



EMPOWERING PEOPLE, TRANSFORMING THE GRID 2023 SUSTAINABILITY HIGHLIGHTS

OUR APPROACH TO SUSTAINABILITY

As the urgency grows for a more sustainable future and the world becomes increasingly dependent on electricity, S&C Electric Company is focused on transforming power into purpose through dedicated corporate responsibility initiatives. We leverage the collective efforts of our team members, the positive impact of our products, and our environmentally conscious operations to drive meaningful initiatives related to the most critical sustainability topics impacting our business. S&C's sustainability priorities directly align with both our core values and our enterprise strategy, underscoring how sustainability is integrated into the expectations we have of ourselves and our vision for the future.

S&C's sustainability priorities include maintaining the highest standards of **operational excellence**, cultivating a **people-first culture**, and fostering a relentless drive for **customer-centered innovation**. At the core of everything we do, ethics, integrity, and governance serve as the foundation of our actions and decision-making.

Values and Guiding Principles

Personal Integrity

- All our dealings are bound by rock-solid integrity.

Respect for People

- We strive to meet the highest standards for workplace safety.
- Our culture promotes trust, teamwork, dignity, and respect within our diverse workforce.
- We select suppliers for the long term and favor those that support our continuous improvement. All relationships are based on quality, dependability, integrity, and mutually beneficial results.

Commitment to Excellence

- We continuously improve what we do and how we do it by learning, contributing ideas, and initiating change.

Responsible Stewardship

- We are dedicated to private ownership, planning for the long term, and reinvesting the majority of earnings back into the business.
- We are committed to reducing the environmental impact of our products and business activities and enhancing the use of renewable energy sources.
- We maintain strong and supportive relationships with the communities in which we work.

Our proudest achievements and initiatives in 2023



OPERATIONAL EXCELLENCE

- Committed to achieving **net-zero emissions by 2050** via sustainable product development, increased energy efficiency, reduced natural gas use, and investment in renewable energy generation
- Diverted **96.4%** of waste generated across global operations from landfills, with 79.3% being recycled
- Reduced the intensity of our greenhouse gas emissions by **81%** compared to our 2014 baseline
- Purchased renewable energy certificates to meet **100%** of electricity use in the U.S.



PEOPLE-FIRST CULTURE

- **86%** of team members believe S&C is taking action to be socially responsible
- **62%** of our U.S. workforce is racially diverse
- Provided **47,930 training hours** to team members via global talent development programs
- Donated more than **\$1M to 50+ recipient organizations** through the S&C Fund



CUSTOMER-CENTERED INNOVATION

- Launched the **EdgeRestore® Underground Distribution Restoration System**, a first-of-its-kind product that boosts power reliability and resilience
- Maintained a robust set of **sustainable life cycle considerations** in all product and process innovations
- Established a goal to develop alternatives for Scada-Mate® Switching Systems that still rely on SF₆ gas **by 2030**



At S&C, our people make the difference.

To learn more about our sustainability efforts and career opportunities, please scan the QR Code or contact us at sustainability@sandc.com.

