2023 Corporate Responsibility Report

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A Conversation With CEO Terrence Curtin

Welcome to TE Connectivity's (TE) 2023 Corporate Responsibility Report. In conversation with our CEO Terrence Curtin, we discuss what TE is doing to advance sustainability against an evolving global landscape.

Terrence Curtin
CEO

Q: What global shifts have you noticed throughout fiscal year 2023 and how have they impacted our business and strategy?

A: The global landscape in fiscal year 2023 presented challenges as well as opportunities for many companies, from ongoing supply chain recovery and geopolitical tensions to the accelerated adoption of technology that will benefit many of the markets that we have positioned TE around. I am proud that our global teams continue to navigate the complexities with resiliency, leveraging the strength and diversity of our business, delivering innovation that helps our customers every day and maintaining a focus on our ongoing commitment to a more sustainable future.

We prioritize key sustainability trends that will drive future growth for our company, particularly in e-mobility and renewable energy, and our partnerships with our customers and suppliers make a difference.

Q: How did TE continue to advance sustainability throughout the year?

A: Sustainability remains a significant focus for us as we share in our One Connected World strategy. We continued taking action in fiscal year 2023 toward our emissions-reduction targets, reducing our absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 39 percent this year alone. This includes achieving 77 percent renewable electricity use globally. Finally, we are pleased that the Science Based Targets initiative (SBTi) has approved TE Connectivity's near-term science-based emissions-reduction target. This is the culmination of our ambitious carbon-reduction goals that aim for a 70+ percent absolute reduction in Scope 1 and 2 emissions by 2030 and 30 percent in Scope 3 by 2032. I am proud of what we have accomplished so far and our smart path forward to reach these goals, which not only address carbon reduction, but also drive innovation, making sustainability a business enabler.

In addition to our carbon footprint, we achieved savings in other environmental areas. For example, by regrinding sprues from the molding process and using this material instead of discarding it, we avoided thousands of metric tons of raw material use. And, because we recognize that sustainable transformation requires continual, incremental action, our Product Stewardship Committee has continued working diligently to establish a Design for Sustainability roadmap that will propel our actions forward.

Q: How do fostering an inclusive workplace and being responsible citizens in our community contribute to TE's success?

A: Nurturing an inclusive environment in which our teams work fuels innovation and strengthens our global impact. In fact, inclusion is so important to TE that, during the year, we added it as our fifth company value alongside integrity, accountability, innovation and teamwork. TE's values drive the decisions we make every day, and by embedding inclusion into this list, we have redoubled our commitment to cultivating a workplace that puts every employee in a position to succeed. To learn more about how TE supports its global workforce, I encourage you to explore our Inclusion and Diversity Report, which is being released alongside this report.

Our philanthropy continues to be focused in the communities where our employees live, enabling them to directly respond to challenges and opportunities in their own backyards. Throughout fiscal year 2023, we donated over $5 million to hundreds of organizations, with the significant majority of donations executed through our Community Ambassador Program, which provides charitable budgets to individual sites around the world to spend on local causes. By empowering our sites to respond directly to the needs of their communities, we not only make smarter, more targeted donations, but reinforce our employees' sense of ownership over our charitable impact.

Q: What does the future of sustainability look like for TE?

A: We are optimistic about TE's future and remain confident that we are well positioned to advance sustainability trends that will drive growth for our company as well as positive global impact. Our more than 85,000 employees embody innovation and commitment, working alongside our customers to co-create a better tomorrow.

We have made excellent strides toward reaching our sustainability goals this year, from reducing waste and energy to rethinking how we design products. In the coming years, we will focus on further reducing our emissions footprint in alignment with our commitment to the SBTi as well as continuing to live our value of inclusion in our workplace and in our communities.

Creating a Safer, Sustainable, Productive & Connected World

Planet (Environment)

72%
reduction in absolute Scope 1 and Scope 2 GHG emissions FY2020 to FY2023

11%
reduction in water withdrawal at targeted water-stressed sites FY2021 to FY2023

77%
renewable electricity use globally in FY2023

46%
reduction in hazardous waste disposed of FY2021 to FY2023

Continuing our commitment to the SBTi and reducing our environmental footprint.

SCIENCE BASED TARGETS

People (Social)

74
Inclusion Index score FY2023

4M+
individuals impacted through philanthropic science, technology, engineering and math (STEM) programs FY2020 to FY2023

New Inclusion and Diversity Report

9.4k+
members in eight employee resource groups (ERGs) across 50 countries

Governance

165k
training sessions on ethics and compliance

99%+
certification to our Guide to Ethical Conduct

Two-thirds of Board is diverse based on self-identified characteristics

SDGs

Our One Connected World strategy is aligned with the United Nations Sustainable Development Goals (SDGs), helping us identify where we can improve business practices to support progress against global efforts. For more information, please view our UNSDG report.

4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
SUSTAINABLE DEVELOPMENT GOALS

Awards

FORTUNE WORLD'S MOST ADMIRED COMPANIES 2024
FAST COMPANY BEST WORKPLACES FOR INNOVATORS 2023 TE CONNECTIVITY
2024 WORLD'S MOST ETHICAL COMPANIES ETHISPHERE 10-TIME HONOREE
SIQT | Schweizer Institut für Qualitätstests GmbH 2022/2023 GreenTech Award Environmental & Climate Protection Technologies AWARD WINNER Innovation Excellence TE Connectivity
top EMPLOYER BELGIË BELGIQUE BELGIUM 2023
top EMPLOYER CHINA 2023
top EMPLOYER DEUTSCHLAND GERMANY 2023
top EMPLOYER MÉXICO MEXICO 2024

Creating a Safer, Sustainable, Productive & Connected World

Sustainable Impact of TE's Products

TE Connectivity's electric vehicle (EV) applications help enable the auto industry to avoid more than 49 million metric tons of CO_2e each year in its use phase.

TE has spent more than two decades collaborating with automotive manufacturers to create electrical components uniquely suited for the demands of the evolving EV market. Shorter charging times are a key enabler for wider EV adoption, inspiring the development of high-voltage, high-current charging infrastructure. TE's engineers have launched a high-performance charging inlet capable of carrying 350 kilowatts of electricity at 500 amps. This is one example of how we are driving a more sustainable future. Learn more about our e-mobility solutions.

TE Connectivity's renewable energy solutions help enable energy providers to avoid 212 million metric tons of CO_2e each year.

Renewable energy sources like solar and wind have come to the forefront of today's urgent climate conversation. TE's Energy solutions help enable the transition to renewable power sources. TE developed a customizable trunk solution that streamlines the installation of utility-scale solar farms, as well as compact connectors that endure the harsh environments of offshore wind. With renewable power comes more complexity in power management, and we deliver grid monitoring products that manage fluctuation in power availability. We even engineer materials designed for safer electrical connections while protecting vulnerable wildlife. These are a few examples of how we energize a more sustainable future. Learn more about our energy solution.

TE Connectivity's data and device applications help enable data centers to run more efficiently and help avoid approximately 40,000 metric tons CO_2e per data center per year.

Data centers and cloud computing providers will scale their capacity to handle a surge in connected devices, requiring efficient and optimized connectivity infrastructure. The higher power required by artificial intelligence (AI) systems, for example, generates more heat, which makes thermal dissipation critical. TE's Thermal Bridge technology provides an improvement of up to two times in thermal resistance when dissipating a data center's heat load. This performance upgrade has the potential to cut energy costs and emissions, leading to significant savings over the data center's lifespan. This is one example of how we make every connection count for a more sustainable future. Learn more about our data center and AI connectivity solutions.

Calculations and methodology can be found on page 56.

About TE Connectivity

Welcome to TE Connectivity's fiscal year 2023 Corporate Responsibility Report.

TE Connectivity is a global industrial technology leader, creating a safer, sustainable, productive and connected future. Our broad range of connectivity and sensor solutions enables the distribution of power, signal and data to advance next-generation transportation, renewable energy, automated factories, data centers, medical technology and more. With more than 85,000 employees, including 8,000 engineers, working alongside customers in approximately 140 countries, TE ensures that EVERY CONNECTION COUNTS.

Learn more at www.te.com and on LinkedIn, Facebook, WeChat and X.

For more information about this report, please go to About This Report.

Our Company at a Glance

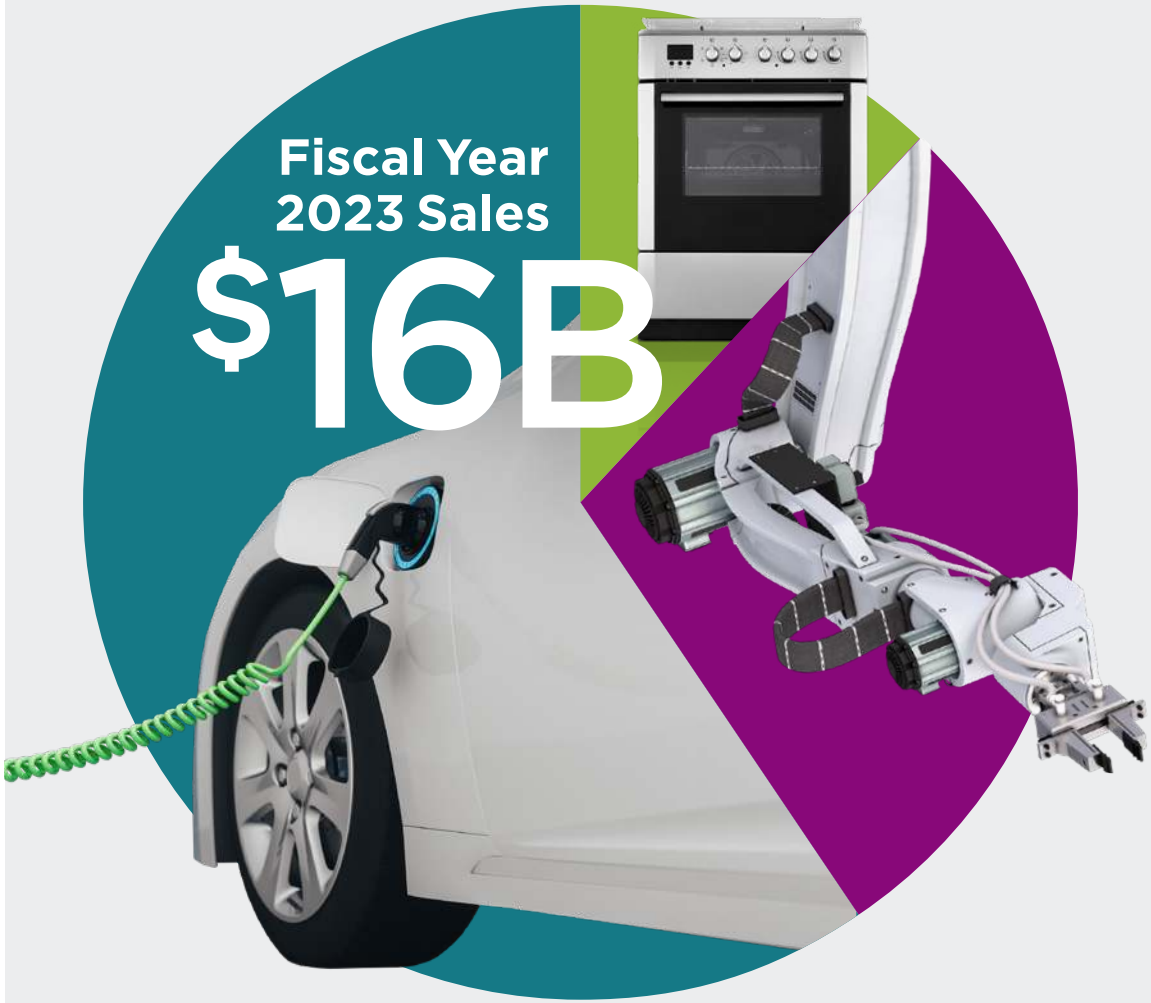
85k+
employees

8k
engineers

15k+
patents granted or pending

236B
products manufactured annually

$708M
invested in research, development and engineering in FY2023



$9.6B
Transportation
- Automotive
- Commercial transportation
- Sensors

$4.6B
Industrial
- Industrial equipment
- Aerospace, defense & marine
- Energy
- Medical

$1.9B
Communications
- Data & devices
- Appliances

Note: Sales figures have been rounded for presentation purposes.

Global Sales by Region

Note: Manufacturing sites presented are principal sites.

Note: Sales figures have been rounded for presentation purposes.

[1] Europe, Middle East and Africa

[2] Asia-Pacific, including China

One Connected World

At TE Connectivity, our commitment to sustainability is ingrained in our company's purpose: creating a sustainable future with a positive impact on people, our TE products and the planet. We have developed a robust sustainability strategy that propels us forward in fulfilling this mission. During fiscal year 2023, we continued to put that strategy into action.

Learn more about our progress toward our ambitions on page 9 and our governance of One Connected World on page 48.

Learn more about TE Connectivity's alignment with the UN Sustainable Development Goals (SDGs).

Our Ambitions and Progress

	LONG-TERM AMBITION	MID-TERM GOALS	MID-TERM GOAL YEAR	BASEYEAR	BASELINE	FY2023 STATUS	PROGRESS
PRODUCT	**Product Stewardship** **Ambition:** Embed sustainability into our product life cycle by 2030	Develop new products with significantly reduced product carbon footprint (reduced-emission materials, reduced waste and reduced weight)	Ongoing	Three-year roadmap and Design for Sustainability toolkit developed to support our ambition.			
		Optimize existing products with reduced-emission materials and reduced waste					
	Supply Chain **Ambition:** Partner with our suppliers to strengthen the sustainability of our supply chain by 2032	4 percent spend with diverse suppliers	2027	2022	<1%	1.4%	
		Consistently track sustainability performance of largest 400 suppliers by spend	2032	2022	0	600+	
PLANET	**Climate Change** **Ambition 1:** 70+ percent absolute GHG emissions reduction in Scopes 1 & 2 by 2030 **Ambition 2:** 30 percent absolute GHG emissions reduction in Scope 3 by 2032[3]	80 percent renewable electricity sourced by 2025	2025	2020	<1%	77%	
			Ambition 1	2020	516,786 metric tons CO_2	146,113 metric tons CO_2	
			Ambition 2	2022	3,341,036 metric tons CO_2	3,204,243 metric tons CO_2	
	Waste **Ambition:** Continuous reduction of waste generated and disposed of in our operations	15 percent reduction in hazardous waste disposed of	2025	2021	5,426 metric tons	2,915 metric tons	
	Water **Ambition:** Continuous reduction of water used in our operations	15 percent reduction in water withdrawal for targeted sites[4]	2025	2021	278 million gallons	247 million gallons	
GOVERNANCE	**Governing Responsibly** **Ambition:** Live our values to lead as an ethical business partner	Achieve 99+ percent certification to Guide to Ethical Conduct by our employees annually[5]	Ongoing				✓
		Train employees on ethical business practices, 100,000+ sessions annually	Ongoing				✓
		Consistent reporting and resolution of Ombudsman cases annually	Ongoing				✓

[3] We updated our absolute GHG emissions reduction for Scope 3 by 2032 from 25 percent to 30 percent, following discussions with the SBTi.

[4] Targeted sites are defined as areas that have been selected because they are located within extremely high and high water-stressed regions using the World Resources Institute's Aqueduct Tool. For TE, that is 30 sites.

[5] Active employees on TE payroll at the time of the commitment campaign, which runs from April to May annually.

Our Ambitions and Progress

PEOPLE

LONG-TERM AMBITION	MID-TERM GOALS	MID-TERM GOAL YEAR	BASEYEAR	BASELINE	FY2023 STATUS	PROGRESS
Human Rights **Ambition:** Respecting human rights throughout our value chain	Ensure all relevant issues have action plans in place	Ongoing	Action plans to begin FY2024			
	100 percent of employees trained on human rights	Ongoing				✓
	100 percent of grievances reviewed and remediated annually	Ongoing				✓
Diversity, Equity, Inclusion & Belonging **Ambition:** Industry leader for workforce diversity and an inclusive, equitable workforce	30 percent of leadership roles filled by women	2026	2020	23%	28%	
	Inclusion Index score of 75+	2025	2020	73	74	
Health & Safety **Ambition:** Zero-incident workplace	Total recordable incident rate of 0.12	2025	2020	0.16	0.14	
Wellbeing **Ambition:** Empower all employees to develop a connection with wellbeing	Employees who believe that TE has a genuine interest in their wellbeing score is 75+	2025	2021	74	76	
	100 percent of employees have access to resources to foster sense of wellbeing	Ongoing				✓
Community **Ambition:** 10 million people impacted through STEM education by 2030	Reflect our geographical diversity through philanthropy	Ongoing	2020		4.2M people impacted by STEM since 2020	
Employer of Choice **Ambition:** Top-tier employer for employee engagement and inclusion for our industry	Engagement Index score of 80+	2025	2020	79	79	

Planet

Operating Sustainably

We are dedicated to assisting our customers in implementing sustainable solutions; we have also set ambitious targets to minimize our own environmental impact. This includes a near-term goal to significantly reduce our company-wide emissions in line with the latest climate science, along with continuous efforts to reduce water consumption and waste generation.

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Water	19
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Climate Change

Our Ambition

70%+ absolute reduction in Scopes 1 and 2 by 2030 (SBTi)

30% reduction in Scope 3 by 2032 (SBTi)

80% renewable electricity use in owned operations by 2025

Our Results

72% Scope 1 and Scope 2 GHG market-based emissions reduction FY2020 to FY2023

77% renewable electricity use in FY2023

The SBTi has approved TE Connectivity's near-term science-based emissions-reduction targets

We are dedicated to significantly cutting our emissions to combat climate change and reduce our environmental impact. As well as striving for increasingly efficient operations, we continually look to expand our use of renewable energy sources.

TE's Evolving Climate Strategy

We take a thoughtful, calculated and risk-based approach to mitigating environmental impacts. Employees monitor climate change risks and opportunities, evaluating potential impacts on TE's operations and business. Our environmental experts monitor emissions issues and manage environmental programs, reporting progress against our emissions goals to senior management and the wider company.

In fiscal year 2023, we used internal insights to develop an initial climate strategy that aligns with TCFD's guidance. Since developing it, we have regularly reassessed our approach to ensure it remains fit for purpose and in line with evolving stakeholder priorities. This includes establishing and regularly reviewing our environmental goals and progress with senior management and operations staff.

Learn more about our climate strategy, metrics and targets in our TCFD Index on page 66.

"Our work to support a more sustainable industry that positively impacts communities is vital to our operations. We're focused on lowering emissions, conserving water and minimizing waste across our value chain. Our success relies on the active involvement of our employees, customers and suppliers. I take pride in leading our Environmental Sustainability Leadership team, setting and achieving our goals. Together, we shape a more environmentally responsible tomorrow."

Holly Webdale,
Vice President, ESG Supply Chain

Our Policies

To support climate action, we have developed several policies and disclosures:

- TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report 2023
- Health, Safety and Environmental Sustainability Policy
- Task Force on Climate-Related Financial Disclosures (TCFD) Report 2023 on page 66
- CDP Climate Change Report 2023
- CDP Water Security Report 2023

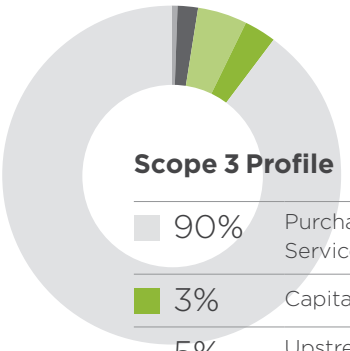
Our FY2023 Impact

Optimizing Our Energy Use

We continuously monitor site energy use to identify where investment can have the greatest impact, with a focus on strengthening operating standards, infrastructure investments, manufacturing process updates and renewable energy procurement. We encourage employees to take efficiency measures, including not leaving equipment idle when not in use and keeping heating, ventilation and air conditioning (HVAC) temperature ranges within specified levels. We also encourage all sites to meet our Energy Efficiency Operating Standards and are implementing energy-saving projects to improve efficiency and reduce consumption costs.

