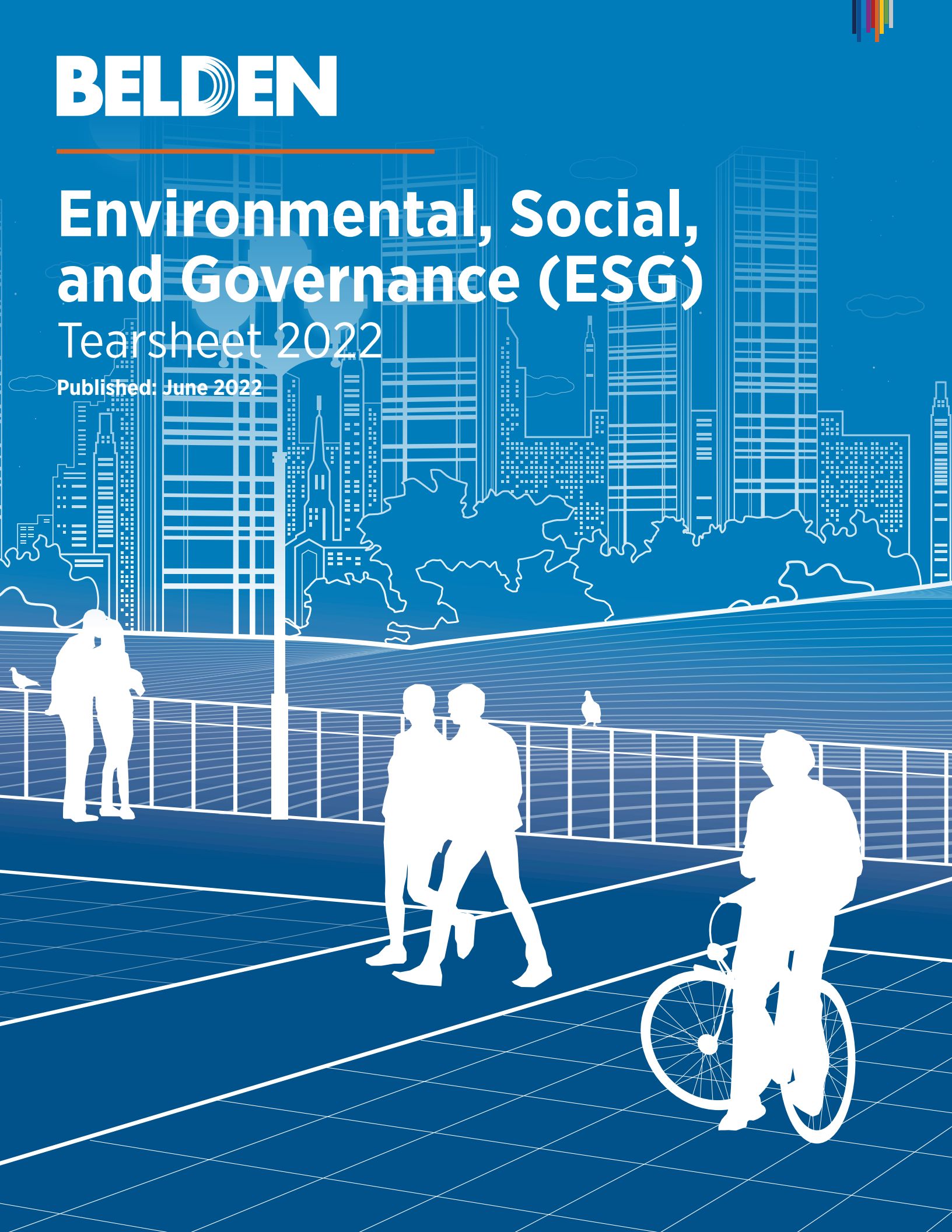


## Environmental, Social, and Governance (ESG) Tearsheet 2022

Published: June 2022



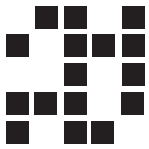


## Introduction

This ESG Tearsheet aims to provide an overview of Belden's non-financial performance. The data presented in this Tearsheet details data from fiscal year 2021.

