	STOCK OWNERSHIP AND RETENTION POLICY	English
	Owner: Executive Vice President, General Counsel and Secretary	**Last Review:** 2026.06.25
	Department: Legal	

POLICY

It is the policy of Hubbell Incorporated, its subsidiaries and affiliates (collectively, "Hubbell" or the "Company") to have minimum stock ownership and retention guidelines applicable to Directors and Corporate Officers. The Board expects that all non-employee Directors and Corporate Officers (collectively, the "Covered Individuals") will make a good faith effort, depending on the circumstances, to attain a level of Share ownership equal to the Minimum Share Requirement, as applicable.

Counting. Shares that count toward satisfaction of the Minimum Share Requirement include:

(i) Shares directly or indirectly owned outright by the Covered Individual or by his or her spouse or minor children;

(ii) Shares held in trust for the benefit of the Covered Individual or for the benefit of his or her spouse or minor children;

(iii) Restricted Stock held pursuant to the Hubbell Incorporated Incentive Award Plan (the "Incentive Award Plan"), or other equity compensation plans of the Company;

(iv) In the money vested (and unexercised) stock appreciation rights; and

(v) For non-employee Directors, the value of any Shares held under any deferral plans (including share units under the Hubbell Incorporated Deferred Compensation Plan for Directors, or any successor plan).

Compliance. Covered Individuals must attain a level of Share ownership equal to the Minimum Share Requirement not later than the fifth (5^{th}) anniversary of such Covered Individual's Initial Grant Date (for such applicable position). If a Corporate Officer's Minimum Share Requirement increases due to a promotion or other event, the Corporate Officer shall have five years from the effective date of such promotion or other event to attain the Minimum Share Requirement.

(i) Retention of Shares.

(A) Directors. Until the Minimum Share Requirement is met and thereafter whenever the Minimum Share Requirement is not met, a non-employee Director must retain all Shares he or she directly or indirectly obtains (net of Shares surrendered for payment, as applicable, of exercise prices or taxes). Once the non-employee Director meets, and for so long as such non-employee Director remains in compliance with the Minimum Share Requirement, after giving effect to any disposition of Shares, the non-employee Director does not need to comply with this retention restriction;

(B) Corporate Officers. Until the Minimum Share Requirement is met, and thereafter whenever the Minimum Share Requirement is not met, a Corporate Officer must retain: (a) one hundred percent (100%) of all Shares acquired by such Corporate Officer pursuant to the exercise of a stock appreciation right (net of Shares surrendered for payment, as applicable, of any exercise price and taxes); and (b) all other Shares directly or indirectly acquired by such Corporate Officer. Once the Corporate Officer meets, and for so long as such Corporate Officer remains in compliance with the Minimum Share Requirement, after giving effect to any disposition of Shares, the Corporate Officer does not need to comply with this retention restriction.

(ii) Maintaining Share Ownership. Once a Covered Individual satisfies the Minimum Share Requirement, such Covered Individual must continue to satisfy such requirement for as long as he or she remains a Covered Individual, such continuing satisfaction to be measured on each succeeding anniversary of the 5^{th} anniversary of the Initial Grant Date of such Covered Individual.

(iii) Failure to Attain Minimum Share Requirement. If a Covered Individual is unable to satisfy the Minimum Share Requirement within five (5) years from the Initial Grant Date, then the Committee shall, or shall authorize the Chairman, President and Chief Executive Officer and Executive Vice President, General Counsel and Secretary of the Company to, review such circumstances and determine the appropriate response in light of all relevant circumstances.

SCOPE

This Policy shall apply to Covered Individuals.

PURPOSE

The purpose of this Policy is to ensure that Covered Individuals, consistent with their responsibilities to the Company and its shareholders, hold a significant long-term equity interest in the Company.

PROCEDURE

Each non-employee Director and Corporate Officer's satisfaction of the Minimum Share Requirement will be determined annually by the Committee. The failure of a non-employee Director or Corporate Officer (collectively, "Covered Individual") to satisfy the Minimum Share Requirement may result in further review and possible adjustment by the Committee of such Covered Individual's compensation.