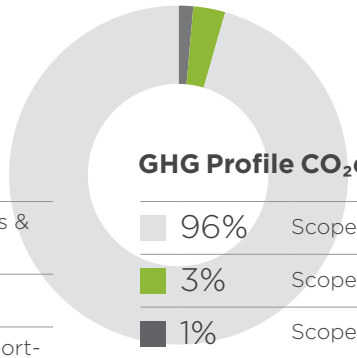
In fiscal year 2023, we achieved a 5 percent reduction in absolute energy use, equating to a 39 percent reduction in Scope 1 and 2 emissions compared to the previous year. We also extended our renewable electricity program, achieving 77 percent renewable electricity usage across our global footprint.

As part of our efforts to reduce emissions across our extended supply chain and product life cycle we track Scope 3 emissions. For more information, please see the Performance Summary on page 51.



Scope 3 Profile

90%	Purchased Goods & Services
3%	Capital Goods
5%	Upstream Transportation & Distribution
2%	Fuel- & Energy-Related Activities
<1%	Business Travel



GHG Profile CO_2e FY2023

96%	Scope 3
3%	Scope 2
1%	Scope 1

"TE is steadfast in our commitment to significantly reduce our emissions to address global climate change. We strategically monitor energy use across our sites, prioritizing impactful investments. Our focus includes enhancing operating standards, investing in infrastructure like compressors and lighting, assessing manufacturing processes for energy reduction and procuring renewable electricity."

Tammy Hall,
Director, Global Environmental

22%

ENERGY

Reduction in overall energy use intensity FY2020 to FY2023

11%

WATER STRESSED

Reduction in water withdrawal at targeted water-stressed sites FY2021 to FY2023

24%

WATER

Reduction in total water withdrawal FY2020 to FY2023

72%

GHG ABSOLUTE

Reduction in absolute Scope 1 and 2 market-based GHG emissions FY2020 to FY2023

79%

GHG

Reduction in GHG emissions intensity FY2020 to FY2023

The data presented herein reflects our environmental performance as it existed for the fiscal year measured versus the baseyear. For more information, please consult the Performance Summary on page 51.

Enhancing the TE Business Improvement Tool for Sustainability

The TE Business Improvement Tool (TEBIT) is designed to help identify and implement projects for operational enhancement. During fiscal year 2023, we launched a new initiative to optimize the tool for sustainability and emissions savings. Having identified opportunities for TEBIT enhancement, our project team engaged relevant stakeholders to understand their requirements. The result is a more functional, efficient tool that will help us monitor Scope 1, 2 and 3 emissions progress over time.

The enhanced TEBIT forms a centralized location for tracking emissions-reduction projects, representing another step in ensuring organizational goals and user needs are met. The optimization not only addressed current limitations, but also set the foundation for incorporating sustainability in TE culture and future scalability.

Communicating Sustainability Progress

In fiscal year 2023, TE ran a communications campaign to boost awareness around sustainability—engaging audiences in what we are doing to reduce the environmental impact of our products and supply chain. We also showcased how our products and services can help other businesses reduce their own carbon footprints, and how we are innovating to help customers meet their sustainability goals.

The outcome of the campaign was encouraging. The TE website recorded 150,000+ visits from the U.S. during the campaign run, with a further projected reach of 1.3 million across China, Japan and Germany.

Our Next Steps

Aligning our actions with the latest science will be essential to progress as we continue finding new ways to reduce our emissions impact. That's why, in fiscal year 2024, we sought and achieved SBTi approval for our near-term science-based emissions-reduction targets.

Certified renewable sources accounted for 77% of TE's global electricity consumption in FY2023. This resulted in a 45% decrease in Scope 2 emissions from electricity since FY2022.

Reducing Emissions Through Rooftop Solar

Solar panels at Kunshan, China Energy plant.

Solar installations are enjoying growing popularity worldwide; the number of installations has more than doubled within two years.

Our Energy plant in Kunshan, China installed 4,200 square meters of solar panels. The predicted outcome is a reduction of over 425 metric tons of CO_2 annually. Our Shanghai, China Appliances site also brought a rooftop solar project online that will deliver 0.2 megawatt hours of renewable energy every year—avoiding over 80 metric tons of CO_2.

To build on these successes, we have now also set similar projects in motion in China at our Xiamen Industrial and Weifang Industrial & Commercial Transportation sites.

Innovating Creative Solutions to Save Energy

In Qingdao, China, our Appliances team reduced plant energy use by 38 percent by the end of fiscal year 2023 against a baseline set in July 2022. They achieved this, in part, by identifying a key opportunity to reduce energy wastage. By analyzing consumption, the team found 40 percent of plant electricity use was attributed to just two air compressors. They also found the machinery was only working at 15 percent efficiency.

By modifying and upgrading the compressors, and adjusting relevant plant processes, the team reduced machine requirements to just one.

They found other solutions to save power, such as implementing a new automated shutdown system that turns off mine motors when they are no longer needed—reducing usage by 2 percent and achieving annual cost savings. They also shifted to a centralized cooling system that reduced annual running costs and power consumption by 50 percent.

It's a remarkable achievement and testament to our global commitment to creating a more sustainable future.

Our Environmental Sustainability Journey

GHG

How We'll Achieve Our Commitments

SCOPE 1

Reduce fuel & sulfur hexa-fluoride (SF_6)

SCOPE 2

Increase renewable electricity

Strong investment in energy efficiency

70%+ absolute reduction by 2030

SCOPE 3

Partner with Our Top Suppliers
To develop an emission reduction plan

Enhance Scope 3 reporting

Design products more sustainably: use less, replace materials

30% absolute reduction by 2032

TE sites using renewable or carbon free electricity **100+**

92% Reduction of SF_6

- **2010** Began tracking GHG emissions
- **2015** Three-year reduction targets achieved
- **2018**
- **2020** Ten-year reduction target set
- **2023** SBTi near-term validation
- **2025**
- **2030**
- **2032**

Reduce water use at targeted water-scarce sites

Reduce hazardous waste disposed of

↓15% reduction goal by 2025

↓24% reduction in total water withdrawal FY2020 to FY2023

↓46% Reduction in hazardous waste disposed FY2021 to FY2023

Member of Dow Jones Sustainability Indices
Powered by the S&P Global CSA

SIQT | Schweizer Institut für Qualitätstests GmbH 2022/2023 GreenTech Award

Sustainability Yearbook 2023 Member
S&P Global

Industrial Solutions

Addressing Impact Holistically

Reducing our environmental footprint requires a holistic approach that addresses each area of impact. During fiscal year 2023, this multifaceted focus was exemplified by our Industrial Solutions (IS) segment in their progress toward our goals of reducing GHG emissions, hazardous waste and water use in water-stressed sites. Across IS, Scope 1 and 2 emissions dropped 39 percent versus fiscal year 2022, while water use at water-stressed sites declined by 12 percent. Even more inspiringly, hazardous waste disposal reduced by 57 percent, surpassing the 2025 goal.

A Four-Step Approach to Progress

To guide progress, IS has established a sustainability strategy and roadmap, focused on four areas:

- Education and communication: sharing best practices and enhancing knowledge.
- Targeted action and tracking: developing quarterly focuses and a sustainability tracker.
- Data evaluation: assessing meters and executing Kaizen continuous improvement assessments.
- Site optimization: identifying opportunity hot spots and engaging the Centre of Excellence.

The Strategy in Action

The strategy and roadmap were created to drive progress across the entire IS segment while enabling individual facilities to implement practices that address their unique priorities.

For example, in Évreux, France — a water-stressed area — our Aerospace, Defense and Marine business unit reduced both water use and hazardous waste. During fiscal year 2023, Évreux recaptured water from reverse osmosis systems for reuse in sanitary facilities, helping avoid over 792,000 gallons of annual water use. Switching from continuous to automated water flows on demanding lines decreased use by a further 15 percent. What's more, by optimizing water treatment, Évreux reduced hazardous waste by 42 percent.

The IS site in Landisville, Pennsylvania achieved similarly significant hazardous waste reductions through optimization. In fiscal year 2022, over 90 percent of hazardous waste was metal hydroxide sludge generated during waste treatment. In fiscal year 2023, through additional sampling and new waste vendor identification, Landisville successfully diverted this waste from landfill to recycling.

IS has also taken action to reduce emissions, establishing a Scope 3 Working Group and Steering Committee to address resin-related emissions. Our Energy business unit completed several Design for Sustainability projects, including sourcing plant-derived oils for use in cable resins. By replacing some petroleum oil with bio-based alternatives, we can avoid approximately 1,000 metric tons of emissions annually.

Looking Ahead

The progress made in fiscal year 2023 is worth celebrating but reducing our environmental impact is an ongoing endeavor. That is why IS continually revisits goals to address existing or emerging gaps. In fiscal year 2024, IS will focus on a new area — conservation — through strategic partnerships, projects and policy development.

Transportation Solutions

Driving Impact Sustainably

Throughout fiscal year 2023, our Transportation Solutions (TS) segment took strides to reduce waste, water use and emissions. Within the Sensors business unit, our team identified two projects to reduce hazardous waste. The first included reducing the number of steps during ultrasonic cleaning processes from four to two. By doing so, the team managed to reduce monthly acetone use and disposal by 70 liters and wastewater by 1,500+ gallons. The second solution involved replacing a polychlorinated biphenyl (PCB) cleaning agent with a hydrocarbon solvent alternative. Through this, the site eliminated over 110 types of PCBs from cleaning processes.

Environmental Savings in Commercial Transportation

Within our Commercial Transportation business unit, several energy-reduction projects were completed, including installing LED lighting, replacing or upgrading older, less efficient technologies and managing compressed air losses. At our Tullahoma, Tennessee facility, managing compressed air losses resulted in savings of 618,000 kilowatt hours annually, which contributed to Tullahoma reducing energy consumption by 11 percent versus the previous year. The Commercial Transportation team also introduced a project to recover water from HVAC systems. By capturing HVAC condensation for redistribution to chillers, the team can achieve potential water savings of over 18,400 gallons per year.

Saving Energy, Reducing Waste

In our Automotive business unit, the EMEA team has worked hard to identify various cross-site energy-saving projects. The predicted impact of these projects is over 31 million kilowatt hours in energy-saving potential.

Throughout the year, our EMEA Automotive team also placed significant focus on recycling and waste reduction. One program in motion is a project to address alkaline pickling solutions in the plating process. By selecting and installing a new vacuum evaporator, the team managed to improve wastewater treatment and achieve an assumed waste reduction of 50 percent.

Automotive has received various awards for their sustainability efforts, including:

- Winner of the Lean & Green Award for lean management and sustainability in the manufacturing industry: TE Germany.
- Finalist in the Net Zero category of the Sustainable Operations Championship Award by the Sustainability Congress 2023.
- Shortlisted by the World Sustainability Awards in the Sustainable Technology Award 2023 for our GreenSilver contact surface technology.

Communications Solutions

Connecting Innovation to Sustainability

Our Communications Solutions (CS) segment understands the importance of collaborating to reduce emissions and the environmental impact of our manufacturing sites and products. Their strategy is based on three pillars:

- **Effective communication:** We believe in clear communication that works in all directions to achieve our ambitions and targets. We have established a sustainability board where employees can provide suggestions, ideas or opinions. We hold frequent meetings to keep up to date with the latest requirements and collaborate with customers and suppliers to create more sustainable products.
- **Innovative thinking:** CS believes in outside-the-box thinking to find effective solutions that reduce environmental impact. This includes implementing measures such as energy "treasure hunts," updating and improving equipment and creating more sustainable, tailored products for our customers.
- **Technology solutions:** We rely on technology to support and accelerate goal progress. For instance, we use a technology solution to monitor energy consumption digitally at most of our sites. We have also installed LED lights across our operations.

Acting for Our Goals

Throughout fiscal year 2023, CS made significant progress toward the segment-specific 2030 goal of reducing absolute Scope 1 and 2 emissions by 86 percent against the FY2020 baseline. Actions included reducing operational energy and electricity use and increasing renewable energy use. One example is our Qingdao, China Appliances plant, which, through a rooftop solar project, reduced carbon emissions by 80 metric tons of CO_2e in its first year.

Other measures to reduce energy consumption included deploying our energy efficiency management solution in most sites to monitor energy consumption. Once we identified areas of high demand, we implemented protocols and best practices to reduce energy use. For example, the Qingdao Data and Devices (D&D) plant installed ceiling fans near air conditioner vents to increase air conditioning efficiency and reduce energy consumption. Another step CS took to reduce Scope 1 and 2 emissions was to establish procedures to reduce sulfur hexafluoride (SF_6) emissions by eliminating leaks and improving maintenance protocols.

Reducing Wider Emissions Impact

Along with mitigating Scope 1 and 2 emissions, CS also focused on opportunities to reduce resin waste and increase recycling ratios. We have made significant progress in these areas, achieving an absolute reduction of more than 100,000 metric tons of CO_2e while also increasing the amount of resin regrind in molding processes by 12 percent. Additionally, 14 percent of our resin purchases were generated using renewable energy.

CS is also making great progress in reducing and recycling hazardous waste. For example, the D&D team in Shunde, China identified several water and hazardous waste reduction opportunities in the plating process that, collectively, resulted in a 37 percent reduction in plating wastewater discharge and an 11 percent reduction in hazardous waste.

Water

As a finite and precious resource, safeguarding water is key to ensuring a viable future for people and planet alike. Water used in our operations primarily supports plating, extrusion, machining and molding processes. We aim to reduce water use, implementing key measures such as installing water meters and completing detailed mapping of usage across our sites.

Our Ambition

Continuous reduction of water used in our operations

15% reduction for targeted sites[6] by 2025

Our Results

11% reduction in water withdrawals at 30 targeted sites in extremely high and high water-stressed areas since 2021

Our FY2023 Impact

We have achieved an 11 percent reduction at targeted sites since 2021 and are currently on track to achieve our goal.

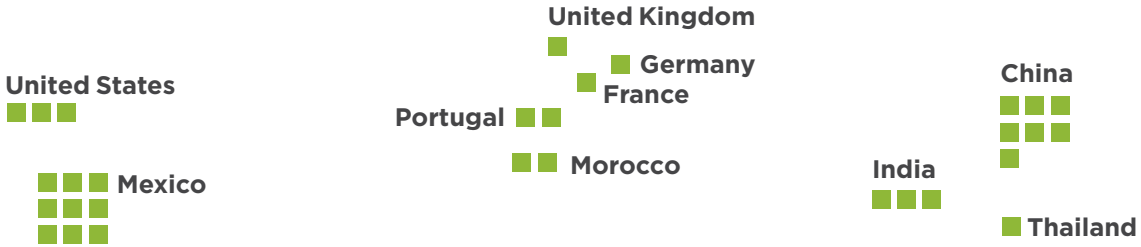
Our improvements at targeted sites are informed by detailed understanding of location-specific water demands. This kind of in-depth knowledge — based on a foundation of Kaizen events, frequent water balance inventory and water meter installation on critical equipment — is key to continuous improvement.

Reducing water use requires cross-organizational collaboration. We have found that when Engineering, Operations, and Environment, Health and Safety (EHS) partner to tackle challenges, great results are possible. This is the case at one of our largest European targeted sites: Évreux, France.

Throughout fiscal year 2023, Évreux was committed to finding water-reduction opportunities and they succeeded. For example, a cross-functional team took steps to evaluate how to better automate water use in plating lines. The result was the creation of an "on-demand" system, which only replenishes water to rinse baths when needed. This upgrade has produced a water saving of approximately 15 percent. Read more about Évreux's water efforts on page 16.

Our Next Steps

To continue enhancing water use efficiency, we will leverage scalable, relevant practices across our operations worldwide. Sustainability Operating Standards are being implemented in fiscal year 2024 to help ensure ongoing site focus, continuous improvement and maintenance of current achievements.



[6] Targeted sites are defined as areas that have been selected because they are located within extremely high and high water-stressed locations, using the World Resources Institute's Aqueduct Tool.

Waste

We are designing out waste — doing more with less to protect finite resources for the good of the planet.

Our Ambition

Continuous reduction of waste generated and disposed of in our operations

15% reduction in hazardous waste disposed of by 2025

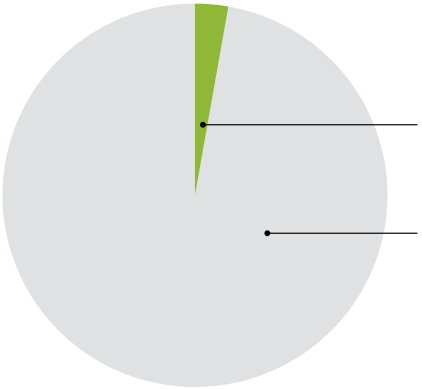
Our Results

46% reduction in hazardous waste disposed of since 2021

Wherever possible, we leverage lean manufacturing principles to reuse material, minimize waste to landfill and segregate waste that cannot be recycled as part of regular operating activities. Various waste-related working groups drive operational waste reductions and provide data analytics, identifying opportunities for improvement, including sustainably managing what we cannot avoid and creating additional waste management standards.

Our FY2023 Impact

By weight, we recycle 86 percent of waste materials. While most is non-hazardous, we also seek opportunities to address hazardous waste. In fiscal year 2023, we reduced hazardous waste disposal by 46 percent against our baseline — exceeding our 2025 commitment.



Hazardous Waste Disposed of vs. Total Waste & Recycled Materials

3%

Hazardous waste disposed of

97%

All other waste & recycled materials

Developing and Deploying Best Practices Across Our Value Chain

When it comes to hazardous waste, we are continually working to develop efficient, industry-benchmarked best practices for manufacturing, known at TE as ready-to-deploy projects (RTDs). In fiscal year 2023, we developed an RTD called Molding Cycle Time Reduction, which optimizes molding tools to reduce cycle time through active parameter control and advanced cooling methods.

Our Automotive plant in Dinkelsbühl, Germany has already showcased the impact this RTD can have. Through Molding Cycle Time Reduction, Dinkelsbühl avoided approximately 9,500 metric tons of virgin material. This generated cost savings and prevented approximately 57,000 metric tons of CO_2 emissions.

The D&D team earned a Design for Sustainability Award at TechCon China 2023, TE's internal engineering awards.

Recycling, Efficiency and Material Productivity in Manufacturing

In fiscal year 2023, our D&D Research and Development (R&D) team shared a winning three-level approach to achieving sustainability, performance and cost efficiency.

Level One: Material Waste Reduction — Zero Scrap

To reduce material waste and enhance environmental sustainability, the D&D team set a zero-scrap goal, focusing on resin material regrinding. Operations teams in Shunde, Zhuhai and Qingdao, China increased resin regrinding by 25–50 percent across various product lines, aiming for higher regrinding in the next step to boost reclaimed material volume and cost savings.

Level Two: Alternative Material — Replace Existing Materials With Greener Options

In level two, the team aimed to substitute current materials with environmentally friendly options, without compromising quality or costs. An example was the replacement of a key resin in a popular line of power connectors. The new resin costs the same and uses existing molding tools while delivering an almost 40 percent reduction in connector resin product carbon footprint (PCF) and improved toughness to mitigate mechanical crack risks.

Level Three: Design for Sustainability — Establish an Environmental Mindset With Engineers

Approximately 80 percent of product CO_2 emissions are determined during design, making use of more sustainable materials in New Product Introductions vital for emissions reductions. Our engineers focus on three key areas for sustainable design:

- Selecting green materials at the beginning.
- Considering design, manufacturing and mass production holistically.
- Implementing continuous improvements.

An example comes from a product for use in central processing units, where a new cap uses 50 percent reground material, reducing total PCF by more than 10 percent when combined with other elements. Our D&D team aims for a more than 20 percent reduction in PCF average index for product line plastics in five years, potentially reducing cumulative emissions by 15,000 metric tons.

While implementing sustainable measures can sometimes come with cost trade-offs, by being open and innovative, it's feasible to simultaneously attain improved performance, reduced costs and environmentally friendly products.

Our Next Steps

As well as bringing in Sustainability Operating Standards, TE is partnering with a vendor that specializes in helping manufacturing sites reduce waste disposal. Strategic pilot sites have been selected for the endeavor, with plans to deploy the program across our global enterprise.

