, their workers are paid fairly, and there is no evidence of modern slavery or indentured labor. We plan to update our Supplier Code of Business Conduct in the coming year, providing suppliers with the latest guidance on our expectations on best practices.

[View our website](#) to download our Supplier Code of Business Conduct, which outlines standards and expectations for our supplier activities.



UPHOLDING HUMAN RIGHTS

At the core of our Doing Right tenet is a deep respect for human rights, and this is something we expect suppliers to reflect. In addition to ongoing practices, we deployed a Modern Slavery training module to all team members in 2024. We also published our first-ever Southwire Canada Forced Labor Report, as Southwire operates several sales offices across the country, along with distribution centers in Calgary and Toronto. The report details our policies, actions and governance approach, with a focus on how they mitigate risks of forced and child labor. The disclosure supports alignment with a new Canadian mandate and represents a meaningful step forward in Southwire’s broader journey to support human rights.

Across our operations and supply chain, we expect suppliers, contractors and team members to uphold the human rights of all individuals associated with their organizations, and we maintain a zero-tolerance policy for human trafficking, forced labor and child labor. We define our obligation to protect human rights in our Human Rights and Prevention of Human Trafficking Policy and strive to continually enhance our performance. Suppliers and business partners are bound to policy terms with contracts and written certifications to help ensure compliance. Southwire conducts risk-based due diligence, and many of our overseas suppliers are subject to on-site Responsible Sourcing Audits conducted by an independent third party. We also actively monitor our supply chain for “red flags” or indications of misconduct.

SOURCING METALS RESPONSIBLY

Our business relies on a sustainable supply of copper, aluminum and other metals, with our Southwire Continuous Rod (SRC®) systems providing more than half of the copper continuous casting capacity in the world. We are dedicated to responsibly sourcing these materials, and modeling and advocating for best practices on an industry scale.

Nearly all of Southwire’s metal suppliers belong to the International Council on Mining & Metals (ICMM), a CEO-led leadership organization created to improve sustainable development performance in the mining and metals industry. The ICMM encourages stakeholder communication, including with governments, international organizations, local communities and others in the supply chain, to help companies meet all environmental and social regulations. We reinforce supplier ICMM guidance by including their principles in our Global Supplier Sustainability Manual. We also require that suppliers comply with all Southwire Responsible Minerals Sourcing Policy guidelines and adhere to the principles of the UNGC. The principles encompass human rights, labor, environment and anti-corruption and drive the advancement of the UN’s Sustainable Development Goals.



Addressing Human Trafficking with Georgia Bureau of Investigation

As part of our commitment to protect against forced labor, we partnered with the Georgia Bureau of Investigation to host a webinar on human trafficking in 2024. The event engaged the public, along with Southwire team members, partners and suppliers, and included a discussion of the importance of combating all forms of human trafficking. Southwire representatives were joined by the special investigator who leads Georgia’s state-wide Human Trafficking Task Force. By collaborating with law enforcement in our home state of Georgia, we reinforced our dedication to addressing this issue across our supply chain, sharing key insights and learnings with third-party vendors across the globe.

Contributing to a Sustainable Copper Supply Chain

As one of the largest consumers of copper in North American, Southwire is dedicated to promoting transparency and accountability in the production of copper, especially given its critical role in the transition to a low-carbon economy. In 2024, we continued to work toward attaining certification for four additional manufacturing sites from The Copper Mark Ltd, U.K., the leading assurance framework organization promoting the responsible production, sourcing and recycling of metals. Its criteria for certification cover a variety of sustainability topics, including community impact, employee health and safety, inclusion, working hours, greenhouse gas emissions, energy consumption and more.

Conducting Mineral Due Diligence

1: ESTABLISH STRONG COMPANY MANAGEMENT SYSTEMS

- Include the ICMM’s principles in our Global Supplier Sustainability Manual.
- Require suppliers to comply with our Responsible Minerals Sourcing Policy guidelines and adhere to the principles of the UNGC.

2: IDENTIFY & ASSESS RISK IN THE SUPPLY CHAIN

- Utilize resources such as Diligent and the TDi Index Tool to identify conflict-affected and high-risk areas within our copper brand sources.

3: DESIGN & IMPLEMENT A STRATEGY TO RESPOND TO IDENTIFIED RISKS

Results and corresponding actions can include:

- Acceptable, low-risk exposure: Continue sourcing without restrictions.
- Moderate risk exposure: Continue sourcing with an action plan implemented in collaboration with the supplier.
- Unacceptable risk exposure (red flag): Supplier termination or nonacceptance.

4: LEVERAGE INDEPENDENT AUDITS OF SUPPLY CHAIN DUE DILIGENCE

We will align our brand list with industry-recognized sourcing best practices, including Organization for Economic Co-operation and Development (OECD) requirements in the London Metal Exchange and Copper Mark standards.

