

belkin®

# Everyday impact

Impact Report 2025

Progress with purpose:  
Measuring our impact for people,  
planet and product.

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# Everyday impact

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# Company background.

Every day is an opportunity to shape the future and at Belkin we strive to make each day extraordinary. People-centered design and a relentless attention to detail guide everything we do. As we look ahead, our commitment to sustainability across people, planet and product is stronger than ever, shaping how we innovate and operate.

What began in a small Southern California garage in the 1980s has grown into a global technology company rooted in connection at its core. We continue to be inspired by the relationship between people and technology, and by the responsibility that comes with creating products for a connected world.

Our global footprint fuels our dedication to progress. By integrating insights from teams and partners around the world, Belkin strengthens our sustainability efforts and ensures that every initiative moves us forward in building a more responsible and resilient future.



35  
Countries



20  
Offices



950+  
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



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# Everyday impact

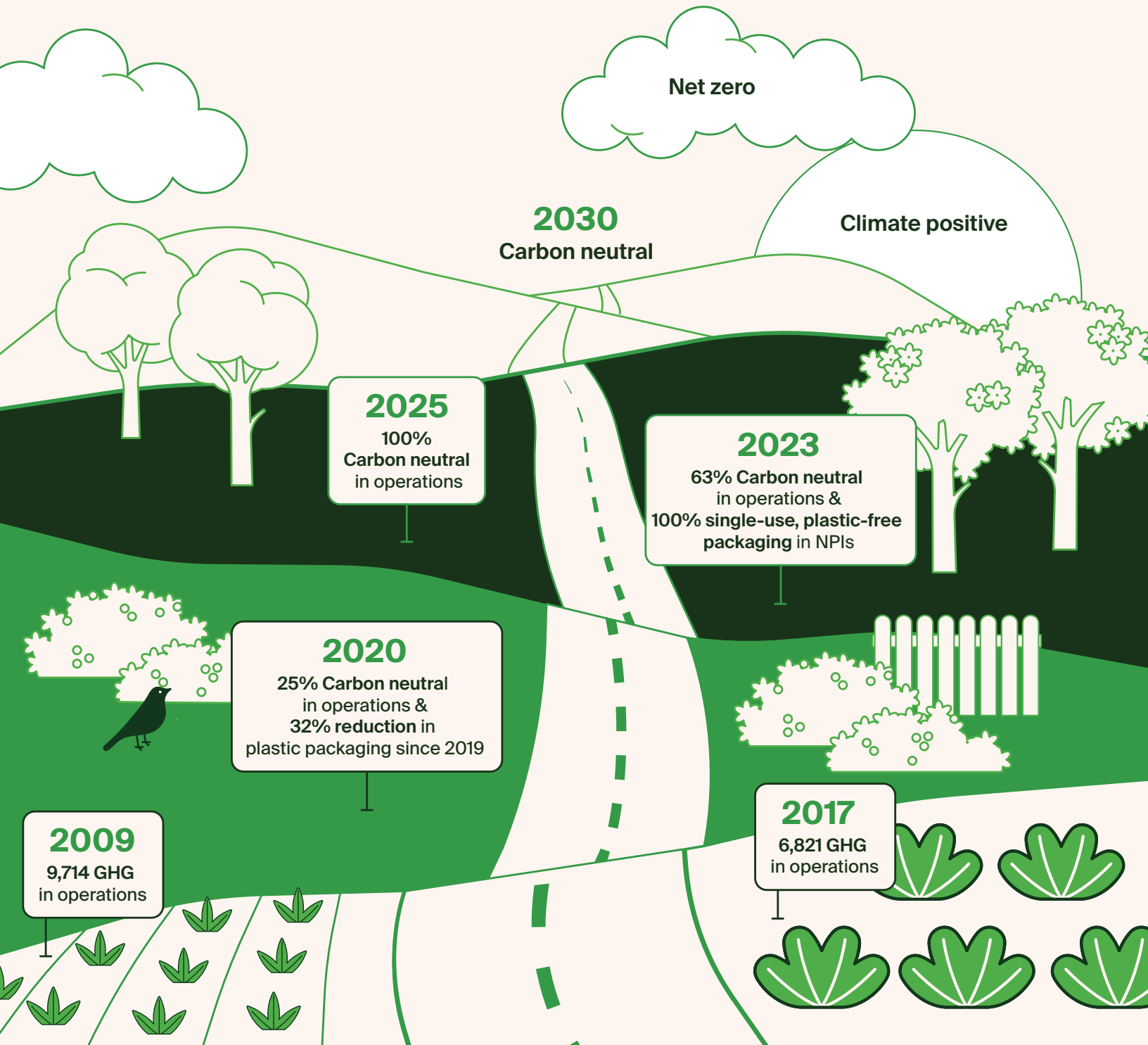
On our journey to become  
climate positive,  
we commit to being carbon neutral  
by 2030.

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.

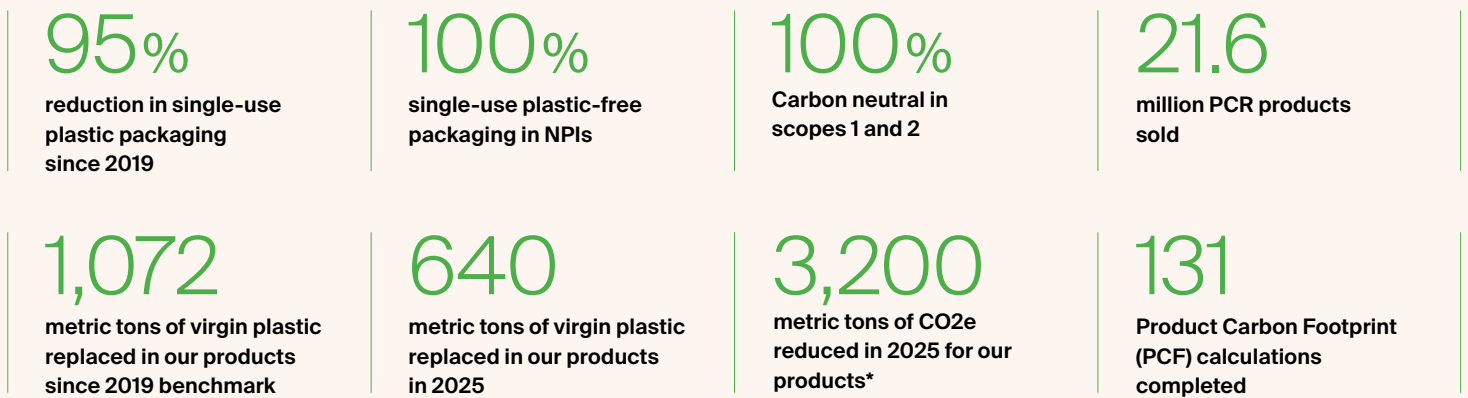
# Embracing a mission and upholding our vision for sustainability.



# 2025 key achievements.

## Recognition of measured progress

These highlights demonstrate how we measure impact, track performance, and drive continuous improvement against defined targets.



(\*based on PC & PC/ABS plastic blend averaged at 5 metric tons of CO<sub>2</sub>e per ton of plastic)

### Plastic packaging reduction milestones:

Our overall single-use plastic packaging has decreased by 89% since 2019, surpassing our 25% reduction goal by 2025. In 2025, all NPIs used 100% single-use, plastic-free packaging.

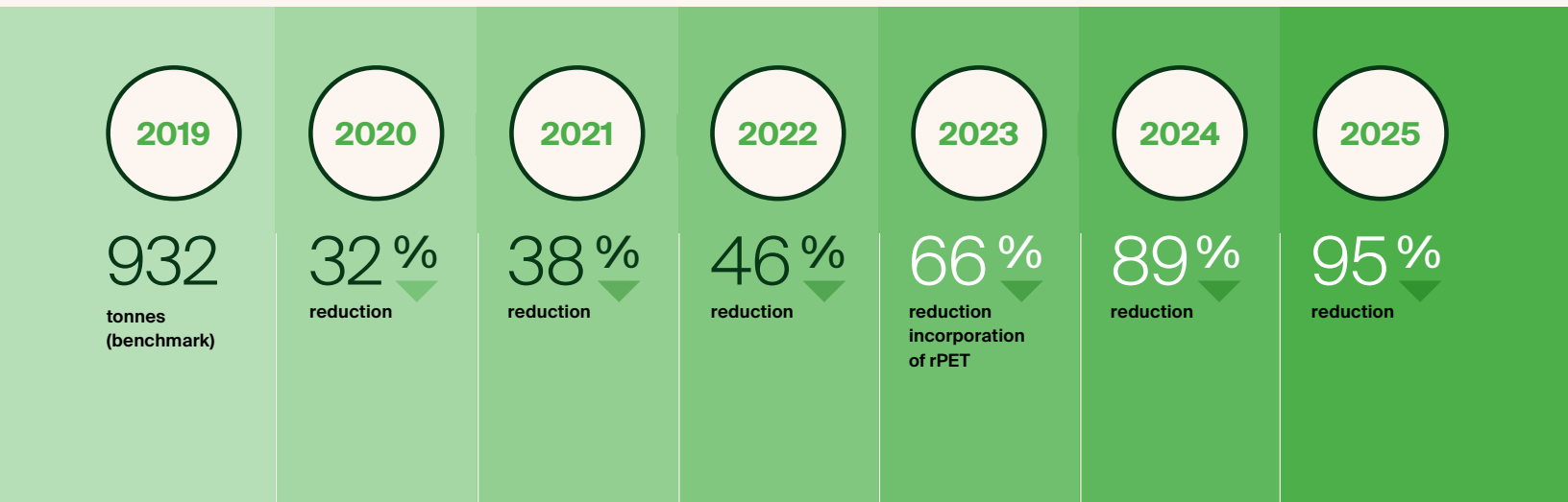
### Emissions reduction success:

Achieved carbon neutrality in scopes 1 and 2 emissions, in continuation of our journey toward minimizing our carbon footprint.

### PCR transition impact:

Since transitioning to post-consumer recycled (PCR) materials, Belkin has sold 30.4 million PCR products, replacing 1,072 metric tons of virgin plastic.

## Single-Use Plastic Packaging Reduction



# 2025 key achievements.

Belkin is dedicated to tracking our progress and recognition received that exemplify our impact to move the needle. Our journey toward social and environmental stewardship integrates insights from all regions, ensuring that every initiative adds relevant progress across the entirety of our sustainability program.



**EcoVadis Bronze rating:**

Belkin is proud to have earned a Bronze rating from EcoVadis, placing us in the 70th percentile out of 150,000 companies rated. This achievement reflects our dedication to corporate sustainability excellence and continuous improvement.



**Sustainability recognition:**

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

**7x**

**Sustainability award winner**

2018	2022	2025
2020	2023	
2021	2024	



**Australia Packaging Covenant Organization (APCO)**

Belkin is proud to have earned Beyond Best Practice performance rating from APCO. In recognition to our significant progress in our packaging sustainability journey.



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**Working in tandem on carbon reduction aligned with SBTi Goals**

In addition to Belkin's commitment to carbon neutrality as part of our climate action strategy, Belkin is proud to align with the greenhouse gas (GHG) reduction targets set by our parent company, Hon Hai Technology Group (Foxconn). These targets, validated by the Science Based Targets initiative (SBTi), are consistent with the emissions reductions required to limit global warming to 1.5°C, in accordance with the goals of the Paris Agreement.



<https://www.foxconn.com/en-us/press-center/events/csr-events/1324>

# Belkin's Corporate Awards



**TIME Best Invention – 2025**  
Stage PowerGrip, Gaming Charging Case  
By TIME Magazine



**Winner: Ethical Materials & Responsible Sourcing – 2025**  
By TechRadar



**Sustainability Leader**  
2025, 2024, 2022, 2021, 2020  
**Sustainability Initiative of the Year**  
2023, 2018  
By Business Intelligence



**Silver Medal**  
EcoVadis Sustainability Rating  
2025



**Best of Reporting Excellence Award**  
Industry Sector Award for Electronics  
By Australian Packaging Covenant Organisation (APCO)  
2025



**Best of CES 2025**  
17 editorial awards  
2025



**Accessory Manufacturer of the Year**  
2025, 2024, 2023, 2020  
**Sustainability Initiative of the Year**  
2024  
By Mobile Industry Awards



**Finalist, Net Zero Operations Transformation**  
by Reuters Global Sustainability Awards 2025



**iF Design Award**  
ScreenForce Pro Screen Protection System  
2024



**Best Places to Work**  
By Los Angeles Business Journal  
2025, 2024, 2023, 2022, 2017



**Innovation by Design Award**  
By Fast Company for the Auto-Tracking Stand Pro  
2024



**Best Accessory Manufacturer**  
Best Environmental Programme  
By Mobile News Awards  
2025, 2023, 2019



**Best Places to Work**  
By Built In  
2024, 2023



**DEI Team of the Year**  
By LABJ DEI Awards  
2024, 2022



**Famous Brands**  
Hong Kong  
2023



**Top Brand Award**  
Sustainability in Tech  
By Tom's Guide  
2023, 2022

# A shared vision from our CEO.



At Belkin, our commitment to building products more responsibly continues to evolve. As technology becomes more integrated into everyday life, we believe our role is not only to create products that empower people, but to do so with greater transparency, accountability and care for the planet.

