Amphenol

Enabling the Electronics Revolution



2023 SUSTAINABILITY REPORT

Table of Contents

A Message from Adam Norwitt 3

About Amphenol 4

Our Sustainability Approach and Progress 6

Our Sustainability Goals 7

Stakeholder Engagement 8

Environmental Responsibility 9

Our Products' Impact 16

Supply Chain 20

Our Team 23

Responsible Business 29

Appendix A

GRI Content Index 35

Appendix B

SASB Alignment 42

Appendix C

ESG Metrics 43

Appendix D

TCFD Disclosure 47

Appendix E

Tier 1 Direct Supplier Geographies 52

You can find more information about Amphenol at amphenol.com

For additional information about our sustainability activities, please visit amphenol.com/sustainability



A Message from Adam Norwitt

I am pleased to share with you Amphenol's 2023 Sustainability Report. In this year's report, you will read about the substantial progress we are making to have a positive impact on the environment and the communities in which we operate as well as our global team members. Individuals, companies and nations around the world are accelerating their actions to reduce carbon emissions in an effort to slow down and mitigate the effects of climate change. These decarbonization initiatives are creating generational revolutions that are driving significant changes across our end markets. Reducing carbon emissions requires a broad array of advanced technologies throughout the entire energy cycle — beginning with the clean generation of energy, through the safe and effective distribution and storage of energy, and followed ultimately by the usage of clean energy to power cars, heavy vehicles, trains, houses and many other applications. None of these efforts can happen without high-technology power interconnect products made by Amphenol.

While our products help to enable decarbonization, we also continue to make progress on our own sustainability efforts and goals. In support of the eight goals we established in last year's report, in 2023, we continued to make meaningful advances in energy management through our increased use of renewable energy sources and the acquisition of renewable energy certificates. We also made improvements to our manufacturing processes to decrease our water intensity. In addition, we achieved third-party verification of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions and are now able to report in accordance with the Global Reporting Initiative (GRI) standards.

Amphenol's continued success has been driven by our focus on providing innovative solutions to our customers and, ultimately, to the people who consume their products. Just as we recognize the importance of supporting the people who use our products, we also focus on our team members who are involved in making these technologies. This focus on people remains a key hallmark of Amphenol and influences all of our decisions. We devote significant energy towards our team members by providing opportunities for them to develop their talents, learn new skills and improve their performance. We also understand that supporting our communities and protecting the environment is critical to our long-term success. Our manufacturing facilities around the world are deeply rooted in their local communities, with management teams and workforces that are drawn from the surrounding communities. These teams are empowered to make decisions about how best to support and improve their local environments, with many of these activities highlighted in this report.

We have made substantial progress towards making our company more sustainable for the long term, progress made possible only through the dedication and hard work of our truly outstanding employees around the world. Without them, we would not be able to reduce our environmental footprint and support our communities, all while delivering value to our customers, partners, employees, communities and shareholders.





Adam Norwitt
President and Chief Executive Officer

About Amphenol

Amphenol Corporation is one of the world's largest providers of high-technology interconnect, sensor and antenna solutions. Our products **Enable the Electronics Revolution** across a diverse array of end markets. We are a global company, with approximately 280 manufacturing facilities in approximately 40 countries and sales to virtually every corner of the globe. This extensive international reach is a true asset for Amphenol, as we are present everywhere our customers need us while mitigating the risks that may emerge in any one country or region. Headquartered in Wallingford, Connecticut, USA, Amphenol had approximately 95,000 diverse, talented and driven employees worldwide at the end of 2023.

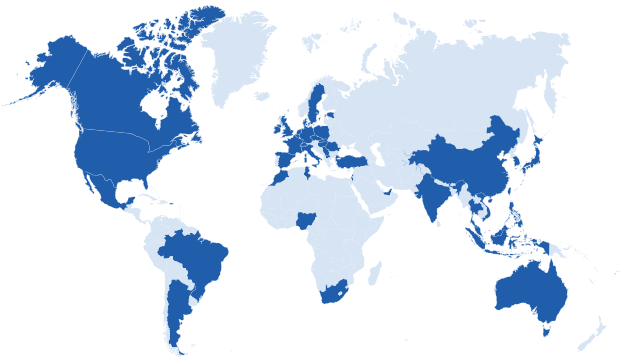
$12.6B 2023 SALES

95,000 EMPLOYEES

MANUFACTURING IN **40** COUNTRIES

SALES ACROSS **70** COUNTRIES

ON **6** CONTINENTS



Our Values

Amphenol's high-performance culture is united by our shared values.

Ethical

We do the right thing, always. Maintaining our integrity and reputation will always be our priority.

Diverse

Diversity of our markets, products, geographies and workforce is a key pillar of our continued success. We encourage and embrace diverse perspectives as they lead to better long-term outcomes for our business.

Empowered

Our culture of ownership and accountability empowers our people to achieve industry-leading results.

Innovative

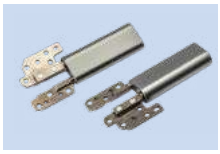
We are curious, focused and agile. These traits enable us to discover new solutions that solve our customers' diverse needs.

Sustainable

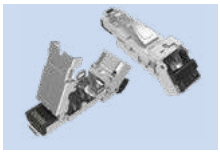
Sustainable business practices are at the core of how we conduct our operations. We believe that adopting sustainable business practices is not just the right thing to do as a global company, it is simply good business.

About Amphenol

Our high-technology solutions span the broadest range of connectors, sensors, antennas, busbars, flexible and rigid printed circuits, cables and value-added interconnect assemblies. We operate in eight diverse end markets, and we consistently strive to maintain a balanced exposure across these markets. We also maintain a balanced mix of business across the longer-cycle markets of Defense, Commercial Aerospace, Industrial and Automotive, as well as the shorter-cycle markets of Mobile Devices, IT Datacom, Mobile Networks and Broadband. We believe that this diversification is one of our key competitive strengths, helping to reduce the impact from volatility in any one market while also exposing us to the latest technological developments across the widest array of markets within the global electronics industry.



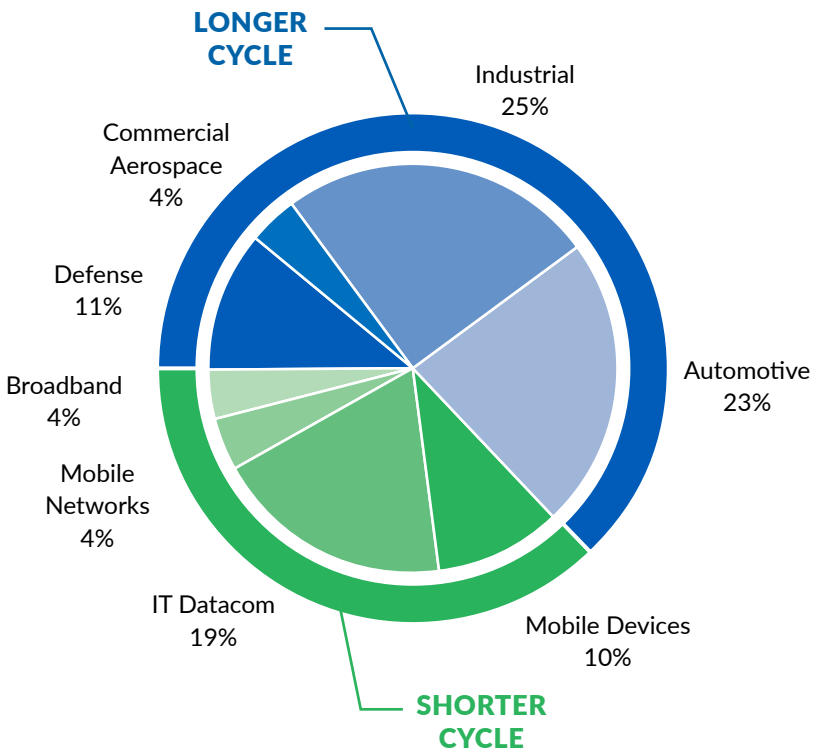


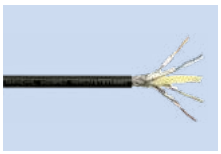


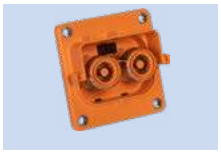




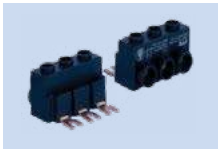
Balanced End Market Exposure



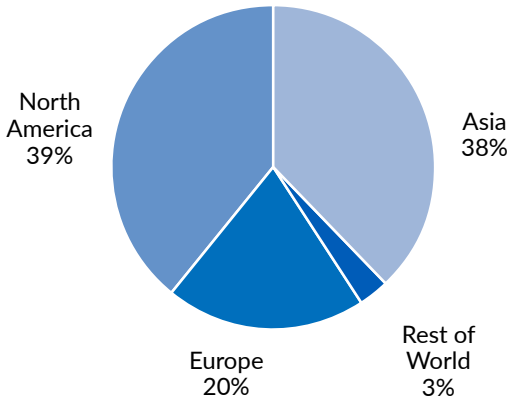




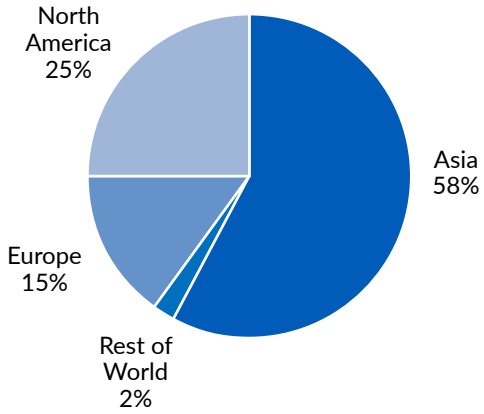




2023 Sales by Geography



2023 Global Workforce



Our Sustainability Approach and Progress

Our sustainability approach and goals are set at the corporate level by our executive leadership with input from our Board and our Environmental, Health, Safety and Sustainability (EHSS) team. These goals are then communicated and integrated across Amphenol's divisions, groups and business units. This approach empowers each of our businesses to oversee significant environmental, social and governance (ESG) matters within their operations, which allows us to best address the most important ESG priorities within our organization. By bringing their unique perspective on how to minimize their own environmental footprint while also championing the well-being of their internal and external stakeholders, our teams achieve a consistently positive impact.

Sustainability Highlights in 2023

We continue to build momentum around our sustainability objectives and goals and actively look for ways to expand the scope of our sustainability program companywide. In 2023, we made continued progress on our sustainability initiatives. Key highlights from 2023 include:

- Completed a double materiality assessment which included direct engagement with our key internal and external stakeholders;
- Achieved third-party verification of our 2022 Scope 1 and Scope 2 GHG emissions;
- Reported in accordance with the GRI standards for calendar year 2023;
- Analyzed risk management factors to assess the greatest ESG-related risks facing the Company;
- Conducted a comprehensive assessment of our ESG practices to evaluate and identify areas for improvement as we work to align with evolving regulatory requirements such as the Corporate Sustainability Reporting Directive (CSRD); and
- Advanced collaboration and promoted interconnectedness between the EHSS team and other key teams within the organization, including finance and audit, to achieve improvements in data quality for continued and future ESG reporting and risk management.

Our Sustainability Steering Committee

Our Sustainability Steering Committee is comprised of members from a broad array of functions across the Company. The committee meets formally on an as-needed basis, and typically at least once a year, to develop Amphenol's sustainability strategy. The committee's governance structure reflects executive management, legal, human resources, quality, finance, internal audit, risk management and EHSS functions. Key members of the committee reviewed the data presented in this 2023 report and held meetings to discuss and verify the results.

About this Report

The information included in this report has been prepared in accordance with the GRI Standards and the topics identified in the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Sustainability Accounting Standard. For additional information on Amphenol's structure and ownership, this report should be viewed in conjunction with our 2023 Annual Report, which is publicly available on the Investors section of our website. The reporting period for this 2023 Sustainability Report corresponds with our annual financial reporting period. For this 2023 Sustainability Report, our primary ESG data collection boundary is inclusive of all manufacturing and owned facilities as of June 30, 2023, although we apply a broader scope for certain ESG metrics. More detail about our reporting boundaries can be found in Appendix A and Appendix C of this report.

In 2023, we received external limited assurance for our 2022 energy consumption and GHG data. The data was verified by Bureau Veritas, an independent third-party firm, which performed limited assurance on our 2022 energy consumption and Scope 1 and Scope 2 GHG emissions data for the purposes of our CDP submission in 2023. We have initiated the process to have our 2023 energy and Scope 1, 2 and 3 GHG emissions data externally verified for the purposes of our CDP submission in 2024.

For questions about the information presented in this report, please contact sustainability@amphenol.com.

Our Sustainability Goals

Our corporate sustainability targets are based on the United Nations Sustainable Development Goals (SDG) framework. Last year, after accomplishing all eight of our prior SDG targets, we established eight new sustainability goals in line with the SDG framework with target years of 2025 or 2030. At the end of 2023, we were on track or underway to meeting these goals. Below we describe these goals and provide a status update.



6.4 Clean Water and Sanitation

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

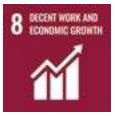
OUR GOAL: By the end of 2030, Amphenol will reduce total water withdrawal of our top 20 facilities by 15% versus 2021 levels. OUR PROGRESS: On track



7.2 Affordable and Clean Energy

By 2030, substantially increase the share of renewable energy in the global energy mix.

OUR GOAL: By the end of 2030, Amphenol will increase our use of renewable energy to 50% for energy used at our facilities. OUR PROGRESS: Underway



8.7 Decent Work and Economic Growth

Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

OUR GOAL: By the end of 2025, Amphenol will enhance ESG elements in existing supplier auditing programs and conduct audits for suppliers in the highest ESG risk category. OUR PROGRESS: On track



11.5 Sustainable Cities and Communities

By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations.

OUR GOAL: By the end of 2025, Amphenol will provide that our business continuity plans address issues related to physical risks as per TCFD for our top 20 facilities.

OUR PROGRESS: On track



12.2 Responsible Consumption and Production

By 2030, achieve the sustainable management and efficient use of natural resources.

OUR GOAL: By the end of 2025, Amphenol will conduct a detailed analysis of our cardboard and plastic packaging use to support future packaging optimization efforts.

OUR PROGRESS: Underway



12.4 Responsible Consumption and Production

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

OUR GOAL: By the end of 2025, Amphenol will assess the use of PFAS in products and processes across our manufacturing facilities.

OUR PROGRESS: Underway



13.1 Climate Action

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

OUR GOAL: By the end of 2025, Amphenol will reduce revenue-normalized Scope 1 and 2 GHG emissions by 15% compared to our 2021 levels.

