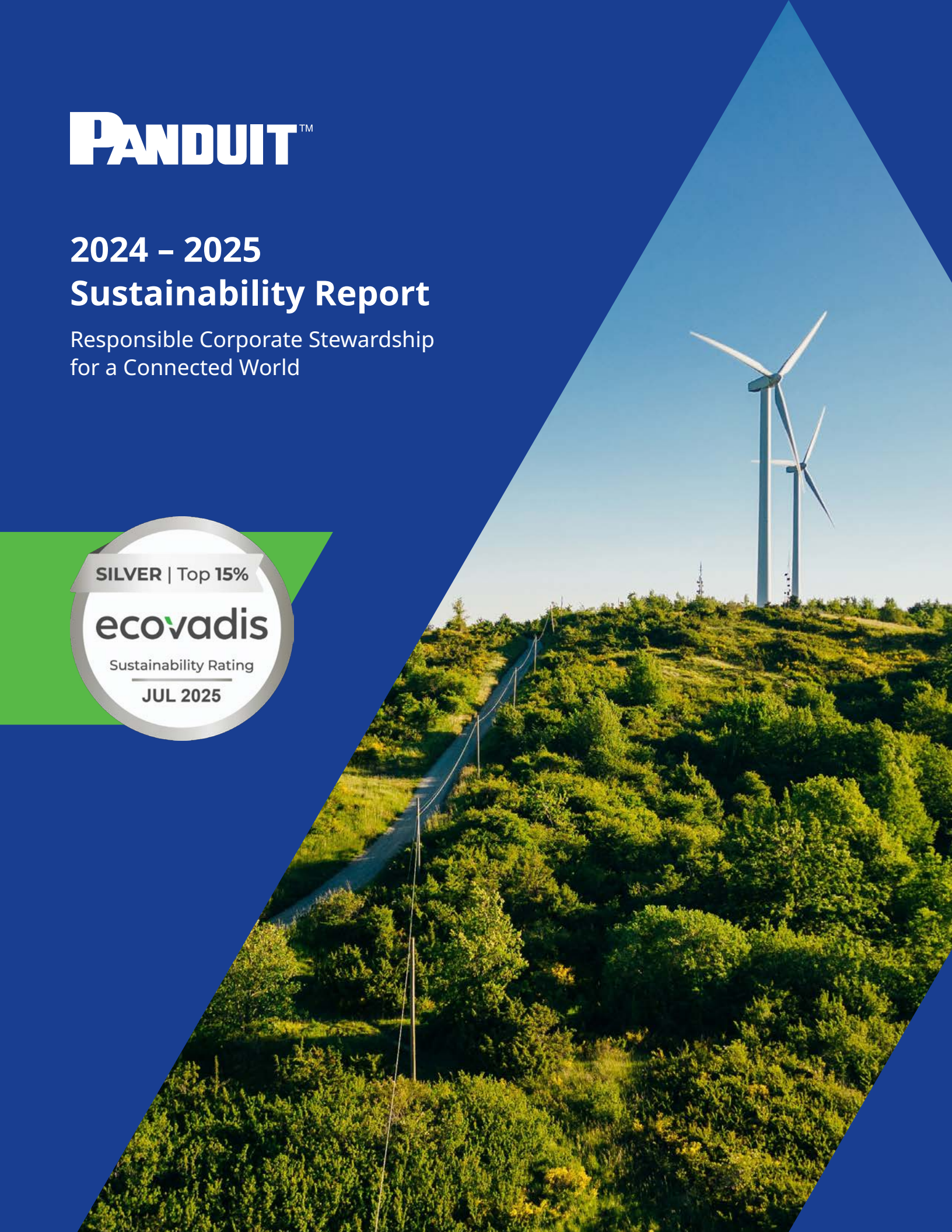





2024 – 2025 Sustainability Report

Responsible Corporate Stewardship
for a Connected World



An aerial photograph of a large-scale solar farm. The solar panels are arranged in neat, parallel rows across a lush green field. The perspective is from a high angle, looking down at the panels, which are tilted towards the sun. The rows of panels create a strong sense of depth and order. In the background, a road and some utility poles are visible, separating the solar farm from a more developed area.

We are living in a pivotal era defined by a heightened awareness of environmental impacts, the emergence of renewable materials and energy resources, and breakthrough technologies that are reshaping how we live, work, and connect.

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A Message from the Chairman of the Board and CEO

Connectivity is more than infrastructure. It is the lifeline of progress.

At Panduit, we understand that what we deliver matters: high-quality infrastructure and connectivity solutions. But it's how we deliver them that defines who we are.

This fifth annual sustainability report marks an important milestone in our journey to connect the world with integrity, innovation, and accountability. We remain deeply aware of our environmental responsibilities, the importance of an inclusive workplace, and the value of transparent, ethical governance. These principles guide every decision we make and shape how we serve our customers, our people, and our partners.

At the heart of Panduit is our people. Their passion and commitment make our progress possible. Through their efforts — and through our community initiatives and strategic partnerships — we are creating a ripple effect that reaches far beyond our business. From intelligent product design and energy-efficient operations to embedding sustainable practices across our organization, we are not only meeting today's challenges — we are preparing for tomorrow's opportunities.

We are proud of the progress we've made and remain mindful of the work ahead. Each of us plays a role in this collective journey — a link in the lifeline of progress — helping to build a future that is not just sustainable, but truly inspirational.