Products

Innovating Products With Purpose

We are dedicated to minimizing the environmental impact of our products. Our customers can trust TE as a safe, compliant and sustainable partner as they develop solutions for their end markets. We prioritize responsibly sourced materials, working to keep high-risk conflict minerals and other environmentally and socially harmful resources out of our supply chain.

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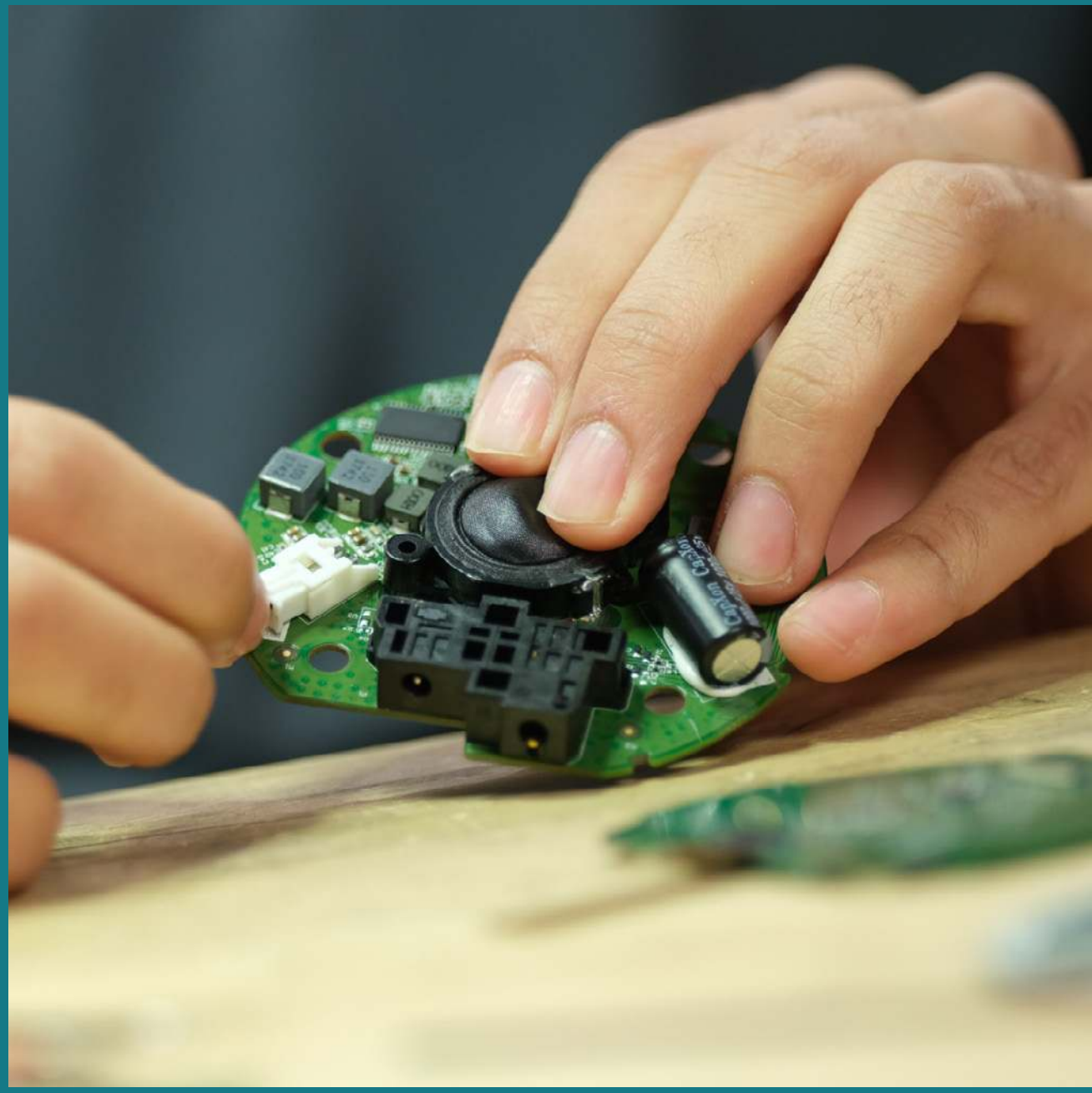


Product Stewardship & Innovation

Our product stewardship goal is to ensure sustainability is designed into each stage of the product life cycle. By doing so, we aim to minimize environmental, safety and social impacts while maximizing market opportunities.

Our Ambition

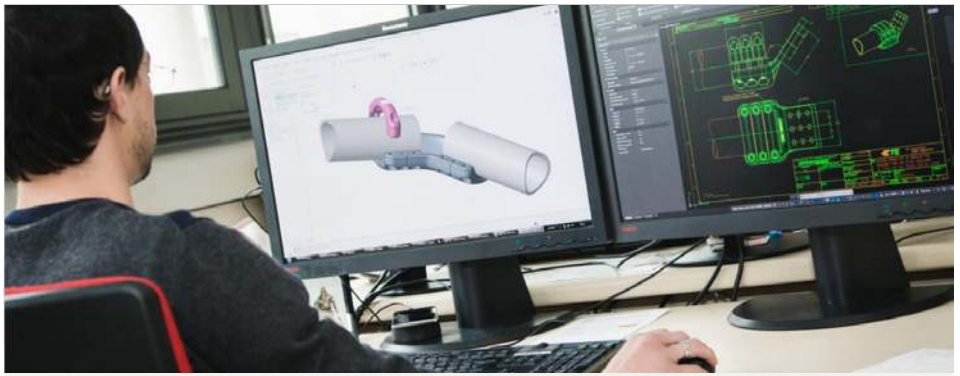
Embed sustainability in our product lifec ycle by 2030

Our Results

Defined a three-year roadmap focusing on three main pillars of product stewardship: climate, safer materials and circularity.

This approach requires careful consideration during design, where engineers strive to use fewer or lower-impact materials, collaborate with operations teams to reduce manufacturing impacts and address product packaging. We also collaborate across industries to develop smaller, faster, smarter, lighter, more energy-efficient products.

Our work has impacts beyond direct operations too. We support customers in markets like transportation, aerospace and energy by providing essential components for lower-emission vehicles, electric and hybrid vehicles and lighter, more fuel-efficient vehicles and aircraft. We also develop components for renewable energy, energy distribution and energy-efficiency applications, helping customers advance their own sustainability ambitions.



Investing in Innovation

We partner closely with customers to create inventive, sustainable, effective solutions tailored to their requirements. Giving our engineers license to be innovative helps us nurture long-standing relationships with those customers, consistently delivering new solutions that meet their unique needs.

In fiscal year 2023, we took various actions to support our engineers and encourage creativity, including:

- Spending $708 million on research, development and engineering and $593 million on R&D.
- Exceeding 15,000 total live patents/applications.
- Gathering 2,400 engineers virtually and in person through our annual TechCon event to celebrate innovations and foster global collaboration. A standout was the Sensors Engineering team's multiparametric oil-monitoring sensor, which won the Patent of the Year award.
- Maintaining programs like TE Time to encourage people to think creatively outside their daily roles; meanwhile, the Power Up with E-Mobility challenge and the Innovator Game demonstrated TE's strategic focus on mega-trends like EVs, renewable energy, factory automation and cloud computing.
- Hosting regional engineering summits.
- Establishing an emerging business unit dedicated to performance materials that acts as an incubator for applying polymer science to applications across TE.

> "Our commitment to product stewardship drives us to minimize our environmental footprint at every stage of a product's life cycle. As part of our comprehensive strategy, we're actively addressing Scope 3 emissions with our Design for Sustainability initiative, showcasing our enduring dedication to mitigate the climate impact of products."

Phil Gilchrist,
VP/Chief Transformation Leader for AI and Sustainability

Our FY2023 Impact

During fiscal year 2023, our Product Stewardship Committee continued driving progress. The committee aims to support TE engineers in designing and manufacturing products that are more efficient, sustainable and circular. It is cross-functional and includes representatives from EHS, Product Environmental Compliance, Product Development, Procurement, Information Technology and Packaging.

The committee has developed a three-year roadmap, focused on three key pillars: Circularity, Safer Materials and Climate.

To enable progress against these pillars, we have established the necessary organization and governance to integrate sustainability into product development processes. We have also identified relevant data to ensure informed design decision-making.

Throughout fiscal year 2023, we made progress against each pillar.

Circularity

Reducing Resin Waste

Resin is a versatile and valuable material, forming an essential part of many TE products. However, it also represents one of our biggest CO_2- and waste-reduction opportunities.

Our first step is to avoid resin waste by using alternative molding methods; where this is not possible, we regrind old resin for reuse. If neither method is feasible, we consider external re-compounding.

In fiscal year 2023, TE avoided buying approximately 9,500 metric tons of virgin material by using regrind and external re-compounding. This prevented approximately 57,000 metric tons of CO_2 emissions from resin suppliers, equivalent to the yearly energy use of over 7,000 U.S. homes.

We simultaneously reduced resin waste by 9 percent through smarter design, representing a nearly 3 percent average improvement in resin reduction across our three business segments versus fiscal year 2021.

Safer Materials

Halogen-Free

We are constantly innovating to use safer, lower-carbon materials in our products. This includes integrating halogen-free bio-based materials, which are capable of withstanding the high-heat risks associated with traditional halogen-based alternatives. One such example is in our cluster connector blocks for compressor connectivity.

Our cluster blocks provide quick, low-cost ways to electrically connect sealed hermetic header pins on compressors. The first step in upgrading our cluster blocks was to redesign them for energy efficiency, lowering operating temperatures to minimize electrical resistance, optimize energy transmission and reduce energy waste.

We then researched a renewable, plant-derived material to build the new blocks that can be manufactured with minimal environmental impact. This high-efficiency material complies with rigorous International Electrical Code standards and is extremely heat/flame resistant. Comprising 50 percent castor bean oil, the material is entirely halogen-free. What's more, it reduces the PCF by over 45 percent.

Product Stewardship Pillars and Goals

Circularity	**Goal:** Transform TE products to support the circular economy
Safer Materials	**Goal:** Phase-out of targeted substances
Climate	**Goal:** Support TE's 30% absolute Scope 3 GHG reduction and SBTi commitment

Enable the transformation

Climate

Generative Design and 3D Printing Solutions

At TE, we use technology to advance design processes. By leveraging the AI-enabled Generative Design capability in Creo software, our engineers can create products that are more efficient, effective and sustainable—using fewer materials and producing less waste. Advances in 3D printing capability mean that we can print more of our products, further transforming how we deliver on customer expectations.

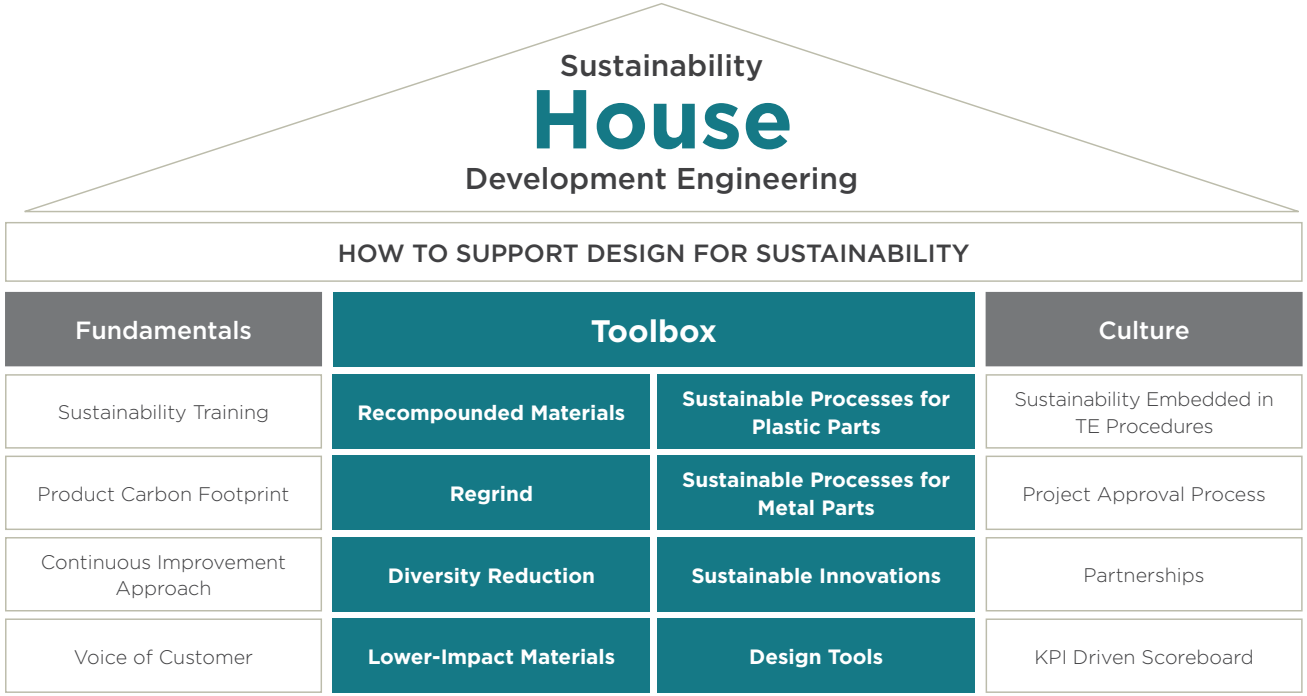
Reducing Our PCF

We reduce the carbon footprint of our products to support the climate goals of TE and our customers. For example, TE's GreenSilver contact surface technology contributes to CO_2 emissions reduction with reduced energy consumption, no water usage and safer materials while enhancing connector performance in high-voltage applications for EV powertrains. Our NextGen+ MCON connector is also a great example of combining more efficient product design and substituting a lower-carbon resin material to deliver a lower PCF while improving connector performance.

The Design for Sustainability Engineering Center of Excellence

TE Connectivity's Design for Sustainability Engineering Center of Excellence (DfS CoE) is a hub for sustainable thought and action and a key enabler of our company-wide transformation. In this forum, key cross-business stakeholders collaborate on best practices to achieve our long-term product stewardship ambitions.

During fiscal year 2023, the DfS CoE focused on catalyzing Scope 3 -reduction efforts through resin material procurement. This included collecting data to finalize Scope 3 baselines and target-setting. The DfS CoE also continued to develop a Design for Sustainability Toolbox, which is a systematic, holistic resource of engineering sustainability tools and measures. Engineers can utilize the toolbox as they design more sustainable products.



Using a Data-Driven Approach

We cannot manage what we cannot measure. That is why we have integrated data into our product stewardship approach. By calculating key metrics, we gain a clearer understanding of our environmental impact, enabling us to set meaningful key performance indicators, which will ensure we are moving in the right direction. This fiscal year, we established a Scope 3 scorecard with leading indicators to promote sustainable behaviors, allowing business units to track and report progress.

Data also enables our engineers to make informed decisions when selecting materials and we made it a fiscal year 2023 focus to incorporate product/material carbon footprint into the master data of our preferred material platforms. For example, our Transportation Solutions segment employed our Automotive Material Selection Tool (AMST) to encourage Automotive and Commercial Transportation engineers to consider carbon footprint when designing connector components. The database considers the environmental impact of various resins, silicones, metals and 3D printing materials, including the carbon footprint of those materials. By integrating cutting-edge technology and data analytics, AMST enables engineers to select the most sustainable raw materials for their designs.

Miniaturizing Products for Lower Environmental Impact

Circularity includes finding ways to avoid using materials in the first place. One way to achieve this is through reducing material use by making things smaller—a process known as miniaturization. At the forefront of smart miniaturized connectivity, TE is creating smaller, highly engineered products that make life easier, more efficient and more sustainable.

For example, in fiscal year 2023, our Appliance team launched the 2.0mm Signal GRACE INERTIA connector series, which delivers a 40 percent smaller packaging volume for more sustainable, efficient home appliances.

Product Environmental Compliance

We are committed to using safer materials in our products. This entails actively monitoring upcoming regulations, identifying where future restrictions will impact our product portfolio and proactively driving efforts to phase out substances before they are banned or restricted.

Our Product Environmental Compliance program helps ensure products not only meet customers' needs, but also proactively comply with applicable national, regional and global environmental laws, such as the European Union's Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS). TE has processes and tools in place that help proactively interpret, communicate and act on the requirements of global product compliance laws.

Product compliance subject-matter experts in each business unit address compliance concerns related to their specific customers and industries. These experts meet monthly with our Corporate Environmental Compliance team and other relevant functions in our Product Compliance Council to deliver a coordinated effort across TE disciplines.

Our customers can access a self-service product compliance application on our Product Environmental Compliance webpage that creates a product-level Statement of Compliance (SoC) on demand. The SoC indicates the most recent compliance status of a TE part number to key global legislation. Our website provides further resources on e-waste initiatives, safety data sheets, conflict minerals and more.

During fiscal year 2023, we continued to focus on proactively identifying and designing products with safer materials wherever possible.

Sustainable Packaging

When it comes to enhancing packaging for sustainability, TE follows a five-step approach:

- Reduce material use (particularly virgin materials).
- Reuse material where possible.
- Redesign our packaging for reduced weight and emissions.
- Use renewable materials where possible.
- Increase regrind content.

During fiscal year 2023, we revised several packaging-related guidelines to align with evolving EU regulation. These included documentation around recycling symbols and codes for packaging material and environmental and technical material requirements.

Our Next Steps

Empowering our teams to create products with sustainability embedded will remain a focus in fiscal year 2024. We will continue working to reduce product-related Scope 3 emissions, phase out targeted substances and advance circularity, while understanding the role our products play in delivering more sustainable solutions for customers and their end markets.

To enhance packaging efforts, we have set fiscal year 2024 objectives that include implementing recycling symbols on all relevant EMEA and vendor parts packaging. We will also look to drive cross-organizational responsibility for revising TE packaging documentation while improving the completeness of our packaging data.

Sustainable Supply Chain

To help ensure our entire supply chain is sustainable and ethical, we maintain a robust Supplier Social Responsibility program focused on responsible business practices; a supplier engagement program, which supports our suppliers in reducing their carbon footprints and our Scope 3 emissions; and a burgeoning Supplier Diversity program, which is key to building a resilient, responsible supply chain.

Our Ambition

Partner with our suppliers to strengthen the sustainability of our supply chain by 2032

Our Results

Screened 600+ suppliers for sustainability performance, exceeding our annual target of 400 screenings

Our Supplier Social Responsibility Program

The Supplier Social Responsibility (SSR) program features our Guide to Supplier Social Responsibility, outlining our expectations for suppliers regarding labor and human rights, health, safety, environmental concerns, ethics and responsible business practices.

We developed the SSR Guide informed by internationally recognized standards set by the Organisation for Economic Co-operation and Development and the UN Global Compact, to which TE is a signatory. It aligns with the principles in the UN Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the UN Convention Against Corruption.

Supplier Engagement

We seek to drive improvements throughout our supply chain. Doing so requires that we maintain continual communication with supply partners via our global workforce and the TE Supplier Portal, including supplier performance scorecards, quarterly business reviews, surveys, informational email updates and educational webinars.

We also seek to encourage connections between suppliers and renewable energy providers, implementing our Supplier Excellence program to help streamline supplier collaborations. Further, TE has fostered data improvements and innovation strategies, emphasizing education and continuous development.

In fiscal year 2023, we continued to use the leading industry-standard tool for identifying forced labor, the Slavery & Trafficking Risk Template, into our supply chain due diligence processes. We held our second supplier campaign, targeting a subset of our global suppliers.

Our FY2023 Impact

One of our high-priority material issues is achieving a sustainable supply chain, which is critical to delivering positive impact for our customers, suppliers, business and the environment. As such, throughout fiscal year 2023, we continued to work with suppliers across four key areas:

- Scope 3 emissions.
- Supplier diversity.
- Responsible sourcing.
- Fundamental human rights and decent working conditions.

Scope 3 and Supplier Targets

We have set ambitious Scope 3 -reduction targets in line with the SBTi and engaging our suppliers is key to achieving them. To establish a foundation, in 2022, we surveyed suppliers to better understand their footprints, sustainability ambitions and commitments. Armed with this insight, we have identified several potential emissions-reduction opportunities, including:

- Partnering with suppliers on renewable energy and GHG commitments.
- Decreasing manufacturing waste by focusing on resin waste reduction.
- Designing for sustainability by using sustainable resins and reducing material use in design phases.

