



At the intersection of technology and sustainability

2024 Sustainability Report

Where
innovation



meets
productivity



Where
integration



meets
connectivity



Where
efficiency



meets
reliability



Connect to what's possible.

Belden connects people, information and ideas to build a better tomorrow. For over 120 years, we have been committed to doing business in an ethical and sustainable way. We have a responsibility to make a positive impact on our world. We are pleased to share our sustainability goals and progress in this report.



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A message from our CEO

Belden approaches every situation with innovation, leveraging creative minds and a desire to always improve the way we live, work and make connections.



The solutions we've developed since 1902 have made a positive impact on the world. Our sustainability goals are among the most important solutions we strive toward.

As we've matured and progressed in our sustainability activities, I find myself excited about a number of things. First, that we've made significant strides toward our goals in so many areas. For example, we have reduced our Scope 1 and 2 emissions by 41%, exceeding our goal of 25%. I'm also happy to report that we have met our goals for sustainable packaging. Today, 95% of our packaging is now either made from renewable or recyclable materials, and 78% is biodegradable. And when it comes to our social goals, we have consistently met or exceeded our targets, a trend that continues this year.

Second, it's become clear that actions are being taken by individuals across the organization who

recognize personal steps they can take to do their work more sustainably. Countless employees have raised their hands to recommend new ways of doing things in our operations, from more sustainable equipment to waste reduction practices. They're asking questions and inspiring their colleagues to think more deeply and share ideas.

Additionally, increasing numbers of employees are volunteering through our Connect with Community program, with activities ranging from holiday food drives and participation in charity runs to collection of school supplies for students in need, among others. More than 60% of Belden employees participated in our Be Well program for holistic wellness, experiencing support for their physical, social, financial and emotional wellness. This past year, we were excited to launch Belden's first Employee Resource Groups, which include the Women's Inspiration Network, the Rising Professionals

Network and Achieving Better Lives for Everyone. All of these programs demonstrate our commitment to supporting our people while positively impacting their personal and professional development.

Finally, Belden's focus on operating in the most ethical manner possible has brought us close to our goals for employees attesting to our Code of Conduct. Our board diversity offers a broad range of perspectives to advance our strategy responsibly and with the highest level of integrity. I'm proud to say that all of the points I've described contribute to the culture that makes Belden a Great Place to Work, a certification that we've received in 18 countries.

There is much more to our sustainability progress that you'll find in the pages of this report. The team and I are pleased to share statistics, plans and individual stories that demonstrate the positive impact of our work.

After my 22 years with the organization, I confidently report that our people make all this possible. I am grateful to employees throughout the organization who have embraced their role in supporting our sustainability journey. Together, we are innovators driving improvement and always connecting people, places and ideas to uncover endless possibilities. Our goals are now closer than ever.

Sincerely,



Ashish Chand
President and Chief Executive Officer

About Belden

Our purpose

For over 120 years, Belden has been building the foundation to keep the world moving forward. Modern business relies on the flow of information, and Belden is the connection point to keep that flow smooth and sophisticated. We connect people, information and ideas to bring clarity to the chaos and unlock untold possibilities.

Sustainability is an important component of Belden’s strategy. We believe in the importance of promoting sustainability and ethics in our operations, as well as throughout our supply chains. We are dedicated to the ideals of sustainability and intend to bring positive change to our customers, employees, suppliers, local communities and beyond.

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.



Customers
define our
success



We play
to win



Continuous
improvement
is our way
of life



We reach for
greatness



We succeed
through
teamwork



We invest
in talent

Our markets

For over 120 years, Belden has been helping move the world forward. Our solutions build connections and unlock new possibilities across multiple markets.



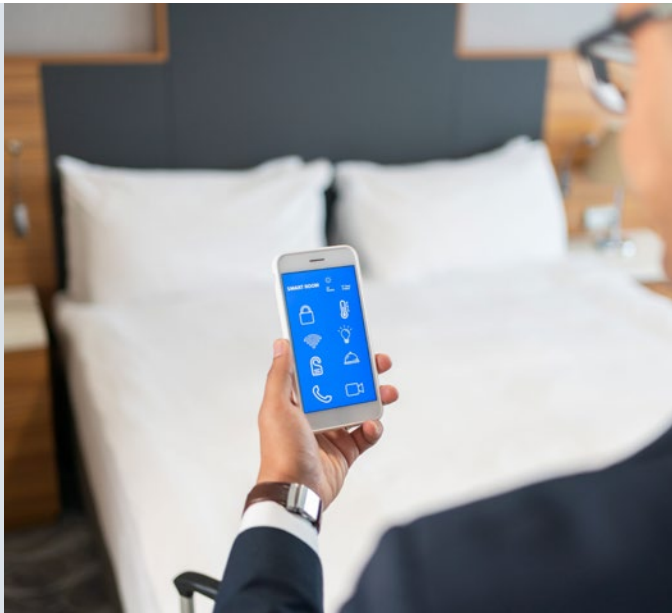
Consumer packaged goods



Mass transit



Healthcare



Hospitality

Other markets we serve:

Material handling	Automotive manufacturing	Power transmission and distribution	Petrochemicals
Intelligent traffic systems	Broadband	Higher education	Telecom



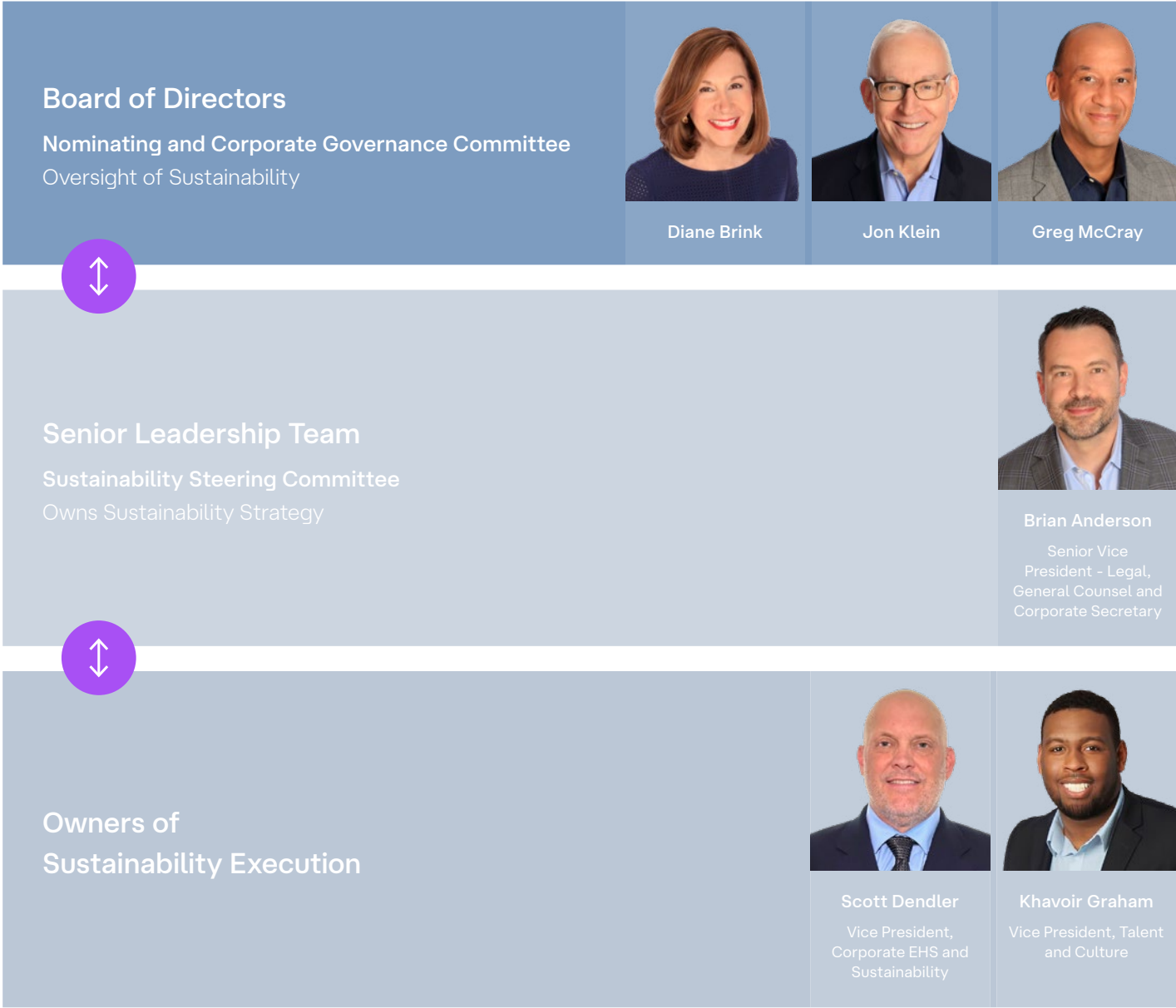
Our connected brands

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



Sustainability oversight at Belden

Belden’s sustainability strategy is overseen by our Board of Directors through the Nominating and Corporate Governance Committee. The Sustainability Steering Committee is comprised of the members of the Senior Leadership Team, with execution of goals and initiatives being owned by our Senior Vice President – Legal, General Counsel and Corporate Secretary. The committee meets regularly. Each sustainability goal featured in this report is owned by a leader with expertise in that respective area.





