



belkin®

Everyday impact

Impact Report 2023

Our progress toward a sustainable future.

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Introduction



Brief company background.

Belkin creates products that make peoples' lives easier, better and more fulfilling through the power of technology. Our dedication to people-inspired design and quality informs everything we do, from our user testing and prototyping process to regulatory compliance, manufacturing and warranty programs.

Beyond achieving business success through the sales of our products in the global marketplace, our foundational focus remains steadfast on R&D, community, education, and sustainability. We believe in leaving the world a better place and remain forever inspired by people and the planet on which we live.

At Belkin, we're true global citizens. When a sustainability project gets initiated from a specific region, it impacts us on a global scale, enabling us to stay vigilant and improve ourselves across the board.



25
Countries



20
Offices



850+
Employees

Operational boundary:

This boundary ensures that all relevant waste and emissions sources associated with an organization's operations are accounted for.

El Segundo
United States
Global headquarters

Amsterdam
Netherlands
Regional office

Hong Kong
China
Regional office

Tuggerah
Australia Regional office
Warehouse

Plainfield
United States
Distribution centers

Wellingborough
United Kingdom
Regional office

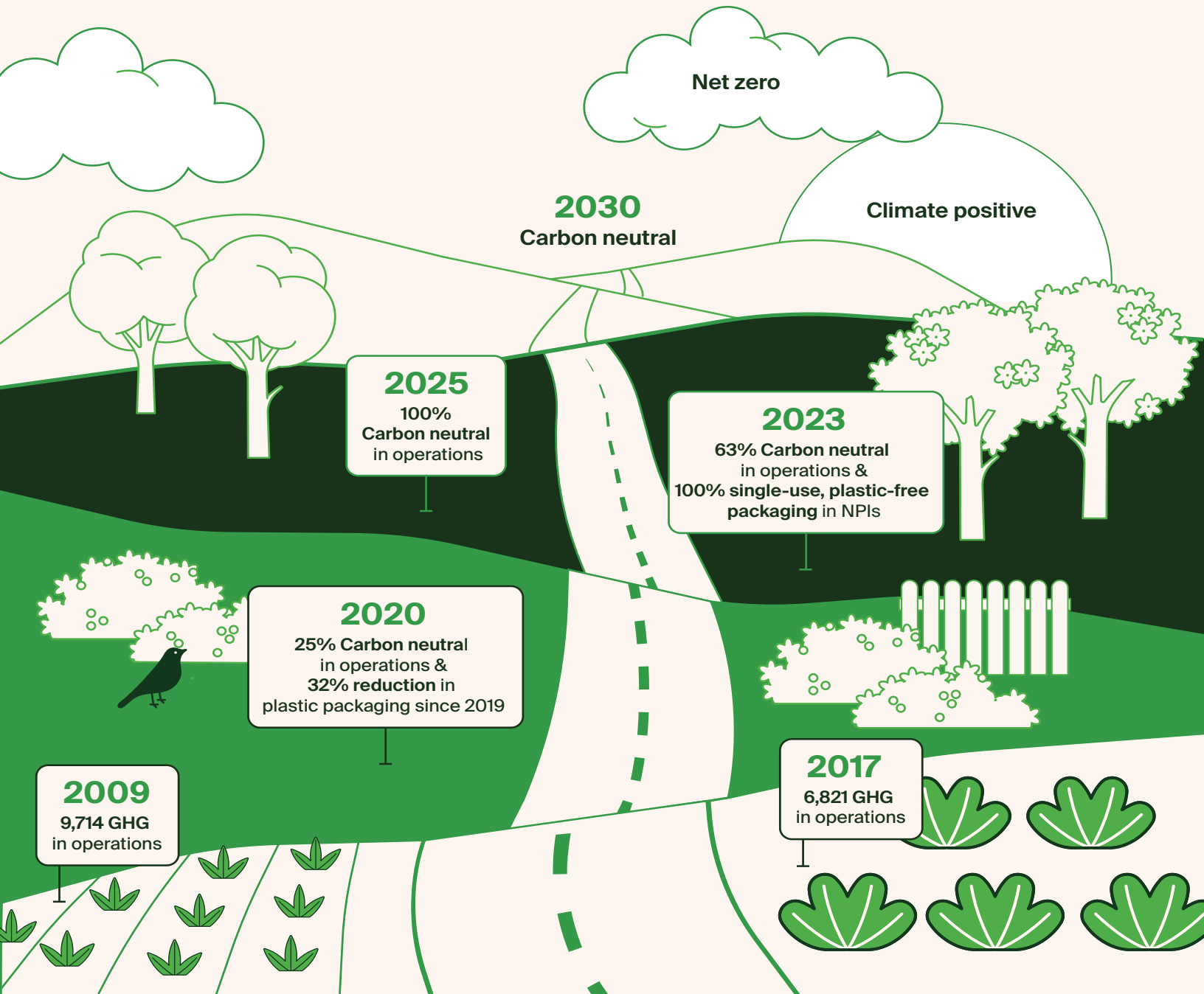
Shenzhen
China
Regional office
Regional engineering lab



Sustainability mission and vision.

On our journey to become climate positive, we commit to being carbon neutral by 2030.

Our aim is to leave the planet better than we found it, ensuring a sustainable and thriving environment for generations to come. Belkin measures environmental and social impact in every aspect of our business to promote accountability within our operations. We're dedicated to reducing our carbon footprint to create a cleaner, healthier world for everyone.



2023 key achievements.

Recognition for success in sustainable practices and impactful initiatives.

63%

reduction in plastic packaging

100%

single-use, plastic-free packaging in NPIs

67%

emission reduction

63%

carbon neutral in operations

4.4

million PCR products sold

64

metric tons of virgin plastic have been replaced

Plastic packaging reduction milestones:

Our overall plastic packaging has decreased by 63% since 2019, surpassing our 25% reduction goal by 2025. In 2023, all NPIs used 100% single-use, plastic-free packaging.

Emissions reduction success:

Achieved a significant 67% reduction in scope 1 and 2 emissions from 2009 levels, reflecting our commitment to minimizing our carbon footprint. We continue working toward 100% carbon neutrality in scopes 1 and 2 emissions, achieving 63% carbon neutral in 2023.

PCR transition impact:

Since transitioning to post-consumer recycled (PCR) materials, Belkin has sold 4.4 million PCR products, replacing 64 metric tons of virgin plastic.



5x

Sustainability award winner (2018, 2020, 2021, 2022, 2023)

Sustainability recognition:

Belkin clinched the Sustainability Initiative of the year from Business Intelligence, affirming our leadership in sustainable practices.



Best Environmental Programme:

Honored with this accolade in the Mobile News Awards, highlighting our outstanding efforts in environmental initiatives.



APCO awards success:

Secured the Industry Sector Award and Best Reporting Excellence Award from the Australia Packaging Covenant Organisation (APCO), showcasing our commitment to transparent and responsible reporting.



Sustainability in Tech Award:

Recognized in Tom's Guide, showcasing our leadership in sustainable practices within the technology sector.

A shared vision from our CEO.



Belkin is on a lifelong journey to find a more responsible way to build our products.

In a rapidly changing and interconnected world, we have a profound responsibility as a global company to lead by example and drive meaningful change in environmental sustainability, social responsibility, and ethical governance.

At Belkin, we believe that business can and should be a force for good. Our dedication to our ESG principles isn't just a reflection of our values – it's a fundamental part of our DNA. From our supply chain to product and beyond, we're committed to minimizing our environmental footprint, supporting our communities, and upholding the highest standards of integrity and transparency.

But our commitment to impact isn't just about what happens within our company – it's also about the impact we have on the world around us. It's about recognizing that we are part of a larger ecosystem, and that the decisions we make today will shape the world we leave behind for future generations.

That's why we're taking bold action to drive positive change. This past year, we started integrating post-consumer recycled plastics in our products and plastic-free packaging, diverting more than 64 metric tons of plastics from landfill. Whether it's investing in more responsible ways to build products, or empowering communities through education and opportunity, we're committed to doing our part in creating a more sustainable, equitable and prosperous future for all.

With all that said, we can't do it alone. Real change requires collaboration, partnership and collective action. We're calling on governments, businesses and individuals around the world to join us in this critical mission. Together, we have the power to build a better world – one that's more just and more sustainable for all.

Let's push the boundaries of what's possible, challenge ourselves to do better, and dream bigger than ever before. Collectively, I know we can create a future that we can all be proud of.

Sincerely,

Steve Malony | CEO Belkin International, Inc.

Overview of planet, product, people.

Our sustainability strategy and goals are interconnected with the UN's 17 sustainable development goals introduced in 2015.

We aligned ourselves with this initiative to achieve a better and more sustainable future for all. On the right are the key areas where we can contribute meaningful impact.

At Belkin, aligning with UN SDGs 3, 8, 10, 12, 13, and 16 signifies our commitment to global challenges. This strategic alignment guides our sustainability efforts, fostering positive social impact, environmental stewardship, and ethical business practices. It reflects our dedication to a more sustainable, inclusive and responsible future aligned with well-being and prosperity.



Planet

Goal 13: Climate action

Achieving significant reductions in scope 1 and 2 emissions, fostering the use of renewable energy, and actively contributing to global climate action.

Product

Goal 12: Responsible consumption and production

Implementing sustainable product design, incorporating recycled materials, and promoting circular economy* principles to reduce environmental impact.

*Circular economy is an economic system of closed loops in which raw materials, components and products lose their value as little as possible; renewable energy sources are used; and systems thinking is at the core.¹

Goal 16: Peace, justice and strong institutions

Adhering to ethical business practices, supporting strong institutions, and maintaining transparency in our operations. By focusing on these specific UN SDGs, our sustainability

strategy is strategically aligned to address critical global challenges, contributing to a more sustainable and equitable future across planet, product and people dimensions.

People

Goal 3: Good health and well-being

Prioritizing employee well-being through comprehensive wellness programs, fostering a healthy and productive workforce.

Goal 8: Decent work and economic growth

Upholding fair labor practices, promoting diversity and inclusion, and contributing to sustainable economic growth within our communities.

Goal 10: Reduced inequality

Embracing diversity, ensuring equal opportunities, and promoting an inclusive workplace to contribute to reducing inequalities.

