



International Wire

A PANTHEON ELECTRIC COMPANY

2023 Sustainability Report



The World is Wired

Table of Contents



About Us Page 3

Executive Summary Page 4

Sustainability Performance Highlights Page 5

Five Ways We Are Working
To Reduce Our Impact Page 6

ESG Metrics – Environmental Page 7

Scope 3 Development Page 8

Social Commitments & Actions Page 9

Social Metrics Page 10

IWG Community Engagement Page 11

Governance Page 12

ESG News & Upcoming Milestones Page 13

Appendix – Supporting Policies Page 14

About Us



International Wire Group - U.S. Operations

IWG At a Glance



#1 Non-Vertically Integrated Copper Wire Manufacturer in North America



~1000
Employees



17 Strategically-Positioned Facilities with
2 Million+ Square Feet



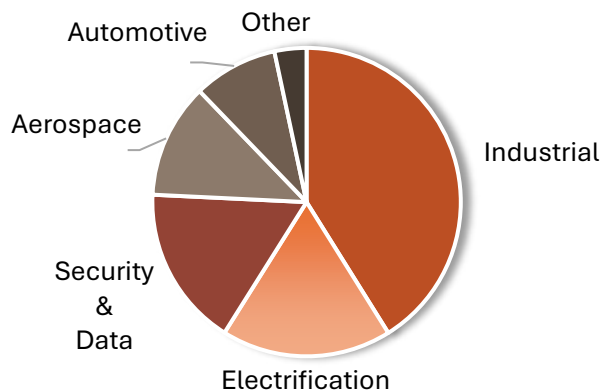
Diverse Product Portfolio of
~13,000 SKUs



- IWG manufactures mission-critical products including bare and specialty copper wire and flexible connectors
- Expansive operating scale with multiple manufacturing facilities in the U.S.
- Industry's most comprehensive product offering, consisting of ~13,000 SKUs
- Broad manufacturing and in-house engineering capabilities, coupled with strong technical expertise of difficult-to-manufacture products, resulting in longstanding reputation for high-quality products and reliable supply

IWG Markets Served

IWG features the most diverse product offering, providing customer solutions for nearly any application



Executive Summary



The World is Wired: As a global leader in copper wire manufacturing, **International Wire** is dedicated to delivering innovative solutions that pave the way for a more sustainable future.

At International Wire Group, we actively embrace the integration of Environmental, Social, and Governance (ESG) initiatives into our daily operations. We believe that every employee, from our executive management team to our newest members, plays a vital role in maintaining the integrity of our sustainability efforts. Our commitment to transparency will guide us as we broaden our sustainability initiatives, ensuring our progress is clear and accountable. Together, we can lead the way toward a sustainable future.

This report provides a summary of the key dimensions of sustainability: our environmental, social, and governance (ESG) performance.



2023 Sustainability Performance Highlights



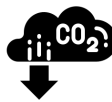
Formalizing our Framework

IWG has long integrated the principles of Environmental, Social, and Governance (ESG) into its core operations and philosophy.

We are now formalizing our ESG program by establishing both qualitative and quantitative metrics, backed by strong policies and initiatives to support our vision for the future.

Our **2023 Sustainability Report** will offer an overview of our progress as we advance towards greater ESG maturity.

In 2023, International Wire:



Reduced Scope 1 & 2 Emissions by 19% vs. 2022 values.



Reduced Water Consumption by 10% vs. 2022



Reduced volume of hazardous waste by 9% vs. 2022



Reduced the total OSHA recordable incident rate by 34%



Increased the % of women in top management positions by 1% year over year.



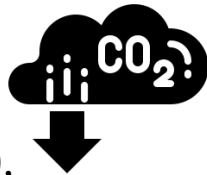
Donated \$54K to local charities in 2023



Five Ways we're working to reduce our impact

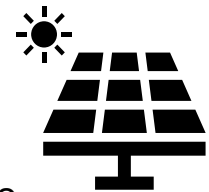


Reduce Scope 1 & 2 Emissions



By the end of 2030, IWG will reduce Scope 1 & 2 Emissions by 20% compared to our 2023 levels.