Industry collaboration

We know that we can accomplish much more together than we can alone. Belden is a member of multiple organizations that allow us to better align with our goals and learn from peers and industry leaders about various sustainability topics. Through these organizations, we've been able to improve our own sustainability initiatives. We are proud members of the following organizations:



United Nations
Global Compact

CEO **[ACT!ON]** FOR
DIVERSITY & INCLUSION

Caring for Climate



Responsible Business Alliance
Advancing Sustainability Globally

Regulatory requirements

Belden is aware of key global regulations, including CSRD, CBAM and CSDDD, and regulations in California, the USA and more. We are diligently working to meet compliance requirements for all relevant frameworks across the globe.

Awards and recognitions

Belden is honored to have received multiple accolades for our work in multiple areas of sustainability. Belden has received the Great Places to Work certification in 18 countries, which highlights our investment in creating an excellent employee experience. USA Today has named us one of America’s Climate Leaders, recognizing our efforts and accomplishments to take meaningful climate action. Because of our efforts in environmental action, social responsibility and governance and ethics, Newsweek has named us one of America’s Most Responsible Companies. These accolades are a testament to our sustainability efforts and encourage us to continue to forge forward.



2025 sustainability goals

Belden’s sustainability strategy and goals were developed after completing a priorities assessment in 2021. In this exercise, we engaged with many internal and external stakeholders, seeking to understand the risks, opportunities and impacts that were most relevant to our business. The insights from this priorities assessment guided the creation of our first official sustainability goals. We are on track to meet a majority of goals by 2025 and include detailed disclosures on our progress in the relevant sections of this report.

Environment:	Social:	Governance:
<ul style="list-style-type: none">• Reduce global Scope 1 and 2 total emissions by 25% by 2025 and by 70% by 2030 (FY 2019 baseline)• Use electricity generated from renewable sources for at least 25% of global electricity consumption at manufacturing and distribution locations• Achieve at least 90% of waste diverted from landfill for manufacturing and distribution locations• Increase the use of biodegradable materials in packaging by 20% (FY 2021 baseline)	<ul style="list-style-type: none">• Deliver unconscious bias training to 100% of Belden’s global population• Global team members will be encouraged to participate in an average of 16 hours of community-related activities.• 60% of global team members will participate in company wellness programs.• Over 200 professionals will graduate from our Early Career Leadership Program and Intern Program.• Over 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	<ul style="list-style-type: none">• Achieve understanding of the Code of Conduct from 100% of global nonproduction team members

Materiality assessment

Belden collaborated with a third party organization to conduct its first double materiality assessment in 2024, helping us better understand where to focus our sustainability efforts and prepare for future regulatory reporting requirements. Starting from a list of 39 topics, we determined that 18 topics are material for our business, along with seven other topics associated with our value chain only. This exercise was done by assessing the impact, risk and opportunities our business has on our environment and society, as well as the impact, risk and opportunities our environment and society pose to our business. We will repeat this exercise regularly and will use the results to inform Belden’s sustainability strategy and reporting going forward.

Environment

ESRS E1
Climate change mitigation
Climate change adaptation
Energy
ESRS E2
Pollution of air*
Pollution of water (including discharge of pollutants into water)*
Pollution of soil*
Pollution of living organisms and food resources*
Substances of concern and very high concern
Microplastics
ESRS E3
Water consumption
ESRS E4
Biodiversity*
ESRS E5
Incoming resources (including resource utilization)
Circular design of products and services
Waste

Social

ESRS S1
Wellbeing of employees
Health and safety of employees
Working conditions including adequate wages
Equal treatment and equal opportunities for employees
Employee training and talent development
ESRS S2
Respect for fundamental rights of workers in the value chain*
ESRS S4
Customer relationship (including expectations and satisfaction)*

Governance

ESRS G1
Business ethics
Management of relationships with suppliers and sustainable procurement
Stakeholder and data protection
Product innovation

*material only in the value chain

Environmental

Belden is dedicated to doing our part in building a sustainable future. We are focused on limiting our impact on the environment while also taking on initiatives that go beyond our footprint. We strive to lower our greenhouse gas emissions, use energy responsibly, source ethical and environmentally preferable raw materials and more.

16	17	18
Climate change and greenhouse gas emissions	Energy use and management	Environmental management
20		
Eco-Solutions		

Climate change and greenhouse gas emissions

Greenhouse gas (GHG) emissions directly contribute to climate change. We are committed to doing our part to combat climate change by working to lower our direct GHG emissions.

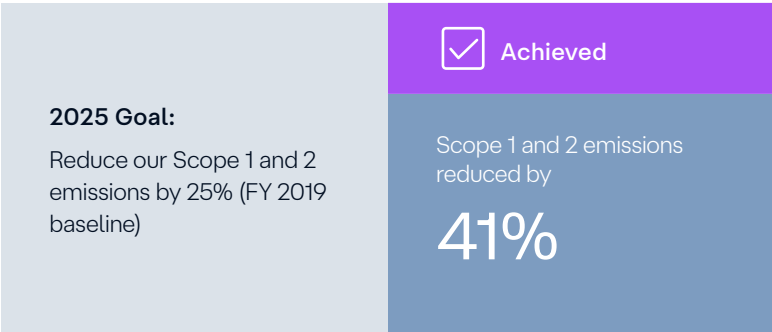
Scope 1 and 2

We continue to pinpoint and execute energy-saving projects at our locations around the globe in order to reduce our Scope 1 and 2 GHG emissions. Scope 1 GHG emissions come from fossil fuel use in our operations. Scope 2 emissions are indirect emissions from purchased energy, such as electricity. Over the last four years, we have identified nearly 400 energy-saving opportunities globally. Many of these projects have been completed. Our local teams continue to keep sustainability in mind, noting where energy savings can still be made and making these changes when suited.

In 2023, Belden began procuring green electricity with renewable energy credits (RECs). We expanded this effort in 2024 to offset a portion of our Scope 2 emissions by avoiding emissions from fossil fuel-generated electricity. Procuring this verified green electricity allows us to pursue electrification at these locations, further reducing fossil fuel use and Scope 1 emissions.

We set a goal to reduce our GHG emissions by 25% by 2025, with 2019 as a baseline. This baseline was determined by conducting a GHG inventory aligned with the Greenhouse Gas Protocol. We are pleased to share that we have exceeded this goal. By the end of 2024, we reduced our Scope 1 and 2 GHG emissions by 41.1%. Our GHG intensity, which is a measure of total emissions per dollar of revenue, also improved from 24.9 to 19.4.

We know that our work is not done. At Belden, continuous improvement is our way of life. In alignment with the Science Based Target Initiative (SBTi), we have increased our goal to reduce our Scope 1 and 2 emissions by 70% by 2030 from our 2019 baseline.



Scope 3

Scope 3 emissions are indirect emissions that occur in a company’s value chain. We have been diligently working to understand the composition of our Scope 3 emissions, which will allow us to better define future reduction goals. We have been intentional and thorough in identifying all sources of our Scope 3 emissions to create our baseline. This work has culminated in publishing our first Scope 3 inventory for

2024. We have established **our total 2024 baseline Scope 3 emissions at 1,195,882 US tCO₂e***.

63% of our Scope 3 total are upstream indirect emissions (categories 1-7), and 37% of these are downstream indirect emissions (categories 8-15). The primary contributing categories to our emissions are Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11),** representing 89% of our total Scope 3 emissions. It is worth noting that Category 11 includes emissions for more than just one year. The useful life of the product is considered when estimating these emissions, not just emissions for the reporting year.

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 2024 Scope 1, 2 and 3 emissions can be found in the appendix of this report.

Our existing efforts to engage with our supply chain on their climate-related goals and to evaluate our product categories for possible climate-related improvements helps reduce our two key contributing categories of Scope 3 emissions. This work is in line with current SBTi guidance for Scope 3 reduction efforts. We are continuing these initiatives, along with improving our Scope 3 GHG data collection process going forward.

	2019	2020	2021	2022	2023	2024
Scope 1	14,199	13,080	13,286	13,114	12,130	10,997
Scope 2 (market)	65,688	51,469	56,108	56,065	50,410	36,056
Totals	79,887	64,549	69,394	69,179	62,540	47,053
Intensity	35.9	36.4	30.1	26.5	24.9	19.4

*Scope 3 GHG emissions are estimated using best available data. This is often spend-related data along with published average emission rates for each Scope 3 category.

**Category 11 calculations were limited to products with direct power consumption as part of their design like routers and data switches. Products with indirect power consumption, like signal wire and connectors, were not included in our Category 11 estimates.



Energy use and management

In addition to energy use reduction projects, a key component of our GHG emissions reduction strategy is via Power Purchase Agreements (PPAs). These contracts allow our facilities to procure green electricity with verified RECs, which help offset our Scope 2 emissions. Two of our largest facilities, Suzhou, China, and Nogales, Mexico, negotiated PPAs in 2023. In addition, our Neckartenzlingen, Germany, facility entered a PPA in 2024. We continue to utilize these PPAs and seek opportunities to expand when reasonable.