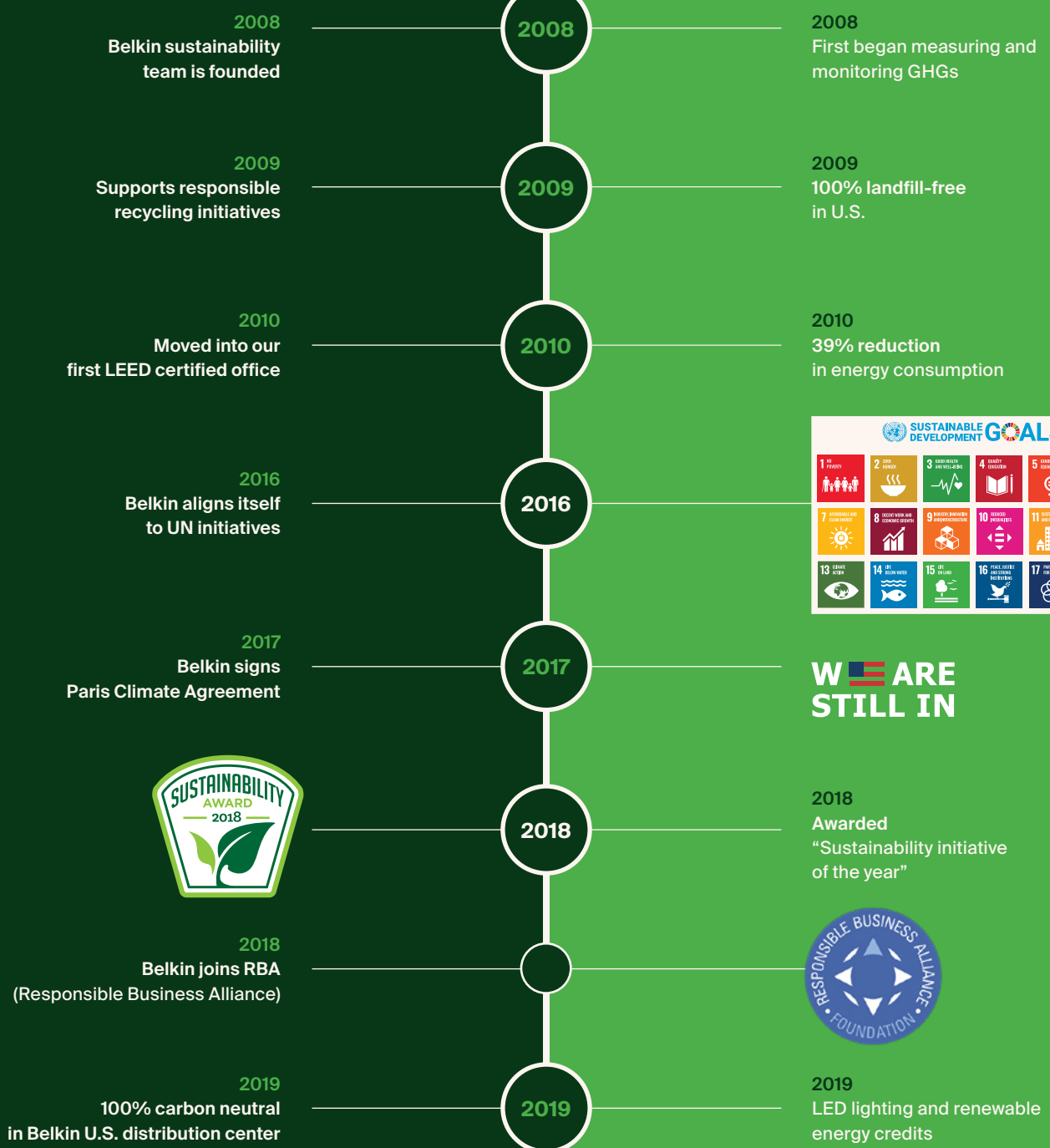
Our “planet, product, people” approach is more than a strategic decision: it reflects our core values. We believe that by integrating sustainability into our business model, we cannot only contribute to a better world, but also ensure the long-term success and resilience of our company. This approach isn't just about doing what's right for today; it's about building a future where our business and the world can thrive together.

¹ Source:

Past progress and focus on future goals.

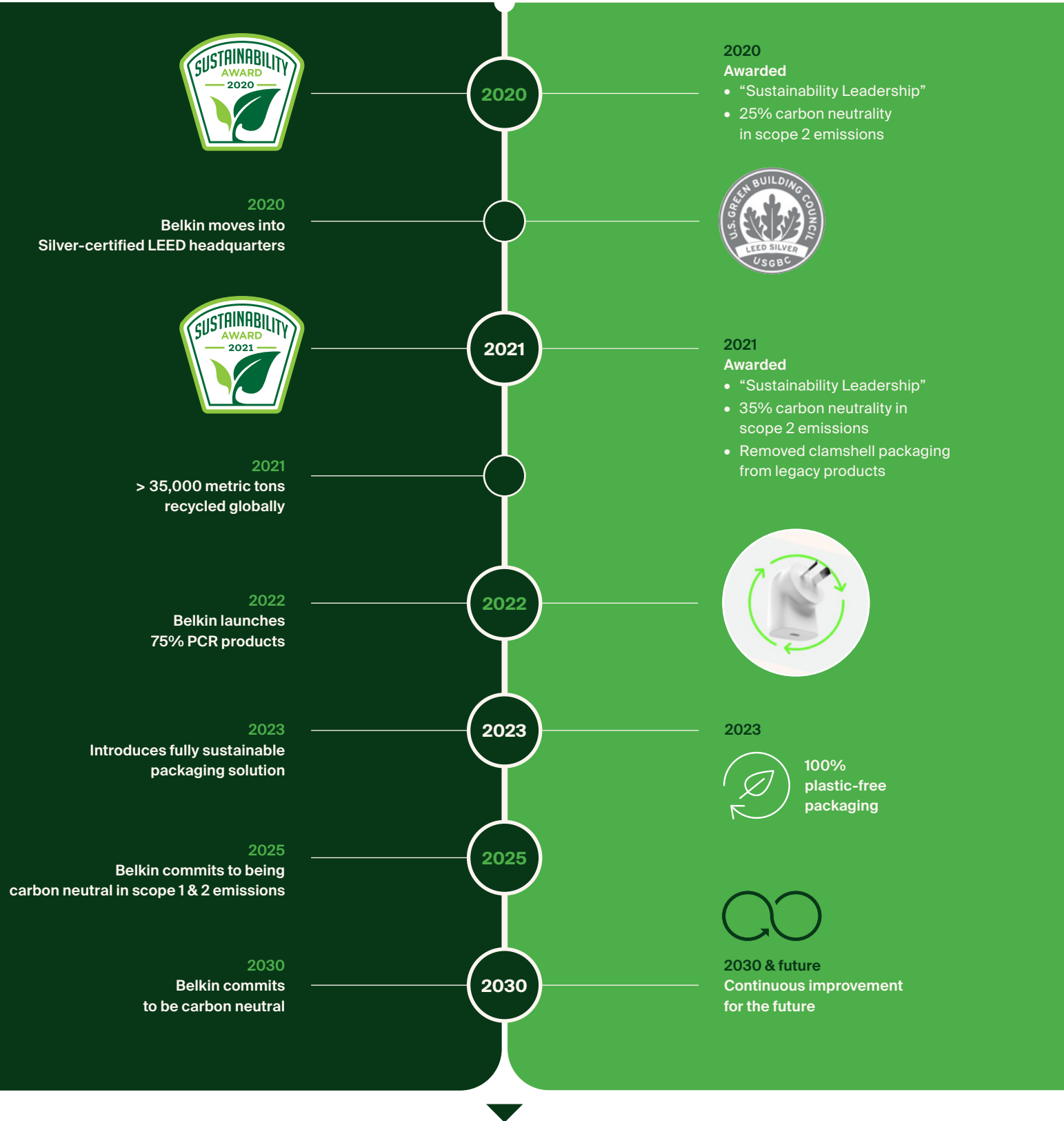
Major milestones and our objectives moving forward.

Science-based decisions at the heart of our decision making since 2008.



Progress toward 2025 goals

We measure our environmental and social impact in every aspect of our business.





Packaging - UN Goal 12

- Reduce 25% single-use plastic packaging
- Transition to forest certified (FSC) paper



E-Waste - UN Goal 12

- Drive toward a circular economy by incorporating recycled materials into new products



Reporting and Governance

- Continue to support the objectives set by FIT SER Committee
- Continue to follow ESG requirements established by Hong Kong Exchange

Climate Change - UN Goal 13

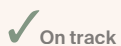


- 100% carbon neutral in corporate emissions by 2025 (Scope 1 & 2)
- Work toward becoming carbon neutral in product level emissions (Scope 3)

Human Rights - UN Goal 16



- Continue to adhere to Responsible Business Alliance (in line with Foxconn parent company)
- Continue to comply with Supplier Code of Conduct and audit program Reporting and Governance
- Continue to support the objectives set by FIT SER Committee
- Continue to follow ESG requirements established by Hong Kong Exchange



On track



Exceeding

belkin.
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impact**

Planet



Protecting the planet with climate action.

UN Goal 13:

Take urgent action to combat climate change and its impacts.

Every person, in every country in every continent will be impacted in some shape or form by climate change. There is a climate cataclysm looming, and we're underprepared for what this could mean.

Our Focus



A message from Ernie Roberts, head of global sustainability.

Our sustainability strategy and goals are interconnected with the UN's 17 sustainable development goals introduced in 2015.



Belkin embarked on a journey toward sustainability over 15 years ago. In 2023, we achieved a few noteworthy milestones aimed at reducing our environmental impact.

We've reduced our scopes 1 and 2 emissions significantly, with a 68% reduction from our original benchmark in 2008.

We're close to completing our goal of carbon neutrality in scopes 1 and 2 by 2025.

We've worked both internally and with our utility providers to determine the best path to incorporate renewable energy into our operations. In some instances, it's installing solar directly on our office buildings like we did in our headquarters. In other instances, we've purchased renewable energy credits to aid in this transition.

We've also begun to lay the foundation for addressing scope 3 value chain emissions.

Belkin has made several meaningful steps toward addressing scope 3 emissions, including:

- Conducting a supplier survey that included over 50 first-tier suppliers to help us benchmark our suppliers' greenhouse gas reduction efforts.
- Enhancing LCA capabilities to more accurately measure our product level emissions based on supply chain input.
- Implementing supplier education and training to inform suppliers of Belkin's reduction goals and collaborate on how to meet them.

Our ultimate goal is to embed this sustainability lens in everything we do from designing products and R&D, to collaborating with our supply partners to align our GHG reduction targets. For example, within our global footprint, Belkin identified hotspots in our value chain that generate significant GHG emissions.

Belkin has worked closely with our supply partners to identify and calculate their scopes 1, 2 and 3 emissions and help them set targets for reducing those emissions. Decarbonizing our value chain is fundamental to our sustainability strategy. Our strategy is embedded in three components: planet, people and products.

Ernie Roberts | Head of Global Sustainability

Assessing and addressing environmental impact.

Climate action and resilience: A commitment to a sustainable future.



In alignment with UN Goal 13 on Climate Action, Belkin recognizes the urgency and significance of addressing climate change – the long-term shifts in temperature and weather patterns resulting from human activities since the 1800s. While these shifts may have natural origins, their increased frequency and severity in recent times demand collective action.

Belkin stands at the forefront of this global imperative, acknowledging our responsibility to educate and empower our customers. We're committed to providing essential information that enables informed purchasing decisions, equipping individuals to effectively manage their environmental and social impact.

Proactive carbon neutrality:

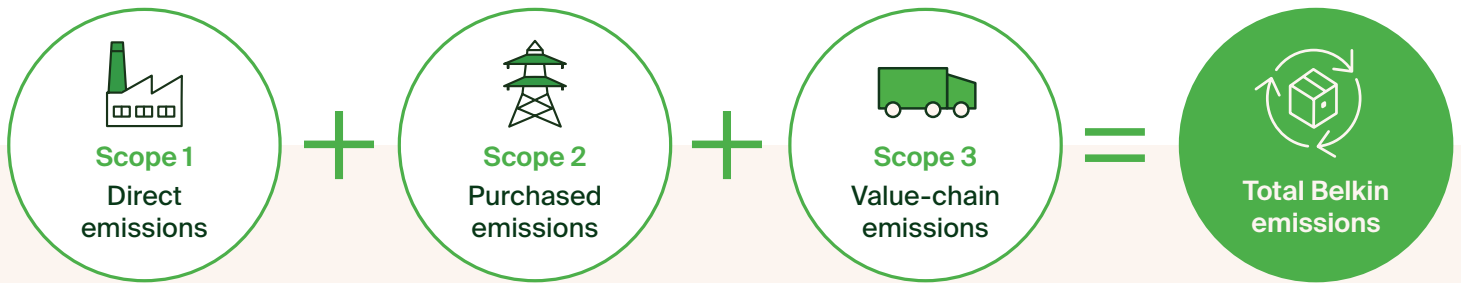
As part of our commitment, Belkin takes a proactive stance toward achieving carbon neutrality in our operations. We've set clear goals to enhance transparency in both our packaging and product footprints. By doing so, we aim to lead by example, demonstrating the importance of sustainable practices within the technology industry.

