**Sustainability**

/səstəˈɪnənˈbɪlɪtɪ/

noun

• The ability for one generation to meet their resource needs without compromising future generations the ability to meet their needs.

Source: https://www.sustain.ucla.edu/what-is-sustainability/

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Belkin creates products that make people’s lives easier, better and fulfilling through the power of technology. Our dedication to people-inspired design and quality informs everything that 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 we live on.
At Belkin, we are true global citizens. Initiatives from across the globe benefit the company in various ways. When an initiative comes from a specific region, it impacts us on a global scale, enabling us to stay vigilant and improve ourselves across the board.
LEED
Leadership in Energy & Environmental Design

Belkin International’s HQ building is LEED v3 Core & Shell Gold certified, targeting LEED v4 Commercial Interiors Silver certification.*

- Base building (landlord building) is LEED v3 Core & Shell Gold certified, the Belkin tenant space is targeting LEED v4 Commercial Interiors Silver certification
- Project is located within 1/2 mile of the Metro Green Line transit station
- Electric vehicle chargers installed on-site
- Solar photovoltaic
- Efficient HVAC and lighting design reduces energy and operational carbon
- Plumbing fixtures designed to use 26% less water than the LEED baseline
- Materials supporting manufacturer transparency programs for environmental and human health impacts
- Diverted over 75% of construction waste

* Landlord building
2021 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’s new headquarters feature strategies from the Fitwel Standard to increase employee health, well-being and access for all.

- Outdoor space amenities including indoor and outdoor gardens with seating areas
- Sit-stand desks promoting 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
"We have one planet to safeguard and the stakes are high. Climate change is real and our planetary resources are depleting. However, I firmly believe that every company and every individual can make a positive impact. Every step taken is a meaningful one. We can succeed as a business and succeed in caring for our planet at the same time. I hope that our actions towards environmental progress are a call to action to our peers, partners, suppliers and the industry at large."

Steve Malony | CEO
The role of the sustainability department is two-sided. The department not only has a hand in product development to ensure our products are produced in a responsible way, but also to provide leadership and help influence decisions on how we operate as an organization.

For example, in 2021 Belkin moved to our new LEED certified headquarters in El Segundo where every aspect of the building was designed with the intention of reducing our environment impact.

Our new building expands our solar PV rooftop array to a significantly larger system than our previous building while also expanding free EV charging for our employees who chose to go electric.

Belkin seeks to manage our operational footprint in a way that minimizes environmental impact and drives accountability and responsibility not only internally but for our industry as a whole. Our aim is to measure environmental and social impact in every aspect of our business.
Our sustainability goals are interconnected with the UN’s 17 Sustainable Development Goals (announced in 2015). We align ourselves with this initiative to achieve a better and more sustainable future for all. Below are the key areas we identified where we can contribute meaningful impact.

UN Goal 12
Responsible Consumption and Production

UN Goal 13
Climate Action

UN Goal 16
Peace, Justice and Strong Institutions

UN Goal 3
Good Health and Well-Being

UN Goal 8
Decent Work and Economic Growth

UN Goal 10
Reduced Inequalities

Reporting and Governance
UN Goal 12
Responsible Consumption and Production
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<td><strong>What we’ve done</strong></td>
<td><strong>What we’re doing</strong></td>
<td><strong>What we’re working toward</strong></td>
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<td>Funded the recycling of 9471 tons of packaging since 2009.</td>
<td>Replacement of screen protector plastic envelope with compostable solution while investigating plant-based plastics and craft paper solutions.</td>
<td>25% reduction in single-use plastic by end of 2025 (based on 2019 benchmark).</td>
</tr>
<tr>
<td>Committed to <strong>Australia Packaging Covenant Organization</strong> (APCO) 2025 targets.</td>
<td>Refreshing packaging without plastic clamshell components.</td>
<td>Targeting 30% recycled PET (RPET) when plastic packaging must be used.</td>
</tr>
</tbody>
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**UN Goal 12**

**Responsible Consumption and Production**

**PACKAGING**

**TIMELINE**
UN Goal 12
Responsible Consumption and Production

COMMITMENT TO
AUSTRALIA PACKAGING COVENANT
ORGANIZATION (APCO) 2025 TARGETS

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 enabled 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 is purchased by the consumer. With APCO’s direction we were able to develop packaging that is aligned with their 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 a document that defines how governments and businesses share the responsibility for managing the environmental impacts of packaging in Australia. The Australian Packaging Covenant Organization (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.