Andrew Caveney

Panduit Chairman of the Board



Shannon McDaniel

*Panduit President
and Chief Executive Officer*



OUR Story. OUR Mission. OUR Future.

Ingenuity drives us. It has from day one when the company was founded over 70 years ago. That spark to innovate continues to burn bright, illuminating not just what we deliver tangibly, but how we engage with the community at large.



Respected worldwide for innovation, Panduit leads the way in infrastructure and connectivity solutions.

As we've grown, so has our commitment—to not only deliver dependable, scalable network connectivity and powerful infrastructure, but also to embed sustainability into everything we do. By integrating environmental, social, and governance principles into our operations, we're creating smarter solutions that reduce packaging waste, move products more efficiently, and support a more responsible customer journey.

Today's successes are the springboard for what comes next - anticipating tomorrow's challenges so we can build a future that is more connected, resilient, and sustainable.



Environment

ECO LEADERSHIP

"At Panduit, we view sustainability as an ongoing journey that demands continual progress. Our commitment to sustainability revolves around innovation, accountability, and creating a positive impact. We focus on optimizing energy consumption and reducing waste while developing network and electrical infrastructure solutions that offer sustainability benefits to our customers. We proudly acknowledge the progress we've made and remain dedicated to building a better and more connected world through sustainable practices and solutions."

— **Mark Dehmlow**
Manager, Global Sustainability



Taking the Lead on Sustainability

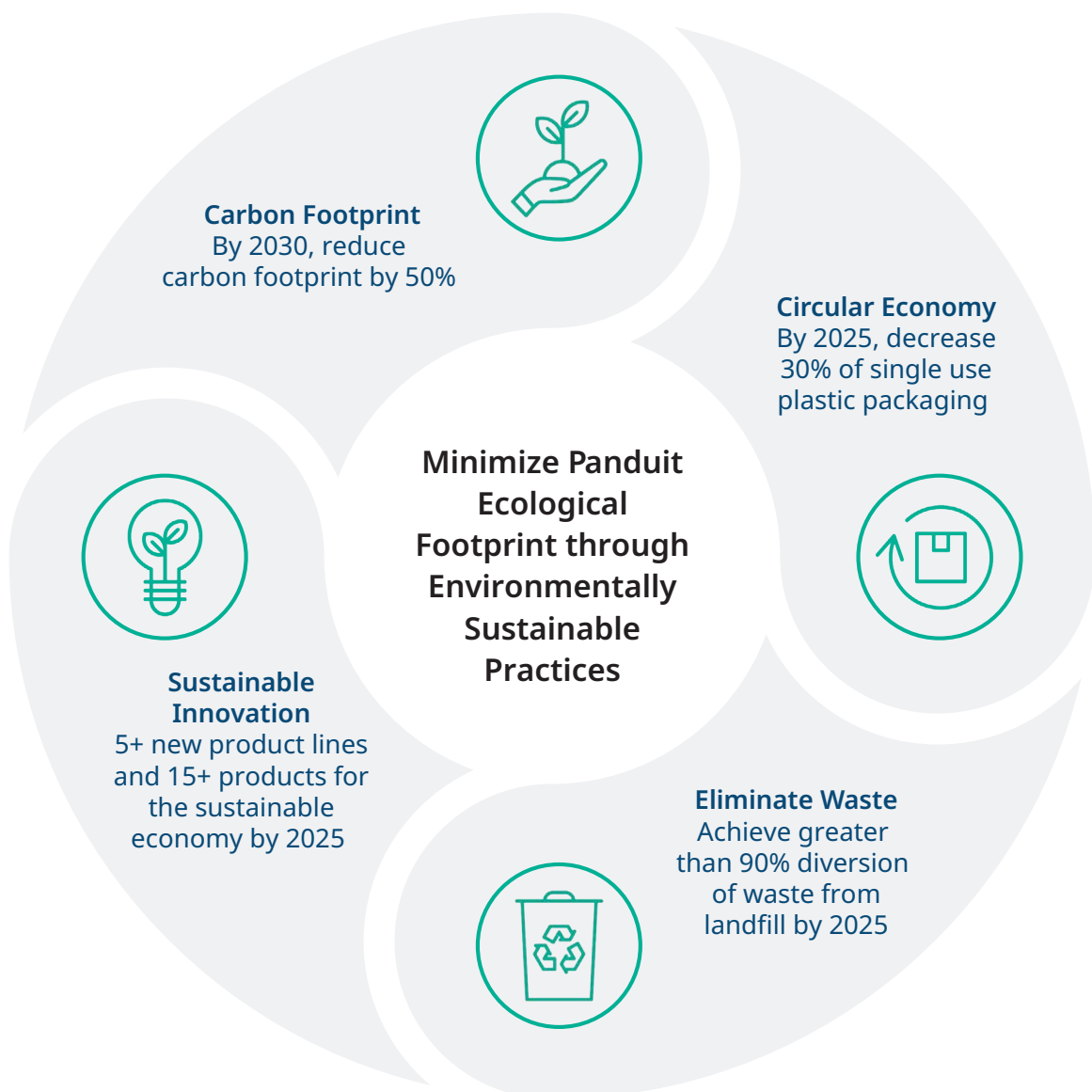
At Panduit, sustainability is a shared responsibility guiding decisions across every part of our organization.