Building climate resilience:

Beyond mitigation efforts, Belkin is actively involved in building climate resilience. We collaborate closely with our factories and offices, particularly those in vulnerable locations, to ensure preparedness for various climate-related challenges. This includes developing robust strategies to handle fires, floods, typhoons, excessive heat, and other extreme weather events. Our goal is to safeguard human life, minimize disruption to our supply chain, and contribute to a more resilient and sustainable global community.

Through these strategic initiatives, Belkin underscores its unwavering commitment to UN Goal 13, fostering climate action, and ensuring the resilience of our operations in the face of evolving environmental challenges. Our dedication to transparency, education and proactive measures reflects our vision for a sustainable future that goes beyond mere compliance – it's a commitment to leading positive change within our industry and beyond.





Scope 1 Direct emissions.

Definition: Scope 1 encompasses direct greenhouse gas emissions resulting from activities directly controlled or owned by our organization. These emissions are a direct outcome of our operational activities.

Examples: This includes emissions from the combustion of fossil fuels in our facilities, emissions from on-site transportation, and process-related emissions.

Scope 2 Indirect emissions from purchased energy.

Definition: Scope 2 comprises indirect greenhouse gas emissions stemming from the generation of energy purchased or acquired by our organization. It reflects the environmental impact associated with our energy consumption.

Examples: Emissions from purchased electricity, district heating or steam that power our operations.

Scope 3 Indirect value-chain emissions.

Definition: Scope 3 extends our analysis to the broader value chain, encompassing indirect greenhouse gas emissions throughout the lifecycle of our products and services. These emissions are a result of both upstream and downstream activities related to our business operations.

Examples: Emissions from the extraction and production of purchased materials, transportation-related activities, product use by customers, end-of-life treatment of our products, and other outsourced activities.

Incorporating these scope definitions into our sustainability report enables a comprehensive assessment of our environmental impact. By delineating emissions into these distinct scopes, we gain insights into the various facets of our carbon footprint. This empowers us to develop targeted strategies for emission reduction and sustainable business practices. In our unwavering commitment to sustainability, we're proud to announce significant achievements in our carbon footprint reduction strategy, surpassing key milestones:

1. Solar power expansion:

Adding a robust 136.8 kW system of solar panels to our new El Segundo global headquarters is a pivotal step forward. This solar capacity expansion significantly contributes to our clean energy generation, aligning with our strategy to reduce reliance on traditional power sources.

2. Scope 2 carbon neutrality:

By the close of 2023, we successfully achieved a remarkable 63% carbon neutrality in scope 2 emissions, a testament to our focused carbon footprint reduction strategy. This milestone reinforces our commitment to mitigating the environmental impact of our operations.

3. Renewable Energy Credits (RECs) and wind farm collaboration:

Our proactive approach includes the purchase of renewable energy credits (RECs) from a wind farm, offsetting 100% of our facility's power consumption in Indiana. Simultaneously, the installation of solar panels at our new headquarters enhances our reliance on renewable energy sources. This collaborative effort integrates seamlessly into our broader carbon footprint reduction strategy, exemplifying our commitment to cleaner energy practices.

4. LEED Silver certification:

Belkin's El Segundo global headquarters has achieved Leadership in Energy & Environmental Design (LEED) Silver certification. This accolade not only acknowledges our energy-efficient designs, but also reaffirms the success of our comprehensive carbon footprint reduction strategy.

Planet | Environmental impact

These achievements demonstrate our commitment to sustainability, showcasing the efficacy of our carbon footprint reduction strategy. As we celebrate these milestones, we remain resolute in our dedication to advancing sustainable practices, innovating for a greener future, and continuing to refine our strategies to further reduce our environmental impact.



Our notable achievements include:

- Achieved 63% carbon neutrality in scope 2 in 2023
- Upgraded to full LED lighting in our Indiana facility in 2021 and made LED upgrades in several key facilities
- Signed the We Are Still In declaration (Paris Agreement equivalent)
- Attained over 67% GHG reduction in our operations from 2009 to 2023
- Added 136.8 kW system solar panels to our El Segundo headquarters
- Certified our headquarters as LEED and Fitwel
- Reached 35% carbon neutral in scope 2 in 2021 - purchased renewable energy credits from a wind farm for 100% power consumption of our facility in Indiana¹ and installed solar panels at headquarters

Wind energy (or wind power) refers to the process of creating electricity using the wind or air flows that occur naturally in the earth's atmosphere.¹

We completed our purchase of REC effective April 2020. The energy used at our Indiana facility can be claimed from a combination of Pioneer Trail wind farm and Agriwind farm in Illinois.

Initiatives we're implementing include:

- Measuring carbon footprinting for our products
- Executing a continual improvement program with factories and offices in vulnerable locations (ensuring preparation for fires, floods, typhoons, excessive heat, and other extreme weather events) to protect human life and minimize disruption to our supply chain). These changes not only cut costs but also align with our commitment to sustainable practices.

Planet | Environmental impact

Lead with LEED certification:

Belkin's El Segundo global headquarters is so energy efficient that the complex has been awarded LEED (Leadership in Energy & Environment Design) Silver certification.



Water efficiency:

- Low-flow toilets with plumbing fixtures designed to use 26% less water than LEED baseline, and water-conserving faucet sensors
- Drought-tolerant native landscaping
- A separate gray water system for our landscaping

Energy:

- 136.8 kW solar photovoltaic system installed on roof
- The building is mostly lit by natural light during the day
- Low-wattage bulbs where light is needed
- Energy-efficient HVAC system and lighting design reduces energy and operational carbon

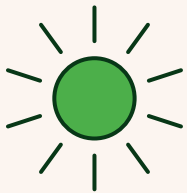
Materials:

- Minimal carpet used – the floor is mostly concrete throughout the building
- White roofing to minimize heat absorption in the building and reduce strain on the HVAC system
- Diverted over 75% of waste from construction of Belkin global headquarters

Parking:

- EV charging stations available on-site

In addition, we went beyond our LEED certification to include Fitwel certification, which prioritizes wellness and optimizes health in the design and operation of the building.



274

Solar panels on the building rooftop



50

Energy-efficient motion sensor lights



30

EV car charging stations



136.8

kW system

Planet | Environmental impact

We've achieved over 67% GHG reduction in our operations since 2009 levels.*

GHG: Greenhouse gases contribute to global warming and negatively impact environmental and human health.



72%

reduction in
electricity consumption



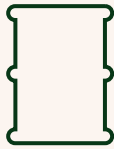
58,576

acres of forest



812,203

tree seedlings



113,611

barrels of oil
(over 1 million gallons of gasoline)

67%

GHG reduction



* Cumulative amount reduced since 2009: 43,396 metric tons of CO₂e.

These statistics were calculated using the Greenhouse Gas Equivalencies Calculator by the EPA.

Planet | Environmental impact

- At the end of 2014, we installed 300 x 100-watt LED COB (chip on board) lights to the existing low-bay fittings in our warehouse, along with wiring alterations to those fittings. These replaced the existing halogen globes and gear trays rated at 450 watts (a 75% savings) on the globe consumption and a reduction on maintenance costs.
- In 2015, we installed 400 LED panel lights in the offices, rated at 36 watts, replacing the existing 72-watt fittings, resulting in a 50% savings on consumption and a reduction in maintenance costs.

Lighting upgrade in the UK.

2014

75%

Savings



300x

2015

50%

Savings



400x

Lighting upgrade in Indiana.

2021

62%

Savings



3,000x

Planet | Environmental impact

Lighting upgrade in our Indiana distribution center resulted in a 62% reduction in utility consumption (4,124 light bulbs).

Environmental impact of retrofit:

Annual carbon emissions reduction	2,701,236	pounds
Annual sulfur dioxide (SO ₂) emissions reduction	9,004	pounds
Annual nitrogen oxide (NO, NO ₂) reduction	4,502	pounds
Coal burning avoided	534	tons/year
Atmospheric mercury contamination avoided	65,000	mg/year
Equivalent acres of forest added	435	acres
Equivalent number of cars removed from the road	210	cars



62%

Savings



Curbing our carbon footprint.



In 2023, Belkin proudly attained Giga Guru status in partnership with Walmart's Project Gigaton.¹ This accolade underscores our commitment to sustainability and our substantial contributions to Walmart's ambitious goal of eliminating one billion metric tons of greenhouse gas emissions from the global value chain by 2030.

¹Project Gigaton is a Walmart initiative to eliminate one billion metric tons (a gigaton) of Greenhouse gases from the global value chain by 2030. Walmart provides project incentives to suppliers through goal setting and awarding credits for progress.

Aligned with Project Gigaton, Belkin actively participated in Walmart's initiative, utilizing goal setting and earning credits for progress in reducing greenhouse gas (GHG) emissions and single-use plastics. By leveraging science-based targets and assessing our GHG and plastic footprint not just for Walmart but on a global scale, we ensured our sustainability goals were robust and far-reaching.

This approach allowed us to legitimize our objectives within the Walmart platform while strategically targeting more substantial reductions in CO₂ emissions and single-use plastics, not only for Walmart but also for our global footprint.

Achieving Giga Guru status is a testament to our dedication to environmental stewardship and the integration of innovative, sustainable practices into our business model. It reflects our commitment to making a meaningful impact in the global effort to combat climate change and reduce environmental impact across our supply chain.



Advancing toward 100% carbon neutrality in our operations.

Renewable energy defined:

Renewable energy, often referred to as clean energy, is derived from natural sources or processes that are continually replenished. Our pursuit of 100% carbon neutrality involves a significant reliance on these sustainable energy sources.

Decoding carbon neutrality:

Carbon neutrality is when an organization measures its greenhouse gas emissions produced and then either avoids these emissions by reducing them, compensating for them through carbon offsetting activities, or eliminating carbon emissions altogether.

Progress across scopes 1 & 2:

Our journey includes a dedicated focus on Scopes 1 & 2, addressing direct emissions and those from purchased energy. By continually monitoring and mitigating these emissions, we are making tangible progress toward our goal of becoming carbon neutral.

As we navigate toward our target, the integration of renewable energy, a deep understanding of carbon neutrality, and vigilant progress monitoring across Scopes 1 & 2 are integral components of our comprehensive approach to sustainability.

We're building toward 100% carbon neutral.

What is renewable energy?

Renewable energy, often referred to as clean energy, comes from natural sources or processes that are constantly replenished.¹

What does it mean to be carbon neutral?

Carbon neutrality means achieving net-zero carbon dioxide emissions by balancing carbon emissions with carbon removal (often through carbon offsetting) or simply eliminating carbon emissions altogether.

Progress toward scopes 1 & 2.



25%
carbon neutral
by 2020



35%
carbon neutral
by 2021



63%
carbon neutral
by 2023*



100%
carbon neutral
by 2030

* 60% wind RECs from Indiana
3% solar from HQ

¹⁾ Source:

Belkin partnership with One Tree Planted.