We are now working to turn these opportunities into actions.

Our Policies

To support the SSR program, we have developed several policies:

Global Human Rights Policy

Responsible Minerals and Materials Policy

TE Connectivity's Statement on California Transparency in Supply Chains Act of 2010

Guide to Supplier Social Responsibility

Declaration of Principles on Human Rights of German operating entities

We also publish numerous regional human rights statements each year, which can be found on our website.

Tracking Toward Our SBTi Target

During fiscal year 2023, we focused on addressing key goals associated with our 10-year SBTi target. To support progress against our Scope 3 targets, we hired a dedicated Scope 3 Leader. This leader collaborates closely with internal stakeholders to develop and implement Scope 3 -reduction strategies. They also oversee initiatives aimed at engaging and inspiring suppliers to reduce their own carbon footprints.

Decarbonizing Logistics

TE works closely with our major freight forwarders, requesting emission reports from them by mode of transport, to identify opportunities to reduce transportation-related emissions. We then disclose the total CO_2 impact of our global product distribution activities, which helps identify and prioritize reduction opportunities.

In fiscal year 2023, we advocated for greater use of sustainable freight alternatives, such as sea shipping instead of air freight. We will look to incentivize both internal teams and external suppliers to seek more sustainable freighting options.

Supply Chain Due Diligence

Through business reviews, we assess suppliers' alignment with our sustainability goals. We emphasize the importance of providing timely responses to our required surveys, including product compliance, and review their targets and goals as they pertain to sustainability initiatives. These reviews also require suppliers to share their current business conditions, including any current or future capacity constraints.

TE conducts annual audits of high-risk suppliers for certification compliance and other industry-relevant criteria (for example, supplier ISO 9001 certifications and/or IATF 16949). If required, we engage third-party auditors to further assess whether high-risk suppliers maintain appropriate standards for ethical worker treatment and safe workplaces.

In fiscal year 2023, we continued to perform social audits together with a third-party auditor to review conformity to the Guide to Supplier Social Responsibility. As part of our audit process, we review audit findings and work with suppliers on action plans to correct identified nonconformities.

We maintain a dedicated Responsible Minerals and Materials Policy and management system. TE's Conflict Minerals Steering Committee oversees the related due diligence and is responsible for developing and maintaining policies, standards and processes.

The Conflict Minerals core team includes Supply Chain Legal, Supply Base Compliance and Enterprise Systems and is supported by Procurement leadership. We require direct material suppliers to provide the necessary conflict minerals data to support our responsible sourcing decisions.

We submit an annual Conflict Minerals Report, outlining our conflict minerals program.

Engaging Suppliers in Emissions Reductions

Sustainability isn't just a concept for us: it's a commitment that's reshaping our entire value chain. We monitor various sustainability areas through our SSR program, including how we can better engage suppliers in shared action for the planet.

During 2023, our Environmental Sustainability Leadership team collaborated with select Chinese suppliers on efforts to reduce our indirect emissions. Through the initiative, 24 suppliers committed to sourcing at least 25 percent of electricity from renewables, resulting in a reduction of 11,500 metric tons of CO_2.

TE's Responsible Minerals and Materials Policy and Management System

TE recognizes that a responsible approach to conflict minerals includes reducing human rights risks in our supply chain. Our 2022 Conflict Minerals campaign closed in April 2023 with a response rate of 78 percent, a year-over-year increase for the third year in a row. Our current Conflict Minerals campaign period is July 2023–April 2024.

To drive continued improvement, we increased our response rate goal to 85 percent for fiscal year 2024.

Supplier Diversity

Our Ambition

4% spend with diverse suppliers

Our Results

Diverse supplier spend has grown to 1.4%, progressing toward our goal of 4% by 2027

We believe diversity is a vital component for building a sustainable, resilient supply chain.

During fiscal year 2023, we boosted efforts to improve supply chain diversity. For example, in North America, we worked with organizations to collect documentation on how we can add more diverse suppliers in APAC and EMEA. We are members of, and partner with, the following supplier diversity organizations: Women's Business Enterprise National Council (WBENC), Women's Business Enterprise Center East, WEConnect International and the National Minority Supplier Development Council.

Our goal is to reach a diverse supplier spend of 4 percent of total supplier spend. We ended fiscal year 2023 with more than $132 million in diverse spend, a 32 percent increase from the prior year.

Women's Business Enterprise National Council

During fiscal year 2023, we continued to attend events such as the WBENC annual conference. This U.S. national conference, hosted in Tennessee in March 2023, brought together thousands of WBENC members and women-owned businesses to network, hear from women entrepreneurs and learn what's needed for women to succeed in business.

Our Next Steps

In aligning our Scope 3 emissions target to the SBTi, we have challenged ourselves to become a leader in our industry, helping bring our entire value chain along on our sustainability journey. Our continued focus on crafting a diverse and ethical supply chain directly supports our sustainability targets by encouraging partnerships with the most responsible suppliers in our field.

As a result of our ongoing supplier diversity efforts, we were honored with a Silver Level Supplier Diversity Champion award by WEConnect International.

Creating a Better Working Environment for Our Supply Chain Partners

In fiscal year 2023, we worked with a supplier to improve working conditions for their employees. We started with an audit, which discovered the supplier had no policy related to child labor and forced labor. We also found employee contracts did not include working hours or compensation information; nor had working hours been recorded and, in some cases, workers had not been explicitly granted paid time off.

These findings were escalated within TE, as per our remediation process. As a result, the supplier established written policies—and communicated them to all workers—related to child and forced labor, as well as specifying compensation conditions in employment contracts. They also installed an attendance record system, and ensured all workers have one day off every seven.

"At TE, we understand the transformative power of supplier diversity. Our commitment to diversity extends beyond mere compliance: it's a cornerstone of our values. We aspire to create an inclusive value chain, fostering innovation and equality. By championing supplier diversity, we aim to lead the charge toward a more equitable and sustainable future."

Alexis Rydbom,
Manager, Supplier Diversity

People

Empowering People to Thrive

We deliver innovative products designed by exceptional people. We're constantly exploring how to help our global employees bring their whole selves to work and focus their potential on extraordinary solutions for our customers. From fostering an inclusive culture and investing in their development and wellbeing to empowering tomorrow's STEM talent, we're meeting the evolving needs of the people who make TE.

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Employer of Choice

We want to empower employees to flourish, promoting work-life balance while providing tools to support fulfilling careers. By prioritizing engagement and development throughout the employee journey, we cultivate an environment where employees can build global networks while pursuing their passions to solve tomorrow's challenges.

Our Ambition

Top-tier employer for employee engagement and inclusion for our industry

Our Results

Launched NAVIGATE talent portal to accelerate employee skill development and career progression

Fast Company recognized TE as one of the Best Workplaces for Innovators for the second time

Equipping Employees for Success

We provide training and development aligned with TE expectations, including company-wide annual training on TE's Guide to Ethical Conduct and living our values. All new managers receive additional training on critical skills for leading and developing teams.

Training focused on professional development is available to all employees. This includes core leadership development programming to embed our SET (Strategy, Execution, Talent) expectations from frontline leaders to senior leadership.

It is also important our employees continually receive feedback on their progress. Managers conduct annual performance reviews with every employee to discuss what they achieved and how their behaviors shaped those achievements. We direct leaders to have regular one-to-one conversations throughout the year to improve feedback, team performance and engagement.

This focus on helping employees meet their potential is part of the reason that, in fiscal year 2023, Fast Company recognized TE as one of the Best Workplaces for Innovators for the second time—ranking us 8 out of 100 (versus 80 in 2020).

Our FY2023 Impact

During fiscal year 2023, we worked to future-proof TE's workforce, focusing on the development of employees, enhancing work-life integration and ensuring ongoing employee engagement.

Every Voice Counts Survey

Our annual Every Voice Counts survey explores how employees feel about their TE experience. This allows us to develop tailored actions to enhance the working environment, and overall work experience, for employees. Focused on engagement, inclusion and leadership effectiveness, the survey is available to all employees and in 20 languages.

In fiscal year 2023, we once again delivered the survey to employees globally. We also introduced new wellbeing questions, with answers informing the development of a Wellbeing Index for fiscal year 2024.

The latest results show we have maintained an inclusion score of 74. While our engagement score dropped from 81 in 2022 to 79, we remain consistently above benchmark year over year. Our new questions on employee wellbeing achieved a first-year score of 76. Moving forward, this will help us better understand how to support employees' wellbeing.

Our Policies

Statement on Workplace Flexibility

"The growth and development of our people are essential to our success. We prioritize providing our employees with the opportunities to expand their skills and capabilities; creating an environment where our teams can develop and grow is as critical as the growth of our business."

Nancy Dragone,
VP, Talent Management

Employee Development and Training

One example of how we responded to our Every Voice Counts survey while nurturing company-wide development is through our annual Grow@TE conference.

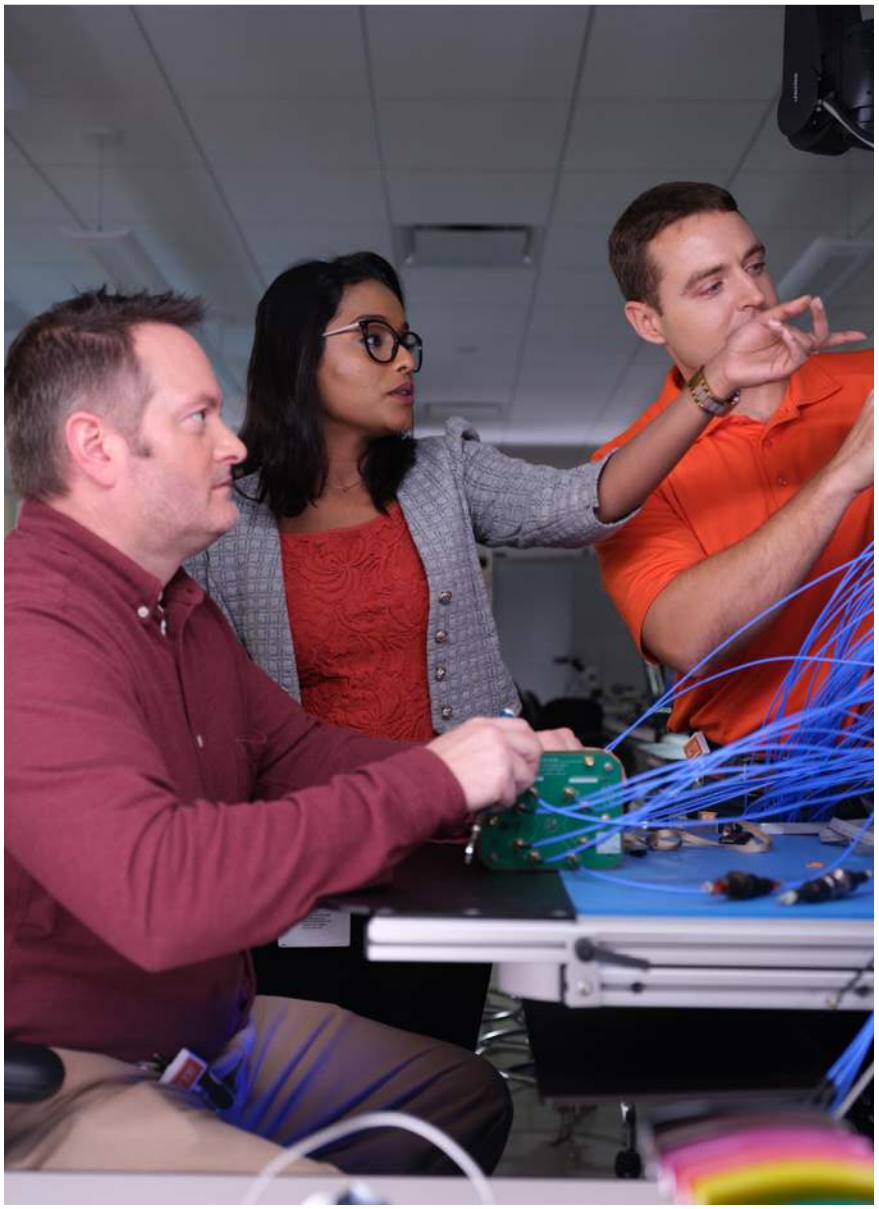
We have heard from employees that while they want ongoing learning opportunities, they also struggle to balance work and life. In response, our third Grow@TE conference focused on fueling employee growth and navigating the demands of work. It featured content on how to optimize performance, leverage technology and beat burnout. It also served as a platform to introduce NAVIGATE — our new career-development platform.

NAVIGATE

The internal NAVIGATE talent portal connects employees to career opportunities while addressing talent gaps in key business areas. As of fiscal year 2023, over 13,000 employees have joined NAVIGATE. They now better understand their work style and skills, and can chart their career paths while tapping into experiences like mentoring, gig experiences and formal learning.

Our Next Steps

Looking ahead, we see an opportunity to enhance experiences throughout the entire employee cycle, starting with our onboarding processes. A project team has already started to assess what areas will be centralized to ensure a consistent and welcoming environment. We will continue focusing on development for all employees and leaders while expanding adoption of NAVIGATE. And throughout we will continue to listen to employees to inform future actions.



“NAVIGATE is just like my career assistant. When I seek support, the platform provides me with skills and career information that may be of interest to me in the future and connects me to people and resources across TE. With that, I can take control of my career and development easier than before.”

Lei Pan,
Manager of Research and Development/Product Development Engineering for Global Automotive

Wellbeing

TE Connectivity is committed to nurturing employee wellbeing to ensure people can reach their fullest potential. As well as creating an environment where everyone feels safe and comfortable, we provide the tools they need to take wellbeing into their own hands.

Our Ambition

Empower all employees to develop a connection with wellbeing

Our Results

Refreshed FlexTime and FlexPlace to establish clear expectations and options for employees in today's changing work environment

Scored 76 on wellbeing-related questions in annual Engagement survey

Our FY2023 Impact

This fiscal year, we introduced the 2023 Wellbeing Connection calendar of weekly articles via our Wellbeing Connection channel and Viva Engage site. We also hosted monthly global webinars and quarterly newsletters to ensure employees could access relevant materials.

Wellbeing Connection Newsletter

Our quarterly Wellbeing Connection newsletter provides resources and articles on our six pillars of wellbeing: emotional, financial, occupational, physical, digital and social. This is shared through our Wellbeing Connection distribution list, Wellbeing Connection channel and Viva Engage.

Annual Speaker Session

As part of our Wellbeing Connection calendar, we host expert guest speakers to inspire and inform. During September 2022, we hosted suicide prevention advocate Kevin Hines.

Over 2,500 employees attended the live event, called "Cracked, Not Broken: The Ripple Effect of Suicide," which included Kevin's own story of attempted suicide. He spoke about the hope, healing and recovery that's possible for those who are struggling. These conversations can be uncomfortable, but we want our employees — whoever they are, whatever they are dealing with and whatever pain they are suffering — to know they are not alone. This presentation's impact continued through the subsequent month as Kevin provided additional video responses to employee questions after the video replay was posted and viewed by employees who could not attend the live event.

We also continued to raise awareness of the topic through suicide awareness webinars in collaboration with our employee resource groups (ERGs), as well as a co-hosted event with the TE Veterans Group.

Employee Assistance Program

Our Employee Assistance Program (EAP) continues to bolster overall employee experiences. Our EAP is a voluntary, work-based program that offers free, confidential assessments, short-term counseling, referrals and follow-up services to employees.

Over the last four years, global use of our EAP has grown from 5 to 12 percent. The number of employees attending training webinars has also grown, with over 4,800 employees attending 120+ hours of training in fiscal year 2023.

TE also offers a comprehensive benefits package, including health insurance, 401(k), disability, life insurance, an employee stock purchase plan, paid time off and voluntary benefits.

Our Policies

Statement on Training and Development

Statement on Workplace Flexibility

Wellbeing Connectors

We currently have over 100 Wellbeing Connectors globally who champion wellbeing throughout the organization and help shape our efforts at local and regional levels. They meet quarterly to share ideas and activities happening globally to support our wider wellbeing program. We actively encourage employees to join this growing team.

ComPysch, our EAP provider, offers Connectors the opportunity to complete in-house Wellbeing Champion Certificate training. This training leverages the latest human behavior research to guide Connectors in promoting change for individuals and organizations. We are also piloting ComPsych's Wellbeing Coaching program, where Connectors can speak one-on-one with a coach to envision and realize their best selves.

Workplace Flexibility

Flexible working enables employees to pursue education, be present with family and participate in other personal and community activities. With 53 percent of employees identifying as caregivers, it is important we provide the support they need to manage their work and personal lives effectively.

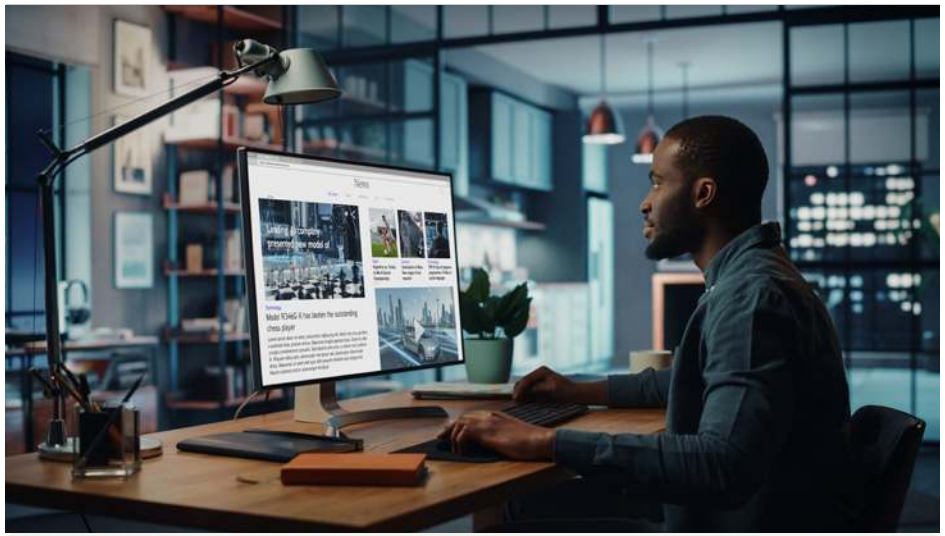
During fiscal year 2023, we introduced refreshed options for our FlexTime and FlexPlace policies, which employees and managers can use to craft appropriate working arrangements.

Our Next Steps

In fiscal year 2024, we aim to grow our wellbeing offering with a model that includes:

- Increasing confidential counseling, with five to seven sessions per issue annually.
- Introducing digital self-care tools, including cognitive behavioral therapy, to provide easy, accessible mental health support.
- Introducing wellbeing coaching.
- Increasing training hours from 255 to 350 and expanding them to include webinars, critical incident stress management and Wellbeing Champion Certification training.
- Launching mental health training for managers, employees and Human Resources (HR) through Learn@TE.

We will also be launching a Wellbeing Campaign that will include promotional videos from our leadership.



FlexTime

A full-time plan with nonstandard workdays or weeks, for example:

- Shift work flexibility.
- Planning shifts around education requirements.
- Taking a mid-day break to offset early and late calls.
- Compressed workweek.
- Start early, finish early.
- Matching working hours to another time zone.

FlexPlace

Working from a location other than the assigned workplace, with three possible options:

- **On-site:** in the office several days a week.
- **Hybrid:** in the office more frequently than remote workers, but exact hybrid schedules are determined by manager and vary by employee or team.
- **Remote:** in the office only for occasional meetings or travel.

Diversity, Equity, Inclusion & Belonging

Our Ambition

Industry leader for workforce diversity and an inclusive, equitable workforce

Aspirational goal for 30% of leadership roles to be filled by women by 2026

Enterprise to score higher than 75 on our annual Inclusion Index by 2025

Our Results

Named as a Top Employer China for our DEIB efforts

28% of leaders are women

New Inclusion and Diversity Report released

Recognizing the value of diverse viewpoints in driving superior solutions, we are dedicated to creating a workforce and supplier network that reflects our markets and the customers we serve.