Spearheading this commitment is our **Environmental Stewardship Program**. Established in 2019 by co-founders Chairman of the Board Andrew Caveney and Senior Vice President of Operations David Tallentire, this companywide effort is guided by a cross-functional steering committee that unites teams across operations, engineering, supply chain, quality, marketing, purchasing, and logistics. They track progress and drive sustainability goals by setting clear priorities, mobilizing talent, and allocating resources to limit the organization's impact on the environment.



Principles in Motion

Leadership sets the tone, but it is our people who set the wheels in motion. The world around us is changing rapidly, and protecting its natural resources requires steadfast allegiance from all of us. Since beginning this journey, we've united in one common purpose: reducing environmental impact through innovation, responsible waste management, and smarter solutions.



Where Purpose Meets Progress

Progress takes time, and purpose guides the way. Since our stakeholders set us on this path, sustainability has been woven into how we operate, innovate, and grow. Our mission to be a better steward of the planet began 23 years ago with ISO14001 registration and has since advanced with continuous improvements across our global facilities.



Measuring Our Impact

Assessing our own performance is like grading your own homework.

We sought an expert to help us track our growth and sustainability efforts, eventually finding it with one of the world's most trusted business sustainability rating providers—Ecovadis. In 2023, Panduit was awarded its Bronze certification, and just two years later that progress was elevated to a Silver rating.

Panduit placed in the 94th percentile globally among more than 150,000 companies worldwide. This recognition reflects our commitment in the categories of environment, labor and human rights, ethics, and sustainable procurement.

As we acknowledge the limited availability of renewable resources, we remain dedicated to evolving our practices—across product design, manufacturing, logistics, and workforce engagement—ensuring that our purpose continues to drive meaningful progress for generations to come.



Our progress:

23% Reduction in total carbon footprint intensity

15% Reduction in energy intensity

14% Increase in recycled industrial materials

12% Reduction in waste to landfill

NOTE: All measures calculated as 2024 performance against baseline year

Hard Wiring Sustainability into Supply Chain

Sustainability is built into our business the same way we hardwire reliability into our solutions. We are reducing our environmental impact while pushing the entire value chain forward.

From suppliers and partners to the customers who rely on us, we're engineering smarter, cleaner, tougher technologies that make a measurable difference. This is our Environmental Stewardship Initiative in action—where bold commitments turn into real results:

Energy-Conscious Manufacturing

Malaysia

In a move that aligned seamlessly with Malaysia's New Industrial Master Plan, Panduit opened its newest manufacturing plant in Johor Bahru in 2024. This state-of-the-art facility marks a significant advancement in the manufacturing process, fortifying the company's supply chain to deliver top-notch cable tie products. The plant is equipped with improved robotics, automation to maximize productivity, advanced features to optimize energy performance, and high efficiency design practices for a more streamlined building and manufacturing process. Here are a few highlights:

- Energy-saving LED lighting with occupancy sensor and dimming technology
- Near zero permeance vapor barrier with efficient insulation to improve space conditioning
- Insulation and interlocked warehouse doors
- Ultra-efficient electrical transformers
- Smart air compressor system matches real-time air demand
- Energy-efficient water-cooled chillers

In our ongoing commitment to minimize our environmental footprint, the Malaysia plant applied design principles based on ASHRAE guidelines, the International Energy Conservation Code, and the United States Green Building Council's LEED Standards to 25,000+ square meters of manufacturing space.

**Updated
Cable Tie
packaging
improvements
eliminate**

**12 metric
tons
of plastic annually**

Mexico

The new Monterrey facility will play a key role in the mission to provide customers with exceptional electrical connectivity and grounding solutions that drive operational efficiency. Through its strategic location and advanced manufacturing capabilities, Panduit aims to strengthen its global supply chain and better serve customers in various industries, from industrial manufacturing and renewable energy to data centers and beyond. Operational benefits include:

- Innovative Real Smart™ solutions
- Enhanced production capabilities and flexibility
- Accelerated delivery times
- Significant improvement in product availability for power and grounding solutions

U.S.A. – Indiana

Panduit's Midwest footprint includes a new state-of-the-art warehouse and distribution center in Indiana, USA. Established as part of our regional expansion, this investment integrates the latest warehouse trends and innovations including:

- Streamlined and automated internal processes using new technologies
- Optimized warehouse flow and improved inventory management with cloud-based software
- Implemented robotic process automation
- Increased insulation
- Energy-efficient lighting
- High-efficiency plumbing



Refining Production Processes

As a global organization, we are constantly exploring new ways to improve Panduit's manufacturing processes—many of which drive meaningful environmental benefits. To capture these efforts, we implemented a global manufacturing management system that allows employees to upload continuous improvement projects.

In 2024, we enhanced the system to highlight environmental impacts, giving us deeper insight into sustainability opportunities across the business. Today, we can track and measure initiatives spanning nearly every area of the organization—from manufacturing plants and warehouses to sourcing, logistics, and beyond. Here are a few examples:

- **Fiber Runner transportation truck capacity:** Provide energy savings and carbon emissions reduction by optimizing truck capacity methods such as efficient container loading, prioritizing ocean over air shipping, and consolidating shipments by provider.
- **Local Production:** Local production of racks and cable management reduces freight and decreases delivery lead times.
- **Copper Cabling:** Smaller diameter cabling makes installation easier by improving pathway fill and flexibility, while also requiring less packaging material. Plus, reducing cable size results in less material being used during production, which lowers manufacturing costs and minimizes excess waste throughout the product lifecycle.
- **Wastewater Filtering:** Advanced wastewater treatment systems are used to filter residues and prevent pollution.

Sustainability is smart business.