¹ Source: https://www.packagingcovenant.org.au/who-we-are/what-is-the-covenant
UN Goal 12
Responsible Consumption and Production

REduced plasTIC

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

THE RESULT

Successfully removed plastic in packaging and replaced it with recyclable materials. This was implemented across new and existing products.

- 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

(Packaging before and after: BoostCharge Pro™ 3-in-1 Wireless Charger with MagSafe 15W)
UN Goal 12
Responsible Consumption and Production

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 paper needed
UN Goal 12
Responsible Consumption and Production

We’re working on replacing our clamshell plastic packaging.

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<th>Past</th>
<th>Present</th>
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<tr>
<td>90%</td>
<td>plastic reduction on cable products</td>
<td></td>
</tr>
<tr>
<td>48%</td>
<td>plastic reduction on wireless charging pads</td>
<td></td>
</tr>
<tr>
<td>81%</td>
<td>plastic reduction on wireless charging stands</td>
<td></td>
</tr>
<tr>
<td>95%</td>
<td>plastic reduction on audio products</td>
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UN Goal 12
Responsible Consumption and Production

COMMITTMENT TO
WALMART PROJECT GIGATON

Project Gigaton is a Walmart initiative to eliminate one billion metric tons (a gigaton) of greenhouse gases from the global value chain by 2030.

In Project Gigaton, Walmart provides incentives to suppliers through goal-setting and providing credits for achieving progress.1

This project covers several topics including greenhouse gas (GHG) emissions and single-use plastic reduction. By focusing on our Walmart platform, we were able to legitimize our goals with the use of science-based targets and we looked at our GHG and plastic footprint not only for Walmart but also for our global footprint as a whole.

This allows us to target a bigger reduction in CO2 emissions and a bigger reduction in our single-use plastics globally.

1 Source: https://www.walmart.sustainabilityhub.com/project-gigaton
We require a chain-of-custody certification to ensure that 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.

*Source: https://fsc.org/en/join-us/become-certified#:~:text=FSC%20Certification,complex%20environmental%20and%20social%20issues*
We have already met our original goal—to reduce single-use plastics by 2025—and are looking for ways to remove plastic from our packaging entirely.

Most single-use plastic ends up in landfills, oceans, waterways and the environment. Plastics do not biodegrade. Instead, they slowly break down into smaller pieces of plastic called microplastics.

¹ Source: https://www.naturespath.com
Future

Past

Present

Future

UN Goal 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.
2021 OVR SYSTEM

Recycling Old Bottles Into New Packaging That Can Be Further Recycled

Bottles are sourced from recycling center → Paper labels are removed → Bottles are ground into flakes → Flakes are cleaned → Flakes are melted → Flakes are formed into sheets for thermoforming components

(Pictures provided by our OVR tray vendor showing the basic process of recycling old plastic bottles)
Belkin is investigating more sustainable materials for use in our products. Working with experts around the globe, our cross-functional team tests for sustainability, material engineering, supply chain, mechanical engineering, regulatory and compliance, and product quality assurance.

We are researching and testing options to replace virgin plastic used in many of our product enclosures to reduce its impact to the environment.