5: REPORT ANNUALLY ON SUPPLY CHAIN DUE DILIGENCE & CONTINUE TO FOCUS ON RISK MITIGATION

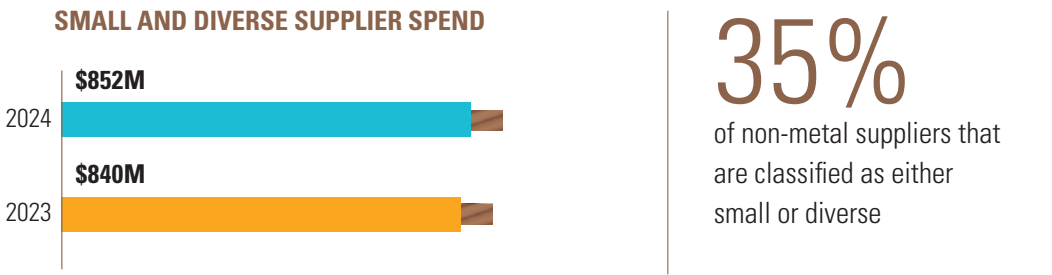
We didn’t identify any red flags through our 2024 risk assessment of metals purchased in 2023, and we addressed any moderate risks using action plans created with our suppliers. We will continue to monitor and track our brand suppliers’ performance over time.

INCREASING SUPPLIER DIVERSITY

Southwire works with a wide range of small and diverse suppliers across the globe — an approach that is grounded in our operational resilience. This work enables us to strengthen our business, reduce supply chain risk and build strong supplier connections. In the process, we are also investing in Southwire communities, supporting our tenets of Building Worth and Doing Right. Through our Supplier Diversity program, we engage with small and diverse businesses owned and operated by women, minorities and veterans. Our process through the program includes:

- Using a questionnaire to assess new suppliers on ethics, compliance and sustainability topics.
- Assisting qualified suppliers to help them achieve certification and provide them with opportunities to participate in bids.
- Engaging suppliers through conferences, seminars and other industry events and also working with organizations that advocate for small and diverse businesses, including the Greater Women’s Business Council (GWBC) and the Georgia Minority Supplier Development Council.

In 2024, we sponsored the GWBC, funding workshops for women entrepreneurs focused on business development, marketing and access to capital. These efforts helped us reach nearly \$852 million in our investment with small and diverse suppliers during the year, up from \$840 million in 2023.



APPENDIX

ABOUT THIS REPORT 57

STAKEHOLDER
ENGAGEMENT 57

GLOBAL REPORTING
INITIATIVE (GRI) INDEX 58

TASK FORCE ON
CLIMATE-RELATED
FINANCIAL DISCLOSURES
(TCFD) 66

UNITED NATIONS
SUSTAINABLE
DEVELOPMENT GOALS
(UN SDGS) 69

INDEPENDENT LIMITED
ASSURANCE REPORT 71



About This Report

At Southwire, ***We Deliver Power...Responsibly®***. This vision guides us as we look to the next 75 years, and you will see it reflected throughout the pages of this report. We believe in being transparent in our sustainability journey and are proud to share details on our annual performance, including our progress to date on Southwire’s sustainability goals.

Unless noted otherwise, this report focuses on our sustainability commitments and practices covering all company operations and locations during the calendar year 2024. We’ve prepared the report with reference to Global Reporting Initiative (GRI) Standards. In some cases, data and information in this report relating to our priority areas may include programs and activities underway before or after the 2024 reporting year.

We published our previous sustainability report in August 2024, and we share our sustainability progress annually in our GRI report. Report content is assured through an internal review process, including executive oversight and subject matter reviews and validation. A third-party consultant performed limited assurance to review and verify the accuracy of Southwire’s progress toward its carbon reduction goals.

We welcome feedback and questions about this report. Please direct inquiries regarding our sustainability disclosures, efforts and commitments to sustainability@southwire.com.

Stakeholder Engagement

One of the keys to Southwire’s success throughout the years is our ability to earn and maintain our stakeholders’ trust.