Over the past year, we've made meaningful progress in how we measure and reduce our impact. We completed more than 130 product carbon footprint calculations, deepening our understanding of emissions across our portfolio. We also surpassed 23.5 million products sold using post-consumer recycled materials and achieved a 95% reduction in single-use plastic packaging since 2019. This progress was further recognized with the Hon Hai Circular Economy Silver Award, reflecting the momentum we are building toward a more circular future.

At the heart of our approach is a commitment to continuous improvement. We are focused on increasing transparency, strengthening governance through alignment with FIT's Social and Environmental Responsibility Committee and making our sustainability progress more accessible to our stakeholders.

We know that meaningful change requires collaboration. By working together across our teams, partners and communities, we can continue to raise the standard for responsible innovation and build a more sustainable future.

Sincerely,  
**Steve Malony** | CEO Belkin International, Inc.

# Overview of people, planet, product.

Our strategy and goals are interconnected with the UN's 17 Sustainable Development Goals (SDGs) introduced in 2015.

Our “people, planet, product” approach is a reflection of our core values. We believe that by integrating the UN Sustainable Development Goals into our business model, we ensure the long-term success and resilience of our company.



## 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.

## Planet

### Goal 13: Climate action

Achieving significant reductions in scopes 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 circular 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.<sup>1</sup>

### Goal 16: Peace, justice and strong institutions

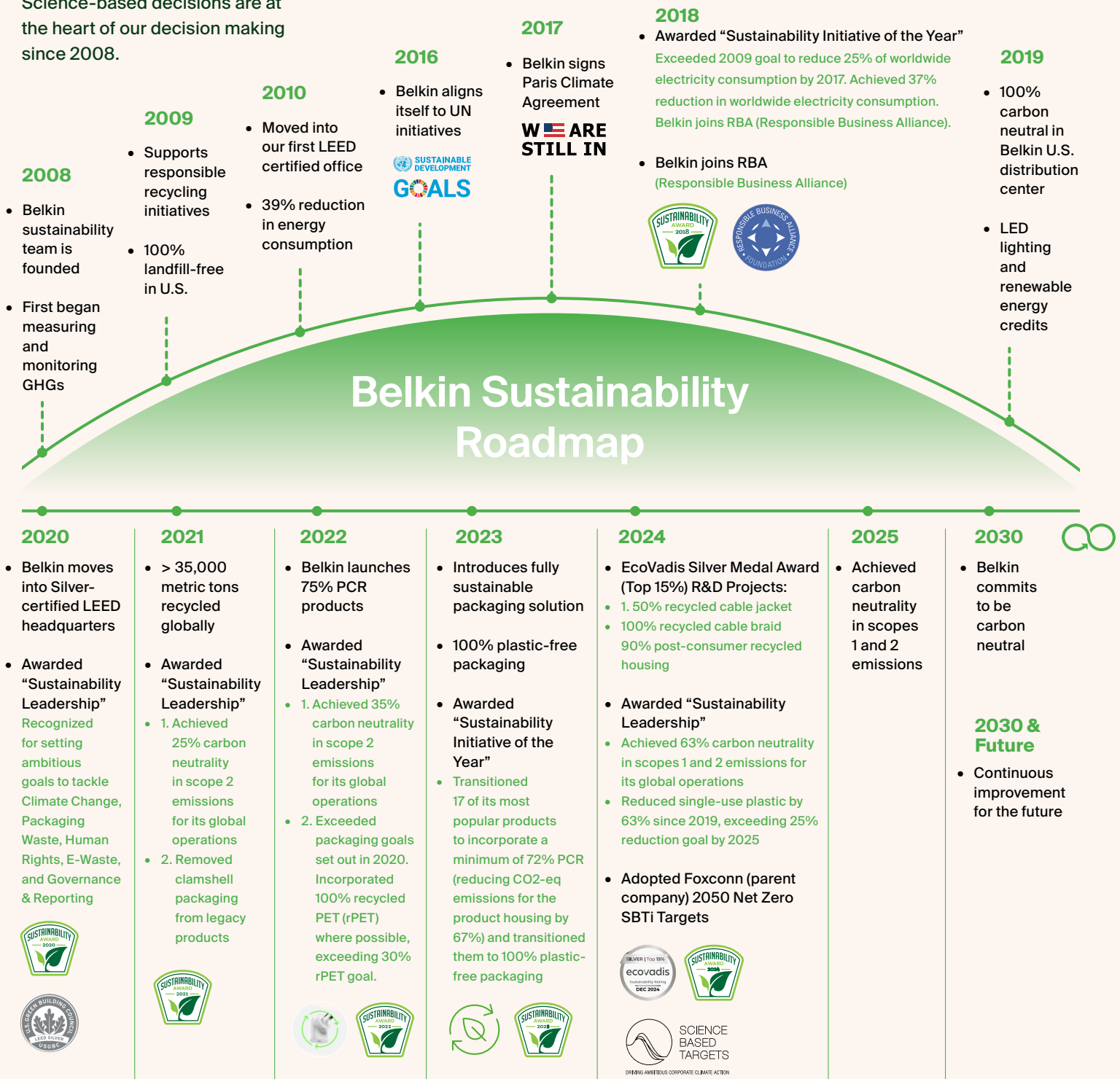
Adhering to ethical business practices, supporting strong institutions, and maintaining transparency in our operations. By focusing on these specific UN SDGs, our sustainability strategy is strategically aligned to address critical global challenges, contributing to a more sustainable and equitable future across planet, product and people dimensions.

<sup>1</sup> Source:

# Reflecting on achievements and focusing on future goals.

## Past progress and plans for the future.

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





### 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
- Expand e-waste and battery recycling availability for consumers



### 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



- Carbon neutral in corporate emissions by 2025 (scopes 1 and 2) achieved
- Carbon neutral in scope 3 by 2030

### 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

✓ On track

✓+ Exceeding

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# Everyday impact

## Planet

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# Committing to climate action to protect the planet.

## UN Goal 13: Take urgent action to combat climate change and its impacts.

Every person, in every country, on 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.

As part of our 2030 carbon neutrality vision, Belkin utilized Life Cycle Assessments<sup>1</sup> to identify the most critical scope 3 categories, reinforcing our commitment to UN Goals 12 & 13. This assessment has sharpened our focus on scope 3 category 1 (Purchased Goods and Services) and category 11 (Consumer Use)<sup>2</sup>, where we can drive the greatest impact.

By continuously refining our data collection processes, we are enhancing the accuracy of our emissions reporting and identifying opportunities to further reduce our environmental footprint through sustainable product design, responsible sourcing, and circular economy principles.

<sup>1</sup>) LCA assessment conducted in accordance with ISO13033 & ISO14040 utilizing SimaPro software.

<sup>2</sup>) GHG protocol utilized to define scope 3 calculation efforts.

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.



# A message from Ernie Roberts, head of global sustainability.



**Belkin's approach to sustainability is rooted in resilience, responsibility and long-term value creation.**

Belkin sustainability is embedded into how we design products, manage risk, meet regulatory obligations and build a resilient business for the future. Our work is grounded in the belief that responsible business practices strengthen operational performance, protect our brand and create enduring value for our customers, partners and employees.

As regulatory expectations evolve and supply chains grow more complex, our focus has expanded beyond impact reduction alone. Today, sustainability at Belkin is increasingly about risk management, regulatory readiness and transformation. These priorities guide how we make decisions, allocate resources and collaborate across our value chain.

After achieving carbon neutrality in scopes 1 and 2 in 2025, we continued to advance our progress toward scope 3 carbon neutrality by strengthening our ability to measure, benchmark and manage scope 3 emissions through enhanced life cycle assessment capabilities and improved supplier and logistics data collection. In 2025, our small but mighty team calculated 106 product carbon footprints of our products.

Responsible business practices also extend beyond environmental performance. This year, we introduced Belkin's Supplier Sustainability and Responsible Business Conduct Policy, which formalizes expectations for environmental reporting, labor and human rights, ethical behavior and anti-corruption across our global supply chain. The policy reinforces alignment with our Supplier Code of Conduct and establishes clearer mechanisms for transparency, engagement and corrective action.

Our progress is further supported by deeper collaboration with our parent organizations, FIT and Hon Hai. Through increased alignment on shared sustainability priorities, data transparency and supplier engagement, we are working collectively to advance responsible manufacturing, reduce emissions and strengthen governance across the broader ecosystem in which we operate.

As we move toward our 2030 carbon neutrality goal, we share a common priority with sustainability leaders across industries: ensuring that sustainability initiatives generate tangible business value. At Belkin, this means creating products that use recycled and responsibly sourced materials, eliminating unnecessary plastics, improving operational efficiency, strengthening corporate culture and meeting the compliance expectations of our customers and the regions in which we operate.

While we are proud of the progress we have made on this journey, we recognize that resilience and responsible growth require continuous improvement. We remain committed to learning, adapting and working collaboratively with our partners to build a more sustainable and resilient future for Belkin.

**Ernie Roberts** | Head of Global Sustainability

# Assessing and mitigating environmental impact.

## Climate action and resilience: our commitment to the future.



Aligned with UN Goal 13 on Climate Action, Belkin drives measurable progress by reducing emissions, improving energy efficiency, and addressing climate risk across our operations and value chain. We track performance against defined targets to ensure accountability and continuous improvement.

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:

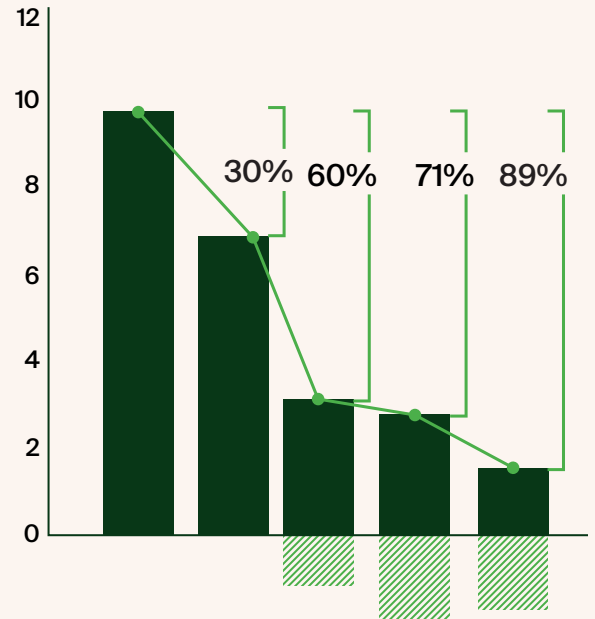
#### Clear goals, measurable progress.

Belkin is on a path to carbon neutrality, taking a proactive stance in reducing emissions across our operations. We have set clear, measurable targets to enhance transparency in our product and packaging footprints, ensuring our progress is visible and accountable.

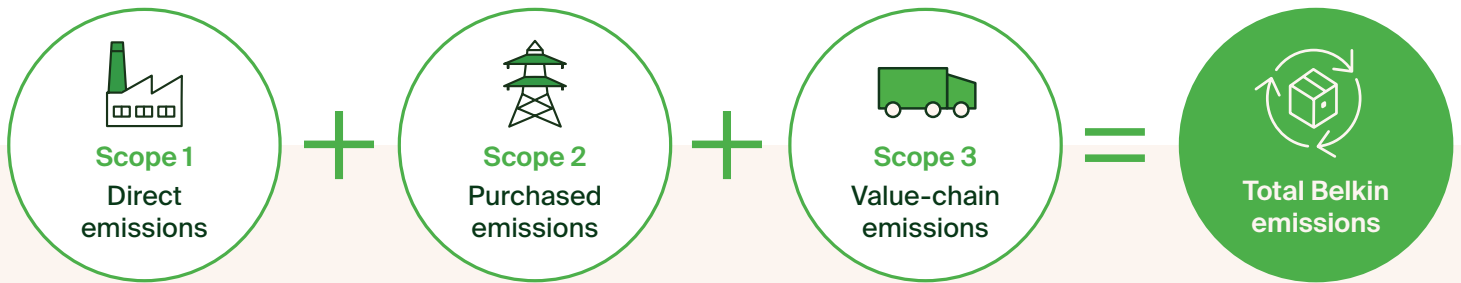
### Building climate resilience:

In addition to 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 2030 carbon neutral vision and commitment to responsible business.



Metric tons CO <sub>2</sub> e per calendar year	2009	2017	2023	2024	2025
Gross emissions	9,714	6,826	3,146	2,818	1,086
Carbon offsets	-	-	1,993	2,818	1,086
Net emissions	9,714	6,826	1,153	Carbon neutral	Carbon neutral



### 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 life cycle 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.

