



REPORT

2022



An aerial photograph of a large, open public space, likely a plaza or park, filled with many people walking. The ground is paved with light-colored tiles and features a network of dark lines forming a complex geometric pattern of triangles and polygons. The people are scattered throughout the space, some walking alone, some in small groups, and some pushing strollers. The overall scene conveys a sense of a busy, interconnected community.

Our Pledge

Technology that interconnects the world should also respect it.

At the core of Superior Essex Communications, we design products and solutions that connect people with the world around them.

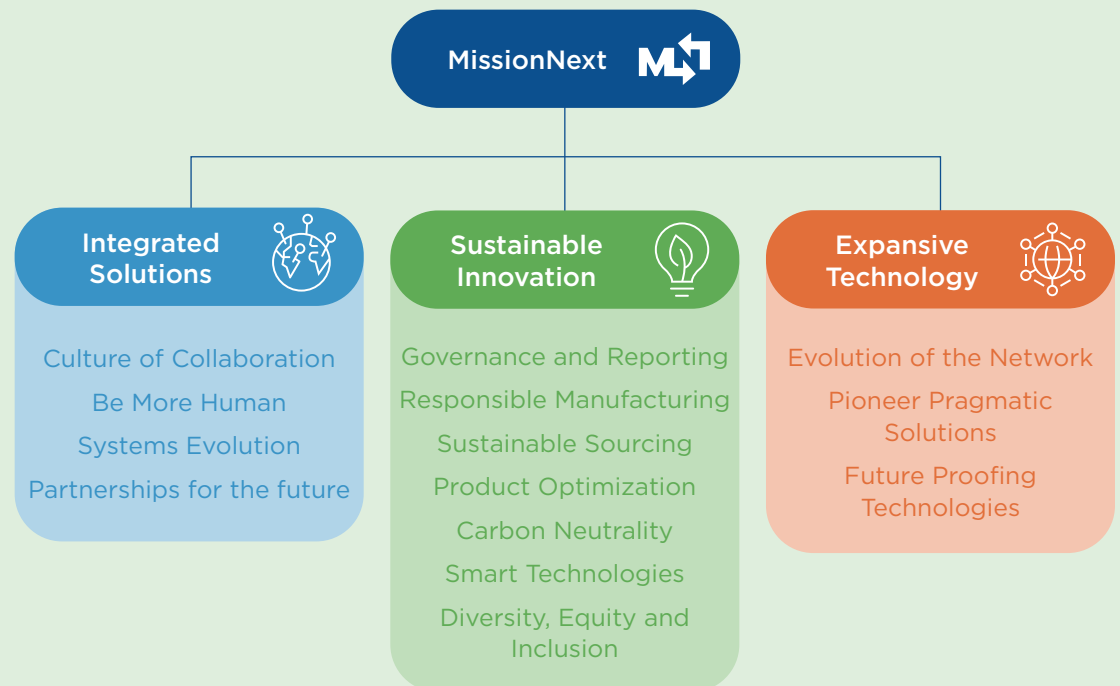


Connecting the Future of Smart and Sustainable Communications Everywhere You Live and Work

MissionNext is an overarching vision of Superior Essex Communications with the aim to evolve our organization for the benefit of current and future employees, and the world at large. The vision statement for MissionNext, “Connecting the Future of Smart and Sustainable Communications Everywhere You Live and Work,” epitomizes our principal goal and will be our driving call to action across the entirety of Superior Essex Communications.

MissionNext is built upon three core values: Integrated Solutions Sustainable Innovation Expansive Technologies

Each core value has its own respective set of goals, metrics and action plans. These will act both as a tool for our stakeholders, employees, and communities to hold us accountable to our commitments as well as a roadmap for growth and success for Superior Essex Communications for years to come.