Our vision is to develop new solutions that will bring us the same quality or better than virgin plastic and drive meaningful and lasting environmental change.
In the past year, we have studied many different, more sustainable materials in the market. We have identified a variety of viable materials and are working to understand the quantifiable sustainability impact—factoring in carbon footprint, sources of material, cost, viability, supply chain impacts and more—all while maintaining the same quality standard used in all of our Belkin goods.
Past

What we’ve done
Since 2009, we funded the recycling of 25,251 tons of electronic waste and 279 tons of batteries.

In 2021 alone, Belkin employees diverted over 30,000 lbs. of e-waste away from landfills with support from partners like Human-I-T ensuring that metals and chemicals don’t contaminate soil, groundwater and air.

Our US recycler is 100% landfill free and meets all existing certifications and standards.

Present

What we’re doing
Developing a system to track how much copper, tin, etc. is 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 visited our recycler in Indiana and are in discussion with smelters to determine how we can validate recycled content.

Future

What we’re working toward
We are constantly looking for ways to encourage responsible, sustainable consumption. We continue to investigate and learn about the environmental and social impact of our products.
UN Goal 12
Responsible Consumption and Production

We funded the recycling of 9471 tons of packaging since 2009


We are proud to contribute to each country's recycling programs.
E-WASTE

UN Goal 12
Responsible Consumption and Production

Electronic waste is the fastest growing waste stream. We are not only focused on the end of life for our products but also on the design of our products.

**WEEE directive:** we conduct product assessments to ensure we maintain reuse/recycling and recovery rates as specified by the WEEE directive. We have expanded our e-waste obligations beyond EU into other regions.
E-WASTE

UN Goal 12
Responsible Consumption and Production

Our US recycler is landfill-free certified for the R2 Standard and RIOS.

What does this mean?
The R2 Standard provides a common set of processes, safety measures and documentation requirements for businesses that repair and recycle used electronics.

Source: https://sustainableelectronics.org/

We partnered with SIMS recycling and offer free recycling of our products throughout the United States. Disposed electronics contain salvageable materials such as aluminum, copper and precious metals. The partnership with SIMS aims to keep Belkin e-waste out of landfills and ensure customers are provided with the tools they need to be environmental stewards.

Source: https://www.belkin.com/us/support-article?articleNum=302809
We're pursuing the removal of hazardous substances in product development to align with the goals of EU, RoHS, REACh, etc.

What do these acronyms stand for?

**RoHS**  Restriction of Hazardous Substances

**REACH**  Registration, Evaluation & Authorization of Chemicals

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

**WEEE**  Waste Electrical & Electronic Equipment
PRODUCT CHEMISTRY

UN Goal 12
Responsible Consumption and Production

In order to sell products in the global marketplace, Belkin must meet environmental regulatory requirements around the world.

We have maintained a restricted substance list that is updated annually to exceed our compliance obligations. We do this by designing our products without these substances.

Restrictive Substance List
E-WASTE

UN Goal 12
Responsible Consumption and Production

Our goal for e-waste is to drive toward a more circular economy and to validate recycled content in our products.

A 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

¹Source: https://kenniskaarten.hetgroenebrein.nl/en/knowledge-map-circular-economy
UN Goal 13
Climate Action
“Belkin has been focused on the climate crisis since the department was first founded in 2008. We have taken great strides to measure and find ways to significantly reduce our emissions where we have direct control. We will continue to focus on every aspect of our business where we can reduce emissions and have a meaningful impact. Climate change is one of the greatest threats of our time and we cannot solve the problem alone, but we will do our part.”

Ernie Roberts | Senior Manager of Sustainability
UN Goal 13
Climate Action

Climate change refers to the long-term shifts in temperature and weather patterns caused by human activity since the 1800s. These shifts may be natural, but they have become more apparent and drastic in our time.