Many of our plants have also invested in green electricity, directly utilizing solar panels to increase green energy use. This includes our plants in Suzhou, China, and Pune, India. Our Suzhou plant, between this investment in solar panels and PPAs, has achieved 100% green electricity use.

These efforts all contributed toward our goal of 15% of our global electricity consumption coming from renewable sources by 2025. We are pleased to share that we have exceeded this goal, with 27.4% of our electricity coming from renewable sources. This is a 12.4% increase from last year. While we feel accomplished in meeting this goal, we are forging ahead, continuing to identify and execute green energy projects.

2025 Goal:

Use electricity generated from renewable sources for at least 15% of global energy consumption at manufacturing and distribution locations

☒ Achieved

27.4%

of global electricity use coming from renewable sources



“Executing energy conservation projects and strategically sourcing green energy from reputable utility providers has decreased our operational reliance on fossil fuel-generated electricity and allowed our business unit to achieve internal Scope 2 GHG reduction targets. Our Nogales, Mexico, facility purchases a significant portion of its baseload using Power Purchase Agreements with RECs, which supply verified green energy to the facility while supporting the development of new renewable energy projects in the region. This facility also successfully administers water conservation and landfill diversion initiatives, making our Nogales operation one of Belden’s most environmentally friendly facilities.”

Cody Mozena, environment, health and safety manager



Environmental management

Landfill waste diversion

Belden has built out a waste management strategy to minimize our waste and increase the level of reuse and recycling across our operations. It is a priority for us to minimize the amount of waste we send to landfills. Landfills can have a negative impact on the environment, including contaminating local water and soil and contributing to climate change.

Our waste management strategy is articulated in Belden’s Waste Management and Disposal Standards. We conduct annual internal audits to ensure our facilities adhere to these standards.

Our facilities invest in projects to reduce, recycle and reuse their waste. Most of our facilities have robust trash separating programs to assist in this process. Many of these locations have been recycling for years, which other facilities have been able to learn from.

We have a goal that by 2025, at least 90% of our waste will be diverted from landfills. Using our standards and encouraging waste reduction projects, 86.3% of our waste was diverted from landfills in 2024. We will continue to invest in waste reduction and diversion projects to meet this goal next year.



Hazardous waste

Hazardous waste is waste that has properties that are dangerous or harmful to humans or the environment. Belden is committed to handling this waste responsibly and reducing the amount of it when possible. We have reduced our hazardous waste through strategies such as chemical substitution, recycling and process changes. In 2024, we had 685 US tons of hazardous waste. Of this, 83% was recycled.

Unfortunately, our hazardous waste generation increased in 2024. This was due to a process upset at one of our large manufacturing locations that resulted in a one-time generation of hazardous waste. The process issue was addressed and we do not anticipate generating this hazardous waste going forward.

Air

Belden's operations do not significantly contribute to air pollution. However, we take measures to ensure compliance with all relevant regulations and seek to minimize any environmental impact. We do this through annual internal audits and leverage our corporate policies and standards.

We are guided by our internal Air Pollution Prevention Standard, which we first introduced in 2010. This standard goes above and beyond compliance standards, even at our locations that do not require permits. This standard requires facilities to properly utilize and maintain air pollution control devices when air pollution sources are present. This standard includes language managing traditional air pollutants such as volatile organic compounds, hazardous air pollutants, nitrous oxides, particulates, ozone-depleting substances and more.



Water

In today's world, water continues to be a scarce resource in many parts of the world. With this, we are committed to reducing our water usage when possible and managing our water resources responsibly. Belden's Water Conservation and Pollution Prevention Standard outlines our stringent management and conservation of water resources. We have had this standard since 2019, and updated it in 2023 to specify the areas of the world where the World Resources Institute deems water stress is medium to extremely high, such as Mexico and India. Water conservation and management are essential at all our locations, but especially important in these areas.

We implement water use efficiency in many ways. This includes recycling and reusing water in our processes to cool newly created cable. Many of our facilities also have motion-activated sinks and toilets for employees. In our processes, we encourage prompt maintenance of our equipment, ensuring water leaks are addressed quickly. In Nogales, the plant has reduced local water use through a rainwater collection

system, allowing rainwater to be used for basic water needs at the facility. This project was completed in 2023 and has been so successful that our other facilities in Mexico have been scoping this sort of project at their own locations.

Environmental management systems

We continue to implement our corporate environmental management system, which we rolled out in 2009. This system is based on ISO 14001 environmental management standards. On top of this, 13 of our locations have been certified to the ISO 14001 standards. Two of our locations have also been certified to the ISO 50001 Energy Management Standard.

Climate change impacts

Belden anticipates the risk of climate change to our physical assets. This risk is currently low, but we continue to pay attention to this area of concern and will take responsible measures if and when necessary.

Eco-Solutions

Belden strives to make an impact beyond our own footprint. We are dedicated to sourcing raw materials sustainably across our global supply chain, ensuring full transparency and adherence to established ISO standards and international environmental standards. We have developed innovative green packaging designs, reinforcing our dedication to minimizing our environmental footprint. Through collaboration with our suppliers, we uphold our commitment to environmental responsibility and regulatory compliance.

Environmentally Preferable Material Standards

Our global research and development (R&D) team established the Environmentally Preferable Material Standards, which are clearly defined criteria for selecting materials with lower environmental impact in the supply chain. The guiding principles of these standards identify materials that are:

- **Compliant with regulations:** aligned with environmental laws, such as ISO 14001, RoHS, REACH, WEEE, etc.
- **Non-Toxic and safe:** free from hazardous substances like lead or PFAS
- **Sustainable:** derived from renewable, recyclable or biodegradable sources
- **Energy and resource efficient:** produced with low carbon emissions and low energy consumption

The Belden Global Material Standard applies to all direct material suppliers within our global supply chain. We have actively communicated these standards and encouraged compliance for all materials supplied to Belden. Through our ongoing engagement,



“At Belden, our Cable R&D Engineering team is dedicated to integrating sustainability principles into every stage of product development and material selection. We strive to design and innovate with sustainability at the forefront, ensuring that our products minimize environmental impact while maintaining superior performance and quality. Belden began conducting product lifecycle analyses as part of its commitment to measuring and reducing the environmental impact of its products in 2016. This data could be used not only to measure the environmental performance and track progress, but also to provide us with the information we need to make informed decisions about products. In addition, our team invests in research and development to advance green technologies, eco-friendly product lifecycles and innovative solutions that drive long-term sustainability.”

Martin van der Burgt, vice president, cable research and development

72% of our key suppliers in 2024 have confirmed compliance with Belden’s Material Standards, reflecting a 14% increase from the 58% compliance rate in the previous year.

Our Global Material Standard is reviewed and updated annually to ensure it aligns with the latest environmental regulations and technological advancements.

Belden Environmentally Preferable Materials Standards



Our R&D teams are also committed to fulfilling our responsibilities and being a proactive partner in addressing the health and environmental concerns related to lead-free and PFAS materials, as well as microplastics.

Lead-Free

While lead is crucial for certain material properties, it is also a hazardous substance that requires careful handling. Many countries and regions have enforced lead-free regulations.

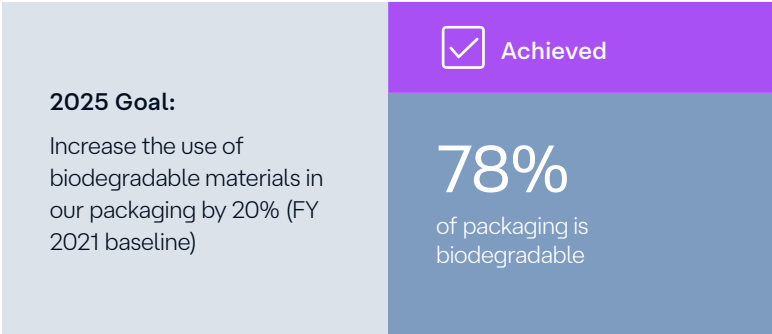
We have reestablished our goal to reduce and, when technically feasible, eliminate lead in our products. Belden’s R&D teams in EMEA are focused on identifying alternative materials that can replace lead where possible and are actively working to expand Belden’s portfolio of lead-free connectors.

Per- and Polyfluoroalkyl Substances (PFAS)

PFAS have become a major focus due to their long-lasting environmental impact. Belden is committed to taking an active role in reducing these persistent substances. Our first step involved reviewing both current and upcoming regulations, particularly global restrictions on PFAS in our products. To support this, we’ve partnered with a third-party consultant and started assessing our complex, multi-tiered supply chain to identify the presence of PFAS in our current product offerings. We are preparing to make declarations and ensure ongoing compliance with future material requirements. Additionally, Belden requires all suppliers to disclose any intentionally or unintentionally added fluorinated substances, including traces, in the products they supply to us.