Integrating these scope definitions into our sustainability report allows for a thorough evaluation of our environmental footprint. By categorizing emissions into defined scopes, we are able to gain valuable insights into the multiple dimensions of our carbon footprint. This approach enables us to craft focused strategies for reducing emissions and promoting sustainable business practices. In line with our steadfast dedication to sustainability, we are pleased to highlight substantial advancements in our carbon footprint reduction efforts, exceeding significant 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 2025, we successfully achieved 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 Certification

Belkin's El Segundo global headquarters has achieved Leadership in Energy & Environmental Design (LEED) Silver certification. Belkin's Shenzhen office has also achieved LEED Platinum 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 accomplishments underscore our dedication to sustainability, illustrating the effectiveness of our strategy in reducing our carbon footprint. While we acknowledge and celebrate these milestones, our commitment to promoting sustainable practices remains unwavering. We are committed to driving innovation for a more environmentally friendly future and continually refining our approaches to minimize our environmental footprint.



### Our notable achievements include:

- Achieved carbon neutrality in scopes 1 and 2 in 2025
- 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)
- Added 136.8 kW system solar panels to our El Segundo headquarters
- Certified our headquarters as LEED and Fitwel

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.

Previously, our company collected emissions factors by validating data with each individual utility provider, ensuring accuracy but requiring significant time and effort. Moving forward, we are transitioning to using third party approved

emission factors such as EPA emission factors hub and UK DEFRA emission factors, a standardized approach that enhances efficiency and consistency. This shift aligns with our parent company's reporting methodology, streamlining data collection while maintaining transparency and credibility in our ESG disclosures. By adopting third party standards, we reinforce our commitment to accurate and comparable emissions reporting across our operations.

### Implementing meaningful and impactful initiatives:

- Completed 131 Product Carbon Footprints (PCFs) 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.

Leading the way 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. Belkin's new Shenzhen office has also been awarded LEED Platinum 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

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

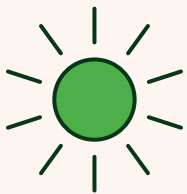
Energy:

- 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

Employee Commute:

- 30 EV charging stations available on-site
- Two blocks from Metro station

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

Continuing carbon neutral journey.\*

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



77%

reduction in  
electricity consumption



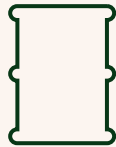
59,409

acres of forest



979,340

tree seedlings



137,125

barrels of oil  
(over 1 million gallons of gasoline)

100%

Carbon neutral  
in operations



\* Cumulative amount reduced since 2009: 59,228 metric tons of CO<sub>2</sub>e.  
These statistics were calculated using the Greenhouse Gas Equivalencies Calculator by the EPA.

## Progressing toward 100% carbon neutrality.

### What is renewable energy?

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

### What does it mean to be carbon neutral?

Carbon neutrality means achieving net-zero GHG emissions through a combination of reduction and offsetting.

### Our Pathway to Carbon Neutrality

To reach carbon neutrality, Belkin followed a structured approach:

#### 1. Measure

Total GHG emissions was calculated following internationally recognized standards including ISO 14064 & ISO 14067. Belkin reports scopes 1 and 2 emissions into parent company Foxconn (Hon Hai) carbon inventory management platform.

#### 2. Reduce

Emission reductions were prioritized through energy efficiency initiatives, resulting in 89% reduction in scope 1 and 2 emissions since 2009.

#### 3. Remove & Offset

In addition to rooftop solar at our headquarters, we invested in quality carbon credits including credits\* sourced from United Nations Carbon Offset Platform, representing residual emissions that have been retired in accordance with best practices to ensure no double counting.

Our carbon neutrality claim includes only residual GHG emissions after abatement efforts, ensuring we minimize our climate impact before relying on offsets.

Credibility depends on prioritizing absolute emissions reduction, using high-quality offsets only for residual emissions, and aligning with recognized standards.

\*These credits sourced from renewable energy credits listed at end of report. Carbon neutral claim was made in accordance with ISO 14068.

### Progress across scopes 1 and 2:



25%

carbon neutral  
by 2020



35%

carbon neutral  
by 2021



63%

carbon neutral  
by 2023



100%

carbon neutral  
by 2025

<sup>1</sup> 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, early 2025 marked one of the most devastating wildfire seasons in California's history, surpassing previous records in both intensity and scale. A series of extreme fires swept across the state, fueled by prolonged drought conditions and high winds, burning over 500,000 acres. These fires compounded the destruction from the catastrophic wildfire seasons of 2020-2022, further weakening ecosystems and leaving vast areas vulnerable to erosion, habitat loss and bark beetle infestations.

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.

In the wake of the devastating Southern California fires, Belkin continues its commitment to reforestation by partnering with One Tree Planted. Our collaboration supports direct action in restoring California's fire-damaged landscapes.

Since April 2023, Belkin has funded tree planting efforts of 13,266 trees in efforts to revive degraded ecosystems. Beyond reforestation, our partnership promotes habitat restoration, erosion control and long-term community resilience, reinforcing a holistic approach to environmental recovery.

**Result:**

**A tangible, positive impact.**

A total of 13,266 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:**

- 13,266 trees planted by Belkin since 2023
- Implemented measures countering drought devastation
- Performed habitat restoration
- Addressed erosion control
- Battled bark beetle infestation



*“Belkin is continually looking to make a positive impact on everything we do. With our headquarters in Southern California, we witnessed the impact of these wildfires firsthand. We’re proud to contribute to One Tree Planted’s efforts and continue to explore ways we can work together.”*

**Ernie Roberts**, Belkin Head of Global Sustainability



# Responsibly managing e-waste and recycling.

Tackling the global e-waste challenge with a comprehensive approach.

## 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.

## Battery recycling:

Belkin is proud partners with The Battery Network in US, B-Cycle in Australia and BattCare in UK among other battery stewardship programs that work with collection partners to help consumers recycle their batteries safely and responsibly.

Find your local battery drop-off location:

- US: <https://batterynetwork.org/locator/>
- Australia: <https://bcycle.com.au/drop-off/>
- UK: <https://www.battrecycle.org/help-recycle>

## 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.

## Partnership with Electronics Recycling International (ERI):

ERI is the largest fully integrated electronics recycler in the United States that maintains NAID, e-stewards and R2 recycling certifications ensuring Belkin's end-of-life (EOL) products are responsibly recycled. ERI also provides reporting for Belkin to track processing of electronic waste and more accurately measure the greenhouse gas impact of EOL products.

## Contributing to recycling programs:

Belkin is proud to contribute to various countries' recycling programs. Since 2009, we've funded the recycling of 11,928 metric tons of packaging, emphasizing our commitment to environmental responsibility.

## Belkin's impact:

### Headquarters (HQ):

Since 2009, Belkin's headquarters have diverted 81,218 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. This comprehensive approach reflects our dedication to the circular economy, emphasizing responsible end-of-life (EOL) practices.

Item	Value (metric ton)
Electronic waste	29,241
Batteries	2,029
Packaging	11,928

## 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
Electronics Recycling International (ERI)	Indiana distribution center e-waste
SIMS life-cycle 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.

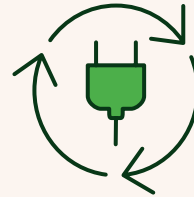
**E-waste.**

**Our notable achievements include:**

- Since 2009, we funded the recycling of 29,241 metric tons of electronic waste and 2,029 metric tons of batteries
- Belkin employees diverted over 11,928 pounds 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

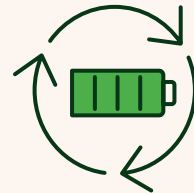
**We're focused on these future initiatives:**

- 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 The Battery Network for U.S. battery recycling and expanding battery recycling partnerships around the globe
- We're continually looking for ways to improve responsible consumption and production of finite materials
- We continually investigate and learn about the environmental and social impact of our products



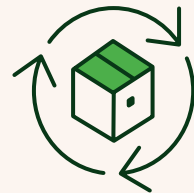
29,241

metric tons of electrical and electronic devices



2,029

metric tons of batteries



11,928

metric tons of packaging

# Our efforts toward responsible distribution channels.

## Prioritizing sustainability, ethical sources and best practices in supply chain.

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.

### 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.

## Upholding product chemistry standards.



### **Global regulatory compliance:**

Ensuring product safety and meeting environmental regulatory standards worldwide is integral to Belkin's dedication to responsible business conduct. In order to distribute our products globally, Belkin diligently adheres to environmental regulations across different operational regions. Our commitment goes beyond mere compliance, aiming to actively contribute to environmental stewardship. Belkin has conducted over 750 hours of supplier compliance training in 2025.

### **Restricted Substance List:**

Belkin maintains a comprehensive and regularly updated Restricted Substance List (RSL). Going beyond basic compliance requirements, this list serves as a proactive measure to design our products without the use of substances that could potentially harm the environment or end users.

### **Proactive product design:**

Our product design philosophy reflects a strong commitment to environmental sustainability. By excluding substances listed in our RSL, our products not only meet but surpass global compliance standards. This proactive approach underscores our dedication to the welfare of our customers, the environment and the communities we serve.

Belkin's ongoing endeavors in product chemistry underscore our pledge to responsible and sustainable business practices. Through the continual enhancement of our Restricted Substance List and proactive product design, we aspire to lead the market in delivering environmentally conscious and compliant solutions.

### **Restricted Substance List:**

# Product chemistry and environmental compliance.

Following regulatory requirements and responsible product design.



## 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)

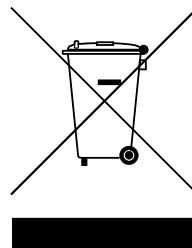
**WEEE** Waste Electrical & Electronic Equipment

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

**TSCA** Toxic Substances Control Act

**POPS** Persistent Organic Pollutants (PFOA and PFOS included)

**PFAS** Per- and polyfluoroalkyl substances



# Setting ethical standards for mineral sourcing.

Aligning minerals sourcing procedures with our corporate values.

Belkin is committed to upholding strong ethical standards across our supply chain, with a particular focus on responsible mineral sourcing. Under Section 1502 of the Dodd-Frank Act, U.S. companies are required to examine their supply chains for tin, tantalum, tungsten and gold – especially materials sourced from the Democratic Republic of the Congo (DRC). This legislation addresses concerns related to armed groups and human rights violations in the region.

Recognizing the serious risks associated with conflict minerals, Belkin is dedicated to ensuring that our suppliers operate responsibly and without involvement in labor or human rights abuses. To support this commitment, we have implemented a comprehensive responsible minerals sourcing policy.

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

We actively monitor supplier compliance through the Conflict Minerals Reporting Template (CMRT), a detailed supply chain survey that identifies all smelters providing 3TG (tin, tantalum, tungsten and gold). Additionally, we require our direct suppliers to source exclusively from smelters that have validated due diligence practices through independent third-party audit programs.

Belkin also reviews due diligence data submitted by suppliers to reinforce accountability and transparency throughout our supply chain. This proactive approach underscores our commitment to ethical business practices and responsible sourcing within the electronics industry.



<https://www.belkin.com/legal/ethics-compliance/>

belkin.

# Everyday impact

## Product

- 3.1 Statement from our Global Sustainability Engineering Manager
- 3.2 Circular product design
- 3.3 Life-cycle assessments
- 3.4 Responsible packaging



# Sarah's Message

A circular economy flies in the face of built-in obsolescence, wherein products are deliberately designed to have a limited, shorter lifespan, forcing consumers to replace them sooner. This approach starts with thoughtful design and the goal to eliminate pollution from the beginning and keep materials in use for as long as possible. By designing our products to be durable, repairable and recyclable, Belkin is moving away from the traditional, wasteful “take, make, discard” model toward one that champions longevity and responsible use of resources.

In our industry, this means keeping products and materials circulating through reuse, repair, refurbishment and recycling. Even waste can become a resource when industries collaborate, turning byproducts from one process into valuable inputs for another. Embracing a circular economy ultimately benefits everyone. It helps protect the environment by reducing pollution and conserving natural systems, while also strengthening economic resilience by making better use of materials and encouraging innovative business models. Although transitioning from conventional supply chains presents challenges, our investment in better design, infrastructure and collaboration can create a more sustainable and efficient future for our business and community.

Our progress is further reinforced through rigorous third-party validation, which plays a critical role in building credibility and trust with our customers while substantiating the environmental claims of our products. Today, 95% of our packaging is plastic-free, alongside increased incorporation of recycled plastics in our products, reflecting our commitment to reducing virgin material use.

We actively pursue and maintain a range of third-party certifications and validations to ensure transparency and accountability in our sustainability efforts. These collaborations span globally recognized standards organizations and independent bodies that assess product life-cycle impacts, material composition and environmental performance.

In partnership with Climate Partner, we completed 131 Product Carbon Footprint (PCF) calculations, enabling us to measure, understand and reduce life-cycle emissions across our portfolio. This work provides a robust, data-driven foundation to inform product design decisions and identify opportunities for meaningful carbon reduction.

In 2024–2025, Belkin advanced from a “Leading” performance level to “Beyond Best Practice” in APCO performance summary results, an achievement that underscores the strength of our strategy and execution. As part of our packaging transformation, we have eliminated polystyrene across our portfolio, an important milestone that contributed to achieving Beyond Best Practice recognition with the Australia Packaging Covenant Organisation (APCO).