As the world is rattled to take action while we still have the wherewithal, Belkin understands and acknowledges the need to do our part in educating our customers and equipping them with facts to make the best purchasing decisions to better manage their own environmental and social impact. With that we are taking a proactive approach to carbon neutrality in our operations and have set goals to provide transparency on our packaging and product footprint.
UN Goal 13
Climate Action

Define Scope Emissions
1. Direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization.
2. Indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling.
3. Value-chain emissions that often represent the majority of an organization’s total GHG emissions.
TIMELINE

UN Goal 13
Climate Action

Past

What we’ve done

Achieved 25% renewable by 2020 in Scope 2.

We’ve recently upgraded to full LED lighting in our Indiana facility.

Signed the We Are Still In declaration (Paris Agreement Equivalent).

We have achieved over 50% GHG reduction in our operations from 2009 to 2019.

LED lighting upgrade in several key facilities.

What we’re doing

Added **136.8 kW system** solar panels to our new El Segundo HQ.

LEED certified headquarters.

Fitwel certified headquarters.

35% carbon neutral in scope 2 by 2021 - purchased renewable energy credits from a wind farm for 100% power consumption of our facility in Indiana and installed solar panels at new HQ.

Future

What we’re working toward

We are investigating carbon footprinting for our products.

Commitment to be 100% carbon neutral by 2030 as an ongoing agreement with Climate Impact Partners.

Continual improvement program with factories and offices in vulnerable locations to ensure preparation for fires, floods, typhoons, excessive heat, and other extreme weather events to protect human life and minimize disruption to our supply chain.
### UN Goal 13
#### Climate Action

Our Playa headquarters were LEED Gold-certified, validating the following environmentally conscious features:

**Water efficiency**
- Low-flow toilets and faucet sensors
- Drought-tolerant native landscaping
- A separate gray water system for our landscaping

**Energy**
- The building is mostly lit by natural light during the day
- Low-wattage bulbs where light is needed
- Energy-efficient HVAC system

**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
- A garden with native plants on a portion of the roof

**Parking**
- Covered underground parking to avoid taking up more space with a parking lot

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.

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#### LEAD WITH LEED CERTIFICATION

Belkin’s new El Segundo global headquarters are so energy efficient that the complex has been awarded LEED (Leadership in Energy & Environment Design) Silver certification. What else is Belkin doing?

- **Solar panels on the building rooftop**: 274 kW system
- **EV car charging stations**: 30
- **Energy-efficient motion sensor lights**: 50
UN Goal 13
Climate Action

Signed We Are Still In in 2017
(USA Paris Agreement Support Group)

The Paris Agreement builds upon the Convention and, for the first time, brings all nations into a common cause to undertake ambitious efforts to combat climate change and adapt to its effects, with enhanced support to assist developing countries to do so. As such, it charts a new course in the global climate effort.¹

¹ Source: https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement
² Source: https://www.wearestillin.com

We Are Still In is a joint declaration of support for climate action, signed by more than 3900 CEOs, mayors, governors, college presidents and others.
The organizations they represent comprise the largest and most diverse coalition of actors ever established in pursuit of climate action in the United States.²
UN Goal 13
Climate Action

We have achieved over 64% GHG reduction in our operations since 2009 levels.
GHG: Greenhouse gases contribute to global warming and negatively impact environmental and human health.

How we did it

- 73% reduction in electricity consumption
- 58% less water consumption
- 44,754 acres of pine forest annual carbon sequestration
- 599,579 tree seedlings grown for 10 years
- 83,951 barrels of oil — (almost 4 million gallons of gasoline*)

*Cumulative amount reduced since 2009: 36,112 metric tons of CO2e
*These statistics were calculated using the Greenhouse Gas Equivalencies Calculator by the EPA.
UN Goal 13
Climate Action

Lighting upgrade in our Indiana distribution center resulted in a **62% reduction** in utility consumption (4124 light bulbs).