Contributing to California forest fire recovery.

Organization: One Tree Planted
Year founded: 2014
Focus: Making it simple for anyone to help the environment by planting trees
Web site: <https://onetreeplanted.org/>
Industry: Environmental nonprofit
Headquarters: Shelburne, Vermont

About One Tree Planted.

One Tree Planted is a nonprofit organization focused on global reforestation. Their vision is to make it simple for anyone to help the environment by planting trees. This encompasses restoring forests, creating habitat for biodiversity, and making a positive social impact worldwide. Over the past decade, the nonprofit has planted over 135.5 million trees with 378 partners across 82 countries in North America, Latin America, Africa, Asia, Europe, and the Pacific. One Tree Planted is dedicated to making it easier for individuals and businesses to give back to the environment, create a healthier climate, protect biodiversity, and aid reforestation efforts.



Challenge:

Reforestation after unprecedented devastation.

According to the National Interagency Fire Center, in 2022 there were 7,490 California wildfires that totaled 362,455 of acreage burned. The 2022 season came on the heels of the 2020 and 2021 California wildfire seasons, which recorded the highest and second-highest (respectively) acreage burned in history. The cumulative effects of these three years also rendered forests more vulnerable to bark beetle infestation, further weakening and devastating forests.

The main priority was to support healthy forest fire recovery, while other challenges included managing bark beetles and soil erosion, and protecting water quality.

One Tree Planted had an established track record of several forest fire recovery projects across the state of California, which has 33 million acres of diverse forests. Additionally, the nonprofit had extensive experience increasing biodiversity to protect freshwater and soil.

Solution:

A holistic approach to helping the environment.

Following the devastating wildfires statewide, Belkin swiftly joined forces with One Tree Planted to aid recovery efforts. Our partnership supported the direct action of planting trees to restore ecosystems that were severely degraded by these fires. Belkin partnered with One Tree Planted to make a meaningful impact on recovering California's landscapes during our April 2023 campaign funding.

Throughout our April campaign, \$1 was donated for every new product sold on Belkin.com. Our partnership supported the direct action of planting trees to restore ecosystems that were severely degraded by these fires.

Beyond planting trees, our collaboration aimed at broader ecological benefits, including habitat restoration and erosion control. This holistic approach contributed to both environmental recovery and community resilience.

Planet | Carbon footprint

Result:

A tangible, positive impact.

A total of 5,867 trees were planted in regions throughout the state severely impacted by wildfires. This success reinforced Belkin's commitment to ongoing collaboration, with a shared vision of contributing to the sustained recovery and resilience of California's forests. Belkin's contribution to California forest fire recovery reflects a commitment to action, emphasizing the rebuilding of ecosystems and the preservation of the state's natural beauty and environmental legacy.

Snapshot of the project Belkin supported:

- 5,867 trees planted by Belkin
- Implemented measures countering drought devastation
- Performed habitat restoration
- Addressed erosion control
- Battled bark beetle infestation



"Anytime we can actively participate in restoring the environment, we're going to jump at it. One Tree Planted's efforts perfectly align with Belkin's sustainability values, and with our headquarters in Southern California, we saw the impact of the wildfires firsthand. We're proud of our One Tree Planted partnership, and continue to collaborate and explore ways to work together."

Ernie Roberts, Belkin Head of Global Sustainability



Responsible e-waste and recycling management.

Taking a comprehensive approach to curtailing a fast-growing global challenge.

Fast-growing challenge:

Electronic waste (e-waste) represents the fastest-growing waste stream globally. At Belkin, we recognize the urgency to address this challenge responsibly.

Global compliance and expansion:

Adhering to the Waste Electrical and Electronic Equipment (WEEE) directive, we conduct rigorous product assessments to meet specified reuse, recycling and recovery rates. Our commitment extends beyond the EU, covering diverse regions.

Certified recycling standards:

Our U.S. recycler holds landfill-free certification for both the R2 Standard and RIOS, ensuring responsible recycling practices. The R2 Standard provides essential processes and safety measures for electronics recycling.

Partnership with SIMS Recycling:

In collaboration with SIMS Recycling, we offer free recycling of Belkin products across the United States. This initiative aims to salvage valuable materials like aluminum, copper and precious metals, diverting e-waste from landfills.

Contributing to recycling programs:

Belkin is proud to contribute to various countries' recycling programs. Since 2009, we've funded the recycling of 10,734 metric tons of packaging, emphasizing our commitment to environmental responsibility.

Belkin's impact:

Headquarters (HQ):

Since 2009, Belkin's headquarters have diverted 76,128 pounds of e-waste from landfills. Collaborating with e-waste partner Human-I-T, we ensure responsible disposal to prevent soil, groundwater and air contamination. Human-I-T, a nonprofit and social enterprise, aligns with our commitment, repurposing e-waste into usable devices while bridging the digital divide.

Global initiatives:

Globally, we actively participate in diverse e-waste recycling schemes. Since 2009, our contributions include funding the recycling of 27,405 metric tons of electronic waste, 764 metric tons of batteries, and 10,405 metric tons of packaging. This comprehensive approach reflects our dedication to the circular economy, emphasizing responsible end-of-life (EOL) practices.

End-of-life disposal (e-waste partners)

Belkin contributes to the Waste Electrical and Electronic Equipment Directive in the EU.

Belkin partners with various organizations in the U.S. to ensure that our e-waste is responsibly recycled:

- **Human-IT:** GHQ e-waste
- **Technology recyclers:** Indiana warehouse e-waste
- **SIMS lifecycle services:** USA online takeback program
- **Call 2 Recycle:** Battery recycling partner in U.S. and Canada

UN Goal 12:
Responsible consumption and production.

Global recycling.

Global recycling initiatives have helped Belkin reduce our carbon footprint on a much larger scale.

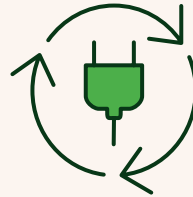
E-waste.

Our notable achievements include:

- Since 2009, we funded the recycling of 27,560 metric tons of electronic waste and 763 metric tons of batteries
- Belkin employees diverted over 76,128 lbs. of e-waste away from landfills with support from e-waste partner Human-I-T, ensuring metals and chemicals don't contaminate soil, groundwater and air
- We've made it easy for our customers to contribute with a recycling resource section on our website

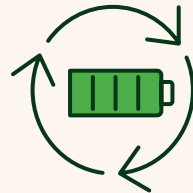
We're focused on these future initiatives:

- Developing a system to track how much copper, tin and other metals are in our products
- Pursuing removal of hazardous substances in product development to align with the goals and prevent disclosure of EU RoHS, REACH, etc.
- Evaluating our systems: We're partnering with our recycler in Indiana and are discussing with smelters to determine how we can validate recycled content
- Furthering our partnership with Call2Recycle for U.S. battery recycling and expanding battery recycling partnerships around the globe
- We're constantly looking for ways to encourage responsible consumption
- We continually investigate and learn about the environmental and social impact of our products



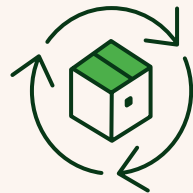
27,560

metric tons of electrical and electronic devices



763

metric tons of batteries



10,734

metric tons of packaging

Our commitment to a sustainable supply chain.

Navigating complexities and embracing best practices.

Belkin is dedicated to fostering a sustainable and ethical supply chain that aligns with our core values. Our commitment extends beyond creating innovative products; it encompasses ensuring that every step of our supply chain reflects environmental responsibility, social accountability and ethical business practices. Our commitment to responsible business conduct extends throughout our supplier engagement, partnerships and transparency initiatives.

Ethical sourcing practices:

Supplier engagement:

We actively engage with our suppliers to ensure that ethical and sustainable practices are woven into every aspect of our supply chain. Our engagement involves ongoing communication, audits and evaluations to guarantee compliance with our ethical sourcing guidelines. We align collaborative efforts with industry best practices, and we're proud to be a member of the Responsible Business Alliance (RBA). The RBA, a coalition of businesses committed to social responsibility, provides a framework for companies to collectively address labor and human rights, ethics, environmental sustainability, and health and safety in global supply chains.

Partnerships with ethical suppliers:

Belkin actively seeks partnerships with suppliers who share our commitment to ethical practices. We prioritize working with organizations that adhere to fair labor standards, provide safe working conditions, and embrace diversity and inclusion.

Sustainable practices:

Environmental responsibility:

Belkin places a strong emphasis on minimizing the environmental impact of our supply chain. This includes reducing carbon emissions, minimizing waste, and implementing energy-efficient practices across our manufacturing and logistics operations.

Supply-chain transparency:

Transparency is a cornerstone of our sustainable supply chain. We believe in open communication with our stakeholders, providing visibility into our supply-chain processes. This transparency ensures accountability and allows our customers to make informed choices about our products.

RBA's impact:

Our partnership with the RBA enhances our ability to address global supply-chain challenges effectively. By collaborating with like-minded businesses within the RBA framework, we contribute to the development and implementation of responsible practices that drive positive change. This collaboration empowers us to navigate the complexities of the global supply chain while ensuring that our products are sourced and manufactured ethically.

We're committed to the ongoing improvement of our supply-chain practices. Regular assessments and feedback mechanisms are in place to identify areas for enhancement, ensuring that our commitment to sustainability is a dynamic and evolving journey.

By prioritizing ethical sourcing, engaging with responsible suppliers, embracing sustainable practices, and fostering transparency, Belkin strives to create a supply chain that impacts the world in a positive way.



Product chemistry and environmental compliance.

Following regulatory requirements and practicing sustainable governance.



Global regulatory compliance:

Ensuring the safety of our products and meeting environmental regulatory requirements globally is a fundamental aspect of Belkin's commitment to responsible business practices. To sell our products in the global marketplace, Belkin diligently adheres to environmental regulatory requirements across various regions. Our commitment extends beyond mere compliance, as we aim to proactively contribute to environmental stewardship.

Restricted Substance List:

Belkin maintains a dynamic and comprehensive Restricted Substance List (RSL) that's updated annually. This list goes above and beyond basic compliance obligations, serving as a proactive measure to design our products without the use of substances that could potentially pose harm to the environment or end users.

Proactive product design:

Our commitment to environmental sustainability is embedded in our product design philosophy. By excluding substances listed in our RSL, we ensure our products not only meet but exceed global compliance standards. This proactive approach reflects our dedication to the health and well-being of our customers, the environment and the communities we serve.

Belkin's ongoing efforts in product chemistry underscore our commitment to responsible and sustainable business practices. Through the continual refinement of our Restricted Substance List and proactive product design, we strive to lead the way in delivering environmentally conscious and compliant solutions to the market.

Restricted Substance List:

Product chemistry and environmental compliance.

Following regulatory requirements and practicing sustainable governance.



Responsible consumption and production.

E-waste.

We're pursuing the removal of hazardous substances in product development to align with the goals of California Proposition 65, EU, RoHS, REACH, etc.

What do these acronyms stand for?

RoHS Restriction of Hazardous Substances

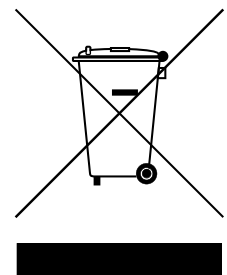
SCIP Substance of Concern in Products: this is established under the EU Waste Framework Directive (WFD)

WEEE Waste Electrical & Electronic Equipment

REACH Registration, Evaluation & Authorization of Chemicals

TSCA Substance Control Act

POPS Persistent Organic Pollutants (PFOA and PFOS included)



Establishing an ethical conflict minerals policy.