Several of our key products have earned recognition for having their life-cycle carbon emissions measured, reduced and offset, including a range of chargers, power banks and wireless charging solutions. These efforts demonstrate how we are embedding sustainability into product design and innovation at scale.

Sincerely,  
**Sarah Hafiz** | Belkin Global Sustainability Engineering Manager



# Circular product design.

## Innovation for lasting solutions

### Progress in R&D:

Belkin's commitment to sustainability is reflected in our ongoing investment in research and development (R&D). Our multidisciplinary teams – spanning sustainability, materials engineering, supply chain, mechanical engineering, regulatory compliance and product quality – work collaboratively to integrate responsible practices into our products and processes.

### Material investigation projects:

As part of our sustainability efforts, Belkin conducts extensive material research to identify more environmentally responsible alternatives. In collaboration with global experts, we continue to explore innovative materials that align with our sustainability goals. A key focus this year is identifying viable alternatives to virgin plastics, particularly for product enclosures.

### Incorporation of PCR (post-consumer recycled) materials:

Reducing our environmental footprint remains a priority, and one of our core initiatives is increasing the use of post-consumer recycled (PCR) materials. This approach supports our commitment to a circular economy while helping reduce waste. By actively integrating PCR content into our products, we aim to drive meaningful environmental impact.

### PFAS-free alternatives exploration:

Belkin is also working to eliminate per- and polyfluoroalkyl substances (PFAS) from our products. Our R&D teams are actively researching and testing PFAS-free alternatives that meet our performance, safety and quality standards. While this is a complex process, we remain committed to advancing chemical safety and environmental responsibility.

### Design for sustainability:

Designing products for impact is a core value that guides our business decisions to reduce our environmental footprint and maintain the principles of our social policies. We strive to

balance customer needs with environmental responsibility, ensuring our products contribute to a more sustainable future. This approach enables us to prioritize lower-impact materials, phase out higher-impact options and reduce overall product carbon footprints.

Our commitment to Life Cycle Assessment (LCA) further supports informed decision-making, helping us continuously improve and advance environmentally responsible product design.



# New Belkin products making strides toward sustainability.

Screen protectors, chargers and cables join the ranks of responsibly built devices.

**Mission:** To minimize environmental impact and drive accountability and responsibility – not only for ourselves but for our industry as a whole.

**Focus:** Making it simple for anyone to help the environment by planting trees

**Web site:** <https://www.belkin.com>

**Industry:** Consumer electronics

**Headquarters:** El Segundo, California

**belkin**

**Be Ready For Today™**

## About Belkin.

Belkin is a global leader in accessories, delivering power, protection, productivity, connectivity, audio and smart home solutions across a wide range of consumer electronics and enterprise environments. Designed in Southern California and available in more than 50 countries worldwide, Belkin develops products that empower people to stay connected and productive at home, at work and on the go. In 2018, Belkin International joined forces with Foxconn Interconnect Technology to expand its global reach and continues to be driven by a commitment to people and the planet we share.

### Challenge:

We are on an ongoing journey to address the environmental impact of our operations, ensuring that every initiative supports our broader sustainability goals. With only about 5% of plastic currently being recycled – and the rest taking centuries to decompose and pollute land, waterways and oceans – Belkin has prioritized reducing reliance on virgin materials. Our efforts began by transitioning to 72–75% post-consumer recycled (PCR) content in our products, and we are now working toward introducing product housings made with 85–90% PCR to further advance more responsible manufacturing.

In 2025, Belkin expanded its focus on product circularity across key categories including screen protectors, wall and wireless chargers and cables. With less than one-third of glass recycled in the U.S., according to the EPA, we are taking steps to improve this through more sustainable design and material choices. At the same time, we are working to reduce CO<sub>2</sub>-equivalent emissions associated with these products to help combat climate change, enhance air quality, and protect ecosystems.

### Solution:

As part of this effort, we introduced InvisiGlass, a smartphone screen protector made with 60% recycled glass and packaged in 100% single-use, plastic-free materials.

We also increased the use of recycled inputs during manufacturing to further reduce environmental impact. InvisiGlass packaging features fully recycled components, including the Easy Align tray, support tray, top protective film and protective bags. In the mobile power category, we also enhanced sustainability across a range of charging products and cables – prioritizing the use of recycled plastics even when it comes at a higher cost.

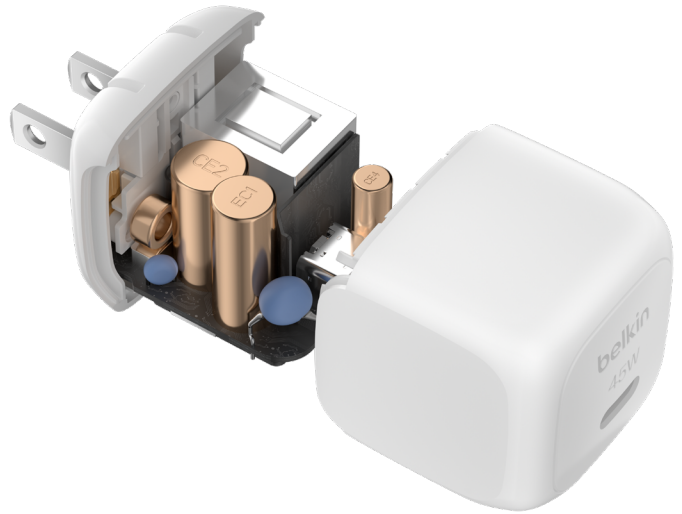
Last year, we made huge strides with the introduction of InvisiGlass, a smartphone screen protector made using 60% recycled glass and 100% single-use, plastic-free packaging. During the manufacturing process, we scaled up the amount of recycled materials integrated into screen protectors.

In the mobile power arena, a host of charging products and connecting cables underwent sustainability improvements. Despite it being more expensive, Belkin preferred recycled plastic in these accessories.

### Result:

**A positive, measurable impact.**

KPI	Value
Products using PCR materials	23.5 million
Average recycled content in housing	72–85% PCR
Virgin plastic avoided (metric tons)	640



### Screen protectors

InvisiGlass is made with 60% PIR (post-industrial recycled) glass recovered during the manufacturing process. Using PIR materials helps divert waste from landfills while supporting greater circularity within our supply chain. By reducing and reusing this material, we decrease reliance on virgin raw inputs that contribute to environmental impact. InvisiGlass also delivers a smaller carbon footprint, achieving an average 60% reduction in carbon emissions compared to our non-recycled screen protectors.

GRS certification (Global Recycled Standard) ensures that InvisiGlass products contain verified recycled content, are responsibly sourced, and are produced under fair labor practices. In addition, we've transitioned to Forest Stewardship Council (FSC) certified paper in our packaging, helping to responsibly source materials, protect forests and respect the rights of indigenous communities. These certifications support our broader goals of advancing material innovation, improving supply chain transparency and providing consumers with clear, accurate information.

We continue to refine how recycled materials are integrated across our product lines. PIR enables us to repurpose high-quality glass without compromising performance or durability. This approach reduces waste while maintaining the reliability and long-lasting quality our products are known for.

### Chargers

In 2025, we continued increasing the use of PCR (post-consumer recycled) materials in charger housings. At the same time, our transition to plastic-free packaging gained further momentum, allowing Belkin charging accessories to remain a strong choice for consumers who prioritize sustainability without sacrificing performance.

This year, several of Belkin's most popular chargers will feature updated housings made with 85–90% PCR, aligning with our commitment to more responsible product design.

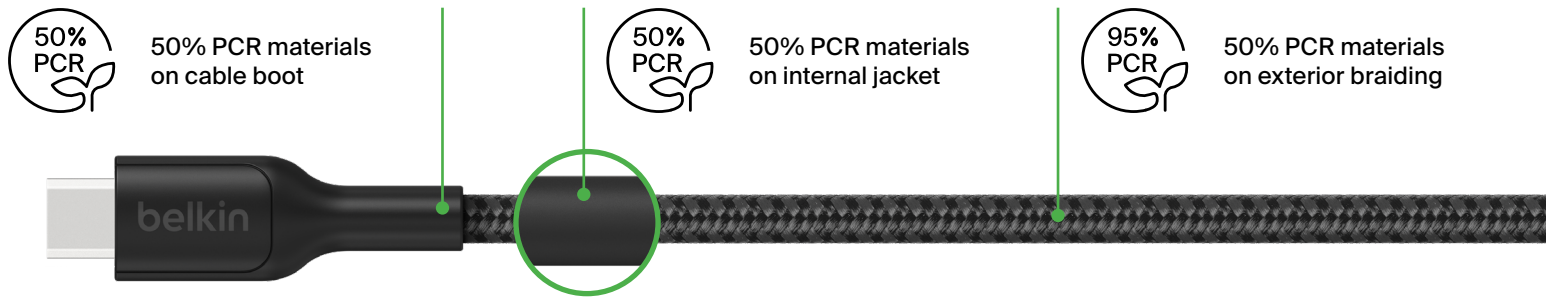
These new accessories will be GRS-certified and packaged using plastic-free materials. Together, these improvements are expected to reduce CO<sub>2</sub>-equivalent emissions from product materials by up to 84.8%.

These are some of the products with 90% PCR content we will roll out throughout 2026:

- **UltraCharge Pro Laptop Power Bank 27K**
- **UltraCharge Retractable GaN Wall Charger 67W**
- **UltraCharge Pro 4-Port GaN Wall Charger 150W (3C1A, Smart Display)**
- **BoostCharge Retractable Car Charger 30W**

## Product | Circular product design

### Made with recycled plastic inside and out



PCR = Post-consumer recycled

### Cables

Similar to chargers, many Belkin cables will receive updated product housing materials that consist of 85-90% PCR. For example, our BoostCharge USB-C to USB-C Cable 60W is an eco-conscious cable combining high-speed charging with a durable, tangle-free design. Its PCR construction consists of 95% PCR PET braided exterior, and 50% PCR TPE in cable head, strain relief and jacket.

We're making a conscious choice to use 100% plastic-free packaging to reduce the carbon footprint in cables, and this will be an average of a 54% reduction in CO2e emissions.

### Conclusion

Belkin has over 2,300 products made of PCR and has replaced 640 metric tons of virgin plastics with PCR materials. Since transitioning to post-consumer recycled (PCR) materials for packaging in 2022, we've sold 23.5 million products in 2025 containing PCR and single-use plastic free packaging.

*"Driving real impact in our ESG efforts means examining every detail of our products to reduce environmental harm. For example, we've broken down our cables into their core components – the jacket, connectors and packaging – and found new ways to design each part using materials that are better for the planet while maintaining high performance."*

**Ernie Roberts**, Belkin Head of Global Sustainability



# Belkin's approach to phasing out PFAS.

## Proactively investigating safer solutions.

At Belkin, our commitment to sustainability remains steadfast. As awareness grows around the environmental impact of per- and polyfluoroalkyl substances (PFAS), we are working closely with our supply chain partners to identify safer alternatives that improve product performance while minimizing environmental harm.

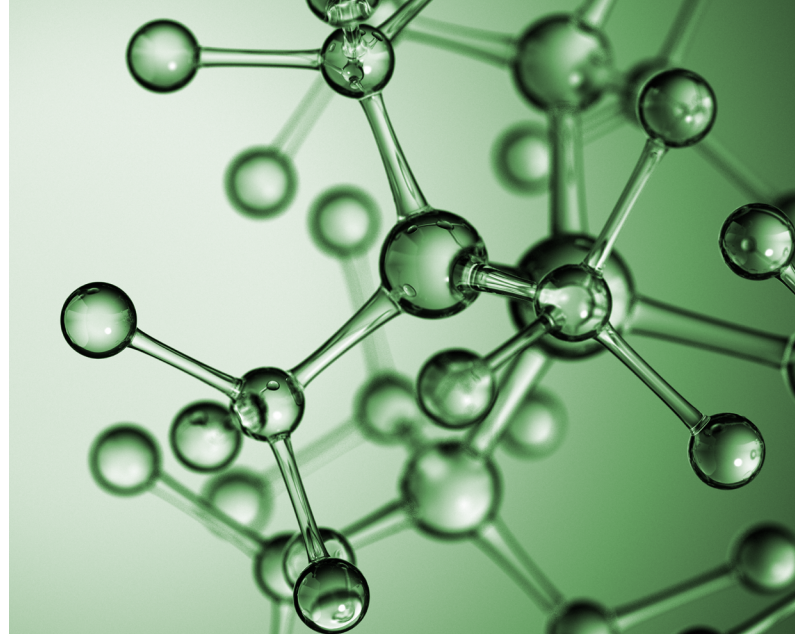
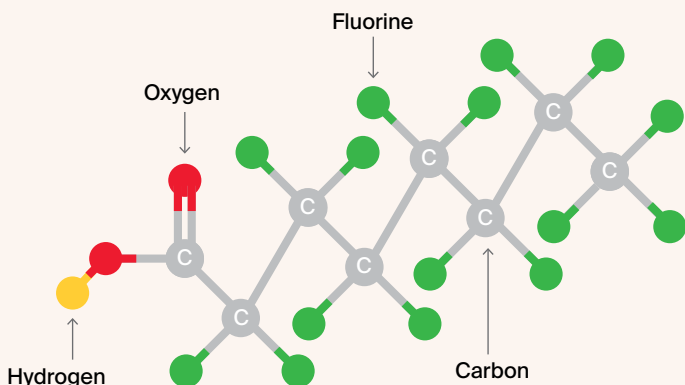
We prioritize the removal of hazardous substances from our product designs, guided by our Regulated Substances Specification and a disciplined, comprehensive approach to chemical safety.