Brad R. Johnson has been in the Communications industry for nearly 40 years, the past 25 years with Superior Essex. He currently serves as President of Superior Essex International Inc., Communications Division. Brad joined Superior Essex in January of 1997 as Regional Sales Manager located in St. Louis. In 1999, he was promoted to Director of Sales — Premises Markets, then Vice President of Sales — Distribution Markets. In July 2013, Brad was asked to serve as Senior Vice President of Sales, and eventually President of the Communications Business Unit. Prior to joining Superior Essex, Brad worked for GTE Supply and GTE Southwest in various Sales and Marketing roles, as well as for M/A-COM in various Sales Management positions.

A Message from Our President

As the world continues to become more digitally connected, we have a unique opportunity and responsibility to ensure that our workplace and products are part of making it better. We believe that in order to meet the demands of a changing market we must continue to evolve. At Superior Essex Communications, we are committed to this belief and are united in our vision for a more sustainable, equitable, and collaborative future.

We are pleased to announce the release of our inaugural MissionNext report. This report details our goals as a company within three value areas — Sustainable Innovation, Integrated Solutions, and Expansive Technologies — as well as our vision for the future of workplace and operations. I am excited to personally be contributing to making Superior Essex Communications a company that I am proud to lead and one that our customers are proud to work with.

Superior Essex Communications has led the ICT industry with its ambitious sustainability initiatives since 2008 and strives to continue to do so, meeting the evolving market demands for innovative technologies, a vibrant collaborative workplace, and low-impact manufacturing. We have embraced this changing demand and are charged to advance our efforts in all areas to continue to exceed expectations.

MissionNext is our all-encompassing vision for the future of our company. What it feels like to work here, what our manufacturing facilities produce, and the impact our actions have on the environment and communities we live in. We are very excited to share our vision with you and expand upon it for years to come.

Brad R. Johnson
President

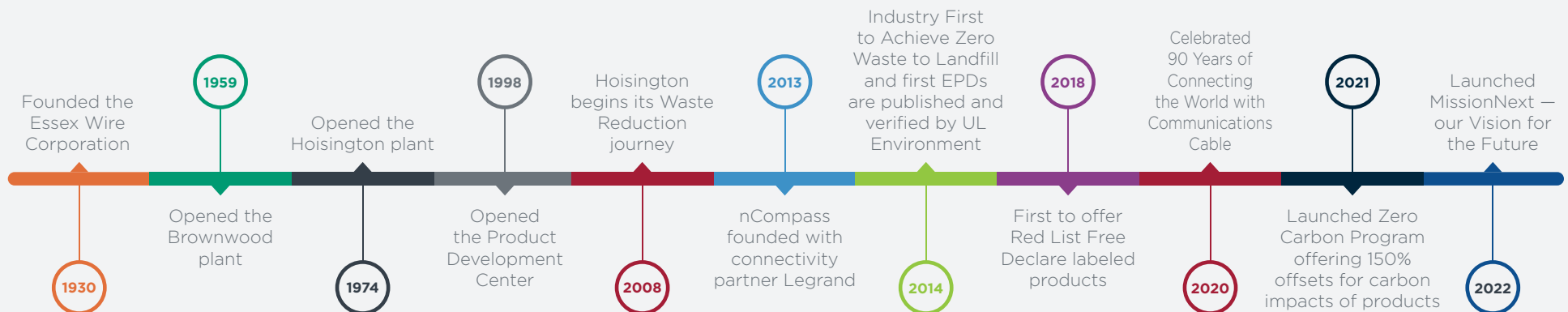
A handwritten signature in black ink, appearing to read "Brad R. Johnson". The signature is fluid and cursive, with a large, stylized "B" and "J".

Our History



As one of the world's leading manufacturers of communications cable, Superior Essex Communications products serve as the backbone of numerous systems that enable our connected world.

For the more than 90 years that we have been in business, we have witnessed — and created — a massive evolution in the communications technologies we support, and we are extremely proud to be a part of the widespread expansion of information accessibility. However, we recognized that we had an opportunity to do more. We officially began our sustainability program in 2008 at our manufacturing facility in Hoisington, Kansas. It was there that plant personnel watched the waste being sent to landfill and truly considered the negative effects it could have on our environment. To remedy this, our teams set out on a six-year journey, working diligently to achieve third-party certification as a Zero Waste to Landfill facility in 2014 — and have since maintained it for eight years and counting. Our MissionNext program is an advancement of the values those employees set the tone for in 2008.