ADMINISTRATION

Roles and Responsibilities. The Committee shall conduct the general administration of the Policy in accordance with its provisions. The Board shall have full power and authority to interpret the Policy and to adopt rules for the administration, interpretation and application of the Policy and to interpret, amend or revoke any such rules. The Committee may delegate administrative duties under the Policy to one or more agents as it deems necessary or advisable. Any decision or action taken by the Committee with respect to the administration or interpretation of the Policy shall be conclusive and binding on all persons. In addition to the foregoing, the Executive Vice President, General Counsel and Secretary shall have the full power and authority to set and administer share ownership requirements for Senior Employees.

No member of the Board shall be personally liable for any action or determination made in good faith with respect to the Policy or to any settlement of any dispute between a Covered Individual and the Company. The Board shall be entitled to rely upon the advice, opinions or valuations of any attorneys, consultants, accountants, appraisers, brokers or other persons.

Monitoring, Evaluation and Review. This Policy may at any time or from time to time be amended, modified or terminated by the Board. If a Covered Individual is unable to satisfy the Minimum Share Requirement, then the Committee shall, or shall authorize the Chairman, President and Chief Executive Officer and Executive Vice President, General Counsel and Secretary of the Company to, review such circumstances and determine the appropriate response in light of all relevant circumstances.

Exceptions. Except as otherwise indicated, the Minimum Share Requirement and other requirements of this Policy may be waived, by the Committee, or the Chairman, President and Chief Executive Officer and Executive Vice President, General Counsel and Secretary of the Company if authorized by the Committee, for a Corporate Officer or non-employee Director (i) if compliance would create severe hardship, (ii) if compliance would prevent the Covered Individual from complying with a court order, as in the case of a divorce settlement, or (iii) when such Covered Individual attains the age of 62. A Covered Individual may file notice with the Company's Secretary to be presented to the Committee or the Chairman, President and Chief Executive Officer and Executive Vice

President, General Counsel and Secretary of the Company if authorized by the Committee, advising the Committee of the circumstances and describing the extent of the waiver requested.

ACCOUNTING AND DISCLOSURE

None.

REPORTING

None.

DEFINITIONS

Base Salary shall mean the Corporate Officer's annual base salary at the Company, excluding any short-term incentive award or bonus payments, as of January 1 of the year in which the Minimum Share Requirement is being calculated.

Board shall mean the Board of Directors of Hubbell Incorporated.

Committee shall mean the Compensation Committee of the Board of Directors.

Company shall mean Hubbell Incorporated, together with its subsidiaries and affiliates.

Corporate Officer shall mean an officer of Hubbell Incorporated as annually appointed by the Board pursuant to Section 2 of Article IV of the Company's Amended and Restated Bylaws.

Covered Individuals shall mean all non-employee Directors and Corporate Officers of the Company.

Director shall mean a member of the Board of Directors of Hubbell Incorporated.

Fair Market Value shall mean the closing price of a Share of the Company's Common Stock on the last trading day of the calendar year immediately preceding the calendar year in which the Minimum Share Requirement is calculated. For example, if the Minimum Share Requirement was being calculated in June, 2026, the last trading day of 2025 would be applied.

Incentive Award Plan shall mean the Hubbell Incorporated Incentive Award Plan.

Initial Grant Date shall mean for Corporate Officers, the earliest date after being appointed a Corporate Officer on which he or she is granted any Company securities or option to acquire Company securities (including stock appreciation rights). For non-employee Directors, the date on which he or she receives the first annual restricted share grant.

Minimum Share Requirement shall mean Shares with a Fair Market Value equivalent to the following, as applicable:

(i) Chief Executive Officer: Base Salary multiplied by five (5).

(ii) Chief Operating Officer: Base Salary multiplied by four (4).

(iii) Chief Financial Officer, Segment Presidents, Senior Vice Presidents, General Counsel: Base Salary multiplied by three (3).

(iv) Corporate Officers, other than those specifically identified in subsections (i), (ii) and (iii) above: Base Salary multiplied by two (2).

(v) Directors: five (5) times the largest annual base cash retainer paid to the Board in the preceding five (5) years.

Restricted Stock shall mean shares granted pursuant to the Incentive Award Plan, or any successor plan, that are subject to certain time-based or performance-based restrictions and risk of forfeiture.

Senior Employee shall mean an employee of the Company whose compensation level is Executive Level II or III (for the avoidance of doubt, exclusive of any employee who is a Corporate Officer).

Share(s) shall mean shares of the Company's Common Stock (including Restricted Stock under the Incentive Award Plan, or any successor plan) and as further set forth in the "Counting" section of this Policy.