

# ONE CONNECTED WORLD

Corporate Responsibility Report 2024

# Table of Contents

<b>Introduction</b>	A Conversation With CEO Terrence Curtin . . . . .	3	<b>People</b>	People Highlights . . . . .	28
	Building a Safer, Sustainable, Productive & Connected Future . . . . .	4		Our Workforce . . . . .	29
	The Sustainable Impact of TE Connectivity's Products . . . . .	5		Wellbeing . . . . .	31
	About TE Connectivity . . . . .	6		Inclusion . . . . .	33
	One Connected World . . . . .	8		Workplace Health & Safety . . . . .	35
	Our Ambitions & Progress . . . . .	9		Human Rights . . . . .	37
				Community Impact . . . . .	39
<b>Planet</b>	Planet Highlights . . . . .	12	<b>Governance</b>	Ethics & Compliance . . . . .	42
	Climate Change . . . . .	13		Ombudsman . . . . .	43
	Our Environmental Sustainability Journey . . . . .	15		Risk Management . . . . .	43
	Spotlighting Our Segments . . . . .	16		Board & Management Governance . . . . .	44
	Water . . . . .	18		ESG Governance . . . . .	45
	Waste . . . . .	19	<b>Appendix</b>	About This Report . . . . .	46
<b>Products</b>	Product and Supply Chain Highlights . . . . .	21		Engaging with Stakeholders . . . . .	47
	Product Stewardship & Innovation . . . . .	22		Performance Summary . . . . .	48
	Sustainable Supply Chain . . . . .	25		GRI Index . . . . .	54
				SASB Alignment . . . . .	61
				Task Force on Climate-related Financial Disclosures Index . . . . .	62

# A Conversation With CEO Terrence Curtin

Welcome to TE Connectivity's (TE) 2024 Corporate Responsibility Report. This year's report reflects a period of evolution and progress as we navigate a changing global landscape while staying focused on creating a more sustainable future.

**Q: What themes defined TE's focus in 2024, and how did they shape our approach?**

A: Over the past year, several key themes have been central to TE's priorities and they will continue to shape our future. These include innovation, customer partnerships, employee wellbeing and engagement, and our ongoing commitment to sustainability. During the year, we focused on our One Connected World strategy to ensure our priorities align with stakeholder expectations.

**Q: What corporate responsibility accomplishments stood out for TE in 2024?**

A: I am proud of the progress our teams have made across key social and environmental areas. Let me provide some examples:

We reduced Scope 1 and 2 greenhouse gas (GHG) emissions by 30 percent year over year, putting us ahead of our 2030 goal to cut emissions by 70 percent from 2020 levels. We also reached 87 percent renewable electricity use globally.

Through our philanthropy investments, TE impacted over 1 million people globally this year, advancing next-generation technology education. The TE Connectivity Foundation supported six different organizations around the world, all programs with a focus on increasing access to

science, technology, engineering and math (STEM). Our Community Ambassador Program also empowered employees in 30 countries to address local challenges through community engagement.

Lastly, we integrated inclusion as one of our core values to ensure we continue to drive global employee engagement and expanded wellbeing programs for employees, improved workplace flexibility and increased participation in employee assistance programs (EAPs) and training sessions.

**Q: How is TE progressing toward its long-term ambitions?**

A: Our 2030 ambitions continue to guide our efforts across emissions reduction, innovation and ensuring an engaged workforce, and in 2024, we took meaningful steps toward these goals.

We met our Scope 1 and 2 and renewable electricity goals ahead of schedule and we will work on setting new targets to drive sustainability further across our operations. We also continued partnering with our suppliers to reduce Scope 3 emissions, exploring new technologies and strengthening collaboration to meet our reduction goals.

At the same time, we remained committed to our benchmark scores for employee engagement, inclusion and wellness, while

ensuring ongoing training in our ethics and values. These achievements reflect the commitment of our global workforce and the strong partnerships we have with customers and suppliers who share our vision for a sustainable future.

**Q: What's next for TE?**

A: As we look ahead, TE is committed to strengthening our leadership in sustainability, innovation and engagement. In fiscal year 2025, we'll focus on key areas like expanding our efforts to reduce emissions through energy efficiency, renewable procurement and aligning our supply chain and Scope 3 goals. And we'll keep empowering our employees to lead and give back to the global communities where we operate.

Our path forward is clear: to continue building a company that is resilient, innovative and attuned to the needs of our stakeholders and the world we serve. Together, we will create a future where performance and sustainability go hand in hand.

Thank you for exploring this report and for supporting TE's ongoing journey.



**Terrence Curtin**  
CEO

# Building a Safer, Sustainable, Productive & Connected Future

## PLANET



### 80%

reduction in absolute Scope 1 and Scope 2 GHG emissions from 2020

### 19%

reduction in water withdrawal at targeted water-stressed sites from 2021

### 87%

renewable electricity use globally

### 14%

reduction in Scope 3 GHG emissions from 2022

### 61%

reduction in hazardous waste disposed from 2021



prepared for the launch of our new Zero Waste to Landfill waste management strategy

## PEOPLE

### 76

achieved an enterprise score of 76 on our annual Inclusion Index for fiscal year 2024

### 5M+

individuals impacted through philanthropic STEM programs since 2020

### 10k+

members in eight Employee Resource Groups across 50 countries



## GOVERNANCE



### 125k+

training sessions on ethics and compliance

### 99%+

certification to our Guide to Ethical Conduct



11 time World's Most Ethical Company honoree

## Contributing to the UNSDGs

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](#).



## Awards



# The Sustainable Impact

of TE Connectivity's Products



## METRIC TONS OF CO<sub>2</sub> EMISSIONS AVOIDED



# 44M+

TE's electric vehicle (EV) applications help enable the auto industry to avoid more than 44 million metric tons of carbon dioxide equivalent (CO<sub>2</sub>e) 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 just one example of how we are driving a more sustainable future. Learn more about our e-mobility solutions on our [hybrid electric mobility page](#).

# 300M+

TE's renewable energy solutions help enable energy providers to avoid 300 million metric tons of CO<sub>2</sub>e each year.

Renewable energy sources like solar and wind have come to the forefront of today's urgent climate conversation. TE's energy solutions support the transition to renewable power. We developed a customizable trunk solution to streamline utility-scale solar installations and compact switchgear connectors for harsh offshore wind environments. To address the complexities of renewable power, we offer grid-monitoring products to manage power fluctuations and we engineer materials for safer electrical connections that protect wildlife. These are a few examples of how we energize a more sustainable future. Learn more about our energy solutions on our [energy solutions page](#).

# 40K

 per data center

TE's Digital Data Networks solutions help enable data centers to run more efficiently and help avoid approximately 40,000 metric tons of CO<sub>2</sub>e 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 on our [data center & AI connectivity page](#).

## Fiscal Year 2024 Sales

# About TE Connectivity

Welcome to TE Connectivity's FY2024 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 enable the distribution of power, signal and data to advance next-generation transportation, energy networks, automated factories, data centers, medical technology and more. With more than 85,000 employees, including 9,000 engineers, working alongside customers in approximately 130 countries, TE ensures that EVERY CONNECTION COUNTS.

→ For more information, please see About This Report

# \$15.8B



### Transportation

- Global Automotive Sector
- Industrial & Commercial Transportation
- Sensors
- Application Tooling

### Industrial

- Automation & Connected Living Sector
- Digital Data Networks
- Aerospace, Defense & Marine
- Energy
- Medical

#### Our Company at a Glance

**85K+**

employees

**9K**

engineers

**15K+**

patents granted  
or pending

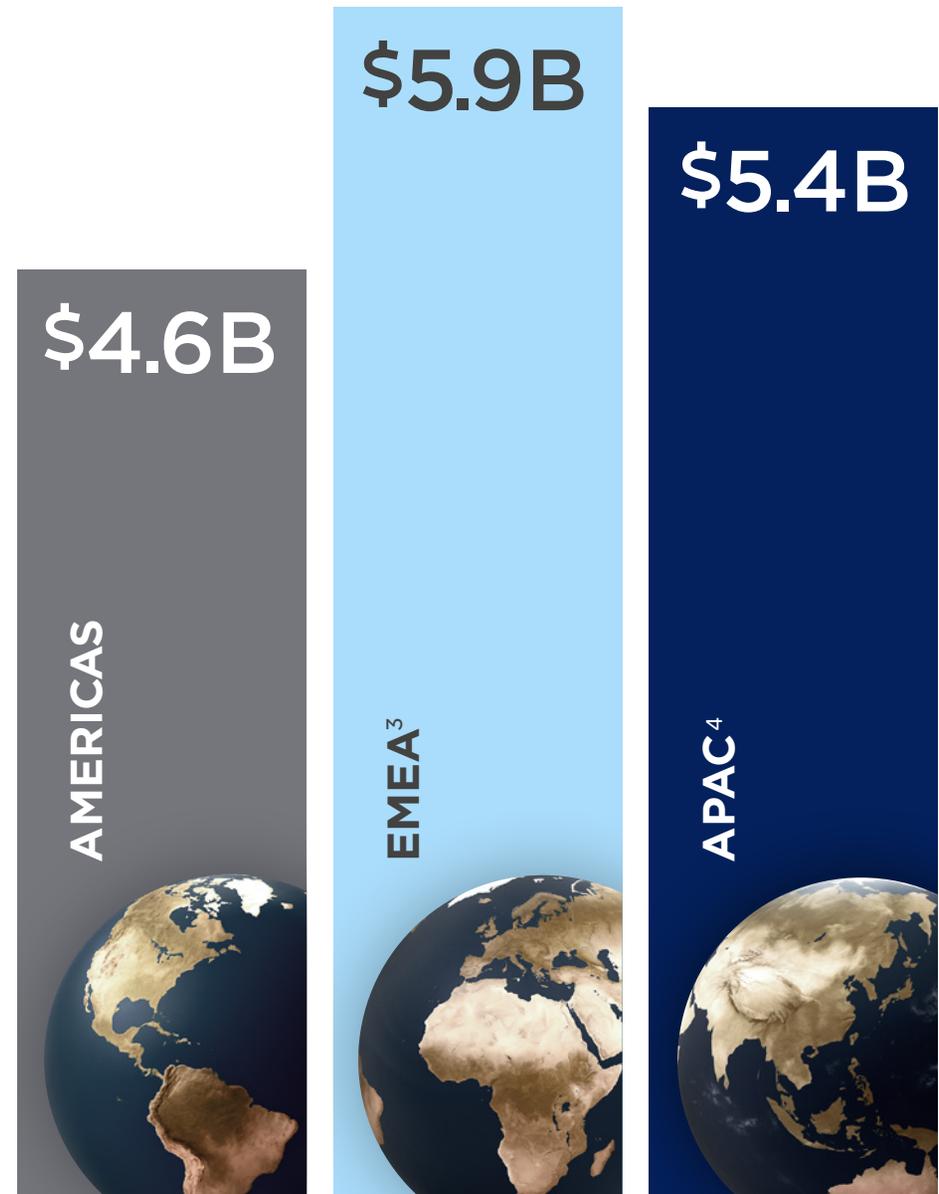
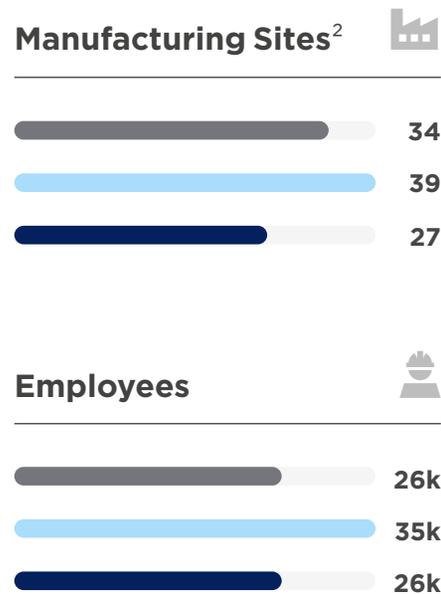
**235B**

products manufactured  
annually

**\$740M+**

invested in research, development  
and engineering in FY2024

# Global Sales by Region<sup>1</sup>



<sup>1</sup> Regional sales figures have been rounded for clarity and presentation purposes.