Aligning minerals sourcing procedures with our corporate values.

Belkin is committed to upholding ethical standards in its supply chain, particularly concerning the use of conflict minerals. The Dodd Frank Act Section 1502 obliges U.S. companies to scrutinize their supply chains for tin, tantalum, tungsten and gold, with a focus on minerals originating from the Democratic Republic of the Congo (DRC). This legislation specifically targets units of the Congolese army and associated militias implicated in human rights abuses.

Belkin recognizes the gravity of concerns regarding conflict materials, which have been linked to human rights atrocities in the Eastern Region of the DRC. Aligned with our corporate values, we insist that our suppliers operate in a manner that precludes any involvement in labor or human rights violations.

To address these concerns, Belkin has implemented a robust responsible minerals sourcing policy.

We closely monitor supplier compliance through a comprehensive supply chain survey, the Conflict Minerals Reporting Template (CMRT). This survey includes the identification of all smelters supplying gold, tantalum, tin and tungsten (3TG) to our supply chain. Furthermore, we require our direct suppliers to source 3TG exclusively from smelters with validated due diligence practices, as verified by an independent third-party audit program.

Belkin's commitment extends to reviewing due diligence information obtained from our suppliers, reinforcing our expectations for responsible mineral sourcing throughout our supply chain. Our proactive approach demonstrates our dedication to ethical business practices and the promotion of responsible sourcing in the electronics industry.



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impact**

Product



Sustainable product design.

Developing innovative alternatives.

Progress in R&D for sustainability:

Belkin's relentless commitment to sustainability is evident in our robust Research and Development (R&D) efforts aimed at integrating responsible practices into our products. Our multidisciplinary teams, comprising experts in sustainability, material engineering, supply chain, mechanical engineering, regulatory and compliance, and product quality assurance, work collaboratively to drive positive environmental impact.

Material investigation projects:

In the pursuit of more sustainable alternatives, Belkin's R&D initiatives include comprehensive material investigation projects. Through collaboration with global experts, we explore innovative materials that align with our sustainability goals. This year's focus remains on identifying viable substitutes for virgin plastic, particularly in product enclosures.

Incorporation of PCR (post-consumer recycled) materials:

Belkin recognizes the significance of reducing our environmental footprint, and one key initiative involves the incorporation of post-consumer recycled (PCR) materials. This approach not only aligns with our commitment to sustainability, but also contributes to a circular economy. By actively seeking and implementing PCR content, we aim to make a meaningful impact on waste reduction.

PFAS-free alternatives exploration:

As part of our ongoing efforts to eliminate per- and polyfluoroalkyl substances (PFAS) from our products, our R&D teams are diligently searching for PFAS-free alternatives. This strategic approach aligns with our dedication to chemical safety and environmental stewardship. Belkin acknowledges the complexities of this endeavor and remains committed to thorough research and testing to ensure the development of alternatives that meet our high standards.



Belkin's approach to phasing out PFAS.

Proactively exploring safer solutions.

At Belkin, our commitment to sustainability is unwavering. Recognizing the environmental impact of per- and poly-fluoroalkyl substances (PFAS), we aim to engage our supply-chain partners and find safer alternatives that enhance product performance while reducing environmental harm.

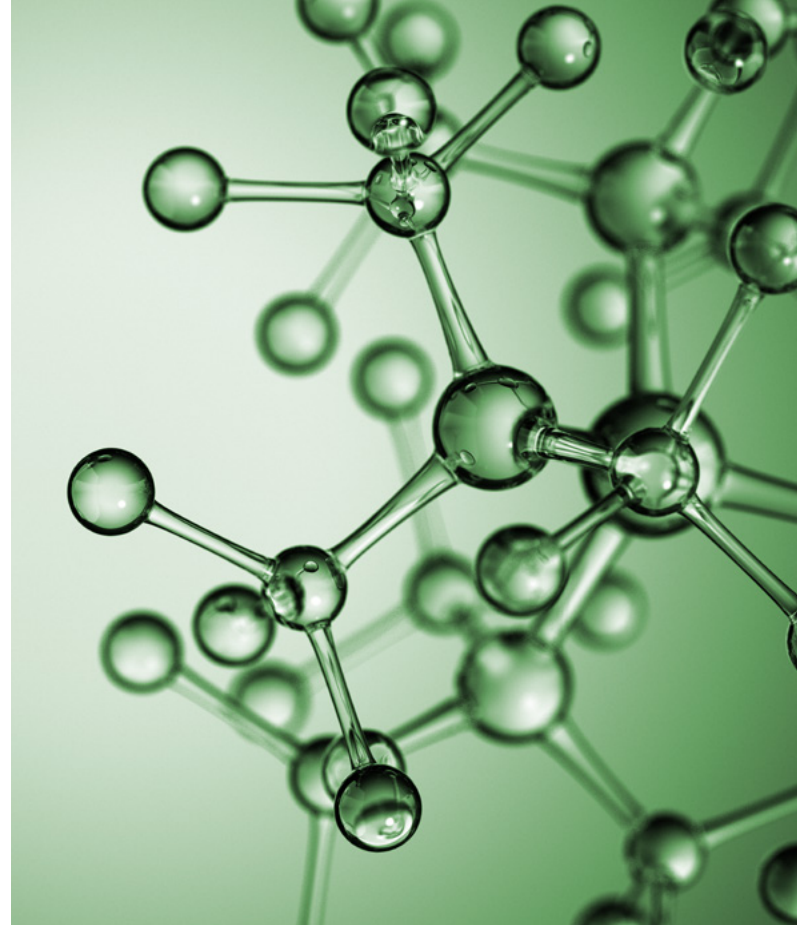
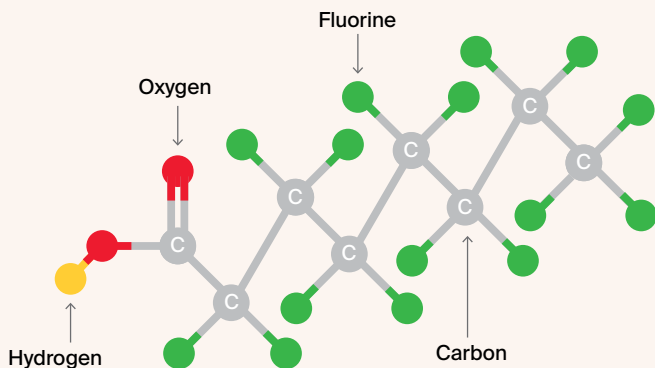
Belkin prioritizes the removal of hazardous substances from our product designs. Our commitment is reflected in our Regulated Substances Specification, emphasizing a rigorous approach to chemical safety. While adhering to recommended practices, we strive to continue to innovate and discover safer solutions.

PFAS background:

PFAS – with their unique properties – have been widely used across industries, including electronics. Acknowledging the potential risks, we're committed to eliminating PFAS from our products. Our efforts focus on applications with the highest PFAS volume and the most significant environmental impact.

Belkin's PFAS phase-out commitment:

Belkin is taking proactive steps in phasing out specific PFAS members, eliminating PFAS through restrictions, and continually updating our substance specifications. We recognize the challenges in compiling a comprehensive PFAS catalog and are dedicated to ensuring non-PFAS alternatives meet stringent safety standards.



Steps toward PFAS phase-out:

1. Compiling a comprehensive catalog:

Belkin is actively engaged in cataloging PFAS use in our products, ensuring transparency and informed decision-making.

2. Identifying non-PFAS alternatives:

We're collaborating with existing and new suppliers to identify non-PFAS alternatives. Belkin is committed to innovation, partnering with research institutes and funding projects for the development of PFAS-free alternatives.

3. Avoiding regrettable substitutions:

Belkin recognizes the importance of avoiding regrettable substitutions. We employ rigorous chemical hazard assessments to ensure that non-PFAS alternatives meet safety standards without unintended consequences.

Our efforts align with specific global regulations, such as the European Union's perfluoroalkyl chemicals (PFASs) guidelines by the European Chemicals Agency (ECHA) and the insights from the U.S. Environmental Protection Agency (EPA) regarding the human health and environmental risks of PFAS.

Belkin's proactive stance in phasing out PFAS aligns with our values of sustainability, innovation and collaboration. We strive to lead transformative change within our industry, inspired by a commitment to a greener future.

Evaluating environmental impact throughout the supply chain.

Gaining insights at life-cycle stages to manage our environmental footprint.



LCA calculation capability:

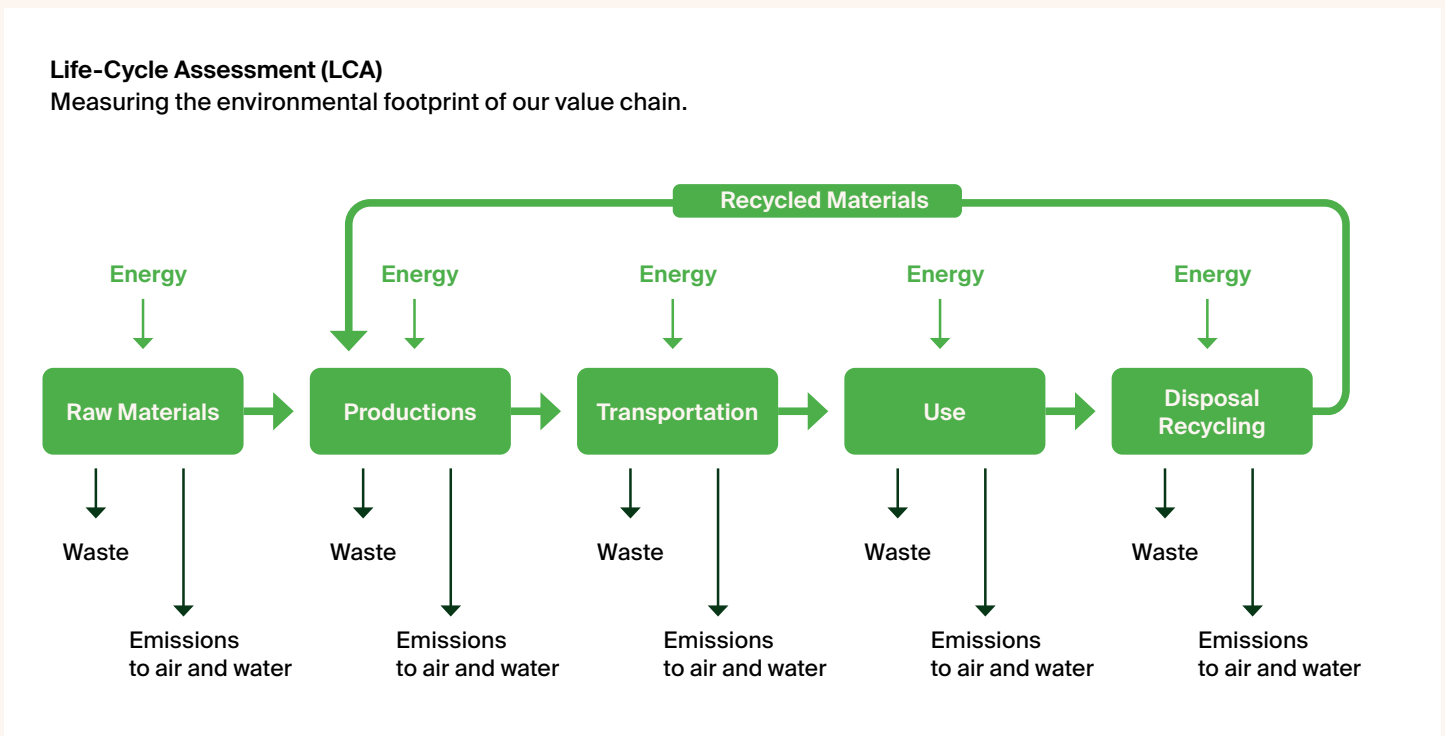
Life-Cycle Assessment (LCA) stands as a foundational analysis method crucial for evaluating the environmental impact and resource consumption throughout every stage of a product or service supply chain.