Governance and Development

To guide us through accomplishing our ambitious goals now and into the future, we created the cross-functional MissionNext Committee. This collaborative group of leaders within our organization, through inclusivity, teamwork, and collective experience, will bring forth the full potential of the people of Superior Essex Communications. Within the MissionNext Committee, volunteers from all operative divisions of Superior Essex Communications are given a platform to voice ideas, help set metrics and establish goals, as well as given resources to pioneer creative solutions and address issues as a collective team. This team will be responsible for executing the action plans associated with each core value into the future.





UN Sustainable Development Goals

Superior Essex Communications uses the United Nations Sustainable Development Goals (UNSDGs) to identify, define, and prioritize our goals, investments, and aspirations. Our MissionNext program was developed in alignment with these 12 (out of 17) UNSDGs that will continue to be guiding tenets during our efforts to build a more sustainable, equitable, positively impactful organization.



MissionNext Key Performance Indicators

The MissionNext KPIs were developed by the Superior Essex Communications MissionNext Committee. These KPIs will act to guide our actions, provide transparency to our employees and customers, and track our progress towards achieving the vision of MissionNext.

Value Area	KPIs
 <p>Integrated Solutions</p>	<ul style="list-style-type: none"> • Recruit, support and maintain emerging professionals to expand and train the next generation • Highlight employee successes internally and also in the community at large through our Be More Human program • Increase charitable giving • Expand and support partnership ecosystem with PoE and hybrid technologies • Integrate employee surveys to expand engagement • Gain executive leadership involvement in MissionNext program • Increase available employee professional development opportunities • Increase average hours of training per employee each year • Increase diversity of executive leadership • Increase gender parity across the organization where possible
 <p>Sustainable Innovation</p>	<ul style="list-style-type: none"> • Reduce scope 1, 2 and 3 carbon emissions (market based) • Reduce energy, water usage and waste outputs through 2030 and beyond • Achieve SBTi 1.5 Degree Commitments by 2030 and 2050 respectively • Increase action alignment with UNSDGs • Maintain and expand Zero Waste to Landfill where possible • Expand percentage of products with third-party verified sustainability transparency and optimization certificates • Increase Zero Carbon product portfolio • Increase ILFI Red List Free product portfolio where possible • Expand supply chain engagement to eliminate toxic chemistry and reduce scope 3 carbon emissions • Increase percentage of annual revenues from reduced embodied carbon products • Obtain ISO 14001 certifications
 <p>Expansive Technologies</p>	<ul style="list-style-type: none"> • Actively participate in industry standard development to support technology advancements into the future • Expand sustainable material usage and application in our products and packaging • Expand IoT, PoE, 5G and Digital Electricity technologies



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

What is SBTi?

The Science Based Targets initiative is a global body focused on accelerating companies across the world to halve emissions before 2030 and achieve net zero emissions before 2050.

How does it work/why did we choose this route?

Science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth.

What does this mean for us internally?