<sup>2</sup> Manufacturing sites shown are principal sites.

<sup>3</sup> Europe, Middle East and Africa.

<sup>4</sup> Asia-Pacific, including China.

# One Connected World

## TE Connectivity's Corporate Responsibility Strategy

At TE Connectivity, our commitment to sustainability is embedded in our company's purpose: to create a sustainable future that positively impacts people, our products and the planet.

We have developed a comprehensive corporate responsibility strategy that drives us to achieve this mission. One Connected World is our vision for building an extraordinary tomorrow for our company and for humanity across four dimensions: planet, products, people and governance.



Learn more about our governance of One Connected World on page 45.



### OUR PURPOSE

We create a safer, sustainable, productive and connected future



### Products

#### Innovating Products with Purpose

Creating products that positively impact our customers and society, in partnership with our responsible supply chain



### Governance

#### Governing Responsibly

Putting our values into action to operate ethically and manage our risks across all pillars of TE—wherever we operate

### Planet

#### Sustainable Operations

Fostering a culture of continuous improvement around emissions, water and waste

### People

#### Empowering People to Thrive

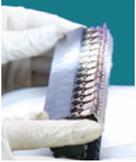
Centering safety and human rights in the heart of our operations, building an inclusive and engaged culture and fostering the STEM talent of tomorrow



### OUR VALUES

Integrity, Accountability, Inclusion, Innovation, Teamwork

# Our Ambitions & Progress

	LONG-TERM AMBITION	MID-TERM GOALS	MID-TERM GOAL YEAR	BASEYEAR	BASELINE	FY2024 STATUS	PROGRESS	
 <b>PLANET</b> 	<b>Climate Change</b> <b>Ambition 1:</b> 70+ percent absolute GHG emissions reduction in Scope 1 & 2 by 2030  <b>Ambition 2:</b> 30 percent absolute GHG emissions reduction in Scope 3 by 2032	80 percent renewable electricity by 2025	2025	2020	<1%	87%	<div style="width: 87%;"></div>	
			<b>Ambition 1</b>	2020	516,786 metric tons CO <sub>2</sub>	101,717 metric tons CO <sub>2</sub> 80% reduction from baseline	<div style="width: 80%;"></div>	
			<b>Ambition 2</b>	2022	4,263,900 metric tons CO <sub>2</sub>	3,679,700 metric tons CO <sub>2</sub> 14% reduction from baseline	<div style="width: 14%;"></div>	
		<b>Waste</b> <b>Ambition 1:</b> Continual reduction of hazardous waste disposed of in our operations  <b>Ambition 2:</b> Zero Waste to Landfill (ZWTL) by 2029	15 percent reduction in hazardous waste disposed	2025	2021	5,426 metric tons	2,136 metric tons 61% reduction from baseline	<div style="width: 61%;"></div>
				2025	2024	28	Prepared ZWTL training for 65,000 global employees	<div style="width: 28%;"></div>
		<b>Water</b> <b>Ambition:</b> Continual reduction of water used in our operations	15 percent reduction in water withdrawal for targeted sites <sup>5</sup>	2025	2021	278 million gallons	226 million gallons 19% reduction from baseline	<div style="width: 19%;"></div>
 <b>PRODUCT</b> 	<b>Product Stewardship</b> <b>Ambition:</b> Embed sustainability into our product life cycle	Develop new products with significantly reduced product carbon footprint  Optimize existing products with reduced-emission materials and reduced waste	Ongoing			Advancing on our three Product Stewardship Pillars—Climate, Safer materials and Circularity—through trainings and toolkit deployment to elevate organizational capabilities	<div style="width: 100%;"></div>	
	<b>Supply Chain</b> <b>Ambition:</b> Partner with our suppliers to strengthen the sustainability of our supply chain by 2032	Consistently track sustainability performance of largest 400 suppliers by spend	2032	2022	0	600+ Suppliers	<div style="width: 100%;"></div>	

<sup>5</sup> 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.

# Our Ambitions & Progress

	LONG-TERM AMBITION	MID-TERM GOALS	MID-TERM GOAL YEAR	BASEYEAR	BASELINE	FY2024 STATUS	PROGRESS	
 <b>PEOPLE</b> 	<b>Human Rights</b> <b>Ambition:</b> Respecting human rights throughout our value chain	Ensure all relevant issues have action plans in place  100 percent of employees trained on human rights  100 percent of grievances reviewed and remediated annually	Ongoing			Action plans written; goal to improve consistency in training	✓	
			Ongoing				✓	
			Ongoing				✓	
	<b>Inclusion</b> <b>Ambition:</b> Workforce where all employees feel differences are valued and opinions count	Inclusion Index score of 75+	2025	2020	73	76		✓
	<b>Health &amp; Safety</b> <b>Ambition:</b> Zero-incident workplace	Total recordable incident rate of 0.12	2025	2020	0.16	0.12		<div style="width: 100%; height: 10px; background-color: #800080;"></div>
	<b>Wellbeing</b> <b>Ambition:</b> Empower all employees to develop a connection with wellbeing	Employees who believe that TE has a genuine interest in their wellbeing score is 75+  100 percent of employees have access to resources to foster sense of wellbeing	2025	2021	74	78		✓
			Ongoing					✓
	<b>Community</b> <b>Ambition:</b> 10 million people impacted through STEM education by 2030	Philanthropy reflects our global workforce	Ongoing	2020			5M+ people impacted by STEM since 2020	✓
	<b>Employer of Choice</b> <b>Ambition:</b> Workforce where all employees are engaged and included	Engagement Index score of 80+	2025	2020	79	81		✓
	 <b>GOVERNANCE</b> 	<b>Governing Responsibly</b> <b>Ambition:</b> Live our values to lead as an ethical business partner	Achieve 99+ percent certification to Guide to Ethical Conduct by our employees annually <sup>6</sup>  Train employees on ethical business practices, 100,000+ sessions annually  Consistent reporting and resolution of Ombudsman cases annually	Ongoing				✓
			Ongoing				✓	
			Ongoing				✓	

<sup>6</sup> Active employees on TE payroll at the time of the commitment campaign, which runs from April to May annually.

# Planet

## Sustainable Operations

We are dedicated to reducing emissions, decreasing water consumption and minimizing waste generation. By focusing on these areas, we aim to lessen our environmental impact and assist our customers and suppliers in their own sustainability transformations.

### IN THIS SECTION

Planet Highlights	12
Climate Change	13
Our Environmental Sustainability Journey	15
Spotlighting Our Segments	16
Water	18
Waste	19



# Planet Highlights

## Progress in FY2024

### ENERGY INTENSITY

22%

Reduction in overall energy use intensity FY2020 to FY2024



### WATER STRESSED

19%

Reduction in water withdrawal at targeted water-stressed sites FY2021 to FY2024



### SCOPE 1 AND 2

80%

Reduction in absolute Scope 1 and 2 emissions FY2020 to FY2024



### RENEWABLE ELECTRICITY

87%

Renewable electricity achieved in FY2024



### WATER WITHDRAWAL

25%

Reduction in total water withdrawal FY2021 to FY2024



### SCOPE 3

14%

Reduction in absolute Scope 3 emissions FY2022 to FY2024



### WASTE

27%

Reduction in hazardous waste disposal from FY2023 to FY2024



28 sites identified as ZWTL in FY2024

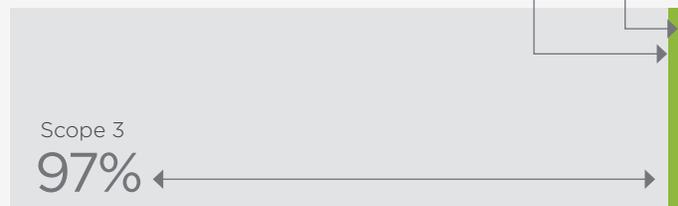
### GHG PROFILE CO<sub>2</sub>e FY2024

Scope 3

97%

Scope 2 Scope 1

2% 1%



66

TE is committed to our environmental sustainability journey by reducing the impact of our own operations and supporting our customers with sustainable solutions. Our products for electric vehicles play a key role in the lower carbon transformation by helping reduce the industry's carbon footprint. Transitioning to EVs is an opportunity for growth and a vital step toward a more sustainable world.

**Jean-Michel Renaudie**,  
President Global Automotive



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 48.

# Climate Change

## OUR COMMITMENT



Committed to a 70%+ absolute reduction for Scope 1 and 2 by 2030 (SBTi)

Committed to a 30% absolute reduction in Scope 3 by 2032 (SBTi)

80% renewable electricity use in owned operations by 2025

## OUR RESULTS

70%+ absolute reduction for Scope 1 and 2 achieved ahead of schedule, with 80% for FY2024

14% absolute reduction for Scope 3 from FY2022 baseline

87% renewable electricity achieved for FY2024

Certified renewable sources accounted for 87% of TE's global electricity consumption in fiscal year 2024. This resulted in a 32% decrease in Scope 2 emissions from electricity since fiscal year 2023.

To reach our emissions-reduction targets, we harness innovative technologies and embark on bold sustainable energy initiatives across our global operations.

## Our Evolving Climate Strategy

We are passionate about reducing our carbon impact on the world while delivering the highest-quality products. We are investing in our factories, supply base, logistics chains and engineering team to decarbonize wherever possible, mitigating our environmental impact as much as currently feasible. We assess our climate risks and opportunities, evaluating their potential effects on TE Connectivity's operations and business, investing significantly to accelerate decarbonizing our company.

Voluntarily, we have committed to the Science Based Targets initiative (SBTi) as an objective framework against which we will measure our progress. Specifically, we have committed to reduce our absolute Scope 1 and 2 emissions by 70+ percent by 2030, based on a fiscal year 2020 baseline, and reduce our absolute Scope 3 emissions by 30+ percent by 2032, based on a fiscal year 2022 baseline. In April 2024, we received SBTi validation for our near-term emissions-reduction targets.