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Belden is early in its ESG journey. The data in this ESG Tearsheet, some of which is being collected for the first time, is based on compilations performed by the company without any third-party audit or assurance. As processes are continuously improved, previously disclosed historical amounts may be subject to adjustment. The size of these adjustments is not expected to be, but could be, material.



# Belden Materiality Matrix

In 2021, we engaged a third-party consultant to complete our first materiality assessment and identify which ESG issues were most important to both our business and to our stakeholders. We spoke with a number of our stakeholders, including community members, customers, employees, investors, and third-party organizations to understand the relative risks, opportunities, and impacts that each topic in the matrix below present to Belden. As a result of this assessment, we have developed an ESG strategy and framework around the material topics that were identified as most important to our business and our stakeholders: our strategic priority issues under Tier One: Prioritize.

ENVIRONMENTAL		SOCIAL	
GOVERNANCE			
TIER ONE: PRIORITIZE	<ul style="list-style-type: none"><li>• Climate Change &amp; GHG Emissions</li><li>• Energy Use &amp; Management</li><li>• Environmental Management (Air/Waste/Water)</li><li>• Raw Materials</li></ul>	<ul style="list-style-type: none"><li>• Diversity, Equity &amp; Inclusion (DEI)</li><li>• Employee Growth &amp; Development</li><li>• Employee Wellbeing &amp; Engagement</li><li>• Supply Chain Labor Standards</li></ul>	<ul style="list-style-type: none"><li>• Data Privacy &amp; Security</li><li>• Ethical Business Practices</li></ul>
	<ul style="list-style-type: none"><li>• Product Environmental Solutions</li></ul>	<ul style="list-style-type: none"><li>• Community Engagement</li><li>• Digital Inclusion</li><li>• Supplier Diversity</li></ul>	<ul style="list-style-type: none"><li>• Board Diversity &amp; Independence</li></ul>
	<ul style="list-style-type: none"><li>• Packaging Design</li><li>• Product Lifecycle</li></ul>	<ul style="list-style-type: none"><li>• Disaster Relief</li><li>• Outsourcing and Offshoring</li><li>• Product Social Solutions</li></ul>	<ul style="list-style-type: none"><li>• ESG Governance</li><li>• Lobbying &amp; Advocacy</li></ul>



# 2025 Goals

## Environmental



- Reduce Scope 1 and Scope 2 total combined emissions by 25% (FY19 baseline).\*
- Increase the use of electricity generated from site specific renewable sources from 2019 levels at our manufacturing and distribution locations.
- Increase total global electricity use efficiency from 2019 levels at manufacturing and distribution locations.
- Achieve at least 90% of waste diverted from landfill for manufacturing and distribution locations.
- Increase the use of renewable or recyclable materials in packaging by 20% (FY21 baseline).

\*combined for all global locations greater than 15,000 ft<sup>2</sup>

BELDEN ENVIRONMENTAL DATA			
METRICS	2019	2020	2021
Total Reporting Facilities	37	37	37
Scope 1 GhG Emissions Globally (tCO <sub>2</sub> e)	14,199	13,080	13,286
Scope 2 GhG Emissions Globally (tCO <sub>2</sub> e)	62,235	51,469	56,108
Total Electricity Use (kWh)	137,832,453	123,773,072	132,771,271

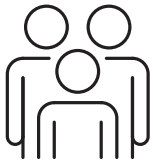






# 2025 Goals

## Social



- As a first step towards our vision of a diverse, equitable and inclusive workplace, we will deliver unconscious bias training to 100% of the Belden team worldwide.
- Global team members will be encouraged to participate in an average of 16 hours per year of community related activities.
- 60% of global team members will participate in company wellness programs.
- 75% of Belden's top 150 positions will have been filled with talent that has been developed from within our company.
- Over 200 professionals will have graduated from our Early Career Leadership Program and our Intern Program.
- >85% of team members will agree that they have the opportunity for development and growth at Belden.
- 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.