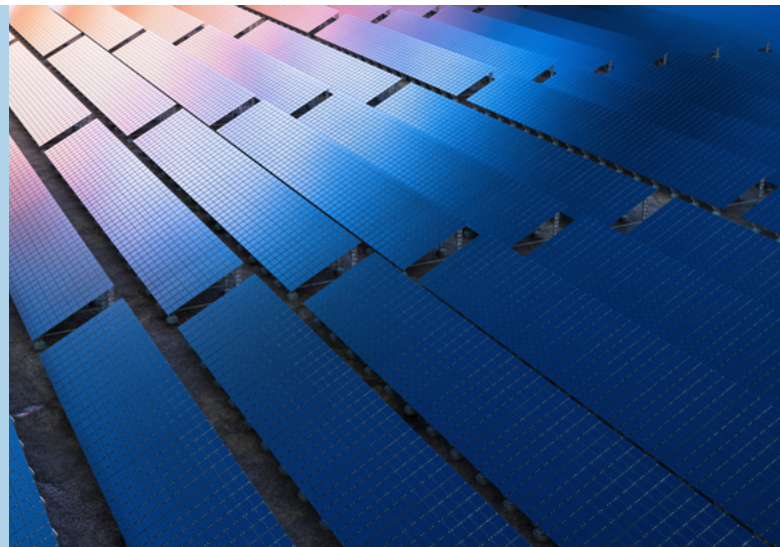
To meet these goals we will be investing in decarbonizing our operations by moving to more sustainable resource usage and working with our supply chain to reduce scope 3 emissions.

What does this mean for our customers?

Reducing our carbon output helps our customers meet their scope 3 carbon targets and net zero carbon reduction goals.

A Journey to Carbon Neutrality

Superior Essex Communications continues to prioritize reducing the carbon impact of our operations not only for the good of our planet but to also provide a greater value to our customers who are seeking to reduce their scope 3 emissions. In 2022, we committed to the Science Based Targets initiative (SBTi) and have submitted our targets for third-party validation. These targets will both guide our investments and improvements as well as give us a platform to report our progress in a respective industry context. It is imperative that our industry takes drastic action to reduce its carbon emissions and we believe that by leading by example with our own interventions we can generate further support in our value chain.



We take our carbon action seriously and we want to work with our customers and partners that do the same. We're here to support our customers in achieving their carbon reduction targets, as a part of their scope 3 efforts.

Product Optimization

In order to create the sustainable, healthy, and intelligent built environment of the future, our customers and partners need communications cable that holistically and verifiably meets the highest sustainability standards available. We at Superior Essex Communications are proud to offer a full catalog of products with third-party verified EPDs, HPDs, and Declare labels. Along with nCompass Systems, our partnership with connectivity provider Legrand, we offer more than 1,000 product SKUs with sustainability attributes. Together we are able to provide unmatched versatility to teams working on sustainable communications systems applications.

PRODUCT FAMILIES

55

have third party verified
**ENVIRONMENTAL
PRODUCT DECLARATIONS**
and **HEALTH PRODUCT
DECLARATIONS**



8

PRODUCT FAMILIES

that are designated
RED LIST FREE through
**LIVING PRODUCT
CHALLENGE** and **DECLARE**



LIVING
PRODUCT
CHALLENGE

Declare.

Embodied Carbon Reduction

Providing transparency on the embodied impacts of our products has been a priority for our organization; however, it is just the first step. We have taken a deep dive into our supply chains and product designs to benchmark our impacts and have created plans to continue to advance reduction of these impacts now and into the future. Within the MissionNext program, we are not only expanding our catalog of sustainable products, but we are also continuing to develop and improve the sustainability attributes of our current offerings. Through our efforts to reduce our carbon emissions, we have achieved third-party verification from GreenCircle Certified, confirming we have reduced the embodied carbon in some of our products by up to 15%. We will continue to strive for continuous improvement as we take further action to reduce our products holistic impacts into the future.



We work closely with organizations like mindfulMATERIALS and leverage sustainability tools Toxnot and EC3 to digitize our data endpoints to ensure that we are holistically addressing all impact categories: Climate Health, Human Health, Social Health and Equity, Ecosystem Health, and Circular Economies.



You have zero carbon project goals, we have zero carbon cables. We are proud to offer a 150% carbon offset on the embodied carbon of purchased cable for eligible products. Learn more here: superioressexcommunications.com/zerocarbonprogram.

Sustainable Manufacturing

In 2008, employees at our Hoisington, Kansas, plant recognized the impact they were having and decided to take drastic action. Enabled by the leadership of Superior Essex Communications and driven by the innovation of the plant employees, they were able to achieve an industry-first Zero Waste to Landfill certification in 2014. We have maintained this status since 2014. Within MissionNext, we will be establishing action plans to facilitate achievement of ambitious impact reduction targets we have set and tracking our progress to these targets into the future. We take pride in the fact that our sustainability efforts grew from the passion of our employees, and Superior Essex Communications is proud to continue the work they started 15 years ago.





