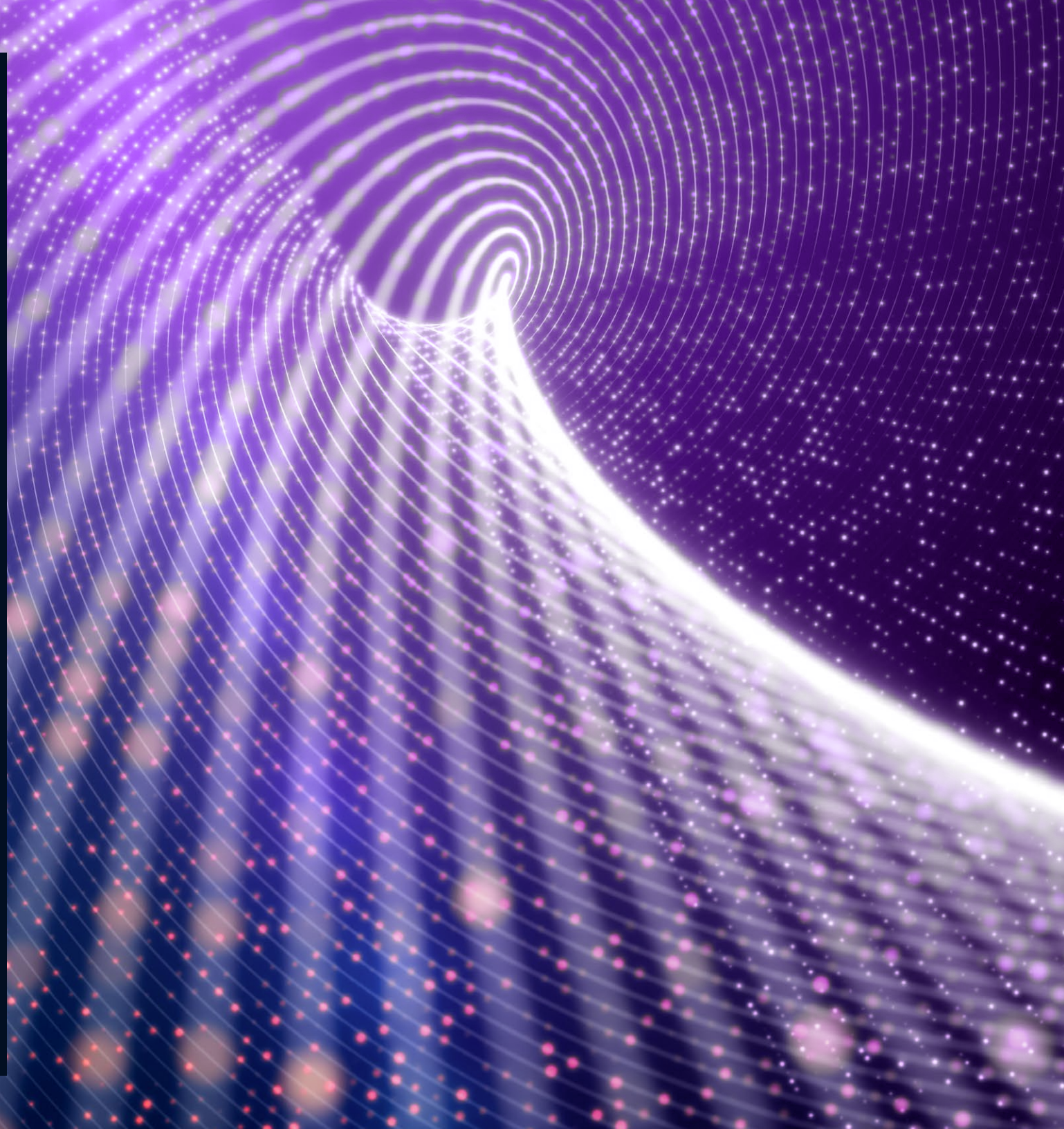




# Connecting what matters most

2025 Sustainability Report



# Connecting ideas





# Connecting people



# Connecting tomorrow



# Infinite connections One Belden

At Belden, we believe that progress is built on a foundation of enduring connections — not just the physical connections our technology enables, but also the vital links we forge with our planet, our people and our communities. This report outlines our strategy, initiatives and efforts to foster a more connected and sustainable world.

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Belden believes in the power of connection. It's what allows our people to collaborate, share information and advance ideas to improve the world around us.

## A message from our CEO

Our commitment to connection, fueled by our culture of innovation, has driven the progress toward our sustainability goals. I am pleased to share our performance as we turn the page on this chapter of the journey and provide a glimpse of what's to come.

In 2021, we announced ambitious goals around how we'd positively impact the environment, support our people and communities and operate to the most responsible, ethical standards. Today, I'm proud of the many goals the Belden team has achieved and exceeded. I look back on the effort with confidence knowing that our work made a significant difference.

This report looks back at the four-year goals we established for 2025. Among the many milestones reached during this period, a few stand out to me as particularly meaningful.

Belden teams around the world collaborated to reduce our scope 1 and 2 emissions by more than 49%, far exceeding our goal of 25%. Green energy use, particularly at our plants in Pune, India, Nogales, Mexico and Suzhou, China, now accounts for a significant percentage of overall power consumption. This work helped us exceed our goal

for 15% of our energy consumption to come from renewable sources. As of 2025, 45% of our energy is renewable.

Turning to our people and communities, Belden has continued to invest in creating a culture of possibilities where employees feel connected and holistically supported to be their best. Eighty-four percent of employees report that Belden is a Great Place to Work, a recognition we achieved in 20 countries in 2025. There are many pieces of our culture that contribute to this. One involves our Be Well program — localized events and initiatives to support people where they are. Our goal for global participation was 60%. The reality: 65% of Belden employees participated in Be Well events. This demonstrates how engaged, connected and invested we are in each other. The same holds true for our Connect with Community program, where we saw countless employees perform acts of service in 2025, such as cleaning up parks, collecting food for those in need and helping at a local zoo.

As we move these efforts forward and continue our work as a comprehensive solutions provider, we do so in an environment of ethics and responsibility.

Over 99% of global non-production team members have attested to our Code of Conduct. We are also advancing core components of our compliance, risk and supply chain standards.

Now, we look to the future, setting even more ambitious targets that we'll innovate and collaborate to achieve. I am excited to share these targets within this report. Belden is a company of possibilities. We reach high, think without limitations and connect to a world that's better for all.

Sincerely,

Ashish Chand  
President and Chief Executive Officer

# About Belden Inc.

## Connecting the world's critical infrastructure with smarter IT/OT solutions

Belden delivers complete connection solutions that unlock untold possibilities for our customers, their customers and the world. We advance ideas and technologies that enable a safer, smarter and more prosperous future. Throughout our 120+ year history, we have evolved as a company, but our purpose remains — making connections. By connecting people, information and ideas, we make it possible. We are headquartered in St. Louis and have manufacturing capabilities in North America, Europe, Asia and Africa.

### Our purpose

For over 120 years, Belden has built the infrastructure that keeps the world moving forward. We are a crucial connection point for modern business, allowing data and information to flow seamlessly. We connect people, information and ideas to bring clarity to the chaos and unlock untold possibilities.

Sustainability is central to Belden's strategy. We know that prioritizing ethical and sustainable business practices will make a positive impact on our customers, employees, local communities and beyond. These ideals are ingrained in everything that we do.

120+  
years of innovation

8K+  
employees globally

\$2.7B  
annual revenue

### Our connected brands

Belden designs, manufactures and markets a comprehensive portfolio of networking, security and connectivity technologies and products across a variety of markets.



8,000 +  
employees

Six key values

One Belden

**Our values**

Belden has six key values that drive us. Belden employees are dedicated to living out these values every day in all the work that we do. The belief in these values extends to our sustainability initiatives.

The grid contains the following elements:

- Top-Left:** Icon of two hands shaking. Text: "Customers define our success". Background: Solid blue.
- Top-Middle:** Icon of a medal with a star. Text: "We play to win". Background: Solid light blue.
- Top-Right:** Background pattern of blue and red wavy lines with dots.
- Middle-Left:** Icon of a bar chart. Text: "Continuous improvement is our way of life". Background: Solid purple.
- Middle-Center:** Belden logo and name. Background: White.
- Middle-Right:** Icon of a target with an arrow. Text: "We reach for greatness". Background: Solid purple.
- Bottom-Left:** Background pattern of blue and red wavy lines with dots.
- Bottom-Middle:** Icon of a group of people in a circle. Text: "We succeed through teamwork". Background: Solid light blue.
- Bottom-Right:** Icon of three people silhouettes. Text: "We invest in talent". Background: Solid blue.

# Our markets

Consumer packaged goods

Mass transit

Healthcare

Hospitality



### Other markets we serve:

Automotive manufacturing

Broadband

Chemical processing

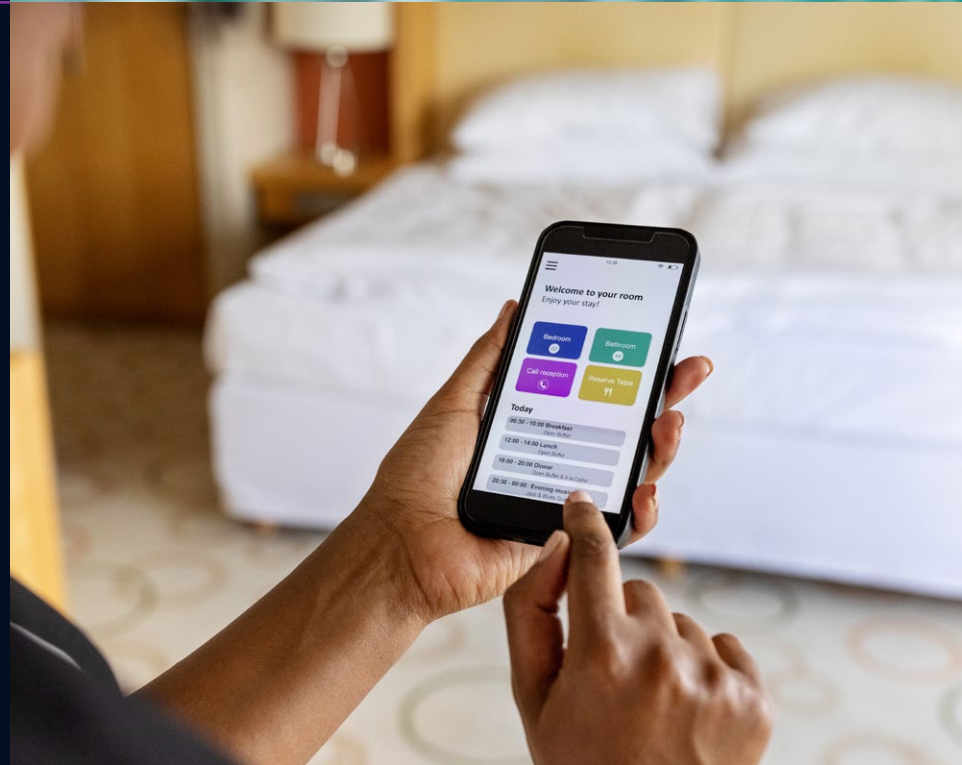
Data centers

Energy

Higher education

Semiconductor manufacturing

Warehousing and logistics



# Sustainability oversight at Belden

## Everyone at Belden plays a role in sustainability.

The Sustainability Steering Committee owns sustainability strategy and is led by the executive vice president - chief legal and risk officer, a member of the senior leadership team. Each goal and initiative highlighted in this report is owned by an employee with expertise in that area, involving leaders in many areas of the business. This work and strategy is all overseen by the Nominating and Corporate Governance Committee of the Board of Directors.