At Belkin, we have embraced LCA to comprehensively measure potential environmental loads, enabling us to make informed decisions at each step of our operations.

Adhering to ISO 14040 and ISO 14044 standards, LCA provides a standardized framework for assessing a product's life cycle. We meticulously track resource consumption, including energy, water, and materials and LCA allows us to connect this data to specific products. By adopting this approach, we gain insights into a product's scope 3 emissions – from its initial development to its final delivery to our customers.

An integral aspect of LCA is its ability to quantify the environmental impact at every life-cycle stage: material extraction, production, product use, and end of life. This comprehensive evaluation helps us understand the holistic environmental footprint associated with our products.

Belkin utilizes LCA to build in-house capabilities for measuring our material and product footprint. This strategic initiative empowers us to identify materials with lower environmental impact, phase out those with higher impact, and foster the development of products with a reduced carbon footprint. Our commitment to LCA reflects our dedication to sustainable practices, enabling us to make informed decisions that contribute to a more environmentally responsible future.



Gaining momentum on packaging responsibly.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Packaging.

Our achievements include:

- Funded the recycling of 10,405 metric tons of packaging since 2009
- Committed to Australia Packaging Covenant Organisation (APCO) 2025 targets
- Executed packaging refresh to replace clamshell plastic packaging
- Replaced screen protector plastic envelope with compostable solution (plant-based plastic and craft paper) while investigating recyclable envelope solutions
- Fostered implementation of smaller packaging sizes. Reduced size of NPI packaging by an average of 41% in Korea.

We're dedicated to addressing these challenges moving forward:

- Continuing commitment to Walmart Project Gigaton
- Attaining chain-of-custody certification for paper sourcing
- Accelerating reduction of single-use plastic by end of 2025 (based on 2019 benchmark of 25% single-use plastic reduction)
- Implementing 100% plastic-free packaging



Commitment to Australia Packaging Covenant Organisation (APCO) 2025 targets.



Packaging:

APCO believes collaboration is critical among all sectors and government to find the best possible solutions to packaging efficiency and sustainability in Australia.¹

APCO allowed us to evaluate our total packaging footprint in Australia and New Zealand and investigate, along with our partners, how our packaging is managed after it's purchased by the consumer.

With APCO's direction, we were able to develop packaging that's aligned with APCO's targets for single-use plastic reduction, recycled content and the use of compostable materials. We then applied this to products we sell globally.

The Covenant:

The Australian Packaging Covenant (the Covenant) is an agreement that defines how governments and businesses share the responsibility for managing the environmental impacts of packaging in Australia.

The Australian Packaging Covenant Organisation (APCO) is the entity in charge of managing and administering the Covenant. By becoming a Member of APCO and therefore, a Signatory to the Covenant, organizations agree to shared commitments and joint responsibilities to work collaboratively to achieve sustainable packaging outcomes.

2022-23 APCO performance summary results:

Belkin has moved from an overall performance level last year of 55% (Advanced) to 80% (Leading).

Overall Performance Leading

The chart below indicates the overall performance level of this organization listed above in the 2023 APCO Annual Report. The organization's reporting period was January, 2022 - December, 2022



Product | Responsible packaging

With plastic.



Reduced plastic.



Reduced plastic.

Belkin is committed to reducing the use of single-use plastic in packaging for new product launches.

The result.

This was implemented across new and existing products and brought a 56% reduction in plastic since 2019.

Below are a few examples of our new packaging designs where we saw significant reductions in plastic packaging.

- **BoostCharge Pro**
3-in-1 Wireless Charger with MagSafe 15W
- **BoostCharge Pro**
3-in-1 Wireless Charging Pad with MagSafe
- **BoostCharge Pro**
Portable Wireless Charger Pad with MagSafe
- **SoundForm™** Immerse Noise Cancelling Earbuds
- **Magnetic Face Tracking Mount**

With plastic.



Reduced plastic.




Reduced plastic.

Belkin is committed to the reduction of our ecological footprint by rethinking the way we produce and consume goods and resources.

The result.

Successfully reengineered the packaging and storage of key elements of our product line, resulting in a significant reduction of raw materials used – all without the loss of quality, safety and longevity.

- **Screen protector envelopes**
Reduced the use of plastic by **40%**
- **Quick Start Guide**
Redesigned to reduce its paper consumption by **90%**
- **Screen protection application system**
Redesigned, reducing over **80%** of plastic needed

 = Plastic elements

Sustainable paper sourcing and environmental responsibility.

Requiring compliance to protect forest ecosystems and their communities.



We require a chain-of-custody certification to ensure our paper is sourced from responsibly managed forests and is compliant with all applicable local and international laws.

This also ensures protection of worker and indigenous peoples' rights, minimizes our environmental impact, and protects the long-term viability of the forest.

We use FSC certified paper in our packaging. This means that we “comply with the highest social and environmental standards on the market. Public concern about the state of the world’s forests and timber resources is increasing, and FSC provides a credible solution to complex environmental and social issues.”¹



Plastic packaging reduction journey.



Advancing toward plastic-free packaging.

Moving past previous goals to eliminate plastic entirely.



We've already met our original goal to reduce single-use plastics by 25% by 2025. Currently at 66% reduction, we are seeking ways to remove plastic from our packaging entirely. Most single-use plastic ends up in landfills, oceans, waterways and the environment. Plastics don't biodegrade. Instead, they slowly break down into smaller pieces of plastic called microplastics.¹



¹ Source:

Embracing recycled PET (rPET) for sustainable packaging.

Continuing efforts to reduce our virgin plastic footprint.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We use 100% recycled PET (rPET) where possible, exceeding our goal to incorporate at least 30% rPET in our packaging when plastics are used.

The continued effort is to reduce our virgin plastic footprint while also opening up demand for recycled plastic, to support our recyclers and help lead us toward a circular economy.



Transforming old bottles into new packaging.

2021 ScreenForce™ application system.



We developed this process to recycle used PET plastic bottles into new packaging that can be further recycled. This solution, 100% recycled PET (rPET), was incorporated into our OVR packaging where paper did not meet our packaging standards.



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People



People first policies and practices.

Awards and recognitions for 2023.

2022 Highlights.

A healthier future with Fitwel.

Originally created by the U.S. Centers for Disease Control (CDC) and U.S. General Services Administration, Fitwel is the world's leading certification system committed to a future where all buildings and communities are enhanced to strengthen health and well-being.

Belkin headquarters has received Fitwel certification for implementing the Fitwel Standard to increase employee health, well-being and access for all.

- Outdoor space amenities include indoor and outdoor gardens with seating areas
- Sit-stand desks promote health and activity
- Healthy food and beverage options available for all employees
- Access to on-site gym
- Quiet room
- Private lactation room for nursing employees and guests

2023 Highlights.



Los Angeles Business Journal award.

In addition to back-to-back award wins for LA Business Journal's Best Places to Work, for the second year in a row, Belkin Global Headquarters is recognized as Built In's 2024 Best Places to Work. In true Belkin fashion, we actually outdid ourselves from our 2023 award: Not only did we repeat in the LA Best Places to Work and LA Best Midsize Places to Work, but expanded to the *national level* and were named as U.S. Best Midsize Places to Work!



Ensuring healthy lives by promoting well-being.

Articulating positive attitudes and approaches to staying energized and focused.



Belkin values are the foundation for our work and behavior as an organization. They represent the fundamental philosophies behind what we believe will create a positive experience among our colleagues and customers. Within our organization and throughout the world, our ultimate vision is for a protopia. A protopian world focuses on continuous improvement and adaptability, working toward an inclusive future with more diversity.

Our values define a competitive difference. As a clearly articulated expression of Belkin's attitude and approach, they continually help to attract and retain talent interested in living by our values in the workplace.



Be positive active.

Our best emerges from a positive, optimistic mindset. Participate, be thoughtful and make smart decisions.



Maintain your edge.

Curiosity, passion and discipline feed the competitive spirit. Commit to being the best without compromising integrity.



Pursue the ideal.

The ideal lies at the intersection of what is possible and what people care about. Push yourself to achieve the extraordinary.



Recharge.

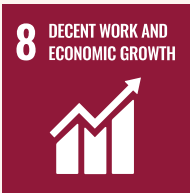
We're most effective when we're energized and focused. Invest in those things that replenish you.



Succeed as a team.

We believe in the power of collaboration. Honor diverse ideas, foster healthy debate and inspire each other.

Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.



It's the desire and intention of Belkin to conduct our business with high ethical standards and to positively impact the communities in which we do business. We've developed codes of conduct to ensure our actions are consistent with our intentions.

Fostering growth and development opportunities:

Our employees' well-being and career development are extremely important to us. We want them to perform well and get satisfaction from their jobs.

The Belkin team provides quality services that support the recruitment of qualified job applicants, the growth and advancement of training, and education to develop and promote employee success.

Safe and healthful working environment:

The Belkin People Team promotes and prioritizes the health and personal safety of each employee. Providing a safe and healthy workplace is of primary importance in all phases of the operation and administration at Belkin.

Talent acquisition:

At Belkin, talent acquisition is a long-term strategic effort to cultivate relationships that attract qualified candidates who will bring their knowledge, skills and experience to the organization.

Talent development:

Learning and development are critical to the success of our business. At Belkin, we aim to foster a culture of learning where employees can develop themselves to reach personal goals aligned with the goals of the organization. Learning and development can help our teams advance their careers, build their confidence, and provide a greater sense of purpose and professional achievement while helping us build a stronger business, and being a strong partner to our communities.



Portal Learning students presenting at Belkin HQ.

Our programs provide support across all our regions, to ensure employees continue to develop. Most of the content is provided as on-demand, ensuring access at the point of need, and at a time that works for the individual. We prioritize on-demand and interactive learning content; however, we also offer more formal training programs for immersive, skill-building opportunities around self-development.

Programs offered:

- On-demand access to learning management system G.R.O.W. Learning Hub – over 15,000 courses for skill building
- Education reimbursement
- Mentorship program
- Executive coaching
- Leadership development programming
- Skill-map building

Ensuring healthy lives by prioritizing well-being.

Providing on-site fitness facilities, health competitions and various wellness perks.



At Belkin, we recognize that we're all people before we're employees, and as such, all people deserve to be healthy. In fact, fostering inclusive well-being is at the forefront of our organization, with one of our company values being Recharge: We're most effective when we're energized and focused. Invest in those things that replenish you.

Belkin has access to a state-of-the-art on-site gym that's free to all employees. It consists of free weights, workout machines, Peloton bikes, cardio equipment, TRX, and a rock-climbing wall.

This space also includes free access to a locker room with day-use lockers, showers (soap, shampoo and conditioner provided) and towels. We offer free on-site and virtual bootcamp and yoga classes with professional instructors. For those feeling competitive, we offer regular fitness competitions focused on developing healthy fitness habits for our personnel.