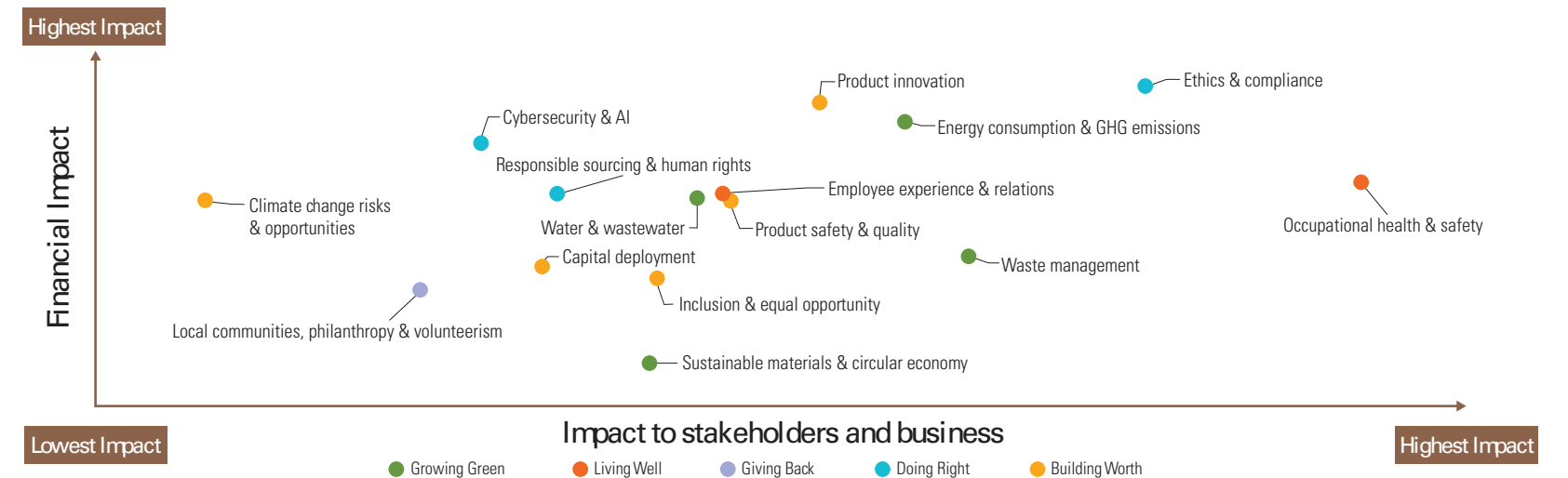
We recognize that our business and sustainability activities affect many stakeholder groups, and we value their insights as a tool to inform our sustainability approach. We regularly engage key stakeholders through formal and informal processes to ensure we understand their perspectives and are effectively addressing the topics they care about most.

Our stakeholder groups include customers, suppliers, shareholders and Board members, regulators, industry associations, nongovernmental organizations, community members and team members. Within these groups, we select stakeholders for engagement based on their knowledge and understanding of Southwire’s overall operations, industry positions, regulatory history and community involvement.

MAPPING OUR MATERIAL TOPICS

Southwire’s sustainability strategy is informed by our sustainability materiality assessment, which we last updated in 2023. Adhering to the requirements of GRI and guided by a double materiality approach, the assessment process identified, mapped and prioritized sustainability issues, risks and opportunities in terms of their financial importance to Southwire’s business and impact on internal and external stakeholders. Topics are classified as tier-one or tier-two based on their perceived impact and importance. Tier-one, high-impact and high-importance material topics identified through our 2023 assessment include:

Materiality Matrix



Global Reporting Initiative (GRI) Index

Southwire Company LLC has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024 with reference to the GRI Standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024																																
GENERAL DISCLOSURES																																		
GRI 2: GENERAL DISCLOSURES 2021																																		
The Organization and Its Reporting																																		
2-1	Organizational details	Southwire Company, LLC Carrollton, Georgia																																
2-2	Entities included in the organization’s sustainability reporting	As a private company, Southwire does not publicly disclose our financial statements, nor the entities within our operational control.																																
2-3	Reporting period, frequency and contact point	Annually sustainability@southwire.com																																
2-4	Restatements of information	None																																
2-5	External assurance	2024 Sustainability Report > Appendix > About This Report																																
Activities and Workers																																		
2-6	Activities, value chain and other business relationships	2024 Sustainability Report > Introduction > A Message from Our Leadership																																
2-7	Employees	<table><tr><th colspan="4">2024 EMPLOYEES</th></tr><tr><th>REGION</th><th>EMPLOYMENT CONTRACT PERMANENT</th><th>EMPLOYMENT TYPE: FULL TIME</th><th>EMPLOYMENT TYPE: PART TIME</th></tr><tr><td>United States</td><td>8,498</td><td></td><td></td></tr><tr><td>Honduras</td><td>399</td><td></td><td></td></tr><tr><td>Mexico</td><td>267</td><td></td><td></td></tr><tr><td>Canada</td><td>150</td><td></td><td></td></tr><tr><td>China</td><td>15</td><td></td><td></td></tr><tr><td>2024 Total</td><td>9,329</td><td>9,059</td><td>270</td></tr></table>	2024 EMPLOYEES				REGION	EMPLOYMENT CONTRACT PERMANENT	EMPLOYMENT TYPE: FULL TIME	EMPLOYMENT TYPE: PART TIME	United States	8,498			Honduras	399			Mexico	267			Canada	150			China	15			2024 Total	9,329	9,059	270
		2024 EMPLOYEES																																
		REGION	EMPLOYMENT CONTRACT PERMANENT	EMPLOYMENT TYPE: FULL TIME	EMPLOYMENT TYPE: PART TIME																													
		United States	8,498																															
		Honduras	399																															
		Mexico	267																															
		Canada	150																															
		China	15																															
		2024 Total	9,329	9,059	270																													
Employment Type: Part Time refers to part-time employees, interns, co-ops and 12 for Life® students.																																		
2-8	Workers who are not employees	Southwire does not report on temporary employees, as we do not track temporary employees in our human capital management software system.																																