### ENVIRONMENTAL IMPACT OF RETROFIT

<table>
<thead>
<tr>
<th>Environmental Impact</th>
<th>Value</th>
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<tbody>
<tr>
<td>Annual Carbon Emissions Reduction</td>
<td>2,701,236 pounds</td>
</tr>
<tr>
<td>Annual Sulfur Dioxide (SO2) Emissions Reduction</td>
<td>9004 pounds</td>
</tr>
<tr>
<td>Annual Nitrogen Oxide (NO, NO2) Reduction</td>
<td>4,502 pounds</td>
</tr>
<tr>
<td>Coal Burning Avoided</td>
<td>534 tons/year</td>
</tr>
<tr>
<td>Atmospheric Mercury Contamination Avoided</td>
<td>65,000 mg/year</td>
</tr>
<tr>
<td>Equivalent Acres of Forest Added</td>
<td>435 acres</td>
</tr>
<tr>
<td>Equivalent Number of Cars Removed from the Road</td>
<td>210 cars</td>
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</tbody>
</table>
UN Goal 13
Climate Action

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 (50% savings) on consumption and a reduction in maintenance costs.

In 2021 we completed the final LED lighting upgrade in Indiana to have 100% LED lighting throughout the warehouse and office.
UN Goal 13
Climate Action


We purchased renewable energy credits (REC) from a wind farm for 100% of our manufacturing facility’s power consumption, and we expanded our solar array in the new El Segundo office.

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

¹Source: https://www.awea.org/wind-101/basics-of-wind-energy

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.
Carbon neutral in our operations is our commitment to reduce our office and warehouse emissions via the use of carbon credits or offsets. Our Indiana facility “for example” is carbon neutral via the purchase of renewable energy credits from Agriwind, a local windfarm that’s part of the larger energy co-op in that region.
**UN Goal 13**  
**Climate Action**

We’ve recently upgraded to full LED lighting in our Indiana facility.

**Annual energy savings of new lighting upgrade:**

- $75,034 in lighting
- $12,624 in HVAC
- $9764 in maintenance

Estimated $97,422 annual savings

With an average price of $0.10/kWh, including lighting and HVAC, we estimate yearly savings of **1,500,687 kWh.**
UN Goal 13
Climate Action

Investigate carbon footprinting for products.

Life Cycle Assessment (LCA) is a popular analysis method for reporting potential environmental loads and resources consumed in each step of a product or service supply chain.1

We already track our consumption in terms of energy, water, materials, etc. The next step is to have the ability to connect this data to specific products. LCA will allow us to holistically look at a product's scope 3 emissions. It will help us determine the footprint from initial product development to final delivery to our customer. LCA is standardized following ISO 14040 and ISO 14044.

The incorporation of recycled content removes all the energy required and waste generated from raw material extraction. This results in a lower global-warming potential to produce that product.

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1 Source: https://www.sciencedirect.com/topics/earth-and-planetary-sciences/life-cycle-assessment
One of our ongoing initiatives is to be 100% carbon neutral by 2030 in partnership with Climate Impact Partners and RSK.

Climate Impact Partners works with clients to deliver high-quality solutions that ensure immediate, positive impact on the world’s natural capital.

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.
UN Goal 13
Climate Action

We work with our factories and offices in vulnerable locations to ensure preparation for fires, floods, typhoons, excessive heat and other extreme weather events, to protect human life and minimize disruption to our supply chain.
UN Goal 16
Peace, Justice and Strong Institutions
**UN Goal 16**

**Peace, Justice and Strong Institutions**

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<td><strong>What we’re doing</strong></td>
<td><strong>What we’re working toward</strong></td>
</tr>
<tr>
<td>All factories we engage with must have a current third-party audit by one of our approved social audit schemes. Also, Foxconn is a founding member of the Responsible Business Alliance (RBA).</td>
<td>Continue to monitor our tracker and flag any issues to Supplier Quality Assurance (SQA) quarterly. We offer new supplier auditing and training as needed.</td>
<td>All our suppliers must comply with the RBA code of conduct. All suppliers must complete a third-party social compliance audit every two years. Belkin must report our progress on this annually in accordance with UK and Australia Modern Slavery Acts.</td>
</tr>
<tr>
<td>Annual Modern Slavery Act reporting in Australia and the UK.</td>
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Past

Future

Present

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.