Leading Sustainable Manufacturing by Example


ZERO
WASTE TO LANDFILL
8 YEARS
Certified


REDUCED OVERALL
Manufacturing Waste
by **38%** since
2011


Prevented over
27 MILLION lbs
of **WASTE**
from reaching landfills


REDUCED WATER USAGE
by **37%** since
2016


Reduced Scope 1 and Scope 2
CARBON EMISSIONS
by **20%** each
year
metric tons CO₂ per year


REDUCED ENERGY USAGE
by **1,712,900 kWh**
since 2016

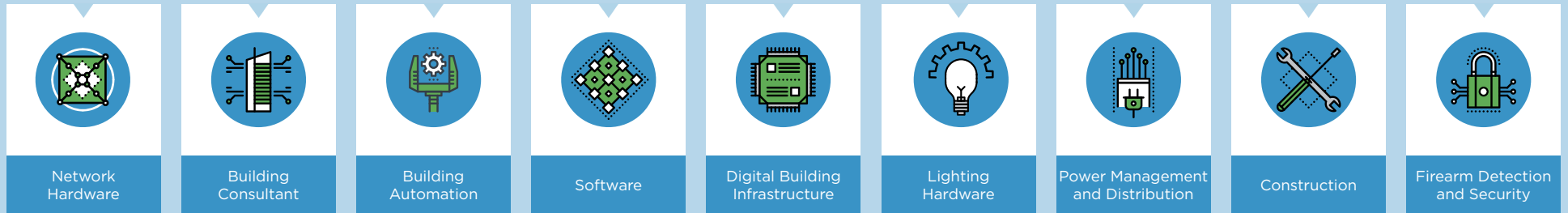
Responsible Sourcing

Sourcing materials continues to be incredibly important to us at Superior Essex Communications and we recognize this as a key area for further advancement. Through MissionNext, we are embarking on an optimization process to collaborate more closely with our suppliers to ensure more sustainable selection and a verifiable minimization of our impacts on human health, climate health and the ecosystem into the future. Additionally, we are exploring solutions to fortify supply lines against material market volatility. These efforts combined will result in products that are more sustainable, transparent, and consistently available so our customers can achieve their project goals.

Sourcing Tools



Cultivating an Ecosystem Beyond Cable



Superior Essex Communications has long been a leader in innovation for our industry and we are proud to be a reliable choice for our partners. We have worked hard to cultivate a culture of collaboration within the ICT industry and build a one-stop-shop network of connectivity solutions for our customers. Our products and our partners' products enable the technology and systems that make smart and sustainable buildings possible, and we are committed to further advancing those capabilities.



With our unique and innovative nCompass partnership, we are able to offer a full suite of communication and connectivity solutions backed by the sustainability, health, and responsible manufacturing investments of Superior Essex Communications and our partner Legrand.

Partners and Collaborators

Superior Essex Communications recognizes that we cannot carry the burden of change alone. We take pride in contributing to and partnering with organizations that are driving change inside and outside our industry. We do this to not only lead by example and show other materials manufacturers what is possible, but to also support the entire community of change-makers as we all continue the work to develop a more sustainable and connected world.



Innovation for the Future

“By 2025, global data creation is projected to grow to more than 180 zettabytes”



Our Category 6A cables have best-in-class headroom and minimize filler, achieving 20% less plastic usage than industry average.



When tested by UL with a high performance PTZ camera, our PowerWise® cable was able to achieve application distances of up to 200m.