OUR PROGRESS: On track



16.2 Peace, Justice and Strong Institutions

End abuse, exploitation, trafficking, and all forms of violence against and torture of children.

OUR GOAL: By the end of 2025, Amphenol will deliver enhanced training on our health and safety requirements to all Amphenol businesses worldwide.

OUR PROGRESS: On track

Stakeholder Engagement

Our sustainability strategy is focused on the most important ESG issues facing our business. To assess and prioritize these issues, we measure topics that are most financially material to our business as well as those that pose the most significant impact on our communities and society. We periodically engage with our internal and external stakeholders through formal materiality assessments to better understand their key ESG focus areas. The outcome of these assessments provides valuable perspectives that have informed our sustainability strategy, objectives setting and data reporting.

Materiality

In 2023, Amphenol conducted our first double materiality assessment in preparation for evolving legislative requirements such as the European Union's CSRD. Our 2023 double materiality assessment expanded upon our 2021 materiality assessment to consider both the impacts of ESG factors on Amphenol as well as Amphenol's impact on social and environmental issues outside of the organization. Our approach was informed by industry best practices and the CSRD's European Sustainability Reporting Standards 1 – General Requirements. The methodology and processes utilized in the assessment were determined at the discretion of Amphenol with a third party.

It is important to note that materiality standards under these frameworks are different from the materiality standard under the U.S. securities laws, and that any categorization of something as "material" or use of the term "material" within this Sustainability Report does not imply that the categorization or use would be appropriate or accurate for purposes of SEC or financial reporting.

To gain insight and different perspectives on various material aspects of our operations, Amphenol consulted with internal and external stakeholders across operations and throughout the value chain. A significant and representative sampling of dozens of internal stakeholders were involved in the process, including employees in various business units and geographies, as well as executives and general managers. Among the external stakeholders involved in the process were suppliers, customers, investors and members of our local communities. Stakeholders were asked to participate in a survey to help identify climate-related risks and opportunities, assess potential material topics and collect other relevant stakeholder priorities. After determining our material topics, Amphenol conducted interviews with subject matter experts to gain further insight into how a particular material topic is managed and how materiality may evolve over different time horizons. A materiality threshold was created during the double materiality assessment process, and categories that scored below the threshold were excluded from consideration.

Using the information gathered from the stakeholder surveys and interviews, we were able to finalize our material topics which will help to guide our ESG strategy. Amphenol is evaluating both positive and negative impacts on ESG issues identified through the double materiality process to help us to make informed decisions regarding both ESG-related risks and opportunities. We aim to use the information to develop pragmatic solutions which will improve our overall stewardship practices.

Based on our double materiality assessment, Amphenol updated our material topics to include the following topics:

- Climate Change
- Energy
- Waste
- Water
- Materials

We will continue to update this assessment through internal reviews and comprehensive engagement with our value chain as necessary and in response to evolving regulations.

Our previous materiality assessment, conducted in alignment with the GRI Sustainability Reporting Standards, marked our commitment to meaningful dialogue with our stakeholders and served as a foundation for identifying key ESG material topics. In our former materiality assessment conducted in 2021, the following material topics had been identified for strategic prioritization:

- Energy Use in Manufacturing Facilities
- Operational Greenhouse Gas Emission Reductions
- Diversity, Equity and Inclusion
- Human Rights Management
- Leadership/Executive ESG Oversight and Awareness
- Supply Chain Responsibility

Environmental Responsibility

We remain committed to supporting programs and initiatives that lower our greenhouse gas emissions, conserve water and minimize waste through reduction, reuse and recycling.

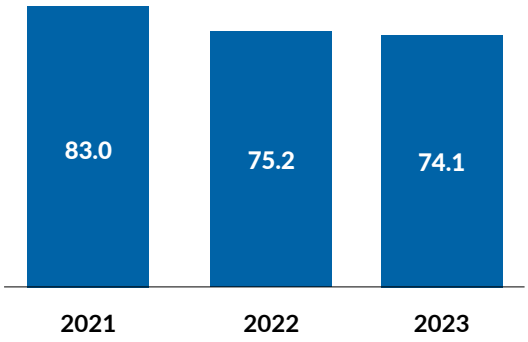
(Below: Solar panels at Amphenol's Sachsenkabel facility in Gornsdorf, Germany.)



Environmental Responsibility

Greenhouse Gas Emissions

We are committed to reducing energy consumption in our facilities and lowering our own GHG emissions. During 2023, we were pleased that our absolute level of energy consumption decreased despite the addition of 21 new manufacturing facilities to our global footprint versus 2022. We believe revenue-normalized metrics are a more accurate reflection of our progress because we add a number of facilities to our footprint each year primarily through acquisitions. In 2023, our application of lean production processes, on-site solar panels and investments in energy-saving equipment allowed us to reduce our energy intensity to 74.1, a 2% decrease from 2022. Since we began collecting our energy consumption data in 2017, our energy intensity has fallen by 18%, resulting in a compound annual reduction of 3% over this six-year period.



Energy Intensity
(MWh / $M revenue)

An important component of our GHG emissions reduction strategy is increasing the use of renewable sources in our purchased energy. In 2023, 19% of our purchased electricity came from renewable sources, a slight decline from 22% in 2022 which was driven in part by the addition of new manufacturing facilities. We use multiple sources of renewable energy as part of our company-wide power portfolio. In 2023, we consumed 150,583 megawatt hours (MWh) of renewable energy, including 10,079 MWh of Energy Attribute Certificates (EACs). At the same time, we expanded the use of on-site solar installations during 2023 resulting in a five-fold increase in our electricity produced and consumed on-site from solar. We continue to look for new opportunities to incorporate renewable energy sources throughout our organizations, including the use of EACs, on-site renewable energy and local residual mixes.

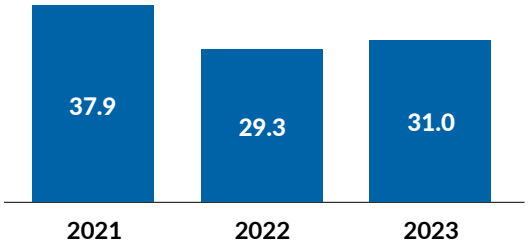
Part of our renewable energy strategy includes our partnership with Enel-X, a leading advanced energy services provider delivering innovative solutions in the global transition to clean energy. Through our partnership with Enel-X, we have conducted renewable energy workshops with our employees and identified regionally suitable renewable energy opportunities for our facilities worldwide. Through this effort, we are positioned to further expand our use of both on-site solar energy, explore power purchasing agreements where suitable and further increase our use of EACs and Renewable Energy Certificates (RECs).

As our company has grown, we have made significant progress reducing our GHG emissions, and we expect to see future improvements in part through our renewable energy initiatives with Enel-X. Our Scope 1 GHG emissions are currently low, representing just over 10% of our combined Scope 1 and Scope 2 GHG emissions. Despite the addition of 21 new manufacturing facilities in 2023, we reduced our Scope 1 GHG emissions by 10% compared to 2022.

During 2023, we reevaluated our GHG scoping boundaries which resulted in changes to our historically reported GHG emissions. In particular, we reclassified our Scope 3 Category 8 emissions from non-manufacturing leased properties to Scope 1 and 2, with capital leases for land still classified under Scope 3 Category 8. This update resulted in slightly higher Scope 1 and Scope 2 emissions versus our prior reporting, however, the updated data more accurately reflects our use of the operational control approach for GHG accounting as defined by the GHG Protocol and enhances our reporting transparency. The reclassification initiative also builds on our work in previous years to obtain more accurate emissions data and helps us to prepare for upcoming regulations such as CSRD.

Environmental Responsibility

On an absolute basis, our market-based Scope 2 GHG emissions increased 7% in 2023 versus 2022 levels due to the addition of new manufacturing facilities. When combined with our Scope 1 GHG emissions, our overall Scope 1 and Scope 2 GHG emissions intensity increased modestly to 31.0 in 2023, a 6% increase versus 2022. Despite this short-term increase, our GHG emissions intensity has been on a downward trend since we began reporting our data six years ago. Over the past two years, our emissions intensity has fallen by 18%, resulting in a compound annual reduction of 10% over this period.



Greenhouse Gas Emissions Intensity (market-based)
(metric tons CO_2 equivalent / $M revenue)

While we are proud of the progress we have made reducing and reporting our Scope 1 and Scope 2 GHG emissions, we know that some of our largest impacts extend beyond our direct operations and into our value chain. During 2023, we made further progress quantifying our Scope 3 GHG emissions, and we have provided estimates for Categories 1 through 7 and 9 in Appendix C. As previously noted, due to our GHG calculation boundary changes in 2023, we have incorporated leased offices (formerly Scope 3 Category 8) into our Scope 1 and 2 emissions. We have assessed Scope 3 Categories 8 (upstream leased assets), 10 (processing of sold products), 14 (franchises) and 15 (investments) and found them to be not relevant. Categories 11 (use of sold products) and 12 (end-of-life treatment of sold products) have not yet been assessed. Category 13 (downstream leased assets) has been calculated but found to be not relevant.

Emissions Reduction in Action

Amphenol TCS - Mexicali, Mexico

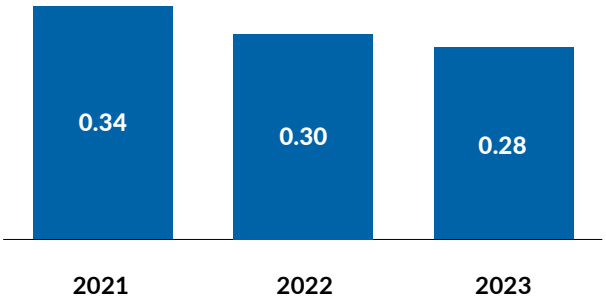
Our Amphenol TCS facility in Mexicali, Mexico created a communications campaign inviting personnel to propose ideas for sustainable process improvements. The campaign increased awareness at the site through visual communication in the facility as well as through training sessions and monthly events where employees shared ideas. As a result of the campaign, our team identified inefficient energy usage points in the facility, most notably leaks in certain air compression equipment. Air compressors can account for up to 30% of the total energy consumed in a factory because of their use in powering essential pneumatic tools and equipment. Within six automated production lines, we found several air leaks which caused the air compressors to be activated even when not in use, including during weekends, night shifts and other periods of low demand. To resolve the inefficiency and reduce energy usage in the facility, a series of protected Wi-Fi-enabled power valves were installed in each of the automatic lines to open and close the air lines at the beginning and end of each process. The installation of these power valves in October helped save the facility 97.2 metric tons CO_2e in energy consumption during 2023.



Environmental Responsibility

Water Use

Amphenol's manufacturing processes do not require a significant amount of water, however we do strive to be as responsible as possible with the water we use. In order to reduce our overall water consumption, we actively undertake water optimization projects across our facilities and have invested in systems to reuse and reclaim our wastewater. Through our ongoing efforts and investments, we were able to reduce our absolute water withdrawal by 5% in 2023 versus our 2022 levels, despite the addition of 21 new manufacturing facilities. Our water withdrawal intensity also declined by 5% in 2023 versus the prior year. Since 2017, our actions have resulted in our water withdrawal intensity declining by 37%, a 7% compound annual reduction over this six-year period.



Water Withdrawal Intensity
(megaliters / $M revenue)

An important component of our efforts to better assess our global water risk is the tracking of our water withdrawals which are primarily sourced from water distribution systems. We plan to continue to explore new opportunities for improvement in our water usage across our global footprint. As a result of our ongoing actions, we remain on track to achieving our goal of reducing the total water withdrawal at our top 20 facilities by 15% versus 2021 levels by 2030.

Water Reuse in Action

FCI Connectors - Singapore

Amphenol is committed to optimizing water use and reuse efforts in our water intensive processes. As one example, the team at our FCI Connectors facility in Singapore took action to reduce our water usage after observing a surge in water demand and consumption during 2022. The surge in demand at the facility was related to newly added water-intensive uses like plating processes, scrubbers and cooling towers. Singapore is classified as a water-scarce region according to our Water Risk Assessment, which made it imperative that our team find ways to mitigate our water use.



In order to optimize water storage and usage at the facility, a NEWater project was proposed. NEWater is a water management strategy deployed by Singapore's National Water Agency Public Utility Board (PUB) that uses advanced water purification technologies to process reclaimed and recycled water to drinking standards. Previously, all water used on-site was supplied using freshwater from the PUB. In July 2023, FCI implemented the NEWater initiative, incorporating a dedicated pipeline from NEWater storage tanks to deliver reclaimed water directly to the plant's plating processes, scrubbers and cooling towers. The project has led to a 39% reduction in water consumption at the site since implementation and is expected to reduce the facility's water consumption by up to 50% by 2025.

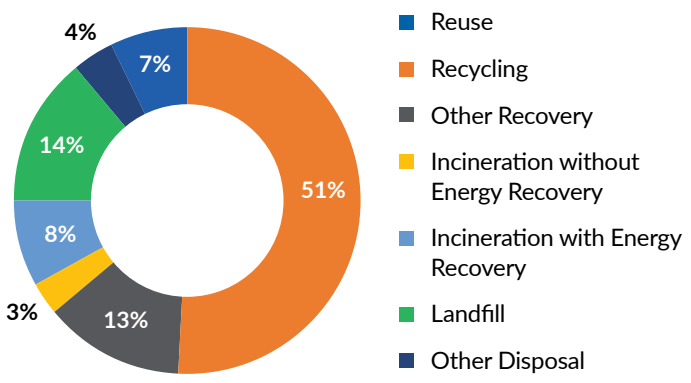
Environmental Responsibility

Waste Disposal

Operating as efficiently as possible is a core component of Amphenol's management culture. Inherent in this culture is the imperative to be thoughtful about the resources we use to both minimize and better manage waste in our processes. Our operations employ numerous methods to limit our waste, with some examples including utilizing recycled packaging for connectors, composting organic material from our employee cafeterias and minimizing our paper usage across our operations.

We continue to look for new ways to further reduce our waste production and deliver more sustainable products to our customers. Through the waste minimization initiatives we have undertaken over the past few years, our facilities have been able to increase the percentage of our waste that is reused, recycled or recovered. Of the total waste generated by our operations in 2023, 71% was reused, recycled or recovered, up from 64% in 2022 and 65% in 2021. Due to the increase in the number of facilities in 2023, our hazardous waste increased by 6% in 2023 versus our 2022 levels. At the same time, 62% of the hazardous waste generated was diverted from disposal during 2023.