We believe mirroring customer diversity within our direct operations enhances our ability to serve people. To achieve our ambitions, we focus on four key areas:

- **Employee experience:** ensuring we embed inclusion by keeping up to date with best practices around belonging, holding all team members accountable for their behaviors and increasing transparency.
- **Employer brand:** growing diverse talent pools through strategic partnerships and programs, while increasing awareness of TE's commitment to diversity, equity, inclusion & belonging (DEIB) with external stakeholders.
- **Community partnership:** investment in our local communities and in future talent.
- **Business impact:** diversifying our supply base and enhancing our reputation with customers by providing transparency and data about our DEIB programs.

Our FY2023 Impact

In May 2023, TE brought together 300 senior leaders for the Global Leadership Meeting, during which time was spent discussing a new strategic pillar — proactively growing talent and teams, and the introduction of our new value — inclusion.

These principles are not new to our TE culture. We view the update as officially signaling to all stakeholders that inclusion is vital to our company growth.

"By adding inclusion into the strategy map, we're recognizing something we've been focused on through our daily behaviors, the choices we have been making and the meaningful progress won by our leadership and employee resource groups in creating an environment where we can bring our whole self to work."

Malavika Sagar,
SVP, Chief Human Resources Officer

Top Employer in China

In January 2023, TE was named as a Top Employer China in recognition of our efforts to foster a people-oriented culture, promote DEIB and develop talent. The award was issued by the Top Employers Institute, a global authority that recognizes excellence in people practices. While TE has won this award in other countries, this was the first time we participated in China.

Our Publications

To hold ourselves accountable to our DEIB ambitions, we respond to a range of inclusivity and fairness reports globally:

TE Connectivity Consolidated EEO Report

UK Gender Pay Report

Cregana Medical Ireland Ltd Gender Pay Gap Report

Building on Our Inclusion Foundation

We must cultivate an inclusive culture through onboarding processes, continuous learning, data transparency and accountability.

To support continuous learning, we offer trainings on topics like allyship, cultural awareness and psychological safety. In fiscal year 2023, nearly 5,500 employees took our Global Inclusion course, while over 1,800 new or newly promoted leaders took our Becoming an Inclusive Leader course.

We know that, when managed responsibly and transparently, data can provide valuable insights into representation gaps, succession pipelines and growth opportunities. That is why we cascaded our diversity dashboards to general managers and their direct reports, as well as supporting HR team members.

DEIB Trainings

We attract, engage and develop diverse talent to deepen our pipelines, with a focus on retaining strong, inclusive teams across TE. We invest in several women's leadership programs to develop female talent at all levels of the organization. We also partner with McKinsey to offer people who identify as Black, Latin/Hispanic or Asian the opportunity to participate in either Leadership Essentials, Management Accelerator or Executive Leadership programs, based on their career level.

Throughout fiscal year 2023, we provided training opportunities designed to create a safe learning environment for employees of historically marginalized identities. We also cultivated allyship skills through targeted development efforts. For example, senior leaders completed interactive three-hour training sessions while team members at various levels pursued self-guided learnings.

> "We are excited to connect with Latin students early in their college journey, particularly with their interest in building a career in STEM. Latin Heritage is thrilled to have been able to connect with SMASH Rising students for the first time and help deepen the pipeline of Latin candidates for our STEM positions."

Mariano Lanza,
Senior Manager of People Analytics and Latin Heritage chair

Employee Resource Groups

Our ERGs are critical to building an inclusive and welcoming work environment for all employees. They align with our key areas of employee experience, employer brand, community partnership and business impact.

Each ERG regularly engages employees, leadership and our Board of Directors in programming to reinforce our commitment to inclusion and diversity. ERG leaders are passionate, driven by a deep desire to create inclusion and equity. By empowering and supporting them, our leadership team gains fresh perspectives and harnesses a powerful force for change.

We maintain eight ERGs across 50 countries, with 9,400+ members in total.

ALIGN

Our ALIGN ERG partnered with our Total Rewards team to produce a new LGBTQ+ Benefit Guide for U.S. employees. Published in July 2023, the guide highlights medical benefits and coverage that may be relevant to LGBTQ+ employees, including those supporting transgender needs and family planning.

ALIGN also partnered with HR and L egal to update policies and handbooks to include references to both gender identity and sexual orientation, driving inclusivity for all employees.

Latin Heritage

In June 2023, TE expanded our partnership with SMASH — an organization that empowers students of color through STEM — to include their SMASH Rising participants in a five-week summer internship. Spearheaded by our Latin Heritage ERG, TE welcomed five students to help support two business units in North Carolina. The overall goal was for students to gain work experience while focusing on real-world challenges.

THRIVE

Disability awareness and accommodation are an important part of ensuring TE meets its commitment to inclusion for all employees. In fiscal year 2023, our disability- and mental health-focused ERG THRIVE took on a new challenge: Disability:IN's Disability Equality Index. The index is a comprehensive benchmarking tool that helps companies identify opportunities to adopt best practices.

The team was honored to be recognized as a Best Place to Work for Disability Inclusion in the U.S. and is looking forward to expanding the scope of the assessment to new countries in fiscal year 2024.

TE Veterans Group

In fiscal year 2023, our TE Veterans chapter provided time, funding and supplies to support homeless and at-risk veterans in the Harrisburg, Pennsylvania area. Over the past three years, TE has donated more than $50,000 in personal care items, with local leaders coordinating donation boxes, launching online giving campaigns and organizing volunteers.

Empowering Women at TE Connectivity

At the close of fiscal year 2023, our leadership was 28 percent women (27 percent in fiscal year 2022). In addition, we scored 74 on our Inclusion Index (74 in fiscal year 2022).

Our three-tier Sponsorship Experience program supports promising female talent across three leadership levels by connecting women with Executive team members. During fiscal year 2023, the first cohort completed the program. At completion, we saw increases in female representation at both vice president and director levels, enhanced our succession pipeline and achieved positive impact in terms of engagement and inclusion scores for participants.

Strengthening Our Diverse Talent Pipeline

In September 2023, we concluded year two of the first African Heritage Scholarship intern cohort and year one for the second cohort. Identified by our African Heritage ERG as a critical opportunity, our two-year scholarship program is designed to assist college sophomores or juniors of Black or African American identity who major in engineering, operations management, finance, supply chain or marketing. We see this as an opportunity to invest in diverse talent while building relationships with students we hope will return to TE as full-time employees.

In fiscal year 2023, TE was named by the U.S. Chamber of Commerce Foundation as a finalist for the 2023 Citizens Awards in the Best Commitment to Education Program category for our African Heritage Scholarship program. We are honored by the nomination, which places our program in the top three of over 120 applicants.

Pay Equity and Pay Transparency

TE's compensation programs and policies are designed to deliver competitive and equitable pay based on roles and responsibilities, and on company and individual performance, regardless of gender, race/ethnicity or any other individual demographics. Aligning with our company values and developing EU and other country legislation, we are improving pay equity and transparency across the business including through:

- **Pay equity transparency:** we publicly disclose pay equity analysis results where required by law. In 2024, we expect to implement a Pay Equity and Pay Transparency Policy, which will standardize our approach to fair compensation across our global operations.
- **Pay transparency:** TE took a significant step in enhancing pay transparency by including pay range information in all internal and external job postings for U.S. positions. This initiative ensures every job advertisement provides clear compensation details. All current U.S. employees can also now request the pay range for their position.
- **Pay Finder tool:** "Pay Finder" will be introduced in the U.S. and select international locations, aimed at equipping HR and Talent Attraction teams with the means to offer hiring managers insights into equitable and competitive starting salaries This tool will support our goal of transparent and fair compensation practices.

These steps reflect our ongoing commitment to pay equity and transparency, aligning our practices with our core values and ensuring fairness in employee compensation globally. As we analyze and monitor pay equity, we are taking actions to address any potential inequities and their underlying root causes.

Our global focus is to have policies and programs in place that prevent pay inequities from arising in the first place.

Our Next Steps

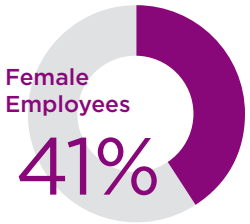
In the coming year, we will enhance efforts to include team members from our plants in DEIB initiatives.

We will expand our learning offering for employees and people leaders, including bringing pay transparency training to regions beyond the U.S. to educate people managers on our pay practices. Other trainings will focus on building psychological safety and ensuring LGBTQ+ and disability inclusion trainings are built into onboarding for new or newly promoted supervisors. We are in the process of finalizing trainings on inclusive language in job descriptions, intersectionality, disability inclusion and veterans' recruitment and look forward to adding them to our learning portfolio in fiscal year 2024.

We will also look to enhance inclusive benefits for U.S. team members, such as covering enhanced gender-affirming benefits, cooling caps, wigs, breast pumps, doula reimbursements, and pregnancy and postpartum programs.

Training Participation

Women Leadership: IGNITE	119
Women Leadership: SELECT	35
Women Leadership: Premier	12
McKinsey Leadership Essentials	21
McKinsey Management Accelerator	45
McKinsey Executive Leadership Program	15



"The advice I would give to future interns is to ask as many questions as possible to as many people as possible. The people at TE are incredibly knowledgeable and incredibly kind. I also recommend that interns try to go outside their comfort zone."

Dominique Kalunga,
second-year African Heritage Scholarship intern who will return to TE as an SAP Developer

Workplace Health & Safety

Safe workplaces are a top priority for TE. Through a series of rigorous programs, we have consistently improved the safety performance of our facilities for more than 15 years and routinely score in the top tier against peer companies.

Our Ambition

Zero-incident workplace

0.12 TRIR by 2025

Our Results

78% of facilities completed the year with one recordable incident or less in FY2023

0.14 TRIR for FY2023

Recognizing the potential our direct operations have to impact the safety and health of employees—and thus their ability to work effectively—we have established safety as one of our high-priority material topics.

Our FY2023 Impact

Our recent efforts resulted in reduced risks related to hand safety and machine/operator interactions. We also conducted investigations for all minor injuries and near hits and enhanced our EHS talent position. By the end of fiscal year 2023, we reduced our Total Recordable Incident Rate (TRIR) to 0.14, our best rating to date.

Health and Safety Strategy Reset

We continually assess our 2022–2025 EHS Strategy to ensure ongoing relevance and efficacy. As a result, in fiscal year 2023, we made two major additions. We placed stronger focus on our global audit and assurance program to improve value chain accountability. We also fully integrated EHS into TE's Operating Advantage (TEOA)—our lean management program—to embed relevant principles throughout the organization.

Our Policies

In 2023, we updated our Environment, Health, Safety and Environmental Sustainability (EHSS) Policy to meet evolving health and safety challenges. This policy guides TE Connectivity's EHSS efforts, including employee remediation and a process to ensure accountability for noncompliance and serious incidents.

Health & Safety Strategy 2022–2025

Proactive — Predictive — Preventative

Policies & Standards	Assurance	Risk Management	Talent
Safety Framework	**Effective Processes**	**Hazard & Risk Mitigation**	**Competency & Communication**
Ensure clear, consistent expectations and accountability	Ensure strong safety protocols and compliance to standards and regulations	Proactively identify hazards and implement controls to mitigate risk to highest levels	Focus on organizational awareness & knowledge, and core EH&S comptencies to drive results

Upholding a Culture of Safety

We have introduced mandatory employee All In on Safety training, which includes a requirement that all participants read and sign our safety agreement. In fiscal year 2023, we achieved a 99 percent completion rate. Furthermore, we introduced an annual safety culture survey to identify further opportunities for improvement.

As part of our work to reduce risk and uphold a strong safety culture, we updated our Lock Out Tag Out program. We also implemented a Serious Injury and Fatality Prevention (SIFp) process to proactively avoid incidents.

Our safety awareness program, Line of Fire — Stay Out of Harm's Way, aims to improve employee awareness of body positioning in the workplace. In fiscal year 2023, we incorporated the program into our wider Safety Moments campaign. Through this campaign, safety topics are covered at the start of daily meetings on all company sites to improve awareness and strengthen SIFp efforts.

For experienced employees, we assess knowledge through questionnaires, eliminating the need for annual training and streamlining processes for efficiency.

Incident Reporting Programs

To enhance safety, we partner with a third party to identify potential risk blind spots, leading to focused management system improvements. Proactive measures are deployed to address identified risks, prioritizing site-specific concerns. Our approach emphasizes targeted strategies, core safety program enhancement and integrating safety culture in acquisitions.

In fiscal year 2023, we globally rolled out the Great Catch initiative: our employee-centric reporting system. Previously only operating at a business unit and Transportation Solutions segment level, it is now company-wide. Through the initiative, employees can share ideas for improving health and safety at TE. To incentivize engagement, we have a quarterly reward system that includes, but is not limited to, bonuses.

To ensure employees are recognized for their efforts, in October 2023, we announced TE's first global Great Catch winners. One such winner was a member of the Automotive team, who found a safety switch on a stamping press that had been bypassed with a tie wrap. This allowed the feed to run when the cover was open, creating safety hazards and violating our Machine Guarding Requirements. Once identified, the tie wrap was removed; multiple other machines were inspected and found to have been similarly bypassed. All tie wraps were subsequently removed, leading to a safer working environment for everyone.

Improved Auditing Processes

In fiscal year 2023, TE conducted safety audits at all sites. To meet new challenges, we redesigned our global audit and assurance program and updated leading safety metrics. We also introduced a new policy and framework, while establishing a new team for audit and assurance.

We are additionally strengthening enterprise-wide training requirements for all employees by developing center-led trainings.

Our Next Steps

Looking ahead, we will uphold our commitment to achieving a zero-incident workplace by implementing additional effective policies and strategies and enhancing accountability. We have also launched a new TE-certified lead auditor program for EHS compliance.

We have undertaken a structural reorganization to better progress against our health and safety and sustainability priorities. Our current Global EHS team will focus on health and safety while environmental compliance will be covered by the Supply Chain ESG department to create cohesion across our sustainability initiatives.

Human Rights

We are committed to upholding human rights for all employees — full time, part time and contract — globally. We maintain this dedication throughout our value chain, from suppliers all the way to customers. It's how we help ensure fair, ethical labor standards for everyone we reach.

Our Ambition

Respecting human rights throughout our value chain

Our Results

99%+ of employees trained in human rights through annual Guide to Ethical Conduct training

We uphold civil rights, human rights and labor laws globally and expect the same from our suppliers and partners, as detailed in our SSR program. TE is committed to considering all internationally recognized human rights as relevant to our activities. Our principle is as follows: where national law standards and international human rights standards differ, we follow the higher standard.

Human rights is governed by our Legal and HR departments, who establish policies, training and due diligence. Our Executive Vice President (EVP) and General Counsel and our Chief Human Resources Officer are briefed quarterly on progress. TE's Board of Directors is updated at least annually.

Human Rights Across the Value Chain

To embed human rights awareness across our business and enhance risk-mitigation efforts, we have developed diligence tools to identify and address supply chain risks. This includes implementing our industry-standard tool for identifying forced labor, the Slavery & Trafficking Risk Template, into supply chain due diligence. We also expanded our SSR audits, led by a third party and designed to identify risks like human trafficking and child labor.

Our FY2023 Impact

Shortly after fiscal year 2022, we engaged third-party experts to conduct a saliency assessment of our key human rights impacts and opportunities. This included conducting interviews with 14 key stakeholders from our HR, Labor Counsel, Recruitment, Supply Chain Counsel, Procurement, Discrimination and Privacy/Data Security departments. The assessment also included desk-based research into peer performance, thought leadership and media coverage.

The following 10 issues were identified as the most relevant, meaning they are issues that, due to the nature and location of our business, we must monitor and have plans in place to mitigate. This is not an indication of actual or potential issues happening at TE.

- Health and safety
- Working hours
- Conflict minerals
- Forced labor
- Supplier responsibility
- Living wage
- Human trafficking
- Climate change
- Child labor
- Access to grievance mechanisms

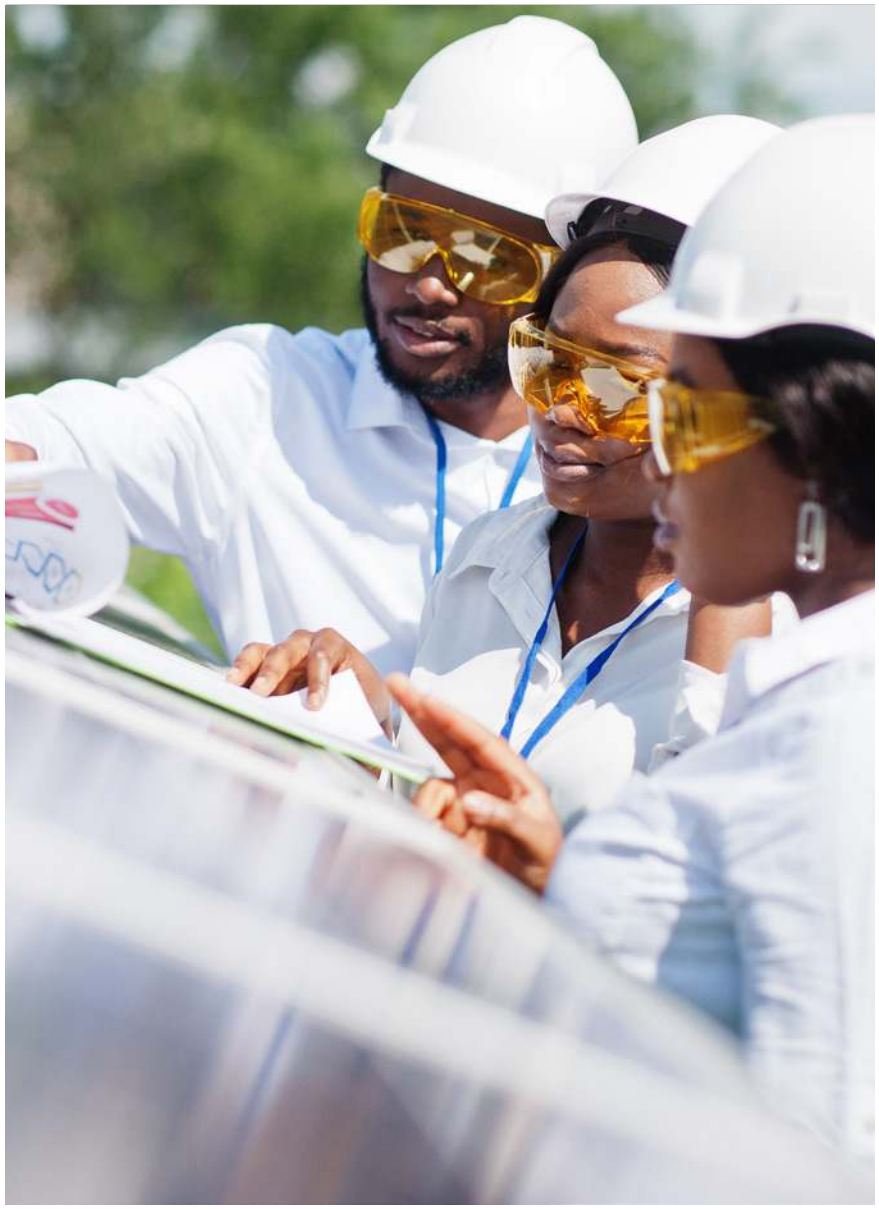
The assessment also highlighted where we're performing well, including how we identify issues, Board-level oversight and stakeholder grievance mechanisms.

Our Policies

To support our human rights efforts, we have developed a range of targeted policies and reports:

- Global Human Rights Policy
- Slavery and Human Trafficking Statement
- Declaration of Principles on Human Rights
- Guide to Ethical Conduct
- Policy on Reporting and Investigating Misconduct
- Guide to Supplier Social Responsibility

During fiscal year 2023, we reviewed the results with leadership and subject-matter experts and established a three-year improvement roadmap. The first action we completed was to update our policy in line with the findings.



In addition to our UK Modern Slavery Act statement, TE issued a new modern slavery statement for the jurisdiction of Australia. Moving forward, we will introduce a new governance structure — a Global Human Rights committee — while refining our due diligence process and creating action plans for our top relevant issues. We are also working to respond to evolving human rights legislation in countries where we operate.