Eco-Products

As a solutions provider, we understand that our customers have sustainability goals, too. We want to help our customers meet these goals. This initiative began with our packaging. We defined goals to increase the recyclability of our packaging. We reached a key milestone in 2022 in this work, with 95% of our packaging being made from recyclable or renewable materials. From there, we started focusing on biodegradable materials. Over the span of 2024, we increased the biodegradable materials in our packaging from 75% in 2023 to 78%. We have seen the effectiveness of reducing our environmental impact by using sustainable materials and will continue to build plans to expand our use of plastic-free packaging in the coming years.



On the topic of eco-products, we are now turning our focus toward developing solutions for our customers that not only help them meet their technical challenges, but their sustainability challenges as well. This extends our contribution to climate change mitigation beyond our own direct impact. In 2024, we facilitated training for our sales and solutions teams to help them better understand sustainability, learn how to discuss these topics with customers and assess how we can support customers’ sustainability objectives.

We continue to work on lifecycle assessments for our product categories. This will allow us to better understand how our products can be used to help customers meet their climate impact goals and contribute to a circular economy.



Green packaging projects



Our team in Richmond, Indiana, has created a new paper pulp dispensing tube made from recycled newspapers and other paper products for our cable packaging. This tube has replaced the previous plastic version and is now being adopted across a broader range of LAN cable products.



Also developed by our team in Indiana, we have introduced a biodegradable stretch film to wrap spools and pallets, ensuring shipment quality while significantly reducing environmental impact.



In Stuttgart, Germany, our team has developed packaging that is completely free of plastic for our industrial networking and connectivity products. After extensive research and design efforts, we were able to develop packaging that is also optimized for logistics and production efficiency. This project will save 13 tons of plastic and €130,000 in packaging costs annually.

Supplier environmental management

As part of our environmental commitment, we work closely with our suppliers and key logistics partners to help them establish environmental programs, promoting awareness and responsibility. We also encourage them to obtain ISO 14001 certification. Through these efforts, we have confirmed **that 63% of our key suppliers and logistics partners** have either obtained ISO 14001 certification or established an environmental program focused on carbon emissions reduction, resource conservation and pollution and waste management.

To further enhance our sustainability initiatives, we partnered with a third-party survey provider to assess supplier sustainability performance across our global supply chain. In 2024, we surveyed approximately 400 suppliers and **achieved a 62% response rate**, exceeding our goal of 60%. This survey evaluates eight key topics informed by insight from leading frameworks, the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

It is part of our strategic plan to build a resilient and ethical supply chain. Our global procurement leadership team integrates sustainability principles into procurement strategies, supplier engagement processes and expectations for responsible supply chain operations. Moving forward, we will continue to engage with our suppliers and encourage the creation of environmental programs and initiatives of their own to reduce our Scope 3 GHG emissions and build a more sustainable global supply chain.

Supplier sustainability topics

Environmental

Climate impact

- GHG emissions reporting
- Reduction targets
- Renewable energy

Resource use

- Water and wastewater management
- Waste and hazardous materials

Product stewardship

- Hazardous chemicals and life cycle management
- Packaging and end of life

Social

Labor rights

- Occupational safety and health
- Wages, benefits and working hours
- Discrimination, harassment & abuse
- Freedom of association

Diversity & inclusion

- Ownership
- Workforce demographics

Governance

Organizational commitment

- Business ethics and integrity
- Bribery and corruption
- Business conduct
- Antitrust
- Whistleblower

Resiliency

- Business continuity and planning

Data protection & privacy

- Data protection
- Privacy

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 an out of work and ensure ethical supply chain labor standards.



Growth and development

Belden has a culture of growth. Our employees are driven and ambitious, so we strive to offer programs, tools and resources that will help them meet their career goals and aspirations. From training and education to career development planning to leadership opportunities, we help our employees grow their careers at Belden.

In 2024, 86% of leadership positions were filled internally. This percentage is a testament to our investment in our talent. We have reached this number by offering a targeted development program, as well as building succession plans for driven individuals. These efforts are beneficial for both our employees and our business.





2025 Goal:

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

» On track

86%

incumbents in top leadership positions who were developed from within

Training and development

In 2024, Belden built out a formal Talent and Development team under the vice president of talent and culture. This team works to better

Belden’s culture of growth by offering resources, formal programs and self-directed development opportunities. By giving employees multiple avenues to learn and grow, employees have the tools to build their ideal career at Belden.

Some examples of the excellent training and development programs offered at Belden are listed below.

- Belden Academy is our online learning management system. This library offers a variety of resources and e-learning modules that employees can explore at their own pace. From Belden product training to general leadership training, there are resources for everyone.
- Belden’s Development Planning Process is a strategic program that ensures Belden has a strong pipeline of talent. Through individual

development planning and career coaching, these efforts ensure the leadership of Belden in the future.

- In 2024, Belden facilitated transformation workshops to 454 global leaders. This training was focused on understanding Belden’s transformational strategy. Key topics included the strategy’s 12 key initiatives, change management and communication. Since this workshop, training has continued via monthly Strategy of Success webinars.
- The Transformation Office facilitates Connect sessions monthly, keeping Belden employees up to date on Belden’s strategy, key initiatives and more.

Early career opportunities

Young professionals are able to jumpstart their career at Belden through our Launch program and internship programs. These opportunities allow the next generation of talent to bring their unique perspectives and passions to Belden, honing their skills and building their knowledge to bolster their careers.

Launch program

Belden’s early career leadership program, Launch, is an international rotational leadership program. Over the course of three years, recent graduates move through three distinct positions where they learn about different areas of Belden’s business, build their Rolodex of skills and develop their capabilities as leaders. This program is available for those interested in various business functions, including sales, human resources, R&D and more.

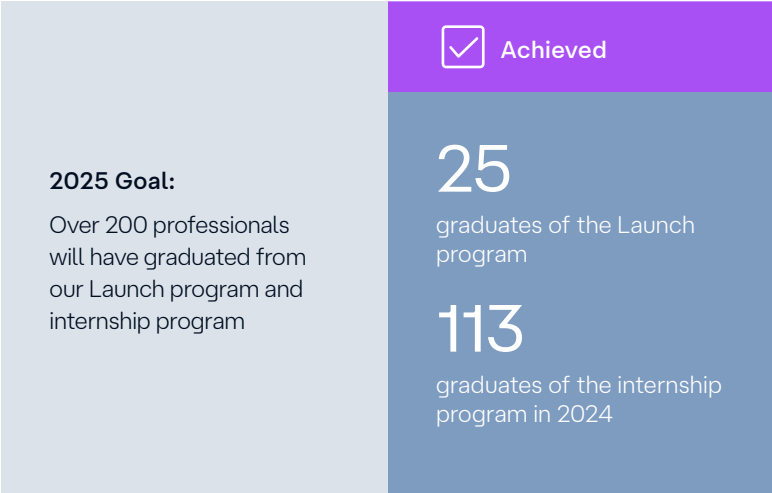
The Launch program gives its participants curated mentorship opportunities and access to strategic projects, allowing these young professionals to jumpstart their careers. At the end of this set program, many graduates move into more senior roles and continue to grow their careers at Belden. Graduates of the program are now in roles such as account manager, global program manager and product development engineer.

In 2024, there were 25 graduates of the Launch program, bringing the total number of graduates to 113.

Internship program

Belden offers 12-week internships across business functions to college students across the globe. These internships are excellent opportunities for young professionals to learn more about their field of interest, gain real, hands-on experience and build a network through their internship cohort. In addition to learning about Belden’s business and their specific field, interns also get experience working on a strategic project and making a real business impact. At the end of the internship, participants get the opportunity to meet and present their learnings to Belden’s senior leadership.

In 2024, Belden had a total of 67 interns. Many of them will be returning to Belden, either as part of the Launch program or for another internship.



“The Launch program has been instrumental to my career development and success over the four years I have been with Belden. I entered into the program through our Human Resources track with the promise of challenging work, vast opportunities and a robust leadership development experience. The program far exceed these expectations.

During my time in the program, I took on roles as an HR generalist, supporting employee populations in Syracuse, New York, and Carson, California. I also took on a role as an HR specialist, targeting talent development in our Chicago, Illinois, office. Each rotation I found myself in was just as fulfilling as the last and led me to build upon my knowledge within the field in addition to helping me define my career interests.

My time in the program eventually led me to my current position as program manager for Launch. Now, I am able to use my familiarity with the program to enhance the overall experience for our participants across the globe. My responsibilities include taking a deeper dive into our leadership skills and competencies trainings, providing the necessary opportunities for our participants to connect with leaders within the organization and supporting the development of our early career talent across all cohorts, just to name a few. I think my own journey is a testament to the opportunities the Launch program can deliver.”

Austin Kent, Launch program manager

Employee wellbeing and engagement

At Belden, we strive to create an environment where employees feel valued, fulfilled and comfortable being themselves. Our guiding mantra, “Belong, Believe, Be You,” guides our employee experience strategy. We know that individuals show up to work as their full selves, so we want to ensure they are being supported both professionally and personally. In today’s competitive labor market, we seek to attract and retain top talent by making Belden a place where people enjoy coming to work.