Environmental initiatives often lead to reduced waste, better material utilization, and lower energy consumption—all while improving the bottom line.

Everyday Habits have Global Impact

When it comes to reducing our carbon footprint, each person makes a difference. So does every action, like sending electronic communications to employees in lieu of printed material, or eliminating printed instructions and installation/user guides in product packaging with a smartphone app containing pertinent information for contractors, installers, and product users.

At our LEED Gold-certified world headquarters, sustainability is embedded in every aspect of our design. Intelligent infrastructure—like light and shade controls, underfloor heating and cooling, and water reclamation systems—ensures we operate efficiently and responsibly. Across our global manufacturing and distribution facilities, our ISO 14001 registration reflects decades of commitment to environmental stewardship.

Building on this strong foundation, we are prioritizing investments in upgraded lighting, HVAC systems, and advanced manufacturing equipment, while designing new facilities to maximize sustainable benefits. And it doesn't stop there. Our employees and customers are key players in waste management and conservation efforts—our carbon-conscious crew if you will. Collective action has led to meaningful results, as the following examples demonstrate.



ISO 14001:1996
registered since 2001

global manufacturing
facilities

Carbon Neutral in Costa Rica

The Central American nation of Costa Rica instituted the Ecological Blue Flag program to strengthen public health and tourist activities. It covers 10 categories and is awarded annually to organizations that meet its rigorous criteria. Panduit is proud that our Costa Rican manufacturing plant has been the recipient of the Blue Flag Award on multiple occasions, including in 2024. The facility has been carbon neutral since 2017, utilizing energy-efficient design and powered by renewable energy.

Helping Customers Achieve Their Sustainability Goals

As our customers advance their environmental strategies, we're strengthening the data foundation that supports them via our **Environmental Product Declaration (EPD)** Program. Through expanded product-level environmental insights such as Fiber Runner, Wire Basket, and Copper Patch Cords, we're helping customers better understand product life cycles so they can align with evolving sustainability frameworks, achieve their ESG commitments, and build a lower-impact future.

Empowering a Safer, More Sustainable Future

At Panduit, safety and sustainability go hand in hand. From our **pre-printed solar labels** to our broader Industrial Electrical Infrastructure (IEI) solutions, every product is designed to promote a culture of safety—protecting both people and the environment.

By minimizing waste and maintaining reliability across decades of service, Panduit's innovations empower safer, more responsible workplaces that stand the test of time.

Wire Basket
made with up to
70%
recycled steel

Eliminating
plastic packaging
for Copper Patch
Cords annually saves
**113.4 metric
tons**

Panduit & Cisco Nexus: Collaboration That Cuts Carbon

The integration of Panduit **Intelligent Power Distribution Units (iPDUs)** with the Cisco Nexus Dashboard empowers data-center teams to make smarter, more sustainable energy decisions.

By unifying IT and facilities data into a single pane of glass, operators gain real-time insight at the site, equipment, or even individual PDU-outlet level—enabling them to reduce energy consumption, cut costs, shrink greenhouse-gas emissions, and fine-tune their overall sustainability strategy. In short, our collaboration with Cisco doesn't just simplify operations—it helps **data centers use energy more responsibly**.

Ditching Paper with Install-It

By reducing printed documentation, the Panduit Install-It app helps cut paper waste and lower the energy required for printing and recycling. The mobile app provides digital access to installation instructions, technical specifications, and other product documents—simply by scanning the UPC barcode on the packaging. This shift from paper to digital makes product information more sustainable, easier to retrieve, and always up to date.

Bigger Is Better: Extended Reach Copper Cable

Using larger 22AWG copper conductors helps reduce carbon footprint by improving efficiency and performance in power and data applications.

Key benefits include:

- **Longer reach with less loss** – transmits data over greater distances with lower resistance and signal loss
- **Higher power efficiency** – reduces cabling losses in PoE applications and supports more reliable delivery of higher wattages
- **Fewer telecom rooms required** – extended reach minimizes the need for extra TRs or consolidation points, lowering equipment needs, energy use, and material consumption

Electrification Spotlight

Electrification is a leading strategy for decarbonization—visible every day on our roads with the rise of electric vehicles. But its impact extends far beyond transportation.

Businesses can leverage electrification to create net-zero buildings, modernize commercial vehicle fleet operations, and create true energy independence. Panduit supports the manufacture of cutting-edge battery energy storage systems, heat pumps, and electric vehicles. Plus, innovations like Fault Managed Power System drive efficiency improvements and free up capacity to deploy these new technologies on a strained grid.

A Power Revolution

Panduit's **Fault Managed Power System (FMPS)** marks the biggest advancement in how electricity is distributed through buildings in the past 50 years. Offering higher power, longer reach, and greater safety, FMPS redefines what's possible in power delivery.

Standardized by UL Solutions, this breakthrough enables efficient, sustainable power distribution far beyond the constraints of traditional systems. When deployed throughout a building, **FMPS can reduce overall electricity usage by up to 20%**, driving measurable energy savings alongside improved performance. With integrated fault detection and automatic shut-off to eliminate shock and fire risks, FMPS blends next-level performance with proven protection—earning the Platinum Honoree Cabling Innovators Award for its transformative impact.



People

COMMUNITY CARE

“The world is a big place, and we find ourselves working around the globe with amazing people. When we witness hardship, Panduit employees step up to make a difference, joining together to uplift those needing help in our communities.”