UN Goal 16
Peace, Justice and Strong Institutions

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.
UN Goal 16
Peace, Justice and Strong Institutions

We continue to monitor our tracker and flag any issues to the SQA team quarterly. When we want to engage with new suppliers, we evaluate them on not just their capacity but their capability as well.

Our SQA team is based in Asia and allows us to make these assessments. We conduct a series of social, environmental and quality assessments with new and existing suppliers. Our SQA team regularly conducts on-site visits with each supplier to review what is working well and discover areas where we can improve.

If a supplier is not performing, our SQA team has ultimate veto power to quarantine products, stop production, or stop business altogether if any critical issues are found and not resolved.
UN Goal 16  
Peace, Justice and Strong Institutions

All our suppliers must comply with the RBA’s code of conduct. All suppliers must complete a biannual third-party social compliance audit. All new suppliers must meet our standards on an environmental and product level.

We report our progress on this annually in accordance with the:

**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.

**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.

**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.²

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¹ Source: [https://www.legislation.gov.uk/ukpga/2015/30/introduction/enacted](https://www.legislation.gov.uk/ukpga/2015/30/introduction/enacted)
Reporting and Governance
TIMELINE

Reporting and Governance

Past

What we’ve done
Belkin contributed to the 2018–20 FIT Environmental and Social Governance (ESG) report in accordance with Hong Kong Exchange (HKEX) requirements. We’ve also conducted internal reporting to comply with ISO 14001 and reporting to show progress against corporate goals.

What we’re doing
We recently completed FIT’s ESG report for 2020.

Future

What we’re working toward
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.

Develop a page on our website where the public can access information about our initiatives.
Reporting and Governance

Belkin contributed to the 2020 FIT ESG report in accordance with HKEX requirements. We’ve also conducted internal reporting to comply with ISO 14001 and show progress in our corporate goals.

We have established a committee responsible for sustainable development called the Social and Environmental Responsibility (SER) committee. This committee 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. The committee 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 and Governance

We completed FIT’s ESG report for 2020.

_2020 report 👍_

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

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.

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 https://www.belkin.com/us/sustainability/.
UN Goal 3
Good Health and Well-Being
UN Goal 3
Ensure Healthy Lives and Promote Well-Being for All Ages

Belkin Values are the foundation for our work and behavior as an organization. They represent the fundamental philosophies behind what Belkin believes will create a positive experience among our colleagues and customers.

Our Values also define a competitive difference. As a clearly articulated expression of Belkin's attitude and approach, they will 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 are most effective when we are 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.
At Belkin, we recognize that we are all people before we are 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 are most effective when we are energized and focused. Invest in those things that replenish you.” We are a people-first organization, recognizing the inherent value and humanity of all employees.

**UN Goal 3**

Ensure Healthy Lives and Promote Well-Being for All Ages

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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
- Apple Fitness/Peloton app membership
- Weekly virtual fitness classes (yoga and bootcamp)
- UnitedHealthCare Simply Engaged rewards program
UN Goal 8
Decent Work and Economic Growth
UN Goal 8
Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment, and Decent Work for All

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

This code of conduct details the expectations Belkin has for employees worldwide and explains action and issues we need to be aware of as we do business globally. These principles are an important resource to guide our actions.
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.

In response to the global pandemic, Belkin has continued to remain flexible by allowing employees to work in a virtual/hybrid model based on work location, department and position.

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.

### UN Goal 8

Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment, and Decent Work for All
UN Goal 10
Reduced Inequalities
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
UN Goal 10
Reduced Inequality Within and Among Countries

Gender 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.
UN Goal 10
Reduced Inequality Within and Among Countries

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 Learning courses, and multiculturally focused presentations, panels and speakers.

**UN Goal 10**
**Reduced Inequality Within and Among Countries**
Thank you!