We have reduced our Scope 1 and 2 emissions through improved energy efficiency, process optimization, new technologies and increased use of renewable electricity. For Scope 3, we are collaborating with suppliers to deliver drastically carbon-reduced new and existing materials, reducing manufacturing waste in our factories, investing in localized manufacturing to avoid long air or ocean logistics and teaching our engineers to design more sustainable products with lower-carbon materials and processes.



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

## Our FY2024 Impact

### Optimizing Our Energy Use

We monitor site energy use to identify impactful investments, focusing on operational standards, infrastructure, process improvements and renewable electricity procurement. Employees are encouraged to avoid idling equipment and maintain HVAC temperature ranges. TE conducts quarterly reviews to ensure adherence to energy-efficiency standards and supports energy-saving projects to reduce consumption costs.

At our Industrial and Commercial Transportation site in Tullahoma, Tennessee, we implemented an air management system that reduced compressed air consumption by 18 percent per machine, saving 450,000 kWh annually. Additionally, the Leak Seek system identified and fixed air leaks, cutting total energy consumption by more than 3 percent at that site.

### Scope 1 and 2 Emissions

At TE we reduced our Scope 1 and 2 emissions through improved energy efficiency, process optimization, new technologies and increased use of renewable electricity. In fiscal year 2024, we achieved an 80 percent reduction in Scope 1 and 2 emissions compared to our fiscal year 2020 baseline, putting us ahead of our 2030 target of a 70+ percent reduction. Looking ahead, we remain focused on renewable energy and energy-efficient solutions as part of our strategy to further reduce our carbon footprint and achieve our sustainability goals.

### Solar and Renewable Energy

In April 2024, our Auto EMEA plant in San Salvo, Italy, unveiled a new photovoltaic park in partnership with BayWa r.e. The 1,950 solar panels will generate 1,000 MWh annually, covering 12 percent of the plant's energy demand and powering production, electric car-charging stations and e-bikes. In the future, employees will also be able to charge private cars.

At our Wört/Dinkelsbühl, Germany, plant, we launched a 65,000-square-meter photovoltaic system in June 2024, supplying 26 percent of the plant's energy and saving 2,200 metric tons of CO<sub>2</sub>. The site is also connected to a district heat network from a biogas plant at a local farm. By using waste heat energy for the plating process and building heating, the biogas generator covers 51 percent of the site's total heat usage.

## ENERGY TREASURE HUNT FOR ENGINEERING STUDENTS



Our Aerospace, Defense and Marine (AD&M) site in El Cajon, California, held an energy treasure hunt in February 2024 with 16 students who helped identify 16 energy-efficiency improvements. These improvements included smaller-scale solutions like reducing pressure in air compressors and conducting air leak tests, and larger investments in more efficient capital equipment.

While we typically identify energy-efficiency opportunities internally, we partnered with students from the U.S. Department of Energy's (DOE) Industrial Assessment Center at San Diego State University. This collaboration provided students with valuable experience and allowed TE to connect with the next generation of engineering leaders. The partnership was part of the DOE's Better Plants program which supports manufacturers in improving efficiency, increasing resilience and reducing carbon footprints.

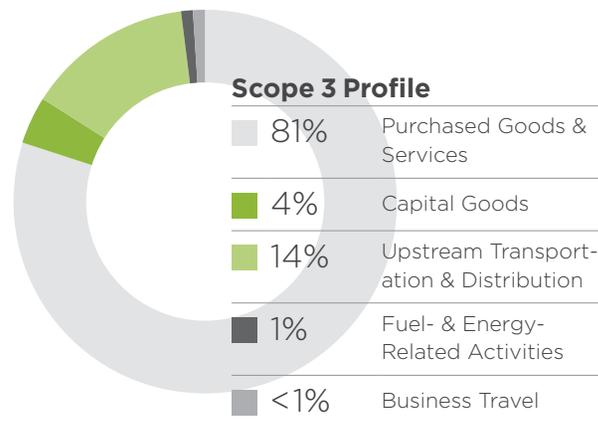
## Scope 3 Emissions

To reduce emissions across our supply chain, we track Scope 3 emissions and establish internal targets for various functions and business units. In fiscal year 2024, we revised our Scope 3 baseline, adjusting it from 3.34 million metric tons to 4.26 million metric tons due to an improved dataset and a shift to mass-based calculations. To accelerate Scope 3 progress, we introduced a roadmap with six reduction pillars and a business unit entitlement strategy, designed to meet our SBTi commitment by 2032. Each pillar includes growth factors, defined ownership and annual targets.

We have also implemented mandatory training for over 12,000 employees and enhanced internal control systems to support more sustainable material selection. Supplier engagement remains a key focus, with TE emphasizing "sustainability as a competitive advantage" and outlining product carbon footprint (PCF)-reduction expectations to our strategic raw material suppliers. Through close collaboration, scenario modeling and market monitoring, we have developed a unique entitlement strategy that forecasts raw material emissions and reduction potential through 2032. TE is committed to partnering with suppliers to advance sustainability and support their climate maturity journey.



For more information, please see our Products chapter on page 20.



## Employee Involvement

In 2024 TE participated in Earth Day, joining a global movement that engages 1 billion people each year to drive change. A weeklong celebration made sustainability tangible for employees worldwide, with 140 TE sites organizing local activities like cleanup days, carpooling, biking and environmental learning. In addition, employees with online access had the opportunity to participate in webinars and learn more about best practices by talking to experts.

## Our Next Steps

Having met our Scope 1, Scope 2 and renewable energy goals ahead of schedule, we are now setting new targets for fiscal year 2025. Our focus for the year ahead will be on reducing our Scope 3 emissions, while continuing our progress across Scope 1 and 2 by using improved data visualization tools in our digital platforms to drive greater reductions. We have also expanded our waste initiatives to cover all waste streams and will be extending water-use-reduction programs to all sites.

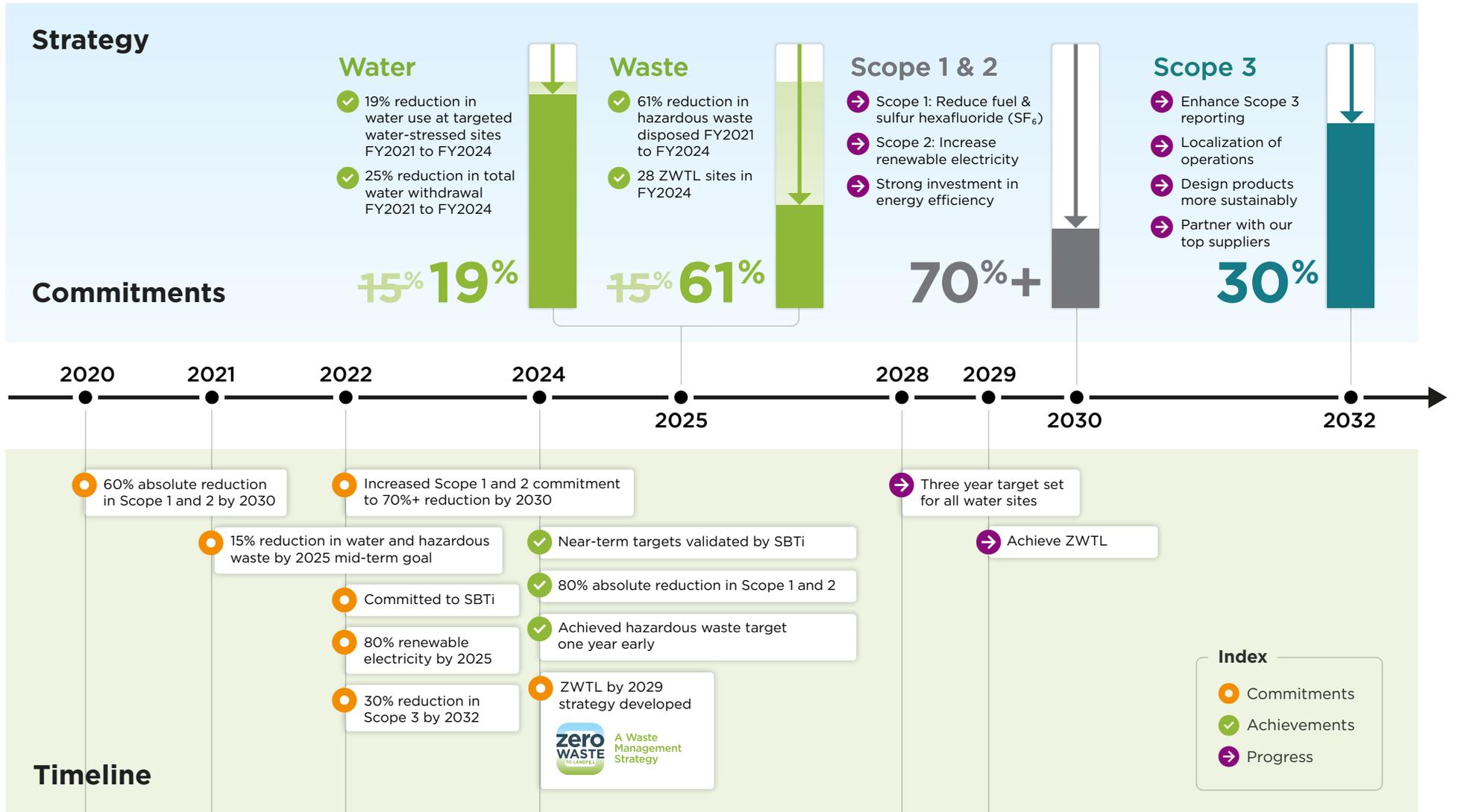
## OUR POLICIES



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

- [Task Force on Climate-Related Financial Disclosures Index, found on page 62 of this document](#)
- [TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report](#)
- [Environment, Health, Safety and Environmental Sustainability Policy](#)
- [CDP Climate Change Report](#)

# Our Environmental Sustainability Journey



## Spotlighting Our Segments

## Industrial Solutions

## Addressing Impact Holistically

Reducing our environmental footprint requires innovation and commitment from every business unit at TE Connectivity. Here, we summarize the progress we have made across our Industrial Solutions segment during fiscal year 2024.

According to [TE's 2024 Industrial Technology Index](#), 87 percent of engineers say it is personally important to them to support climate change solutions in their work, and 34 percent report they would consider leaving their job if their company did not offer opportunities to contribute to sustainable initiatives. Reflecting these priorities, our Industrial Solutions (IS) segment made significant progress in fiscal year 2024 toward reducing GHG emissions, hazardous waste and water use at water-stressed sites.