### PFAS background:

PFAS, known for their unique properties, have been widely used across many industries, including electronics. Recognizing their potential risks to both human health and the environment, we are committed to phasing PFAS out of our products.

### Belkin's PFAS phase-out commitment:

Belkin is actively working to eliminate specific PFAS compounds through targeted restrictions and ongoing updates to our substance specifications. We understand the complexity of developing a comprehensive PFAS inventory and are committed to ensuring that alternative materials meet rigorous safety and performance standards.



### Steps toward PFAS phase-out:

#### 1. Conducting annual supplier surveys:

We perform annual supplier surveys to collect data on chemical usage, supporting transparency and adherence to evolving substance requirements. These efforts allow us to monitor progress, uncover challenges and guide our transition to PFAS-free materials.

#### 2. Compiling a comprehensive catalog:

We are actively working with our suppliers to document PFAS usage, ensuring informed decision-making and targeted elimination strategies.

#### 3. Identifying non-PFAS alternatives:

We continue to partner with existing and new suppliers, as well as research institutions, to identify and develop PFAS-free alternatives through innovation and funded initiatives.

#### 4. Aligning with new U.S. regulations, including California's PFAS restrictions:

As regulatory requirements continue to evolve, Belkin remains proactive in maintaining compliance. We are adapting our policies and product designs to align with new U.S. regulations, including California's PFAS restrictions and the EPA's expanding guidance.

#### 5. Avoiding regrettable substitutions:

We recognize the importance of avoiding unintended consequences. Through rigorous chemical hazard assessments, we ensure that replacement materials meet strict safety standards without introducing new risks.

Our efforts align with global regulatory frameworks, including guidance from the European Chemicals Agency (ECHA) and insights from the U.S. Environmental Protection Agency (EPA) regarding PFAS-related risks. Belkin's proactive approach to phasing out PFAS reflects our broader commitment to sustainability, innovation and collaboration.

# Evaluating environmental effects across the supply chain.

Understanding life-cycle stages to manage our environmental footprint.



## LCA calculation capability:


Life-Cycle Assessment (LCA) is a method used to evaluate and quantify environmental impacts and resource use throughout every phase of a product's life cycle.

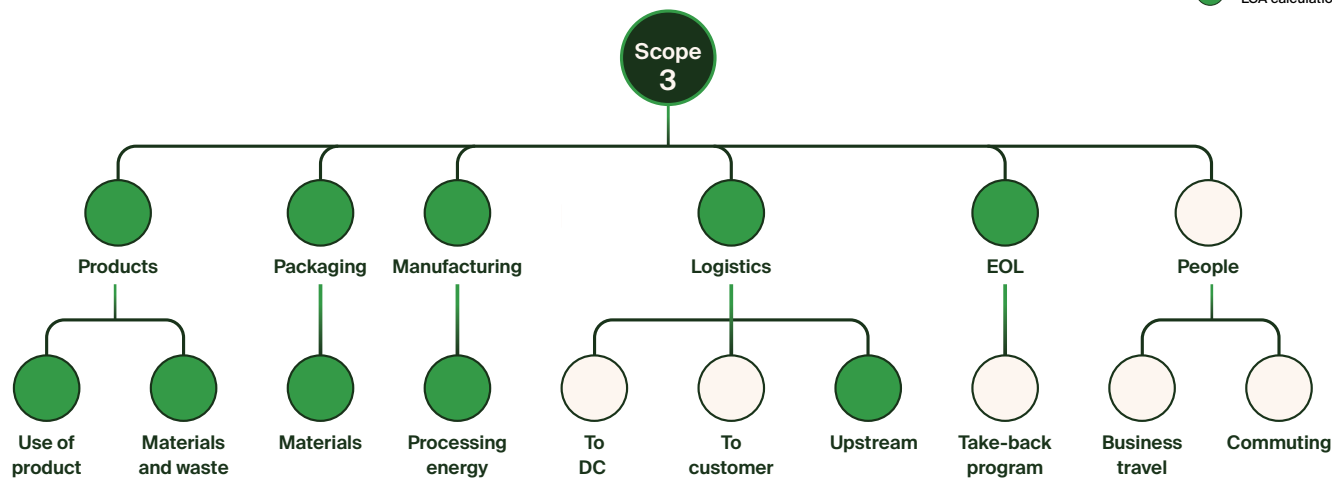
At Belkin, we leverage LCA to gain a comprehensive understanding of our environmental footprint, enabling more informed, data-driven decisions across our operations.

Aligned with ISO 14040 and ISO 14044 standards, our LCA framework provides a consistent approach to evaluating product life cycles. We closely track resource consumption – including energy, water, materials and waste – and connect this data directly to individual products. This approach allows us to better understand scope 3 emissions, from product development through delivery.

A key strength of LCA is its ability to measure environmental impacts at each stage – material extraction, manufacturing, product use and end-of-life – giving us a complete view of the footprint associated with our products.

## Scope 3 in detail

 Included in LCA calculation



## Product | Life-cycle assessments

### Scope 3 Emissions

Belkin has developed in-house capabilities to measure material and product impacts using LCA software. We established a scope 3 baseline across product categories by identifying representative products and using them as a foundation for analysis.

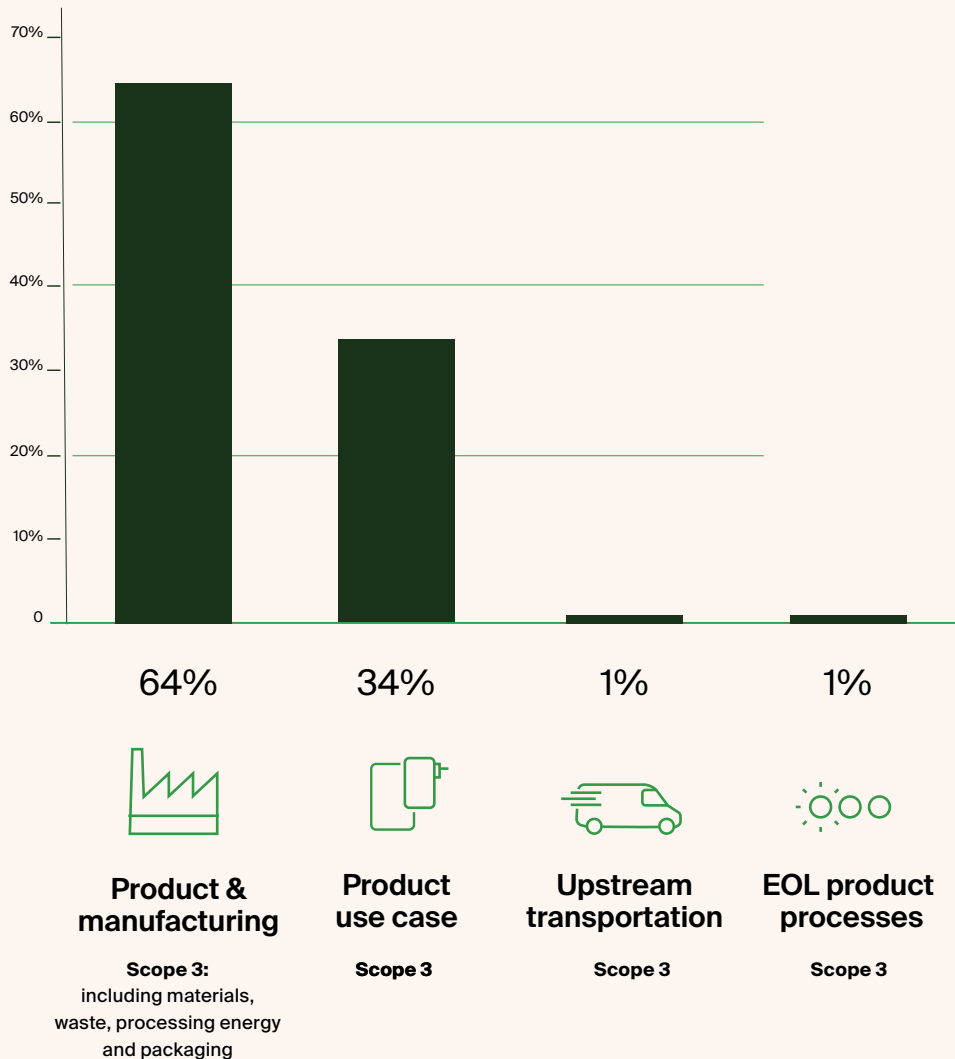
We then gathered primary data from our supply chain and engineering teams, supplemented with industry research, to build environmental models. Our software calculates greenhouse gas emissions across eight impact categories: land use, global warming potential, water consumption,

human carcinogenic toxicity, human non-carcinogenic toxicity, fine particulate matter formation, material circularity and fossil resource scarcity.

After completing LCAs for these baseline products, we extended the insights across our broader product portfolio to estimate overall scope 3 emissions. As we continue to expand our analyses and refine our methodologies, this baseline will become increasingly precise with each iteration.

### Snapshot of our current product carbon footprint.

Identifying hotspots in our supply chain.



# Building momentum in responsible packaging practices.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## Packaging.

Our achievements include:

- Funded the recycling of 11,928 metric tons of packaging since 2009
- Committed to Australia Packaging Covenant Organisation (APCO) reporting
- Executed packaging refresh to remove single-use plastic packaging
- Replaced screen protector plastic envelope with compostable solution (plant-based plastic and craft paper) while investigating recyclable envelope solutions
- Fostered innovation 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 (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.

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.

## 2024-25 APCO performance summary results:

Belkin has moved from an overall performance level last year of leading to beyond best practice.

## Overall Performance Beyond Best Practice

The chart below indicates the overall performance level of this organization listed above in the 2025 APCO Annual Report. The organization's reporting period was January 2025 - December 2025.



## 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 89% reduction in single-use plastic since 2019. Below is one example of our new packaging design 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

# Advocating for responsible paper sourcing and environmental stewardship.

Enforcing compliance measures to preserve forest ecosystems and support 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.”



# Progress toward plastic-free packaging.<sup>1</sup>

Surpassing previous goals to eliminate plastic entirely.



We've already met our original goal to reduce single-use plastics by 25% by 2025. Currently at 95% 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.



<sup>1</sup> 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.



# Converting old bottles into new packaging.

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.

**1.**  
Bottles are sourced from recycling center



**2.**  
Paper labels are removed



**3.**  
Bottles are ground into flakes



**4.**  
Flakes are cleaned



**5.**  
Flakes are melted



**6.**  
Flakes formed into sheets for the EZ alignment screen protection trays



belkin.

# Everyday impact

## People

- 4.1 Employee well-being
- 4.2 Community engagement
- 4.3 Supplier code of conduct



# People First policies and practices.

Awards and recognitions for 2025.

## 2025 highlights.

**In 2025, we maintained our commitment to a healthier future with our Fitwel status.**

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

**Los Angeles Business Journal “Best Places to Work” Award.**

Belkin made LA Business Journal's “Best Places to Work” list for the fourth year in a row. For 2025, Belkin placed 28th in the Large Company Category (250 or more US employees)! The rankings were based on an evaluation of companies' culture, benefits, policies, practices and demographics, as well as the anonymous survey designed to measure employee experience. This data also helps us create internal employee forums and informs our programming to continue to enhance our employee engagement.

In addition to ranking in the top 20 for LA Business Journal's “Best Places to Work,” for the third year in a row, Belkin global headquarters is recognized as one of Built In's “Best Places to Work.”

We're listed in two categories:

- 1) 100 Best Places to Work in LA
- 2) 100 Best Midsize Places to Work in LA



# Promoting well-being to ensure healthy lives.

Fostering a culture of well-being for optimal health.



Belkin values are the foundation of how we operate and behave as an organization. They reflect the core philosophies that guide us in creating positive experiences for both our colleagues and customers. Across our teams and around the world, we share a vision of a protopia – one centered on continuous improvement, adaptability and progress toward a more inclusive and diverse future.

Our values set us apart. As a clear expression of Belkin's mindset and approach, they play an ongoing role in attracting and retaining individuals who are inspired to embody these principles in their everyday work. 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.

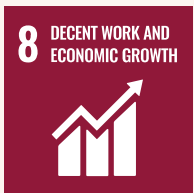
We're most effective when we're energized and focused. Invest in those things that replenish you.



## Succeed as a team.

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

# Promote consistent, 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.

Our programs are designed to support employees across all regions, ensuring continuous development opportunities. Much of our content is available on demand, allowing access when and where it's needed most. While we emphasize flexible, interactive learning experiences, we also provide structured training programs that offer deeper, immersive opportunities for skill development and personal growth.

## **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 initiative focused on building relationships that attract qualified candidates who bring valuable knowledge, skills and experience to our organization.