Increase Renewable Energy Sourcing



By the end of 2040, increase the use of renewable energy to 50%

Recycling Optimization

By the end of 2026, IWG will conduct a detailed analysis of our waste to support recycling optimization efforts



PFAS Assessment

By the end of 2026, IWG will assess the use of PFAS in our products and processes across our manufacturing footprint



Reduce Water Withdrawal

50% Reduction from 2023 levels by 2026

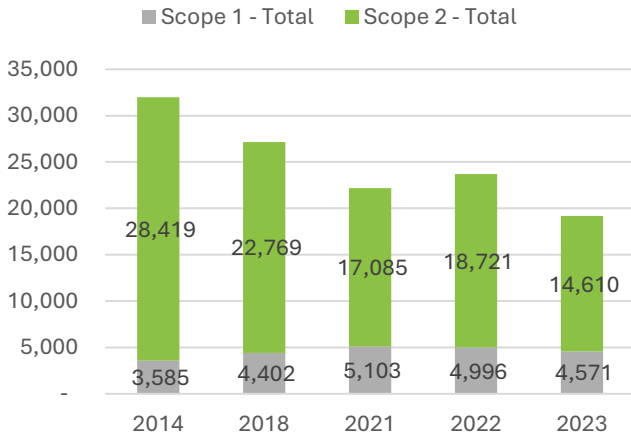




ESG Metrics

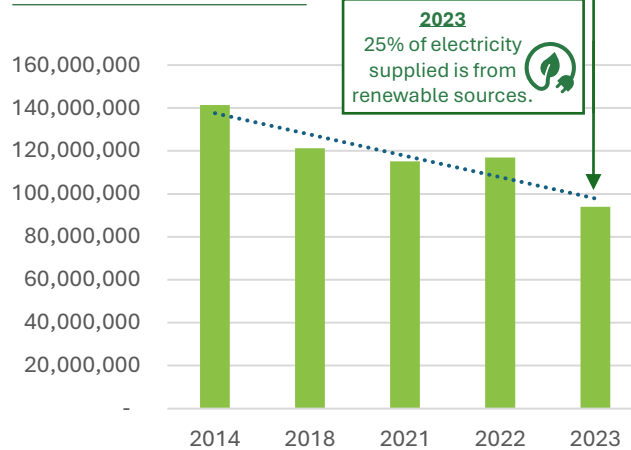
Environmental

Total IWG Scope 1 & 2 CO₂-e (MT)^[1]



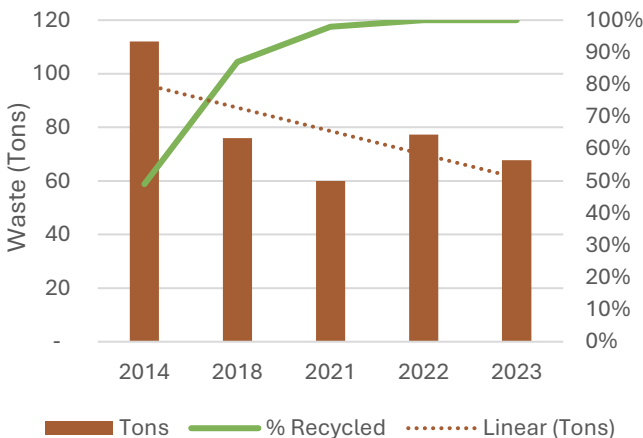
Transitioned from No. 6/4 fuel oil to propane and natural gas for heating and cooling. Manufacturing footprint increased from 1.7M to 2.1M Square Feet in 2019, with moderate impact to Scope 1^[2].