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
Governance		
2-9	Governance structure and composition	As a family-owned company, our shareholders consider potential reputational risk for themselves and their families. Southwire’s leadership team is committed to maintaining the highest level of financial and business integrity. Strong governance ensures accountability and good management practices across the organization. Clear communication up and down the organization supports Southwire’s robust governance structure. Southwire works to align our governance structure with the regulations typically imposed on publicly owned companies, incorporating a majority of independent directors on the Board and requiring financial accountability. We strive to implement this model while continuing to benefit from the flexibility, confidentiality and long-term investment perspective that comes with private ownership. Based on our commitment to strong governance, our Board includes shareholders, top management and a majority that serve as independent directors elected to the Board by the company’s shareholders. While Southwire is a family-owned company, we take pride in our independent leadership. Our management committees report directly to our independent Board members and oversee sustainability, risk, governance, and ethics and compliance. Southwire’s governance structure promotes ethical and accountable decision-making that holistically considers the effects of Southwire’s business on all stakeholders. To learn more about our Board committee and leadership structure, visit our Governance page.
2-10	Nomination and selection of the highest governance body	The Board recommends nominees for election to the Board by the company’s shareholders. In addition, the Board fills vacancies on the Board when necessary or appropriate. The Board utilizes its Governance Committee to screen and recommend to the Board candidates based on input from whatever sources the Governance Committee may reasonably choose. See our Governance Committee Charter for more information.
2-11	Chair of the highest governance body	Roy Richards, Jr. serves as the chairman of the Board.
2-12	Role of the highest governance body in overseeing the management of impacts	The Board, with assistance as necessary from its committees, oversees the company’s management of financial, operational, information technology, market, capital, liquidity, reputation, strategic, legal, compliance and other risks. The Board also oversees the company’s enterprise management framework.
2-13	Delegation of responsibility for managing impacts	The Sustainability Committee has direct responsibility for developing and overseeing the company’s sustainability efforts and practices. It reviews company sustainability objectives, plans and performance and recommends actions, as necessary, to facilitate continuous improvement and align with stakeholder expectations.
		More information on the committee’s responsibilities can be found in our Sustainability Committee Charter.

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
2-14	Role of the highest governance body in sustainability reporting	Southwire’s independent Sustainability Committee regularly reviews our sustainability practices and provides guidance as needed. The committee oversees broad areas of decision making affecting the company’s overall sustainability, including environmental affairs, customer and employee Health & Safety, Ethics & Compliance program, new and innovative technologies, goal setting and adequate resource dedication to sustainability-related initiatives. More information on the committee’s responsibilities can be found in our <u>Sustainability Committee Charter</u>.
2-15	Conflicts of interest	<u>Board of Directors Code of Conduct</u> <u>Ethics & Compliance Program Charter</u> In addition to the Program Charter and Code of Conduct, the governance committee also assists in its review of Board performance and identifies and reports any conflicts of interest to the Board. We also have a Conflicts of Interest and Related Party Transactions Policy applicable to the Board, shareholders and Executive Leadership Team. See our <u>Governance Committee Charter</u> for more information.
2-16	Communication of critical concerns	Southwire’s working teams are generally issue-specific and established as needed. The teams meet regularly and report their progress through regular updates from the executive leader of sustainability to the Board. Southwire’s executive leader of sustainability provides at least quarterly updates to the Board’s Sustainability Committee and our full Board of Directors regarding initiatives.
2-17	Collective knowledge of the highest governance body	Knowledge is the foundation for assuring a safe and sound corporation. Each Director shall participate in periodic in-meeting presentations as well as site visits. Directors will be reimbursed for accredited seminars to facilitate continuing education. Additionally, each Director is required to periodically complete approved continuing education.
2-18	Evaluation of the performance of the highest governance body	The Board performs a self-assessment of the Board’s performance at least annually to improve the performance of the Board. The Governance Committee oversees the conduct of the assessment, identifies the subject matters to be addressed by the assessment, seeks comments from all Directors and communicates the results of any such assessment to the Board for discussion. The Governance Committee may engage third-party facilitators in connection with any assessment or to report results to the Board.
2-19	Remuneration policies	The Governance Committee of the Board periodically assesses the compensation of Directors in relation to other companies. The Board reviews the recommendations of the Governance Committee and determines the compensation of the non-employee Directors.
2-20	Process to determine remuneration	