2023 Waste End Use

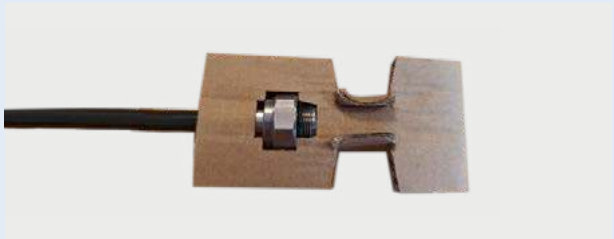


Reusing Packaging

Amphenol Automotive Connection Systems - Changzhou, China

In addition to the actions we have taken to reduce the waste produced from our factories, our teams are also working to reduce the impact of our product packaging. As one example, our Automotive Connection Systems facility in Changzhou, China partnered with their supplier to implement an innovative solution in their packaging process to encourage recyclability and reusability. To help promote a more circular economy, the facility has implemented reusable plastic packaging trays. Once used in the facility, the trays are returned to the supplier and used again in the next shipment of raw materials. The use of these trays extends the lifecycle of our packaging and helps promote circular economy principles within our operations and throughout our value chain.

Cablecon - Vordingborg, Denmark



As a manufacturer of highly diversified products that require customized packaging solutions, we have initiated packaging reuse initiatives at several of our facilities to mitigate our product's waste footprint. At our Amphenol Cablecon facility in Vordingborg, Denmark, we have replaced polyethylene plastic molded protection caps used to protect connectors during transport with a design solution made from recycled cardboard. The cardboard solution creates the same protection as the plastic caps, while also reducing the impact of plastics on our environment. Management at the facility is currently analyzing additional opportunities to replace protective plastic packaging for other products, including for field-installable pin connectors.

Environmental Responsibility

Planting the Seeds for a Better Future

Amphenol Technology Macedonia - Kocani, Macedonia
Trees play a vital role in mitigating climate change and preserving biodiversity. Many of our facilities around the world have organized tree planting and tree giveaway initiatives to help promote the importance of trees in reducing the impact of climate change. At our facility in Macedonia, our team celebrated World Mountain Day by planting 3,000 acacia seedlings in an area above the city of Kocani which had been impacted by wildfires. The number of seedlings planted represents the 3,000 Amphenol employees working at the facility.



Amphenol Sincere Industrial Products - Pécs, Hungary
As part of our environmental stewardship efforts at our facility in Pécs, Hungary, employees planted trees on site as part of our summer party. This initiative builds on the facilities' other environmental stewardship efforts such as a robust internal waste recycling program and the conversion to paperless processes where applicable and possible.



SV Microwave - West Palm Beach, Florida, USA
At our SV Microwave facility in West Palm Beach, Florida, our team held two tree giveaway events during 2023. To promote environmental sustainability and celebrate Arbor Day, the facility gave over 250 trees and fertilizer spikes to participants, encouraging employees to support biodiversity and habitat restoration at their homes. In a separate event in October, the facility organized and hosted an event with a tree giveaway raffle, where the team distributed 30 locally native trees. By providing native trees to the community, the team hoped to raise awareness about the important role native trees play in supporting healthy ecosystems.





Environmental Responsibility

Nurturing Nature: Biodiversity Conservation

Biodiversity provides ecosystem services essential for sustaining life on Earth for generations to come. Diverse ecosystems are more resilient in the face of environmental changes, helping to mitigate the impacts of climate change and natural disasters. Several Amphenol facilities have implemented biodiversity conservation initiatives with the goal of helping to preserve our natural ecosystems.



Times Microwave Systems - Wallingford, Connecticut, USA

To help protect the native wood duck, which has a habitat near our facility, employees at our Times Microwave business in Connecticut installed a wood duck house along the Quinnipiac River. While studies conducted by the Connecticut Department of Energy and Environmental Protection have shown that duck nests in tree cavities have a success rate of only 50% due to easier predator access, duck houses are shown to have a nest success rate of 80-90% when placed on posts over water. To continue to support and protect these native animals, our team plans to install another wood duck house along the river during 2024.



Amphenol Air LB - Carignan, France

To enhance biodiversity near our Amphenol Air LB facility in Carignan, France, our team has come up with a creative solution to managing unwanted plant growth around the site. During the growing season, sheep are brought to the site to help with weed and invasive plant management. This practice of eco-pasturing has led to increased flora and fauna biodiversity and resulted in the reduced use of traditional land management machinery. These regenerative agriculture initiatives and many others around Amphenol help reduce overall resource consumption and foster local biodiversity.



Our Products' Impact

Our product solutions help generate renewable energy, create a smarter and more efficient power grid, enable electric vehicles and related charging infrastructure and connect people across the globe. By utilizing effective resource stewardship throughout the life cycle of our products, we constantly strive to create a cleaner, safer, more sustainable world.



Our Products' Impact

Enabling the Electronics Revolution

Given the increasing complexity and connectedness of today's world, Amphenol's products are supporting and enabling the electronics revolution across a wide variety of end markets, many of which contribute to a cleaner, safer future. Today, our products are enabling the growth in electric passenger and commercial vehicles, clean energy solutions, 5G networks, cloud computing, artificial intelligence, wearable devices, the Internet of Things, new airplane technologies, space exploration and rural broadband rollouts, just to name a few. Our diverse end market exposure allows us to capitalize on these and many other opportunities, positioning our business for long-term, sustainable growth.

Several key global trends are driving long-term growth for our company, including clean and efficient energy generation, connected and mobile solutions, higher data speed requirements, increasing complexity and harsher environments. Our products serve to accelerate these important global trends, many of which help to ensure a more sustainable future.



Clean and Efficient

- Environmentally friendly
- More power efficiency



Connected and Mobile

- Always on
- Available anywhere



High Speed

- 5G capable and beyond
- Increased bandwidth, low latency



Increased Complexity

- Multiple connections
- Next-generation applications



Harsh Environment

- Ruggedized
- Extreme vibration, temperature, pressure

Process Engineering Sustainability

Shanghai Amphenol Airwave - Haiyan, China

Our innovation extends beyond our products to our production processes. At the local level, we conduct assessments of our facilities to pinpoint opportunities, such as improving efficiency in heat, water and energy management, to align with our long-term sustainability goals. During 2023, employees across Amphenol worked to improve product development, manufacturing and production processes to increase efficiency, reduce GHG emissions and conserve resources used across our operations.

As one example, our Shanghai Amphenol Airwave business in Haiyan, China, constructed a sustainable factory. The facility integrates eco-friendly designs aimed at advancing technology, prioritizing the use of sustainably sourced raw materials and minimizing emissions and energy usage. As a result of these initiatives to enhance resource efficiency and mitigate pollution, the facility was honored with the title of Jiaxing Green Factory 2023.



Our Products' Impact

Innovation and Product Stewardship

Amphenol focuses on providing our customers with comprehensive design capabilities, a broad selection of products and a high level of quality and service on a worldwide basis. Our research and development efforts are targeted at solving specific customer challenges through close collaboration with our customers. The products we develop are highly engineered to meet our customers' needs and have the potential for broad market applications.

We constantly strive to find ways to reduce the environmental footprint of our products by reducing their weight, optimizing their energy needs and limiting emissions and waste related to their manufacturing. While our products are often advanced, highly engineered solutions, they are typically a small component integrated into a larger system. As a result, our products generally represent only a fraction of the energy consumption and overall emissions of the larger system, yet they play an outsized role in enabling end products and systems that contribute to a cleaner planet.



Enabling Process Optimization

Our innovations extend beyond our product offerings to the enhancement of our production processes to drive sustainability advancements. At the local level, we conduct assessments of our facilities to identify opportunities for sustainability improvements that align with our long-term objectives, including enhancements in heat, energy and water management processes. Throughout 2023, employees around the world worked to improve our product development, production and manufacturing processes to reduce emissions and conserve resources.



Commercial I/O - Shenzhen, China

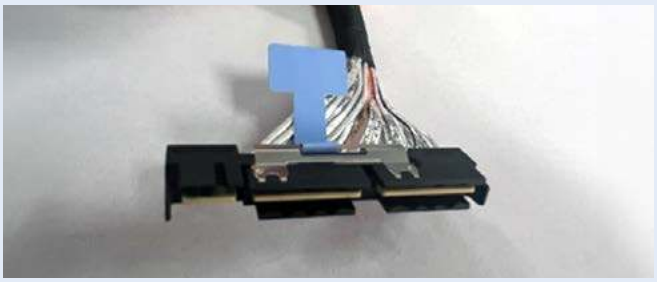
Process optimization is a fundamental component of Amphenol's sustainability strategy which allows us to achieve our environmental, social and economic goals while enhancing operational efficiency and competitiveness. As one example, at our Commercial I/O business in Shenzhen, China, the team commissioned a third-party to conduct a lifecycle assessment for its USB Type C connector using the ISO-14044 (Environmental Management) standard. The lifecycle assessment provided our customers with a full GHG inventory for the product's lifecycle and provided data necessary for reducing the environmental impact of the product in the future.

Our Products' Impact

Enabling Green Energy Design

AssembleTech - Xiamen, China

Throughout 2023, our teams around the world worked to develop and enable new products that advance green energy technology as well as energy efficiency savings. As one example, our AssembleTech business in Xiamen, China developed high-speed connectors that reduce energy use and exhaust fumes in the manufacturing process. As we worked to improve signal integrity performance for our board-to-card and board-to-cable connectors used to supply high power to Graphics Processing Unit (GPU) applications, our manufacturing processes were adjusted to take into account environmental factors. The new processes increase the product's performance and also help limit harmful exhaust fumes like carbon monoxide, tin dioxide and ammonia.



Amphenol Industrial Operations - Mesa, Arizona, USA

In 2023, our Amphenol Industrial Operation business opened a new facility in Mesa, Arizona focused on the production of junction boxes and their associated connectors for both thin-film and silicon solar panel products. The facility in Mesa adds to the business's other solar panel component facilities around the world including in China, Hungary and Mexico. Employees at the Mesa facility often meet to discuss sustainability strategies, share insights and create plans to implement new ideas to ensure we continue to lead and redefine what is possible for solar technology. The facility is another example of how Amphenol's products help enable solutions that support a more sustainable world, including developing products for solar panels, alternative energy generation, electric and hybrid vehicles and vertical farming, just to name a few.



Socapex - Thyez, France

At our Socapex facility in Thyez, France, our team has been designing sustainably sourced "green-copper" alloys to replace lead alloy parts used in its products. We have tested numerous alloys in our engineering laboratory to characterize their performance. After extensive research, we have found a viable solution for producing pin and socket contacts in compliance with connector standards. This new alloy is currently undergoing prototyping studies and testing to ensure its effectiveness as a viable solution across various applications.



environmental and human rights issues. Supply chain partners can also report potential violations and questionable behaviors through our externally managed phone and online-based reporting tools.



Supply Chain

Human Rights and Fair Labor Practices

We are committed to partnering with suppliers whose values and standards of conducting business align with our own culture and values. We actively survey our Tier 1 suppliers on an annual basis to confirm conformance to our policies related to conflict minerals, environmental and human rights issues. Our expectations of our suppliers include compulsory understanding and alignment with the following policies:

- Code of Business Conduct and Ethics;
- Supplier Code of Conduct, which prohibits the use of forced, bonded, child and indentured labor and involuntary prison labor; and
- Supplier Responsible Labor Policy, which sets forth the standards we expect our suppliers to uphold to confirm that their working conditions are safe and that workers are treated with dignity and respect.

As stated in our Code of Business Conduct and Ethics policy, we have zero tolerance for human trafficking and slavery. Additionally, we strive to respect the rights of all stakeholders through our commitment to the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Our Global Human Rights Policy reinforces our responsibility to respect and promote human rights in our relationships with our employees, suppliers and members of the communities in which we operate. As a result of our programs in these areas, we publish our Anti-Human Trafficking and Slavery Statement on an annual basis to illustrate our progress.

As a member of the Responsible Business Alliance (RBA), we collaborate with other businesses in the world's largest industry coalition dedicated to promoting corporate responsibility in global supply chains. We leverage RBA's tools and services to support our responsible and ethical labor programs.

Amphenol also continues to adhere to a "no fees" recruitment program whereby recruitment costs are borne by the Company, not our employees. This program also extends to Amphenol's Tier 1 Direct suppliers.

Although we are currently not in scope for the legislative requirement, in 2023, Amphenol began aligning with the German Due Diligence Supply Chain Act. The German Due Diligence Supply Chain Act requires in-scope companies to implement and report on their due diligence related to respecting human rights. The legislative requirements include establishing a risk management system to identify, prevent and minimize human rights violations and environmental risks. Organizations are required to publish human rights and environmental due diligence reports regularly and implement mandatory compliant procedures across operations. To align with the German Due Diligence Supply Chain Act, Amphenol began developing new grievance mechanisms which launched in early 2024. Previously, grievance mechanisms were managed internally. Our new grievance mechanisms include an externally managed hotline and an improved whistleblower function. Managing our grievance mechanisms through a third-party imparts a higher level of impartiality and provides potential whistleblowers with an added layer of confidentiality.



Supply Chain

Sustainable Supply Chain

Our goal is to develop a collaborative supply chain that seeks to reduce its environmental and social impact while simultaneously enhancing the long-term sustainability of our planet. One of the ways we do this is through local evaluations of the quality and stewardship of our suppliers' products and assessments on whether they are meeting our standards on certain social responsibility requirements and metrics. In addition, our raw materials and components are regularly tested for regulated substances to confirm that our products comply with customer expectations and industry standards (i.e., Halogen-Free, Lead-Free), as well as other applicable regulations such as California Proposition 65, the U.S. Toxic Substances Control Act (TSCA), Restriction of Hazardous Substances (RoHS), Persistent Organic Pollutants (POPs) and Registration, Evaluation & Authorization of Chemicals (REACH).

We annually assess our supply chain and engage with our most at-risk Tier 1 Direct suppliers through a targeted, geographically based outreach campaign to confirm our standards are met. Our supply chain risk management efforts include ESG elements in our supplier auditing programs and, in 2023, we conducted enhanced company-wide trainings on adding an ESG focus to these programs. We also conduct audits for suppliers in the highest ESG risk category. As a next step, we will evaluate our progress and assess auditing activity levels throughout the company with a goal of having this completed by the end of 2025.

Conflict and Responsible Minerals

Amphenol seeks to go beyond local and customer requirements in our efforts to be a good corporate steward. In addition to complying with the U.S. Securities and Exchange Commission (SEC) Conflict Minerals regulations, we have our own internal commitment against the use of conflict minerals, contained in our comprehensive Responsible Minerals Policy. Our policy prohibits the use of tin, tantalum, tungsten or gold (3TG), cobalt or mica that may originate from sources that directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of Congo or other adjoining countries. As detailed in our most recent annual Conflict Minerals Report, we actively survey our supply chain for all 3TG, cobalt and mica used in our products to confirm reasonable country of origin inquiries (RCOI) and proper due diligence processes have been performed. On an annual basis, we assess our responsible minerals program to determine if minerals beyond 3TG, cobalt and mica need to be added to our policy to support a responsible, conflict-free supply chain.