Total IWG KW-H



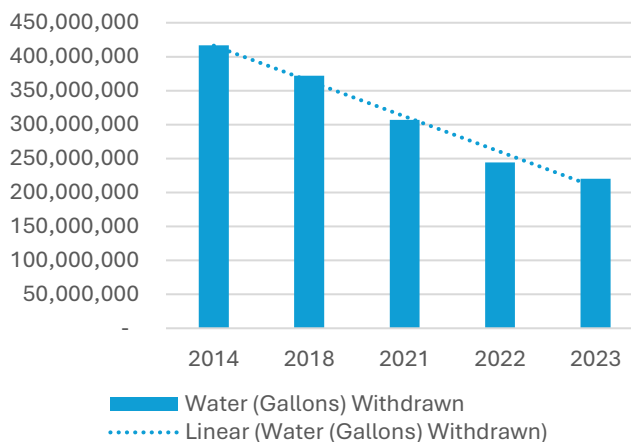
Replacement of equipment with modern, high efficiency production machinery, installation of high efficiency LED lighting in Plants has driven a reduction in overall usage. Scope 2^[3] down 49% from 2014.

Hazardous Waste Management



Hazardous Waste has been reduced by strong electroplating process controls and maximization of wastes recycled for metal recovery.

Total Gallons of Water Withdrawn



Through conservation measures including the installation of recirculating cooling towers in several locations, water consumption has been reduced.

^[1] North American Operations

^[2] Scope 1 - Stationary Combustion - location based

^[3] Scope 2 - Electricity - location based

Scope 3 Opportunity Under Development

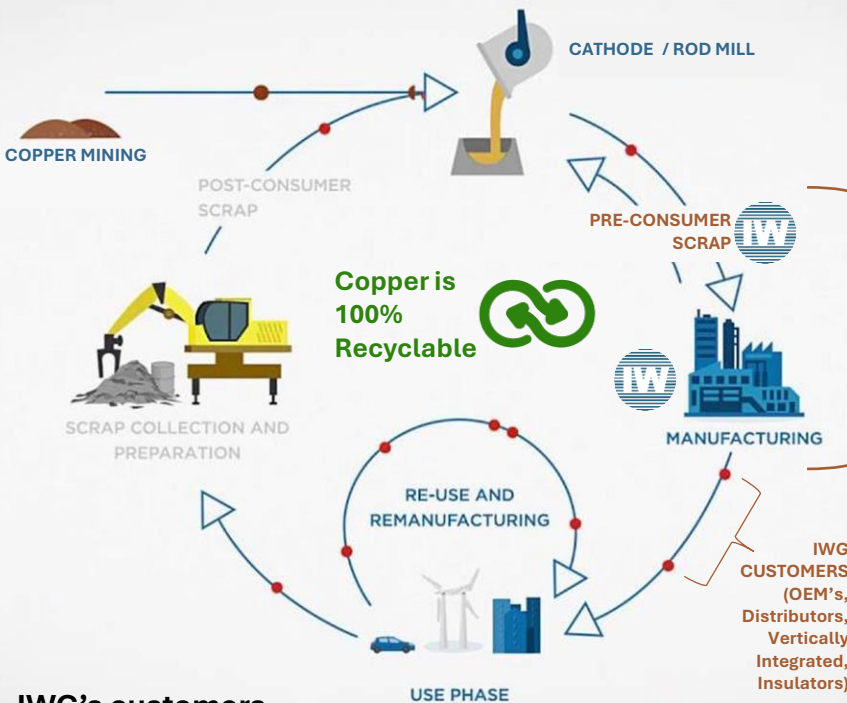
COPPER

Is 100% recyclable and plays a key role in a circular economy



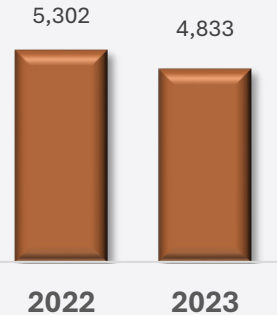
International Wire will publish goals, objectives, and related metrics under Scope 3 in 2025, of which copper recycling will be a key metric.

IWG's Role in Copper's Circular Ecosystem



IWG's operations produce copper scrap as part of its normal process. This scrap / waste is collected and sold to smelters.