A Newsweek Most Responsible Company

Belden has been named one of America’s Most Responsible Companies by Newsweek for the second year in a row. Belden was rated 288 in 2024. We moved up 57 spots in just one year and were rated 231 in the 2025 rating. Newsweek selects these companies by measuring quantitative data and surveying companies’ public reputations.



Great Places to Work

Each year, Belden undergoes the Great Places to Work certification process. This prestigious certification recognizes organizations across the globe that provide a world-class employee experience. Businesses earn this certification by receiving high marks on an employee engagement survey. This survey covers many topics important to employees, from growth opportunities to pay to work-life balance. It allows us to understand where we are excelling as a company, as well as identify any problem areas that we can focus on improving for our employees. Some employee engagement metrics we are proud of include:

- 85% of employees feel a sense of pride when they look at what Belden accomplishes.
- 85% of employees feel they are able to take time off from work when they feel it is necessary.
- 72% of employees feel they are offered training or development to further themselves professionally.

In 2024, we are proud to have been recognized as a Great Place to Work in 18 countries.



- | | | | | | |
|-----------|-----------|-------------|---------------|-------------|------------------------|
| • Belgium | • Denmark | • Hong Kong | • Italy | • Singapore | • United Arab Emirates |
| • Canada | • France | • Hungary | • Mexico | • Spain | • United Kingdom |
| • China | • Germany | • India | • Netherlands | • Tunisia | • United States |



Be Well

Belden’s Be Well program supports employees’ holistic wellness. Events are held across the globe to promote one of four pillars of wellness — physical, financial, social or emotional. We want to help our employees prioritize wellness and make it part of their lives, allowing them to be their best selves each day.

Be Well events are held at all our offices across the world. While this is a global initiative, our offices plan their own events to ensure they are fulfilling for those local employees. We are proud of our diverse workforce, and we want to ensure our employees are practicing wellness in ways that are impactful for them. This year, we also planned four events with our remote employees in mind as a way to meaningfully engage even more of our employees.

2025 Goal: 60% of our global team members will participate in company wellness programs.	<input checked="" type="checkbox"/> Achieved
	60.4% of employees participated in the Be Well program.

The four pillars of Belden's Be Well program



Physical

In Budapest, Hungary, we invested in the health of our employees by offering medical checkups onsite at the plant. This included blood tests, EKGs, abdominal ultrasounds, eye examinations and administering flu vaccinations. Focusing on preventative healthcare allows individuals to manage their health, maintain good habits and live longer, healthier lives.



Social

Our plant in Nogales, Mexico, held a back-to-school event for the children of employees. Managers at the plant recognized students for their superb academic achievements, as well as a special award for those with perfect attendance. The 165 children in attendance were also gifted backpacks filled with school supplies appropriate for their age level.



Financial

We held a virtual event with Empower to discuss with American employees their options for how to manage and invest their money. This year, we made an intention to offer more engagement opportunities for our remote employees. By offering this session online, we were able to include over 100 employees.



Emotional

Our team in Horni Podluzi, Czech Republic, celebrated International Women's Day on March 8. To show appreciation for the wonderful women who work in this plant, the men in the office passed out flowers to each of the women.

Community involvement

At Belden, we value giving back to our community. We know that this is important to our employees, too; our Connect with Community program supports employees in their efforts. By empowering individual locations to take the reins in planning events, employees get to choose the causes that are most meaningful to their lives and communities. In 2024, Belden employees completed 6,344 hours of service.

Belden supports employees’ charitable efforts by providing employees five days of paid leave for volunteerism. These days can be used with other Belden employees or on their own to support the causes or organizations that are important to them.

The Connect with Community program makes a further impact by matching employee donations. Belden’s gift matching program donated \$393,551.55 in 2024 to a variety of important charitable and nonprofit organizations, doubling employees’ contributions.

2025 Goal:

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

>> On track

6,344

hours of service



Build Her Future Brick by Brick campaign — Milaan

As part of the Connect with Community program, our team in Asia Pacific collaborated with Milaan, a nonprofit organization that seeks to provide education, safety and opportunities for girls in India. The Build Her Future Brick by Brick campaign sought donations to fund the construction of four classrooms for girls aged 13-16. These classrooms were completed in November 2024.

A people-centered safety culture

Employee health and safety is a huge focus in everything we do. It is essential to protect our employees and ensure Belden is a safe and healthy place to work. Our policies and standards are guided by risk and key global standards like ISO 45001. We conduct regular audits at our facilities, with more frequent audits being done at any locations with low scores on their audits. We also regularly communicate and conduct training with employees so they have the tools to continue to work safely. We also have an open-door policy to report any occupational risks.

Belden reliably records world-class rates on key metrics, including total recordable incident rate (TRIR) and lost time incident rate (LTIR). One of our values is to strive for continuous improvement; we seek to reach a zero-incident workplace for our employees.

Year	Total recordable incident rate (TRIR)	Lost time incident rate (LTIR)
2019	0.7	0.54
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

Additional employee benefits

Belden is committed to supporting our employees by offering competitive benefits to full- and part-time employees. Key benefits include:

- Universal parental leave
- Annual performance reviews and goal planning
- Performance-based incentive pay structures (e.g. short-term/long-term)
- Employee Stock Purchase Plan
- Non-compensation benefits (pension, retirement, health insurance, flexible working arrangements, education assistance and more)
- Paid time off and flex time off
- Service anniversary celebrations
- A global recognition program that allows colleagues to recognize excellence in their peers

Inclusive culture

Belden is dedicated to fostering an environment where all individuals feel safe, accepted and able to grow, no matter their race, ethnicity, gender, age, sexual orientation, religion, disability or any other identity they may hold. We believe that everyone deserves these opportunities both in and out of the workplace. In 2023, we realized that broader efforts were needed to foster the kind of workplace where everyone feels truly valued, heard and empowered. This has led us to focus on building an inclusive culture. This change represents a deeper, more sustainable commitment to creating an environment where all employees can thrive and grow. Through this, we expect to achieve greater innovation, higher employee satisfaction and long-term organizational success. We continued to focus and drive accountability through these four focus areas:

- **Community:** Maintain awareness and appreciation of the unique backgrounds and experiences rooted in our colleagues, customers and partners while positively impacting the communities where we live, work and serve.
- **Employee engagement and belonging:** Build and sustain a workplace culture where all colleagues experience inclusion and an opportunity to be seen, heard and supported across the organization.
- **Learning and development:** Enhance skills, knowledge and cultural awareness to continuously drive positive change and to sustain a workplace culture of inclusion and respect.
- **Talent and workforce diversity:** Embrace diversity to attract, develop, promote and retain high-performing talent, and to position Belden as an employer of choice.



Educational initiatives

We know that in order to build an inclusive workplace, everyone has to take part in this. Through educational initiatives for employees, we can introduce important topics and show employees how they can be more inclusive of all their peers.

This initiative began by rolling out an unconscious bias training program. Unconscious biases are stereotypes or assumptions that people hold towards others without self-awareness. While individuals may not be aware of these biases, they may still act in accordance with them, which in turn can cause a negative impact. Our unconscious bias training program helps individuals become more aware of these biases and adjust their behavior to maintain a more accepting and equitable workplace. This training is offered in 13 languages to accommodate our employees around the globe. Nearly all of our employees have completed this training, and all new employees will receive the training within their first 90 days of employment.

By training people leaders on how to foster inclusivity, these ideals can cascade through our company culture. We are dedicated to offering ongoing education to people leaders on the topics of inclusive culture and belonging. Our Appreciating Differences course was successfully launched in 2024. This course aims to foster an inclusive and diverse workplace, promoting mutual respect and understanding among employees. By enhancing cultural awareness and communication skills, the course empowers employees to collaborate more effectively, driving innovation and contributing to a sustainable organizational culture.

Employee resource groups

In 2024, we launched three employee resource groups (ERGs). We believe that ERGs are a crucial component of creating a more diverse and inclusive culture. These employee-led groups bring together individuals across the business who identify as or are any ally to a certain demographic group. Belden’s three ERGs are the Women’s Inspiration Network, the Rising Professionals Network and Achieving Better Lives for Everyone.

Women’s Inspiration Network

The Women’s Inspiration Network (WIN) is dedicated to empowering and supporting female-identifying employees across all levels of the company and on a global scale. WIN had its first meeting in Q1 of 2024, where members first committed to the mission of fostering an inclusive and equitable environment where every woman feels empowered to thrive. We strive to create a network that celebrates diversity, provides opportunities for personal and professional growth and advocates for gender equality. Some of the key accomplishments of WIN in 2024 include:

- Founding a book club that features reading focused on the advancement and progress of women, offering opportunities for personal and professional growth.
- Establishing a partnership with the Society of Women Engineers (SWE) to provide networking and development opportunities for women in the engineering field.
- Leading multiple community engagement events to support the American Heart Association and Susan G. Komen.
- Hosting a seminar on pay equity, raising awareness for progress in the organization to address pay disparities, and providing actionable insights to promote pay equity within the workplace.