We have aligned our responsible minerals program with the principles of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (CAHRAs). Amphenol has determined that our European operations are not directly in-scope for the European Union (EU) Conflict Minerals Regulation and its CAHRAs purview, however, we assess our status annually and align our business operations with applicable responsible sourcing guidance to support our customers who are in-scope for the regulations. Amphenol is a proud member of the Responsible Minerals Initiative (RMI), an industry organization dedicated to collectively understanding and addressing significant social and environmental impacts associated with the extraction and processing of raw materials in supply chains.



Our Team

We remain committed to ensuring the health, safety and well-being of our approximately 95,000 hard-working and dedicated employees who are our greatest asset. We deliver on this commitment by nurturing the development and training of our workforce, providing safe working conditions and fostering an inclusive work environment for our diverse organization. Our dedication to our employees extends to the local communities where we operate, and we thoughtfully engage in a variety of corporate citizenship and philanthropic efforts that support their improvement.





















Our Team

Workplace Safety

Keeping our employees safe has always been one of our highest priorities. To confirm the importance of safety in our facilities, we provide health and safety training and other resources to our employees, emphasizing the importance of prioritizing and constantly improving these measures. Our on-site health and safety programs, resources, reporting and training are coordinated locally by our EHSS and human resources teams to ensure these programs are properly communicated and understood and that they best fit the specific needs of our different locations. Our corporate EHSS team works closely with our local teams to track employee training hours and implement safety policies and best practices that are in compliance with local regulations. During the onboarding process, newly built or acquired sites receive workplace safety training detailing safety systems and considerations recommended by the corporate team.

In addition to on-site training, Amphenol provides in-person and virtual corporate-level training and ongoing roundtable activities to our facilities that present recommendations and best practices on topics which will help elevate safety performance across the organization.

To help provide a safer working environment, we have established safety committees in the majority of our facilities and implemented ISO 45001 safety management systems in a number of our locations. All Amphenol sites are required to follow safety regulations as outlined in our Code of Business Conduct and Ethics policy. The vast majority of our facilities have several safety training sessions, job hazard assessments and routine inspections conducted throughout the year. During these hazard education and identification training and assessment events, employees learn about the root causes of serious work-related hazards, such as a lack of machine guarding and lack of equipment pre-start evaluations. Employees are given the tools and skills to improve safety performance across operations including personal protective equipment and immediate stop work authority when serious hazards or risks are identified.

Hazards and risks are identified at the facility level through individualized health and safety management systems. Each facility is encouraged to develop its own investigation processes when hazards and risks are identified. When workplace safety hazards are identified, we address the root causes of these hazards to better mitigate and prevent workplace injuries. We have also developed an internal incident reporting system called Code Blue for the reporting of serious environmental or safety incidents. The system conveys information on these incidents to business and corporate leadership in order to create awareness of the organization's most serious safety concerns. The implementation of Code Blue provides an information channel to stimulate opportunities for improved risk management across the entire organization.

During 2023, we began releasing an Environmental Health and Human Safety newsletter across our internal Amphenol Connections platform. The newsletter highlights sustainability actions and initiatives occurring across Amphenol. Topics such as machine guarding, incident reporting training, ESG data reporting training and other ESG-related projects happening within our company are detailed throughout the newsletter.



Our Team

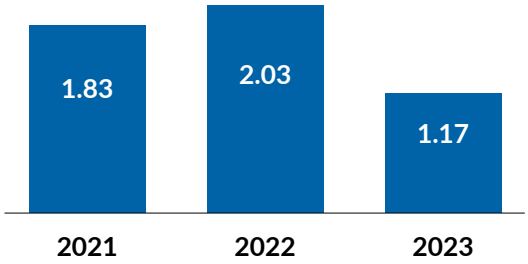
Talent Development and Training

We want to ensure that our business remains competitive; this means supporting our employees with the training and tools they need to develop and enhance their professional skills. Our operations around the world support continuous learning and advanced training for the development of new skills. We also enable employee transfers to support new job opportunities in different Amphenol businesses or when employees choose to relocate.

To keep our employees connected and informed, we have developed an internal platform for information sharing called Amphenol Connections. The platform acts as a community resource to help employees understand various aspects of Amphenol and our different operations. Amphenol Connections also provides employees with a broad range of information resources relating to a variety of topics including various market trends, internal collaboration, IT best practices, EHSS, finance, internal audit, human resources and several others. In 2023, we expanded our Amphenol Connections platform to deliver various trainings, tools and information to our employees. In addition, we utilize Open Sesame's platform to curate and deliver safety, regulatory and process training content to Amphenol employees across all levels in the United States. Introduced in 2022, this platform has been further enhanced to better suit the needs of our company and we plan further expansion of training content in 2024.

In 2023, we changed our definition of training to match the GRI definition and to exclude job training, which has been a major focus of our training efforts. As a result, our 2023 reported training hours are not directly comparable to the reported training hours for 2022 and 2021. In 2023, using the GRI definition, our global workforce completed a total of 1.17 million training hours.

Employee Training Hours
(in millions)







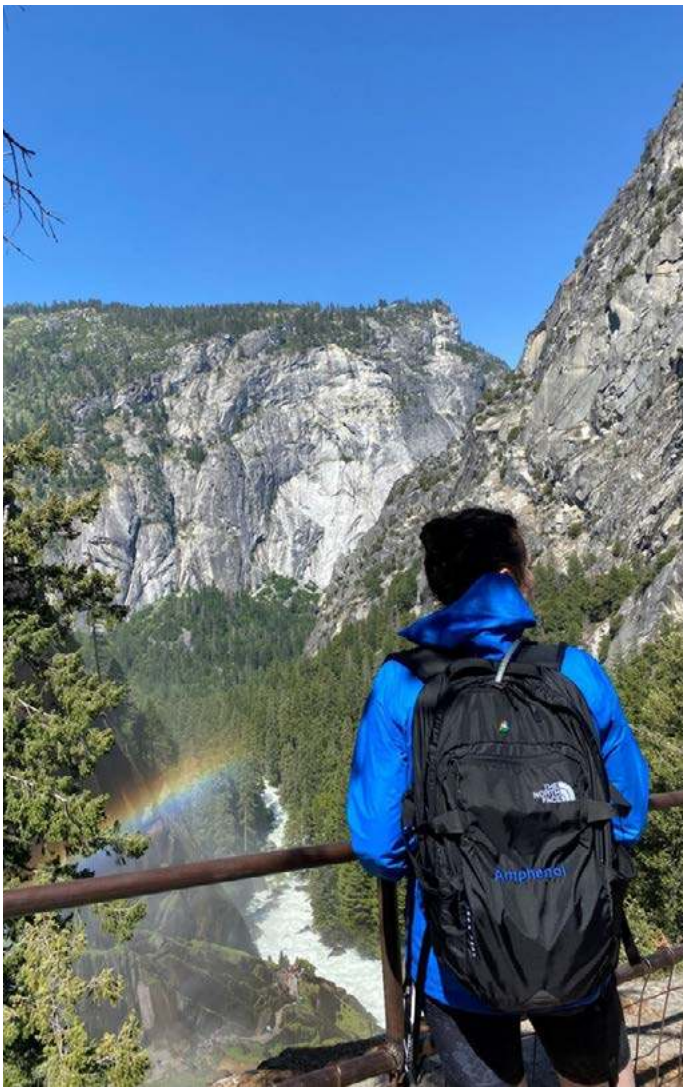




Our Team

Employee Well-Being

We understand that the well-being of our employees is integral to our success. To support them, many of our sites supplement traditional healthcare benefits with in-house health care clinics, mental health and counseling support, on-site flu and COVID vaccinations, dental care, optional fitness classes, nutritional counseling and healthy food service options. In addition, many of our business units offer flexible working hours, work-from-home arrangements, part-time working options, childcare contributions, breast-feeding/lactation facilities or benefits and paid parental leave for the primary and non-primary caregiver. These programs foster inclusion and belonging for employees in all stages of their careers and lives.



Encouraging Employee Wellness

AirLB Germany - Wadgassen, Germany

We remain committed to helping our employees enhance their overall wellness through various initiatives so that they can thrive both personally and professionally.

For example, at our AirLB facility in Germany, we offer a range of physical wellness program options. The facility conducts running meetings during lunch to get employees outside and active. Employees at the facility are also encouraged to join the annual company run, with approximately one-third of the site's workforce participating in 2023.

The facility also partners with a local fitness studio to offer employees an opportunity to exercise beyond running. In addition, AirLB partners with a local provider to offer employees massage and bio-resonance treatments, as well as nutrient packets to boost digestion and the immune system during cold and flu season. To support employees' mental health, the facility partners with a local healthcare center to offer employees free anonymous counseling sessions.



Our Team

Community Outreach

Our facilities actively engage with their local communities because we realize how critical the health and vitality of these communities are to our own employees and to our business. Our community outreach is conducted locally at the facility level, which helps ensure that our efforts are directly supporting the communities where our employees live and work. Some of these activities include sponsoring and partnering with local charitable organizations to provide food for homeless shelters, donating school supplies to needy children and sponsoring gift drives during the holidays.

Procom - Wellingborough, United Kingdom
At Amphenol, our commitment to sustainability extends to reducing food waste and cultivating community gardens through volunteer initiatives. Employees at our Amphenol Procom UK facility volunteered for a local charity called the Wellingborough Daylight Centre that assists people experiencing homelessness and other vulnerable adults in the community. Employees provided maintenance work on the center's fruit and vegetable garden including weeding plots, pruning fruit trees and cultivating soil for future crops. The fruits and vegetables harvested from the garden support the charity's food bank and community café, as well as contribute to fundraising efforts through produce sales.



Unlimited Services - Oconto, Wisconsin, USA
In September, our Unlimited Services facility in Oconto, Wisconsin helped to sponsor the 2023 All In girls' leadership conference held for eighth grade girls in the Oconto Unified School District. Unlimited's Director of Human Resources shared her leadership journey and introduced three other conference speakers. Speakers shared valuable advice on navigating peer pressure, boosting self-esteem, excelling in academics and other empowering topics. The event emphasized the importance of dreaming big and highlighted that it's never too early to start. The attending girls left the conference feeling empowered and inspired.

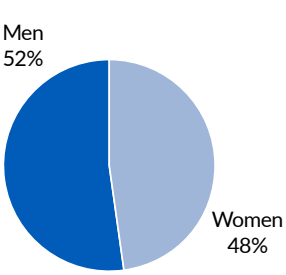


El-Cab - Owinska, Poland
At our Amphenol El-Cab facility in Owinska, Poland, we hosted an event with an organization called Occupational Therapy Workshop (WTZ) which provides disabled members of the community with opportunities for social, vocational and medical rehabilitation. During the workshop, participants were able to develop fitness and independence skills while learning about Amphenol's production processes and the products created on-site. WTZ students were able to test their learned skills through guided activities such as stripping wires and crimping connectors. Through events such as this workshop, our team aims to build a stronger connection with the local community.

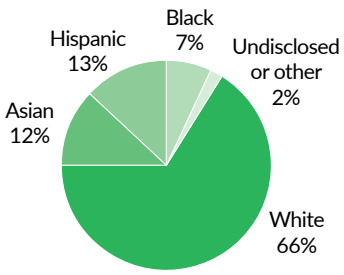
Our Team

Diversity, Equity and Inclusion

Amphenol is a global, multicultural company and our employees reflect the diversity of our geographic footprint. At the end of 2023, 58% of our workforce was located in the Asia-Pacific region, with 25% in North America and 15% in Europe. As of our last EEO-1 filing in 2022, which is available on our corporate website, 66% of our U.S. workforce identified as white, 12% identified as Asian or Pacific Islander, 13% identified as Hispanic and 7% identified as Black. We plan to make our 2023 EEO-1 filing publicly available when it is finalized later this year.



Global Workforce



U.S. Workforce Diversity

At Amphenol, we aim to create an inclusive working environment where all employees are respected and treated equitably. While our company spans the globe, we remain agile by not standardizing our approach across our businesses. We rely on local nationals to serve as general managers in every region, a unique approach that we believe creates a strong degree of organizational stability and a deep commitment to our people and the communities in which they live.

A key hallmark of our structure is our entrepreneurial culture that creates clear accountability for each of our general managers who are our key business leaders. Our core management team is comprised of these general managers and their controllers, as well as our group general managers, their controllers and our executive management team. Women represented 26% of this core management team at the end of 2023. Of our total employees worldwide, approximately half are women.

Supporting Diversity and Inclusion



Amphenol's senior female leaders at our annual Worldwide Management Meeting



Our SAA business in Vietnam



Supporting our LGBTQ+ employees



Amphenol's Board of Directors with our Silicon Valley, California sales team.

Responsible Business

Board of Directors

The mission of our Board of Directors is to represent the interests of shareholders in the long-term performance of the Company. The Board is elected annually by shareholders to oversee and provide guidance on our business and is the ultimate decision-making body of the Company, except for those matters specifically reserved to shareholders.

Our Board is committed to sound corporate governance structures and policies that enable us to operate our business responsibly and with integrity, and to position us to compete more effectively, sustain our success and build long-term shareholder value.

The Board has adopted governance structures and policies that it believes promote Board independence and the interests of shareholders. These structures and policies include, among others:

- Annual election of all directors
- Independent Presiding Director empowered with clearly delineated duties
- A supermajority of independent directors
- Regular executive sessions at Board meetings without management present
- All Board committees composed exclusively of independent directors
- Directors' unrestricted access to management and independent advisors
- Active shareholder engagement
- Proxy access for shareholders
- Shareholder right to call special meetings
- One-share, one-vote standard

In addition, the Company's By-Laws and Corporate Governance Principles provide for majority voting in uncontested director elections, combined with a requirement that the Board nominate only director candidates who tender advance, irrevocable resignations that will become effective upon the occurrence of both (i) the failure to receive the required majority vote for re-election and (ii) acceptance by the Board. The Company has a plurality voting standard for contested director elections.

Our Board is currently comprised of nine directors. Over the past six years, we have undertaken a significant effort to refresh our board with the election of five new directors, including three women. The Board believes it functions most effectively when comprised of a diverse set of members, including a healthy mix of short-, mid- and long-serving members. Our Board also believes that diversity includes diversity in terms of background, skills, age, experience and expertise, as well as gender, race and ethnicity. Of our nine current directors, three were born outside of the United States and two identify as under-represented minorities (Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or two or more Races or Ethnicities). One identifies as LGBTQ+ and three of our directors are women.