**Board of Directors**  
Nominating and Corporate Governance Committee  
Oversight of Sustainability



Diane Brink



Jon Klein



Greg McCray

**Senior Leadership Team**  
Sustainability Steering Committee  
Owns Sustainability Strategy



Brian Anderson  
Executive vice president - chief legal and risk officer

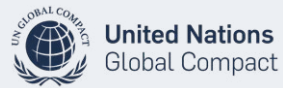
**Owners of Sustainability Execution**



Scott Dendler  
Vice president, corporate EHS and sustainability



Courtney Carter  
Director, culture and engagement



## Industry collaboration

We know that when we work together, we are more than the sum of our parts. Belden engages with organizations in the sustainability space, allowing us to learn from industry leaders, align with international initiatives and connect with peers. These partnerships have improved our sustainability program. We are proud participants of the United Nations Global Compact and proud members of the Responsible Business Alliance.






## Regulatory requirements

As key global regulations and frameworks develop, Belden keeps a keen eye on compliance requirements and what must be done to meet them. These key frameworks include CSRD, CSDDD, EPR and other relevant regulations, including global PFAS regulations and SB-253 and SB-261 in California.




# 2025 sustainability goals

Belden outlined our first set of sustainability goals in 2021. We engaged many internal and external stakeholders to understand the opportunities, risks and impacts in this space that were more relevant to our business. These conversations allowed us to prioritize what sustainability topics were most important for us to focus on. As we enter into 2026, we are pleased to share that many of these goals have been met or exceeded.

|  | Environmental                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  | Social                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  | Governance                                                                                                                                       |
|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                   | <ul style="list-style-type: none"> <li>• Reduce global scope 1 and 2 total emissions by 25% by 2025 (FY 2019 baseline).</li> <li>• Use electricity generated from renewable sources for at least 25% of global electricity consumption at manufacturing and distribution locations.</li> <li>• Achieve at least 90% of waste diverted from landfill for manufacturing and distribution locations.</li> <li>• Increase the use of biodegradable materials in packaging by 20% (FY 2021 baseline).</li> </ul> |                                                                                     | <ul style="list-style-type: none"> <li>• Deliver unconscious bias training to 100% of Belden’s global population.</li> <li>• Global team members will be encouraged to participate in an average of 16 hours of community-related activities.</li> <li>• 60% of global team members will participate in company wellness programs.</li> <li>• Over 200 professionals will graduate from our Early Career Leadership Program and Intern Program.</li> <li>• Over 85% of team members will agree that they have the opportunity for development and growth at Belden.</li> <li>• Assess the responsible sourcing risks in Belden’s supply chain, conduct audits of most at-risk tier 1 direct suppliers and engage 100% of conflict minerals suppliers.</li> </ul> |                                                                                     | <ul style="list-style-type: none"> <li>• Achieve understanding of the Code of Conduct from 100% of global nonproduction team members.</li> </ul> |

# 2030 sustainability goals

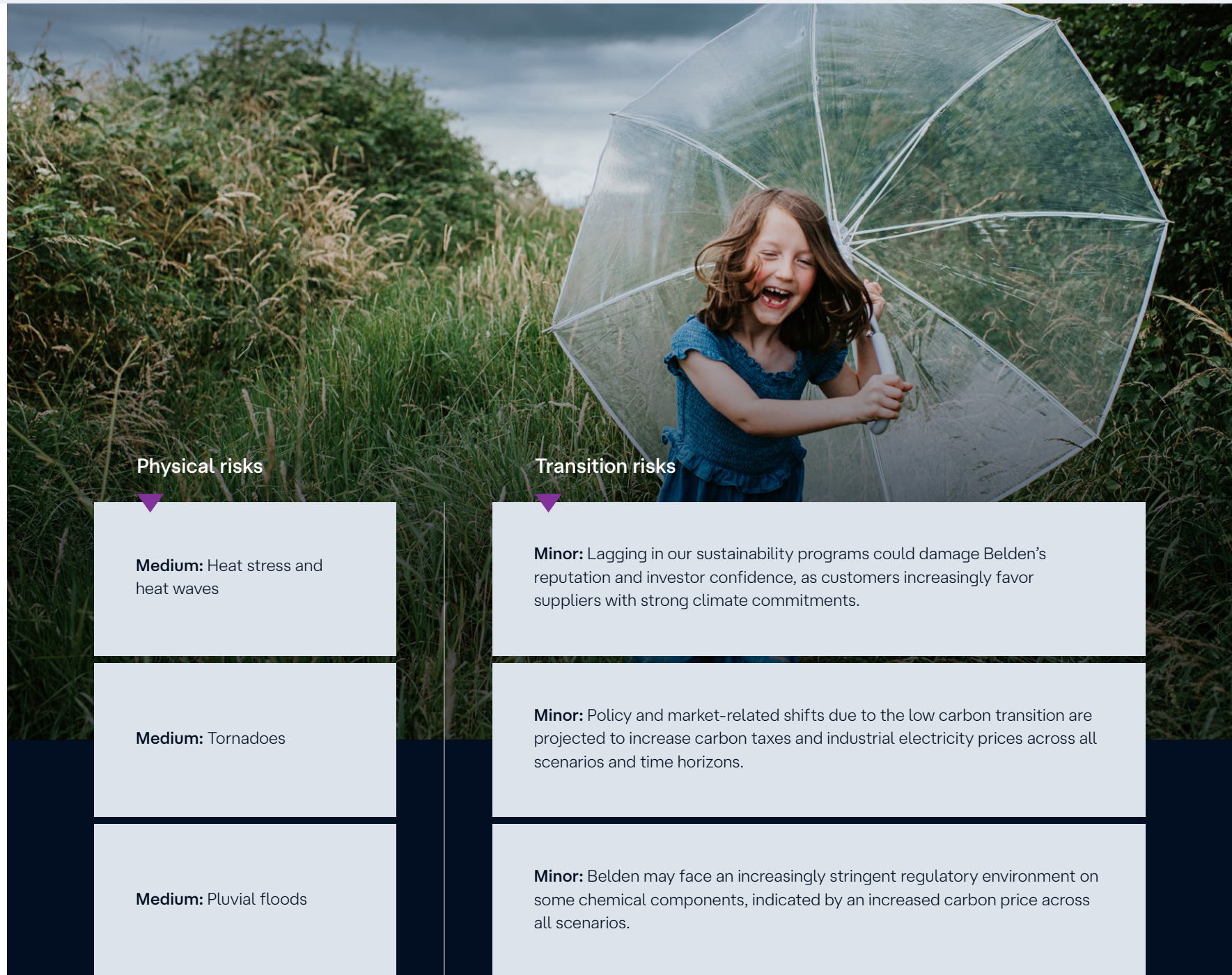
At Belden, continuous improvement is our way of life. We know that there is more work to do, and we are excited to start the next chapter of Belden’s sustainability program. We collaborated with individuals across the business, watched sustainability trends and noted key sustainability global regulations. These efforts have allowed us to effectively define our 2030 sustainability goals. We are pleased to share these and get to work.

|  | Environmental                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | Social                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  | Governance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                   | <ul style="list-style-type: none"> <li>• Reduce global scope 1 and 2 combined greenhouse gas emissions by 70% (FY 2019 baseline).</li> <li>• Reduce scope 3 emissions through supplier engagement and purchasing decisions (FY 2024 baseline).</li> <li>• Complete lifecycle assessments for 100% of Belden product families as baseline for potential environmental product declarations (EPDs).</li> <li>• Ensure compliance with our Environmentally Preferable Materials Standards from 80% of tier 1 direct suppliers in each commodity category.</li> <li>• Divert 90% of waste from landfills.</li> </ul> |                                                                                     | <ul style="list-style-type: none"> <li>• Achieve 80% fairness score on the Great Place to Work survey.</li> <li>• Achieve 80% engagement score on the Great Place to Work survey.</li> <li>• Achieve Great Place to Work certification in 100% of eligible countries.</li> <li>• Achieve 30% employee participation in volunteering or community giving.</li> <li>• Maintain 75% of Belden’s top leadership roles are filled by talent developed internally.</li> <li>• Achieve 85% positive responses from employees agreeing to the statement, “I am offered training and development opportunities to grow professionally.”</li> <li>• Develop early-career pipelines across all regions to prepare the next generation of Belden talent, with 75% converting to full-time roles to support a sustainable, future-ready workforce.</li> <li>• Achieve 60% global employee participation in Belden’s wellness program.</li> </ul> |                                                                                     | <ul style="list-style-type: none"> <li>• Achieve understanding of the Code of Conduct from 100% of global non-production team members.</li> <li>• Earn ISO 14001 certification for 100% of Belden’s manufacturing footprint.</li> <li>• Engage 100% of tier 1 direct suppliers and indirect suppliers in the top 80% spend on Belden’s Supplier Code of Conduct.</li> <li>• Assess the responsible sourcing risks in Belden’s supply chain, conduct audits of most at-risk tier 1 direct suppliers and engage 100% of conflict minerals suppliers.</li> </ul> |

# Climate risk and opportunity assessment

Climate change and the global policies that are put in place to combat it can have a material effect on businesses in the future. To assess this risk, Belden conducted its first climate scenario analysis in 2025. This exercise helped us better understand how different plausible climate conditions and socio-economic developments could impact our business. We considered how physical risks could affect our assets and supply chain. We also assessed how transition risks and opportunities could affect our business as a whole.

This analysis supports future risk mitigation planning in our overall enterprise risk management program and compliance with pending global reporting requirements like CSRD and California SB-261.