## BELDEN PEOPLE

METRICS	2020	2021
Number of Employees	7,283	7,727
Engagement Survey Participation	88%	86%
Voluntary Employee Turnover *salaried employees	6%	8%
Lost Time Incident Rate (LTIR)	0.47	0.56
Total Recordable Incident Rate (TRIR)	0.48	0.67

## BELDEN DIVERSITY\*

METRICS	2020	2021
% Women In Our Total Workforce	36%	37%
% Women In Senior Management	20%	21%
% American Indian	0%	0%
% Asian	7%	7%
% Black or African American	4%	4%
% Hispanic/Latinx	8%	7%
% Native Hawaiian/ Pacific Islander	0%	0%
% Two or More Ethnicities	1%	1%
% White	79%	78%

*\*The ethnicity metrics reported refer to the United States only.*







# 2025 Goals

## Governance



- Achieve understanding of the Code of Conduct (CoC) from 100% of global non-production team members.
- Be recognized as one of the most ethical global companies.





## SASB Table

The Sustainability Accounting Standards Board (SASB) is an independent, private-sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the issues which SASB has identified as financially and/or operationally material for Electrical and Electronic Equipment.

Unless otherwise noted, all disclosures in the tables below reference the year ending 12/31/21.

Table 1: Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	FY21 RESPONSE
ENERGY MANAGEMENT	(1) Total Energy Consumed (2) Percentage Grid Electricity (3) Percentage Renewable	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	1) 132,771 MWH for locations greater than 15000 ft2 footprint. 2) 97.6 % grid energy, 3) 2.4 % renewable onsite
HAZARDOUS WASTE MANAGEMENT	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	RT-EE-150a.1	277 Metric tons 63% recycled 34% Waste to Energy
	Number and aggregate quantity of reportable spills, quantity recovered	Number, Kilograms (kg)	RT-EE-150a.2	0. No reportable spills (0-gallons) in 2021
PRODUCT SAFETY	Number of recalls issued, total units recalled	Number	RT-EE-250a.1	No safety-related product recalls reported in 2021
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Reporting currency	RT-EE-250a.2	\$0





TOPIC	ACCOUNTING METRIC	UNIT OF MEASURE	CODE	FY21 RESPONSE
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	N/A	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 supplier's environmental management. Our suppliers are responsible for following our Conflict Minerals Policy. For more information regarding our due diligence process, risk mitigation and assessment, please refer to Belden's Conflict Minerals Policy.
	Description of policies and practices for prevention of: (1) Corruption and Bribery (2) Anti-Competitive Behavior	N/A	RT-EE-510a.1	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. 2) 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.
BUSINESS ETHICS	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Reporting Currency	RT-EE-510a.2	\$0
	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting Currency	RT-EE-510a.3	\$0





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### GERMANY

*Certificate Category:* Great Place to Work in Germany and ranked as “Best Employer” (“Beste Arbeitgeber™”) among mid-sized companies in the Region Baden-Wuerttemberg for Belden & Hirschmann Neckartenzlingen  
*Certified by:* Great Place to Work Institute  
*Current Certificate Period:* Dec 2021 – Dec 2022

### NETHERLANDS

*Certificate Category:* Great Place to Work among mid-sized companies for Belden Venlo, the Netherlands  
*Certified by:* Great Place to Work Institute  
*Current Certificate Period:* June 2021 – June 2022

### CEKAN, DENMARK

*Certificate Category:* 2021 Great Place to Work Trust index® Survey for Cekan, Denmark  
*Certified by:* Great Place to Work®  
*Current Certificate Period:* September 2021 – September 2022

### INDIA

*Certificate Category:* Great Place to Work among Mid-Size Organizations for Belden India  
*Certified by:* Great Place to Work Institute  
*Current Certificate Period:* November 2021 – November 2022

### SINGAPORE

*Certificate Category:* Great Place to Work  
*Certified by:* Great Place to Work Institute  
*Current Certificate Period:* March 2022 – March 2023

### HONG KONG

*Certificate Category:* Great Place to Work  
*Certified by:* Great Place to Work Institute  
*Current Certificate Period:* April 2022 – April 2023



**BELDEN**