## **Talent development:**

Learning and development play a vital role in our success. At Belkin, we strive to cultivate a learning-driven culture where employees are empowered to grow and achieve personal goals aligned with the broader objectives of the company. These efforts help our teams advance their careers, strengthen confidence and find greater purpose and professional fulfillment – while enabling us to build a stronger business and support the communities we serve.

## **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

# Promoting healthy lifestyles by prioritizing well-being.

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

3 GOOD HEALTH AND WELL-BEING



At Belkin, we recognize that we're all people before we're employees, therefore, 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. From financial planning to pet insurance and everything in between, 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.

- Cigna's Wellbeing Incentive Platform
- 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)



# Employee health & safety and working conditions: Training and development

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



As part of Belkin’s commitment to continuous improvement in workplace health, safety and overall working conditions, we have implemented a structured training program to equip employees with the necessary knowledge to mitigate operational hazards and respond effectively to emergency situations. These initiatives not only enhance employee well-being but also strengthen our resilience in the face of extreme weather events and workplace risks.

In 2025, Belkin Indiana conducted 33 training sessions covering workplace safety, emergency preparedness, environmental awareness and operational hazard reduction. Across all sessions, a total of 2,133 employees participated, accumulating 533.25 training hours. Specialized safety training, including CPR & First Aid, accounted for 96 hours across 24 employees. Overall, Belkin employees received a combined 629 hours of safety training, averaging 5–6 hours per employee.

## Below is a breakdown of the training programs conducted in 2025

Date	Training topic	Employees trained
Feb	Tornado	84
Feb	Accident Reporting	79
Mar	Flu Prevention	79
Mar	Evacuation	80
Mar	Restroom Etiquette	80
Apr	Fatigue at work	80
Apr	Power Failure – Code Black	80
Apr	Commitment to Excellence	68
May	Radio Code meaning	80
May	Walkways	79
May	Updated Gym Policy	73
Jun	Heat Related Illness	81
Jun	Preventing Heat Related Illness	80
Jul	Heat-Related Illness	85
Jul	Housekeeping Safety	73
Jul	Safe Lifting Techniques	83
Jul	Aerosol Can Recycle	6
Jul	Waste Handling Procedure	6
Jul	Hazard Communication Program	6
Aug	Pallet Jack Safety	85
Aug	Dock Safety	84

Sep	Autum Safety Tips	84
Sep	Parking Lot Safety	79
Sep	What to Flush	98
Oct	Preparing for Winter Weather	70
Oct	Flu Prevention	69
Dec	Environmental Orientation	9

By strengthening our employee training programs and improving transparency in our reporting, Belkin is reinforcing its commitment to maintaining a safe, inclusive and high-performing work environment.

KPI	Result
Average training hours per employee	6 hours
Grievances reported in 2025 through confidential ethics and compliance portal	0 Grievances reported
% of employees trained on Code of Conduct	100%
% of employees trained on anti-harassment	100%

# Building stronger communities through local collaboration.

Engaging in community projects, education and employee volunteer programs.



## 2025 People milestones:

Starting with the 2025–2026 school year, Belkin hosts LifeLaunch at our GHQ in El Segundo. LifeLaunch is a tuition-free college and career program that supports young adults as they transition into college, career and adulthood. The program is designed for students who benefit from small, supportive learning environments where they are coached by caring adults and connected to real-world opportunities.

LifeLaunch offers two pathways:

LifeLaunch College, offered in partnership with Rivet School, supports students in earning flexible, competency-based AA or BA degrees from Southern New Hampshire University, with individualized coaching and comprehensive support. LifeLaunch Career focuses on career exploration, hands-on training and industry certifications in fields such as healthcare and aviation, with students earning college credit through El Camino College.

Recent student experience survey results showed the highest scores in the area of belonging and support, indicating strong cohort connection and program culture. 100% of students agree or strongly agree with the following statements:



- I feel like I am part of a community in LifeLaunch.
- I have a LifeLaunch staff member who cares about my success.
- LifeLaunch is a positive and supportive environment for me.



Full-time employees receive 16 hours of Volunteer Time Off (VTO) each calendar year to utilize in service to the cause or organization of their choice. We also coordinate cross-functional service projects. For example, in Southern California, we were honored to participate again in a large-scale meal pack with AmeriCorps and the 9/11 Day Organization for the September 11th National Day of Service and Remembrance. Our employees helped pack an estimated 1,248 meals that stay in local communities and were donated to and distributed by Feeding America-affiliated food banks for Hunger Action Month.

## People | Community engagement

We are grateful for our ongoing community partnership with the YMCA of Metropolitan Los Angeles and honored to support their efforts to feed the greater Los Angeles area. Through the leadership of our employee resource groups, and in collaboration with the Y, Belkin organized a food drive at our Global Headquarters in El Segundo, CA to support families affected by the recent government shutdown.

Year-round, veterans bring unique and invaluable insights, skills and leadership. One of many examples is Navy veteran Vice President of Information Technology, Jeff Salisbury. Not only does Jeff lead our global IT team, but he has also chartered the path for us to adopt AI in new and improved ways of working. A skill to which he credits his Navy experience. “The skills and experiences I had in the Navy carried over nicely in my career with Belkin, including the sense of working within a second family, teamwork and the need to continuously learn new skills and technologies.”



“When you are in charge of the nuclear propulsion plant and all engineering systems on an aircraft carrier, you know that when things stop working, it’s an all hands on deck team effort to do whatever is needed until normal operations are restored - just like we operate in Belkin IT!”

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# Employee Resource Groups



One of the best practices to successfully implement an empowering workplace culture, enhance connection and build community is employee resource groups (ERGs). In addition to facilitating internal programming, ERGs participate in voluntary activities involving community outreach, professional development and networking. The sense of community ERGs cultivate is an invaluable resource for the company. They increase engagement, innovation and business success. ERGs have buy-in from senior leadership to drive and champion organizational-wide change. Additionally, ERGs are natural brand champions when providing community outreach since they inherently open new recruiting networks.

All of our global employee resource groups welcome all Belkin employees to join and membership is free. Here are a few examples of employee-led activities during 2025.

**belkin**  
Black Excellence in Tech

**belkin**  
Page Turners

**belkin**  
Women's Network Group



- **Black Excellence in Tech** hosted an event at GHQ with an ex-NFL player turned paramedic/firefighter, who shared insights about his professional journey and southern California wildfires.



- **Women's Network Group:** Inspired by 2025's International Women's Day theme of Accelerating Action, we hosted an empowering panel and luncheon to close out Women's History Month in March. WNG also hosted a tote-customizing fundraiser supporting Breast Cancer Angels with Belkin matching all donations through our Gift Matching Policy to amplify the impact.



**belkin**  
Earthwise



- **Earthwise:** In the springtime of 2025, Belkin employees returned to visit our community partners and conducted a cleanup effort at the Ballona Creek Wetlands. Additionally, there was an e-waste drive and public speaking engagements educating on organizational sustainability efforts.



**belkin**  
Juntos@Belkin



- Our Latine/Hispanic Employee Resource Group, **Juntos@Belkin**, invited the Belkin community to celebrate Día de los Muertos, a vibrant tradition rooted in Indigenous and Mexican culture that honors the memories and the enduring bonds between generations. The team created a heartfelt ofrenda to honor and celebrate the lives of Belkin employees and family members that we've lost. Elizabeth also produced this beautiful video that shares the meaning and spirit behind this cherished celebration. We're grateful to Juntos for reminding us that our loved ones live on through our culture, connection, and togetherness across our Belkin community.

## Encourage healthy lives and provide well-being for all ages.



Maintaining and cultivating this People First culture for productivity means we also embrace the task of taking a data-informed approach to supporting employees' mental well-being. The World Health Organization (WHO) has shared the

lost productivity resulting from depression and anxiety, two of the most common mental disorders, is estimated to cost the global economy U.S. \$1 trillion each year.

According to the WHO, a lack of proper support and systems in the workplace, particularly for individuals with mental health conditions, can hinder their ability to find satisfaction in their work and perform effectively. Specifically, according to a 2022 study, workplaces that foster positive mental health and support employees with mental illnesses are more likely to decrease absenteeism and presenteeism (lower productivity while at work), leading to increased overall productivity.

These are just a few of the health-focused benefits Belkin provides year-round:

- Biannual on-site blood drive with the American Red Cross
- “Mindfulness with Dr. Milo” on the first Wednesday of every month
- A quality Employee Assistance Program and counseling referrals
- Wellness programs, snacks, meals, beverages and workplace facilities to promote exercise and fitness
- On-site annual health fair
- On-site flu and COVID vaccinations and biometric screening events
- Global programming to provide support, insight and education for menopause
- Global programming and fundraising for men’s health



“ I’ve wanted to highlight and raise money for men’s health. ”

Martin Worth

belkin

Championed by Senior Director of Product Development Management & Innovation Captain Martin Worth, Team Belkin raised \$4,958 in 2025. Here’s what inspires Martin to change the face of men’s health:

“Having lost a friend to prostate cancer many years ago, this cause is near to my heart. Since my first Movember in 2012, I’ve wanted to highlight and raise money for men’s health. My Mo Bros and I at Belkin raised over \$5,000 this year and will be back next year.”

# Reduced inequality within and among countries.



## Reduced inequality within and among countries – Belkin’s Vision for Action.

Belkin is a People First global organization.

This means we recognize that we all exist as people before we work as employees.

We all leave our homes and loved ones

in order to work diligently for business success and ensure positive results. Maintaining this perspective is key to not only ensuring effective workflow but also promoting a healthy global workforce. Taking a data-informed approach to follow research provides clarity to know that when you focus on supporting the person first, the employee’s performance improves. For example, McKinsey and Company highlight that a diverse workforce outperforms a non-diverse workforce by 35%. Additionally, research from Deloitte indicates organizations with inclusive cultures are 2x as likely to meet

or exceed financial targets, 3x as likely to be high-performing and 6x more likely to be innovative and agile.

We embrace that a mixture of talents, perspectives and strengths from diverse backgrounds will result in a more dynamic and creative workplace. Multicultural connection and cross-functional collaboration, where everyone feels empowered for who they are and what they do, are key to our business success. Building on a foundation of mutual respect, inclusion and equitable development are strengths to be leveraged, not just “nice to have” add-ons. Because we make people-inspired products, prioritizing the holistic well-being of people is essential to our business. Our people-focused commitments (shown below) inform us on our pathway of action to walk the talk.

We are committed to walking the talk to consistently put words into action through the following five points:

1. Uphold a shared responsibility of diversity, equity inclusion and belonging from everyone
2. Champion a workplace of empathetic accountability
3. Prioritize active listening in our courageous conversations
4. Ensure we maintain cultural humility in all our interactions. Even when we share an identity with others, we acknowledge the truth, validity and power of others’ experiences
5. Cultivate a collaborative culture of education and awareness as lifelong learners

### People-First Focus Pillars:

**Pillar 1: Talent recruitment and retention - Our people are the key ingredient for business success**

**Pillar 2: Education and awareness - The foundation for professional development**

**Pillar 3: Connection and collaboration - We are stronger and more effective, together**

**Pillar 4: Professional development - We all deserve a chance to grow and be better**

**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. Like all our employee resource groups, WNG is intentionally mindful about how members' gender identities are intersectional with all other multicultural identities.



Not only does WNG provide psychoeducational programming throughout the organization, but members also receive mentorship and professional development. Meetings and panels are robust in conversation and content among

members and senior leadership. For example, based on our Women's History Month panel in 2025, 96% of respondents shared they learned something new, 96% said the panel provided them with new strategies to improve their work experience, and 96% believed the panel was relevant and applicable to their experience at Belkin. These data speak to our People-First Focus Pillar of Education and Awareness, which further aids to foster belonging throughout Belkin.

**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."

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.



# Dedicated to suppliers adhering to our code of conduct.

## Fostering supplier relations with accountability and transparency.

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 U.K., 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.
- **Biannual third-party social compliance audits:** Belkin enforces a biannual 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 supplier auditing and training as needed

- Conducting annual Modern Slavery Act reporting in Australia and the U.K.
- 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 U.K. and Australia Modern Slavery Acts

**U.K. 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.<sup>1</sup>

**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.<sup>3</sup>

**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.<sup>2</sup>

**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.<sup>4</sup>

<sup>1</sup> Source:

<sup>3</sup> Source:

<sup>2</sup> Source:

<sup>4</sup> Source:

**Supply Chain Labor and Human Rights KPIs**

KPI	Result
# of supplier assessed against the RBA Code of Conduct	100%.

**Supplier Audit Detail**

Supplier Audit Detail	Suppliers	Social Compliance Audits
Total	56	71
Belkin + 3rd Party Audit	21	42
3rd Party Audit (RBA, BSCI, SMETA, SA8000)	20	20
Belkin Audit	9	9
No Audit*	6	0

\*Audit scheduled, Low production or production transfer.

## People | Supplier code of conduct

### Incident & Corrective Action Management (2024 / 2025)

Item	Value
Total Corrective Actions Issued & Closed	468
Zero Tolerance Violations	0
Critical Correction Actions Issued & Closed	80
Non-Critical Corrective Actions Issued & Closed	388

Unless otherwise stated, labor and human rights data in this report reflects Belkin's global operations and supplier network during fiscal year 2025.