## A Four-Step Approach to Progress

To guide progress, our IS segment 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 metrics and executing kaizen continuous improvement assessments.
- Site optimization: identifying opportunity hot spots and engaging the Center 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. Across all facilities, practices are adapted to reduce energy use, waste, water consumption and GHG emissions. For example, one of our German facilities is set to introduce a water-recycling plant that will save about 2 million gallons annually, demonstrating how site-specific initiatives can achieve significant environmental impacts.

This facility-focused approach also drives innovation in sustainable technologies. Engineers at TE are developing solutions such as sensor-protection technology that extends product usability from single to triple use. This advancement, though modest at a product level, reduces waste and energy consumption during manufacturing, showing how localized innovations can contribute to global sustainability efforts.

## Looking Ahead

While we are pleased with the progress made during fiscal year 2024, we acknowledge that reducing our environmental impact is an ongoing endeavor. That is why our IS segment continually revisits goals to address existing or emerging gaps. In fiscal year 2025, our IS segment will continue to focus on waste prevention, reuse and recycling, conserving water in stressed regions and expanding renewable energy use at our sites.


**ADVANCING ENERGY  
EFFICIENCY AND  
INNOVATION IN SHENZHEN**


During fiscal year 2024, our Shenzhen, China site made remarkable strides in energy efficiency by leveraging advanced digital tools like the Facility Power Dashboard, which provides real-time power monitoring and control. A breakthrough innovation was the adoption of liquid-based thermal cycling tests, replacing traditional ovens. This saved 138,600 kWh annually, cut manufacturing lead time by 50 percent and increased capacity 2.5 times while also saving 30 percent in space. Additionally, a simple employee-led equipment-shutdown checklist reinforced a culture of sustainability, turning small actions into significant collective energy savings.

## Spotlighting Our Segments

## Transportation Solutions

# Leading the Way in Sustainability

Sustainability is deeply embedded in our culture and business practices. In fiscal year 2024, our Transportation Solutions (TS) segment made significant strides in reducing waste, water use and emissions, underscoring our commitment to sustainability. We focused on waste reduction, increasing renewable energy and optimizing resource use to create a more sustainable future. Employee engagement was also key, with ongoing training and awareness programs to ensure everyone is aligned with our sustainability objectives.

We are also dedicated to supporting local communities by partnering with organizations on environmental initiatives such as cleanup drives and tree planting. Our Earth Day activities, including initiatives like installing beehives at the Wört/Dinkelsbühl, Germany site, reflect our commitment to environmental stewardship and our belief that sustainability should be practiced every day.

### Our FY2024 Progress

- 16 sites achieved ZWTL
- 88 percent renewable electricity usage achieved, with 1 million kWh saved at our Hermosillo, Mexico site, avoiding ~380 metric tons of CO<sub>2</sub> emissions
- 1 million gallons of water saved at our Berlin, Germany site and over 70 metric tons of hazardous waste reduced at our Kuřim, Czech Republic site
- Our Wört/Dinkelsbühl, Germany site won the Bavarian Environmental Award for incorporating a zero-wastewater-discharge plating process, while our Oostkamp, Belgium site earned the VOKA Corporate Sustainability Charter Laureate award
- Implemented digital environment monitoring systems at various locations to identify energy-saving opportunities



### Looking Ahead

We will expand renewable energy, reduce our carbon footprint and increase zero-waste efforts while investing in energy-efficient technologies and collaborating on sustainability projects.

Our TS segment remains committed to excellence, guided by ISO 14001 certifications as a framework for global sustainability. In 2024, our Automotive operation in Hungary achieved ISO 14001 certification, further advancing our environmental initiatives.

We are proud of our progress and remain focused on fostering a culture of sustainability within our organization and communities to drive positive change for a sustainable future.



For more information on Earth Day, please see Employee Involvement on page 14.

# Water

## OUR COMMITMENT



Continual reduction of water used in our operations

Water target: 15% reduction for targeted sites by 2025

## OUR RESULTS

25% reduction in water withdrawal since 2021

19% reduction in water withdrawal at targeted water-stressed sites since 2021

Safeguarding water, a finite and invaluable resource, is essential for securing a sustainable future for people and the planet. We strive to reduce water consumption by implementing measures such as water meters and conducting detailed use mapping across our facilities.

## Our FY2024 Impact

### Identifying Opportunities for Water Reduction

Our commitment to enhancing water management practices has led to significant operational improvements. These advancements are largely attributed to progress at targeted water-stressed sites, guided by a thorough understanding of location-specific water demands. This in-depth knowledge, rooted in kaizen events, regular water use assessments, employee trainings and the installation of water meters on critical equipment, is essential for driving continuous improvement.

TE Connectivity's Empalme, Mexico plant reduced water consumption by 14 percent as of May 2024 by installing condensation collection devices in four 20-metric-ton air conditioning units. The system filters and stores water for use in chillers and molding machines, recovering

19,257 gallons annually. The collected water is filtered through softeners and then distributed to the plant's chiller and molding machines.

In Shunde, China, the Digital Data Networks electroplating team improved water efficiency by 37 percent. By introducing movable filtration devices and standardized procedures, the team now reuses wastewater that was used to clean workstations and discarded as waste. The new process now minimizes water use while maintaining operational standards.

### Operating Standards

We have successfully integrated water operating standards into the company's overall operating framework, which previously focused primarily on energy. This inclusion marks a significant step in expanding our sustainability efforts, ensuring water management is treated with the same priority and rigor as energy usage.

Reducing water usage necessitates collaboration across the organization. We have discovered that when Engineering, Operations, and Environment, Health and Safety (EHS) teams work together to address challenges, they can achieve remarkable results.

### Our Next Steps

TE values the communities that surround all of our operating locations, and as such, strives to reduce the impact on their local water supplies. As we approach the conclusion of our fiscal year 2025 goals, we plan to broaden our water objectives by shifting the focus from 30 water-stressed sites to include all TE sites, starting in fiscal year 2026. This will involve establishing new baselines and setting updated targets to ensure continued progress.

## ADDRESSING 30 TARGETED WATER-STRESSED SITES

United States



Mexico



Portugal



United Kingdom



Germany



France



Morocco



India



China



Thailand



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

# Waste

## OUR COMMITMENT



ZWTL by 2029

Continual reduction of operational hazardous waste disposal

15% reduction in hazardous waste by 2025

## OUR RESULTS

28 sites identified as ZWTL

Recycled 88,000+ metric tons of waste material by weight in FY2024



**Ratio of waste recycled to waste disposed**

We are focused on reducing waste by maximizing efficiency and conserving finite resources, with a focus on hazardous waste and evolving toward a broader focus on overall operational waste.

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 identify opportunities for improvement.

## Our FY2024 Impact

We purchase around 75,000 metric tons of raw materials globally each year, with 68,000 metric tons ending up in our products. Of the remaining 7,000 metric tons, much is classified as waste generated during the fabrication process, primarily due to inefficiencies in stamping and other production methods. This presents us with significant opportunities to reduce waste and improve efficiency.

By weight, we recycled over 88,000 metric tons of waste material in fiscal year 2024. While most is non-hazardous, we seek opportunities to reduce hazardous waste. Through our design and manufacturing process, we are constantly looking for ways to enhance material productivity and reduce waste.

## Zero Waste to Landfill

At TE, ZWTL means that at least 98 percent of all operational waste is diverted from landfill or incineration through prevention, reuse, recycling or energy recovery. Our goal is to achieve ZWTL across our operations by fiscal year 2029. In fiscal year 2024, we developed a comprehensive ZWTL strategy aimed at reaching our ambitious goal. We are also proud to have reached 28 identified ZWTL sites in fiscal year 2024. Of these, the Speyer site in Germany stood out as the first officially recognized TE ZWTL site based on an internal validation process. Our approach, led by the waste working group, involves expanding our infrastructure and developing strategies to reduce the volume of waste disposed of in landfill or incineration.

## Packaging Reduction

TE is fully committed to making packaging more sustainable through a comprehensive approach focused on reducing our environmental impact. Our efforts include reducing the use of packaging materials, particularly virgin materials, reusing packaging wherever economically and environmentally feasible and redesigning packaging to optimize material weight and minimize our CO<sub>2</sub> footprint. Additionally, we are incorporating renewable materials into our packaging wherever possible and increasing the use of regrind content to lower the consumption of primary raw materials. These initiatives are critical to advancing our sustainability goals and aligning with circular economy principles.

## Packaging Innovation and Operational Efficiency to Reduce Waste

At TE Energy's Ottobrunn, Germany plant, reusable spool covers made of water-repellent truck tarpaulin replaced single-use plastic covers. This initiative improves productivity, enhances on-site safety by reducing plastic-disposal risks and supports our waste-reduction goals.

At the TE Automotive plant in Wört/Dinkelsbühl, Germany, a 99 percent recycling rate has been achieved through liquid waste evaporation, which reduces waste volume and recycles valuable metals like copper, zinc and nickel. Hazardous waste dropped from 150 metric tons in 2017 to 20 metric tons in fiscal year 2024, thanks to process improvements in plating, chemical usage and filtration systems.

Water use also decreased from 2,232,000 gallons in fiscal year 2017 to 1,796,000 gallons in fiscal year 2023, aided by wastewater-free plating, which tripled plating capacity and eliminated water-intensive steps. Despite doubling production lines from seven to 16, in fiscal year 2024 the plant reduced its environmental footprint and earned the Bavarian Environmental Award for the second time.

# Products

## Innovating Products With Purpose

Product innovation plays a key role in our sustainability journey, inspiring improved designs and enhancing the quality of our products. Through close partnerships with suppliers, we are strengthening our supply chain to engineer solutions for a more sustainable world.

### IN THIS SECTION

Product Innovation Highlights	21
Product Stewardship & Innovation	22
Sustainable Supply Chain	25



# Product & Supply Chain Highlights

## Progress in FY2024

### PRODUCT STEWARDSHIP AND INNOVATION

# 12,000+

Launched mandatory training for 12,000+ engineers and key functions on reducing Scope 3 emissions by selecting lower-impact materials for designs



Launched the Sustainable Products Scorecard within the expanded Design for Sustainability Toolbox, enabling engineers to assess GHG emissions early in product development

# 9,800

Avoided 9,800 metric tons of virgin material use through efficiency initiatives, preventing approximately 43,800 metric tons of CO<sub>2</sub> emissions—the equivalent of the annual energy use of 9,200+ U.S. homes

### SUPPLIER DIVERSITY



Received the Gold level Supplier Diversity & Inclusion Champion award from WEConnect International

### SUSTAINABLE SUPPLY CHAIN



The Responsible Business Alliance (RBA) welcomed TE as a member in 2024, to help in our commitment to supply chain excellence in social, ethical and environmental sustainability

# 66

We help our customers achieve their sustainability goals by driving innovation with solutions for industrial automation and smart factory that optimize efficiency, reduce waste, and minimize energy use. Through engineering and design for sustainability, we co-create products with a strategic advantage, ensuring a more efficient and environmentally conscious future.