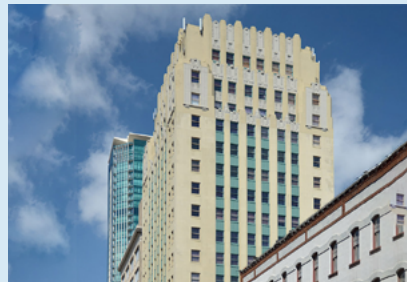
Our bespoke Hybrid cable WISP solutions reduce required installation labor and materials while connecting and powering transceivers.

Integrating Products to Support Innovative Projects



JFK Space Center:

TeraGain® Fiber cables are trusted to carry mission critical launch data from the launch pads to the Operation Support Building (OSB) at the Kennedy Space Center.



Sinclair Hotel:

PowerWise® cables enables this hotel, originally built in 1929, to run fully on DC PoE power unlocking cutting edge energy efficiency and automation.



PAE Living Building:

Our Red List Free 10Gain XP CAT 6A LSHF and CAT 6+ LSHF CMR cables connect and power this building's numerous smart features which earned it the Smart Building Technology Magazine "2022 Smart Building of the Year."

Developing Solutions

The growing demand for faster data transmission coupled with the increased requirement for network durability is a continuous challenge in the ICT industry. The Superior Essex Communications Product Development Center (PDC) is dedicated to the design and testing of new products and has introduced hundreds of new cable designs and material innovations over the past 24 years. By persistently developing new products and testing beyond required specifications, we ensure that our products function at the highest level of performance. Through MissionNext, we are additionally challenging ourselves to meet the needs of a more holistic sustainable future; how can we support the connectivity needs of the world, while also reducing our impact. With our teams' combined 200 years of industry innovation experience, we are confident that we will continue to exceed the expectations of an evolving marketplace.

Volume of data/information created, captured, copied, and consumed worldwide from 2010 to 2020, with forecasts from 2021 to 2025. [Total data volume worldwide 2010-2025 | Statista](#)

— Petroc Tailor Statista

Who we are now and what we are building



WHO

A growing team of 1000+ dedicated people with hundreds of years of combined industry experience



WHERE

Atlanta, GA, Kennesaw, GA, Brownwood, TX, Dallas, TX, Hoisington, KS, and many more remote flexible options



WHY

United in our goal to make everywhere you live and work a more connected, sustainable and healthy place

At Superior Essex Communications, we know that it is people that make our company and products great.

We hold the relationships within our teams as dearly as we respect the relationships we have with our customers. Without them, the solutions and innovations we offer would simply not be possible. By launching our Be More Human Program in 2023, we are committing to creating a company culture that celebrates vibrancy and appreciates the contributions of the people that make us successful. We recognize that our industry has the opportunity to make great strides in the inclusivity of its community and understand that with the evolution of the available workforce, demographic change is inevitable. We are excited to be a fantastic workplace for all employees now and into the future.



By
2025

Our recruitment pipeline will reflect the available talent in our communities



Our organization will take action to be more equitable and diverse



Our employees will have expanded opportunities for professional development

Our organization will participate in more volunteer programs

Our project teams will be cross-functional and innovative

Our workplace will have new platforms for employee voices and interests

Our charitable giving program will continue to expand



Our employees will regularly be recognized for their achievements

Our Culture on Display

At Superior Essex Communications, we are vibrant and resourceful, we take care of our own and, our human capital is what makes us great.



Eric Perry — Vice President, Quality and Engineering

"I have been a part of the Superior Essex organization for over 25 years and lead the Quality and Engineering Services teams. During my tenure, I have been fortunate to work with talented, committed and supportive people along the way. My own team makes leading them fun, and I value every one of them. Superior Essex as an organization understands that supporting its people is the best way to achieve its goals, and holistically has committed to lead positive change in the industry. The journey has been inspiring over the past 25 years and I look forward to what we will accomplish together in the future."



Cassidy Stiff — District Sales Manager

"When I was considering joining the Superior Essex Communications sales team in early 2022, I found myself increasingly interested in our sustainability accomplishments and goals. I knew I wanted to work for a company that cared about its impact on the environment, and I was encouraged to find such a robust program here. I am very proud to be a part of the Superior Essex Communications team and I am excited for the opportunity to take part in its future."