Executive Compensation

Our executive compensation philosophy is designed to align the interests of management with the interests of shareholders to drive long-term shareholder value through performance. Our Board's Compensation Committee oversees our overall compensation and benefits programs, including for our senior executives. In 2022, our annual incentive bonus plan was amended to add both sustainability and risk management performance as discretionary factors in assessing an employee's overall bonus payout. In 2023, we adopted a Policy for Recovery of Erroneously Awarded Compensation (Clawback Policy) in compliance with SEC rules and regulations and the corresponding NYSE Listing Standards. A comprehensive discussion of executive compensation can be found in our definitive proxy statement.

Responsible Business

Risk Oversight

Our Board is actively involved in overseeing risk management for the Company. This oversight is conducted both directly and through the committees of the Board. At each regularly scheduled quarterly meeting, the entire Board reviews various risks facing the Company. Each of the Board committees is responsible for oversight of risk management practices for categories of risks relevant to its functions. Each committee has a written charter setting forth its purpose, authority and duties. The committees enhance the Board's oversight of areas that are critical to the Company's corporate responsibility and sustainability efforts, including among other things: transparent and reliable financial reporting, cybersecurity, ethics, pay-for-performance, climate-related matters, diversity, equity and inclusion (DEI), Board succession planning, shareholder proposals and nominations and corporate governance.

Amphenol uses a number of strategies in order to promote and enhance an effective risk culture throughout our organization. During each of our monthly management operation reviews our operating leaders communicate identified risks to our CEO and CFO, and our CEO and CFO provide feedback on risk management practices to our operating leaders. Our operating management is required to consider risks and risk mitigation strategies as part of their annual budget and strategic planning processes and to include specific mitigation strategies.

Risk management performance is also considered in the process used to determine annual compensation for our senior executives, general managers and controllers. Our corporate policies encourage employees to report possible violations of our policies or any other illegal, unethical or risky behavior to either the employee's manager, the Amphenol Legal Department, the Audit Committee of the Board of Directors or the Company's whistleblower hotlines. The Audit Committee of our Board of Directors reviews all substantive reports on a regular basis. Our decentralized nature allows us to empower facility management to effectively mitigate risks through tailored site-specific solutions and increases our resilience. To minimize risks, we encourage our general managers to employ risk identification and mitigation methods customized to local laws, regulations, market conditions and cultural nuances. This flexibility keeps our operations agile by enabling them to effectively navigate diverse economic and political climates. This decentralization also enhances resilience by minimizing the impact of a single point of failure. In the event of disruptions, the localized decision-making structure enables quick responses tailored to specific circumstances. This strategy also fosters innovation and creativity, as local teams can better address unique market demands and capitalize on local opportunities.

The sites that comprise a significant portion of Amphenol's revenue are audited internally on a yearly basis. We also conduct internal audits as needed based on management's risk assessments. In addition, we utilize third-party verified audits as part of our risk management strategy and to comply with Sarbanes-Oxley (SOX).



Responsible Business

Sustainability Oversight

Amphenol's sustainability initiatives are governed by a structure of leadership, oversight and goals that encompass our entire company. These initiatives are governed by a number of policies which outline our principles including in particular our:

- Code of Business Conduct and Ethics
- Diversity, Equity and Inclusion Policy
- Environmental Policy
- Global Human Rights Policy
- Health and Safety Policy
- Responsible Minerals Policy
- Supplier Code of Conduct
- Supplier Responsible Labor Policy

Our Board of Directors oversees the Company's overall sustainability programs, including this Sustainability Report. The Audit Committee is responsible for assisting the Board in fulfilling its oversight responsibility for the "Environmental" portion of ESG, which includes (1) periodic reviews of the Company's climate-change related strategies, policies, disclosures, goals, performance and measurement, including with respect to greenhouse gas emissions, energy and water usage and (2) monitoring the effectiveness of Company systems necessary to ensure compliance with applicable legislation, regulatory requirements, industry standards and Company policies, programs and practices relevant to climate-change related matters. The Compensation Committee is responsible for assisting the Board in fulfilling its oversight responsibility for the "Social" portion of ESG, which includes a periodic review of the Company's DEI programs and performance. The Nominating/Corporate Governance Committee continues to be responsible for assisting the Board in fulfilling its oversight responsibility for the "Governance" portion of ESG.

At a management level, our executive leadership team is responsible for managing our sustainability programs. In particular, Amphenol's VP of Environmental, Health, Safety and Sustainability is tasked with managing our company-wide sustainability efforts. In addition, our Sustainability Steering Committee includes cross-functional and cross-organizational representatives who meet formally on an as-needed basis, and typically at least once a year. This Committee evaluates company-wide sustainability data, recommends appropriate goals to our executive team and coordinates sustainability activities across the Company.

Consistent with Amphenol's broader culture of empowerment and accountability, our local management teams are responsible for executing our sustainability programs and achieving our sustainability goals. This includes taking actions to prevent, mitigate or remediate actual or potential ESG and human rights-related impacts, as well as managing processes to track the effectiveness of the actions, goals, targets and indicators used to evaluate sustainability progress.



Responsible Business

Human Capital Management and Culture Oversight

Our Board is actively involved in overseeing the Company's employee-related strategies and practices as well as the Company's culture. This oversight is conducted both directly and through certain of the Board's committees. At each of its regularly scheduled quarterly meetings, the Board reviews changes in key personnel and, at least once per year, meets with management to discuss various human resources related topics, including talent development, succession planning and culture. We believe Amphenol's culture has been a critical component of the Company's success and reinforcing that culture is a key responsibility of our executive management.

The Board has primary responsibility for succession planning for the CEO and for our other executive management. The Compensation Committee has primary responsibility for executive and company-wide compensation policies and programs, as well as the Company's DEI initiatives.

Ethical Culture

Compliance is a top priority to ensure we are operating ethically, efficiently and responsibly across our value chain. One of our key values is that we do the right thing, always. Maintaining our integrity and reputation will always be our priority.

Amphenol's Code of Business Conduct and Ethics provides employees with a standard approach to managing ethical situations, information on available resources and policy guidance on common ethical issues. It also provides employees direction on anti-corruption, anti-bribery and anti-competitive behavior as well as a number of other important topics. All of our employees are held to and covered by this Code, which is a core document that our global management team receives training on and digitally acknowledges each year. This Code is further supported by a robust ethics and compliance program, including an independent internal audit function, and a whistleblower and investigation process with a strict policy prohibiting retaliation.

Anti-Bribery

Our reputation is one of our most important assets. The bedrock of this hard-earned reputation is the integrity and honesty of our employees around the world. Amphenol's Code of Business Conduct and Ethics requires all employees to follow the law and adhere to the highest ethical standards at all times. This includes following all anti-bribery laws in the jurisdictions in which we operate. In addition, the making of any improper payments or offers of payments to obtain or retain business is strictly prohibited. This also includes prohibiting making payments (including commissions) to third parties who in turn compensate government officials or other third parties to secure or maintain business. Our commitments are also supported and reinforced by our Supplier Code of Conduct so that our corporate integrity is extended through to our business partnerships.

Anti-Competitive Practices

We seek competitive advantages through superior performance, rather than through unethical or illegal business practices, as outlined in our Code of Business Conduct and Ethics. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent or inducing such disclosures by past or present employees of other companies is strictly prohibited. Each employee is expected to deal fairly with the Company's customers, suppliers, competitors, officers and employees. We are proud that our business has never incurred any government fines or settlements related to anticompetitive practices, corruption or bribery.

Responsible Business

Political Contributions

The Company prohibits the use of corporate funds to make contributions to political parties or candidates, whether federal, state or local, as stated in our Political Activity Statement. Consistent with this approach, Amphenol's policy is not to direct corporate funds to political organizations (that is, organizations organized under Section 527 of the Internal Revenue Code) or for communications to support or oppose specific political candidates (such as through electioneering communications or other corporate independent expenditures). Amphenol does not have a company-sponsored Political Action Committee. In 2023, we did not contribute any money to political campaigns, political organizations or organizations engaged to lobby directly on behalf of the Company. In 2023, we held a corporate-level membership in one U.S. trade association where the annual dues paid by us exceeded $50,000 and that was with The National Association of Manufacturers.

Data Privacy

Safeguarding personal data is a top priority and Amphenol is committed to protecting the privacy and security of the personal data of our employees, customers, suppliers and other business contacts. Amphenol's privacy compliance program is managed by a core team of compliance professionals, with both Board and executive management oversight.

As part of our commitment to data privacy, we maintain a compliance program designed to provide consistent safeguards of personal data and compliance with applicable privacy and data protection laws. We have detailed policies and procedures for the protection and handling of personal data, which we update regularly. In addition, we train relevant employees on data privacy topics. In 2023, we did not receive any complaints from regulatory bodies or outside parties concerning breaches of customer privacy.

Cybersecurity

Our Board of Directors maintains oversight responsibility relating to our information security and cybersecurity program, with assistance from the Audit Committee of the Board. At least annually, our executive leadership team (including the leaders of our information technology and internal audit teams) provides an overview of our information security and cybersecurity programs to the full Board. To reduce the likelihood and severity of cyber intrusions, the Company has a comprehensive and evolving cybersecurity program designed to protect and preserve the confidentiality, integrity and availability of our data and systems. We regularly perform risk assessments and penetration tests relating to cybersecurity and technology risks. We also conduct regular workforce training to instruct employees how to better identify cybersecurity concerns and to avoid actions that might inadvertently allow outsiders to access our systems. Our greatest asset in combatting information security and cyber-related risks remains the Company's decentralized information technology infrastructure, where each business unit maintains a separate and distinct information technology system.



Appendix A

GRI Content Index

Statement of use:

Amphenol has reported in accordance with the 2021 GRI Standards for the period January 1, 2023 through December 31, 2023.

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021			
2-1	Organizational details	About Amphenol (p. 4); 2023 10-K Report	
2-2	Entities included in the organization's sustainability reporting	2023 10-K Report; About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Appendix C: ESG Metrics For reporting purposes, we have a financial scope boundary and a GHG and sustainability boundary. Please refer to our 10-K statements for our financial reporting boundaries. Please refer to Appendix C of this report for our sustainability reporting boundaries and to learn more about our data collection process. Information collected on material topics varies based on scope and data metrics measured. Amphenol does not have any minority interests.	
2-3	Reporting period, frequency and contact point	2023 10-K Report; About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Appendix C: ESG Metrics; back cover We publish a Sustainability Report annually.	
2-4	Restatements of information	In this report we have restated our energy and emissions data as a result of recategorizing our leased office emissions from Scope 3 Category 8 to Scope 1 and Scope 2 and associated Scope 3 Category 3. The restatement was applied to years 2021 through 2023. We have also corrected our 2022 renewable energy value which was misstated in our prior year report.	
2-5	External assurance	Verification report of Greenhouse Gases and Energy Indicators	
2-6	Activities, value chain and other business relationships	2023 10-K Report (2-11)	
2-7	Employees	About Amphenol (p. 4-5); Our Team (p. 23, 28); Appendix C: ESG Metrics	Reason for Omission: Information unavailable Amphenol does not currently track employee data using the same categorizations laid out in the GRI framework. Reason for Omission: Confidentiality constraints Amphenol does not report on specific employee number totals by gender or region. This information is considered to be confidential.
2-8	Workers who are not employees	Appendix C: ESG Metrics	
2-9	Governance structure and composition	2023 10-K Report; 2024 Proxy Statement (p. 6-14, 17-21); Responsible Business (p. 30)	
2-10	Nomination and selection of the highest governance body	2023 10-K Report; 2024 Proxy Statement (p. 6-18); Responsible Business (p. 30)	
2-11	Chair of the highest governance body	2023 10-K Report (p. 93); 2024 Proxy Statement (p. iv, 7-14); Responsible Business (p. 30)	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021 (continued)			
2-12	Role of the highest governance body in overseeing the management of impacts	2023 10-K Report (p. 93); 2024 Proxy Statement (p. 15-25); Responsible Business (p. 29-34) At Amphenol, due diligence is an ongoing process that guides our strategy and planning, and enables us to identify environmental, financial, social and human rights risks within our own operations, our supply chain and across the products we sell. To embed responsible business conduct into our operating policies and management systems, our governance bodies regularly update our standards and policies to ensure they are relevant and valid. We use global and local procedures to continuously identify and assess risks at the facility, business unit or company-wide level. Each facility is responsible for ensuring that we are up to date with local regulations, stakeholder expectations and other necessary contextual information. To ensure we are working in a way that prevents negative impacts, we cooperate with various stakeholders to identify potential adverse impacts. We prevent or mitigate adverse impacts through monitoring and reporting channels across our operations and supply chain and partnering with organizations and other stakeholders to create collaborative solutions.	
2-13	Delegation of responsibility for managing impacts	2023 10-K Report (p. 93); 2024 Proxy Statement (p. 16-23); Responsible Business (p. 29-34)	
2-14	Role of the highest governance body in sustainability reporting	2023 10-K Report (p. 93); 2024 Proxy Statement (p. 23); Responsible Business (p. 29-34)	
2-15	Conflicts of interest	2024 Proxy Statement (p. 3-4, 16); Code of Business Conduct and Ethics (p. 4) Individuals associated with Amphenol should be aware of and disclose any personal financial interests, relationships or affiliations that may influence, or be perceived to influence, their decision-making. If a conflict of interest related to cross-shareholding is identified, Amphenol will take the appropriate measures to mitigate the conflict. Amphenol allows members of our Board of Directors to serve as Board members for more than one company. Cross-board membership creates interconnected networks among companies where Board members can share knowledge, expertise and insights and make valuable connections with executive leadership at different organizations. We disclose our Board members' involvement with directorships of other organizations to ensure transparency. If conflicts of interest arise due to cross-board membership, directors may be asked to recuse themselves from Amphenol's Board of Directors. We conduct periodic reviews to ensure director affiliations due to cross-board membership do not create conflicts of interest.	
2-16	Communication of critical concerns	Code of Business Conduct and Ethics (p. 8); Responsible Business (p. 29-34) The Board of Directors reviews ethics hotline issues on a regular basis. No significant critical issues were identified during the reporting period.	
2-17	Collective knowledge of the highest governance body	2023 10-K Report (p. 93); 2024 Proxy Statement (p. 15-25); Responsible Business (p. 31-32) We do not currently have ESG-specific training programs in place for our Board of Directors, but we ensure that Board members are kept informed about evolving ESG reporting and sustainability matters.	
2-18	Evaluation of the performance of the highest governance body	2023 10-K Report (p. 93-94); 2024 Proxy Statement (p. 34-46) We have taken significant steps to enhance our governance framework by incorporating board responsibilities focused on ESG management performance. These measures include assigning separate committees the responsibility for addressing ESG-related issues. However, it's important to note that while we have implemented these structures, we do not presently evaluate Board members based on their individual ESG performance. Additionally, our annual Board member evaluations are not currently assessed by an independent third party.	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021 (continued)			
2-19	Remuneration policies	2023 10-K Report (p. 93); 2024 Proxy Statement (p. 34-46); Clawback Policy Senior executives' remuneration package may be affected by ESG management and oversight performance.	
2-20	Process to determine remuneration	2023 10-K Report (p. 93); 2024 Proxy Statement (p. 34-46) Stakeholder views are one factor among many that are taken into consideration when executive management designs remuneration policies. Shareholders vote on remuneration policies on an annual basis.	
2-21	Annual total compensation ratio	2023 Proxy Statement (p. 49); 2024 Proxy Statement (p. 60)	
2-22	Statement on sustainable development strategy	A Message from Adam Norwitt (p. 3); Our Sustainability Approach and Progress (p. 6); Stakeholder Engagement (p. 8)	
2-23	Policy commitments	A Message from Adam Norwitt (p. 3); About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Our Sustainability Goals (p. 7); Supply Chain (p. 21); Responsible Business (p. 29-34) At Amphenol, we apply the precautionary principle in formulating sustainability policies, assessing ESG risks and opportunities and developing climate-solution technologies.	Reason for Omission: Information unavailable. Amphenol does not currently categorize our stakeholders within our Human Rights Policy Statement and does not currently have special considerations in place for vulnerable groups or communities. We may consider categorizing and prioritizing certain stakeholders, especially those belonging to vulnerable groups, at a future date.
2-24	Embedding policy commitments	About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Our Sustainability Goals (p. 7); Supply Chain (p. 21); Responsible Business (p. 29-34) At Amphenol, our executive team and general managers are required to complete training on our Code of Business Conduct and Ethics. Managers are encouraged to disseminate the information amongst their teams.	
2-25	Processes to remediate negative impacts	Supply Chain (p. 20-22); Responsible Business (p. 29-34) Stakeholders are not currently involved in the design, review, operation or improvement of grievance mechanisms. When grievances are reported, legal, internal audit and human resource management mechanisms are used to conduct deeper investigations as needed on a case-by-case basis. Certain investigation processes will involve different executive management on an as-needed basis.	
2-26	Mechanisms for seeking advice and raising concerns	Responsible Business (p. 29-34)	
2-27	Compliance with laws and regulations	Supply Chain (p. 20-22); Responsible Business (p. 29-34); Appendix C: ESG Metrics	
2-28	Membership associations	Supply Chain (p. 20-22)	
2-29	Approach to stakeholder engagement	Stakeholder Engagement (p. 8)	
2-30	Collective bargaining agreements		Reason for Omission: Information/Confidentiality Constraints Amphenol does not disclose the percentage of employees covered by confidentiality constraints. This information is considered confidential and is therefore not reported.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Stakeholder Engagement (p. 8)	
3-2	List of material topics	Stakeholder Engagement (p. 8)	