#### Carlo Ghirardo,

Senior Vice President and General Manager, Industrial Automation & Electrification Business Unit



### DRIVING INNOVATION: TEL.ME AND OUR APPROACH TO AI AND SUSTAINABILITY



TE is a leading supplier to the AI industry, providing high-performance connectivity to top AI cloud providers. We are driving internal transformation by investing in AI to upskill our workforce, having trained over 5,000 engineers and supported 170+ AI projects.

We recently launched TEL.me, an advanced generative large language model designed to assist our engineers by analyzing data, generating insights and offering real-time support. TEL.me accelerates development, enhances decision-making and boosts productivity across our teams.

Additionally, we have deployed over 600 AI-powered machine inspections to significantly improve operational efficiency. These inspections proactively detect issues, enable predictive maintenance, reduce downtime and contribute to our broader sustainability and productivity goals.

# Product Stewardship & Innovation

## OUR COMMITMENT



Embed sustainability in our product life cycle

## OUR RESULTS

Advancing on our three Product Stewardship Pillars—Climate, Safer materials and Circularity—through trainings and toolkit deployment to elevate organizational capabilities

# 66

Achieving our sustainability targets requires the collective effort of every TE employee. A critical step is educating everyone on our goals, their importance and everyone's role. To that end, we launched the training Sustainability as a Competitive Advantage: Scope 3 Sustainability is a Decision, assigned to 12,000 employees across key functions. This training equips employees with the knowledge, skills and resources to make informed decisions that reduce Scope 3 emissions, translating our passion for sustainability into actions to meet our targets.

**Megan Beers,**  
Senior R&D Manager



We aim to design sustainability into each stage of the product life cycle to minimize environmental, safety and social impacts while maximizing market opportunities.

At TE Connectivity, we focus on reducing manufacturing impacts, improving packaging and designing products with smarter materials usage, including using less material per product and introducing more sustainable material alternatives. We also collaborate across industries to create smaller, smarter, more energy-efficient products.

Our work supports customers in the transportation, aerospace and energy sectors by providing components for lower-emission vehicles, electric and hybrid models and lighter, more fuel-efficient aircraft. We also play a key role in renewable energy, energy distribution and efficiency initiatives, helping our customers achieve their sustainability objectives.

## Our FY2024 Impact

Our cross-functional Product Stewardship Committee, which includes experts from Product Development, Product Environmental Compliance, EHS, Procurement, Information Technology and Packaging, guides TE engineers in creating more sustainable and circular products. The committee follows a three-year roadmap that is focused on three pillars:



### Climate

**Goal:** Support TE's 30 percent absolute Scope 3 GHG reduction and SBTi commitment.



### Circularity

**Goal:** Transform TE products to support the circular economy.



### Safer Materials

**Goal:** Phaseout of targeted substances.

In fiscal year 2024, we made progress on each pillar, embedding sustainability into product development and gathering data for informed decision-making.

## A Data-Driven Approach to Sustainability

We cannot manage what we cannot measure, which is why we have integrated data into our product stewardship approach. By calculating key metrics, we gain a clearer understanding of our environmental impact, providing quantifiable guidance to our engineers on how well they are incorporating sustainability into their design approach.

We are making significant updates to our systems, further integrating data to support engineers in selecting more sustainable materials. For example, we are incorporating features that display the carbon footprint of materials directly within design tools, enabling engineers to make more responsible design choices. Another example is the TE Business Improvement Tool (TEBIT), which is designed to help identify and implement projects for operational enhancement within TE. The enhanced system forms a centralized location for tracking emissions-reduction projects, representing another step in ensuring organizational goals and user needs are met.

This initiative continued throughout fiscal year 2024, with significant progress made toward linking TE's environmental sustainability tools. Plans are now underway to develop an enterprise sustainability architecture that will not only support our customer requests for product carbon footprints but also our regulatory reporting needs. By looking at sustainability data and reporting needs holistically, we have an opportunity to incorporate automation into our day-to-day sustainability work and build efficiencies across our systems.

Incorporating this data-driven mindset into sustainability at TE, we can shift to a proactive and predictive place where we will be prepared for the surge of new regulations and increased needs of our customers.

## The Design for Sustainability Engineering Center of Excellence

TE Connectivity's Design for Sustainability Engineering Center of Excellence (CoE) fosters collaboration across business units to advance sustainable practices and support long-term product stewardship goals. In fiscal year 2024, the CoE focused on training engineers on Scope 3 emissions, emphasizing how they could reduce the GHG impact of their designs by selecting lower-impact materials. The training was rolled out in October 2024, reaching over 12,000 engineers and staff in other key functions, including procurement leads and general managers.

In our Industrial business unit, we expanded our existing Design for Sustainability Toolbox by developing a tool called the SPS. The SPS assists design engineers during early product development, helping them to build scenarios to assess the GHG emissions impacts of various design concepts. For instance, the SPS highlights that precious metals plating can have a CO<sub>2</sub> coefficient up to 10,000 times higher than alternative materials like nickel or copper. When parts require the use of precious materials like gold, the tool guides engineers to plan the design to minimize the plating zone, potentially reducing material usage by 10 times.

## Sustainability House Development Engineering

### HOW TO SUPPORT DESIGN FOR SUSTAINABILITY

Fundamentals	Toolbox		Culture
Sustainability Training	Recompounded Materials	Sustainable Processes for Plastic Parts	Sustainability Embedded in TE Procedures
Product Carbon Footprint	Waste Reduction	Sustainable Processes for Metal Parts	Project Approval Process
Continuous Improvement Approach	Diversity Reduction	Sustainable Innovations	Partnerships
Voice of Customer	Lower-Impact Materials	Design Tools	Key Performance Indicator-Driven Scoreboard

## TE'S SUSTAINABLE FAKRA STAMPED AND FORMED TERMINAL AND CONNECTOR SYSTEM



Automotive manufacturers are increasingly designing safety and vehicle connectivity applications based on high-frequency data connections. These include cameras, sensors and antennas that require real-time data transmission where safety is the number one priority. TE Connectivity's FAKRA stamped and formed terminal and connector system enables radio frequency performance up

to 6 GHz while offering reduced mating forces with increased levels of robustness. Its fully shielded system with round terminals also provides an interface that is compatible with the standard market offerings. In addition, the simplified stamped and formed terminal is designed for fully automated cable assembly that can significantly increase the efficiency of cable processing and reduce production

costs. Two machines are eliminated from the production process, ensuring a simpler and more efficient manufacturing process.

TE's FAKRA technology applications include autonomous driving systems like night vision and lane assist, vehicle integrations like low-energy Bluetooth and car Wi-Fi, and user experience systems like gesture controls.

Additionally, TE's new FAKRA system offers improved sustainability performance when compared to the previous generation of connectors:<sup>7</sup>

- 41 percent CO<sub>2</sub> reduction.
- 663 metric tons of Lifetime CO<sub>2</sub> reduction.
- 35 percent mass reduction.

<sup>7</sup> Footnote on sustainability calculations:

- Calculations are based on comparison to FAKRA II 180° Terminals.
- Calculations are based on eight-year projected sales volumes.
- Mass reduction is average for product family.
- Plating is not considered.



## Climate

### Reducing Our Product Carbon Footprint (PCF)

Within Engineering, we have established a comprehensive approach to continuous improvement, with a strong focus on sustainability and CO<sub>2</sub>e reduction. The PCF is primarily determined by our materials. In recent years, we have concentrated on resins. Our first step is to assess whether we can reduce material usage and avoid waste.

One of our major breakthroughs in fiscal year 2024 was the reuse of our own sprues (the plastic waste channels required for molding parts) in recompounded materials. When direct gating or a closed-loop process is not feasible, this approach enables us to recycle significant amounts of material. We purchased over 650 metric tons of recompounded material in Europe in fiscal year 2024, and this same method is now being investigated for use in other regions.

In addition to resins, another key focus area is our use of metals and copper alloys. We implemented a process to track these activities using the TEBIT system and launched several initiatives within Engineering to develop new designs and optimize existing products for greater sustainability.

## Circularity

### Reducing Resin Waste

Resin is a versatile and valuable material used in many TE products. However, it also represents opportunities for reducing CO<sub>2</sub> emissions and waste. Our first step is to avoid resin waste through alternative molding methods. When this is not feasible, we reuse resin by regrinding and, if necessary, turn to external recompounding.

Our Automotive business has reduced resin waste and used fewer virgin materials by adopting a method called direct gating, which makes producing resin parts more efficient. In traditional molding, excess material from the sprue had to be removed after each cycle. Direct gating eliminates this extra step, cutting out the need for robots to remove the sprue. This not only speeds up production by 30 percent, but also helps reduce waste and improve employee safety by reducing the need to manually clear hot nozzles, as direct gating helps prevent blockages.

## Safer Materials

### Reducing Substances of Concern

At TE Connectivity, we are deeply committed to reducing the use of hazardous substances in our products and production processes. Our focus is on promoting safer materials by actively monitoring emerging regulations, engaging with our suppliers and proactively phasing out substances of concern before they are restricted or banned.

Transparency is central to our approach. Through our Product Environmental Compliance program, we ensure that our products not only meet customer expectations but also comply with global environmental requirements, such as the European Union's REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances) regulations.

To support this commitment, we provide clear and accessible information about regulated substances in our products. Our self-service compliance application, available on the [Product Environmental Compliance webpage](#), allows customers to generate on-demand Statements of Compliance for TE part numbers, ensuring they have access to the most

current data on our compliance with key global legislation. Additional resources on topics such as e-waste, safety data sheets and conflict minerals are also available, and our Product Compliance Shared Services team is ready to assist customers with further inquiries.

In fiscal year 2024, we actively enhanced product environmental and materials compliance by continuing our journey of identifying and replacing substances of concern with safer alternatives whenever possible. Particular focus continues to be on understanding where substances like halogens, per- and polyfluoroalkyl substances (PFAS), and lead occur in our products and exploring ways to substitute them with safer, more sustainable materials.

## Our Next Steps

In fiscal year 2025, we will continue broadening our focus to address key product sustainability challenges. We are expanding our Scope 3 efforts beyond resins to include metals and other commodities, ensuring that our approach to material selection aligns with our climate impact-reduction goals. We remain committed to phasing out substances of concern, prioritizing innovation to replace regulated substances with safer alternatives while avoiding regrettable substitutions. And we will continue to explore opportunities to contribute to the transition to a circular economy, focusing on our role as a component manufacturer and identifying ways to design products that support circular principles. These efforts will continue to be driven by leveraging data and automation to enhance efficiency and decision-making throughout our sustainability journey.

# Sustainable Supply Chain

## OUR COMMITMENT



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

In 2024, TE joined RBA—an industry coalition dedicated to responsible business conduct in global supply chains—to further our commitment to supply chain excellence in social, ethical and environmental sustainability.

Suppliers are essential to achieving our sustainability goals, as their practices directly shape the environmental and social impact of the entire supply chain. To foster a sustainable and ethical supply chain, we maintain a robust Supplier Responsibility Program (SRP) to ensure responsible business practices.