Belkin's human rights priorities are informed by risk assessments aligned with the Responsible Business Alliance Code of Conduct and global human rights frameworks.

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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# Everyday impact

## Governance

- 5.1 Maximizing the impact of our sustainability strategy
- 5.2 Risk management
- 5.3 Artificial intelligence
- 5.4 Reporting and governance



# Maximizing the impact of our sustainability strategy.

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

### Governance structure and oversight.

Belkin has established a structured governance framework to oversee and drive its sustainability strategy effectively. Our global sustainability committee, formed in 2021, consists of cross-functional leadership from engineering, product management, supply chain, operations, communications, sales and the sustainability department. The Belkin sustainability committee is responsible for decision-making on, and oversight of, Belkin's environmental, social and economic impact. The CEO is the executive sponsor of this committee.

Belkin also operates regional sustainability committees that ensure local business objectives align with the company's sustainability strategy, fostering a two-way knowledge exchange.

At the corporate level, Belkin's parent company, Foxconn Interconnect Technologies (FIT), has a Sustainability and Environmental Responsibility (SER) committee, which operates under the oversight of the FIT Board of Directors. The Belkin Sustainability Committee collaborates with FIT's SER Committee to ensure alignment with FIT's broader ESG strategy, prioritizing key initiatives, assessing risks and ensuring robust sustainability governance across all levels.

Additionally, Belkin integrates ESG risk management into its governance model by assessing physical risks (such as extreme weather events) and transition risks (such as regulatory changes and market shifts). Belkin ensures transparent sustainability performance reporting by leveraging stakeholder engagement mechanisms.

Belkin's governance structure supports climate change impact management by aligning with the Foxconn Science-Based Targets Initiative (SBTi) commitment to be Net Zero by 2050 and Foxconn's 2030 goals. The Belkin Sustainability

Committee is responsible for reviewing and approving content for the annual Impact Report, which also contributes to FIT's ESG disclosures. Belkin's governance structure supports climate change impact management by aligning with the Foxconn Science-Based Targets Initiative (SBTi) commitment to be Net Zero by 2050. The Belkin Sustainability Committee is responsible for reviewing and approving content for the annual Impact Report, which also contributes to FIT's ESG disclosures.

### Strategy and ESG integration.

Belkin has been measuring its social and environmental footprint for over 15 years and utilizes this expertise, along with materiality assessments in coordination with Foxconn Interconnect Technology, to identify and manage ESG risks across its operations.

#### Short-term (by 2025):

Achieved carbon neutrality in scopes 1 and 2 emissions.  
Improve transparency in product and packaging footprints.  
Increase the use of recycled materials in products. Complete a full scope 3 emissions benchmarking in alignment with the GHG Protocol.

#### Medium-term (by 2030):

Advance the scope 3 decarbonization strategy, transitioning supply chains toward a circular economy. Collaborate with suppliers to reduce emissions and integrate the use of materials and processes that further reduce scope 3 impact.

#### Exploring carbon neutral product/offsets long-term (by 2050):

- Fully embed product circularity into business strategy
- Increase post-consumer recycled (PCR) material usage
- Elimination of product-level GHG emissions, in alignment with Foxconn's Net Zero by 2050 goal

# Measuring and mitigating risk.

## Evaluating, triaging and overcoming Environmental, Social and Governance (ESG) risks.

### Risk management and oversight.

Belkin places a strong emphasis on ESG risk management as a core component of its sustainability governance framework. The risk management process involves several key steps, starting with contextual analysis, which includes setting ESG targets and engaging with internal and external stakeholders to address ESG concerns. This is followed by risk identification, where we assess physical risks such as climate change impacts on operations and transition risks like regulatory shifts and evolving market expectations. Additionally, opportunities for business growth in low-carbon markets and resource efficiency improvements are also considered.

The risk assessment phase involves evaluating the likelihood and impact of climate-related risks; conducting scenario analysis to model policy, technological and climate changes; and assessing the vulnerability of operations and supply chains. Prioritization and treatment of risks are then determined through materiality assessments to identify the most significant ESG issues and strategically allocating resources to mitigate high-priority risks. Continuous monitoring and review are conducted through materiality assessments to evaluate economic, environmental and social impacts, as well as engaging stakeholders to align strategies with evolving expectations.

In terms of stakeholder engagement, Belkin actively involves a diverse range of stakeholders ranging from customers to employees, investors, suppliers and environmental groups to ensure meaningful ESG decision-making. Key areas of engagement include ethical supply chain practices to maintain responsible sourcing and labor standards, e-waste and packaging waste management through recycling programs, and circular design initiatives. Additional climate change mitigation efforts are driven by stakeholders to reduce carbon emissions. Belkin's materiality assessment process prioritizes these key issues, integrating them into its overall sustainability strategy to effectively address stakeholder concerns.

### Resilience.

Belkin's business resilience focuses on maintaining continuity for customers while protecting employees and strengthening long-term competitiveness in a world of increasing climate, regulatory and supply chain challenges. Our approach is embedded within our broader sustainability governance and risk management process, which integrates climate risk assessments, regulatory foresight and circular material strategies to reduce exposure and future volatility.

### Supply chain.

To reduce geographic concentration risk, Belkin has diversified manufacturing across China, Vietnam, Thailand and Malaysia. This multi-country footprint enables production flexibility in the event of extreme weather, infrastructure disruption or regulatory change. By qualifying alternative suppliers and building regional logistics capabilities, we can shift production and minimize downtime when events such as typhoons, flooding or heat-related shutdowns impact specific regions.

We continue to integrate climate risk considerations into supplier engagement and business continuity planning. Monitoring regional climate exposure and strengthening dual-sourcing strategies helps safeguard revenue stability and maintain customer commitments during disruption.

### Workforce.

Resilience at Belkin includes protecting the safety and livelihoods of our employees as extreme weather events become more frequent and disruptive. Our hybrid work model enables employees to continue working safely during extreme heat, wildfire conditions or other local emergencies, reducing health risks while maintaining continuity. For example, when schools close or communities are impacted by severe weather, employees are able to work remotely, ensuring they can support their families while also maintaining their professional responsibilities.

Investments in secure digital infrastructure enable operational teams to sustain critical functions from distributed locations. This proactive approach helps safeguard employee well-being, maintain financial stability for our workforce and ensure uninterrupted support for our customers. By building flexibility into how we work, Belkin strengthens both organizational resilience and the people who power it.

### Circularity as material security.

Strengthening long-term competitiveness through circular design is a key pillar of Belkin's strategy and a top priority in achieving our 2030 sustainability goals. By reducing dependence on finite virgin materials and building more resilient material flows, we are positioning our business to operate reliably in a future defined by resource constraints, climate risk and evolving regulatory expectations.

Belkin views circular design as both environmental stewardship and economic strategy. Increasing our use of post-consumer recycled plastics, eliminating single-use plastic packaging and advancing responsible battery collection and recycling helps secure access to critical materials while reducing environmental impact. These efforts reduce exposure to commodity price volatility and geopolitical supply risks, while lowering life-cycle emissions and waste.

This integrated approach delivers measurable benefits for both the business and the planet. Circular materials reduce our carbon footprint, conserve natural resources and minimize waste, while improving cost stability, supply continuity and operational resilience.

### Regulatory readiness and risk management.

Rapidly evolving global regulations require forward-looking governance. Belkin proactively monitors and prepares for emerging environmental requirements, including packaging, battery, chemical regulations and disclosure requirements. Belkin sustainability is embedded into design assurance function within product development to ensure early alignment, pre-compliance testing and supplier screening processes reduce the risk of launch delays, product restrictions or reputational harm.

By embedding regulatory foresight into product development and engineering, we transform compliance from a reactive obligation into a proactive strategic advantage. For consumers, this means products that are transparently designed, built to meet or exceed global environmental standards, and consistently available in the markets where they are needed.



# Artificial intelligence as a strategic capability.

## **Responsible use and governance.**

Belkin recognizes both the opportunity and environmental impact associated with artificial intelligence. Our internal AI policy establishes clear principles for the responsible, secure and ethical use of AI tools, including appropriate governance, data integrity and consideration of environmental impact. We prioritize high-value applications that strengthen sustainability, regulatory readiness and operational resilience, ensuring AI is deployed intentionally and aligned with our long-term business and environmental goals.

## **Climate risk modeling and supply chain resilience.**

AI strengthens Belkin's ability to anticipate and mitigate climate and supply chain risks. Advanced analytics enable us to model compliance risks across regions and identify potential vulnerabilities before they occur. These insights support proactive sourcing, supplier diversification and continuity planning, improving preparedness in an increasingly volatile operating environment.

## **Scope 3 emissions insight and circular design decisions.**

Belkin uses AI in combination with life-cycle assessment (LCA) tools to translate complex scope 3 emissions data into actionable insight. This enables identification of emissions hotspots at the material and component level and supports informed design and engineering decisions. For example, modeling can compare the carbon and cost impacts of transitioning from virgin plastics to post-consumer recycled materials across suppliers and geographies, allowing teams to reduce environmental impact while maintaining product performance and cost competitiveness.

## **Regulatory readiness and operational efficiency.**

AI enhances regulatory monitoring and compliance preparedness by continuously tracking evolving global environmental requirements and flagging relevant changes for engineering and compliance teams. This improves response time, reduces manual effort, and minimizes the risk of non-compliance or product delays. These efficiencies allow teams to focus on strategic initiatives while strengthening governance and risk management.

## **Strategic advantage and consumer benefit.**

When applied responsibly, AI improves decision speed, precision, and foresight across Belkin's sustainability and product development functions. This enables faster adoption of safer materials, improved product transparency, and reliable compliance with global environmental standards. For consumers, this translates into more responsibly designed products, greater trust in product safety and environmental performance, and continued product availability in rapidly evolving regulatory environments.

## Risk treatment and opportunity exploration.

### Anti-corruption risk assessment.

Belkin conducts periodic corruption and bribery risk assessments as part of its global ethics and compliance program. The assessment evaluates potential corruption risks across business activities, geographic markets, and third-party relationships. Risks are evaluated based on likelihood and potential impact and are reviewed by the legal and compliance teams.

The assessment process includes:

- evaluation of country-level corruption risk exposure
- review of third-party partner risks
- analysis of procurement and sales interactions with suppliers, vendors, customers and public officials
- identification of high-risk transactions or regions
- implementation of mitigation measures and internal controls

This assessment is conducted periodically and informs updates to compliance policies, employee training programs, and supplier due diligence procedures.

### Anti-corruption compliance metrics.

Employees trained on ethics & compliance policy	864 (100%)
Compliance investigations related to bribery	0
Confirmed violations	0
Corrective actions implemented	0

The corruption risk assessment process is overseen by Belkin's Legal and Compliance leadership. Results are reviewed periodically and inform updates to internal controls, employee training programs and third-party due diligence procedures. More information on risk assessment can be found on our ethics and compliance page:

<https://www.belkin.com/legal/ethics-compliance/>

### 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 circular 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.

Belkin utilizes materiality assessments to systematically identify, evaluate and prioritize economic, environmental and social impacts across its operations and value chain. This process ensures that material topics that have the most significant impact on Belkin and its stakeholders are continuously assessed and integrated into business strategy. Stakeholder engagement is a key component of this process, allowing Belkin to understand and address evolving concerns related to ESG performance. Stakeholders including customers, employees, investors, suppliers, and environmental groups consistently highlight climate change mitigation as a critical issue, emphasizing the need for GHG emissions reduction initiatives and sustainable product innovation.

**Supply chain responsibility.**

Belkin acknowledges the growing stakeholder concerns regarding ethical sourcing of raw materials, including conflict minerals, and responsible labor practices across the value chain. The company integrates supplier due diligence and compliance with human rights and labor standards into its procurement processes, ensuring alignment with its Supplier Code of Conduct and international responsible business standards.

The Conflict Minerals Reporting Template (CMRT) is a standardized reporting template developed by the Responsible Minerals Initiative (RMI) that facilitates the transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilized. It also facilitates the identification of new smelters and refiners to potentially undergo an assessment via the RMI’s Responsible Minerals Assurance Process (RMAP).

- Belkin takes very seriously concerns that conflict materials, which reportedly have been fueling human rights atrocities in the Eastern Region of the Democratic Republic of the Congo (DRC), might make their way into the electronics industry supply chain. It is in keeping with the corporate values that we expect suppliers to conduct operations in a manner that does not result in labor or human rights violations.
- Actions taken by Belkin include implementing a responsible minerals sourcing policy; tracking the percentage of relevant suppliers who have provided a response to our supply chain survey including identifying all smelters supplying gold, tantalum, tin and tungsten (3TG) to our supply chain; and requiring our direct suppliers to source the 3TG from smelters whose due diligence practices have been validated by an independent third-party audit program.
- Belkin also reviews due diligence information received from our suppliers as identified in our expectations.