### Physical risks

**Medium:** Heat stress and heat waves

**Medium:** Tornadoes

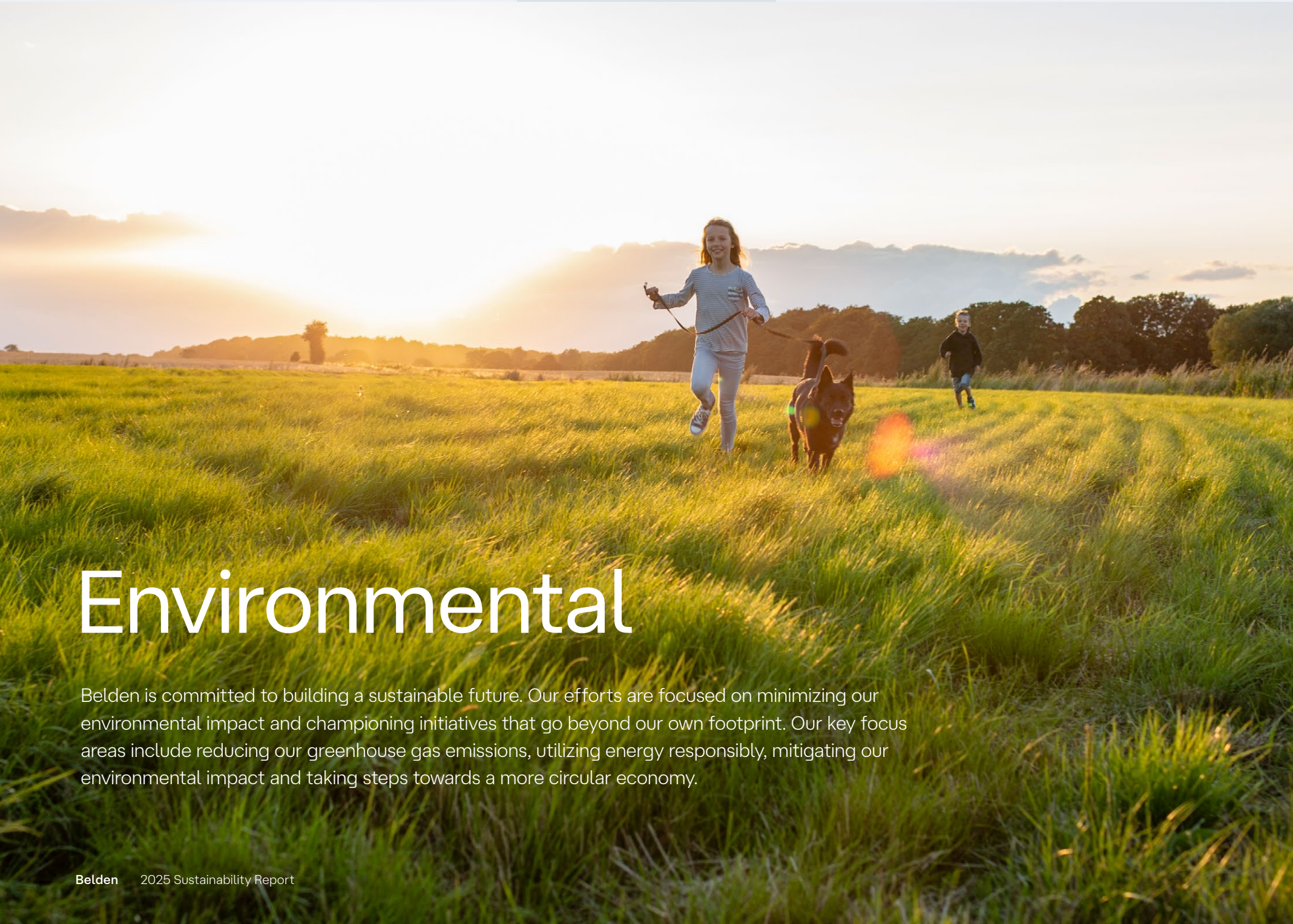
**Medium:** Pluvial floods

### Transition risks

**Minor:** Lagging in our sustainability programs could damage Belden’s reputation and investor confidence, as customers increasingly favor suppliers with strong climate commitments.

**Minor:** Policy and market-related shifts due to the low carbon transition are projected to increase carbon taxes and industrial electricity prices across all scenarios and time horizons.

**Minor:** Belden may face an increasingly stringent regulatory environment on some chemical components, indicated by an increased carbon price across all scenarios.



# Environmental

Belden is committed to building a sustainable future. Our efforts are focused on minimizing our environmental impact and championing initiatives that go beyond our own footprint. Our key focus areas include reducing our greenhouse gas emissions, utilizing energy responsibly, mitigating our environmental impact and taking steps towards a more circular economy.

## In this section:

- 16 Climate change and greenhouse gas emissions
- 18 Energy use and management
- 19 Environmental management
- 21 Eco-solutions

## Climate change and greenhouse gas emissions

Belden strives to contribute to climate action by actively working to reduce our greenhouse gas (GHG) emissions. We seek to understand and mitigate our scope 1, 2 and 3 emissions.

### Scope 1 and 2 emissions

Scope 1 emissions come primarily from the use of fossil fuels in our direct operations. Scope 2 emissions are indirect, coming from purchased energy, such as electricity. Starting in 2019, we were very intentional to pinpoint energy-saving opportunities at our locations across the globe. These include projects like motion sensors on lights, replacing gas forklifts with electric ones, upgrading energy inefficient equipment and much more. We have identified over 400 projects, and many have been completed. Our teams continue to keep sustainability in mind, finding opportunities for further energy savings when making business decisions.

We had a goal to reduce our scope 1 and 2 combined emissions by 25% by 2025 (baseline of 2019). We determined our baseline by conducting a GHG inventory aligned with the Greenhouse Gas Protocol. Thanks to the implementation of projects by our

teams globally, we are pleased to share that we have far exceeded this goal. As of the end of 2025, we reduced our GHG emissions by 49%. Our GHG intensity has also improved to 15.1 in 2025. GHG intensity is a ratio of our GHG emissions relative to our revenue. We have continued to improve this metric year over year, showing our increased efficiency when it comes to our emissions.

We are pleased to share that our scope 1 and 2 data was third-party verified in 2025, aligned with ISO 14064-3:2019. For a full breakdown of our GHG emissions, please see the GHG inventory in the appendix of this report.

🎯 **2025 Goal**

# 49%

Reduce our Scope 1 and 2 emissions by 25% (FY 2019 baseline).

💡 **Looking ahead**

We are not stopping here. We continue to forge ahead and work to reduce our emissions. Equipment upgrades and other energy-saving projects will continue to be identified and implemented. Another key component of our strategy includes the

procurement of renewable energy. We started this in 2023 and will continue to expand this work. Verified renewable energy certificates (RECs) allow us to offset a portion of our Scope 2 emissions, using verified green electricity instead of electricity generated from fossil fuels. This green electricity use allows us to advance electrification at our facilities, ultimately helping us reduce fossil fuel use that contributes to our Scope 1 emissions. This strategy is discussed more in the energy use and management section.

🎯 **2030 Goal**

Reduce our Scope 1 and 2 emissions by 70% (FY 2019 baseline).

### GHG emissions

|                                          | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   |
|------------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Scope 1 (US tCO <sub>2</sub> e)          | 14,199 | 13,080 | 13,286 | 13,114 | 12,130 | 10,997 | 12,194 |
| Scope 2 (market) (US tCO <sub>2</sub> e) | 65,688 | 51,469 | 56,108 | 56,065 | 50,410 | 36,056 | 28,872 |
| Totals (US tCO <sub>2</sub> e)           | 79,887 | 64,549 | 69,394 | 69,179 | 62,540 | 47,053 | 41,066 |
| Intensity                                | 35.9   | 36.4   | 30.1   | 26.5   | 24.9   | 19.4   | 15.1   |



### Scope 3 emissions

Scope 3 emissions consist of all indirect emissions from a company’s entire value chain. It has been an intentional and thorough effort for us to determine Belden’s scope 3 emissions. We published our first scope 3 inventory in 2024, which allowed us to begin to better understand our footprint. Due to a slight shift in scope 3 emission factors and access to higher quality data, we have since recalculated this baseline.

Our total 2025 scope 3 emissions were 998,503 US tCO<sub>2</sub>e. Our upstream indirect emissions (categories 1-7) were 74%, and downstream indirect emissions (categories 8-15) were 26%. Purchased goods and services (category 1) and use of sold product (category 11) continue to be our largest categories. This year’s scope 3 emissions increased from our 2024 baseline of 854,077 US tCO<sub>2</sub>e, primarily attributed to increases in category 1 due to growth of business.

Processing of sold products (category 10), downstream leased assets (category 13) and franchises (category 14) were found to be immaterial to Belden at this time. A full breakdown of our 2025 Scope 1, 2 and 3 emissions can be found in the appendix of this report.



### Looking ahead

We have set a short-term scope 3 goal aligned with current SBTi guidelines for scope 3 reduction initiatives. We are engaging with our supply chain to understand their environmental initiatives and encourage further GHG reduction while also seeking to better understand our products’ environmental impact and identify areas for improvement. These efforts will be discussed further in the eco-solutions section.



### 2030 Goal

**Manage scope 3 emissions by 50% of suppliers (in top 80% spend) having GHG reduction programs and goals, done through supplier engagement and purchasing decisions.**

## Energy use and management

We utilize power purchase agreements (PPAs) and associated RECs to help reduce our scope 2 GHG emissions. When our facilities do not have the opportunity to invest in green energy on site, PPAs allow us to invest off site. This supports investment in green energy in the local region.

Two of our biggest facilities, Suzhou, China, and Nogales, Mexico, started their PPA contracts in 2023. Today, the PPA contract at our Nogales facility accounts for 75% of the facility's total energy consumption. By the end of 2025, we also added contracts at our facilities in Germany, Denmark, Belgium, the Netherlands, Italy and the UK. We continue to explore and pursue PPAs when they produce a meaningful environmental impact and are a worthwhile investment.

We are proud of our investment in green energy. Locations in India and China have greatly increased their use of green energy by installing solar panels onsite. Our facility in Suzhou, China is a certified Green Factory by the Ministry of Industry and Information Technology in China.

We set a goal for 15% of our energy consumption to come from renewable sources. We are pleased to share that we far exceeded our goal, with 45% of our energy use being renewable in 2025. As we move forward, we will not have a separate goal to forward this initiative, as increased utilization of green energy will be essential to meet our goal of a 70% reduction in Scope 1 and 2 emissions. This work is still being prioritized in our sustainability program.





## Environmental management

### Landfill waste diversion

Belden’s waste management strategy focuses on minimizing waste at the source and increasing reuse and recycling across our operations. We prioritize reducing the amount of waste sent to landfills, as landfills often have a negative environmental impact. This includes potential contamination of soil and water and contributions to climate change. Our detailed Waste Management and Disposal Standards ensure our facilities across the world have clear guidance for how to execute our waste management strategy, and internal audits are conducted to ensure requirements are met.

We set a goal that by 2025, at least 90% of our waste would be diverted from landfill. We nearly missed this goal with 89% of waste being diverted from landfill in 2025. We will continue to focus on waste management strategies to reach this goal by 2030.

 2025 Goal

**89%**

Achieve at least 90% waste diverted from landfill for manufacturing and distribution locations.



### Looking ahead

As we forge ahead, we will continue to invest in our waste management strategy. Our goal continues to be a 90% rate of diverted waste from landfills. We intend to do this by 2030.

Starting in 2026, we will also be calculating our waste diversion by volume of waste diverted, rather than weight. Landfill use is more impacted by the volume of waste received rather than the weight received, so choosing to measure this way gives us a better understanding of our true impact. We will report both weight and volume diverted once we have this additional data.



### 2030 Goal

Achieve at least 90% waste diverted from landfill for manufacturing and distribution locations.

### Hazardous waste

Belden is proactive in its management of hazardous waste, as it can pose risks to human health and the environment. We do this through strategies including chemical substitutions and process updates when necessary. We continue to pinpoint opportunities when hazardous waste generation can be minimized or preferably avoided. Our overall hazardous waste

generation continues to be low relative to our overall waste generation. In 2025, Belden generated 14,756 tons of waste in total, with 794 of these tons being classified as hazardous. Eighty-seven percent of this hazardous waste was diverted from landfill and 72% was recycled.

### Air

Belden’s operations have a minimal impact on air pollution. Nevertheless, we are committed to regulatory compliance and environmental protection. We conduct internal audits to ensure this is the case, using our Air Pollution Prevention Standard as a guide. This standard, which we first introduced in 2010, goes beyond regulatory compliance. Facilities are required to properly use and maintain air pollution control systems whenever air pollution sources are present, even at locations where permits are not legally required. Techniques for how to responsibly manage traditional air pollutants like volatile organic compounds, hazardous air pollutants, nitrous oxides, particulates and ozone-depleting substances are also outlined in the standard.

**Water**

In a world where water scarcity is a growing concern, Belden is committed to using water responsibly and minimizing our water usage. Our Water Conservation and Pollution Prevention Standard, published in 2019 and updated in 2023, comprehensively outlines how we manage our water use. In the 2023 version, we specified which of our locations are in regions where there is medium- to extremely high-water stress. While we prioritize water conservation at all of our facilities, we recognize how critical it especially is in these regions. In 2025, we used 66,477,183 gallons of water.

Our Pune, India, facility built out a rainwater collection system, which allows rainwater to be collected for basic water needs at the facility. In a high-water stress area like India, a project like this is particularly impactful. At Belden, we value collaboration and sharing of ideas. This project was inspired by a similar rainwater collection system completed in Nogales in 2023. Our team in Nogales was able to provide insight and support as our team in India worked on this project.

**Environmental management systems**

ISO 14001 is an environmental management systems (EMS) framework that helps organizations systematically improve their environmental performance. Fourteen of our locations have earned this certification as of the end of 2025, but we have set a goal for 100% of our manufacturing footprint




to be covered by this EMS by 2030. For more information, please see the governance section.