Brent Curtis — Maintenance Manager, Hoisington, KS

"I joined the Superior Essex Communications team 27 Years ago. In that time, I have seen and been a part of a company culture that you can tell cares about its people and community. But I am also excited for our future. It's really encouraging to see our carbon reduction goals and I'm proud to be a part of our ongoing sustainability initiatives."

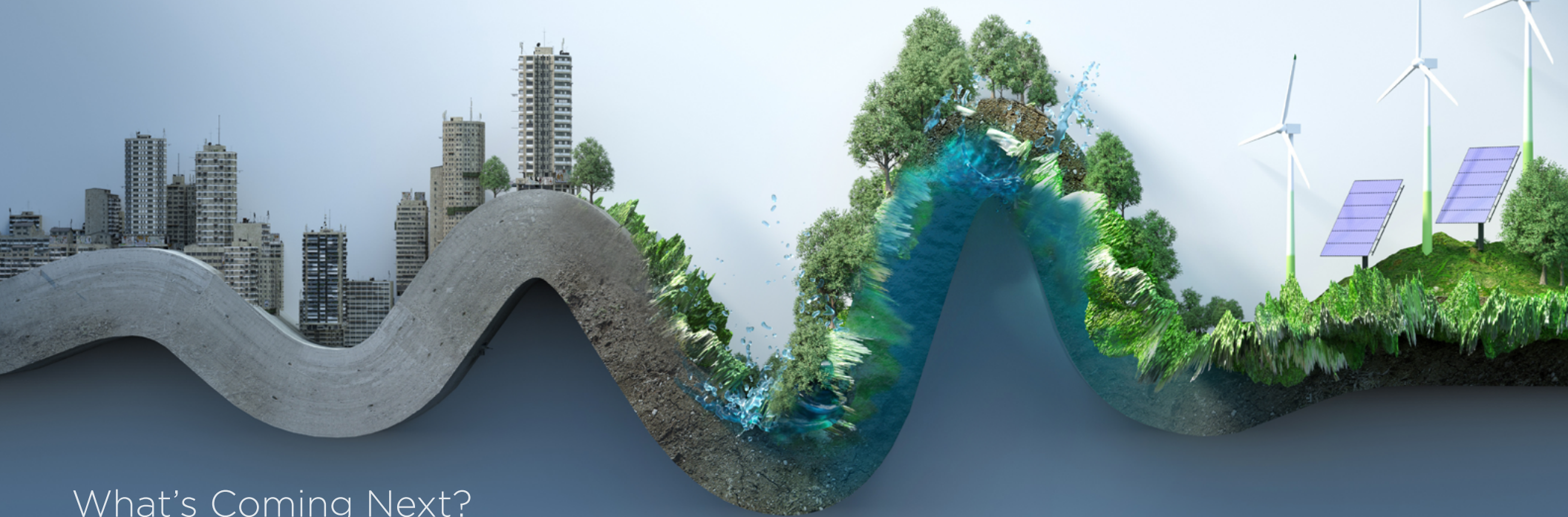


Annie Bevan — Global Head of Sustainability

"I came to Superior Essex Communications for the amazing career opportunity to create a sustainability program that would make them leaders in their industry and help their customers make more sustainable choices. What I found within this organization was a group of incredible people, who cheer on your successes, celebrate work ethic, and support career growth through respect and opportunity. It has been incredible to support this amazing team on these efforts and I look forward to doing so for years to come."



*Connecting the Future of Smart
and Sustainable Communications
Everywhere You Live and Work*



What's Coming Next?

Superior Essex Communications MissionNext reports will be released annually to provide updated data and progress to our customers, company, and industry.

To learn more about our products and services, sustainability initiatives, and the people of Superior Essex Communications, please visit our website SuperiorEssexCommunications.com. With any additional questions please contact us at MissionNext@spsx.com.

We appreciate you spending the time to learn about our MissionNext program and we look forward to sharing our progress with you into the future.



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