Rising Professionals Network

The Rising Professionals Network (RISE) is dedicated to empowering all early-career professionals across Belden. Founded to foster growth, engagement and community, RISE provides opportunities for networking, reverse mentorship and both personal and professional development. By investing in young talent, RISE contributes to a diverse, innovative and dynamic workforce — supporting Belden’s long-term success and setting a leading example of generational diversity in action. Major accomplishments in 2024 include:

- **RISE Insight Series:** Hosted sessions featuring senior leaders explaining about the Smart Infrastructure Solutions and Automation Solutions platforms, offering members valuable entry-level insights and leadership exposure.
- **Global Networking Event:** Connected RISE members across regions, encouraging collaboration, idea-sharing and a sense of global community.
- **First Business Project:** Collaborated with the European sales and marketing teams to launch a business case to support creating sales opportunities from technical support services — providing members with hands-on experience in cross-functional, regional business initiatives.
- **Community Partnership:** Partnered with Refuge of Hope women’s shelter in Richmond, Indiana, where local RISE members helped remodel facilities for the NextStep Program, supporting local women and families in need.

Achieving Better Lives for Everyone

In order to further foster an inclusive and equitable work environment, Achieving Better Lives for Everyone (ABLE) was founded in July of 2024 to support those with disabilities. ABLE is driven by employees who are committed to transforming the current perception of disability, creating



a more open-minded culture, eliminating both stigmas and limiting beliefs and providing new and non-traditional points of view. Some events that ABLE held in 2024 include:

- **Paralympics Pool Event:** Members got to have fun swimming while also learning five key takeaways from the event for how to promote more inclusion in the workplace.
- **World Mental Health Day:** ABLE shared valuable information about mental health disorders and how we can better support individuals who struggle with their mental health.
- **International Stress Awareness Week:** Members shared effective stress management techniques and were able to take a quiz to better understand the stress level in their own lives.
- **IAS Accessibility Gap Assessment:** In September of 2024, ABLE presented the first draft of the IAS Accessibility Gap Assessment, highlighting accessibility results in the workplace and highlighting areas for improvement.



Supply chain labor standards

In today’s interconnected and dynamic global supply chain, Belden is fully committed to promoting fair labor practices and protecting workers’ rights at every level of our operations. This commitment is central to our corporate values and drives our ongoing efforts to enhance supply chain transparency and sustainability.



“We strongly believe that maintaining high ethical and labor standards throughout the supply chain is not just the right thing to do, but also a strategic business benefit. By encouraging our direct and indirect suppliers to uphold the same standards of integrity that we do, we aim to foster open communication, mutual trust and stronger business relationships. These efforts ultimately enhance supply chain resilience, improve operational efficiency and drive better financial outcomes for all involved.”

Amber Zhang, senior director of procurement

Supplier engagement

Supplier Code of Conduct

Belden expects our suppliers and business partners to comply with all applicable laws and regulations while upholding our ethical commitments. These commitments are to social responsibility, ethical conduct, health and safety, human rights and fair labor practices. To ensure that our suppliers adhere to responsible, ethical and legal business standards, we’ve developed the Belden Supplier Code of Conduct, aligning with internationally recognized principles, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs);
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work; and
- The European Union’s Corporate Sustainability Due Diligence Directive (CSDDD) in supply chains.

The Supplier Code of Conduct requires all our suppliers to comply fully with applicable international laws and regulations as well as globally recognized sustainability standards. To reinforce accountability and compliance within our supply chain, we survey our suppliers’ adherence to the Code annually, focusing on suppliers representing 80% of our direct and indirect spending. In 2024, we achieved a 75% response rate and confirmation of compliance with our Supplier Code of Conduct from key suppliers and partners across our global supply chain. As we look ahead, we remain committed to collaborating with other suppliers to further expand participation in the coming year.

[Supplier Code of Conduct](#)



Supplier engagement (continued)

[Modern Slavery and Human Trafficking Policy](#)

Belden has zero tolerance for instances of human trafficking or slave labor anywhere in our supply chain, as indicated in both our Supplier Code of Conduct and our Modern Slavery and Human Trafficking Policy. To ensure that our suppliers are meeting our expectations with respect to responsible, ethical and legal business practices, Belden is prepared to carry out an audit on a supplier’s compliance with the Supplier Code of Conduct at Belden’s discretion. If a supplier is determined to have violated the Supplier Code of Conduct and/or the Modern Slavery and Human Trafficking Policy, Belden reserves the right to take any action it deems appropriate, including, but not limited to, termination of the relationship with the violating supplier.

These measures reflect our ongoing efforts to create a supply chain that operates responsibly, ethically and sustainably while upholding the highest standards of human rights and labor practices.

[Modern Slavery and Human Trafficking Policy](#)



[Responsible Business Alliance membership](#)

Belden is a proud member of the Responsible Business Alliance (RBA), the world’s largest coalition of businesses dedicated to creating ethical global supply chains. We are further committed to the organization through our involvement in some of the organization’s key initiatives — including the Responsible Minerals Initiative, the Responsible Labor Initiative and the Responsible Factory Initiative. A representative from Belden attended RBA’s Annual Conference in 2024, staying up to date on responsible business best practices, tracking evolving global regulations and gaining insight from industry leaders.

We ensure our supply chain aligns with the latest international laws, regulations and voluntary industry standards. These partnerships enable us to embed the principles of ethical business conduct deeply into our practices and continuously enhance our approach to responsible sourcing.

Conflict minerals

Belden is committed to maintaining a conflict-free supply chain by sourcing tin, titanium, tungsten and gold (3TG minerals) responsibly. We review and update our conflict minerals report on an annual basis to ensure compliance with regulatory requirements, including the updates for SEC filings.

[Conflict Minerals Report](#)



We are determined to understand where all our product components come from and ensure they are procured ethically. We have adopted the standard conflict minerals report, established by the Responsible Minerals Initiative, and continue to run and refine our process of due diligence in the global supply chain. We uphold the highest integrity in our 3TG supply chain by continuing to conduct annual supply chain risk assessments and audits on suppliers.

Belden expects our suppliers to have policies and due diligence measures in place to detect the source of the 3TG minerals in their products. Further, Belden expects that its suppliers will cooperate in providing due diligence information to confirm their products are conflict free.



Conflict minerals (continued)

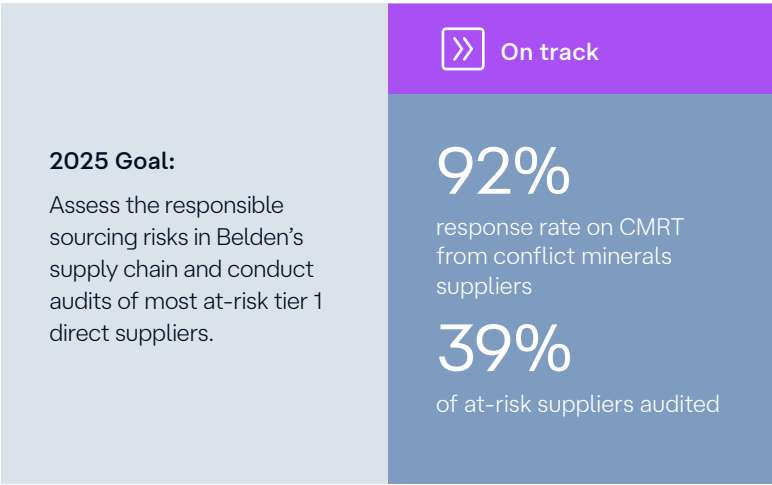
To implement our Conflict Minerals Policy effectively, Belden has taken the following actions:

- Assigned dedicated teams to oversee Conflict Minerals Policy implementation
- Conducted due diligence aligned with the Organization for Economic Cooperation and Development (OECD) guidance, using the Electronic Industry Citizenship Coalition/Global enabling Sustainability Initiative (EICC/GeSI) conflict minerals reporting template (CMRT) to determine the origin of 3TG minerals
- Conducted follow-up inquiries if supplier responses were incomplete or insufficient
- Performed risk assessments on 3TG suppliers, addressing risks through escalation, audits, alternative sourcing or replacing non-compliant suppliers
- Maintained the necessary conflict minerals records for internal and external audits

In early 2024, our global procurement team made significant progress in CMRT 6.4 data collection and the due diligence survey of our supply chain. There were 407 suppliers identified in the scope of the annual conflict minerals program at Belden. As of April 30, 2024, when the survey was closed, 376 suppliers provided us responses with a valid

CMRT. Belden’s total response rate was 92%; the remaining 8% primarily consisted of distributors and low-spend suppliers who did not respond, were unable to provide the CMRT or provided an invalid CMRT.

In the second half of the year, we conducted a comprehensive risk assessment for 100% of our 3TG suppliers and further prioritized risk mitigation efforts from our upstream supply chain. 39% of our high-risk suppliers were managed with onsite or virtual audits, along with recommendations for corrective action to be taken accordingly. Looking ahead to 2025, Belden remains dedicated to continuously improving its responsible sourcing practices and working toward a conflict-free supply chain.