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	2024 Sustainability Report > Introduction > A Message from Our Leadership
2-23	Policy commitments	Ethics & Compliance Program Charter
		Supplier Code of Conduct
		Board of Directors Code of Conduct
		Responsible Minerals Policy
2-24	Embedding policy commitments	2024 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies; Responsible Sourcing & Human Rights > Prioritizing Due Diligence
2-25	Processes to remediate negative impacts	2024 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies; Reinforcing a Speak Up Culture
2-26	Mechanisms for seeking advice and raising concerns	2024 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies; Reinforcing a Speak Up Culture
2-27	Compliance with laws and regulations	To view environmental regulatory actions addressed in 2024, visit our Regulatory Actions page .
2-28	Membership associations	Southwire strongly supports and participates in industry associations that champion our key customers’ needs. Our engineers and leaders work to maintain and create our industry partnerships. As we engage our customers and other industry interest groups through these associations, we request feedback on our products’ performance and identify needs or gaps around products or services that may or may not exist.
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	2024 Sustainability Report > Appendix > Stakeholder Engagement
2-30	Collective bargaining agreements	Southwire provides a desirable workplace for our employees with fair compensation and a well-developed company culture based on a “family feel.” The majority of Southwire’s employees are full-time, hourly workers. With positive employee relations, collective bargaining agreements covered 0% of our full-time employees in 2024.

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
MATERIAL TOPICS		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2024 Sustainability Report > Appendix > Stakeholder Engagement > Mapping Our Material Topics
3-2	List of material topics	2024 Sustainability Report > Appendix > Stakeholder Engagement > Mapping Our Material Topics
GRI 200: ECONOMIC		
GRI 205: Anti-corruption		
3-3	Management of material topic	2024 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies
205-1	Operations assessed for risks related to corruption	2024 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies
205-2	Communication and training about anti-corruption policies and procedures	2024 Sustainability Report > Governance > Ethics & Compliance > Resources & Policies
GRI 300: ENVIRONMENTAL		
GRI 301: Materials		
3-3	Management of material topic	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
301-2	Recycled input materials used	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
301-3	Reclaimed products and their packaging materials	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
GRI 302: Energy		
3-3	Management of material topic	2024 Sustainability Report > Sustainable Operations > Energy & Emissions
302-1	Energy consumption within the organization	2024 Sustainability Report > Sustainable Operations > Energy & Emmissions > Performance Summary
302-4	Reduction of energy consumption	2024 Sustainability Report > Sustainable Operations > Energy & Emissions > Driving Energy Savings
302-5	Reductions in energy requirements of products and services	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
GRI 303: Water and Effluents		
3-3	Management of material topic	2024 Sustainability Report > Sustainable Operations > Water & Wastewater
303-1	Interactions with water as a shared resource	2024 Sustainability Report > Sustainable Operations > Water & Wastewater
303-2	Management of water discharge-related impacts	2024 Sustainability Report > Sustainable Operations > Water & Wastewater
303-3	Water withdrawal	2024 Sustainability Report > Sustainable Operations > Water & Wastewater

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
GRI 305: Emissions		
3-3	Management of material topic	2024 Sustainability Report > Sustainable Operations > Energy & Emissions
305-1	Direct (Scope 1) GHG emissions	2024 Sustainability Report > Sustainable Operations > Energy & Emissions > Performance Summary
305-2	Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report > Sustainable Operations > Energy & Emissions > Performance Summary
305-3	Other indirect (Scope 3) GHG emissions	2024 Sustainability Report > Sustainable Operations > Energy & Emissions > Addressing Value Chain Emissions
305-5	Reduction of GHG emissions	2024 Sustainability Report > Sustainable Operations > Energy & Emmissions > Performance Summary
GRI 306: Waste		
3-3	Management of material topic	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
306-1	Waste generation and significant waste-related impacts	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
306-2	Management of significant waste-related impacts	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
306-3	Waste generated	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
306-4	Waste diverted from disposal	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
306-5	Waste directed to disposal	2024 Sustainability Report > Sustainable Operations > Circularity & Waste Management
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	2024 Sustainability Report > Governance > Responsible Sourcing & Human Rights
308-1	New suppliers that were screened using environmental criteria	2024 Sustainability Report > Governance > Responsible Sourcing & Human Rights
308-2	Negative environmental impacts in the supply chain and actions taken	2024 Sustainability Report > Governance > Responsible Sourcing & Human Rights
GRI 400: SOCIAL		
GRI 401: Employment		
3-3	Management of material topic	2024 Sustainability Report > Team Members & Communities
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Sustainability Report > Team Members & Communities> Team Member Well-Being
401-3	Parental leave	2024 Sustainability Report > Team Members & Communities > Team Member Well-Being > Supporting Family Planning