**Climate regulations**

Climate change regulations and reporting requirements continue to evolve globally. We monitor these on an ongoing basis and are proactive to understand relevant requirements and act in adherence with them.

In 2025, we completed a climate scenario analysis (CSA) to understand our future climate-related risks and to prepare for reporting under California Senate Bill SB 261 and the Corporate Sustainability Reporting Directive (CSRD) in the European Union. We are also actively reporting under global Extended Producer Responsibility (EPR) regulations when applicable to us. Some of these regulations, like California Senate Bill SB 253 and California Assembly Bill AB 1305, require posting information

on our website, which we adhere to. We continue to watch this closely to ensure we meet their timelines and requirements.

[View our sustainability webpage](#) 



## Eco-solutions

### Environmentally Preferable Material Standards

Our global Research and Development (R&D) team established and updates our environmentally preferable material standards. These standards provide clear guidelines for choosing materials that lessen the ecological footprint throughout our entire supply chain. They are instrumental in incorporating materials that meet regulatory requirements, protect the environment and encourage responsible resource use. It is our goal for 100% of newly approved materials to be assessed against the standard’s criteria.

These standards prioritize materials based on the following principles:

- **Regulatory compliance:** aligned with applicable environmental regulations and international standards, including TSCA, RoHS, REACH and WEEE.
- **Sustainability:** sourced from renewable, recyclable or biodegradable inputs whenever feasible.
- **Resource and energy efficiency:** manufactured using processes that minimize energy consumption, greenhouse gas emissions and resource use.

Belden’s Global Material Standards applies to all direct material suppliers across our global supply chain. We actively communicate these expectations to global suppliers and encourage alignment with the standard

for all materials provided to Belden. In 2025, we reached a compliance rate of 70% of our key suppliers.

The Global Material Standards are reviewed and updated annually to align with evolving environmental regulations and emerging technologies. The latest version featured these key updates:

- New information was added regarding the EU Battery Regulation and the EU Packaging and Packaging Waste Regulation.
- A new section was added on Toxic Substances Control Act (TSCA) Section 5(a), Section 6 (a) and Section 6 (h).
- Substances of Very High Concern (SVHC) information moved to the section about REACH regulation.
- Information on China RoHS Directive has been updated.

🎯
2030 Goal

Ensure compliance with the Global Material Standards from 80% of our key suppliers by 2027.

### Lead-free

Lead is a hazardous substance that necessitates cautious management and handling. Belden has reaffirmed its commitment to reducing — and where technically feasible, eliminating — the use of lead across our product portfolio. Several connector solutions were among Belden’s early lead-free product introductions. Belden is committed to advancing responsible product design through innovation, regulatory compliance and continuous improvement.

For customers with specific sustainability or regulatory requirements, Belden offers many fully lead-free connector solutions. These solutions are available as customized products with dedicated part numbers, enabling customers to meet their individual environment, compliance or application needs.

### Per- and Polyfluoroalkyl Substances (PFAS)

PFAS have become an increasing focus for regulators, industries and stakeholders due to their persistence in the environment and potential long-term impacts on human health and ecosystems. Belden is committed to proactively addressing the risks associated with these substances and supporting responsible chemical management across its operations and supply chain.

As a first step, Belden conducted a comprehensive review of current and emerging global regulations related to PFAS, including proposed restrictions affecting materials used in our products. We partnered with a third-party consultant in this effort to assess our complex, multi-tiered supply chain and identify the potential presence of PFAS in our product portfolio.

Belden requires all suppliers to disclose any intentionally or unintentionally added fluorinated substances, including trace amounts, in the products they provide to us. This disclosure requirement is integrated into our supplier compliance processes and supports our ability to monitor regulatory developments and prepare for evolving material restrictions. The information collected through supplier disclosures and internal assessments helps us identify potential PFAS sources and evaluate opportunities for substitution where feasible.

In 2025, Belden identified PFAS content in 39% of its product and material portfolio through supplier disclosures and internal testing. We will continue to investigate PFAS in our products and supply chain, strengthening our chemical risk management, enabling informed material substitution decisions and ensuring alignment with evolving global regulations and customer requirements.

**Supplier environmental management**

Our commitment to the environment does not stop with our own operations. We integrate sustainability principles into procurement strategies,

supplier engagement processes and standards for responsible supply chain operations.

We partner with our suppliers and key logistics partners to develop environmental programs and goals, fostering awareness and accountability across our value chain. This includes encouraging suppliers to obtain ISO 14001 certification to bolster their environmental practices. In 2025, 65% of our key suppliers and logistics partners had either obtained ISO 14001 certification or had established environmental programs focused on carbon emissions reduction, resource conservation and pollution and waste management. This rate is an improvement from last year. We strive to continue this trend.

**Scope 3 emissions**

Belden continues to engage with suppliers and encourages the development of greenhouse gas reduction initiatives. This effort also helps Belden understand and reduce scope 3 emissions.

Belden partnered with a third-party resource to collect GHG emissions data from our suppliers in our top 80% spend. Through this, we seek to understand our suppliers’ climate management practices, emissions reduction targets and decarbonization strategies. We also request if suppliers adhere to recognized frameworks such as Science Based Targets Initiatives (SBTi). This information helps Belden more accurately quantify and better manage our scope 3 emissions, particularly category 1: purchased goods and services.



When we better understand our scope 3 emissions, we can better drive scope 3 emissions reduction. Engaging with our suppliers is a key component of this effort. We integrate sustainability considerations into supplier engagement and procurement decision-making processes, which include:

- Encouraging suppliers to measure and disclose their carbon emissions
- Providing guidance and tools to help suppliers establish climate targets
- Evaluating supplier sustainability performance as part of purchasing and sourcing decisions
- Prioritizing partnerships with suppliers that demonstrate strong climate management and decarbonization commitments

By combining supplier data collection, engagement initiatives and sustainability-informed procurement, Belden aims to reduce value-chain emissions, strengthen climate resilience across its supply network and align with global climate disclosure expectations.

🎯 2030 Goal

**Improve supplier engagement to 90% by 2030, allowing us to better understand our suppliers’ environmental goals and programs.**



**Packaging**

Belden has launched multiple projects aimed at improving the sustainability of our shipping and product packaging. We are proud to share that 78% of our packaging is biodegradable. This was one of our formal sustainability goals that we accomplished by the end of 2024. We are not stopping here, though. We are continuing to invest in many new projects:

- We have replaced plastic components of packaging with paper-based and other sustainable materials. This has resulted in a reduction of plastic content by 2 grams per packaging unit and a reduction of carton material by 11 grams per unit.

- We are designing a new stretch film — a version made of partially recycled content and a thinner version that reduces plastic consumption.
- We have developed a new packaging concept for our I/O products that incorporates stable inlays, designed to fully eliminate plastic fixation film.

These initiatives support Belden’s commitment to increased circularity and reduced environmental impact across the value chain while still prioritizing product integrity.

**Lifecycle assessments**

Belden has started the journey of building environmental lifecycle assessments (LCAs). LCAs enable a structured, data-driven evaluation of environmental impacts across the product lifecycle and provide insight into where technical, design and material changes can be made to improve the footprint of the product over time. LCAs strengthen our product stewardship and support our efforts to reduce scope 3 emissions.

By 2029, we are planning to complete LCAs for most Belden product families. This will create a consistent baseline to support potential product environmental declarations (EPDs). Initially EPDs are expected to be introduced in 2026, with implementation timelines varying by product family based on technical complexity and data availability.

**Product and Material Compliance**

Belden is making strides in its material compliance capabilities. By using automation, we are able to better identify compliance-related data gaps and send inquiries to suppliers to address them. Our solution, with prior supplier consent, can even automatically retrieve relevant product compliance data from selected databases. This ensures we quickly and easily have accurate and up-to-date information.

We have also begun to automate the maintenance of regulatory substances lists to improve long-term readiness and scalability. This will help us prepare for emerging requirements around restricting or declaring hazardous materials, such as the Digital Product Passport. Our efforts will help Belden keep regulatory references current across systems, maintain consistency in compliance checks and reduce manual effort.



**Looking ahead**

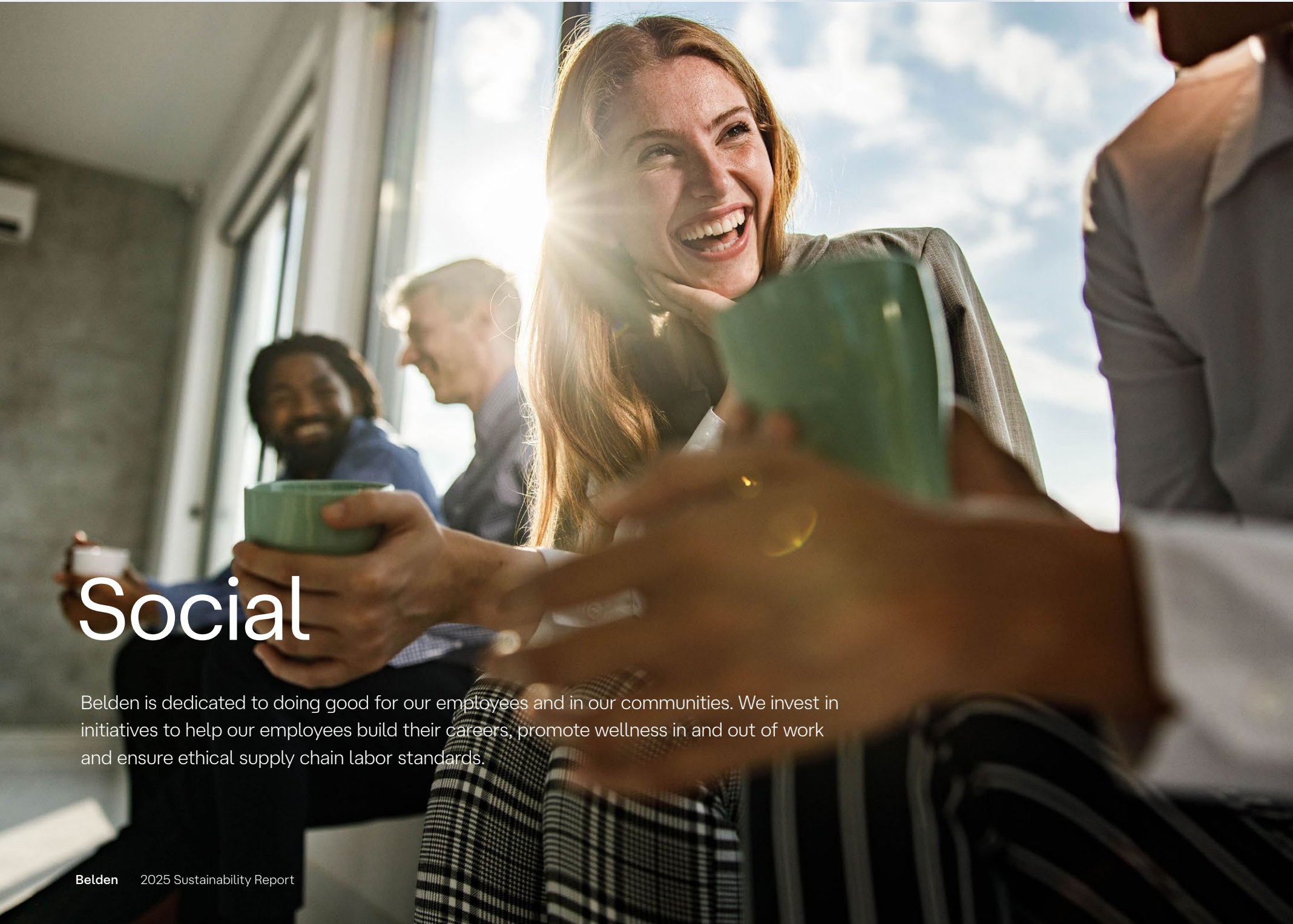
Belden remains committed to sustainable procurement, responsible materials sourcing and environmental stewardship across our global supply chain. We do this by integrating measurable goals into our material governance framework. Our goals aim to reduce environmental impact and advance product sustainability.