Year	Suppliers in Scope	Supplier Responded	Valid Submission	Invalid Submission	% Responded
RY 2023	407	376	376	0	92%
RY 2022	340	310	306	4	90%

The due diligence process

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

Responsible procurement training

At Belden, we believe that reaching our sustainability goals starts with educating and empowering our people. That’s why we provide annual training for our global procurement and supply chain teams, helping them understand responsible sourcing and sustainability.

Internal team training

In October and November of 2024, we held three training sessions, with 90% of our procurement and supply chain teams participating. We recorded the sessions so everyone could access them later. To provide additional expertise, we invited a third-party sustainability and conflict minerals expert to present an in-depth explanation of key regulations and processes. This collaboration helped reinforce the importance of sustainability principles and offered practical insights for integrating them into daily operations.

The key focuses of this training were:

- **Belden’s sustainability strategy and goals:** An overview of our sustainability initiatives and long-term vision as we progress on our transformation journey.
- **Supply chain sustainability:** Best practices for minimizing environmental impact and improving social outcomes.
- **Responsible sourcing:** How to ensure suppliers adhere to ethical standards as part of our sourcing strategy and everyday business practice.
- **Sustainability tools and resources:** Helpful tools and resources Belden offers to help our team make responsible and informed decisions.

External supplier training

In addition to internal efforts, we also extended our sustainability education initiatives to our suppliers.

We held two webinars with key suppliers and partners, focusing on sustainability strategy and responsible minerals sourcing. These sessions were hosted by a third-party supply chain management expert, with whom we partner to ensure global best practices are implemented throughout our value chain. Through these interactive sessions, suppliers gained deeper insights into our ethical expectations and learned practical approaches to aligning with our standards.

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



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.

40 Corporate governance	41 Ethical business practices	42 Data privacy and security
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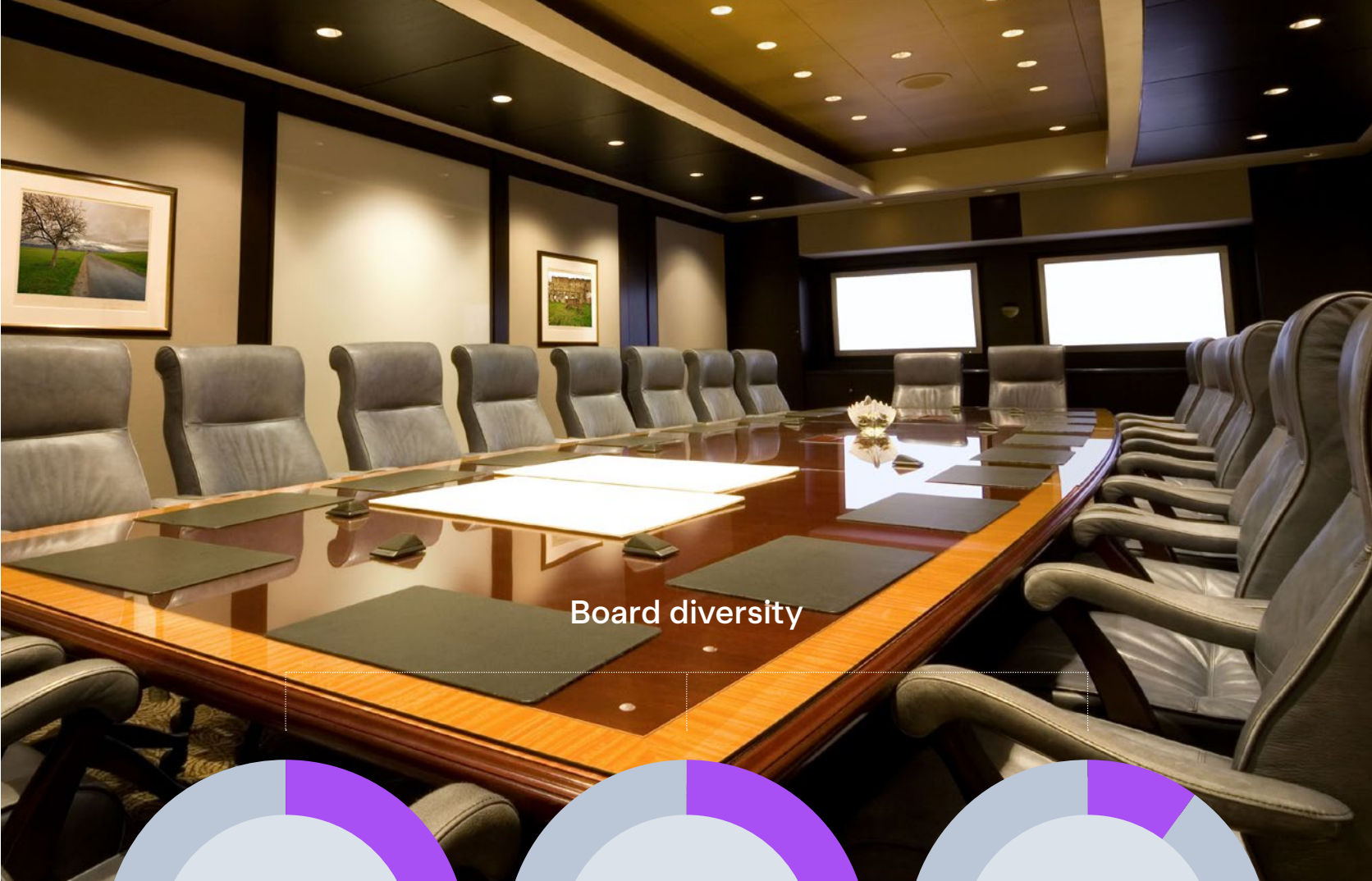
Corporate governance

Belden’s Board of Directors (the Board) drives how we conduct business and ensures our high ethical standards are upheld throughout our operations. The organization and makeup of our Board reflect this.

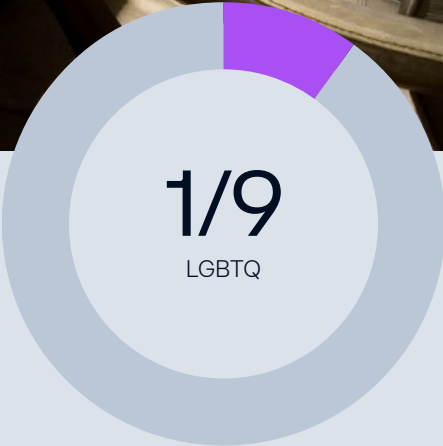
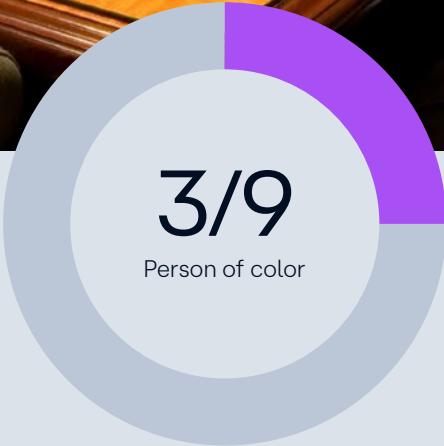
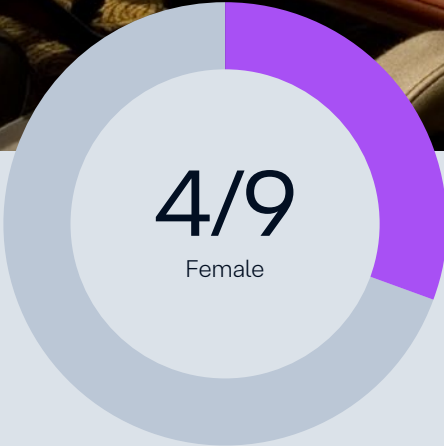
89% of our Board members are independent directors, with a separate role for The Board Chair and the Chief Executive Officer. Board members are elected on an annual basis by shareholders.

We are proud of the diversity of our Board. Four out of nine members of the Board identify as female. Three out of nine members identify as a person of color. One member out of nine is a member of the LGBTQ+ community.

Code of Conduct →



Board diversity



Ethical business practices

Belden’s Code of Conduct

Belden outlines our ethics and standards in our robust Code of Conduct (the Code). Translated into 15 languages to accommodate our global workforce, this Code outlines detailed policies and protocols that guide how we conduct business. This code is available on our external and internal websites, so any stakeholder of Belden can clearly understand our standards.

To ensure our employees are upholding the values outlined in our Code of Conduct, we have mandatory annual training of the Code in Q4 of each year. In this training, employees read and attest to the Code to show their commitment to upholding Belden’s values as a representative of the company. To aid in reaching our goal of 100% of employees attesting to the Code by 2025, we have moved this training onto Belden’s unified internal training platform, making it easier for all employees to participate.

As our world and business practices continue to evolve, Belden is committed to evolving with them. To stay on the forefront of these changes, Belden routinely updates our Code of Conduct every three to five years.