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
GRI 403: Occupational Health & Safety		
3-3	Management of material topic	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety
403-1	Occupational Health & Safety management system	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > A Smarter Safety Approach
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > Identifying and Eliminating Hazards
403-3	Occupational health services	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > Instilling Strong Safety Behaviors
403-4	Worker participation, consultation, and communication on occupational Health & Safety	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > Instilling Strong Safety Behaviors
403-5	Worker training on occupational Health & Safety	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > Instilling Strong Safety Behaviors
403-6	Promotion of worker health	2024 Sustainability Report > Team Members & Communities > Team Member Well-Being ; Occupational Health & Safety
403-7	Prevention and mitigation of occupational Health & Safety impacts directly linked by business relationships	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > A Smarter Safety Approach
403-8	Workers covered by an occupational Health & Safety management system	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > Instilling Strong Safety Behaviors
403-9	Work-related injuries	2024 Sustainability Report > Team Members & Communities > Occupational Health & Safety > Progressing Toward a Vision of Zero
GRI 404: Training and Education		
3-3	Management of material topic	2024 Sustainability Report > Team Members & Communities > Talent Management
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report > Team Members & Communities > Talent Management
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report > Team Members & Communities > Talent Management
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	2024 Sustainability Report > Team Members & Communities > Inclusive Culture
405-1	Diversity of governance bodies and employees	2024 Sustainability Report > Team Members & Communities > Inclusive Culture > Understanding Our Workforce
GRI 406: Non-discrimination		
3-3	Management of material topic	2024 Sustainability Report > Team Members & Communities > Inclusive Culture
406-1	Incidents of discrimination and corrective actions taken	All reports of discrimination were investigated, and all substantiated cases were addressed. For more information see the Ethics & Compliance section of this report

GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE 2024
GRI 413: Local Communities		
3-3	Management of material topic	2024 Sustainability Report > Team Members & Communities > Giving Back
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report > Team Members & Communities > Giving Back
413-2	Operations with significant actual and potential negative impacts on local communities	At Southwire, we monitor the impacts of our operations to the local community, actively investigate and respond to community grievances, and proactively connect with community stakeholders when significant impacts are expected from operational changes. The company complies with applicable local state and federal environmental regulatory standards required by authorities and in compliance with established human health and environmental protection standards. Additionally, Southwire offers grievance mechanisms for the local community and any community member may report an instance of non-compliance through the Doing Right Connection website. Southwire investigates and addresses all reports of negative impacts to local communities. For more information on our local community engagement, see the Giving Back section of our 2024 Sustainability Report.
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	2024 Sustainability Report > Governance > Responsible Sourcing & Human Rights
414-1	New suppliers that were screened using social criteria	2024 Sustainability Report > Governance > Responsible Sourcing & Human Rights > Upholding Human Rights
414-2	Negative social impacts in the supply chain and actions taken	2024 Sustainability Report > Governance > Responsible Sourcing & Human Rights > Upholding Human Rights
GRI 416: Customer Health & Safety		
3-3	Management of material topic	2024 Sustainability Report > Efficient, Sustainable Solutions > Product Safety & Quality
416-1	Assessment of the Health & Safety impacts of product and service categories	2024 Sustainability Report > Efficient, Sustainable Solutions > Product Safety & Quality
416-2	Incidents of non-compliance concerning the Health & Safety impacts of products and services	2024 Sustainability Report > Efficient, Sustainable Solutions > Product Safety & Quality
GRI 418: Customer Privacy		
3-3	Management of material topic	2024 Sustainability Report > Governance > Cybersecurity & Artificial Intelligence
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Southwire is aware of the significant negative risks cyberattacks and data breaches can have on a company’s success, relationships and reputation. In addition to abiding by the National Institute of Standards and Technology (NIST) cybersecurity framework and maintaining strong governance, we protect our systems by training and educating our workforce. We closely track the completion of our annual trainings to ensure the security of our systems and our employees’ ability to detect threats.

Task Force on Climate-related Financial Disclosures (TCFD) Index

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 REFERENCE
GOVERNANCE		
Disclose the organization’s governance around climate-related risks and opportunities.	a) Describe the board’s oversight of climate-related risks and opportunities.	Sustainability Committee (Independent) Southwire’s independent Sustainability Committee regularly reviews our sustainability practices and provides guidance as needed. The committee oversees the development and implementation of significant policies and practices related to sustainability, including environmental, climate and social risks and opportunities, employee health and safety and corporate citizenship, new and innovative technologies, goal setting and adequate resource dedication to sustainability-related initiatives. More information on the committee’s responsibilities can be found in our Sustainability Committee Charter.
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Southwire’s corporate sustainability team and Enterprise Risk Management (ERM) team partner to evaluate climate-related risks and opportunities, form action plans to address risks and opportunities, and work to integrate climate-related risks into ERM planning and procedures. Both teams are overseen by Southwire’s EVP, General Counsel, with information flowing up to the executive leadership team.