KPI	Metric	Notes
Suppliers completing Conflict Minerals Survey	64%	Suppliers complete the RMI Conflict Minerals Reporting Template (CMRT) annually to disclose sourcing of tin, tungsten, tantalum, and gold (3TG). Responses are reviewed for alignment with OECD Due Diligence Guidance and to identify potential sourcing risks requiring follow-up or corrective action.
Smelters/refiners in supply chain verified as RMAP conformant	100%	Supplier CMRT responses are analyzed to identify smelters and refiners used in the supply chain. These facilities are cross-referenced against the Responsible Minerals Initiative Responsible Minerals Assurance Process (RMAP) list to determine whether they have been independently audited and verified as conformant with responsible sourcing standards.
Targeted suppliers who have signed acknowledgment of Belkin’s Supplier Code of Conduct	100%	Suppliers required to acknowledge Belkin Supplier Code of Conduct aligned with RBA standards
Targeted suppliers with contracts including environmental, labor, and human rights clauses	100%	Sustainability clauses integrated into supplier agreements and new Supplier Sustainability and Responsible Business Conduct Policy

**Supply chain performance.**

Belkin’s supplier expectations align with the Responsible Business Alliance Code of Conduct and international human rights standards including the UN Guiding Principles on Business and Human Rights. Targeted suppliers include strategic manufacturing partners and suppliers representing approximately 80% of Belkin’s procurement spend. Data reflects Belkin’s global supplier network during fiscal year 2025 unless otherwise noted.

**E-waste and sustainable packaging.**

As technological advancements accelerate, Belkin continues to prioritize the responsible management of electronic waste (e-waste) and packaging waste. Stakeholders have raised concerns about the proliferation of e-waste and the environmental footprint of product packaging.

**Belkin has implemented:**

- E-waste recycling programs to extend product life cycles and promote circularity
- Sustainable packaging initiatives, including increased use of post-consumer recycled (PCR) materials
- Eco-design strategies to minimize resource consumption and improve recyclability

These initiatives are guided by materiality assessment outcomes, ensuring that sustainability challenges are effectively addressed and that Belkin's business practices align with stakeholder expectations. Through risk evaluation, stakeholder feedback and continuous materiality assessments, Belkin integrates sustainability into its core business strategy, reinforcing its commitment to responsible environmental stewardship and ethical supply chain management.



# Corporate and environmental governance and reporting.

## From compliance to collaboration: advancing ESG standards.

Belkin is evolving from disclosure to an operational governance model.

This involves not only meeting regulatory requirements but also proactively driving sustainability initiatives that align with global best practices and stakeholder expectations.

### Key achievements.

- 131 Product Carbon Footprint Calculations Completed
- Expanded battery recycling program to voluntarily join B-cycle, Australia's leading battery recycling program, and packaging recycling program in the UK
- Hon Hai Circular Economy Silver Award winner
- Recognized by US EPA Green Power Partnership program
- Ecovadis Bronze rating
- Updated Supplier Code of Conduct to add acknowledgment signature and enhance two-way communication and disclosure
- Ongoing annual support for FIT ESG report, ensuring alignment with Hong Kong Exchange (HKEX) ESG reporting requirements
- Conducted internal sustainability reporting to maintain compliance with ISO 14001 environmental management standards and track corporate sustainability goals
- Completed ISO 14064 GHG emissions verification for 2025, validating the accuracy of Belkin's greenhouse gas emissions inventory
- Conducted a Carbon Trust Task Force on Climate-related Financial Disclosures (TCFD) gap analysis in collaboration with FIT, strengthening Belkin's approach to climate-related risk management

### Future ESG priorities.

Belkin is focused on enhancing transparency and stakeholder accessibility while ensuring compliance with ESG reporting frameworks:

- Maintaining full compliance with ESG reporting requirements, while collaborating with FIT's Social and Environmental Responsibility (SER) Committee to enhance environmental and social governance policies
- Launching a public-facing webpage to share sustainability progress, ESG reports, and key environmental and social initiatives

### Governance structure for ESG reporting.

The FIT Social and Environmental Responsibility (SER) Committee plays a critical role in leading the performance of social and environmental responsibilities and reports to FIT's ESG board committee.

### The ESG board committee is responsible for:

- Monitoring how the company communicates with stakeholders
- Reviewing the work of the SER Committee
- Reviewing ESG initiatives and making recommendations for board approval, including but not limited to:
  - ESG-related risk assessment
  - material ESG-related risks and issues
  - strategic plan
  - policies
  - ESG-related targets
  - annual ESG report
  - annual budget
  - incident responses

The Board of Directors holds ultimate responsibility for FIT environmental, social and governance (ESG) strategies, risk management, and internal controls, with management providing validation of these systems. The FIT SER Committee leads social responsibility initiatives and decisions, ensuring ESG strategies are effectively implemented.

The company's ESG report outlines policies, strategies, and objectives, detailing management, measurement, and monitoring systems, as well as the scope of coverage. Each department is responsible for implementing ESG initiatives, collecting relevant data, and contributing to the company's ESG reporting process.

Belkin's corporate governance framework, environmental policies, social compliance and responsible business practices support FIT's SER Committee.

**Belkin's governance includes:**

- Overseeing material climate-related strategy to ensure alignment with the FIT SER and ESG Board's strategic sustainability direction
- Providing guidance on ESG risk management, regulatory compliance, and ethical corporate governance
- Ensuring ESG strategies are effectively embedded across Belkin business operations

**Commitment to transparency and accountability.**

Belkin recognizes that sustainability reporting is essential to corporate accountability.

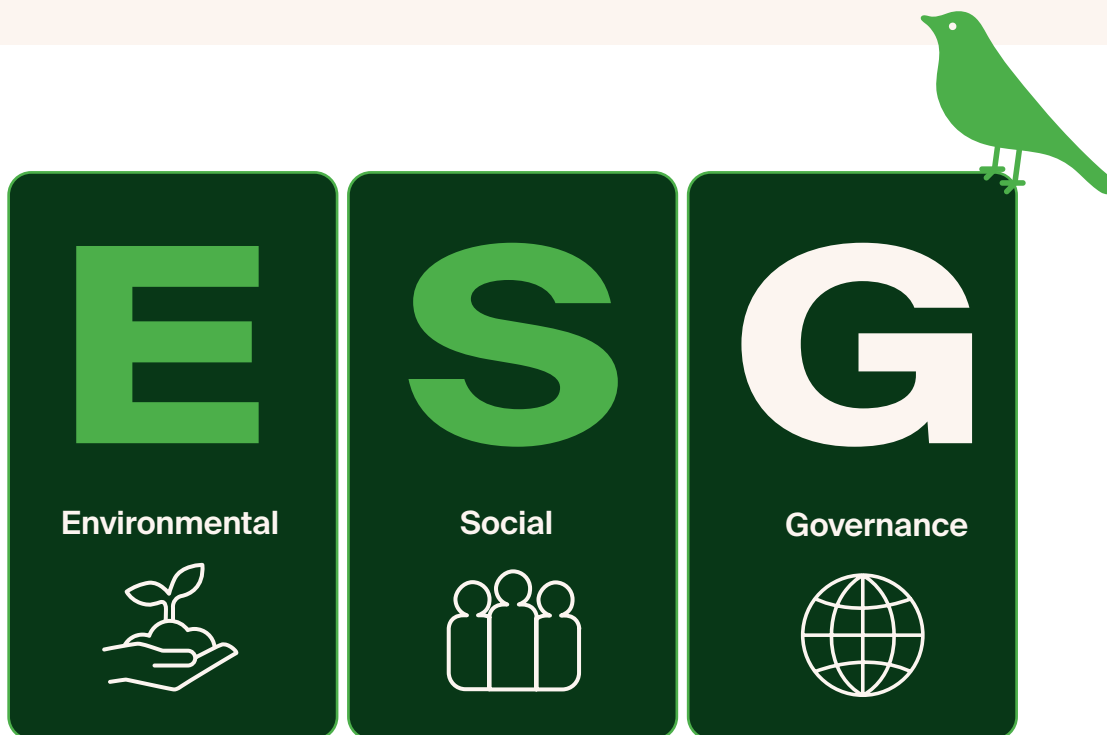
**Through its governance structure, Belkin:**

- Monitors and evaluates ESG risks and opportunities, ensuring compliance with evolving regulations
- Conducts regular internal audits and materiality assessments to ensure sustainability performance meets regulatory and stakeholder expectations
- Prioritizes open communication with stakeholders, including customers, investors and regulatory bodies, to demonstrate accountability and progress

Belkin is committed to ongoing improvements in ESG reporting and will continue to engage stakeholders through its enhanced transparency efforts. This report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards, specifically referencing GRI 2: General Disclosures 2021, to ensure transparency, accountability and consistency in our sustainability governance, strategy, risk management and stakeholder engagement.

For real-time updates on Belkin's sustainability commitments, please visit:

<https://www.belkin.com/company/sustainability/>.



belkin.

# Everyday impact

## Appendix

6.1 Certifications and credits

6.2 Environmental performance dashboard



# Certifications and credits.

## Certificate

**Standard**      **ISO 14001:2015**

**Certificate Registr. No.**      74 300 2968

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**Certificate Holder:**      **Belkin International, Inc.**  
 558 Airtech Parkway Suite 199  
 Plainfield IN 46168  
 USA

**Scope:**      Assembly and Distribution of IT Connectivity Solutions and Accessories

Proof has been furnished by means of an audit that the requirements of ISO 14001:2015 are met.

**Validity:**      The certificate is valid from 2025-03-12 until 2028-03-11.  
 First certification 2013

2025-02-12

*U. R. Remy*  
 TÜV Rheinland of North America, Inc.  
 400 Beaver Brook Road  
 Boxborough, MA 01719 United States

www.tuv.com

**Cited certifications and credits**

United Nations  
Framework Convention on  
Climate Change

Doc. # APRIL 2024  
REFERENCE: VC4119/2024

**VOLUNTARY CANCELLATION CERTIFICATE**

Presented to  
Belkin International, Inc.  
Project  
Vaayu India Wind Power Project in Andhra Pradesh  
Reason for cancellation  
I am offsetting greenhouse gas emissions for my company

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**Number of units cancelled**      **321 CERs**  
Equivalent to 321 tonnes(s) of CO<sub>2</sub>

Scan serial number: VN-5-236119817-2-0-46-4677  
 Ecol serial number: VN-5-236119817-2-0-46-4677  
 Monitoring period: 26-12-2011 - 24-09-2014

This certificate is issued in accordance with the procedures for voluntary cancellations in the CDM Registry. The names included in this certificate is provided by the canceller.

**Wind credits from United Nations Framework Convention on Climate Change (UNFCCC)**

### Transaction Confirmation

Date: 02-02-2026  
 M-RETS Organization: Wabash Valley Power Association

Retiring 1766 active RECs

Account ID	Project	COD	Fuel Type	Vintage	Location	Quantity	Serial Number
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-04-01	IL	145	495-IL-04-2025-01988E15-1-145
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-05-01	IL	133	495-IL-05-2025-01973176-1-133
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-06-01	IL	141	495-IL-06-2025-0197C729-1-141
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-01-01	IL	155	495-IL-01-2025-DAB669A7-1-155
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-02-01	IL	145	495-IL-02-2025-F08E3306-1-145
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-03-01	IL	163	495-IL-03-2025-BBFA4F90-1-163
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-12-01	IL	153	495-IL-12-2025-01989A15-17-91-1943
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-11-01	IL	140	495-IL-11-2025-019ADF8B-1-498-1637
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-10-01	IL	144	495-IL-10-2025-019A48BC-1-747-1890
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-09-01	IL	142	495-IL-09-2025-0199A62A-64-0-781
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-08-01	IL	149	495-IL-08-2025-01990B52-66-8-816
AgrWind 586628af-c942	AgrWind Holdings, L LC	2007-07-26	Wind	2025-07-01	IL	156	495-IL-07-2025-01987IED-19-8-353

**Transaction Notes:**  
 2025 Retirement

**Retirement reason:**  
 Beneficial Ownership - For Environmental Benefit

**Retirement reason details:**  
 to this retirement account  
 Renewable Energy Rider Retirements (on behalf of Belkin Components, Inc.)

**Eligibilities**

**Credits (wind RECs purchased for IY since 2020)**

**Belkin - 555 Aviation Blvd**

**Address:** 555 Aviation Blvd., El Segundo, California, United States, 90245

**Rating system:** LEED ID+C: Commercial Interiors - V4 - LEED v4

**Last certified on:** August 01, 2022

**Certification level:** Silver

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Overview
Scorecard

Certification type	Level	Points	Certification date
LEED v4 ID+C: Commercial Interiors	Silver	55	August 01, 2022

**Project info**

**Size**      53,487 sq ft

**Certifications (ISO 14001 for IY, LEED Silver certification)**

# Environmental performance dashboard

KPI	2025	Unit
Scope 1 emissions (offset)	28	tCO <sub>2</sub> e
Scope 2 emissions (offset)	1023	tCO <sub>2</sub> e
Renewable Energy Integration	75%	
Scope 3 emissions	/	tCO <sub>2</sub> e
E-waste recycled	775.339	Tonnes
Packaging waste recycled	464.528	Tonnes
Battery waste recycled	671.422	Tonnes

# Everyday impact

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