Our SRP features our Supplier Code of Conduct (Code), which outlines our expectations for suppliers regarding labor and human rights, health, safety, environmental concerns, ethics and responsible business practices. The Code is informed by internationally recognized standards set by the Organisation for Economic Co-operation and Development and the UN Global Compact, to which TE Connectivity is a signatory. It also 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 International Labour Organization Fundamental Conventions and the UN Guiding Principles on Business and Human Rights.

In fiscal year 2024, we renamed TE's Guide to Supplier Social Responsibility to TE's Supplier Code of Conduct. Our supplier requirements include both social and environmental sustainability requirements, and this change emphasizes that compliance is mandatory for both TE and its business partners.

## Supplier Engagement

To help drive improvements throughout our supply chain, we maintain ongoing communication with our global supply partners, facilitated via the TE Supplier Portal. This includes supplier performance scorecards, quarterly business reviews, surveys, updates and educational webinars. We also encourage connections between suppliers and renewable energy providers, using our Supplier Excellence program to streamline collaborations. Additionally, we are continuing to work on data integrity and fostering innovation, with an emphasis on education and building capacity in our supply chain.

We work closely with our major freight forwarders, using their emissions reports to identify opportunities to reduce transportation-related emissions. We then disclose the total CO<sub>2</sub> impact of our global product distribution activities, which helps identify and prioritize reduction opportunities.

## TE CONNECTIVITY SUPPLIER DAY

At our Supplier Day event, we invited our top 100 suppliers to focus on key compliance areas, including product environmental compliance, our Scope 3 GHG emissions and human rights. We emphasized clear expectations for suppliers to enhance transparency and due diligence, including adopting a Code of

Conduct aligned with the RBA, implementing a grievance mechanism and building capacity within their supply chains. As a highlight of the event, we presented a Sustainability Award to one supplier in recognition of its commitment and full alignment with TE's sustainability goals.



## Supplier Diversity

We believe diversity is a vital component for building a sustainable, resilient supply chain. We work with several organizations to reach more diverse suppliers. For example, we are members of, and partner with, Women's Business Enterprise National Council (WBENC), Women's Business Enterprise Center East, WEConnect International and the National Minority Supplier Development Council (NMSDC). During fiscal year 2024, we continued to attend events such as the WBENC and the NMSDC annual conferences. These U.S. national conferences hosted in Colorado and Maryland brought together thousands of WBENC and NMSDC members and businesses to network, hear from entrepreneurs and learn what is needed to succeed in business.

As a result of our ongoing Supplier Diversity efforts, we received the Gold level Supplier Diversity & Inclusion Champion award from WEConnect International. Additionally, we were honored with the opportunity to speak on a panel in May at the Impact Summit in Washington, D.C.

## Responsible Minerals and Materials

We maintain a dedicated [Responsible Minerals and Materials Policy](#) and management system, with our Conflict Minerals Steering Committee taking responsibility for developing and maintaining policies, standards and processes.

As part of our commitment to responsible sourcing, we follow continuous improvement measures to further mitigate the risk of 3TG (tungsten, tin, tantalum and gold) sourced from conflict or high-risk areas and associated human rights challenges. We also provide ongoing stakeholder training to ensure alignment with our responsible sourcing goals. We expect direct material suppliers to provide applicable conflict minerals data to support our responsible sourcing decisions and submit an annual [Conflict Minerals Report](#), outlining our program.

We conducted a Conflict Minerals Survey campaign in fiscal year 2024, achieving an 82 percent response rate. We continue to see year-over-year improvements in response rates. To support this progress, we hosted a third-party

webinar for suppliers, reaching over 1,000 supplier attendees, and three employee webinars to enhance responsible minerals compliance and practices.

## Supply Chain Due Diligence

Through business reviews we assess suppliers' alignment with our sustainability goals, emphasizing the importance of timely responses to our surveys, which include product compliance, responsible sourcing and human rights. We also review their sustainability targets and goals. Additionally, our purchasing practices with suppliers are continually reviewed to ensure alignment with the Supplier Code of Conduct and to avoid potential conflicts with environmental, social, ethical, and health and safety requirements. During onboarding, Suppliers are asked to align with TE's Supplier Code of Conduct and other supplier policies to create a responsible supply chain.

TE audits suppliers through a targeted approach grounded in objective risk criteria to ensure alignment with our Supplier Code of Conduct and TE's core values. This risk-based approach considers factors such as geography, industry, commodity and inherent risk indicators. To verify compliance with international standards for social, environmental, ethical, and health and safety requirements, we conducted 91 supplier audits using qualified third-party auditors. Additionally, we perform quality audits at supplier facilities to confirm certifications, including ISO 9001 and IATF 16949. Progress and updates on our SRP are regularly shared with the Board of Directors as part of our sustainability reporting.

## Our Next Steps

Looking ahead, we are focused on advancing our commitment to ethical and responsible practices across our supply chain and operations. This includes implementing targeted human rights training programs for both our suppliers and TE employees to ensure a deeper understanding and alignment with our values. Additionally, we plan to launch a campaign to expand minerals reporting, further strengthening transparency and accountability in our sourcing practices. These initiatives reflect our dedication to driving continuous improvement and fostering a culture of responsibility throughout our network.

## OUR POLICIES



To support the SRP, we have developed several policies:

- [Global Human Rights Policy](#)
- [Responsible Minerals and Materials Policy](#)
- [Supplier Code of Conduct](#)
- [Declaration of Principles on Human Rights of German Operating Entities](#)
- [Guide to Ethical Conduct](#)
- [Reporting and Investigating Misconduct Policy](#)
- [EHS Requirements for Contractors](#)
- [Total Quality Management Requirements for Suppliers](#)
- [Supplier Requirements, Product Carbon Footprint \(PCF\) Calculation Specification of Materials](#)
- [Environmental & Technical Requirements of Packaging Materials](#)

We also publish numerous country human rights statements annually, which can be found on our [website](#).

# People

## Empowering People to Thrive

We are proud of our global and inclusive workplace culture that fosters innovation, development and wellbeing. By prioritizing safety and teamwork, we empower our employees to build skills and meaningful connections to grow their career and inspire the next generation of STEM professionals.

### IN THIS SECTION

People Highlights	28
Our Workforce	29
Wellbeing	31
Inclusion	33
Workplace Health & Safety	35
Human Rights	37
Community Impact	39



# People Highlights

## Progress in FY2024

### INCLUSION

90

score on the Disability Equality Index for the second consecutive year, reflecting our commitment to ensuring an inclusive experience for people of all abilities



Best Place to Work for Disability Inclusion in the United States, awarded by Disability:IN

76

Inclusion Index Score FY2024

### EMPLOYER OF CHOICE

7th

year in a row ranked among Fortune's list of the World's Most Admired Companies and placed in the Dow Jones Sustainability Index

305k

hours of employee training through Learn@TE



Top Employers Institute named TE as a top employer in Germany, Belgium, China and Mexico

### COMMUNITY IMPACT

\$7M+

in total charitable giving in FY2024

230

students from 31 universities globally participated in the annual TE AI Cup, nurturing the next generation of innovators

5M+

1M+ people impacted through STEM education in FY2024, with 5M+ impacted since 2020



66

Fostering talent is essential for TE's ongoing success. By cultivating an inclusive environment where every team member has the chance to grow and thrive, we will unlock long-term value and sustained growth.

**Malavika Sagar,**

Senior Vice President and  
Chief Human Resources Officer



### WORKPLACE HEALTH & SAFETY

0.12

TRIR, our best rating to date

33%

reduction in serious injuries<sup>8</sup> from FY2023 to FY2024

80%

of facilities with one recordable incident or fewer in FY2024

<sup>8</sup> At TE, a serious injury is defined as an incident where there is sufficient energy to cause a life-threatening, life-altering or fatal injury. The following types of recordable injuries are further defined as serious injury or fatality: fatality, amputation or crush injury resulting in amputation, 30 days or more away from work, fractures, loss of consciousness, hospitalization, loss of an organ, second- and third-degree burns meeting further criteria.

# Our Workforce

## OUR COMMITMENT

Workforce where all employees are engaged and included

## OUR RESULTS

Achieved an engagement score of 81

Launched Life at TE, our first-ever EVP

Engaged 32,000 employees at the 4th annual global Grow@TE conference



We aim to empower employees by promoting work-life integration and offering the tools to build fulfilling careers. By focusing on engagement and development, we create an environment where employees can build global networks and pursue their passions to solve future challenges.

TE Connectivity offers employees numerous opportunities to develop new skills. This begins with our TE values, including global inclusion training during onboarding and annual company-wide training on our Guide to Ethical Conduct. New managers receive additional training in essential leadership skills. Ongoing development is available to all employees, with leadership programs reinforcing our SET (strategy, execution and talent) expectations at all levels. Continual feedback plays a key role in development. Managers conduct annual performance reviews to discuss achievements and behaviors, while leaders are encouraged to hold regular one-on-one performance discussions to enhance feedback, team performance and engagement.

## Our FY2024 Impact

### Employee Value Proposition

We introduced Life at TE, our first-ever employee value proposition (EVP), which highlights the unique experience and value employees gain at TE, focusing on innovation, inclusion and career development. Our team members bring our purpose to life by solving tomorrow's challenges. As a company of creative thinkers, we believe inclusion is key to capturing the best ideas. Employees are empowered to build connections, locally and globally, while pursuing their passions. These connections grow through collaboration, participation in employee resource groups (ERGs), development programs and sharing knowledge with potential recruits. By showcasing our employees, Life at TE strengthens our reputation and differentiates our brand to attract top talent.

### Every Voice Counts Survey

Our annual Every Voice Counts survey explores how employees feel about their TE experience and enables us to develop tailored actions to enhance the working environment for everyone. Focused on engagement, inclusion, wellbeing and leadership effectiveness, the survey is available to all employees and in 21 languages. Our survey results from fiscal year 2024 show a workforce that feels engaged and included. We had an increase of two points across each of our engagement, wellbeing and inclusion scores, with a total of 27 scores increasing and none decreasing year over year.

### Employee Development and Training

In response to our Every Voice Counts survey, we transformed our fourth annual Grow@TE conference into a team-based learning experience. Over three weeks, 32,000 employees from 41 countries participated in 14 team challenges focused on collaboration, inclusion, empowerment and wellbeing. The event, which included an opening and closing ceremony, achieved an over 90 percent satisfaction rate.

While this conference was open to all employees, we also look to provide additional development for our high-potential and critical role talent. To strengthen our leadership pipelines, we invest in programs like Leadership Way, Leadership Foundations and ELEVATE which help our emerging leaders build new skills and expand their networks.

## NAVIGATE

The internal NAVIGATE talent portal connects employees to career opportunities while addressing talent gaps in key business areas. As of fiscal year 2024, 18,000 employees have joined NAVIGATE. These employees are now equipped with a better understanding of their work style and skills and can chart their career paths while tapping into mentoring, gig experiences and formal learning.