Disclosure Number	Disclosure Title	Location	Omissions
3-3	Management of material topics	2023 10-K Report (p. 48); Stakeholder Engagement (p. 8); Responsible Business (p. 29-34); Supplier Code of Conduct; Global Human Rights Policy	
GRI 201: Economic Performance 2016			
3-3	Management of material topics	2023 10-K Report (p. 48); Stakeholder Engagement (p. 8); Responsible Business (p. 29-34)	
201-1	Direct economic value generated and distributed	2023 10K Report (p. 51-54); Appendix C: ESG Metrics	
201-2	Financial implications and other risks and opportunities due to climate change	2023 10K Report (p. 12-21); Appendix D: TCFD Disclosure	
201-3	Defined benefit plan obligations and other retirement plans	2023 10K Report (p. 76-80) Defined benefit plan estimations, employer/employee contributions and employee participation requirements vary by location.	
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Responsible Business (p. 29-34); Code of Business Conduct and Ethics	
205-2	Communication and training about anti-corruption policies and procedures	Responsible Business (p. 29-34); Appendix B: SASB Alignment Business leaders are expected to sign the Code of Business Conduct and Ethics Policy on an annual basis. The Code of Business Conduct and Ethics provides details on topics specific to anti-corruption and leaders are encouraged to share the policy document with their teams each year. We provide annual compliance training to approximately 800 senior management level employees. Senior management that receives training is expected to relay information and best practices to their team members.	
205-3	Confirmed incidents of corruption and actions taken	Responsible Business (p. 29-34); Appendix B: SASB Alignment	Reason for Omission: Confidentiality constraints OR Legal prohibitions Amphenol does not disclose the number of confirmed incidents when contracts with business partners were terminated or not renewed due to corruption-related violations as this information is considered confidential OR we are legally prohibited from disclosing this information.
GRI 206: Anti-competitive Behavior 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Responsible Business (p. 29-34); Code of Business Conduct and Ethics	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Responsible Business (p. 29-34); Appendix B: SASB Alignment	Reason for Omission: Not applicable We have not incurred any legal actions for anti-competitive behavior, anti-trust or monopoly practices during the reporting period.
GRI 302: Energy 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Environmental Responsibility (p. 10-11); Responsible Business (p. 29-34)	
302-1	Energy consumption within the organization	Environmental Responsibility (p. 10-11); Appendix B: SASB Alignment; Appendix C: ESG Metrics	Reason for Omission: Not applicable Amphenol does not sell heating, cooling or steam.
302-3	Energy intensity	Environmental Responsibility (p. 10-11); Appendix C: ESG Metrics	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Environmental Responsibility (p. 12); Responsible Business (p. 29-34)	
303-1	Interactions with water as a shared resource	Supplier Code of Conduct (p. 8); CDP 2023 Water Security Questionnaire (p. 19-22); Environmental Responsibility (p. 12) We track water consumption sources across our manufacturing operations. The vast majority of our operations receive water from public distribution systems. Amphenol's manufacturing operations typically do not rely heavily on water. However, our plating facilities and other sites utilizing water for non-contact cooling processes stand out as the most water-intensive processes within our operations. At our other sites, water is used in the canteens and dormitories, for landscaping and irrigation purposes and for general cleaning practices in manufacturing operations. We have set water targets aligned with UN SDG 6.4 (Water and Sanitation for All) for our top 20 water-consuming facilities. By the end of 2030, Amphenol will reduce total water withdrawal of our top 20 facilities by 15% compared to 2021 levels. These 20 sites represent approximately 65% of our company's water usage. Our facilities assess water-related matters such as risk factors and local regulations. Risk mitigation efforts are based on internal water management practices. Facilities in water stressed areas, regardless of their actual water consumption, may undertake water reduction activities at their local discretion.	
303-2	Management of water discharge-related impacts	Amphenol assesses bodies of water for discharge standards on a case-by-case basis depending on various factors including local permit requirements.	Reason for Omission: Not applicable We do not have internal standards for the quality of discharged water or any internally developed water quality standards or guidelines. We do not use sector-specific standards for discharge quality requirements. We strive to ensure facilities that are subject to local discharge requirements meet all regulatory requirements.
303-3	Water withdrawal	Environmental Responsibility (p. 12); Appendix C: ESG Metrics; Appendix D: TCFD (p. 51)	Reason for Omission: Information not available Amphenol does not currently track water withdrawal from groundwater, seawater, produced water or third-party water. We may track this information at a future date.
303-4	Water discharge	Appendix C: ESG Metrics; Appendix D: TCFD (p. 51)	Reason for Omission: Information not available Amphenol does not currently track data on different types of water discharge and we do not have policies on priority substances of concern. We are considering tracking these metrics in the future.
303-5	Water consumption	Appendix C: ESG Metrics; Appendix D: TCFD (p. 51) Water storage has not been identified as a significant water-related impact for Amphenol. A small minority of our global facilities have on-site fire suppression water towers, and our plating facilities also require stored water for operations. However, this is not practiced on a large enough scale to be considered a material water-related impact.	
GRI 305: Emissions 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Environmental Responsibility (p. 10-11); Responsible Business (p. 29-34)	
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility (p. 10-11); Appendix C: ESG Metrics	Reason for Omission: Not applicable Amphenol does not account for biogenic emissions as they are not a material source of CO_2e emissions in our operations.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility (p. 10-11); Appendix C: ESG Metrics	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 305: Emissions 2016 (continued)			
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility (p. 10-11); Appendix C: ESG Metrics Amphenol calculated our Scope 3 GHG inventory for the first time in 2021. We have revised this calculation in 2023 due to categorization requirements.	Reason for Omission: Not applicable Amphenol does not account for biogenic emissions as they are not a material source of CO_2e emissions in our operations.
305-4	GHG emissions intensity	Environmental Responsibility (p. 10-11); Appendix C: ESG Metrics	
GRI 306: Waste 2020			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Environmental Responsibility (p. 13); Responsible Business (p. 29-34)	
306-1	Waste generation and significant waste-related impacts	Environmental Responsibility (p. 13); Appendix B: SASB Alignment; Appendix C: ESG Metrics	
306-2	Management of significant waste-related impacts	Environmental Responsibility (p. 13); Appendix B: SASB Alignment; Appendix C: ESG Metrics Waste management processes are monitored on an individual basis at the facility level, and waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual ESG reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
306-3	Waste generated	Environmental Responsibility (p. 13); Appendix B: SASB Alignment; Appendix C: ESG Metrics	
306-4	Waste diverted from disposal	Environmental Responsibility (p. 13); Appendix C: ESG Metrics Waste management processes are monitored on an individual basis at the facility level, and waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual ESG reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
306-5	Waste directed to disposal	Environmental Responsibility (p. 13); Appendix C: ESG Metrics Waste management processes are monitored on an individual basis at the facility level, and waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual ESG reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Our Team (p. 24-26); Responsible Business (p. 29-34)	
403-1	Occupational health and safety management system	Our Team (p. 24); Appendix C: ESG Metrics Amphenol does not have a singular occupational health and safety management system. It is up to the discretion of management at the facility level whether an occupational health and safety management system should be implemented at the site. Forty-one of our reporting facilities are ISO 45001 certified. Our offices and related facilities are covered under our safety policies, however these facilities may not need specialized health and safety policies.	
403-2	Hazard identification, risk assessment and incident investigation	Our Team (p. 24)	
403-3	Occupational health services	Our Team (p. 26)	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 403: Occupational Health and Safety 2018 (continued)			
403-4	Worker participation, consultation and communication on occupational health and safety	Our Team (p. 24)	
403-5	Worker training on occupational health and safety	Our Sustainability Approach and Progress (p. 6); Our Team (p. 24-25); Appendix C: ESG Metrics	
403-6	Promotion of worker health	Our Team (p. 26)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Supplier Responsible Labor Policy; Supplier Code of Conduct; Responsible Minerals Policy	
403-9	Work-related injuries	Our Team (p. 24); Appendix C: ESG Metrics We offer our employees virtual training on how to report safety issues as well as training on safety best practices. Through our safety incident reporting process and examining trends in workers compensation claims, we have identified lack of machine guarding, lack of equipment pre-starts and repetitive motion tasks as the main root-level causes of serious workplace injuries in our manufacturing facilities. To prevent serious workplace injuries, we have held corporate webinars on machine guarding and job hazard analysis processes to educate employees and enhance awareness around workplace safety practices. We also created content on our intranet site to further engage with our employees on various safety topics.	
GRI 404: Training and Education 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Our Team (p. 25); Responsible Business (p. 29-34)	
404-1	Average hours of training per year per employee	Our Team (p. 25); Appendix C: ESG Metrics	Reason for Omission: Information not available Amphenol does not currently collect data on employees by category. We therefore do not have the available information to report on this disclosure.
404-2	Programs for upgrading employee skills and transition assistance programs	Our Team (p. 25) Employee transition assistance plans for employees are managed on a case-by-case basis. Human resources teams within each business group manage employee transition assistance plans.	
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Our Team (p. 28); Responsible Business (p. 29-34)	
405-1	Diversity of governance bodies and employees	About Amphenol (p. 5); Our Team (p. 28); Responsible Business (p. 30)	Reason for Omission: Information partially not available Amphenol does not currently collect data on employees by level or function.
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Supply Chain (p. 21-22); Responsible Business (p. 29-34); Code of Business Conduct and Ethics; Supplier Code of Conduct; Global Human Rights Policy Supplier; Supplier Responsible Labor Policy	
409-1	Operations and suppliers at significant risk for incidents of forced of compulsory labor.	Supply Chain (p. 20-22)	
GRI 415: Public Policy 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 8); Responsible Business (p. 34); Appendix C: ESG Metrics (p. 45); Political Activity Statement	
415-1	Political contributions	Responsible Business (p. 34); Appendix C: ESG Metrics; Political Activity Statement	

Appendix B

SASB Alignment

We have utilized the SASB standard specific to our primary industry as identified in the Sustainable Industry Classification System® (SICS®): Resource Transformation Sector – Electrical & Electronic Equipment Sustainability Accounting Standard (December 2023). Included in our table are topics we have identified as material and we are currently able to report on.