Compliance program

We intentionally and continuously improve our ethics program, striving to be one of the most ethical companies in the world. To do this, in addition to the Code of Conduct, other features of Belden’s compliance program include:

- **Employee training and engagement:** Belden delivers online training on key Code topics, encouraging employees to continue to uphold high ethical standards. The topics of these training courses are developed considering our modern and ever-changing world. This year, we offered training modules on AI, conflicts of interest and anti-bribery.
- **Transparency and reporting:** Belden has a speak-up culture. Our ethics hotline and reporting process allow employees to notify the business of any ethical infractions. Additionally, we annually evaluate and report on any incidents of conflict of interest.
- **Auditing and assurance:** Belden works with a third party to ensure our vendors are not engaged in corruption or other unethical activities.

Risk management

Belden monitors the rapidly changing risk horizon for developments that could impact the business, our people or our communities. This includes:

- **Risk identification:** As an output of its annual long-term strategic planning process, Belden identifies the strategic, operational and macroeconomic risks that are most likely to impact execution of the strategic plan.
- **Regular risk assessment:** No less than annually, the Belden Board of Directors and management collaborate to rank the identified risks on the basis of significance and velocity of impact.
- **Risk mitigation planning:** Belden assigns risk owners to each of the highly ranked risks and develops plans to mitigate the impact to the company through risk avoidance and risk transfer.
- **Quarterly board reporting:** Belden management reports to the full Board of Directors on the risk landscape at its quarterly meetings and as circumstances warrant.



Data privacy and security

In today's world, it is more important than ever to ensure our networks are secure. Belden is dedicated to following the most up-to-date and reliable cybersecurity practices to protect our IT and OT networks and handle business, employee and customer data responsibly. We protect our systems and data by following technical and organizational best practices. This includes protecting the data that we use while also not acquiring more data than is necessary or using it for improper reasons.

To keep our cybersecurity program operating at its best, we engage a top-tier third-party security firm to conduct a maturity assessment annually. This assessment focuses on the three main areas of our security program — IT infrastructure, OT manufacturing infrastructure and product application development. The results of this assessment are presented to the Board of Directors, where the cybersecurity subcommittee collaborates with the security team to build the strategy and roadmap. This exercise was most recently completed in October of 2024. The two biggest insights of this include (1) the continued maturing of our IT security based on the ISO 27001:2022 standard, with one of our key businesses gaining official accreditation in 2024, and (2) our substantial improvement in our product security, based on IEC 62443, which we received formal accreditation from in 2024.

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 director of compliance.

The focus areas within our cybersecurity program are:



24/7 Security operations center

Belden’s Security Operations Center (SOC) monitors and responds to threats and attacks in real time 24/7. The SOC is staffed with full-time Belden employees and supported with managed services. By using advanced threat hunting and behavior analytics, the SOC is able to prevent damaging attacks before they can happen.



Operational technology

Belden has a dedicated Operational Technology (OT) Cybersecurity program based on NIST 800-82, using OT-specific capabilities developed by Belden and integrated with our 24/7 SOC.



Third-Party risk management

A Vendor Security Assessment (VSA) is required for key vendors to undergo in order for us to do business with them. We require a standard level of security to ensure our information, as well as our customers’ and employees’ information, remains protected.



Permission scanning for sensitive directories

Directories that store sensitive data are regularly audited to ensure that only those who need them have access.



Endpoint protection

We ensure our people, systems and data are protected by using state-of-the-art technology, including:

- data encryption;
- next-generation endpoint protection and response; and
- proactive vulnerability management.



Regular testing for business continuity

Disaster recovery plans are integrated into operations to ensure appropriate planning and recovery objectives. These are tested on an annual basis.



Phishing prevention and awareness

It is crucial for all Belden employees to do their part to keep our systems and data safe. We educate employees on this topic through our mature phishing and cybersecurity awareness program. This program starts with sophisticated technical measures to prevent malicious emails from reaching employees in the first place, as well as email sandboxing and reporting. Additionally, employees have been trained on how to identify, prevent and properly remediate potential phishing attacks. Anyone who connects to or works on Belden’s systems gets tested with phishing simulations and undergoes awareness training at least once a quarter. Those who fail the phishing simulations are given additional training to help them better spot potential cases of phishing in the future.



Cloud information stores

As the use of cloud applications and data stores continues to grow, Belden has developed governance and security controls to make sure we have control over our usage of the cloud and what is stored in these environments.

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Progress toward
2025 sustainability
goals

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GHG inventory
summary

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SASB index




Progress toward 2025 sustainability goals

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	
<div>Environmental</div> <div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div></div>	Climate change and GHG emissions				
	Reduce global Scope 1 & 2 total 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
	Percent decrease in absolute emissions (FY19 baseline)	9.3%	9.5%	22.0%	41.1%
	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.				
	Increase global electricity use efficiency from 2019 levels at manufacturing and distribution locations (measured as GHG intensity).				
	Annual total Scope 1 and 2 emissions intensity (1000 US tons/BN\$ revenue)	30	27	25	19.4
	Energy use and management				
	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%
	Total green electricity use (kWh)	3,276,560	3,987,114	19,040,814	34,239,657
	Total global electricity use (kWh)	136,832,453	135,673,699	127,063,682	124,995,862
	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.				
	Environmental management				
	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%
	Eco-Solutions				
	Increase the use of biodegradable materials in packaging by 20% (FY 2021 baseline).				
	Percent of biodegradable materials used in packaging of products	—	72%	75%	78%

Pillars	2021	2022	2023	2024
<div>Social</div> <div><div>3GOOD HEALTH AND WELL-BEING</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>10REDUCED INEQUALITIES</div></div>	Inclusive culture			
	Deliver unconscious bias to 100% of Belden’s global population.			
	Percent of employees training in unconscious bias	0%	70%	97%
	As we have reached completion of this goal, we will not track beyond this year.			
	Employee wellbeing and engagement			
	60% of global team members participate in Belden's company wellness program.			
	Percent of employees participating in company wellness events	—	48%	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
	Average numbers of hours of service per employee	0.06	0.64	0.75
	Employee growth and development			
	Over 200 professionals will graduate from our Launch early career leadership program and intern programs.			
	Number of graduates from Launch program	51	73	85
	Number of graduates from intern program	—	62	45
	>85% of 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%
	Supply chain labor standards			
	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%
	Percent of at-risk tier 1 direct suppliers audited	—	67%	51%
	Health and safety			
	Track essential health and safety KPIs, continuing to remain under industry averages.			
	Total Recordable Incident Rate (TRIR)	0.69	0.55	0.55
	Lost Time Incident Rate (LTIR)	0.56	0.41	0.43

Pillars		2021	2022	2023	2024
<div>Governance</div> <div></div>	Ethical business practices				
	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%
	Percentage global team members attesting to Belden's Code of Conduct	95.0%	96.4%	99.3%	99.44%

GHG inventory summary

Scope / Source	Name	Relevance	Emissions (US tCO ₂ e)
Scope 1	Direct Operational Emissions		10,997
S1: Mobile Combustion	Fleet Vehicles	Relevant, calculated	2,113
S1: Stationary Combustion	Stationary Combustion	Relevant, calculated	8,481
S1: Fugitive Emissions	Refrigerants	Relevant, calculated	402
Scope 2 (Location-Based)	Indirect Operational Emissions (Location-Based)		47,888
S2: Electricity (Location-Based)	Electricity (Location-Based)	Relevant, calculated	47,888
Scope 2 (Market-Based)	Indirect Operational Emissions (Market-Based)		36,056
S2: Electricity (Market-Based)	Electricity (Market-Based)	Relevant, calculated	36,056
Scope 3	Indirect Value Chain Emissions		1,195,882
S3: Category 1	Purchased Goods & Services	Relevant, calculated	645,854
S3: Category 2	Capital Goods	Relevant, calculated	20,853
S3: Category 3	Fuel- and Energy-Related Activities	Relevant, calculated	12,283
S3: Category 4	Upstream Transportation & Distribution	Relevant, calculated	64,572
S3: Category 5	Waste Generated in Operations	Relevant, calculated	1,210
S3: Category 6	Business Travel	Relevant, calculated	4,202
S3: Category 7	Employee Commuting	Relevant, calculated	6,647
S3: Category 8	Upstream Leased Assets	Relevant, calculated	2,279
S3: Category 9	Downstream Transportation & Distribution	Relevant, calculated	1,779
S3: Category 10	Processing of Sold Products	Not relevant	—

GHG inventory summary (continued)

Scope / Source	Name	Relevance	Emissions (US tCO ₂ e)
S3: Category 11	Use of Sold Products (non-cable)	Relevant, calculated	414,609
S3: Category 12	End-of-Life Treatment of Sold Products	Relevant, calculated	21,565
S3: Category 13	Downstream Leased Assets	Not relevant	—
S3: Category 14	Franchises	Not relevant	—
S3: Category 15	Investments	Relevant, calculated	30

SASB index

Topic	Metric	SASB code	FY 2024 response
Energy management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	RT-EE-130a.1	(1) 124,995,862 (2) 73% (3) 27%
Hazardous waste management	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-EE-150a.1	(1) 685.0 US tons (2) 83%
	(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 products are used in renewable energy applications, such as wind and solar farms, as well as energy efficiency, 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 supplier 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 2024 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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