### Pay Equity

Our compensation programs and policies are designed to ensure competitive and equitable pay based on roles, responsibilities and performance, regardless of gender, race, ethnicity or other demographics. In line with our values and EU and other legislation, we are enhancing pay equity and transparency through:

- **Our Global Fair Pay Policy:** Effective June 2024, we implemented a Global Fair Pay Policy, standardizing equitable compensation practices across all locations. This policy underscores our commitment to fair pay for all employees worldwide.
- **Pay equity transparency:** We continue to publicly disclose pay equity analysis results where legally required. The rollout of our Global Fair Pay Policy reinforces our dedication to transparent and equitable compensation.
- **Pay transparency:** TE Connectivity is improving transparency by including pay range information in all U.S. job postings, ensuring every advertisement clearly outlines compensation details. By 2025, we aim to make pay ranges electronically available to U.S. employees, allowing them to access this information at any time without needing to contact their manager or HR. The U.S. initiative will serve as a pilot for eventual international implementation.
- **Our Pay Finder tool:** In 2024, we successfully launched the Pay Finder Tool in the U.S., UK, Ireland and Poland. This tool provides HR and Talent Attraction teams with insights into equitable and competitive starting salaries, helping hiring managers make fair hiring and promotion decisions. We plan to expand Pay Finder to additional countries in 2025.

These initiatives reflect our dedication to pay equity and transparency, ensuring fairness in employee compensation worldwide. We will continue to analyze and monitor pay equity, taking action to address any potential inequities and their root causes.

### Our Next Steps

In the year ahead, we will continue to prioritize engagement and development for employees at all levels across TE. We aim for NAVIGATE to evolve beyond a tool, becoming a key enabler of internal talent mobility across our diverse business units, with development opportunities through gig assignments. We will maintain engagement by working closely with managers to address their teams' needs, offering another year of development through Grow@TE and promoting our EVP both internally and externally.



For more information about our wellbeing activities, please see the Wellbeing section.

## OUR POLICIES

[TE Workplace Flexibility Guidelines](#)

## OUR PUBLICATIONS

[UK Gender Pay Gap Report](#)

[Creganna Medical Ireland Ltd Gender Pay Gap Report](#)



## TE RECOGNITION AS AN EMPLOYER OF CHOICE

In January 2024, the Top Employers Institute named TE Connectivity as a top employer in Germany, Belgium, China and Mexico. The recognition underscores our commitment to creating a positive, inclusive workplace culture that fosters innovation, learning and development and employee wellbeing.

# Wellbeing

## OUR COMMITMENT



Empower all employees to develop a connection with wellbeing

## OUR RESULTS

TE's EAP utilization remains strong, exceeding the ComPsych book of business and industry average

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

## Our FY2024 Impact

### Employee Assistance Program (EAP)

Our EAP is a voluntary, work-based service offering free, confidential assessments, short-term counseling, referrals and follow-up services to employees. Since 2019, global use of our EAP has seen year on year growth from 5 to 12 percent. In fiscal year 2024, we held 177 hours of training webinars, with over 4,500 employees attending.

Through our partnership with ComPsych, our EAP provider, we increased confidential counseling sessions from five to seven sessions and saw a year-over-year increase in the number of employees accessing counseling. Additionally, we launched ComPsych's Wellbeing Coaching program to all employees, providing employees an opportunity to speak one-on-one with a coach and support employees in being their best at work and at home.

We have also introduced online digital self-care tools (computerized cognitive behavioral therapy) to provide employees with evidence-based techniques for common mental health issues, to enhance mental health and wellbeing.

We introduced GuidanceConnect online scheduling for 19 countries (Argentina, Australia, Austria, Belgium, Brazil, Canada, China, Colombia, Costa Rica, France, Germany, India, Japan, Mexico, the Netherlands, Peru, Philippines, the UK and the U.S.).

We are committed to driving further progress in the coming years, though our Every Voice Counts (EVC) scores for wellbeing already showed notable improvement in fiscal year 2024:

- 1-point increase in the Balance score, reaching 80.
- 2-point rise in the Resources score, reaching 78.
- 2-point improvement in the Wellbeing score, reaching 78.

In addition to the EAP, our comprehensive benefits package includes health insurance, 401(k), disability and life insurance, an employee stock purchase plan, paid time off and various voluntary benefits, all designed to support the overall wellbeing of our employees.

### Events and Publications

We continue to publish weekly Wellbeing Connection articles via our Wellbeing Connection channel and Viva Engage site. We also produce a quarterly Wellbeing Connection newsletter through the same channels, and host monthly global webinars to raise awareness of key issues. We also publish monthly global wellbeing articles that are spotlighted on the myTE website and included in the weekly myTE highlight email.

In recognition of World Mental Health Day on October 10, 2023, Wellbeing Connection hosted keynote speaker Shawn Achor, who shared his research on mindset, behavior and the link between happiness and success. The event attracted 1,600 employees, and the recording is available online.



This year, we also developed and launched online Employee & Manager Mental Health training modules, along with in-person training sessions. These initiatives have been well received and play a key role in helping reduce the stigma around mental health.

Furthermore, we introduced two Wellbeing Toolkits, available on our intranet site:

- Wellbeing Communication Toolkit—a comprehensive resource for communicating wellbeing across the organization.
- Plant Communication Toolkit—a tailored resource for communicating wellbeing specifically to plant employees.

### Wellbeing Connectors

We now have 112 Wellbeing Connectors globally who champion wellbeing across the organization and play a key role in shaping our local and regional initiatives. They meet quarterly to exchange ideas and activities.

Our local initiatives during fiscal year 2024 have focused on creating spaces and programs that support employee wellbeing. These efforts include the introduction of a dedicated wellbeing room at our Swindon, UK location and the development of a forested area behind the office, designed as a tranquil space for reflection and meditation, complete with a memorial tree. Additionally, our India operations have established their own Wellbeing Committee, secured executive sponsorship and created a local calendar of events to further promote wellbeing throughout the region.

CompPsych continues to offer Wellbeing Champion Certificate training based on the latest human behavior research to help Connectors promote positive change.

### OUR POLICIES



- [Statement on Training and Development](#)
- [Workplace Flexibility Guidelines](#)

### Workplace Flexibility

Flexible working enables employees to pursue education, be present with family and participate in other personal and community activities. We also maintain FlexTime and FlexPlace policies, allowing employees and managers to create tailored working arrangements, and we offer part-time roles when suitable. It is important we provide our employees with the support they need to manage their work and personal lives effectively.

### Our Next Steps

In 2025, we will introduce Inflection, a training platform focused on fertility, menopause and sensitivity, offering educational webinars in local languages that address cultural nuances. Additionally, Wellbeing Connection will collaborate with our EHS Group for Safety Week 2025 to provide wellbeing materials and webinars.

# Inclusion

## OUR COMMITMENT



Workforce where all employees feel differences are valued and opinions count

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

## OUR RESULTS

Published the inaugural Values and Impact Report

Achieved an enterprise score of 76 on our annual Inclusion Index for FY2024

Diverse viewpoints drive superior solutions, which is one reason TE Connectivity values a workforce that is reflective of all our global markets and customers.

We believe that developing inclusion 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, 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 Inclusion with external stakeholders.
- **Community partnership:** Investing 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 I&B programs.

## Our FY2024 Impact

### Our Inclusion Strategy

We are committed to creating an inclusive environment for all team members, whether working at a TE site, from home or on the go visiting suppliers and customers. We expect everyone to respect one another, value diverse perspectives and welcome each other, regardless of identity. Our goal is for every team member to feel a sense of belonging in spaces where all ideas are shared and everyone is included.

### Talent Management

To cultivate our inclusive culture, we focus on the entire employee experience, from hiring and onboarding to continuous learning, performance management, data transparency and accountability. In fiscal year 2024, we relaunched our SET framework to ensure that inclusion is integrated into the behavior expectations of every employee, fostering collaboration, driving results and proactively developing our talent.



At TE, we foster an environment where all team members feel respected, valued, and accepted. The dedication of our teams in activating our core value of inclusion makes a positive impact on our entire workforce. Our journey is ongoing, and we are committed to continuous improvement so that every employee feels fully engaged and empowered.

### Chao Zhang,

General Manager, China and Vice President, Human Resources Asia Pacific



### EXTERNAL RECOGNITION

In July 2024, TE Connectivity was named as a Best Place to Work for Disability Inclusion in the U.S. by Disability:IN. For the second consecutive year, TE earned a score of 90 on the Disability Equality Index, reflecting our commitment to ensuring an inclusive experience for people of all abilities.

## Insiders Program

In fiscal year 2024, we launched the new Insiders program to enhance the hiring experience for candidates. Employees from our eight ERGs volunteer their time to engage with candidates during the final stages of the interview process. Through this unique opportunity, candidates gain a glimpse of life at TE by connecting with a team member who shares similar backgrounds, gender, interests and passions. These conversations are confidential and have no impact on the interview or hiring process.

## Inclusion in Operations Sites

We reached a milestone inclusion score of 76, a key step toward fostering a more inclusive environment at TE. This achievement ensures that all employees feel valued, respected and able to contribute their diverse perspectives. By focusing on inclusivity within our operations, we are creating spaces where every team member, regardless of role or location, has the opportunity to thrive. We continue to invest in initiatives that promote inclusion, with a focus on training, leadership development and community-building at our sites globally.

## Inclusion Training and Education

To support continuous learning, we offer training on key topics such as allyship, cultural awareness and psychological safety. In fiscal year 2024, more than 4,000 employees completed our Global Inclusion course, and more than 1,900 new or newly promoted leaders participated in our Becoming an Inclusive Leader course.

Additionally, we have a full suite of development programs available to all employees with inclusion and belonging integrated into the content. These programs ensure all of our leaders, at all levels, can develop themselves as inclusive and high performing leaders. This is in addition to our full suite of development programs available to all employees.

## 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. ERG leaders are passionate, driven by a deep desire to create inclusion. By empowering and supporting them, our leadership team gains fresh perspectives and harnesses a powerful force for change.

Our ERGs continue to impact TE policies and processes. One example of this is the advanced tuition assistance program that was piloted at two sites in the United States. The African Heritage team pitched the idea to leadership, with a focus on removing one potential barrier that our lowest-band employees may face when pursuing outside education. By changing the timing of reimbursement, we hope to enable more employees to take advantage of TE's reimbursement policy.

Another example of the impact of our ERGs is the close collaboration of the ALIGN leadership with HR, legal and procurement to address opportunity areas to meet best practices for LGBTQ+ inclusion. Together, they made updates to existing policies, generated guidelines so that employees and managers could better understand benefits and expanded our learning modules.

## Our Next Steps

We are proud of the progress we have made in fostering an inclusive workplace. Building upon this success, we look forward to expanding our inclusive tools and resources, including dedicated resources for our plant teams, and the launch of an internal mobility policy that enables all talent to pursue their passions and maximize their growth at TE.

We maintain eight ERGs across 50 countries, with 10,800+ members in total. All employees are welcome to participate.