At Belkin, we strive to offer a market-competitive, valuable Total Rewards program because our employees are at the core of everything we do. Our goal is to provide a wide variety of health and wellness benefits that allow our employees to choose the coverage that best meets their needs.

We remain committed to our Total Rewards philosophy of providing benefits that are competitive, equitable, comprehensive and sustainable.

- Monthly mindfulness sessions
- State-of-the-art massage chairs
- Free weekly virtual fitness classes (yoga and bootcamp)
- Discounted gym memberships through Active & Fit
- Two meditation/non-denominational prayer rooms
- A Mother's Room for mothers to use privately for lactation (equipped with a refrigerator for secure milk storage)

Collaborating locally to create community engagement.

Participating in community projects, employee volunteer programs and education.



2023 People milestones:

- Belkin CFO Jay Singh and his wife Renu started the nonprofit Giving From the Heart Foundation in 2018 to provide food, toys, clothes and other necessities to those in need. 2023 carried on their tradition of working with local vendors to redirect excess waste to underserved communities through local toy and food drives, clothing donations and school backpack donations.
- In the summer of 2023, Belkin hosted two weeks of computer coding camp through Kode with Klossy at its global headquarters in El Segundo, California. The annual program creates learning experiences and opportunities for young women and gender expansive teens to spark their passions in a tech-driven world.
- In 2023, Portal Schools became Portal Learning. The community partnership is a network of independent Los Angeles high schools that launched its founding cohort at Belkin International Global Headquarters in El Segundo. Students attend programming two days a week and activities include mentorships, mini-internships and projects on the Belkin campus.
- Earthwise VIBE activities: Employee Resource Groups (VIBEs: Value Inclusion, Belonging and Equity) participated in voluntary activities involving community outreach, professional development and networking. In the springtime of 2023, Belkin employees conducted a cleanup effort at the Ballona Creek Wetlands. Additionally, there were an e-waste drive and public speaking engagements educating on organizational sustainability efforts.



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Earthwise



belkin
Diverse Ability



belkin
Juntos @ Belkin



belkin
Page Turners



belkin
Pride @ Belkin



belkin
Women's
Network Group



belkin
Black Excellence
in Tech



Ensure healthy lives and promote well-being for all ages.

Community and collaboration:

- Employee resource groups: VIBEs (Value, Inclusion, Belonging, Equality) focused on community building, talent recruitment/retention and advocacy
- Honored to be named “Best Places to Work” by Los Angeles Business Journal
- Won the Healthiest Employer Award in Southern California with up to 499 employees
- Biannual on-site blood drive with the American Red Cross
- Identified as LA Times B2B Publishing as DEIA Visionary
- “Mindfulness with Dr. Milo” on the first Wednesday of every month
- Mental health first-aid training for senior leadership
- Art therapy for employees through a contribution to Million Little (millionlittle.com)
- Wellness programs, snacks, meals, beverages and workplace facilities to promote exercise and fitness
- On-site flu and COVID vaccinations and biometric screening events
- On-site annual health fair

Reduced inequality within and among countries.



Reduced inequality within and among countries – DEIB vision.

Our continued success depends on the Diversity, Equity, Inclusion and Belonging of our global team. Because we make people-inspired products, prioritizing the holistic well-being of people is essential to our business. Our DEIB commitments inform and fuel us on our pathway of action to walk the talk. As lifelong learners, we commit to a growth mindset that allows us to hold courageous conversations and push back against systemic oppression.

Belkin was announced as one of five finalists in the DEI Team of the Year category out of 77 organizations by Los Angeles Business Journal.

DEIB commitments to walk the talk:

1. Shared responsibility
2. Education and awareness
3. Cultural humility
4. Active listening
5. Accountability

DEIB focus:

- Pillar 1: Talent recruitment and retention
- Pillar 2: Education and awareness
- Pillar 3: Connection and collaboration
- Pillar 4: Professional development

Gender equity and equality.

The founding of the Women's Network Group (WNG) as our first employee resource group represents our ongoing commitment to gender equity and gender equality. Not only does WNG provide programming throughout the organization, but members also receive advocacy, mentorship and professional development. Meetings are robust in conversation among members and senior leadership.

These opportunities to connect with executives can also serve as reminders of the ongoing importance to search for, analyze and rectify any unintentional pay inequities that may arise over time. Similar to all our employee resource groups, WNG is intentionally mindful about how members' gender identities are intersectional with all other multicultural identities.

Quality education.

Embracing a growth mindset throughout our organization propels our legacy of innovation forward and enables

us to stay at the forefront of emerging technologies. Moreover, our unwavering belief in quality education is reflected in both our internal benefits offerings and programming, as well as our community engagement and volunteerism.

Our Pursue the Ideal company value reverberates this message: "The ideal lies at the intersection of what is possible and what people care about. Push yourself to achieve the extraordinary." Moreover, Education and Awareness is a DEIB commitment as well as a Focus Pillar of action.

The Educational Assistance Program offered to all full-time employees supports our belief that all humans are lifelong learners.

Employees who have been onboard for at least one full year are able to receive annual financial assistance for a job-related course at an approved educational institution. We also offer optional training year-round through our Learning Management System, GROW

Committed to suppliers complying with our code of conduct.

Ensuring accountability and transparency in supplier relations.

At Belkin, we're committed to upholding the highest standards of ethical business practices across our supply chain.

To achieve this, we've implemented a robust Supplier Code of Conduct that aligns with the Responsible Business Alliance's (RBA) stringent standards.

- **Alignment with RBA standards:** As an active member of the Responsible Business Alliance (Belkin parent company Foxconn is an RBA founding member), we revised our supplier Code of Conduct post-merger in 2018. This revision ensures strict alignment with RBA's guidelines.
- **Ongoing audits for social accountability:** We continually monitor our suppliers' adherence to social accountability standards through regular third-party audits. All engaged factories are required to undergo current third-party audits by approved social audit schemes.
- **Quarterly monitoring and issue resolution:** Our proactive approach involves quarterly tracking and flagging of any issues identified through our monitoring system. The Supplier Quality Assurance (SQA) team is promptly alerted, enabling timely issue resolution.
- **Supplier training and auditing:** We offer new supplier auditing and training as needed, fostering a culture of continuous improvement. This ensures that all suppliers remain updated on the latest ethical and social responsibility standards.
- **Modern Slavery Act reporting:** Belkin adheres to the Modern Slavery Acts in Australia and the UK, conducting annual reporting. This commitment underscores our dedication to eradicating modern slavery and promoting transparent supply-chain practices.
- **RBA Code of Conduct compliance:** All our suppliers are mandated to comply with the RBA Code of Conduct. This framework, based on Version 8.0, establishes clear expectations for social and environmental responsibility.
- **Biennial third-party social compliance audits:** Belkin enforces a biennial requirement for all suppliers to undergo third-party social compliance audits. This regular assessment ensures ongoing adherence to ethical standards.
- **Global dissemination of guidelines:** We have disseminated expectations and guidelines for suppliers globally, solidifying a shared commitment to ethical and environmentally progressive business practices. This Code of Conduct is instrumental in our supplier selection process, ensuring alignment with our values and sustainability goals.

Responsible Business Alliance Code of Conduct Version 8.0



Goals we've attained in working with organizations include:

- All factories we engage with must have a current third-party audit by one of our approved social audit schemes
- Continually monitor our tracker and flag any issues to Supplier Quality Assurance (SQA) quarterly. We offer new s upplier auditing and training as needed
- Conducting annual Modern Slavery Act reporting in Australia and the UK
- Performing updated Annual Social Accountability Internal Audit and Supplier Code of Conduct

Moving forward, we're committed to:

- All our suppliers must comply with the RBA Code of Conduct and must complete a third-party social compliance audit every two years
- Belkin is required to report our progress on this annually in accordance with UK 1 and Australia Modern Slavery Acts 2

UK Modern Slavery Act.

An act to make provision about slavery, servitude and forced or compulsory labor, and about human trafficking, including provision for the protection of victims; to make provision for an Independent Anti-slavery Commissioner; and for connected purposes.¹

California Transparency in Supply Chains Act.

A requirement for companies to disclose information regarding their efforts to eradicate human trafficking and slavery within their supply chain.²

Conflict Minerals Dodd Frank Act Section 1502.

A requirement for U.S. companies to disclose usage of conflict minerals including tin, tungsten, tantalum and gold, and where these minerals originate from the Democratic Republic of the Congo (DRC) or adjoining country where evidence of human rights abuses have occurred.³

Australia Modern Slavery Act.

An act to require some entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks.⁴

¹ Source:

² Source:

³ Source:

⁴ Source:

People | Supplier code of conduct

Foxconn is a founding member of the Responsible Business Alliance (RBA). Since our merger in 2018, we revised our supplier code of conduct to align with the RBA's standards.

We track all suppliers' third-party social accountability audits to make sure they are current.

Internal audits alone are not acceptable. You can find the RBA code of conduct [here](#) and the most recent ESG report [here](#).



What is the Responsible Business Alliance?

The RBA is a nonprofit organization representing electronics, retail, auto and toy companies committed to supporting the rights and well-being of workers and communities worldwide that are affected by the global supply chain.

We continue to monitor our suppliers and flag any issues to the Supplier Quality Assurance (SQA) team quarterly. When we want to engage with a new supplier, we evaluate them not only on their capacity and capabilities, but also on their ethical standards.

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Governance



Ensuring the effectiveness of sustainability strategies.

Belkin's multi-layered approach to governance and strategy.

Governance / organizational structure:

When it comes to governance, Belkin has several layers of oversight to ensure the effectiveness of Belkin's overall sustainability and ESG strategy. In terms of organizational structure, Belkin established a global sustainability committee in 2021 that is comprised of cross-functional leadership including engineering, product management, supply chain, operations, communications, sales and the sustainability department. The committee also has executive sponsorship from the CEO. Belkin has also established regional sustainability committees that enable a two-way transfer of knowledge and business objectives in alignment with the sustainability strategy.

Belkin's parent company Foxconn Interconnect Technologies (FIT) also has a Sustainability and Environmental Responsibility (SER) Committee. The FIT Board has oversight of the SER Committee. Belkin's sustainability strategy is executed with the SER Committee and overall FIT ESG strategy.

The Belkin sustainability committee is a collaborative effort actively involved in the overall sustainability strategy. This includes prioritizing projects and actively supporting, leading and implementing activities supporting the strategy.

The committee is also responsible for assessing risks and opportunities, which involves understanding the potential ESG impacts of a decision on the business and ensuring these factors are considered in strategic decision making. This includes an assessment of both physical risks, such as extreme weather events, and transitional risk, such as regulatory changes and market shifts, and those impacts

to Belkin's ESG strategy. The committee also engages with stakeholders on climate related issues. Among initiatives is a two-way stakeholder engagement to ensure transparent and effective disclosure about Belkin's sustainability performance.

Strategy:

Belkin has over 15 years of experience in greenhouse gas reductions and continues to develop and refine its strategy in a transparent way that can also help customers and end users reduce their environmental impact. The sustainability strategy is based on a materiality assessment and broken down into short-, medium- and long-term strategies.

The short-term strategy includes Belkin's target to be carbon neutral in scopes 1 & 2 emission by 2025 along with other deliverables within that same timeframe. Belkin is taking a proactive approach to address scope 3 emissions and set goals to provide transparency on the product and packaging footprint. Incorporating recycled content in Belkin products spurred a 67% reduction in greenhouse gas emissions for the housing alone.