SASB Code	Accounting Metric	Units	2021	2022	2023
Energy Management					
RT-EE-130a.1	(1) Total energy consumed	gigajoule	3,250,678	3,419,433	3,347,168
	(2) Percentage grid electricity	%	79%	78%	79%
	(3) Percentage renewable	%	0%	6%	1%
	Discussion of accounting for energy management: 1.1 The scope of energy consumption includes energy from all sources, including energy purchased from sources external to Amphenol and energy produced by Amphenol itself (self-generated). 1.2 The scope of energy consumption includes only energy directly consumed by Amphenol during the identified reporting periods. 2.1 The percentage has been calculated as purchased grid electricity consumption divided by total energy consumption. 3.1 Renewable energy is defined as energy from sources that are replenished at a rate greater than or equal to their rate of depletion, such as geothermal, wind, solar, hydro and biomass. Based on our facility calculations, we estimate our percent of purchased renewables were 13%, 22% and 19% in 2021, 2022 and 2023, respectively, as noted in Appendix C. 3.2 The percentage renewable has been calculated as renewable energy consumption (EACs only) divided by total energy consumption. 3.3 We purchased 54,000 MWh of EACs in 2022, of which 45,924 MWh were consumed in 2022. The balance from 2022 plus additional EACs purchased in 2023, with a combined total of 10,079 MWh, were consumed in 2023.				
Hazardous Waste Management					
RT-EE-150a.1 RT-EE-150a.2	(1) Amount of hazardous waste generated	metric tons	6,732	6,680	7,096
	(2) Number and aggregate quantity of reportable spills	#	0	0	0
	Discussion of accounting for hazardous waste management: Hazardous wastes are defined per the applicable legal or regulatory frameworks (i.e., U.S. Resources Conservation and Recovery Act (RCRA) or the EU Waste Framework Directive (Directive 2008/98/EC on waste, including its subsequent amendments)) within the jurisdictions in which Amphenol operates. Reportable spills are defined by Amphenol as those that incur costs of $50,000 or greater.				
Product Lifecycle Management					
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria: The majority of our products are used within other systems and do not consume energy. Therefore, the ENERGY STAR® criteria is not applicable for our products.				
Materials Sourcing					
RT-EE-440a.1	Discussion of the management of risks associated with the use of: (1) Critical Minerals (2) Conflict Minerals A discussion of Amphenol's policies and practices for the management of risks associated with the use of critical materials and conflict minerals can be found in our Responsible Minerals Policy and Conflict Minerals Report.				
Business Ethics					
RT-EE-510a.1	Description of policies and practices for prevention of: (1) Corruption and Bribery (2) Anti-Competitive Behavior A discussion of Amphenol's policies and practices for the prevention of corruption and bribery can be found in this report, page 33, and in our 2023 10-K SEC filing, Item 1A, Risk Factors, Risks related to our global operations, pages 15-16. Amphenol's position on corruption, bribery and anti-competitive behavior can also be found within our Code of Business Conduct and Ethics.				
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	0	0	0
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	USD	0	0	0

Appendix C

ESG Metrics

	Units	2021	2022	2023
Manufacturing facilities in scope[1]	number	226	240	261
Environmental Data				
Energy Consumption				
Fuel from non-renewable sources	**MWh**	**170,619**	**186,131**	**173,632**
Production of renewable energy	**MWh**	**3,185**	**3,928**	**4,558**
Renewable electricity produced/consumed on-site	MWh	273	604	3,075
Renewable heat produced/consumed on-site	MWh	2,912	3,325	1,482
Purchased electricity	**MWh**	**710,248**	**736,284**	**735,593**
Non-renewable purchased electricity	MWh	615,527	573,150	593,193
Renewable purchased electricity	MWh	94,722	163,134	142,401
Renewable fuel consumption	MWh	-	806.5	758.4
Purchased heat/steam[2]	**MWh**	**18,913**	**23,500**	**17,468**
Cooling consumption	MWh	0	0	0
Total energy consumed	**MWh**	**902,966**	**949,842**	**929,769**
Energy intensity	MWh/$M revenue	83.0	75.2	74.1
Total renewable energy used	**MWh**	**97,907**	**167,062**	**150,583**
Percent renewable energy used (SDG 6)	%	13%	22%	19%
Production of renewable for sale	MWh	6,104	5,386	6,451
Greenhouse Gas Emissions[3]				
Direct (Scope 1)[4]	metric tons CO_2e	40,175	46,111	41,395
Indirect (Scope 2)				
Location-based[5]	metric tons CO_2e	357,553	367,361	364,258
Market-based[6]	metric tons CO_2e	372,376	323,561	347,761
Outside of scope - from biofuel	metric tons CO_2e	-	216	235
Total (Scope 1 and Location-based Scope 2)	**metric tons CO_2e**	**397,728**	**413,472**	**405,653**
Greenhouse gas emissions intensity (Scope 1 and Location-based Scope 2)	metric tons CO2e /$M revenue	36.6	32.8	32.3
Total (Scope 1 and Market-based Scope 2)	**metric tons CO_2e**	**412,551**	**369,672**	**389,156**
Greenhouse gas emissions intensity (Scope 1 and Market-based Scope 2)	metric tons CO2e /$M revenue	37.9	29.3	31.0
Indirect (Scope 3)[7,8]	**metric tons CO2e**	**181,241**	**5,986,191**	**3,204,553**
Category 1	metric tons CO_2e	-	5,468,886	2,875,711
Category 2	metric tons CO_2e	27,710	30,470	78,021
Category 3	metric tons CO_2e	129,480	133,799	98,779
Category 5	metric tons CO_2e	20,394	20,757	5,042
Category 6	metric tons CO_2e	-	33,911	43,250
Category 7	metric tons CO_2e	-	12,319	61,006
Categories 4 & 9	metric tons CO_2e	-	286,048	42,744
Environmental Incidents and Violations				
Incidents or violations $50,000 or greater	number	0	0	1

Environmental Data (continued)	Units	2021	2022	2023
Water Management[9]				
Groundwater intake	megaliters	356	301	264
Water distribution system supply	megaliters	3,267	3,459	3,231
Fresh surface water intake	megaliters	22	8	66
Total withdrawal	**megaliters**	**3,644**	**3,768**	**3,561**
Total discharged	**megaliters**	**3,082**	**3,230**	**3,050**
Net water consumption	megaliters	563	538	511
Water intensity	megaliters/$M revenue	0.34	0.30	0.28
Waste Management				
Total waste generated	**metric tons**	**43,032**	**50,744**	**52,190**
Total waste diverted from disposal	metric tons	27,733	32,128	36,966
Total waste directed to disposal	metric tons	15,299	18,616	15,224
Total non-hazardous waste	metric tons	36,309	44,064	45,094
Total hazardous waste	metric tons	6,732	6,680	7,096
Total non-hazardous diverted from disposal	**metric tons**	**23,222**	**27,872**	**32,567**
Non-hazardous waste reused	metric tons	742	2,125	3,593
Non-hazardous waste recycled	metric tons	19,480	22,713	24,047
Non-hazardous waste otherwise recovered	metric tons	2,999	3,034	4,926
Total non-hazardous waste directed to disposal	**metric tons**	**13,078**	**16,192**	**12,528**
Non-hazardous waste incinerated with energy recovery	metric tons	3,297	5,047	3,837
Non-hazardous waste incinerated without energy recovery	metric tons	1,347	591	731
Non-hazardous waste landfilled off-site or permanent on-site holding	metric tons	6,762	7,983	7,241
Non-hazardous waste otherwise disposed	metric tons	1,672	2,572	718
Total hazardous waste diverted from disposal	**metric tons**	**4,511**	**4,256**	**4,400**
Hazardous waste reused	metric tons	86	52	66
Hazardous waste recycled	metric tons	2,815	2,400	2,363
Hazardous waste otherwise recovered	metric tons	1,610	1,805	1,971
Total hazardous waste directed to disposal	**metric tons**	**2,221**	**2,423**	**2,696**
Hazardous waste incinerated with energy recovery	metric tons	290	251	414
Hazardous waste incinerated without energy recovery	metric tons	621	542	587
Hazardous waste landfilled off-site or permanent on-site holding	metric tons	230	240	276
Hazardous waste otherwise disposed	metric tons	1,079	1,391	1,419
Social Data				
Employees in Scope[10]				
Amphenol employees	number	65,162	70,645	70,916
Contract employees[11]	number	20,208	20,243	18,962
Interns	number	218	364	485
Full-time employees	%	99%	99%	99%
Part-time employees	%	1%	1%	1%
Amphenol employees total hours worked	hours	159,162,591	167,166,259	166,305,424
Contract employees total hours worked	hours	55,733,441	57,066,156	53,504,818
Training[12]				
Total hours	hours	1,825,061	2,027,545	1,173,475

Social Data (continued)	Units	2021	2022	2023
Injuries and Safety Incidents				
Total lost-time injuries[13]				
Amphenol employees	number	295	305	327
Contract employees	number	17	56	34
Total lost-time injury rate[14]				
Amphenol employees	Injuries per 200,000 hours worked	0.37	0.36	0.39
Contract employees	Injuries per 200,000 hours worked	0.06	0.20	0.13
Work-related fatalities				
Amphenol employees	number	0	0	0
Contract employees	number	0	0	0
Facilities with safety committees	number	199	229	252
Governance Data				
Employees[10]				
Total employees worldwide at year-end, approximate	number	90,000	91,000	95,000
Percentage of female employees worldwide	%	48%	49%	48%
Percentage of women in core management	%	28%	27%	26%
Revenue				
Total	$ in millions	10,876	12,623	12,555
Environmental Health and Safety Management				
Facilities with ISO 14001 management systems	number	112	121	129
Facilities with ISO 45001 management systems	number	28	31	41
Political Contributions				
Total spent on contributions to political campaigns, political organizations or lobbying	$	0	0	0

Notes:

A. Years for which no data were collected are represented by a ' – '.

B. 'Workers' implies Amphenol, contractor and intern employees.

C. All periods noted are for their respective calendar year.

D. Amphenol defines its organizational boundary for GHG emissions accounting using the operational control approach, as defined by the GHG Protocol. Under the operational control approach, Amphenol accounts for all GHG emissions from the operations over which it has operational control. The gases included are CO_2, CH_4, N_2O and certain refrigerants, which are all reported as CO_2 equivalents.

E. Non-manufacturing leased assets had previously been included in Scope 3 Category 8 for the reporting year 2021 and 2022. In 2023 we updated our accounting of non-manufacturing leased assets in Scope 1 and Scope 2. A restatement of the energy consumption and GHG emissions for 2021 and 2022 using the current boundary approach is included in Appendix C.

F. Amphenol collects ESG-related data metrics from facilities in scope through our internet-based platform, the Sustainable Development Reporting System (SDRS). Data is entered into the system by local environmental, health and safety, sustainability and other employees. Energy and air emissions are verified by operating unit financial controllers or their designees and compiled for the sustainability report by our corporate team. Each year, we evaluate whether new data metrics need to be captured to enhance reporting and adjust our platform accordingly.

Footnotes:

1. Amphenol had approximately 280 manufacturing facilities at the end of 2023. For the data collected in this report, our in-scope manufacturing facilities were 261. For each calendar year, our reporting does not include sustainability data from manufacturing facilities acquired or newly opened after June 30th of that year. Full-year sustainability data for those new in-scope facilities is reported in the year after they joined Amphenol.
2. Includes 2,167, 3,568 and 3,625 MWh of renewable purchased heat/steam for 2021, 2022 and 2023, respectively.
3. Metric tons CO_2 equivalence were calculated using methodology as outlined by the World Resource Institute Greenhouse Gas Protocol. Some of the emission factors for Scope 3 are only available as CO_2 emissions, but are presented as CO_2e.
4. Scope 1 emission factor sources include: DEFRA 2023 - UK Government greenhouse gas conversion factors for company reporting, and IEA Emissions Factors 2023.
5. Scope 2 location-based emission factor sources include purchased electricity emission factors from the EPA eGrid2021, IEA Emission Factors 2023, as well as emission factors for heat, steam and cooling from utility suppliers or DEFRA 2023.
6. Scope 2 market-based emission factor sources include purchased electricity emission factors from utility suppliers, Green-e Residual Mix 2022, the Associations of Issuing Bodies (AIB) 2022, IEA Emission Factors 2023, as well as emission factors for heat, steam and cooling from utility suppliers or DEFRA 2023.
7. For Scope 3 Categories 1, 2 ,4 and 9, spending across each category was tracked using Benchmark / Gensuite software. Amphenol utilizes a spend-based method given the availability of verified dataset from each operating unit. For spending within the United States, the EPA Supply Chain Greenhouse Gas Emission Factors v1.2 were mapped to spending categories using six-digit NAICS codes. For spending in other countries, we used the country-specific, spend-based emission factors from EXIOBASE, again mapping them to spending categories with six-digit NAICS codes. To ensure continued accuracy, the emission factors were adjusted for inflation using the commodity index data specific to each country. Amphenol will consider alternatives to spend-based calculations for future reporting.
8. Categories 8, 10, 14 and 15 have been assessed and found to be not relevant. Categories 11 and 12 have not yet been assessed. Scope 3 Category 13 has been calculated but found to be not relevant.
9. Water withdrawal, discharge and consumption data, apart from groundwater and surface water data, was collected at in-scope facilities primarily using monthly or quarterly water bill values.
10. In-scope employee and non-employee worker data was compiled at year end and calculated by averaging the 12 end-of-month headcount numbers. Governance employee data is based on year-end headcount. The vast majority (95% or more) of our employees work full-time in all regions. Our employees by region are shown on page 5 of this report.
11. Our most common type of contract worker is temporary employees. Temporary workers at Amphenol most commonly perform manufacturing labor duties.
12. In 2023, training hours were approximately 12 hours per employee or worker.
13. A lost-time injury is defined as a work-related injury that results in lost-time beyond the date of injury. Our most common type of recorded work-related lost-time injuries are in a category that includes sprains, strains and fractures.
14. Our work-related injury calculations are based on OSHA incident rate calculations using 200,000 hours as an estimate for 100 employees working 40 hours a week, 50 weeks per year.

Appendix D

TCFD Disclosure

Governance	
Disclose the organization's governance around climate-related risks and opportunities.	
a) Describe the Board's oversight of climate-related risks and opportunities.	Our Board of Directors, including through its various committees, oversees climate-related risks as part of its broader risk management responsibilities. The Board's risk management oversight takes place throughout the year at each regularly scheduled meeting of the Board and its committees. The responsibilities of the Audit Committee expressly include assisting the Board in fulfilling its oversight responsibility for the "Environmental" portion of ESG, which shall include periodic review of the Company's climate-change related strategies, policies, disclosures, goals, performance and measurement, including with respect to greenhouse gas (GHG) emissions, energy and water usage and any other relevant subjects as determined by the Company, and to monitor the effectiveness of Company systems necessary to ensure compliance with applicable legislation, regulatory requirements, industry standards and Company policies, programs and practices relevant to climate-change related matters. Certain members of the Company's executive management provide regular updates to the Board and appropriate committees on the Company's ESG risks, opportunities, priorities, initiatives and progress towards goals, including with respect to climate-related risks and opportunities.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Executive management is responsible for assessing and managing climate-related risks and opportunities. In particular, the Company's Vice President of Environmental, Health, Safety and Sustainability is tasked with managing our company-wide sustainability efforts and keeps executive management apprised of potential climate-related initiatives and opportunities. In addition, our Sustainability Steering Committee includes cross-functional and cross-organizational representatives who meet formally on an as-needed basis, and typically at least once a year. This committee evaluates company-wide sustainability data, recommends appropriate goals to our executive management and coordinates sustainability activities across the Company. The Company's Chief Executive Officer; Chief Financial Officer; Senior Vice President, Human Resources; and Vice President, Investor Relations, also provide valuable input identified through engagement with shareholders, the investment community and other important stakeholders. Additionally, executive management identifies and evaluates ESG risks (including climate-related risks in alignment with TCFD) based on their potential financial materiality, the probability and magnitude of the risk and the risk mitigation measures adopted by the Company. Executive management assesses a variety of GHG emissions reduction opportunities that (1) align with the Company's overall business strategy and business model and (2) support the Company's climate-related priorities and goals.
Strategy	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Amphenol evaluates its risks and opportunities with respect to business strategy on three separate time scales: Short-Term (1 to 3 years), Medium-Term (3 to 7 years) and Long-Term (7 to 15 years). The Company also recognizes the longer-term time horizons that extend decades into the future with respect to climate change as an input to defining risks and opportunities. While current climate models predict significant and varied impacts from climate change on a global scale, given the geographically dispersed nature of Amphenol's assets it is unlikely our direct operations will be materially impacted over the assessed time horizons. More specifically, as of December 31, 2023, Amphenol operated approximately 280 manufacturing facilities across approximately 40 countries, with no single operation representing a material portion of the Company's overall production. Amphenol has implemented a more focused climate-related risk assessment that is aligned with the TCFD recommendations and will consider both upstream and downstream climate-related impacts. Potential climate-related risks and opportunities to our direct operations that have been identified as part of our assessment are categorized per the TCFD guidance below.