“We recognize that data centralization is a growing complexity for all large organizations, especially as transparency expectations increase across the value chain.

To stay ahead of emerging requirements, Belden has begun taking practical first steps toward Digital Product Passport readiness, strengthening the foundations for consistent, reliable product information and scalable data management to support future product compliance and product sustainability reporting.”



**Steffen Adolf**  
Senior manager,  
global product compliance  
and labs



# Social

Belden is dedicated to doing good for our employees and in our communities. We invest in initiatives to help our employees build their careers, promote wellness in and out of work and ensure ethical supply chain labor standards.

## In this section:

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- 31 Growth and development
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- 36 Recognition and rewards



Belden’s people are at the heart of how we create possibilities — for our business, our communities and the world we serve.

When employees are empowered to see challenges as opportunities, their curiosity, commitment and collaboration drive meaningful impact.

We are committed to doing right by our people and creating an environment where they can grow, contribute and thrive. By investing in their potential, we unlock outcomes that extend beyond the workplace and strengthen our business.

This commitment is brought to life through focused investment in growth and development, wellbeing and support, culture and community and recognition and rewards — enabling our employees to turn complex challenges into proven outcomes while building a more inclusive, resilient future.

## Great Place to Work

Each year, Belden goes through the process of seeking the Great Place to Work certification in multiple countries in which we operate. This honored recognition is given to organizations that score highly on their employee engagement survey. This survey focuses on many important areas that are relevant to employees, such as opportunities for professional development, company culture, equitable business practices and more. This survey gives us invaluable insight into what we are doing well and what areas of improvement we might have.

84% of our employees say Belden is a Great Place to Work. This led to us being recognized as a Great Place to Work in 20 countries in 2025.



- Belgium
- Canada
- China
- Denmark
- France
- Germany
- Hong Kong
- Hungary
- India
- Italy
- Malaysia
- Mexico
- Saudi Arabia
- Singapore
- Spain
- Switzerland
- Tunisia
- United Arab Emirates
- United Kingdom
- United States



Looking ahead

The Great Places to Work survey continues to be an essential component of understanding the employee experience at Belden. We encourage our associates to take part in this survey — their insight is invaluable. The greater the level of participation, the more accuracy we have. With this, we have a goal that by 2030, 80% of employees will

participate in the Great Places to Work survey. In 2025, 80% of employees participated.

We are committed to providing an excellent employee experience at Belden. We utilize feedback each year to make improvements that make Belden an even better place to work. This ambition has led us to set a goal that by 2030, we will be certified as a Great Place to Work in 100% of countries where we are eligible to seek this recognition.



2030 Goal

Achieve an 80% engagement score on the Great Places to Work survey.



2030 Goal

Achieve the Great Places to Work certification in 100% of eligible countries by 2030.

## Culture and community

Culture and community are essential to how we create possibilities at Belden. We foster an inclusive, collaborative environment where employees feel a sense of belonging and are empowered to contribute, connect and make an impact — both within our organization and in the communities where we live and work.

### Community engagement

At Belden, we believe it is important to give back. Our Connect with Community program empowers employees to support their local communities by planning service events and donating to causes they care about. Our employees drive what causes we support. When our employees are truly passionate about the causes we are focused on, we know that makes the biggest impact.

**83% of employees agree that they feel good about the ways we contribute to the community.**

All Belden associates are offered:

- Five days paid volunteer time off
- Company-sponsored group events
- 2:1 matching gift program for nonprofits

In October of this year, we celebrated Connect with Community Month. This annual celebration of service and impact is a dedicated time for us to support our local communities through volunteer projects, outreach efforts and meaningful acts of giving.

Some highlights from this month include:

- Over 60 Belden-sponsored service events
- Nearly 1,900 hours of service
- Over 1,100 employees working together to make a positive impact

We had a goal that by 2025, employees would participate in an average of 16 hours of service. In 2025, employees spent 5,957 hours volunteering.

🎯 2025 Goal

5,957 hours of service

Global team members will be encouraged to participate in an average of 16 hours per year of community-related activities.

💡 Looking ahead

Belden’s goal is for 30% of employees to participate in Connect with Community by 2030 through volunteering or charitable giving. By offering flexible ways to give back, we aim to foster a culture where community engagement is valued and employees feel encouraged to share the impact they are making.

🎯 2030 Goal

**Achieve 30% employee participation in volunteering or community giving.**



Colleagues in Olen, Belgium, held their annual Bike to Work Day. This event prioritizes employees’ health and wellness. The team also made this event a fundraiser, with proceeds being donated to Welzijnsschakel, a local charity organization that combats poverty, social exclusion and discrimination.



Our Monterrey, Mexico, location held its annual Children’s Day, where employees can bring their families for an afternoon of fun. The children got to learn about the work that their parents do, followed by an outdoor festival with games, food and even a mechanical bull.

**Inclusive culture**

We are committed to fostering an inclusive environment where every employee feels accepted, respected and empowered to grow, contribute and thrive. We believe that individuals of all backgrounds deserve to feel safe, heard and supported at work. By valuing diverse perspectives, we fuel curiosity, innovation and better outcomes for our customers. Through strong development practices and a commitment to investing in our people, we support employee growth, wellbeing and the creation of possibilities that shape our shared future.

This year, Belden advanced our commitment to providing an inclusive culture through several meaningful milestones:

- **Launched the #InclusionIs campaign**, featuring an inspiring video highlighting what inclusion means to our employees, along with impactful panel discussions that included members of our Board of Directors.
- **Introduced the Sparrow program**, a new initiative designed to strengthen inclusive communication with our hourly workforce — ensuring frontline employees are informed, connected and meaningfully included in company updates and initiatives.
- **Expanded our employee resource groups (ERGs)**, which continue to play a vital role in building an inclusive culture. More than 700 employees actively participate in ERGs across

Belden. These ERG members report higher engagement, with an engagement score of 84% on the Great Place to Work survey.

Belden has four ERGs that support different identities our employees hold.



**WIN (Women’s Inspiration Network):** Advancing gender equity and supporting all who champion women’s empowerment.



**RISE (Rising Professionals Network):** Empowering early-career professionals through mentoring, networking and growth opportunities.



**ABLE (Achieving Better Lives for Everyone):** Advocating disability inclusion and reshaping perceptions through awareness and community organization.



**UNITY (Uplifting Nations, Identities, Traditions & You):** Belden’s newest ERG — celebrating cultural diversity and creating belonging through learning and connection.



**Looking ahead**

Our employees have the best understanding of our company culture. To ensure we are effectively working toward building a more inclusive culture, we pay close attention to how our employees feel about inclusion and fairness in the annual Great Place to Work survey. By 2030, we have a goal that we will achieve and maintain an 80% fairness score on the Great Place to Work survey.



**2030 Goal**

Achieve an 80% fairness score on the Great Places to Work survey.

## Employee demographics

| Categories                                              | Count | Percentage |
|---------------------------------------------------------|-------|------------|
| Number of employees (Global)                            | 8,060 | —          |
| Number of employees (U.S.)                              | 2,099 | —          |
| Women in total workforce                                | 3,107 | 39%        |
| Women in senior management                              | 45    | 26%        |
| <b>U.S. only</b>                                        |       |            |
| American Indians in senior management                   | 1     | 0%         |
| Asians in senior management                             | 14    | 12%        |
| Black or African Americans in senior management         | 2     | 2%         |
| Hispanics/Latinos in senior management                  | 7     | 6%         |
| Native Hawaiians/Pacific Islanders in senior management | 0     | 0%         |
| Two or more ethnicities in senior management            | 2     | 2%         |
| White in senior management                              | 95    | 80%        |
| American Indians                                        | 7     | 0%         |
| Asians                                                  | 176   | 8%         |
| Black or African Americans                              | 154   | 7%         |
| Hispanics/Latinos                                       | 231   | 11%        |
| Native Hawaiian/Pacific Islanders                       | 6     | 0%         |
| Two or more ethnicities                                 | 52    | 3%         |
| White                                                   | 1,515 | 72%        |



## Growth and development

Belden employees are ambitious. We celebrate this spirit and encourage our employees to build their career with Belden. We foster a culture of growth and invest in our employees by providing resources and opportunities for development and learning. From training to development programs, we are there to support our employees through each step of their career.

One of our company values is that we invest in talent. As a testament to this, we have set a goal to focus on building leadership from talent developed within Belden. In 2025, 83% of our senior leaders grew from within the company. This dedication to growing talent from within benefits both our employees and the business.

 2025 Goal

**83%**

70-85% of Belden's top leadership positions will be filled with talent that has been developed from within our company.

## Learning and development

Our talent and development team supports our employees by offering a myriad of ways they can grow their career. From formal learning programs, to self-directed education to informative resources, there are multiple avenues for employees to expand their knowledge.

Key components of our learning strategy include:

- **Belden Academy** is our online learning management environment. Whether an employee is interested in building their Belden product knowledge or developing their general business acumen, Belden Academy is an invaluable tool. This library of e-learning modules allows employees to explore a wide range of topics all at their own pace.
- **Belden's Development Planning Process** builds a strong pipeline of talent to foster the business' leadership of tomorrow. Employees receive individual career guidance and development planning, preparing them for a successful future.
- **Belden's Transformation Office** facilitates Connect sessions throughout the year, keeping Belden employees up to date on Belden's strategy and how they can play a role in key initiatives and projects.

- **Belden's leadership development strategy** includes a variety of resources, self-directed learnings, webinars and cohort programs. The vast majority of our leaders participated in one or more development offering. One of our most successful programs is our Emerging Leader cohort program, which focuses on developing the self, building teams and working with others.



### Looking ahead

Belden has always been passionate about the development of our employees. As we continue to invest in growth and development initiatives, we want to ensure they make a positive impact on our employees. With this, we are focusing on our results from the Great Places to Work survey, specifically seeking a high score on questions related to employee sentiment around training and development.



### 2030 Goal

Achieve 85% positive responses from employees to the statement, "I am offered training and development opportunities to grow professionally."

"Participation in the Emerging Leaders Program (ELP) proved highly beneficial for my leadership development.

The 'Communication — Connect Through Conversations' module underscored the critical role of trust in fostering effective team collaboration and communication. This principle is consistent with Belden's High-Performing Teams initiative, spearheaded by the change enablement team. The ELP has refined my emotional intelligence in communication and problem-solving. A few takeaways from my learnings include becoming a more active listener and engaging both my head and heart when addressing issues or solving problems. I appreciate the opportunity to have been a part of the program."



**Alesia Scott**  
Partner marketing manager



## Early career and internship programs

Belden is dedicated to building the leaders of tomorrow. We invest in early talent through Launch, our early career leadership program, and our internship program.

### Launch program

Launch is a global three-year leadership rotation program targeted toward recent college graduates. Participants in the program take on three one-year rotations in different areas of the business. They will have the opportunity to build their business acumen, develop leadership skills and build a career tailored to their skills and interests. Members of the program get additional professional development and mentorship through involvement in strategic projects and presenting to senior leaders. The program supports multiple business functions, including engineering, finance, sales and more.

Graduates of the program move on to build successful careers at Belden, often moving into leadership roles at the end of their time in the program. Program graduates hold titles such as senior account manager and global program manager.