TCFD INDEX

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 REFERENCE
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2024 Sustainability Report > Governance > Climate Change Risks & Opportunities The following risks were identified in the 2023 Climate Risk Assessment: 1. Policy Risk Exposure (medium risk): In 2024, Southwire achieved validation from the Science Based Targets initiative (SBTi) for near-term emissions reduction goals across all three Scopes. 2. Suppliers (medium risk): Southwire’s suppliers, in particular metals and chemicals suppliers, if faced with increased carbon taxes may elect to pass along these added costs to Southwire. 3. Customers (low risk): Southwire’s customers, in particular utility customers, if faced with increased carbon taxes may seek to pass the increases on via higher-priced products and services. 4. Reputation (high risk): Increased stakeholder concern or negative stakeholder feedback can elevate an organization’s reputational risk and cause challenges regarding talent attraction and retention, long-term customer relationships, license to operate and access to capital. Southwire is exposed to high reputational risk due to operating in a high-emissions industry; however, Southwire is mitigating its reputation risk with carbon reduction targets validated by the SBTi. In addition to setting targets, we are taking action to reduce our footprint. 5. Technology (low risk; medium opportunity): risks associated with lack of investment in more energy efficient and less resource-intensive products. Technology also represents an opportunity for Southwire as the company’s products play a key role in global electrification and the transition to renewable energy, with significant potential for market growth. 6. Physical Risks at Sites (low risk): risks associated with natural disasters and extreme weather events impacting sites of operation. The highest-risk areas of physical risk to Southwire sites included temperature extremes and fluvial flooding.
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2024 Sustainability Report > Governance > Climate Change Risks & Opportunities 1. Policy Risk Exposure (medium risk): In 2024, based on SBTi guidance, Southwire set near-term targets for Scope 1, 2 and 3 emissions reduction in line with climate science. 2. Suppliers (medium risk): In addition to Southwire’s efforts to reduce Scope 3 emissions with a focus on supply chain emissions, Southwire has engaged with EcoVadis to survey key suppliers and engage with them on our decarbonization journey. 3. Customers (low risk): Southwire will continue to support the decarbonization of customer industries by providing products and services that contribute to renewable energy generation and transmission, energy storage, energy efficiency and electrification. 4. Reputation (high risk): In 2024, based on SBTi guidance, Southwire set near-term targets for Scope 1, 2 and 3 emissions reduction in line with climate science. 5. Technology (low risk): Southwire plans to continue to increase research and development investment into low-carbon product development and technologies and innovate to support renewable energy, electric vehicle charging and other verticals that drive energy transformation. 6. Physical Risks at Sites (low risk): In addition to existing business continuity initiatives, Southwire will continue to implement comfort cooling and flood control planning at high-risk sites.
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization’s businesses, strategy, and financial planning.	2024 Sustainability Report > Governance > Climate Change Risks & Opportunities The 2023 Climate Risk Assessment shows the potential increase in carbon price risk under three different scenarios of policy intervention: low (based on current policy commitments, 2-3°C aligned), high (below 2°C aligned), and moderate (below 2°C aligned delayed action). The Assessment allows Southwire to identify upstream and downstream parts of the value chain that are subject to carbon pricing risks under a 2°C scenario. Southwire’s strategy in response to climate-related risks, as described in b), is based on a 2°C scenario.

TCFD INDEX

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	2024 REFERENCE
RISK MANAGEMENT		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization’s processes for identifying and assessing climate-related risks.	2024 Sustainability Report > Governance > Enterprise Risk Management > Climate Change Risks & Opportunities
	b) Describe the organization’s processes for managing climate-related risks.	2024 Sustainability Report > Governance > Enterprise Risk Management > Climate Change Risks & Opportunities
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	2024 Sustainability Report > Governance > Enterprise Risk Management > Climate Change Risks & Opportunities
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2024 Sustainability Report > Sustainable Operations
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2024 Sustainability Report > Sustainable Operations > Energy & Emissions > Performance Summary
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 Sustainability Report > Sustainable Operations > Energy & Emissions > Performance Summary

United Nations Sustainable Development Goals (UN SDGs)

UN SDG	2024 MATERIAL TOPICS	HOW WE CONTRIBUTE
 SDG 3: Ensure healthy lives and promote well-being for all at all ages	Occupational Health & Safety Inclusion & Equal Opportunity Employee Experience & Relations Local Communities, Philanthropy & Volunteerism	Engagement & Satisfaction Team Member Well-Being Occupational Health & Safety Supporting Colleagues with the POWER Fund
 SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Product Innovation Inclusion & Equal Opportunity Energy Consumption & GHG Emissions Sustainable Materials & Circular Economy	A New Era of Innovation Research & Development Energy & Emissions Circularity & Waste Management
 SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable	Energy Consumption & GHG Emissions Waste Management Inclusion & Equal Opportunity Product Innovation Capital Deployment Local Communities, Philanthropy & Volunteerism Water & Wastewater Climate Change Risks & Opportunities	Energy & Emissions Circularity & Waste Management Water & Wastewater A New Era of Innovation Inclusive Culture Giving Back Climate Change Risks & Opportunities

UN SDGs

UN SDG	2024 MATERIAL TOPICS	HOW WE CONTRIBUTE
 SDG 12: Ensure sustainable consumption and production patterns	Sustainable Materials & Circular Economy	
	Product Safety & Quality	<u>Energy & Emissions</u>
	Product Innovation	<u>Circularity & Waste Management</u>
	Responsible Sourcing & Human Rights	<u>Water & Wastewater</u>
	Water & Wastewater	<u>A New Era of Innovation</u>
	Energy Consumption & GHG Emissions	<u>Product Safety & Quality</u>
	Waste Management	<u>Responsible Sourcing & Human Rights</u>
 SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Inclusion & Equal Opportunity	<u>Cybersecurity & Artificial Intelligence</u>
	Cybersecurity & AI	<u>Ethics & Compliance</u>
	Ethics & Compliance	<u>Responsible Sourcing & Human Rights</u>
	Local Communities, Philanthropy & Volunteerism	<u>Inclusive Culture</u>
	Responsible Sourcing & Human Rights	<u>Giving Back</u>