In the medium term, Belkin is developing a decarbonization strategy to address scope 3 emissions.

In the long term, Belkin will continue to integrate its sustainability strategy as part of its overall business strategy and work toward product circularity by incorporating more recycled content. The intent is to achieve a lower GHG impact at the product level and drive product circularity.

Measuring and mitigating risk.

Assessing, prioritizing and addressing Environmental, Social and Governance (ESG) risks.

Risk management.

Risk management plays a significant role in the development of our sustainability journey/strategy. We have several steps we use to identify and measure impact of ESG risks in our operation, financial performance and strategy. This process also allows Belkin to determine the relative significance of risks and opportunities.

Context:

- **Understand objectives:** Setting ESG targets and objectives.
- **Scope and boundaries:** Setting the scope of the risk assessment which parts of the business will be examined and when they will be examined.
- **Stakeholder engagement:** Identify internal and external stakeholders' concerns and expectations regarding ESG issues.

Risk identification:

- **Physical risks:** Identification of risks associated with physical changes in the climate (extreme weather events or long-term climate shifts in climate patterns affecting operations, supply chains and marketplaces.
- **Transition risks:** Risks associated with the transition to a lower-carbon economy (policy, technology, market, etc.)
- **Opportunity identification:** Identification of new markets for products and energy efficiency improvements.

Risk assessment

- **Likelihood and impact analysis:** Against Belkin's objectives.
- **Scenario analysis:** Assess impact of different scenarios such as policy changes, technology advancement and physical climate changes on Belkin's objectives.
- **Vulnerability assessment:** Assessing the vulnerability of the company's assets, operations, and supply chain to identified risks.

Risk evaluation:

- **Prioritization:** Ranking of risks based on likelihood, impact and Belkin's vulnerability to them.
- **Materiality assessment:** Tool used to determine and prioritize ESG issues that are most significant to our business. We use these assessments to help focus resources, reporting and strategies on the areas that matter most to improve sustainability performance and address stakeholder concerns effectively. These assessments are also used to support risk management, strategic planning and stakeholder communication in the context of sustainable development.

Risk treatment and opportunity exploration.

Monitoring and review:

Materiality is an assessment method used to identify, evaluate and prioritize the economic, environmental and social impacts of business activities. This assessment determines which issues are considered material or significant to the organization and its stakeholders. These assessments are crucial for organizations like Belkin to further advance sustainability performance and overall business strategy.

For example, Belkin engages with all stakeholders including customers, employees, investors and environmental groups to identify key concerns such as climate change mitigation – Belkin stakeholders express a strong interest in Belkin’s efforts to reduce its carbon footprint and combat climate change.

Supply chain:

Concerns raised about the ethical sourcing of raw materials and responsible labor practices within the value chain.

E-waste and packaging waste:

With the rapid pace of technological advancement, stakeholders raised concerns about the proliferation of electronic waste and packaging waste. Belkin has developed and implemented e-waste and packaging recycling programs, continues to explore sustainable product design, and communicates efforts to reduce the environmental impact of electronic devices.

The materiality assessment helps Belkin prioritize these issues based on their significance and impact. Subsequently, Belkin integrates these findings into the overarching sustainability strategy, aligning business practices with stakeholder expectations and demonstrating a commitment to addressing the most relevant sustainability challenges.



Corporate and environmental governance and reporting.

From compliance to collaboration: Upholding ESG standards and initiating sustainable development.

Our significant achievements include:

- Contributing to the 2018–21 FIT Environmental and Social Governance (ESG) report in accordance with Hong Kong Exchange (HKEX) requirements
- Conducting internal reporting to comply with ISO 14001 and reporting to show progress against corporate goals
- Completing the Foxconn Interconnect Technology (FIT) ESG report for 2022
- Completing ISO 14064 GHG emission verification for 2022
- Completing Carbon Trust: Task Force on Climate - Related Financial Disclosures (TCFD) gap analysis report with FIT

Moving forward, we intend to focus on these initiatives:

- Remain in full compliance with our reporting requirements and maintain our collaboration with FIT Social and Environmental Responsibility (SER) committee to continuously improve our companywide environmental and social policies
- Launch a page on our website where the public can access information about our initiatives

FIT also established a committee responsible for sustainable development called the Social and Environmental Responsibility (SER) committee. This collective is responsible for corporate and environmental governance, operations safety, quality, social compliance, and just treatment of employees.

The committee is tasked with identifying and addressing ESG-related risks in connection with sustainable development. This council is also responsible for energy conservation and emission reduction projects for all FIT facilities, including the installation of solar panels on roofs at our facilities in mainland China and a water purification tower.

Reporting enables us to stay vigilant and keep each other accountable. We want to be transparent with what we are doing. We're consistently monitoring potential risks and improving our operations.

Our common interest is transparency. We want to be open with our partners, customers and the public at large about what we have done, what progress we are making, and what we intend to accomplish in the future.

We completed FIT's ESG report for 2022:

That's why we created a page on our website where information on our initiatives is accessible to all.

Access up-to-date information on our goals and initiatives at

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Conclusion



Conclusion

Sustainability across planet, products and people.

Comparison with previous year's performance metrics and targets.



Planet

Carbon neutrality:

Target:

Achieve 100% carbon neutrality in operations by 2025.

Comparison:

Achieved 63% carbon neutrality through renewable energy and efficiency measures in 2023.

Summary:

Strides in carbon neutrality signify our dedication to minimizing environmental impact.

Waste reduction:

Target:

Reduce single-use plastic packaging by 25% by 2025.

Impact:

Launched 100% plastic-free packaging in 2023 in NPIs.

Summary:

Removing single-use plastic packaging where possible and incorporating recycled plastic when needed.

People

Summary:

Steady progress in diversity efforts demonstrates our commitment to building a workplace that reflects global perspectives.

Product

Sustainable materials:

Target:

Transition to forest certified (FSC) paper packaging.

Impact:

The usage of FSC paper has been implemented across all product categories, supporting responsible forestry.

Summary:

This underscores our commitment to packaging design and sustainable sourcing practices.

Circular economy practices:

Target:

Incorporate the use of recycled material in product design.

Impact:

Achieved over 70% post-consumer recycled material in product housing.

Summary:

Incorporating post-consumer plastic has resulted in a reduction in GHG emissions, demonstrating our commitment to sustainable product design and minimizing scope 3 emissions.

Conclusion

Summary of achievements and opportunities.

Achievements:

- Attained Giga Guru status in collaboration with Walmart's Project Gigaton.
- Achieved LEED Silver certification for our El Segundo global headquarters.
- Planted 5,867 trees in California through our partnership with One Tree Planted.
- Won the Healthiest Employer Award in Southern California with up to 499 employees.
- Honored to be named "Best Places to Work" by Los Angeles Business Journal.

Opportunities:

- Addressing supply-chain disruptions due to global events.
- Enhancing traceability in the supply chain for conflict-free minerals.
- Continuously improving waste reduction strategies for optimal results.
- Our ongoing commitment to transparency, innovation and sustainability drives Belkin's journey toward a more responsible and impactful future.



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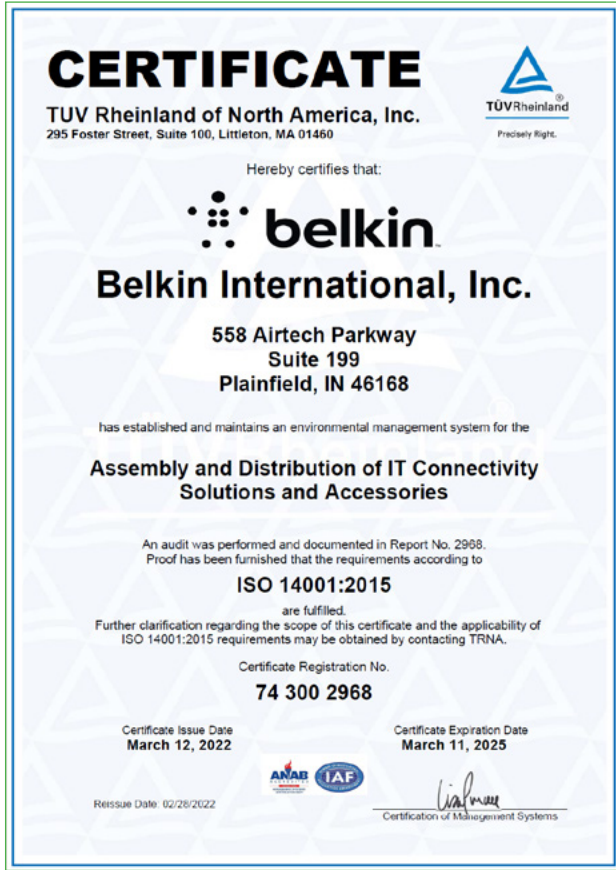
Appendix



Certifications and credits.

1. Appendix:

A: Cited certifications and credits



2. Table of contents:

A. Credits
(Wind RECs purchased for IY since 2020)

Transaction Confirmation

Date: 03-30-2023
M-RETS Organization: Wabash Valley Power Association

Retiring 1971 active RECs

Account ID	Project	Fuel Type	Vintage	Location	Quantity	Serial Number
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-12-01	IL	153	495-IL-12-2022-8F057E85-1-153
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-09-01	IL	157	495-IL-09-2022-69566876-1-157
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-07-01	IL	176	495-IL-07-2022-ABA750E0-1-176
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-11-01	IL	157	495-IL-11-2022-AC848B7F-1-157
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-09-01	IL	173	495-IL-09-2022-62973E3C-1-173
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-08-01	IL	180	495-IL-08-2022-107083F4-1-180
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-01-01	IL	171	495-IL-01-2022-5A7620E6-1-171
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-04-01	IL	152	495-IL-04-2022-A7E40A6B-1-152
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-06-01	IL	171	495-IL-06-2022-27792C35-1-171
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-10-01	IL	153	495-IL-10-2022-EA0DC0E7-1-153
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-09-01	IL	151	495-IL-09-2022-6962024F-1-151
AgriWind 58628AF-C942	AgriWind Holdings, LLC	Wind	2022-03-01	IL	167	495-IL-03-2022-42E0D74C-1-167

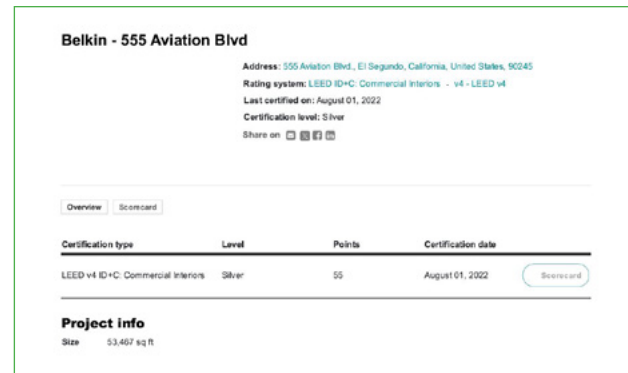
Retirement reason:
Beneficial Ownership - For Environmental Benefits

Retirement reason details:
Notes: 2022 Retirement

to this retirement account
Renewable Energy Rider Retirements (on behalf of Belkin Components, Inc.)

M-RETS hereby declares this transaction confirmation shall serve as proof that the above transaction was completed on the date listed.

B. Certifications
(ISO 14001 for IY, LEED Silver certification)





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