As a testament to our early career programming, Belden was honored with the 2025 Campus Forward Award for Overall Excellence by Ripplematch. In the evolving landscape of early career recruiting, this award recognizes organizations that support

the next generation of talent. This is done through driving a quality recruitment strategy, focusing on diversity, equity and inclusion, leveraging technology and other crucial components that support early career professionals.

### Internship program

Belden offers 12-week internship programs in a variety of functions for college students across the globe. Whether interns are interested in marketing, IT or beyond, they will gain hands-on experience in their field of interest. Interns work on real, strategic projects, learning valuable skills and making a tangible contribution to the business. Interns also get exposure to leadership, including getting to present their learnings and takeaways at the end of their internship. Many of our interns return to Belden after graduation, joining our Launch program or doing another internship.

Belden's internship program has been named a Top 100 Internship Program by Yello/Wayup in 2025. This award celebrates organizations that build meaningful and successful internship programs that set emerging professionals up for success. Key criteria for this award include professional development, unique program elements, company culture and more.

We had a goal that by 2025, we would have over 200 graduates total from both our Launch program and internship programs. We are pleased to share that we have far exceeded this goal, with 107 graduates from our internship program just in 2025, and 134 graduates from our Launch program.



### 2025 Goal

134 graduates from the Launch program

107 graduates from the internship program in 2025

Over 200 professionals total will graduate from our Launch program and internship program.



### Looking ahead

Our early career programs continue to be an important component of our growth and development strategy. Early talent brings new perspectives and skills to Belden that allow us to evolve and challenge the status quo. Investing in early talent fosters the leaders of tomorrow, benefiting both employees and the business.



### 2030 Goal


By 2030, develop early-career pipelines across all regions to prepare the next generation of Belden talent, with 75% converting to full-time roles to support a sustainable, future-ready workforce.

## Wellbeing and support

Employees perform best when they are thriving both in and out of work. We know our employees are more than just their jobs, and we are committed to supporting them holistically. This includes supporting employees' wellness, offering competitive benefits and ensuring safety at work.

### Be Well program

Our Be Well program supports employees' holistic wellness. The program has four pillars — physical, social, financial and emotional. We hold events across the globe focused on these pillars to empower employees to build their own wellness practices. Each location is encouraged to plan events for their local employees. While Be Well is championed across Belden, planning on the local level allows these events to be what is most impactful for the local population. In 2025, we hosted 107 events, including 10 virtual events, supporting our remote employee population. Throughout the year, 65% of employees participated in the Be Well program.


 2025 Goal

**65%**

60% of our global team members will participate in company wellness programs.

### Looking ahead

We will continue to invest in our wellness initiatives. Be Well events are engaging, informative and fun for our associates. Helping our employees be happy and healthy allows them to show up as their best selves to work and out in the world. We are continuing to invest in the Be Well program and encourage employee participation.

 2030 Goal

60% of our global team members will participate in company wellness programs.



## The four pillars of the Be Well program



### Physical

**Our Richmond, Indiana, U.S. plant held its annual Safety Day for employees.**

Employees had fun and interactive ways to practice safety skills, check out new safety equipment and learn about how to stay safe and healthy. Vendors of safety equipment attended the event and had fun prizes to give away, and employees got to participate in raffles and a t-shirt design contest.



### Social

**Our Suzhou, China office held its annual Family Day in August with the theme, “People. Information. Ideas.”**

Employees and their families, totaling over 450 attendees, took part in fun games and challenges. Families could also take a tour of the facility, connecting family members with Belden’s work and mission.



### Financial

**Our Nogales, Mexico plant held a housing credit workshop.**

Representatives from the National Fund for Workers’ Consumption Institute (FONACOT) educated employees about their low-interest rate loans and credit options for formal sector employees. This office seeks to provide resources for Mexican workers, so this was a great connection to help employees take advantage of this benefit.



### Emotional

**Our Fouchana, Tunisia office hosted an event in November for breast cancer awareness.**

Breast cancer affects nearly 1 in 10 women. With 70% of employees in this office being women, this felt like an especially relevant event. Doctors came to the office to give free examinations and provide education around risk factors and prevention methods. A group fitness class was also held, celebrating women’s strength and determination.

**Additional employee benefits**

Belden offers competitive benefits to all full- and part-time employees. We have amazing people, and we are committed to supporting them by making Belden a great place to work. Key benefits include:

- Paid time off and flex time off
- Universal paid parental leave
- Flexible working arrangements
- Non-compensation benefits (pension, retirement health insurance, education assistance and more)
- Employee stock purchase plan
- Service anniversary celebrations
- Annual performance reviews and goal planning
- Performance-based incentive pay structures (e.g. short-term/long-term)

**A people-centered safety culture**

The health and safety of our employees is of the utmost importance. We have a mature and robust occupational, health and safety program designed to mitigate risk to our employees, contractors and visitors. This program is driven by our corporate policies and standards based off key global standards like ISO 45001. We ensure these standards are adhered to by conducting regular audits at all facilities, with audits occurring more frequently at any locations experiencing higher occupational safety risk or injuries. Regular training for all employees on our guidelines and procedures is a crucial way to ensure safety is prioritized throughout our operations. We encourage all employees to report observed safety risks before they lead to an injury, and we have an open-door policy for employees to report these locally or at the corporate level.

We believe that one employee injury is one too many. While we are proud of our low recordable incident rates, we continue to push for lower rates, seeking to one day reach a zero-incident workplace for our employees.



| Year | Total recordable incident rate (TRIR) | Lost time incident rate (LTIR) |
|------|---------------------------------------|--------------------------------|
| 2020 | 0.48                                  | 0.47                           |
| 2021 | 0.69                                  | 0.56                           |
| 2022 | 0.55                                  | 0.41                           |
| 2023 | 0.53                                  | 0.43                           |
| 2024 | 0.45                                  | 0.21                           |
| 2025 | 0.48                                  | 0.37                           |



## Recognition and rewards

Our employees do stellar work. We encourage determination and celebrate wins through a variety of means. A big way we do this is through our global recognition software, Bravo. This tool allows colleagues to send kudos to one another for work well done. Points earned through recognition can be collected and redeemed for real gifts and prizes of the employees' choosing.

Our employees also set annual goals and receive annual performance reviews. Goals direct the focus of employees' work, tying their efforts to overall business strategy and allowing individuals to grow their skills in areas of their interest. Performance

reviews allow individuals to collaborate with their managers to celebrate their wins and acknowledge their growth areas. Bonuses are allocated based on individual performance and overall business performance.

### CEO Value Awards

The CEO Value Awards celebrate individuals who embody our six Belden values and make meaningful contributions to our success. This award champions creativity, determination and bold thinking. Winners are selected by the senior leadership team and recognized for their innovative and accomplished work by receiving a trophy, Values Winner jacket, special time with senior leaders and Bravo points.

### Innovation Awards

Belden is driven by innovation. We celebrate the innovative spirit of our employees through our quarterly innovation awards. We encourage our employees to nominate colleagues or teams who are making a meaningful impact through innovation. Winners are selected by our Innovation Council, which includes nine cross-functional, cross-regional leaders, and are announced at quarterly All Hands meetings. The nominees' creativity and originality, execution and implementation and collaboration are considered. These awards increase employee engagement, strengthen creative problem solving and advance intellectual property initiatives.

### 2025 Innovation Award: Overall Network Effectiveness (ONE)

The team earned an Innovation Award for developing patent-pending Overall Network Effectiveness (ONE) solutions. ONE improves how Belden Horizon monitors and addresses network health as networks scale. ONE combines device, traffic, bandwidth and configuration data into a single score, pinpoints problems down to the device level and recommends fixes. This supports OT/SCADA needs. The capability is already integrated into early Belden Horizon Alpha and Beta builds and has been tested in a scaled simulation network in our Santa Clara, California, USA office.



# Governance

Belden's governance pillar is dedicated to upholding the highest of ethical standards in everything we do. By prioritizing trust, transparency and accountability, Belden prioritizes these ethics throughout all our business operations.

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### Corporate governance

Belden’s business operations are overseen by our Board of Directors. The Board is dedicated to pursuing our ambitious business strategy while upholding the highest ethical standards and transparency in everything that we do. This is reflected in the makeup of the Board. Ninety percent of our Board members are independent directors, with a separate role for the Board Chair

and Chief Executive Officer. Shareholders elect board members annually with a majority voting requirement.

Our Board champions diversity — we believe that different perspectives make our business better. Four members of the Board identify as female, three identify as a person of color and one identifies as a member of the LGBTQ+ community.

## Ethical business practices

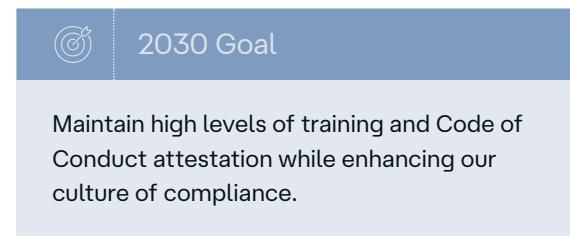
### Belden’s Code of Conduct

All Belden employees are guided by our robust Code of Conduct. The Code includes detailed policies and protocols that ensure we conduct business with ethics and responsibility in mind. It is translated into 15 languages and available on our internal and external site. This increases accessibility so all employees and stakeholders can easily access and understand the standards we hold ourselves to.

To further ensure employees understand and adhere to the standards outlined in the Code, we facilitate annual training. These trainings encourage employees to read and attest to the Code of Conduct to show their understanding of and commitment to upholding Belden’s values in the way that they work. It is our goal for 100% of our employees to attest to the Code each year. Last year, we moved this training onto our internal training platform, making it more accessible for all employees. We will continue to introduce strategies as needed to make this training more available and feasible for all employees.

Belden’s Code of Conduct is an ever-evolving document. As our world, business practices and business expectations continue to change, we are dedicated to meeting the moment. Every three to five years, we revisit our Code of Conduct to ensure it aligns with our current world and business. We

most recently updated our Code in 2025, including new language surrounding AI, anti-money laundering processes and responsible use of social media.



### Compliance program

Ethics and compliance are a basic expectation at Belden. We continually reassess and improve our ethics and compliance program, striving to be one of the most ethical companies in the world. There are multiple key elements of our compliance program, such as our Code of Conduct, along with:

- **Employee training and engagement:** We encourage training around our overall Code of Conduct, but we do not stop there. We hone in on key topics from the Code and offer training around these. All of our employees have a part to play in conducting business ethically, so it is important for us to align on how we can do this. Recent trainings offered were focused on conflicts of interest, anti-bribery and corruption.
- **Transparency and reporting:** At Belden, we foster a culture of speaking up. Our ethics hotline allows employees and stakeholders to notify the business of any ethical infractions. These requests are examined and action is taken to best manage each submission. There were 13 submissions in 2025, which was a historic low for the organization. This is reflective of a culture where issues are resolved before they reach the necessity of anonymous reporting. We also annually assess and report on any conflicts of interest. There were no reportable conflicts of interest in 2025.
- **Auditing and assurance:** Our internal audit team works diligently to confirm our data and information is accurate, ethical and complete. We also work with a third party to ensure the vendors we work with are not engaged in corruption or other unethical activities.

### Risk management

We work diligently to monitor risks that could impact our business, people or local communities. Key features of our risk management program include:

- **Risk identification:** It is crucial for us to identify the strategic, operational and macroeconomic risks that are most notable for our business. This is an essential step of our long-term strategic planning process.
- **Regular risk assessment:** Our Board of Directors and management work together at least annually to rank the identified risks, considering the intensity and velocity of each risk.
- **Risk mitigation planning:** Once top risks are identified, we name risk owners for each of these. These individuals develop a plan of action to mitigate this risk, avoiding or minimizing impact.
- **Quarterly board reporting:** Changes and details of the risk landscape are presented at quarter Board meetings, or more often if circumstances require.