— **Kim Krygowski**
Senior Manager, People Experience

Together We Can Make Change Happen

At Panduit, care isn't an abstract concept. It's reflected in how we take ownership, deliver results, and earn trust every day. It moves through our people, flowing into communities near and far, turning generosity of spirit into action and responsibility into impact.

Ours is a culture of service and shared responsibility—one that empowers employees to give of themselves both personally and collectively. The result? **More than 20,000 hours of volunteerism**, fueled by paid time-off and carried forward long after the workday ends.

The following pages capture the joy, pride, and gratitude born from these moments. They reflect the heart of our philanthropy: a simple belief that when care moves us, change follows.

Together
we feed families
facing food insecurity.

Together
we equip students with
the tools to thrive.

Together
we embrace harmony in
a multicultural society.



United in Generosity, Nourishing Communities

In just two weeks, Panduit employees across Singapore united to collect **food boxes** for the Food Bank.

Organized by the pricing team, this inaugural food drive ran from August 26 to September 6, 2024, and brought colleagues together around a shared purpose: easing the burden of food insecurity. The spirit of giving shone brightly as employees contributed by bringing food from their own homes, teaming up to purchase items in groups, and tapping into supermarkets and online platforms to maximize donations.



Thanks to their dedication and generosity, a substantial amount of food was collected and distributed to a wide range of beneficiaries, including family service centers (FSCs), care homes, soup kitchens, voluntary welfare organizations (VWOs), religious establishments, and schools serving children from low-income families.

Fostering a Love of Learning

Panduit is proud to support organizations that create opportunities for children to learn, grow, and thrive. Since 2022, we have partnered with **Our Learning House (OLH)**, a non-profit school and rehabilitation center in Beijing dedicated to disabled orphans and disadvantaged children.

By combining Eastern and Western educational approaches, OLH emphasizes experiential learning and social-emotional growth. Our donations of food and daily necessities have helped provide children with essential resources, easing challenges and improving their overall well-being.

In 2024, our commitment extended to **Fujian Sanming Sanyuan Yanqian Primary School**, a rural public school in Sanming, Fujian, that serves more than 500 students from kindergarten through primary grades. Despite limited resources, the school is dedicated to fostering quality education and student growth. To support its mission, Panduit donated more than 200 books to the school's new library—strengthening its resources, cultivating a love of reading, and building deeper connections within the community.

Living Stronger and Longer

Panduit co-sponsored the *Ageing Well Seminar Series*, focused on empowering Australia's elderly with knowledge and tools for healthier living.

The seminars explored practical approaches to diabetes management and discussions on common disabilities among older Australians. Through expert presentations and interactive sessions, the event fostered knowledge-sharing, community connection, and healthier living—reflecting Panduit's ongoing commitment to promoting health and wellness.

A Canvas of Harmony & Diversity

That same community spirit was celebrated through Panduit's sponsorship of the *Painting Competition & Exhibition*, an artistic tribute to 75 years of living in harmony within a multicultural society.

Presented by Kevin Kaul, the exhibition showcased diverse works of art infused with symbols of unity—a living canvas where attendees admired paintings, exchanged stories, and celebrated the beauty of cultural diversity.



Joy in a Shoebox

In December 2024, the Panduit HR team in Romania undertook a philanthropic initiative to help under-privileged children.

They partnered with a local Non-Governmental Organization (NGO) to distribute shoeboxes to a village near Arad, the location of Panduit's manufacturing plant. Panduit employees prepared shoeboxes whose contents brought much needed joy to children during the holiday season.



Memorable Moments Brought to Light

In 2024, Panduit contributed to the Willow Foundation, a UK charity devoted to brightening the lives of seriously ill young adults.

Their mission—to grant memorable experiences and moments of joy during difficult times—resonates deeply with our commitment to human connection, empathy, and compassionate support.



A Gift of Compassion

In Wiesbaden, the Kinderhospiz Bärenherz is a beacon of light for parents of children coping with the unthinkable—a life-shortening illness.

Panduit's donations aided in the compassionate care, palliative support, and emotional relief for these affected families. The holistic services—ranging from creative and therapeutic offerings to grief counseling—embody the indispensable care needed for such a difficult journey.

The Forgotten Child

In The Netherlands, Panduit donated to Het Vergeten Kind, translated to “The Forgotten Child”—a charity devoted to giving under-privileged children stability, care, and a chance to thrive.

This support helps ensure these children are seen, valued, and nurtured in environments where opportunity is often scarce but hope need not be.



**Panduit EMEA contributed nearly
\$10,000
to organizations dedicated to
helping children overcome
illness and adversity**

Steps of Hope, Acts of Care

On September 11, 2024, Panduit hosted its annual Giving Day in support of the Alzheimer's Association's mission to #ENDALZ, uniting employees in a day of fundraising, awareness, and community spirit.

The event featured a Walk-a-Thon, a Promise Garden of symbolic flowers, a spirited bean bag tournament, and additional activities including a raffle of more than 35 items and sweet treats from Nothing Bundt Cakes. Employees received commemorative t-shirts, bracelets, and a complimentary lunch as a show of appreciation, while prizes and friendly competition fueled excitement. Together, these efforts raised \$51,000 for the Alzheimer's Association, blending philanthropy with meaningful employee engagement and reinforcing Panduit's commitment to causes that touch lives locally and globally.



Making the Children's Day

Panduit Guadalajara hosted 39 accounting students from Villa de los Niños (an institution for underprivileged youth) for a day-long educational visit featuring facility tours, departmental presentations, career guidance including AI applications in business, and team-building activities.