IWG Tons of Copper Scrap Recycled



IWG's customers are part of the downstream Scope 3 metrics within the value-chain

IWG CUSTOMERS (OEM's, Distributors, Vertically Integrated, Insulators)



Social Commitments & Actions

At International Wire, we will work to safeguard the health and security of our employees and the public, responsibly manage our social impact, and uphold respect for human rights in our operations.

Workplace Safety and Wellness Commitment:

Achieve or outperform missed day and severity rate goals

Actions to Support:

By the end of 2026 IWG will deliver enhanced training and tracking system on its health and safety requirements to all sites.

Commitment to Diversity:

Develop the best mix of skill sets through workforce diversity, including increasing the number of women and underrepresented groups to align with industry goals and demographics within the communities we operate.

Actions to Support :

Analyze demographic data in order to develop programs to support the DEI elements of sustainability.

Workplace Culture Commitment:

Create a high-performing, inclusive workplace culture that engages employees and provides learning opportunities, rewarding career paths, and increased tenure for our current and future workforce.

Actions to Support :

Analyze current state, identify opportunities and formalize programs to support our vision of IWG as the Employer of Choice.



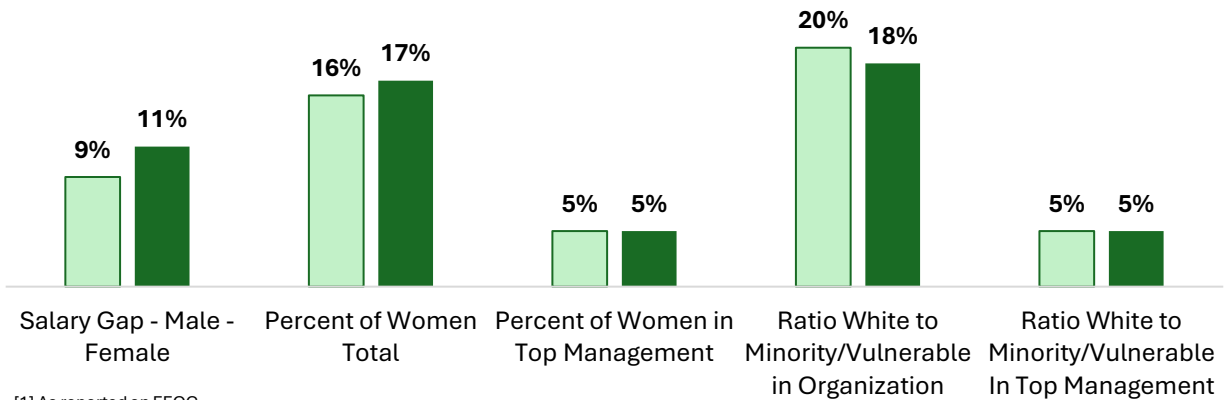
IWG Employee Safety Metrics

Year	Total OSHA Recordable Injuries	TRIR Rate	Recordables with Lost Time	DART Rate	Lost Time (Days)	Total Hours Worked	Near Misses Recorded
Goal	24	2.00	12	1.00	350	2,050,000 ^[1]	125
2023	33	3.16	18	1.73	568	2,086,655	143
2022	50	4.78	29	2.77	945	2,091,258	171

^[1] Estimated Hours

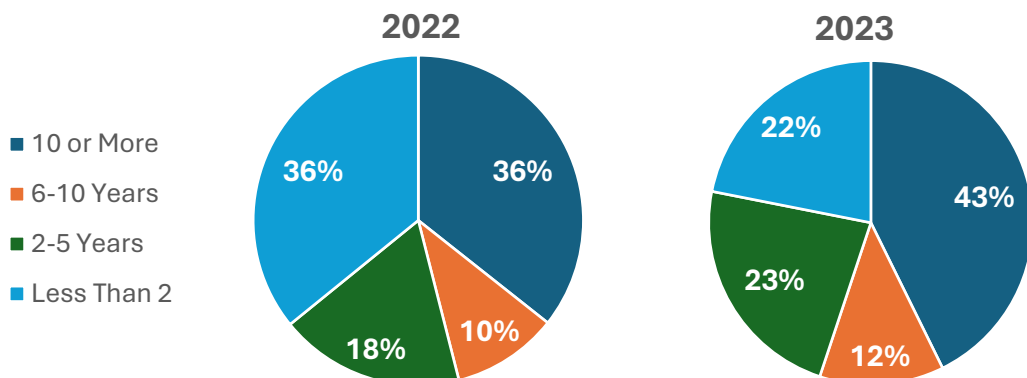
IWG Employee Diversity Metrics ^[1]