## Supply chain labor standards

Supply chain labor standards are the rules and practices that ensure workers throughout the supply chain are treated fairly, safely and lawfully. We embody our corporate values and ethics prioritizing this work. These efforts are essential in the sustainability space, also tying in with conflict minerals compliance and broader environmental and social programs.

### Supplier engagement

#### Belden Supplier Code of Conduct

Our global procurement team authors and updates the Belden Supplier Code of Conduct. This Code ensures that Belden, its affiliates and its subsidiaries conduct business only with reputable partners and suppliers who commit to Belden’s high standards of environmental stewardship, ethics, health and safety, human rights and labor practices. The content of this Code is informed by internally recognized principles, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the European Union’s Corporate Sustainability Due Diligence Directive (CSDDD). The Code applies to all suppliers of direct and indirect materials within our global supply chain.

Through our ongoing engagement, 87% of our key suppliers\* in 2025 have confirmed compliance with



Belden’s Supplier Code of Conduct, surpassing the annual target of 85%. The Supplier Code of Conduct is reviewed and updated annually to ensure it aligns with all the latest applicable laws and regulations, and it is available in three languages (English, German and Chinese).

[Belden Supplier Code of Conduct](#) →

#### Modern Slavery and Human Trafficking Policy

Belden is committed to preventing modern slavery, forced labor, child labor and human trafficking in our operations and supply chain. Our Modern Slavery and Human Trafficking policy supports our sustainability commitments, international labor

standards and applicable regulations, including the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015.

Belden operates with zero tolerance for any form of human trafficking or forced labor among its suppliers or partners of any kind. To ensure that our suppliers are meeting our expectations with respect to responsible, ethical and legal business practices, our Modern Slavery and Human Trafficking Policy is integrated into the Supplier Code of Conduct.

#### Responsible Business Alliance Membership

A resilient business is built on an ethical foundation. As a proud member of the Responsible Business Alliance (RBA), we share the coalition’s mission to build ethical

and sustainable supply chains around the world. This partnership is a cornerstone of our sustainability strategy, providing us with a robust framework to manage complex global supply chain risks.

In 2025, a Belden representative participated in the RBA Annual Conference, ensuring our leadership team remains ahead of tightening global regulations, such as the EU CSDDD.

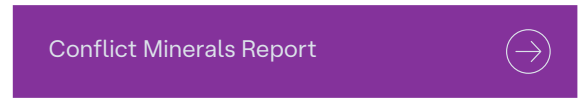
By integrating RBA’s rigorous standards into our core business model, Belden is not only mitigating risk but also securing a competitive advantage in a global market that increasingly demands ethical and transparent performance.

**Conflict minerals**

Belden maintains a conflict-free supply chain by responsibly sourcing tin, tantalum, tungsten and gold (3TG minerals). The company integrates ethical procurement into its core operations, ensuring compliance with global regulatory standards.

**Strategic framework and compliance**

- **Regulatory alignment:** Belden conducts annual due diligence and risk assessments to ensure compliance with SEC Form SD filings and the OECD Due Diligence Guidance for responsible sourcing.
- **Industry standards:** We use the Conflict Minerals Reporting Template (CMRT) from the Responsible Minerals Initiative (RMI) to standardize data collection across its global supply chain.
- **Commitment to transparency:** We actively review and update our Conflict Minerals Report annually, providing a clear overview of the origin and ethical status of product components.



**Supplier governance and due diligence**

- **Engagement mandate:** Belden expects all suppliers to implement internal policies and due diligence measures to identify the source of 3TG minerals in their products.

- **Active monitoring:** Belden conducts annual supply chain audits and risk assessments. If a supplier is non-responsive or fails to meet ethical standards, Belden reserves the right to reevaluate the business relationship.

**Conflict minerals milestones**

Our conflict minerals strategy has led to an effective year. In 2025, we had multiple key accomplishments:

- Belden had 397 suppliers in scope with a 93% response rate; the remaining 7% consisted of distributors and low-spend suppliers who either did not respond, were unable to provide the CMRT or provided an invalid CMRT.
- During the second half of the year, we completed a comprehensive risk assessment for 100% of our 3TG suppliers, prioritizing mitigation efforts across our upstream supply chain.
- To address identified vulnerabilities, we conducted onsite or virtual audits for 43% of our high-risk suppliers and provided tailored recommendations for corrective action.

| Year    | Suppliers in scope | Suppliers responded | Valid submission | Invalid submission | % Responded |
|---------|--------------------|---------------------|------------------|--------------------|-------------|
| RY 2025 | 405                | 379                 | 378              | 1                  | 93%         |
| RY 2024 | 397                | 371                 | 370              | 1                  | 93%         |
| RY 2023 | 407                | 376                 | 376              | 0                  | 92%         |

🎯 2025 Goal

**93%** response rate on CMRT from conflict minerals suppliers

**43%** of at-risk suppliers audited

Assess the responsible sourcing risks in Belden’s supply chain and conduct audits of most at-risk tier 1 direct suppliers.

Belden remains committed to advancing its responsible sourcing practices through 2026 and beyond, continuing to focus on achieving and maintaining a conflict-free supply chain.

**The due diligence process**

The organization for Economic Cooperation and Development (OECD) offers a five-step framework for conducting due diligence:

- 1 Establish strong company management systems
- 2 Identify and assess risks in the supply chain
- 3 Design and implement a strategy to respond to identified risks
- 4 Carry out independent third-party audit of supply chain due diligence
- 5 Report annually on supply chain due diligence

“Through sustainable procurement practices, we integrate ethical standards, environmental stewardship and robust risk mitigation into our sourcing strategy and all sourcing decisions.

We also have a firm commitment to responsible minerals sourcing and conflict minerals due diligence, ensuring transparency and traceability across our supply chain.”



**Alberto Vega**  
Sustainable procurement manager

### Responsible procurement training

In support of our long-term sustainability transformation, we conducted an annual training on supply chain sustainability and responsible sourcing for our global procurement and supply chain teams. We also provided training to select suppliers and partners to align with our sustainability objectives. These programs focused on embedding ethical standards and regulatory rigor across our global value chain, fostering a culture of sustainability.

#### Internal training

To ensure our procurement and supply chain teams are equipped to lead efforts around sustainability and ethics, we conducted comprehensive training in our internal learning management system, Belden Academy. This training had an exceptional participation rate of 97%. The training sessions were recorded to serve as ongoing internal resources.

Focus areas of this training program included:

- **Strategic alignment:** Translating corporate sustainability goals into actionable procurement strategies.
- **Environmental stewardship:** Implementing best practices to minimize environmental impacts within the supply chain.

- **Responsible sourcing and ethics:** Strengthening compliance frameworks to ensure supplier adherence to ethical and labor standards.
- **Sustainability tools and resources:** Providing teams with tools and resources to support sustainable decision-making.

#### External supplier training

In addition to our internal efforts, we extend our supply chain sustainability education initiatives to suppliers. We conducted several webinars with key suppliers and partners covering sustainability, responsible minerals sourcing and PFAS, ensuring alignment with Belden’s sustainability vision. These sessions were hosted by a third-party supply chain management expert, with whom we partner to help implement global best practices across our value chain.

Through training of both internal teams and suppliers, we are fostering a strong culture of sustainability and ethical business practices across our entire supply chain.

## Environmental management systems

Belden is intentional in our efforts to improve our environmental performance. ISO 14001 is a regulatory framework that certifies organizations for diligent work to manage and improve their environmental impacts. Requirements to earn this certification include identifying energy and waste reduction strategies, implementing controls, conducting audits and more.

Fourteen of our locations had ISO 14001 certifications as of the end of 2025. This covers 64% of our operational footprint. As a testament to our commitment to responsible environmental management, we have a goal that by 2030, 100% of our manufacturing footprint will be covered by ISO 14001 certification.



#### 2030 Goal

Earn ISO 14001 certification for 100% of Belden’s manufacturing footprint by 2030.

## Data privacy and security

Belden is committed to the data privacy and security of our associates' and customers' data. This includes protecting the data that we use, while also not acquiring more data than is necessary or using it for improper reasons. We follow the most up-to-date and reliable cybersecurity practices to protect our solutions and networks. As a testament to our dedication to data security, we are proud to share that Belden gained global ISO 27001:2022 certification in 2025.

The three main areas of our security program are information technology (IT), operational technology (OT) and product application development. Each year, we engage a top-tier third-party security firm to conduct a maturity assessment of these areas of our security program. Results are presented to the Board of Directors. The Board's cybersecurity subcommittee and security team leaders leverage these insights to build the upcoming year's strategy. This exercise was most recently completed in November of 2025. The two biggest insights of this exercise were: (1) the continued maturing of our OT

security based on the NIST 800-82 standard, and (2) our substantial improvement in our product security, based on IEC 62443, which we expect to gain global certification from in 2026.

We have organized our business to ensure that data security is a top priority at the highest levels of the business. Our security program is overseen by our cybersecurity subcommittee of the Board, internally led by the chief information officer, the vice president of cybersecurity and the vice president of program, operations and compliance.





The focuses of our cybersecurity program are:



**24/7 security operations center**

Working around the clock, Belden’s Security Operations Center (SOC) provides continuous threat monitoring and response. The SOC, staffed by full-time Belden personnel and complemented by managed services, uses sophisticated threat hunting and behavioral analytics to proactively stop damaging cyber-attacks.



**Operational technology (OT)**

Our dedicated OT cybersecurity program is built upon the NIST-800 82 framework. The program leverages OT-specific capabilities developed by Belden and is fully integrated with our 24/7 SOC.



**Third-party risk management**

We uphold a standard level of security to ensure our data pertaining to our customers, employees and business remain safeguarded. To ensure this, we require a new solution request (NSR) and vendor security assessment (VSA) for all new solutions introduced into our environment.



**Endpoint protection**

We use state-of-the-art technology to protect our people, systems and data. These resources include data encryption, next-generation endpoint protection and response and proactive vulnerability management.



**Phishing prevention and awareness**

Maintaining security is a shared responsibility among everyone with access to Belden systems. Our robust phishing prevention and cybersecurity awareness program protects employees and educates them on how to do their part. This program incorporates sophisticated technical measures, such as preventing malicious emails from landing in employee inboxes, email sandboxing and reporting. We also train employees on how to identify, report and respond to potential phishing attacks. All associates who work on Belden systems receive quarterly phishing simulations and mandatory awareness training, with supplementary training given to employees who need more support in recognizing phishing attempts.



**Permission scanning for sensitive directories**

We conduct regular audits to ensure that sensitive data is only available to personnel who need access to it.



**Regular testing for business continuity**

Disaster Recovery Plans are integrated into operations to ensure appropriate planning and recovery objectives. We test these on an annual basis.



**Cloud information stores**

With the increased use of cloud applications and data stores, Belden is intentional in continuing to prioritize security. We have implemented robust governance and security controls to ensure we have control over our usage of the cloud and information stored in these environments is safeguarded.