Independent Limited Assurance Report



Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Southwire Company LLC ("Southwire") to provide limited assurance in relation to the Selected Information set out below and presented in Southwire's 2024 Sustainability Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for 2024 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	- Total Scope 1 GHG emissions [metric tonnes CO2e] - Total Scope 2 GHG emissions (location- and market-based) [metric tonnes CO2e] - Total change (%) in Total Scope 1 and Scope 2 (market-based) GHG emissions between 2018 and 2024.
Reporting period	1 January 2024 – 31 December 2024
Reporting criteria	- Southwire's Basis of Reporting (as described in Appendix A) - The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions - GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Southwire is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report. ERM CVS' responsibility is to provide a conclusion to Southwire on the agreed assurance scope based on our engagement terms with Southwire, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

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

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate- and site-level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion and emission factors and assumptions used;
- Reviewed the integrity of the calculation to determine the percent change between the 2018 baseline and 2024 Selected Information; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

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

The information in Appendix A is taken directly from Southwire's relevant sustainability-linked loan financing methodology. This information has been reviewed in support of the scope of ERM CVS' assurance and has not been separately assured.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

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

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

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



June 16, 2025
Malvern, PA
ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com

APPENDIX A – SOUTHWIRE'S BASIS OF REPORTING

Metric	Scope 1 Greenhouse Gas Emissions
Definition	Total Scope 1 (direct) carbon emissions from natural gas-fuel and propane-fueled source activities operated by Southwire. Other sources of Scope 1 emissions are not included as they are not material to Southwire operations. Reported emissions include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O). Other emissions are not included as they are not material to Southwire operations. CH4 and N2O emissions are converted to CO2 equivalent (CO2e) using the 100-year Global Warming Potential (GWP) recommended by the Fourth Assessment Report of the Inter-governmental Panel on Climate Change (IPCC).
Reporting Period	1/1/2024-12/31/2024
Scope	For Southwire's Carbon Zero goal, the baseline was set as 2018, and the target year was set as 2025. The goal/scope includes all sites owned by Southwire for the entirety of 2018. Sites acquired by Southwire after 2018 are not included in the scope. The impact of offices and other support facilities with fewer than 25 employees was determined to be immaterial; therefore, emissions from these sites may not be included in the scope. In 2024, Southwire committed to the Science Based Targets Initiative (SBTi) and proposed goals to reduce Scope 1&2 GHG by 54.83% (nominally 55%) and Scope 3 by 30% by 2032 from a 2022 baseline. Southwire's goals were validated by SBTi in December 2024. All operational sites and fleet vehicles are included in scope.
Units	Metric tons of carbon dioxide equivalents (MT CO2e or MT carbon)
Method	40 CFR 98 Subpart C — General Stationary Fuel Combustion Sources Carbon Offsets (through either the American Carbon Registry or the Climate Action Reserve) were applied to reduce site emissions in some cases.

Metric	Scope 2 Greenhouse Gas Emissions
Definition	Total Scope 2 (indirect) carbon emissions from electricity consumption from source activities operated by Southwire.
Reporting Period	1/1/2024-12/31/2024
Scope	For Southwire's Carbon Zero goal, the baseline was set as 2018, and the target year was set as 2025. The goal/scope includes all sites owned by Southwire for the entirety of 2018. Sites acquired by Southwire after 2018 are not included in the scope. The impact of offices and other support facilities with fewer than 25 employees was determined to be immaterial; therefore, emissions from these sites may not be included in the scope. In 2024, Southwire committed to the Science Based Targets Initiative (SBTi) and proposed goals to reduce Scope 1&2 GHG by 54.83% (nominally 55%) and Scope 3 by 30% by 2032 from a 2022 baseline. Southwire's goals were validated by SBTi in December 2024. All operational sites are included in scope.
Units	Metric tons of carbon dioxide equivalents (MT CO2e or MT carbon)
Method	United States: - Location-Based Method: US EPA eGRID region 2023 emission factors (released 1/15/2025) - Market-Based Method: For locations that purchased renewable energy (direct contracts) or through the application of unbundled renewable energy credits. International: - Location-Based Method: International Energy Agency (IEA) 2022 and 2023 provisional emission factors (released in 2024)



Southwire®
WE DELIVER POWER...RESPONSIBLY

**VISIT OUR WEBSITE FOR THE LATEST NEWS ON OUR
SUSTAINABILITY EFFORTS:**

www.southwire.com/sustainability

SOUTHWIRE IS HEADQUARTERED AT:

One Southwire Drive
Carrollton, GA 30119