Strategy (continued)	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. (continued)	**PHYSICAL RISKS** The Company identifies climate-related physical risks as either acute or chronic. Acute risks arise from more frequent and severe extreme weather events such as floods, hurricanes or wildfires, and chronic risks are those risks that arise from the cumulative impacts of increasing temperatures, such as changing precipitation patterns and rising sea levels. These risks were assessed in alignment with an assumed increase in the global mean surface temperature of approximately 2°C by the end of the 21st century. ***Applicability to Our Business:*** Physical risks, both acute and chronic, could damage our facilities, equipment and other assets; increase expenses and hamper our ability to deliver for our customers; cause potential impacts to our labor force; and affect our production capacity and that of our customers and suppliers. In an effort to mitigate physical risks due to climate change, we have committed to Sustainable Development Goal (SDG) 11.5 to provide that our highest valued facilities incorporate the impact of risks due to climate change in their local business continuity plans. We are in the process of including impact evaluations in our business continuity protocols and including mitigating measures as appropriate. Our evaluation determined that flooding, extreme heat, water quality, tropical cyclones (hurricanes) and water scarcity may pose risks such as damage to assets and reduced reliability of power supply and may impact the health and safety of the workforce. Our commitment to SDG 16.2 further mitigates these risks by delivering enhanced training on health and safety by climate-related effects. As a result of the physical risk assessment, water quality was identified as the most significant risk with 34 of our top-insured locations located in very high risk regions. This risk could lead to building and property damage and power outages due to strong winds and flooding. The possible financial implications associated with this risk could be 25% of our total property damage and business interruption insurance. Flooding was identified as the next most significant risk, with six facilities at very high risk. This risk is not financially material as these locations account for only 7% of our total property damage and business interruption insurance. The flood risk exposure for these locations is expected to reach 25 locations by 2030 and 29 locations by 2050. Our commitment to SDG 16.2 further mitigates this risk by delivering enhanced training in health and safety by climate-related effects. Our one business located in a very high-risk region for water scarcity is not material. Nine locations were identified as high risk for water quality. For the facilities that are at high risk for multiple conditions (flooding, extreme heat and water scarcity), there are opportunities for mitigation such as energy or water reduction initiatives, protection of assets and strong business continuity protocols. For the businesses that rely on these facilities, each also operates in other locations which mitigates the risk of business interruption. The climate-related risks identified in this assessment have not required material capital expenditures or operating expenses. The Company's capital expenditures associated with environmental risk and opportunities were approximately $2.8 million in 2023. This involved building improvements such as photovoltaic installations and investments in energy efficient equipment. We will continue to monitor the potential business impacts of physical climate-related risks and assess the costs associated with mitigating these risks. **TRANSITION RISKS** Amphenol identifies climate-related transition risks as those driven by the market-based need to transition to a lower-carbon economy, including the development of, and investment in, new technologies and services that support this lower-carbon transition. This also includes the accompanying range of legal, regulatory, policy, liability and reputational issues associated with a transition to a lower-carbon economy. ***Applicability to Our Business:*** Transition risks could increase Amphenol's operating costs resulting from compliance with policy-driven responses to climate change, such as those that mandate energy and fuel efficiency, regulate GHG emissions or restrict or mandate specific energy sources. Decreased availability and increased cost of raw materials due to climate-related factors could also pose a risk to the Company's supply chain resilience and business strategies. Given that Amphenol has locations in regions where GHG emissions trading schemes are emerging or have been implemented, we will continue to examine the applicability of these schemes to the business. In addition, Amphenol has facilities that have committed to net-zero targets which may lead to a variety of cost increases such as transportation of goods, energy and costs due to more frequent reporting. At the same time, this is an opportunity for Amphenol to set GHG emissions reduction targets and as such we have committed to SDG 7.2 and 13.1. The Company has experienced some climate-related customer demands, which we meet through collaborative activity and continuous improvement. We will continue to evaluate the actual and potential impact of climate-related transition risks.

Strategy (continued)	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. (continued)	**OPPORTUNITIES** Amphenol utilizes the TCFD-recommended guidance to evaluate climate-related opportunities. This includes actions we are taking around climate change mitigation aimed at supporting decarbonization, as well as climate adaptation strategies that help us increase our resilience to changing conditions. ***Applicability to Our Business:*** The transition to a lower-carbon economy creates enormous growth opportunities for Amphenol. Through our broad product portfolio, Amphenol is enabling a cleaner, safer and more sustainable world through our products. Our product solutions help generate renewable energy, create a smarter and more efficient power grid, enable electric vehicles and related charging infrastructure and connect people across the globe. Within our own operations, we also have the opportunity to invest in more energy-efficient buildings and equipment to reduce operational costs and to use lower-emission or renewable sources of electricity to help reduce future regulatory transition risks. Some of our businesses have also transitioned or are in the process of transitioning to electric or hybrid fleet vehicles for Company usage. We also recognize that Amphenol has the opportunity to support the transition to a lower-carbon economy through our innovative products, and that our reputation with respect to sustainability is important for our employees, customers, the communities in which we operate and other stakeholders.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Amphenol has taken measures to integrate climate-related risks and opportunities into its business strategy and financial planning. We have developed business continuity protocols and training, as well as periodic assessments of the exposure of the Company's physical assets, to help mitigate climate-related risks. Within each of our businesses we seek to reduce the environmental footprint of our products by reducing their weight, optimizing their energy needs and limiting GHG emissions and waste related to their manufacturing. We continue to assess the feasibility of reducing our environmental footprint through partnerships with our suppliers which may include energy reduction targets or increased local sourcing. In terms of our business strategy and financial planning, we are investing in a multitude of products that enable a cleaner, safer and more sustainable world, including products that support the growth in electric vehicles, decarbonization technologies, sustainable agriculture and clean energy solutions. While our products are often advanced, highly engineered solutions, they are typically a small component integrated into a larger system. As a result, our products generally represent only a fraction of the energy consumption and overall GHG emissions of the larger system, yet they play an outsized role in enabling end products and systems that contribute to a cleaner planet.
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Amphenol understands that climate-related physical and transition risks vary by geography, and that the magnitude of these risks also varies as a function of the rate of global warming. Amphenol's approach to assessing and managing climate-related risks accounts for these different global warming scenarios. If no steps are taken to reduce GHG emissions then global temperatures are predicted to increase well above 2°C, and physical climate risks to us will be greater over the long term. Conversely, if the world transitions rapidly to a lower-carbon economy and prevents increased warming above 2°C, then physical risks to us are expected to decrease, however we will face greater transition risks under this scenario. Our decentralized business strategy enables us to remain resilient both in our supply chain availability and in our ability to maintain business continuity. We continue to expand our geographic footprint and market diversity which further strengthens our resilience against the risk of financially material concerns in the context of climate change.

Managing Climate Change Risk	
Disclose how the organization identifies, assesses and manages climate-related risks.	
a) Describe the organization's processes for identifying and assessing climate-related risks.	Currently, climate-related risks are reviewed and considered by the Board (including relevant Board committees) and executive management in the context of their broader risk management responsibilities. When evaluating the materiality of climate-related risks in relation to other risks, the Board and executive management consider (in no order of priority): (1) with respect to both transition and physical risks, (a) the financial impact (considering insurance coverage and availability of capital, as applicable) and (b) input from key stakeholders, and (2) with respect to physical risks, the extent of (a) potential damage and any related repair activities and (b) any disruption to operations and ability to support our customers. In 2023, Amphenol implemented a more focused, climate-related risk assessment aligned with the TCFD recommendations for the short-term, medium-term and long-term. With respect to physical risks, we evaluated our operations with the highest potential loss for chronic and acute physical risks in areas such as water scarcity, water quality, flooding, heat and other extreme weather events such as tropical cyclones (hurricanes), utilizing global datasets made publicly available by the World Wildlife Fund (WWF) Water Risk Filter and Biodiversity Risk Filter. Each risk was modeled independently, and selected risks were overlayed to provide additional precision in prioritizing risks. The risk filters were chosen based on the applicability to the business and the likelihood of occurrence. Amphenol identified the impact of each of these risks for our top insured locations, and determined the financial implications such as potential property damage and business interruption, and practical opportunities to reduce exposure. As a result of this effort, we concluded that while Amphenol has locations in high-risk areas for flooding, water quality, water scarcity, tropical cyclones (hurricanes) and extreme heat, these risks are not financially material. Our businesses are equipped to manage these risks at a local level through implementing business continuity measures, installing solutions to conserve water and committing to energy reduction. We understand that the risks presently identified may increase in severity and frequency, and we will continue to develop a strategic response to navigate these risks as appropriate. Regulatory and market transition risks were also evaluated using publicly available tools. To date, Amphenol has not been materially impacted by climate-related events. If a climate-related event were to impact a Company facility, the general manager of such facility would immediately contact executive management to communicate the impact of such a climate-related event on the relevant operation. When identifying and assessing climate-related risks, members of executive management also monitor and report on the expected financial implications of any regulatory compliance or significant shift in sentiment from key stakeholders stemming from transition risks.
b) Describe the organization's processes for managing climate-related risks.	Amphenol's resiliency efforts play a key role in managing physical risks. Through business continuity protocols and training as well as periodic assessments of our physical footprint, we are able to reduce the extent of our exposure to such risks. In addition, the geographically dispersed nature of our assets helps mitigate the impact from any single climate-related event or series of climate-related events concentrated in one geographic region, even if such events were to increase in frequency or severity. Where the measures discussed above are not adequate to protect our assets, we obtain insurance coverage to offset a portion of the cost of any resulting damage and subsequent repair costs. Where existing resiliency efforts, geographically dispersed nature of assets and insurance coverage are insufficient to address all existing physical risks, we continuously evaluate whether additional measures or the expansion of existing measures would be prudent to further protect our operations. Amphenol has also implemented and explored various measures to manage transition risks, which include procuring renewable energy for our facilities and making a number of energy-efficient investments around the world. In 2023, 19% of our purchased electricity came from renewable sources. We remain committed to our goal set in 2022, SDG 7.2, to increase our use of renewable energy to 50% by the end of 2030. Our renewable energy strategy includes partnering with Enel-X, a leading advanced energy services provider.
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	As a result of the 2023 climate-related risk assessment, Amphenol continued to quantify risks at a site-specific level, and thus enable the operations to locally mitigate the defined risks and increase our overall resilience. Our goal, SDG 11.5, continues to enable a more defined risk-mitigation effort through the use of business continuity protocols for our most exposed sites. Through our monthly operations reviews, we will continue to assess chronic physical and transition climate-related risks and opportunities that may arise in the longer term across our own operations and value chain.

Metrics and Targets	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	In 2023, Amphenol tracked the following metrics relevant to climate-related risks and opportunities: • Scope 1 GHG emissions; • Scope 2 (location-based and market-based) GHG emissions; • Scope 3 GHG emissions (Categories 1, 2, 3, 4, 5, 6, 7 and 9 have been calculated; 8, 10, 14 and 15 have been assessed and found to be not relevant; 11 and 12 have not yet been assessed; 13 has been calculated but found to be not relevant); • GHG emissions intensity (Scope 1 and 2 combined GHG emissions per unit of revenue); • Energy consumption, including fuel, heat/cooling or steam, and generated or purchased electricity; • Energy intensity (MWh per unit of revenue); • Total waste (non-hazardous and hazardous) and by disposal type (landfill, reused, recycled, incinerated, energy recovery, other); • Water withdrawal, discharge and consumption; and • Water withdrawal intensity (megaliters per unit of revenue).
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Please refer to Appendix C.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Amphenol continued to progress on the SDGs as defined in our 2022 Sustainability Report. Our climate-related goals are based on the United Nations SDGs and they are applicable to the facilities comprising the sustainability report scope as defined in Appendix C, Footnotes D and E: 1. By the end of 2030, Amphenol will reduce total water withdrawal of our top 20 facilities by 15% versus 2021 levels. 2. By the end of 2030, Amphenol will increase our use of renewable energy to 50% for energy used at our facilities. 3. By the end of 2025, Amphenol will provide that our business continuity plans address issues related to physical risks as per TCFD for our top 20 facilities. 4. By the end of 2025, Amphenol will conduct a detailed analysis of our cardboard and plastic packaging use to support future packaging optimization efforts. 5. By the end of 2025, Amphenol will reduce revenue-normalized Scope 1 and 2 GHG emissions by 15% compared to our 2021 levels.

Footnotes:

1. Total water withdrawal, total water discharge and net water consumption for our one business located in a very high-risk region for water scarcity is 15,024 m^3, 13,521 m^3 and 1,502 m^3, respectively.
2. Total water withdrawal, total water discharge and net water consumption for our nine locations that were identified as high-risk location for water quality are 69,614 m^3, 60,201 m^3 and 9,412 m^3, respectively.

Appendix E

Tier 1 Direct Supplier Geographies

Amphenol defines its Tier 1 Direct suppliers as those who provide raw materials and goods for production and with which we have direct transactional business.

Country	
Australia	Malta
Austria	Mexico
Belgium	Morocco
Brazil	New Zealand
Bulgaria	Norway
Cambodia	Papua New Guinea
Canada	Philippines
China	Poland
Costa Rica	Portugal
Croatia	Romania
Czech Republic	Serbia
Denmark	Singapore
Estonia	Slovakia
Finland	Slovenia
France	South Korea
Germany	Spain
Hong Kong	Sri Lanka
Hungary	Sweden
India	Switzerland
Indonesia	Taiwan
Ireland	Thailand
Israel	The Netherlands
Italy	Tunisia
Japan	Turkey
Latvia	Ukraine
Lithuania	United Arab Emirates
Luxembourg	United Kingdom
Macedonia	United States of America
Malaysia	Vietnam

Amphenol

Amphenol Corporation
World Headquarters
358 Hall Avenue
Wallingford, CT 06492
(203) 265-8900

www.amphenol.com/sustainability

This report was published in April 2024.