This LATAM community initiative, supported by Panduit's Open Arms Committee, provided students with valuable real-world business exposure and professional development opportunities, demonstrating the company's commitment to youth education and creating pathways for future professionals from underserved communities.



Where People and Culture Thrive

We create solutions for a connected world—made possible by the environment we work in. Panduit encourages a no-holds-barred approach to ideation that allows freedom of expression. This culture invites inclusivity and innovation that challenges the status quo and moves the needle of progress.

Connection is more than collaboration—it's how we grow, support, and inspire one another. At Panduit, we believe a positive, **inclusive workplace** allows every employee to shine—igniting innovation and forward thinking across the organization. That's why we are deeply committed to promoting employee engagement and development, cultivating a culture of accountability, and ensuring every individual feels a true sense of belonging. Our employee resource groups (ERGs) and inclusion initiatives create meaningful spaces for connection, while our comprehensive benefits provide the support employees need to thrive personally and professionally.



An Engaging Environment

Curious about our culture? Allow our stats to do the talking. Each year, our people have the opportunity to participate in an Employee Engagement Survey, and for four years running, participation has consistently been high at 93%.

This strong feedback mechanism enables us to better understand what we are doing well, and also where we can improve, allowing Panduit to be a place where employees feel committed and motivated to do their best.

My manager genuinely
cares about my wellbeing

90% favorable

Panduit is a great place to work

90% favorable

Employees feel that they belong

87% favorable

Employees feel respected

86% favorable

Growth is in Our DNA

Learning and growing are part of what makes life interesting. At Panduit, personal and professional development go hand in hand with daily life. Whether you're picking up a new skill, pursuing a passion, or exploring a new direction, there's room to expand here. From hands-on workshops, inclusive ERG events, and cross-functional projects to self-guided resources available year-round, opportunities to develop and discover your strengths are always within reach.

Investing in Our People

At Panduit, learning is a perpetual process—and everyone's invited. Our Development Days ("Dev Days") are all about skill-building, inclusion, and helping talent thrive. We host workshops, quick virtual sessions, business driven topics and discussions, plus events—plenty of ways to grow. ERGs team up for even more learning sessions.

Some examples of our virtual development workshops, which are open to all employees, include:

- **Behind the Business:** A panel discussion with our leadership team to deepen understanding of how each area of the business partners to contribute to our success.
- **AI Workshop:** Exploring the latest trends and applications of artificial intelligence.
- **Quarterly Feedback Conversations:** Learning how feedback helps drive performance and growth.
- **Career Development:** Sessions on creating development plans, finding your strengths, and using available resources.
- **Neurodiversity Collaboration:** Understanding how to foster collaboration between neurodiverse and neurotypical styles.
- **Interviewing Skills:** Workshops and mock interviews tailored for our interns.



The Next Wave of Future Innovators

At Panduit, we believe every great leader begins with potential, much like an oak tree begins as a single acorn. With the right care and opportunity, that potential grows into something strong and enduring.

Our internship program is designed with this philosophy in mind—nurturing the next generation of innovators and business leaders while fostering a culture of continuous learning.

Each year, we welcome students into the Panduit organization, providing a dynamic experience that balances meaningful business assignments and projects with professional development opportunities. Interns gain hands-on exposure to real-world challenges while contributing fresh perspectives that drive innovation and organizational growth.

Beyond day-to-day responsibilities, interns participate in career development initiatives such as networking events, resume and interview workshops, skills training, and engagement with managers, teams and ERG members. These experiences ensure that interns not only acquire practical skills but also develop as well-rounded professionals prepared to lead with purpose.

Through this program, Panduit invests in the future workforce while creating a mutually beneficial exchange of knowledge, ideas, and values—strengthening both our people and our organization.



Employee Resource Groups (ERGs)

At Panduit, our five Employee Resource Groups (ERGs) open doors to connection and growth. They bring people together, spark conversations, and help us see through new perspectives to think differently. More than just groups, they're communities that build belonging, ignite collaboration, and make our workplace a more inclusive and inspiring place for everyone.

From new employee orientation and networking events to our year-long ERG Mentorship Program, employees find numerous opportunities to build connections, engage in skill-building activities, and gain exposure to leaders from different business units.

"Panduit ERGs have significantly enhanced my perspective of our organization by fostering a culture of collaboration and inclusivity. They unite employees from across the company to focus on personal growth and advancing our business objectives."

— **Ethan Burghart**
Business Development, Panduit



Panduit ERGs

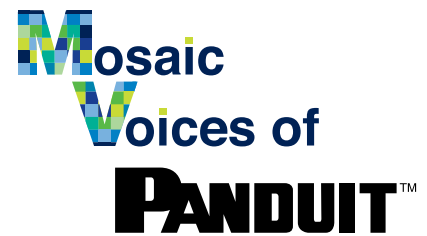
1. NEUROS

Our Neurodiverse Employees United to Reach Our Success (NEUROS) group recognizes that neurodivergence offers unique strengths or “superpowers” that drive workplace success. This ERG is dedicated to supporting neurodivergent colleagues and allies such as managers who want to be better equipped, family members, and others through targeted programming and educational initiatives. Members benefit from “Neuro-nuggets”—brief informational topics discussed during meetings—and workshops aligned with our company-wide Development Days. Key events include specialized sessions on ADHD, webinars on topics like Autism Spectrum Disorder, making the holidays successful, and guest speakers offering support for parents of children with special needs.