German Supply Chain

As of January 1, 2023, Germany has adopted new legislation: the Supply Chain Due Diligence Act (SCA). This act brings new supply chain human rights and environmental compliance obligations to companies operating in Germany. In response, TE amended several policies and procedures, such as the Human Rights Policy, to comply and has adopted a Declaration of Principles.

We have appointed a Human Rights Officer for German operating entities to oversee SCA compliance and have implemented several required changes in our agreements and terms and conditions. Throughout 2023, TE performed a risk assessment of all vendors supplying our German operating entities, and we will publish our first annual report on SCA-related activities and findings, in line with SCA obligations.

Human Rights Training

We aim to train 100 percent of employees on human rights. In fiscal year 2023, we achieved 99.9 percent by having a dedicated human rights module in our Guide to Ethical Conduct training. This covered what human rights is, why it is important, TE's global policy and other related policies, what employees can look for in our operations or value chain and how to report concerns to our Office of Ombudsman.

For more information, see the Ombudsman section.

Our Next Steps

Looking ahead, we want to ensure a consistent human rights training cadence. We are also establishing our first Human Rights Committee, including representatives from Legal, Human Resources, Procurement, Trade Compliance and other functions.

> "We are dedicated to upholding and respecting the human rights of everyone who supports and contributes to our business. To do so, we rely on a robust system of policies, practices and mechanisms that embed human rights considerations throughout our value chain."

Alicia Zonetti,
VP, Chief Labor Employment and Benefits Counsel

Community Impact

Our Ambition

10 million people impacted through STEM education by 2030

Our Results

1.1M people impacted in 2023

4.2M impacted since 2020

We strive to be a good corporate citizen wherever we operate, giving back to our communities in locally relevant ways. As we are a company built on delivering game-changing technologies, this includes helping develop the next generation of innovators through STEM education.

Our employee-driven approach empowers employees to support positive change. Our Community Ambassador Program, active for over eight years in more than 30 countries, empowers over 100 ambassadors and local councils to drive community giving.

Over 50 percent of our annual charitable spend is allocated by local employee councils, grounding our donations in the individual needs of communities. Our community involvement also extends to volunteering, and we offer a volunteer incentive program to active full-time and part-time TE employees in most of our global locations. We also have a matching gift program for U.S. employees.

Our FY2023 Impact

We support various communities through our charitable initiatives, aligned with the diversity of our geographic presence. During fiscal year 2023, we donated $5.3 million to hundreds of causes, from both our corporate program and the TE Connectivity Foundation.

Relief Efforts

Globally, many communities face sudden, disruptive and even life-changing disasters. To best cater to people's immediate needs, we support those that surround our operations.

Supporting People in Ukraine

In fiscal year 2023, TE continued supporting humanitarian relief in Ukraine by donating $50,000 to the International Committee of the Red Cross (ICRC) through the TE Connectivity Foundation. This adds to our $100,000 contribution at the onset of the crisis. Community Ambassadors and local teams have also collectively donated over $100,000.

In collaboration with Technovation, the TE Connectivity Foundation granted an additional $50,000 to a team of young Ukrainian women who developed a refugee assistance app called Refee after being impacted by the invasion. This grant will support their participation in a global technology development program.

Natural Disasters TE Responded to in FY2023

The Turkey and Syria earthquakes, February 2023

The earthquake in Morocco, September 2023

The sandstorm in Empalme, Mexico, July 2023

Total donated

$225k

Continuing Impact With the TE Foundation

Through the TE Connectivity Foundation, we increase access to technology and engineering, focusing on women and underserved populations. In 2023, the Foundation granted $1.02 million to three global partner organizations: Girl Up, Technovation and SMASH.

With Girl Up, the Foundation's grant helped reach more than 20,000 young people with STEM and leadership skills sessions, including global STEM Bootcamps where TE employees mentored participants.

With Technovation, when conflict began in Ukraine during the 2022 competition season, a girl's coding team from the country pivoted their technology solution toward an app to help refugees, particularly children, seek resources. In 2023, with help from a special grant from the TE Connectivity Foundation, the young women were able to publish their app and even won the International Children's Peace Prize for their work.

Supporting Young People

Through our largest charitable partner, FIRST Robotics, we supported over 130 robotics teams for children of all ages in fiscal year 2023. Our contribution includes funding and mentorship, sponsorships for regional competitions and core support for the global championships. We also supported youth near our U.S. headquarters through continued work with the Children's Hospital of Philadelphia and the Franklin Institute.

The TE AI Cup

In fiscal year 2023, we continued the TE AI Cup, an internal program, working with more than 200 students from over 25 universities globally to solve real-world manufacturing challenges with AI. Each university partnered with a site to address a relevant issue, with the winning teams awarded scholarships.

One of the winning solutions emerged from the Scarlet Knights of Rutgers University, who worked closely with TE engineers to develop an advanced cable assembly parameters prediction system with AI machine learning. This system operates at a remarkable speed, up to 600,000 times faster than the previous method. This innovative solution greatly enhances testing efficiency and has the potential to generate significant capital expenditure savings.

Role Models for Local Communities

In August 2023, our Bangalore, India team invited 31 female students from Shishu Mandir, a registered nongovernmental organization providing free education to disadvantaged children in India, to attend STEM learning sessions, including a visit to our 3D print lab. The students heard from TE leaders, including a senior Energy Project Management Engineer who discussed her experience as a woman in mechanical engineering. They also had an opportunity to listen to local leaders in a panel discussion on the significance of STEM and the importance of financial independence for women.

Our Next Steps

We will continue to extend our giving spirit through employees volunteering and support for causes they care about, including our volunteer incentive program for global TE employees and matching gift program for U.S. employees.

Governance

Governing Responsibly

Our core values — integrity, accountability, inclusion, innovation and teamwork — are the guiding principles we use to build our continued success and win together in global markets.

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Ethics & Compliance

TE Connectivity's governance practices enforce high standards of ethical oversight and provide the diverse leadership we need to succeed as an employer and industry leader.

In fiscal year 2023, TE hosted 165,000[7] training sessions and achieved over 99 percent completion rate for our global Guide to Ethical Conduct training.

[7] This number has been rounded for presentation purposes and includes sessions on an external e-learning vendor's learning management system (LMS). It excludes Ethical Connections discussions held by people managers and other live ethics and compliance trainings delivered at company-wide leadership programs. It does not include trainings completed on the internal LMS Learn@TE and other trainings that are tracked separately.

Guide to Ethical Conduct

TE's Guide to Ethical Conduct outlines our core values and the ethical principles that apply to our employees and business partners, including resources to support decision-making.

During fiscal year 2023, we updated the Guide to Ethical Conduct. Our inclusion value was added, as well as new sections on diversity, equity and inclusion, wellbeing and community and charitable giving. The human rights and social responsibility sections were merged to reflect a more holistic management approach that covers both our own operations and our supply chain.

The Guide's accessible design was also updated to better accommodate visually impaired readers. The revised version was approved by TE's Board of Directors in September 2023 and subsequently communicated internally and externally in line with applicable regulations.

Anti-Bribery and Anti-Corruption

Regardless of which laws apply, TE Connectivity prohibits and maintains a zero-tolerance principle for bribery and corruption in all circumstances, wherever we operate. TE's Guide to Ethical Conduct and policies outline the behavior expected of everyone — Board members, management, employees and business partners — and provide clear advice on how to recognize red flags and avoid bribery and corruption.

Continual Evolution of the Ethics & Compliance Program

To support our commitment to EHS responsibility, the Ethics & Compliance team collaborated with the EHS and Operations teams to create a global EHS Policy. The new policy builds upon our existing framework and adds increased accountability and a zero-tolerance mindset. Additionally, we developed targeted Ethical Connections scenarios — anonymized real-life cases — on safety and will be adding a special topic around safety to our fiscal year 2024 Guide to Ethical Conduct commitment campaign. To ensure compliance with global regulatory requirements and best practices, we enhanced our compliance training and communication program and created a strategic global position to oversee it.

In response to regulators' increased expectations for data-driven compliance programs, we created a Compliance Data Analytics and Monitoring Managerial position. This manager will help link various data points in the Law department. They have also initiated various actions to enhance assessment of Ethics & Compliance program effectiveness while improving compliance decision-making, risk management, proactive fraud detection and monitoring, and analytical support for Law department initiatives.

Our Next Steps

For fiscal year 2024, we plan to conduct a holistic Ethics & Compliance program assessment together with external consultants. We will also roll out an all-employee Ethics Attitude survey.

"Our approach to governance exemplifies our values of delivering the highest standards for customers while safeguarding the environment through ethical oversight of our value chain. It's a privilege to serve the communities we operate in, and vital that we do all we can to operate as an effective and mindful entity."

John Jenkins,
EVP General Counsel

Ombudsman

TE's Office of Ombudsman serves as a confidential, impartial resource for employees, suppliers, investors, customers and other third parties to report legal or TE policy violations and ethical concerns.

Operating independently, the Ombudsman reports directly to the chair of the Audit Committee of our Board. Regular meetings with executive leadership delve into significant reporting themes, trends and root cause analyses. This proactive approach aids in addressing matters that might otherwise disrupt operations or impact employee morale and confidence. The Ombudsman oversees TE's Reporting and Investigations program — including resources such as ConcernLINE, ConcernNET and ConcernAPP — and any subsequent corrective actions.

TE's Employee Relations Center of Excellence (ER function) is overseen by the Office of Ombudsman. It is responsible for addressing workplace-related concerns received through reporting channels in a consistent, efficient manner. The ER function analyzes case data, identifying themes, trends and root causes, and shares these insights with key HR stakeholders.

In fiscal year 2023, the Office of Ombudsman received approximately 1,250 reports. When broadly separated into two categories, approximately 80 percent were workplace-related concerns, and the rest were compliance issues (for example, legal, regulatory or policy matters). Approximately 50 percent were anonymously made.

All reports are taken seriously and reviewed and addressed in an appropriate, timely manner. For matters closed during fiscal year 2023, over 55 percent were substantiated or otherwise actionable, enabling TE to correct misconduct, change business processes, rectify inefficiencies, clarify policies or take other corrective action.

The Office of Ombudsman has multiple policy documents on its internal investigation program, publicly available on the Office of Ombudsman page on te.com.

Risk Management

Our Enterprise Risk Management (ERM) framework guides yearly evaluations for all business units and corporate functions. Our approach emphasizes accountability, involving risk owners in developing mitigation strategies.

The framework guides targeted analyses of identified risks and the establishment of governance and accountability structures for each. We remain vigilant in monitoring new and emerging risks.

Our annual integrated risk assessment is an analysis of cross-enterprise risks, involving surveys and interviews with senior business and function leaders. We collaborate with risk owners and stakeholders to develop relevant risk analysis and mitigation plans, ensuring ongoing progress through regular touch points. Participants in this process contribute to our assessment of the enterprise's environment, social, and governance ESG risk profile, identification of ESG-related risk issues and the development and implementation of risk control and mitigation opportunities.

The highest-ranking person with dedicated operational-level risk management responsibility is John Jenkins, EVP and General Counsel, who reports to the CEO. The highest-ranking person with operational-level responsibility for monitoring and auditing risk management performance is John Turey, Chief Risk Officer, who reports to the EVP and General Counsel. Both roles are structurally independent of business lines. The ERM function sits within the corporate Law department (structurally independent of business lines) and reports regularly and directly to the Board, business and corporate leadership teams. This reporting is fully operationally independent of individual businesses and business leaders.

Supply Chain Risks

Effective supply chain management is essential for ensuring suppliers comply with our rigorous standards. We have a supply chain risk-identification process that includes:

- Identifying sole-source parts/suppliers.
- New product review and approval to ensure the best supplier is selected; capacity constraint review coordinated with monitoring market conditions to identify shortages.
- Forecast sharing to enable suppliers to manage production and meet orders.
- Audits for select high-risk suppliers, including an escalation process and corrective actions.
- Ongoing comprehensive quarterly business reviews with suppliers.

Governance

We believe an engaged leadership sets the tone for the work we do and enhances our chances for success.

Our Board and Executive Leadership

Our Board is responsible for aligning our management with leading ethical standards and working in the best interests of our shareholders.

We believe we benefit from having directors that display a range of diverse viewpoints, backgrounds and experiences, as well as diversity regarding gender, race, ethnicity, sexual orientation, national origin and underrepresented groups. As of our Annual Meeting of Shareholders on March 15, 2023, our Board had 12 members, of whom 66 percent were diverse. Of these, four identified as women, one as African American, one as LGBTQ+ and three as ethnically or geographically diverse or born outside the U.S.

Learn more about our leadership on www.te.com and in our Proxy Statement.

Cybersecurity and Data Protection

Our clients trust us with their intellectual property and confidential corporate details, while employees trust us with their personal information. We take cybersecurity and data protection seriously, with Board-level and executive management responsibility. Our Chief Information Security Officer, Todd Bearman, provides executive management of TE's global cybersecurity and data protection program. External auditors review our information technology infrastructure and information security processes.

Our Information Security Policy is internally available to all employees and we encourage them to raise related concerns through our Office of Ombudsman. We conduct mandatory annual security trainings as well as ad hoc trainings on new and changing risks. These include monthly phishing exercises for information system users and cross-business trainings on data protection and security. We also maintain cybersecurity insurance coverage.

Our robust Privacy Compliance program helps us comply with legal obligations when processing the personal information of our business partners and employees. Our aim is to be viewed as a trustworthy business partner and employer, going beyond compliance with data protection laws and proactively managing personal information.

Tax

TE is committed to complying with tax laws in all jurisdictions where we conduct business, and we pay our fair share of taxes on a timely basis. You can read more about tax spend in our Annual Report and in our Tax Strategy.

Executive Compensation

TE's executive compensation philosophy is designed to reward executives who meet individual and corporate performance objectives, and to attract, motivate and retain leaders who increase shareholder value and play an integral role in advancing our strategic priorities. For detailed information, please review TE Connectivity's Proxy Statement.

Responsible Government Engagement

The Global Government Affairs (GGA) team engages with governments at every level, civic stakeholders and the business community to enact public policy that serves our business, shareholders, customers, employees and society as a whole.

Working strategically with government officials and thought leaders, the GGA team helps shape public policy and political decisions that affect TE's operating environment and the global economy.

Engaging With Trade Associations

TE Connectivity holds memberships with the U.S. National Foreign Trade Council, U.S. Chamber of Commerce, Meridian International Center, US-China Business Council, American Chamber of Commerce to the European Union and the US-ASEAN Business Council, which promote multilateral engagement in trade and investment as well as cultural and economic exchange. Our full list of trade association memberships can be found online.

Lobbying and Political Contributions

In the U.S., TE is engaged in the political process through TE's Employee Political Action Committee (TEPAC). TEPAC exists to promote TE's business priorities and values by supporting elections of state and federal candidates who represent TE's U.S. sites, hold leadership positions or champion TE's key issues.

TEPAC's funding is voluntarily pooled by eligible and interested employees and directors, with contributions approved by the TEPAC Board of Directors through a nonpartisan approach. TEPAC reporting and additional information about corporate political action committees can be found online.

ESG Governance

One Connected World Network

Our One Connected World Network (OCWN) meets quarterly to report progress, share best practices and collaboratively discuss relevant topics. This is supported by consistent progress reports for our Executive Committee and Board of Directors. The network also participates in external groups and engagements, determines whether we will take part in external surveys and assesses ideas and requests for sustainability.

We launched the OCWN to put leadership at the heart of our corporate responsibility strategy. As part of its duties, the OCWN creates the action plans and metrics that define how we work toward each of our ambitions. Executive leadership members include our EVP and General Counsel, Chief Human Resources Officer and SVP, Operations. They are supported by subject-matter experts who advise on program feasibility, which helps us adopt strong governance principles and a commitment to ethical business across every aspect of our strategy.

In 2023, in addition to program updates and accountability for our ambitions, we continued to utilize the OCWN to understand ESG megatrends, update our materiality assessment, refresh our One Connected World strategy and prepare for upcoming required reporting.

Board and Executive Oversight

To embed One Connected World across our business, we ensure both Board-level and executive-level engagement.

Our Board receives:

- Annual briefing of the full scope of ESG programs to the whole Board and a subsequent briefing to the Nominating, Governance and Compliance Committee (NGCC).
- Interim briefings to the NGCC and Management Development and Compensation Committee on specific topics, including EHS and human capital.
- Review of Statement of GHG Emissions, Energy Consumption and Water Withdrawal by the Audit Committee.
- Twice-yearly briefings to the joint Audit Committee and NGCC on company cybersecurity policies and practices.

Various executive team members are engaged, including:

- Our SVP, Operations, EVP and General Counsel and Chief Human Resources Officer take leadership roles to drive cross-organizational progress on One Connected World.
- Our Vice President of Investor Relations champions the voices of our owners.
- Our Vice President of Global Government Affairs and Corporate Responsibility chairs the OCWN alongside our Senior Manager, Global Corporate Responsibility.

You can find out more about Board-level oversight of ESG in our Proxy Statement.

Segment and Business Unit Leads

As of the publication of this report, all three segments and our Automotive, Energy, Industrial Equipment, Aerospace, Defense and Marine, Medical, Commercial Transportation, Sensors, Appliances, and D&D business units and our Procurement function have designated sustainability leads. These positions are managing sustainability for their businesses globally, helping ensure we meet customer expectations and aligning with our One Connected World strategy.

About This Report

This report reflects progress toward our corporate responsibility strategy One Connected World, adherence to the principles of strong ESG management, and transparency and integrity in reporting.

Unless otherwise stated, the data and information provided in this report reflect our performance in TE Connectivity's fiscal year 2023, which ended September 29, 2023, reported on a global, enterprise-wide basis.

The TE Connectivity Foundation operates on a calendar-year basis. References in this report to the TE Connectivity Foundation are to its 2023 calendar year.

Please note all references to currency and valuations in this report are expressed in United States Dollars (USD).

This is our 14th Corporate Responsibility Report and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards at the Core level and relevant recommendations from the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD). Our full GRI Index is available beginning on page 57. Additionally, SASB and TCFD alignment is available on page 65–68.

Deloitte LLP performed a review on management's assertion related to our Statement of GHG Emissions, Energy Consumption and Water Withdrawal. See TE's fiscal year 2023 Independent Account Review Statement to view their assurance statement.

Since 2011, TE has been a proud signatory of the UN Global Compact. Through our commitment, we have developed our thinking around our broader impact and how our operations, products and engagement can help meet the SDGs. TE Connectivity reports to NQC, EcoVadis, CDP and S&P Global's Dow Jones Sustainability Indices, among others.

We welcome feedback from our stakeholders on both our reporting and our performance. Please visit www.te.com/responsibility or write to us at TECorporateResponsibility@te.com

Forward-Looking Statements

This Corporate Responsibility Report contains certain "forward-looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. These statements are based on management's current expectations and are subject to risks, uncertainty and changes in circumstances, which may cause actual results, performance, financial condition or achievements to differ materially from those anticipated.

All statements contained herein that are not clearly historical in nature are forward-looking and the words "anticipate," "believe," "expect," "estimate," "plan" and similar expressions are generally intended to identify forward-looking statements. We have no intention and are under no obligation to update or alter (and expressly disclaim any such intention or obligation to do so) our forward-looking statements, whether as a result of new information, future events or otherwise, except to the extent required by law.

The forward-looking statements in this report include statements addressing our future financial condition and operating results, and our ESG goals. In addition, the actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed or forecast in this report, may differ materially in the future.

Examples of factors that could cause actual results to differ materially from those described in the forward-looking statements include, among others: business, economic, competitive and regulatory risks, such as conditions affecting demand for products in the automotive and other industries we serve; competition and pricing pressure; fluctuations in foreign currency exchange rates and commodity prices; natural disasters and political, economic and military instability in countries in which we operate; developments in the credit markets; future goodwill impairment; compliance with current and future environmental and other laws and regulations; and the possible effects on us of changes in tax laws, tax treaties and other legislation.