# Appendix



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# 2025 sustainability goals results

As a member of the United Nations Global Compact, we have aligned our sustainability goals with the Sustainable Development Goals to advance a global ambition to end poverty, fight inequality and injustice and protect our planet.



| Pillars                                                                                                                                                                                                | 2021                                                                                                                                                                                                         | 2022        | 2023        | 2024        | 2025        |             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|
| <b>Environmental</b><br><br><br><br> | <b>Climate change and GHG emissions</b>                                                                                                                                                                      |             |             |             |             |             |
|                                                                                                                                                                                                        | Reduce global scope 1 and 2 emissions by 25% by 2025 and 70% by 2030 (FY 2019 baseline).                                                                                                                     |             |             |             |             |             |
|                                                                                                                                                                                                        | Annual total Scope 1 and 2 emissions (absolute US tons)                                                                                                                                                      | 69,363      | 69,179      | 62,540      | 47,054      | 41,066      |
|                                                                                                                                                                                                        | Percent decrease in absolute emissions (FY19 baseline)                                                                                                                                                       | 9.3%        | 9.5%        | 22.0%       | 41.1%       | 49%         |
|                                                                                                                                                                                                        | Belden utilized location-based emission factors up until 2023, when there was a switch to market-based emission factors. The baseline year of 2019 was also recalculated with market-based emission factors. |             |             |             |             |             |
|                                                                                                                                                                                                        | <b>Increase global electricity use efficiency from 2019 levels at manufacturing and distribution locations (measured as GHG intensity).</b>                                                                  |             |             |             |             |             |
|                                                                                                                                                                                                        | Annual total Scope 1 and 2 emissions intensity (1000 US tons/BN\$ revenue)                                                                                                                                   | 30          | 27          | 25          | 19.4        | 15.1        |
|                                                                                                                                                                                                        | <b>Energy use and management</b>                                                                                                                                                                             |             |             |             |             |             |
|                                                                                                                                                                                                        | Use electricity generated from renewable sources for at least 15% of global electricity consumption at manufacturing and distribution locations.                                                             |             |             |             |             |             |
|                                                                                                                                                                                                        | Percent global electricity use from renewable sources                                                                                                                                                        | 2.0%        | 3.0%        | 15.0%       | 27.4%       | 45%         |
|                                                                                                                                                                                                        | Total green electricity use (kWh)                                                                                                                                                                            | 3,276,560   | 3,987,114   | 19,040,814  | 34,239,657  | 58,562,685  |
|                                                                                                                                                                                                        | Total global electricity use (kWh)                                                                                                                                                                           | 136,832,453 | 135,673,699 | 127,063,682 | 124,995,862 | 130,060,140 |
|                                                                                                                                                                                                        | In prior years, estimations were used to calculate electricity use. As exact measurements are now more reliably available, more accurate calculations for prior years have been made.                        |             |             |             |             |             |
|                                                                                                                                                                                                        | <b>Environmental management</b>                                                                                                                                                                              |             |             |             |             |             |
|                                                                                                                                                                                                        | Achieve at least 90% of waste diverted from landfill for manufacturing and distribution locations.                                                                                                           |             |             |             |             |             |
| Percent recycled and incinerated waste vs. total waste generated (by weight)                                                                                                                           | —                                                                                                                                                                                                            | 80%         | 85.5%       | 86.3%       | 89%         |             |

| Pillars                                                                                                                                                                                                                                                                                  | 2021                                                                                                                                          | 2022 | 2023 | 2024 | 2025  |      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|-------|------|
| <b>Social</b><br><br><br><br><br><br> | <b>Employee wellbeing and engagement</b>                                                                                                      |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | 60% of global team members participate in Belden's company wellness program.                                                                  |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Percent of employees participating in company wellness events                                                                                 | —    | 48%  | 65%  | 60.4% | 65%  |
|                                                                                                                                                                                                                                                                                          | Global team members will be encouraged to participate in an average of 16 hours per year of community-related activities.                     |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Number of service hours completed                                                                                                             | 484  | 4485 | 5255 | 6344  | 5957 |
|                                                                                                                                                                                                                                                                                          | <b>Employee growth and development</b>                                                                                                        |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Over 200 professionals will graduate from our Launch early career leadership program and intern programs.                                     |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Number of graduates from Launch program                                                                                                       | 51   | 73   | 85   | 113   | 134  |
|                                                                                                                                                                                                                                                                                          | Number of graduates from intern program                                                                                                       | —    | 62   | 45   | 67    | 107  |
|                                                                                                                                                                                                                                                                                          | 85% or more employees agree they have the opportunity for growth and development at Belden.                                                   |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Percent of employees answering positively to the question, "I believe I have the opportunity for development and growth in the organization." | 76%  | 78%  | 78%  | 72%   | 74%  |
|                                                                                                                                                                                                                                                                                          | <b>Supply chain labor standards</b>                                                                                                           |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Assess the responsible sourcing risks in Belden's supply chain by conducting audits of at-risk tier 1 direct suppliers.                       |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Response rate on CMRT from conflict minerals suppliers                                                                                        | 75%  | 85%  | 90%  | 92%   | 93%  |
|                                                                                                                                                                                                                                                                                          | Percent of at-risk tier 1 direct suppliers audited                                                                                            | —    | 67%  | 51%  | 39%   | 43%  |
|                                                                                                                                                                                                                                                                                          | <b>Health and safety</b>                                                                                                                      |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Track essential health and safety KPIs, continuing to remain under industry averages.                                                         |      |      |      |       |      |
|                                                                                                                                                                                                                                                                                          | Total Recordable Incident Rate (TRIR)                                                                                                         | 0.69 | 0.55 | 0.55 | 0.45  | 0.48 |
|                                                                                                                                                                                                                                                                                          | Lost Time Incident Rate (LTIR)                                                                                                                | 0.56 | 0.41 | 0.43 | 0.25  | 0.37 |

| Pillars                                                                                                    |                                                                                               | 2021  | 2022  | 2023  | 2024   | 2025 |
|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------|-------|-------|--------|------|
| <b>Governance</b><br><br> | <b>Ethical business practices</b>                                                             |       |       |       |        |      |
|                                                                                                            | Achieve understanding of the Code of Conduct from 100% of global non-production team members. |       |       |       |        |      |
|                                                                                                            | Percentage global team members completing training on Belden's Code of Conduct                | 95.0% | 96.7% | 99.3% | 99.44% | 99%  |

## GHG inventory summary

| Scope / Source                | Name                                                 | Relevance            | 2024 Emissions (US tCO <sub>2</sub> e) | 2025 Emissions (US tCO <sub>2</sub> e) |
|-------------------------------|------------------------------------------------------|----------------------|----------------------------------------|----------------------------------------|
| <b>Scope 1</b>                | <b>Direct Operational Emissions</b>                  |                      | <b>10,997</b>                          | <b>12,194</b>                          |
| Mobile Combustion             | Fleet Vehicles                                       | Relevant, calculated | 2,113                                  | 2,127                                  |
| Stationary Combustion         | Stationary Combustion                                | Relevant, calculated | 8,481                                  | 9,969                                  |
| Fugitive Combustion           | Refrigerants                                         | Relevant, calculated | 402                                    | 98                                     |
| <b>Scope 2 (market-based)</b> | <b>Indirect Operational Emissions (market-based)</b> |                      | <b>36,056</b>                          | <b>28,872</b>                          |
| Electricity                   | Electricity                                          | Relevant, calculated | 36,056                                 | 28,872                                 |
| <b>Scope 3</b>                | <b>Indirect Value Chain Emissions</b>                |                      | <b>854,048</b>                         | <b>998,503</b>                         |
| Category 1                    | Purchased Goods & Services                           | Relevant, calculated | 504,832                                | 634,169                                |
| Category 2                    | Capital Goods                                        | Relevant, calculated | 19,085                                 | 21,108                                 |
| Category 3                    | Fuel- and Energy-Related Activities                  | Relevant, calculated | 15,622                                 | 9,335                                  |
| Category 4                    | Upstream Transportation & Distribution               | Relevant, calculated | 67,797                                 | 62,560                                 |
| Category 5                    | Waste Generated in Operations                        | Relevant, calculated | 1,106                                  | 1,195                                  |
| Category 6                    | Business Travel                                      | Relevant, calculated | 5,869                                  | 3,279                                  |
| Category 7                    | Employee Commuting                                   | Relevant, calculated | 7,318                                  | 2,853                                  |
| Category 8                    | Upstream Leased Assets                               | Relevant, calculated | 2,585                                  | 2,461                                  |
| Category 9                    | Downstream Transportation & Distribution             | Relevant, calculated | 1,868                                  | 158                                    |
| Category 10                   | Processing of Sold Goods                             | Not relevant         | —                                      | —                                      |

Our scope 1 and 2 data have been validated by a third party in 2025, in alignment with ISO 14064-3:2019. Our scope 3 data has been internally validated.

We have republished our scope 3 emissions for 2024. This baseline is being reestablished due to a slight shift in emissions factors and access to higher quality data.

## GHG inventory summary (continued)

| Scope / Source | Name                                   | Relevance            | 2024 Emissions (US tCO <sub>2</sub> e) | 2025 Emissions (US tCO <sub>2</sub> e) |
|----------------|----------------------------------------|----------------------|----------------------------------------|----------------------------------------|
| Category 11    | Use of Sold Products (non-cable)       | Relevant, calculated | 208,541                                | 239,854                                |
| Category 12    | End-of-Life Treatment of Sold Products | Relevant, calculated | 19,424                                 | 20,101                                 |
| Category 13    | Downstream Leased Assets               | Not relevant         | —                                      | —                                      |
| Category 14    | Franchises                             | Not relevant         | —                                      | —                                      |
| Category 15    | Investments                            | Relevant, calculated | 30                                     | 80                                     |

## SASB index

| Topic                        | Metric                                                                                          | SASB code    | FY 2025 response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------|-------------------------------------------------------------------------------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Energy Management            | (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable         | RT-EE-130a.1 | (1) 130,060,140 kWh (2) 55% (3) 45%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Hazardous Waste Management   | (1) Amount of hazardous waste generated, (2) percentage recycled                                | RT-EE-150a.1 | (1) 794 US tons (2) 72%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                              | (1) Number and aggregate quantity of reportable spills, (2) quantity recovered                  | RT-EE-150a.2 | (1) 0 (2) 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Product Safety               | (1) Number of recalls issued, (2) total units recalled                                          | RT-EE-250a.1 | (1) 0 (2) 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                              | Total amount of monetary losses as a result of legal proceedings associated with product safety | RT-EE-250a.2 | \$0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Product Lifecycle Management | Percentage of products by revenue that contain IEC 62474 declarable substances                  | RT-EE-410a.1 | We do not measure this today.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                              | Percentage of eligible products, by revenue, certified to an energy efficiency certification    | RT-EE-410a.2 | We do not measure this today.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                              | Revenue from renewable energy-related and energy efficiency-related products                    | RT-EE-410a.3 | Many of Belden's products are used in renewable energy applications such as wind and solar farms, as well as energy efficiency applications such as VFD cable. However, we do not measure this today.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Materials Sourcing           | Description of the management of risks associated with the use of critical materials            | RT-EE-440a.1 | We are committed to sourcing raw materials sustainably and ethically across Belden's global supply chain. Our Conflict Minerals Policy is aligned with the requirements of the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010 (the "Act"). It is Belden's goal to work toward maintaining a supply chain that is conflict-free. Additionally, we have set internal goals to improve management and transparency of raw materials used in production and the impacts associated with sourcing and extraction through initiatives such as monitoring performance of suppliers' environmental management and social responsibility. Our suppliers are responsible for following our Conflict Minerals Policy along with all applicable local regulations. For more information regarding our due diligence process, risk mitigation and assessment, refer to Belden's Conflict Minerals Policy. |

## SASB index (continued)

| Topic           | Metric                                                                                                                  | SASB code    | FY 2025 response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------|-------------------------------------------------------------------------------------------------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Business Ethics | Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour  | RT-EE-510a.1 | We believe in doing business ethically – free from bribery or corruption, which conflicts with Belden’s values and damages markets and public trust. That’s why we follow the anti-bribery and anti-corruption laws that apply everywhere we operate. We succeed on our own merit – never by making inappropriate offers to gain an advantage. Belden succeeds because we work with integrity and act fairly in every transaction and interaction. We expect every employee and anyone who works on our behalf to take the high road, competing fairly and dealing fairly and honestly in the marketplace. |
|                 | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption                  | RT-EE-510a.2 | \$0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations | RT-EE-510a.3 | \$0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |



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