2. Mosaic Voices of Panduit (MVP)

Mosaic Voices of Panduit (MVP) promotes cultural understanding and awareness across the organization. Through educational celebrations, interactive networking, and virtual events, MVP creates opportunities for employees to connect and learn. This group plays a key role in bringing culturally relevant programming to our facilities, fostering a more inclusive and aware community.



3. The Next Generation of Talent (NEXT)

NEXT empowers young professionals by providing forums, events, and resources to accelerate their growth. Members broaden their networks and refine their skills through shared experiences and learn more about themselves and the business. A key initiative is the monthly Coffee Club, where employees engage with podcasts and articles to discuss important business topics like strategic planning, resilience, and career advancement.



4. Empowering Women's Success (EWS)

Empowering Women's Success (EWS) is dedicated to advancing the professional growth of women through targeted opportunities, networking, and events. This group brings employees together to recognize International Women's Day globally and spearheads cross-group networking events for all ERGs. EWS also organizes charitable initiatives like holiday donations to local food pantries.

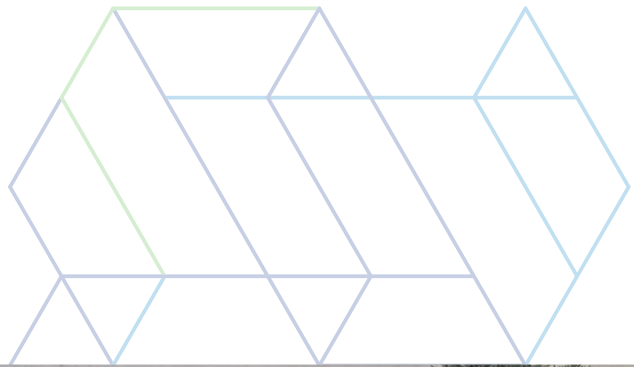
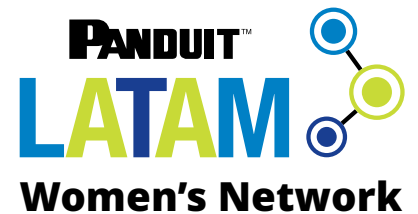


Panduit further supports and sponsors women's development in our industry, exemplified in the following:

- Panduit sponsored a group of employees to attend the National Association of Electrical Distributors (NAED) Women in Industry conference event.
- At The Channel Company's Women of the Channel (WOTC) East Conference in New York City, Panduit sponsored a table at a premier event celebrating the accomplishments and advancement of women in the IT channel.

5. Panduit Women's Network (PWN)

Educating and facilitating change for women in Latin America is the goal of the Women's Network (PWN). Through group discussions, expert panels, and annual conferences, PWN creates a forum for professional growth and empowerment. The group also provides targeted resources, support, and development opportunities for our employees in Mexico, reinforcing our commitment to their success.



A Culture of Accountability

| At Panduit, culture is not just what we believe—it's how we work.

Rooted in our core values of Quality, Customers, Innovation, Our People and Integrity, our culture fosters a sense of accountability, inclusivity, and belonging across the globe. Our Culture of Accountability empowers employees to recognize and own their impact, collaborate cross-functionally, and drive business results.



“Panduit’s culture of accountability is truly unmatched and continues to grow stronger. With over 100 dedicated culture coaches worldwide, we are making a powerful, lasting impact on the lives of our employees each and every day.”

— **Cynthia Majdecki**
Talent Management Specialist, Panduit



Panduit Possibilities

At Panduit, family is at the heart of everything we do—because our people *are* family. That's why we offer a comprehensive and competitive total rewards package designed to support the whole person and extend coverage to their family members.

Branded as Panduit Possibilities, our benefits empower employees to thrive across all aspects of life: health, wellness, financial security, work-life balance, and career development. Our offerings include traditional plans, such as life, medical, prescription drug, dental, and vision insurance, alongside with a wide range of programs, discounts, resources, and personalized support for life's many stages.

We're proud to offer recognition programs that celebrate contributions and milestones, an Employee & Family Assistance Program with mental health, financial, and legal support, tuition assistance, paid parental leave, and pet insurance. Our flexible work arrangements include remote work and flexible start times, generous paid time off options, and a paid volunteer day to support work-life balance.

Employees enjoy financial wellness tools, including profit sharing, 401(k) match, student debt support, identity theft protection, and access to a credit union. Our dental plan includes enhanced benefits for expectant mothers and individuals with special needs.

Panduit Possibilities reflects our commitment to providing meaningful Total Rewards for every member of the Panduit family, empowering them to thrive both professionally and personally.

PANDUIT® POSSIBILITIES
My Total Rewards



Governance

BUSINESS ETHICS

“Our Code of Conduct isn’t just a rule book—it’s the way we show up every day. We hold ourselves accountable, earn trust through our actions, and do the right thing even when it’s not the easy thing. That means leading with integrity, treating people with respect, keeping each other safe, and competing fairly. At the end of the day, doing right by one another is what defines who we are and how we succeed.”

— **Michelle Brooks**
Chief Compliance Officer
and Assistant General Counsel

Doing Business the Right Way

Since 1955 when Panduit was founded, we have built a reputation on doing the right thing. Operating with integrity and guided by our **Code of Conduct and Business Ethics**—known simply as “the Code”—we hold ourselves and our partners to the highest standards of accountability, fairness, and respect. The Code applies to every employee, supplier, and business partner worldwide, ensuring that our decisions and actions reflect a shared commitment to ethical conduct.