More detailed information about these and other factors is set forth in TE Connectivity Ltd's Annual Report on Form 10-K for the fiscal year ended September 29, 2023, as well as in our Quarterly Reports on Form 10-Q, Current Reports on Form 8-K and other reports we have filed with the U.S. Securities and Exchange Commission.

TE Connectivity, TE and TE connectivity (logo) are trademarks. This report further contains other trademarks of ours and additional trade names and trademarks of other companies that are not owned by TE Connectivity. We do not intend our use or display of other companies' trade names or trademarks to imply an endorsement or sponsorship of us by such companies, or any relationship with any of these companies.

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Engaging With Stakeholders

We engage stakeholders to gather their views and interests about TE, our performance, our culture and our community engagement. This is particularly valuable in understanding and addressing the issues that are most material for our stakeholders and, therefore, our business. It also informs our corporate responsibility strategy and reporting.

As part of our stakeholder engagement process, TE Connectivity has solicited stakeholder feedback on identifying the material topics that are most relevant for our business and its impacts. To learn more about those issues and our materiality analysis, please see our Double Materiality Report.

Customers

- Annual customer satisfaction survey
- Participation in customer audits and surveys
- TE.com website, including customer service and e-commerce
- Partnering with distributors
- Working with key trade associations and industrial coalitions on policy development and issues of importance
- Close collaboration to help suppliers adhere to the Guide to Supplier Social Responsibility

Employees

- Regular informal engagement through team meetings
- Internal communications
- Employee mobile application
- Quarterly full-company CEO town hall meetings, along town halls within business units and functions
- Annual leadership and sales meetings
- Employee engagement survey
- Annual ethics training and certification on Guide to Ethical Conduct and annual training on anti-corruption and other policies
- Community investments through corporate giving and through the TE Connectivity Foundation
- Employee volunteering and participation in local communities

Shareholders

- Regular meetings with investors
- Annual Meeting of Shareholders
- Annual Report
- Proxy Statement
- Corporate Responsibility Report
- Sustainability investment indices
- Investor Relations website

Performance Summary

			FY 2021	FY 2022	FY 2023
	PLANET[1]				
ENERGY USE	Energy Use	MWh	1,328,692	1,307,815	1,247,908
	Energy Use (intensity)	MWh/Net Sales in USD Millions ($)	89	80	78
	Percentage Renewable Energy	Percentage (%)	28	50	66
	Percentage Renewable Electricity	Percentage (%)			77
GHG EMISSIONS	GHG Emissions (Scope 1 and 2)	Metric Tons CO_2 Equivalent	361,338	237,892	146,113
	Scope 1 GHG Emissions	Metric Tons CO_2 Equivalent	71,479	58,013	44,750
	Scope 2 GHG Emissions (Market-Based)	Metric Tons CO_2 Equivalent	289,859	179,879	101,363
	Scope 1 and 2 GHG Emissions (Intensity)	Metric Tons of CO_2e/Net Sales in USD Millions ($)	24	15	9.1
	SF_6 Gas Releases	% Reduction Since FY2010	73	82	92
	Scope 3 Emissions[2]	Metric Tons CO_2 Equivalent	3,799,670	3,341,036	3,204,243
	Total Goods & Services Emissions	Metric Tons CO_2 Equivalent	3,410,695	2,875,031	2,879,641
	Capital Goods	Metric Tons CO_2 Equivalent	N/A	202,550	100,169
	Fuel- and Energy-Related Activities	Metric Tons CO_2 Equivalent	81,587	75,737	57,141
	Upstream Transportation and Distribution	Metric Tons CO_2 Equivalent	250,301	171,581	156,761
	Business Travel	Metric Tons CO_2 Equivalent	3,483	16,137	10,531
WASTE	Waste Generated[3]	Metric Tons	126,482	109,791	103,278
	Total Hazardous Waste Generated	Metric Tons	8,051	9,022	7,779
	Total Materials Recycled/Reused	Metric Tons	106,114	89,406	88,437
	Waste Directed to Disposal	Metric Tons	20,368	20,384	14,841
	Hazardous Waste Disposed	Metric Tons	5,426	5,258	2,915
	Non-Hazardous Waste Disposed	Metric Tons	14,942	15,126	11,926
	Ratio of Waste Recycled to Disposed	Ratio	5.2	4.4	6
	Percentage of Hazardous Waste Recycled	Percentage (%)	33	42	63
WATER	Total Water Withdrawal[4]	Millions of Gallons	871	737	664
	Total Water Withdrawal — Utility Municipal	Millions of Gallons	637	642	580
	Total Water Withdrawal — Groundwater	Millions of Gallons	229	91	80
	Total Water Withdrawal — Recycle	Millions of Gallons	5	4	4
	Total Water Discharge	Millions of Gallons	796	624	572

Performance Summary

			FY 2021	FY 2022	FY 2023
	ECONOMIC				
SALES	Total Net Sales	USD Millions ($)	14,923	16,281	16,034
	Total Net Sales by Segment (Transportation)	USD Millions ($)	8,974	9,219	9,588
	Total Net Sales by Segment (Industrial)	USD Millions ($)	3,844	4,490	4,551
	Total Net Sales by Segment (Communications)	USD Millions ($)	2,105	2,572	1,895
	Total Net Sales (Americas Region)	USD Millions ($)	4,078	4,803	4,670
	Total Net Sales (Americas Region)	Percentage of Total Net Sales (%)	27	30	29
	Total Net Sales (APAC Region)	USD Millions ($)	5,374	5,771	5,156
	Total Net Sales (APAC Region)	Percentage of Total Net Sales (%)	36	35	32
	Total Net Sales (EMEA Region)	USD Millions ($)	5,471	5,707	6,208
	Total Net Sales (EMEA Region)	Percentage of Total Net Sales (%)	37	35	39
PRODUCT INNOVATION	Total Patents Granted or Pending	Number (#)	15,000+	15,000+	15,000+
	Total Research, Development and Engineering	USD Millions ($)	677	718	708
ECONOMIC VALUE GENERATED	Total Contributed to Local Economies Through Localization Efforts	USD Millions ($)	2,900	3,300	3,100
	PEOPLE				
COMMUNITY IMPACT	Total Charitable Giving (Corporate, not including Matches and Volunteer Grants)	USD Millions ($)	3.56	3.36	3.54
	Charitable Giving, TE Matches of Employee Donations and Volunteer Grants	USD Millions ($)	0.73	0.81	0.73
	Total Charitable Giving (TE Connectivity Foundation)	USD Millions ($)	1.28	1.45	1.02
	Total Charitable Giving (Foundation and Corporate)	USD Millions ($)	5.57	5.62	5.29
	Total Charitable Giving (Education and Technology Focus)	Percentage (%)	52	56	64
	Total Charitable Giving (Health and Human Services Focus)	Percentage (%)	48	44	36
	Total People Impacted in Next-Generation Technology Education, STEM	Number (#)	919,290	1,480,686	1,108,374
	Total Volunteer Hours by TE Employees	Number (#)	12,000+	9,000+	10,000+
	Total Employees[5]	Number (#)	89,000	92,000	90,000

Performance Summary

			FY 2021	FY 2022	FY 2023
EMPLOYEES	Total Number of Employees (Americas Region)	Number (#)	28,000	28,000	27,000
	Total Number of Principal Manufacturing Sites (Americas Region)	Number (#)	35	36	38
	Total Number of Employees (APAC Region)	Number (#)	24,000	27,000	25,000
	Total Number of Principal Manufacturing Sites (APAC Region)	Number (#)	22	25	24
	Total Number of Employees (EMEA Region)	Number (#)	37,000	37,000	38,000
	Total Number of Principal Manufacturing Sites (EMEA Region)	Number (#)	46	45	42
	Total Number of Manufacturing Employees (Worldwide)	Number (#)	56,000	56,000	54,000
	Total Number of Employees by Category[6]				
	Part-Time, Male	Number (#)	681	946	1,125
	Part-Time, Female	Number (#)	707	787	827
	Full-Time, Male	Number (#)	41,591	43,964	43,031
	Full-Time, Female	Number (#)	29,586	31,193	30,366
	Permanent, Male	Number (#)	42,272	44,128	43,365
	Permanent, Female	Number (#)	30,275	31,564	30,748
	Temporary, Male	Number (#)	674	782	791
	Temporary, Female	Number (#)	431	416	445
	Engagement Index	Score (#)	80	81	79
WORKPLACE HEALTH & SAFETY	Lost Time Injury Frequency Rate	Number (#)	0.14	0.10	0.09
	Total Recordable Incident Rate	Number (#)	0.21	0.15	0.14
	Manufacturing Plants Completing the Year With One Recordable Injury Illness or Fewer	Percentage (%)	67	81	78

Performance Summary

			FY 2021	FY 2022	FY 2023
DIVERSITY, EQUITY, INCLUSION & BELONGING	Employees by Gender (Female)	Percentage (%)	42	41	41
	Employees by Gender (Female Leadership)	Percentage (%)	25	27	28
	Employees by Gender (Male)	Percentage (%)	58	58	58
	Employees by Gender (Male Leadership)	Percentage (%)	75	73	71
	Women by Management Level (Top Management)	Percentage (%)	21	24	28
	Women by Management Level (Middle Management)	Percentage (%)	30	31	26
	Total Women in Leadership Positions Worldwide	Number (#)	184	220	248
	Women in Revenue-Generating Positions (Sales, Operations, Managers, Customer Services or Engineering)	Percentage (%)	15	16	17
	Women in STEM Roles	Percentage (%)	15	15	16
	ERG Membership	Number (#)	6,237	8,478	9,410
	Inclusion Index	Score (#)	73	74	74
TRAINING	Average Hours of Training by Employee Category[7]				
	Band 0	Number of Hours (#)	4.0	0.5	1.0
	Band 1	Number of Hours (#)	3.4	2.5	1.3
	Band 2	Number of Hours (#)	3.4	3.4	2.2
	Band 3	Number of Hours (#)	6.0	5.8	1.3
	Band 4	Number of Hours (#)	9.3	10.6	1.0
	Band 5	Number of Hours (#)	5.7	5.4	8.0
	Band 6	Number of Hours (#)	1.9	1.6	4.1
	Total Number of Courses Offered on LEARN@TE[8]	Number (#)	29,756	23,266	23,266
	Total Hours of Training on LEARN@TE[8]	Number of Hours (#)	172,689	231,237	211,222
	Total Hours of Training by Gender[7]	Number of Hours (#)		Did not disclose — 4,241	Did not disclose/ Unknown/Blank — 874
			Female — 54,650	Female — 58,307	Female — 71,677
			Male — 115,450	Male — 119,856	Male — 144,356

Performance Summary

	GOVERNANCE		FY 2021	FY 2022	FY 2023
OMBUDSMAN	Total Number of Matters Reported to the Office of Ombudsman	Number (#)	Approximately 1,060	Approximately 1,200	Approximately 1,250
	Total Number of Matters Reported to the Office of Ombudsman Related to Human Rights	Number (#)	0	0	0
	Matters Reported to the Ombudsman and Found to be Substantiated	Percentage (%)	48	43	46
	Unsubstantiated Allegations That Led to Additional Corrective Actions	Percentage (%)	11	9	10
ETHICS AND COMPLIANCE	Employees Who Certified Their Compliance With TE's Guide to Ethical Conduct[9]	Percentage (%)	99+	99+	99+
	Total Ethics and Compliance Trainings Completed (Company-Wide)[10]	Number (#)	108,100+	120,000+	165,000
	Total Additional Certifications to TE's Guide to Supplier Social Responsibility	Number (#)	6,069	4,140	5,863
	Total Conflict Minerals Survey Supplier Response Rate[11]	Percentage (%)	70	78	60
	Total Conflict Minerals Survey Responses Used in Connection With Conflict Minerals Report	Number (#)	114,667	106,973	94,046
	Total Corrective Actions	Number (#)	1,901	1,084	859
	Total Amount of Monetary Losses Incurred as a Result of Legal Proceedings Related to Bribery/Corruption	USD Millions ($)	0	0	0
	Total Amount of Monetary Losses Incurred as a Result of Legal Proceedings Related to Anti-Competitive Behavior	USD Millions ($)	0	0	0
ESG GOVERNANCE	Board Diversity[12]	Percentage (%)	66	66	66
VALUE CHAIN	Total Direct Material Suppliers	Number (#)	9,496	9,344	8,955
	Total Indirect Material Suppliers	Number (#)	22,675	23,069	22,038
	Total Direct and Indirect Suppliers	Number (#)	32,171	32,413	30,993
	Total Site Audits and Quality Audits Conducted	Number (#)	498	559	477

1 Data for all periods excludes facilities associated with our acquisition of Kries. Data for fiscal year 2021 and fiscal year 2022 excludes our acquisitions of Laird Connectivity's external antennas business, Kemtron LTD., and Linx Technologies. Data for acquisitions from ERNI Electronic, DRI Relays, microLIQUID and Wi Inc. is excluded from fiscal year 2021.

2 For fiscal year 2023, TE is reporting its top Scope 3 categories and business travel. These categories correspond to our target submission, which has been validated by the Science Based Target initiative. For Purchased Goods & Services in fiscal year 2023, TE utilizes a hybrid method where Scope 3 emissions are calculated using both weight- and spend-based emissions factors. Spend-based emissions use the U.S. EEIO model. For weight-based calculations, TE prioritizes using supplier specific data; if supplier data is not available, recognized third-party factors, including those from ecoinvent, are used. Upstream Transportation and Distribution Scope 3 emissions continue to use the Cefic/ECTA method of calculation. The Business Travel category considers distance- and aircraft-based calculations based on data provided by our travel partners. For fiscal year 2023, for Scope 3 Fuel- and Energy-Related Activities, we use a market-based approach. The energy-related activities were calculated using actual energy data and 2021 published conversions from the UK Department for Business, Energy and Industrial Strategy (BEIS).

3 We restated our fiscal year 2021 waste and recycled materials data due to improvements in our data-collection processes.

4 Our water withdrawal by source includes groundwater and municipal/other vendor water supplies. In fiscal year 2023 we began tracking rainwater categorized as surface water. We do not have other material surface water withdrawals. We do not use wastewater from another organization as a water withdrawal source. Other sources are not material.

5 Includes contract employees and agency temporary workers.

6 Does not include contract employees.

7 Average hours represents only unique completers (those who participated in training) within our Learn@TE system.

8 We removed a group of courses from our Learn@TE platform in fiscal year 2022, hence the lower number of courses offered.

9 Percentage of TE employees that complete our Guide to Ethical Conduct training each year, which in fiscal year 2023 included human rights topics. However, we do not currently track the number of hours or percentage of employees who receive dedicated human rights training. Our Guide to Ethical Conduct training in fiscal year 2023 included active employees on TE's payroll at the time of the commitment campaign, which ran from April to May 2023.

10 This number has been rounded for presentation purposes and includes sessions on an external e-learning vendor's learning management system. It excludes Ethical Connections discussions held by people managers and other live ethics and compliance trainings delivered at company-wide leadership programs. It does not include trainings completed on the internal LMS Learn@TE and other trainings that are tracked separately.

11 The fiscal year 2023 response rate is through February 2024; however, the campaign is not complete as of publication of this report.

12 Of the 12 directors on the Board of Directors, four identify as women, one identifies as African American, one identifies as LGBTQ+ and three directors identify as ethnically or geographically diverse or born outside the U.S.

Notes for information on page 5

Global consumption of EVs at 10 million units per year (Source: EV Volumes). EVs emit 2,727 pounds (1.24 metric tons) of CO_2e per vehicle per year while gasoline vehicles emit 12,594 pounds (5.71 metric tons) of CO_2e per vehicle per year. (Source: United States Department of Energy). The EV and gasoline vehicle calculations take into account emissions differences in the use phase of the products, which includes emissions from electric power for charging EVs. They do not take into account emissions from production of EV or ICE vehicles.

Renewable energy savings were calculated using global wind power capacity (Source: https://gwec.net/global-wind-report-2022/) and global solar capacity (Source: https://www.statista.com/statistics/280220/global-cumulativeinstalled-solar-pv-capacity/).

Data center and household equivalency was calculated using the U.S. Environmental Protection Agency's average electricity use per household and average energy savings of select products.

Referenceds the GHG Protocol and World Resources Institute's guidance for reporting avoided emissions.

These statements are for demonstration purposes only. They are not meant to suggest that TE Connectivity or its subsidiaries actively contribute to or take credit for this carbon reduction. The assumptions made are to showcase TE's participation in a broader industry that is having a positive climate impact. This calculation was made separately from, and not related to, the company's GHG inventory.

GRI Index

TE has reported the information cited in this GRI content index for the period October 1, 2022 to September 29, 2023 with reference to the GRI Standards.

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI:2 General Disclosures 2021		
2-1	Organizational details	2023 Form 10-K, p1 2023 Corporate Responsibility Report > About TE Connectivity > Global Sales by Region, p7
2-2	Entities included in the organization's sustainability reporting	2023 Corporate Responsibility Report > About This Report, p49 2023 Annual Report, p40
2-3	Reporting period, frequency and contact point	2023 Corporate Responsibility Report > About This Report, p49 2023 Form 10-K, pp1, 64
2-4	Restatements of information	We restated our fiscal year 2021 waste and recycled materials data due to improvements in our data-collection processes.
2-5	External assurance	2023 Corporate Responsibility Report > About This Report, p49 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report
2-6	Activities, value chain and other business relationships	2023 Corporate Responsibility Report > Sustainable Supply Chain, pp27–28 2023 Annual Report, pp1–7 TE Connectivity Guide to Supplier Social Responsibility, pp14–15
2-7	Employees	2023 Corporate Responsibility Report > About TE Connectivity, p6 2023 Corporate Responsibility Report > Performance Summary > People, pp52–54 2022 TE Connectivity Consolidated EEO Report
2-8	Workers who are not employees	2023 Corporate Responsibility Report > About TE Connectivity, p6 2023 Corporate Responsibility Report > Performance Summary, pp52–54
2-9	Governance structure and composition	2023 Corporate Responsibility Report > ESG Governance, p48 2024 Proxy Statement, pp42–46 2024 Proxy Statement, p39 2024 Proxy Statement, pp21–33
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement, pp19–20
2-11	Chair of the highest governance body	2024 Proxy Statement, p21
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement, pp39–45 2023 Corporate Responsibility Report > ESG Governance, p48; Responsible Government Engagement, p47
2-13	Delegation of responsibility for managing impacts	2024 Proxy Statement, pp39–45 2023 Corporate Responsibility Report > ESG Governance, p48; Responsible Government Engagement, p47

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
2-14	Role of the highest governance body in sustainability reporting	2024 Proxy Statement, pp39, 42–46 Audit Committee Charter, p5 Nominating, Governance and Compliance Committee Charter, p6 TE Connectivity Double Materiality Report Our material topics are reviewed by our CEO, COO, Chief Human Resources Officer, SVP Operations and EVP General Counsel.
2-15	Conflicts of interest	Audit Committee Charter, p4 Nominating, Governance and Compliance Committee Charter, p5
2-16	Communication of critical concerns	2023 Corporate Responsibility Report > Ethics & Compliance, p45; Human Rights > Our FY2023 Impact, p40; Our Approach, p41
2-17	Collective knowledge of the highest governance body	2023 Corporate Responsibility Report > ESG Governance, p48; Performance Summary > People, pp52–54 2024 Proxy Statement, p31
2-18	Evaluation of the performance of the highest governance body	2023 Corporate Responsibility Report > Governance > Responsible Government Engagement, p47 2024 Proxy Statement, pp36–37 2023 Nominating, Governance and Compliance Committee Charter, pp2, 5
2-19	Remuneration policies	2024 Proxy Statement, pp52–80 2023 Corporate Responsibility Report > Governance, p47
2-20	Process to determine remuneration	2024 Proxy Statement, pp52–80
2-21	Annual total compensation ratio	2024 Proxy Statement, p76
2-22	Statement on sustainable development strategy	2023 Corporate Responsibility Report > A Conversation With CEO Terrence Curtin, p3; About TE Connectivity, p6; One Connected World, p8
2-23	Policy commitments	2023 Corporate Responsibility Report > Sustainable Supply Chain > Our Policies, p27; Human Rights > Our Policies, p40 Global Human Rights Policy, pp1–2 Guide to Supplier Social Responsibility, pp6–8 Responsible Minerals and Materials Policy TE Environment, Health, Safety and Environmental Sustainability Policy 2022 Slavery and Human Trafficking Statement, pp1–4 TE Connectivity Guide to Ethical Conduct, p42
2-24	Embedding policy commitments	2023 Corporate Responsibility Report > Human Rights, pp40–41; Workplace Health & Safety, pp38–39; Community Impact, pp42–43 Global Human Rights Policy TE Connectivity Guide to Ethical Conduct, p42 Guide to Supplier Social Responsibility, pp6–8
2-25	Processes to remediate negative impacts	2023 Corporate Responsibility Report > Human Rights, pp40–41; Performance Summary > Governance, p55 Guide to Supplier Social Responsibility, pp6–8, 20
2-26	Workplace health and safety mechanisms for seeking advice and raising concerns	2023 Corporate Responsibility Report > Human Rights, pp40–41; Performance Summary > Governance, p55 Guide to Supplier Social Responsibility, pp6–8, 20
2-27	Compliance with laws and regulations	2023 Corporate Responsibility Report > Ethics & Compliance > Compliance Liaisons, p45 2023 Form 10-K, pp17–18