■ 2022 ■ 2023



^[1] As reported on EEOC

IWG Employee Tenure Metrics



Community Engagement



Over \$142,000^[1] donated to local charities since 2022.



International Wire has supported the communities within which it operates through a multitude of charitable contributions and employee volunteer hours.



[1] 2022, 2023, Q1-Q3 of 2024

Governance



At International Wire, we have reviewed and updated our policies and programs to increase accountability and strengthen our ESG commitment.

Highlights include:

Participation in **OSHA Voluntary Audit** through the DOL at 60% of our sites.



Development of robust **IT programs** to mitigate the risk of Cybersecurity incidents, including enhanced employee training through **KnowBe4** platform.



Enhanced our **responsible procurement** program through our supplier CSR questionnaire.



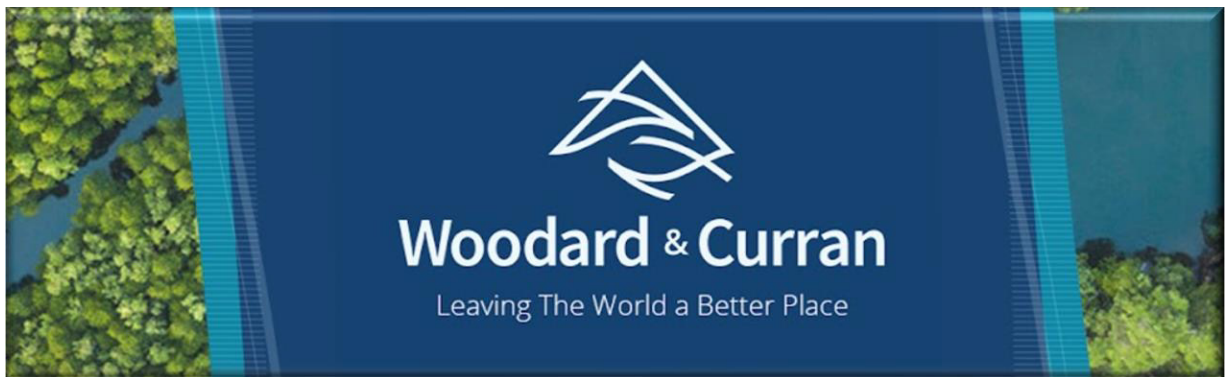
Qualitative Metrics based on these actions are under development.



ESG News & Upcoming Milestones



Beginning in 2024, **International Wire** has partnered with **Woodard & Curran** to develop and maintain a robust ESG platform that meets our specific business needs and aligns with the current and future global ESG requirements.



International Wire has chosen **EcoVadis** as the platform of choice to measure our Sustainability Performance. Our updated Scorecard will be available in Q1'25.

International Wire purchased and installed two new multiwire machines in 2023 to replace aging and inefficient equipment.

Scheduled to be fully operational in 2024, this new generation of equipment will draw wire faster and use less electricity.

IWG Policies Supporting our ESG Commitment



[Click Here](#) to access International Wire's ESG Policies online or scan the QR Code.



ESG Policy Statement

Corporate Social Responsibility Policy

Environmental Policy

IWG Code of Business Conduct

Global Human Rights Policy

Anti-Human Trafficking & Slavery Statement

Diversity, Equity & Inclusion Policy

Sexual Harassment Policy

Health & Safety Policy

IWG Workplace Violence Policy

Responsible Minerals Policy

IWG Supplier Code of Conduct

Supplier Responsible Labor Policy