Embedding Ethics Into How We Work

Trust is essential in every business. It cannot be bought or sold, only earned. At Panduit ethical business practices are fundamental to building trust with our customers, communities, and stakeholders. Our approach includes:

- Promoting fair competition and transparent business practices
- Prohibiting bribery and corruption in any form
- Protecting human rights and dignity across our operations and supply chain
- Providing ongoing ethics and compliance training to employees globally
- Encouraging employees to speak up regarding concerns without fear of retaliation

Governance and oversight play a central role in these efforts. Potential violations of our Code, policies, or the law are thoroughly investigated, with appropriate corrective action taken when necessary.



Multiple reporting channels are available, including the Integrity Line at panduit.ethicspoint.com, which is accessible to everyone. Panduit will never retaliate against anyone who reports a concern in good faith or cooperates in an investigation. By embedding ethics into every part of our business, Panduit fosters a commitment to responsible growth and long-term sustainability.

Integrity in Every Action & Partnership

At Panduit, integrity is the bedrock upon which everything is built. We treat people with respect; honor equal opportunity; and comply with all employment, labor, immigration, and competition laws wherever we operate. Fair play guides how we compete—we never use deception, bribes, or hidden conflicts of interest, and we safeguard confidential information and intellectual property with care.

Just as importantly, we hold our partners to the same high standards through our Supplier and Business Partner Codes of Conduct, ensuring that every relationship is built on trust, accountability, and shared values. Acting ethically in every interaction allows us to build strong, lasting connections that benefit our employees, our customers, and the communities we serve.



Our
principles
for ethical
conduct are
non-negotiable.

They guide every action
we take and form the
foundation of our
company.

Every Connection Counts

Like links in a high performance chain, our core values reinforce one another to create a resilient, unified culture.

INTEGRITY anchors every decision we make, while an unwavering commitment to **QUALITY** ensures excellence in all we deliver. Our **CUSTOMERS** receive nothing less than our best, driven by a spirit of **INNOVATION** that fuels progress every day. At the heart of it all are **OUR PEOPLE**—the essential force that transforms values into action and vision in reality.

Our Values

Integrity

Always

Quality

In all we do

Customers

Always get our best

Innovation

Everywhere, every day

Our People

Make the difference



Quality: Engineered for Confidence

Quality and safety are intrinsically linked. That's how we see it.

Safe processes lead to reliable products, protect our people, and perform flawlessly for our customers.

It's smart business and the right thing to do.

In a connected world, "quality" is everything. It equates to durability, reliability, and longevity. Quality is a Panduit core value our customers have come to expect, and we work hard to ensure our products meet their expectations at the highest level. We are committed to quality in everything we do, striving for zero defects in our products.

All Panduit manufacturing locations are ISO 9001 certified, with many also holding IATF 16949 certification. These standards provide a baseline for everything from design and supply chain management to production and customer delivery. We leverage key measures like internal scrap and defective parts per million to drive continual improvement. Ultimately, customer satisfaction is paramount, and we carefully monitor all feedback to meet and exceed expectations.



Preserving Human Dignity

No person, no matter who you are or where you live, deserves anything less than respectful treatment and dignity in the workplace. Panduit is proud to be a global Equal Opportunity employer, and we are committed to providing a safe, healthy, and fair environment for our employees and business partners. We abide by the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights including its conventions, the Organization for Economic Cooperation and Development's (OECD) Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.

In Panduit facilities or those of our business partners, we do not tolerate:

- **Inhumane Treatment:** Workplace facilities are no place for discrimination, bullying, or disciplinary measures such as corporal punishment, mental, verbal or sexual abuse, intimidation or other types of coercion.
- **Child Labor:** We do not engage in or support employment of children under the age of 18.
- **Forced Labor and Human Trafficking:** Any form of compulsory, indentured, bonded, modern forms of slavery, human trafficking, or prison labor is forbidden.
- **Harassment:** Unwelcome conduct in the form of inappropriate or offensive remarks, unwanted sexual advances, promises of advancement for sexual favors, or online behavior that displays inappropriate pictures or messages is not allowed.

Every Panduit employee can and should expect **a workplace that promotes health and safety.**

That includes respecting the privacy of all employees', customers', and business partners' personal information. We also ensure our supply chain partners source minerals in areas free of armed conflict to avert financing human rights abuses.

In the event there are human rights violations, we urge our people to speak up knowing there is no fear of retaliation. Employees have numerous ways to report concerns or grievances including: communicating with any manager, HR business partners, or our Chief Compliance Officer or Legal department. Additionally, Panduit's Integrity Line is accessible to all our personnel globally @ panduit.ethicspoint.com.

For Panduit's Human Rights Policy in its entirety, please visit panduit.com/en/legal-information/human-rights-policy.html.



The Power of Connection

Our work doesn't happen in isolation—it thrives through connection. We're reminded every day that connectivity goes beyond cables, systems, and networks—it's the lifeline of progress itself. It links people, ideas, and innovation in ways that move us all forward.

At Panduit, we believe that how we connect matters just as much as what we connect. Through our commitment to sustainable design, ethical action, and collaboration, we're building more than resilient infrastructure—we're strengthening the bonds that sustain communities and enable a more sustainable future.

Making the connections that matter.

We have the knowledge
and experience to help you
make the most of your
infrastructure investment.

panduit.com



Let's connect
panduit.com/contact-us

PANDUIT™
infrastructure for a connected world