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
2-28	Membership associations	2023 Corporate Responsibility Report > Responsible Government Engagement, p47; Engaging With Stakeholders, p50 TE Connectivity Membership of Trade Associations
2-29	Approach to stakeholder engagement	2023 Corporate Responsibility Report > Engaging With Stakeholders, p50; Double Materiality Assessment
2-30	Collective bargaining agreements	TE Connectivity Guide to Ethical Conduct, p14 Approximately 60 percent of TE employees are covered by collective bargaining agreements.
GRI 3: Material topics 2021		
3-1	Process to determine material topics	TE Connectivity Double Materiality Report
3-2	List of material topics	TE Connectivity Double Materiality Report
Economic		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	2023 Form 10-K, pp59–63 2023 Corporate Responsibility Report > TCFD Index, p66
201-1	Direct economic value generated and distributed	2023 Form 10-K, pp59–63
201-2	Financial implications and other risks and opportunities due to climate change	2023 Corporate Responsibility Report > TCFD Index, p66
201-3	Defined benefit plan obligations and other retirement plans	2023 Form 10-K, pp81–86
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Ethics & Compliance, p45; Sustainable Supply Chain, p27 TE Connectivity Annual Communication of Progress, p3 TE Connectivity Guide to Ethical Conduct, pp16–17 TE Anti-Bribery and Anti-Corruption Policy, p16
205-2	Communication and training about anti-corruption policies and procedures	Our anti-corruption policies and procedures are communicated to 99+ percent of employees through our Guide to Ethical Conduct; additionally, we conduct anti-corruption training for a risk-based target group. 2023 Corporate Responsibility Report > Ethics & Compliance, p45 TE Connectivity Guide to Ethical Conduct, pp16–17
GRI 206: Anti-Competitive Behavior 2015		
3-3	Management of material topics	TE Connectivity Guide to Ethical Conduct, p16
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	TE Connectivity Guide to Ethical Conduct, p16
Environmental		
GRI 301: Materials 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Waste, p20; Product Stewardship & Innovation, pp23–26 Responsible Minerals and Materials Policy
301-1	Materials used by weight or volume	2023 Corporate Responsibility Report > Product Stewardship & Innovation > Using a Data-Driven Approach, p25

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
301-2	Recycled input materials used	2023 Corporate Responsibility Report > Product Stewardship & Innovation > Using a Data-Driven Approach, p25
GRI 302: Energy 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Climate Change, pp12–14 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp1–7 2023 CDP Climate Change Report, C1.3, C2.2, C2.4, C3.3, C4.2, C4.3, C7.9, C8, C9, C10, C11 UNSDG Report, p9
302-1	Energy consumption within the organization	2023 Corporate Responsibility Report > Performance Summary > Planet, p51; SASB Alignment, p65 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, p2
302-3	Energy intensity	2023 Corporate Responsibility Report > Performance Summary > Planet, p51 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, p2
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	2023 Corporate Responsibility Report > Our Ambitions and Progress, pp9–10; Water, p19; Waste, p20 2023 CDP Climate Change Report, C3, C6, C10, C14 2023 Form 10-K, p6–7 2024 Proxy Statement, p39
303-2	Management of water discharge-related impacts	2023 Corporate Responsibility Report > Waste, p20
303-3	Water withdrawal	2023 Corporate Responsibility Report > Performance Summary > Planet, p51 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp2–7 2023 CDP Water Security Report, W1.2b, W1.2d
303-4	Water discharge	2023 Corporate Responsibility Report > Performance Summary > Planet, p51
GRI 305: Emissions 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Climate Change, pp12–14 2023 Form 10-K, pp6–7, 16 2023 CDP Climate Change Report, C5–C7
305-1	Direct (Scope 1) GHG emissions	2023 Corporate Responsibility Report > Performance Summary > Planet, p51 2023 Corporate Responsibility Report > TCFD Index, p66 2023 CDP Climate Change Report, C0, C6, C5, C7, C10 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp1–7
305-2	Energy indirect (Scope 2) GHG emissions	2023 Corporate Responsibility Report > Performance Summary > Planet, p51 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp1–7 2023 Corporate Responsibility Report > TCFD Index, p66 2023 CDP Climate Change Report, C0, C4, C6, C10
305-4	GHG emissions intensity	2023 Corporate Responsibility Report > Performance Summary > Planet, p51 2023 CDP Climate Change Report, C6 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp1–7

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 306: Waste 2020		
3-3	Management of material topics	2023 Corporate Responsibility Report > Water, p19; Waste, p20 2023 Form 10-K, p6–7 2024 Proxy Statement, p39 Guide to Supplier Social Responsibility, pp11–12
306-1	Waste generation and significant waste-related impacts	2023 Corporate Responsibility Report > Our Ambitions and Progress, pp9–10; Water, p19; Waste, p20 UNSDG Report, p8
306-2	Management of significant waste-related impacts	2023 Corporate Responsibility Report > Water > Our Next Steps, p19; Waste, p20 Guide to Supplier Social Responsibility, pp11–12 UNSDG Report, p8
306-3	Waste generated	2023 Corporate Responsibility Report > Performance Summary > Planet, p51; SASB Alignment, p65 Total weight of waste in metric tons: On-site: 0%, 0 metric tons Off-site: 100% 5,258 metric tons hazardous waste 15,126 metric tons non-hazardous waste
306-4	Waste diverted from disposal	2023 Corporate Responsibility Report Our Ambitions & Progress, p9; Climate Change > Our Next Steps, p14; Waste, p20; Performance Summary > Planet, p51; SASB Alignment, p65
306-5	Waste directed to disposal	2023 Corporate Responsibility Report > Performance Summary > Planet, p51; SASB Alignment, p65
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Sustainable Supply Chain, pp27–28; TE Connectivity Double Materiality Report UNSDG Report, p9 Guide to Supplier Social Responsibility, pp8–12
Social		
GRI 401: Employment 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Diversity, Equity, Inclusion & Belonging > Our FY2023 Impact, pp35–37
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Corporate Responsibility Report > Performance Summary > People, pp52–54
GRI 402: Labor/management relations 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Human Rights, pp40–41; Workplace Health & Safety, pp38–39 TE Connectivity Guide to Ethical Conduct, p14
GRI 403: Occupational Health and Safety 2018		

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
3-3	Management of material topics	2023 Corporate Responsibility Report > Our Ambitions and Progress, p10; Workplace Health & Safety, pp38–39; TE Connectivity Double Materiality Report TE Environment, Health, Safety and Environmental Sustainability Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30–32
403-1	Occupational health and safety management system	2023 Corporate Responsibility Report > Workplace Health & Safety, pp38–39; TE Connectivity Double Materiality Report TE Environment, Health, Safety and Environmental Sustainability Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30–32
403-2	Hazard identification, risk assessment, and incident investigation	2023 Corporate Responsibility Report > Workplace Health & Safety, pp38–39 TE Environment, Health, Safety and Environmental Sustainability Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30–32, 49
403-3	Occupational health services	2023 Corporate Responsibility Report > Workplace Health & Safety, pp38–39
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Corporate Responsibility Report > Workplace Health & Safety, pp38–39 TE Connectivity Guide to Ethical Conduct, pp30–32, p48, p49 Audit Committee Charter, pp1–5
403-5	Worker training on occupational health and safety	2023 Corporate Responsibility Report > Performance Summary > People, pp52–54
403-6	Promotion of worker health	2023 Corporate Responsibility Report > Human Rights, pp40–41; Workplace Health & Safety, pp38–39 TE Connectivity Guide to Ethical Conduct, pp30–32, 49 TE Environment, Health, Safety and Environmental Sustainability Policy, p1
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Corporate Responsibility Report > Risk Management, p46 TE Environment, Health, Safety and Environmental Sustainability Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30–32
403-8	Workers covered by an occupational health and safety management system	TE Environment, Health, Safety and Environmental Sustainability Policy, p1 TE Connectivity Guide to Ethical Conduct, p4 2023 Corporate Responsibility Report > Performance Summary > People, pp52–54
403-9	Work-related injuries	2023 Corporate Responsibility Report > Workplace Health & Safety, pp38–39; Performance Summary > People, p53
403-10	Work-related ill health	2023 Corporate Responsibility Report > Workplace Health & Safety > Our FY2023 Impact, p38; Performance Summary > People, p53

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 404: Training and education 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Performance Summary > People, Governance, pp52–55 TE Connectivity Guide to Ethical Conduct, pp8, 14, 31 Statement on Training and Development
404-1	Average hours of training per year per employee	2023 Corporate Responsibility Report > Performance Summary > People, p54 2024 Proxy Statement, p31
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Corporate Responsibility Report > People > Employer of Choice, pp31–32 2024 Proxy Statement, p31
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Corporate Responsibility Report > Performance Summary > People, pp52–54 2024 Proxy Statement, p31
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Diversity, Equity, Inclusion & Belonging, pp35–37 2022 UK Gender Pay Gap Report 2022 TE Connectivity EEO Consolidated Report 2023 Annual Report, p5
405-1	Diversity of governance bodies and employees	2024 Proxy Statement, p33 2023 Corporate Responsibility Report > Performance Summary > People, p54
405-2	Ratio of basic salary and remuneration of women to men	2023 Corporate Responsibility Report > Diversity, Equity, Inclusion & Belonging > Pay Equity and Pay Transparency, p37 2022 UK Gender Pay Gap Report
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Human Rights, pp40–41 TE Connectivity Guide to Ethical Conduct, p14
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2023 Corporate Responsibility Report > Human Rights, pp40–41 TE Connectivity Guide to Ethical Conduct, p14
GRI 408: Child Labor 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Human Rights, pp40–41 2022 Slavery and Human Trafficking Statement, pp1–4 Global Human Rights Policy, pp1–2 Guide to Supplier Social Responsibility, pp5–7
408-1	Operations and suppliers at significant risk for incidents of child labor	2023 Corporate Responsibility Report > Human Rights, pp40–41 TE Connectivity Guide to Ethical Conduct, pp37, 42 Global Human Rights Policy, pp1–2 Guide to Supplier Social Responsibility, pp5–7

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Human Rights, pp40–41 Guide to Supplier Social Responsibility, p6 2022 Slavery and Human Trafficking Statement, pp1–4 Global Human Rights Policy, pp1–2
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 Corporate Responsibility Report > Human Rights, pp40–41 UNSDG Report, p6
GRI 413: Local Communities 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Community Impact, pp42–43; Engaging With Stakeholders, p50; TE Connectivity Double Materiality Report; Performance Summary > People, p52
413-2	Operations with significant actual and potential negative impacts on local communities	2023 Corporate Responsibility Report > Community Impact, pp42–43; Engaging With Stakeholders, p50; TE Connectivity Double Materiality Report; Performance Summary > People, pp52–54
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Sustainable Supply Chain, pp27–28; Rights > Human Rights Across the Value Chain, p40; Double Materiality Report Guide to Supplier Social Responsibility, pp1–20 2022 Slavery and Human Trafficking Statement, pp1–4 Global Human Rights Policy, pp1–2
414-1	New suppliers that were screened using social criteria	2023 Corporate Responsibility Report > Human Rights, pp40–41; Sustainable Supply Chain, pp27–28
414-2	Negative social impacts in the supply chain and actions taken	2023 Corporate Responsibility Report > Sustainable Supply Chain, pp27–28; Rights > Human Rights Across the Value Chain, p40
GRI 415: Public Policy 2016		
3-3	Management of material topics	2023 Corporate Responsibility Report > Governance > Responsible Government Engagement, p47; Engaging with Stakeholders, p50 TE Connectivity Membership of Trade Associations
415-1	Political contributions	2023 Corporate Responsibility Report > Governance, p47 Federal Election Commission Electronic Filings
Customer Health and Safety		
3-3	Management of material topics	2023 Corporate Responsibility Report > Governance, p47 2023 Form 10-K, pp3, 12

SASB Alignment

TE Connectivity has utilized the SASB standard specific to our primary industry as identified in the Sustainable Industry Classification System®: Resource Transformation Sector — Electrical & Electronic Equipment Sustainability Accounting Standard.

We have modified the boundary for reporting the SASB metrics to be based on operational control, which includes all of our operating assets that we own, manage or lease, rather than financial control, primarily due to the fact that the company goals and targets are based on operational control.

SASB CODE	ACCOUNTING METRIC	UNIT	FY2021	FY2022	FY2023
Energy Management[1]					
RT-EE-130a.1	Total energy consumed	Gigajoules	4,783,290	4,708,133	4,492,469
	Percentage grid electricity	%	57	35	19.7
	Percentage renewable	%	28	50	66
Hazardous Waste Management[2]					
RT-EE-150a.1	Amount of hazardous waste generated	Metric tons	8,051	9,022	7,779
RT-EE-150a.1	Percentage recycled	%	33	42	63
RT-EE-150a.2	Reportable spills	Kilograms	0	0	0
Business Ethics					
RT-EE-130a.1	Description of policies and practices for prevention of: 1) Corruption and bribery and 2) Anti-competitive behavior	TE Connectivity's position on bribery, corruption and anti-competitive behavior can be found in our Guide to Ethical Conduct. TE Connectivity has been a signatory of the UN Global Compact since 2011 and implements the 10th principle.			
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

1 Please see our Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal. Deloitte LLP provided a review of management's assertion related to the Energy Management SASB disclosures.

2 We restated our fiscal year 2021 hazardous waste generated and percentage of hazardous waste recycled due to improvements in our data-collection processes.

Task Force on Climate-related Financial Disclosures Index

The Task Force on Climate-related Financial Disclosures (TCFD) was established to enhance and standardize business disclosures around climate-related risks and opportunities. Our fiscal year 2023 marks TE Connectivity's third year disclosing against the framework.

TOPIC	TCFD RECOMMENDATIONS	RESPONSE	REFERENCE
Governance	a. Describe the Board's oversight of climate-related risks and opportunities. b. Describe management's role in assessing and managing climate-related risks and opportunities.	Our Environmental Sustainability Leadership team, formed in fiscal year 2021, tracks and reports monthly progress on environmental sustainability metrics to business unit level — including climate change, energy use, water, waste and emissions — to the SVP Operations. This team gathers experts from across functions and business segments to set priorities, goals and objectives for environmental sustainability; it includes Procurement team representation to monitor Scope 3 emissions performance. The team also includes working groups that help drive strategic progress and cohesively manage impacts in ways that support our goals. SVP Operations' responsibilities include the EHS function; the Vice President EHS reports to this SVP. Our sustainability initiatives, including climate change-related actions, are part of this function. We have created a new role, Vice President Environmental Sustainability, which reports to our Chief Supply Chain Officer. The Executive Vice President (EVP) and General Counsel has responsibility for the ERM function, which implements a comprehensive risk management and business continuity process, including climate change risks and strategy. The EVP and General Counsel also has responsibility for the Global Government Affairs and Corporate Responsibility function, which helps manage risks related to policy and regulatory developments and is responsible for ESG disclosures. Our Board is responsible for reviewing and guiding our environmental strategy and for monitoring implementation and performance against targets, including those addressing climate-related risks and opportunities. In addition, the NGCC of TE's Board annually reviews our environmental strategy, programs and performance, including actions to support progress toward climate-related goals. The committee's report on this review, including all supporting materials, is provided and summarized for all Board members.	Pages 12–14

Climate and Risk Governance	
TE Board of Directors	
CEO	
EVP and General Counsel	**SVP Operations**
Chief Risk Officer	VP Environmental Health and Safety
VP Global Government Affairs and Corporate Responsibility	VP and Chief Supply Chain Officer
	VP Environmental Sustainability

TOPIC	TCFD RECOMMENDATIONS	RESPONSE			REFERENCE
Strategy	a. Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term.	**Category**	**Risk/Opportunity**	**Time Horizon**	Page 46
	b. Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	**Physical risks**			Pages 12–14
	c. Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Acute	Damage to infrastructure caused by increasing frequency and severity of extreme weather events, including wildfires, flooding and storms	Long term	
		Chronic	Damage to infrastructure caused by sea level rise	Long term	
			Lack of access to water for production, particularly in water-stressed areas	Long term	
		Transition risks			
			Increasing regulation around climate change, leading to increased requirements for TE for reporting, record-keeping and auditing of GHG emissions and energy usage records	Medium term	
			Increase in carbon and energy costs and taxation	Medium term	
			Increased energy costs related to mandated purchases of renewable energy or credits in emissions-trading schemes	Medium term	
			Increase in process control limitations on operational flexibility	Medium term	
			Increased transportation costs	Medium term	
			Lack of access to raw and/or virgin materials required for production (metals and resins)	Long term	
			Unattractiveness of traditional product portfolio that is not transitioned to be more sustainable	Long term	
		Opportunities			
			Increasing customer attractiveness through provision of products that enable them to achieve their energy and GHG-reduction goals. This includes solutions for electric vehicles, alternative and renewable energy solutions, high-speed and more-efficient data connectors and smart industrial and manufacturing technologies	Medium term	
			Increase in incentives for low carbon usage	Medium term	
			Increased energy efficiency in production and distribution	Medium term	

TOPIC	TCFD RECOMMENDATIONS	RESPONSE	REFERENCE
Risk Management	a. Describe the company's processes for identifying and assessing climate-related risks. b. Describe the company's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management.	We thoroughly analyze risks and opportunities arising from climate change through annual enterprise surveys. Climate-related risks are integrated into our ERM framework and annual integrated risk-assessment process. In business continuity planning, Enterprise Risk and Security Management and Operations Leadership teams collaborate to evaluate climate-related threats, including extreme temperatures, precipitation and wind events, and discuss mitigation plans. This includes estimating impacts on our operating locations (physical risk) and considering regulatory, tax and reputational risks (transition risk). Discussions and reassessments with risk owners take place frequently, including: • Annual assessment of all business units and corporate functions. • Deep dives and focused analyses of identified key enterprise risks. • Mitigation tracking with risk owners for all principal and enterprise risks. • Best practice and information-sharing through an ERM Network. Current climate-related risks encompass existing and evolving regulations, reputation management and disaster preparedness. Concurrently, we have found opportunities in developing products that align with customer needs, including those related to climate change, and leveraging our technological capabilities to create climate-focused solutions. Environmental employees collaborate with Finance, Risk Management, Operations, Legal and other functions to address relevant issues, risks and opportunities. Our Risk Management Group works with insurance providers to reduce exposure to risks from severe weather and wildfires at our locations. Examples of this include designing and installing roofs for high wind exposure, flood barriers and footprint analysis to identify exposure to natural hazards. To better understand the financial implications of climate-related impacts, our Risk Management Group estimates financial exposure of acute physical risks addressed in our disaster preparedness and business continuity plans. Conversely, we see financial opportunity in addressing climate-related risk through the products and services we provide. We acknowledge the opportunity we have to more deeply assess the risks of climate on our business and its financial impact and build this analysis into our strategy. We look forward to taking these steps in the coming years.	Pages 12–14
Metrics and targets	a. Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c. Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	Full data disclosure on our emissions, energy and water use can be found in our 2023 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report and our 2023 CDP Response.	Pages 9–10 Pages 12–14