## OUR PUBLICATIONS

- [TE Equal Employment Opportunity Commission Report](#)
- [Values and Impact Report](#)



# Workplace Health & Safety

## OUR COMMITMENT



Zero-incident workplace

0.12 TRIR by 2025

## OUR RESULTS

Reduced our TRIR to 0.12, which represents the lowest level on record. 80% of TE sites had one or fewer recordable injuries; 61% had zero injuries.

TE sites achieved a 33% reduction in serious injuries, which included fractures of any type.

Safe workplaces are a top priority for TE Connectivity. Through a series of comprehensive programs, we have continually strengthened our safety culture, consistently achieving top-tier performance compared to our peers.

We deeply care about employees' safety and wellbeing, knowing their health is essential to both their personal happiness and their ability to do their best work. That is why we have made safety a top priority in all our operations. We are dedicated to creating an environment where our employees feel cared for, supported and safe, so they can thrive both personally and professionally.

By the end of fiscal year 2024, we reduced our TRIR to 0.12, our best rating to date.

Key highlights from fiscal year 2024 include:

- TE Dreux, France, scored 100 percent across all Safety Assessment for Effectiveness (SAFE) elements.
- Four business units achieved zero serious injuries.
- No employee or contractor fatalities in the past two years.

## Our FY2024 Impact

### Health & Safety (HS) Strategy

We regularly evaluate our HS strategy to ensure it remains relevant and effective. In fiscal year 2024, we completed our safety reset and introduced the All In on Safety strategy, which is built around four key pillars designed to support our goal of zero injuries.

## Our Safety Culture

Safety is deeply embedded in our operations and culture. With a strong safety framework, effective processes, hazard-mitigation strategies, and a focus on competency and communication, we are committed to creating a workplace where all employees can thrive safely. Below are the key strategic elements underpinning our safety initiatives.

### • Policies and Standards: Safety Framework

In fiscal year 2024, we established a dedicated HS organization to formalize the process of updating standards and policies. This team implemented a structured update process to proactively engage with our sites, stay ahead of evolving regulations and address gaps. Additionally, they oversee training to ensure alignment between updated standards and employee education.

### • Assurance: Effective Processes

One hundred percent of TE sites were independently audited during fiscal year 2024 under the latest SAFE program requirements. To ensure consistency, we introduced our first-ever certification for SAFE auditors, training over 80 auditors in fiscal year 2024. As a result, TE sites improved critical safety absolutes by an average of 35 percent.

## Health & Safety Strategy

2022-2025

- Proactive
- Predictive
- Preventative

### Policies & Standards



#### Safety Framework

Ensure clear, consistent expectations and accountability

### Assurance



#### Effective Processes

Ensure strong safety protocols and compliance to standards and regulations

### Risk Management



#### Hazard & Risk Mitigation

Proactively identify hazards and implement controls to mitigate risk to highest levels

### Talent



#### Competency & Communication

Focus on organizational awareness, knowledge and core HS competencies

- **Risk Management: Hazard and Risk Mitigation**

We focus on proactive hazard identification and risk mitigation through training, tools and processes. In fiscal year 2024, we launched the Serious Injury and Fatality Prevention (SIFp) metric globally, which all TE Connectivity sites began using to report incidents and identify over 1,900 corrective actions.

- **Talent: Skills and Communication**

Developing a workforce with strong HS competencies is crucial to our safety success. In fiscal year 2024, we launched the All In on Safety campaign, building on mandatory training from 2023, and held our first Safety Week. We also introduced the Safety Dojo program for local safe work practice training and launched the HS Training Academy and the EHS Training Passport, ensuring employees meet annual safety training requirements specific to their roles. These efforts reinforce our commitment to a safety culture and compliance.

## Our Next Steps

Our next steps center on advancing the effectiveness of our safety management system (SMS) by maintaining alignment with SMS standards, legal requirements and TE Operating Advantage continuous improvement objectives. We will focus on refining training initiatives to support HS goals and foster organizational safety excellence. Key priorities include strengthening SMS communication, enhancing awareness and implementing effective controls to address risks. Additionally, we will sustain momentum through regular updates to the SAFE Tool and systematic safety assessments, driving continuous improvement across our operations.

### OUR POLICIES



[Environment, Health, Safety and Environmental Sustainability Policy](#)



## TE PLANT IN THAILAND BUILDS SAFETY DOJO WITH RECYCLED MATERIAL



“Dojo” is a Japanese term for training hall. In 2024, we launched the Safety Dojo program, which engages employees in hands-on safety training and risk simulations in real-life scenarios. Currently, there are over 100 Safety Dojos across TE, all supporting our goal of zero injuries.

A great example comes from TE’s Industrial Automation & Electrification plant in Lamphun, Thailand, where the team created a mini

warehouse meeting space to cover critical safety topics like work at heights, powered industrial vehicles and material handling. Using internal resources and recycled materials, they built eight learning stations tailored to the plant’s needs, demonstrating how creativity and teamwork can foster a strong safety culture.

# Human Rights

## OUR COMMITMENT



Respecting human rights throughout our value chain

## OUR RESULTS

99%+ employees trained on human rights matters through Guide to Ethical Conduct training

100 suppliers received a live training on human rights

Established an enterprise Human Rights Committee

We are committed to upholding universal 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 is how we help ensure fair, ethical treatment for everyone we reach.

## Policies and Governance

At TE Connectivity, human rights are governed by our Supply Chain, Legal and HR functions, which establish policies, training and due diligence. We uphold civil rights, human rights and labor laws globally and outline our commitments in our Global Human Rights Policy. We are committed to respecting universal human rights and responsible and sustainable business practices.

In fiscal year 2024, we renamed and updated our Supplier Guide to Social Responsibility to TE's Supplier Code of Conduct. The scope expanded to cover ethical, environmental and health and safety responsibilities, aligning with the latest RBA Code of Conduct, international standards and relevant legislation. The updated Code includes a prohibition on suppliers retaining workers' papers and recruitment fees paid by workers. It reflects TE's commitment to maintaining the highest standards of ethics, sustainability and social responsibility throughout our value chain.

## Human Rights Committee

In fiscal year 2024 we formed the Human Rights Committee, which meets monthly and includes representatives from Legal, Government Affairs, HR, EHS, Operations, Ombudsman and Supply Chain Compliance. The committee is sponsored by our Chief Supply Chain Officer, General Counsel and Chief Human Resources Officer, with quarterly updates to leadership and annual reports to the Board.

The committee reviews human rights issues, identifies business risks and develops action plans. It also updates policies and evaluates due diligence processes. A fiscal year 2023 assessment identified 10 key human rights issues to address. In fiscal year 2024, the committee

focused on three projects: health and safety in TE and supplier facilities, climate change gap assessment and supply chain due diligence.

## Our FY2024 Impact

### Due Diligence

To improve our due diligence processes, we assessed our current practices against new regulations and industry best practices. In 2024, TE formed a cross-functional team to analyze supply chain risk factors, evaluating various risk analytics and data-collection tools. We are continuing to enhance our due diligence by aligning remediation plans, including corrective actions, audits, training and other measures to ensure supplier compliance.

We also maintained our third-party supplier audit program and conducted nine RBA Validated Assessment Program audits at our facilities in fiscal year 2024 to support customer due diligence and improve human rights in our operations. Additionally, we enhanced our supplier self-assessment program to address risks like modern slavery, human trafficking and child labor.

### Human Rights Training

We aim to train all TE employees on human rights. In fiscal year 2024, 99+ percent completed the annual Guide to Ethical Conduct training, which includes human rights content such as anti-harassment and nondiscrimination and how to report concerns. In fiscal year 2024, our top 100 suppliers received a live training on human rights regulations during our Supplier Day event.

## Grievance Mechanisms

We continue to collect and monitor grievances that come in through our Office of Ombudsman program related to human rights. This reporting mechanism is available to our suppliers and their workers, our own employees and other stakeholders. We also collect potential grievances via local engagement with unions or collective bargaining groups in certain jurisdictions and funnel those into our ConcernLINE mechanism. In fiscal year 2024, no significant human rights complaints were raised to the Ombudsman.

➔ For more information about our grievance process, see the Ombudsman section.

## Our Next Steps

Looking ahead, we will roll out comprehensive training for employees and enhance our Supplier Code of Conduct with new training and tracking systems. We will also focus on expanding stakeholder engagement and developing clear metrics and targets to assess the program's performance and effectiveness, ensuring continuous improvement and meaningful progress.



## OUR POLICIES AND REPORTS



- 🔗 [Global Human Rights Policy](#)
- 🔗 [Declaration of Principles on Human Rights of the German Operating Entities](#)
- 🔗 [Guide to Ethical Conduct](#)
- 🔗 [Reporting and Investigating Misconduct Policy](#)

- 🔗 [Responsible Minerals and Materials Policy](#)
- 🔗 [Supplier Code of Conduct](#)

We also publish numerous regional human rights statements each year, which can be found on our [website](#)

# Community Impact

## OUR COMMITMENT



10 million people impacted through STEM education by 2030

## OUR RESULTS

\$7M+ in total charitable giving in 2024

1M+ people impacted through STEM education in FY2024, with 5M+ impacted since 2020

We strive to be a good corporate citizen wherever we operate, giving back to our communities in locally relevant ways. To align with TE Connectivity's mission of creating a safer, sustainable, productive and connected future, we target our donations to help develop the next generation of innovators through STEM education.

A core tenet of TE's community impact program is to empower employees to support positive change. Our Community Ambassador Program, active for 10 years in more than 30 countries, empowers over 100 ambassadors and local councils to drive community giving, representing almost half of all TE corporate donations each year.

Our community involvement also goes beyond financial contributions, with a strong focus on volunteering. We offer a volunteer incentive program to actively encourage participation, available to both full-time and part-time TE employees across most of our global locations. In addition, we support charitable giving through a matching gift program for our U.S.-based employees, amplifying the impact of their personal donations and further strengthening our commitment to social responsibility.

## Our FY2024 Impact

### TE Connectivity Foundation

Through the TE Connectivity Foundation, we increase access to technology and engineering, focusing on women and underserved populations. In 2024, the Foundation granted \$1.8 million to six partner organizations: three long-term partners—Girl Up, Technovation and SMASH—and three new partners—Clubes de Ciencia, Per Scholas and the Desai Foundation.

Through Girl Up, the Foundation's grant helps empower thousands of young people with STEM and leadership skills, including global STEM Bootcamps where TE employees mentor participants. In June 2024, 100 girls from India, Sri Lanka, Bangladesh, the Maldives and the U.S. took part in Girl Up's Women in Science Camp. Four engineers from our Bangalore and Pune sites in India led interactive sessions and Lauren Benne, Executive Director, participated in a panel discussion on women in STEM.

## EMPOWERING WOMEN IN AI: TE AND TECHNO- VATION UNCOVER PATHS TO INCLUSION AND INNOVATION



Just 4 million women are among the 18 million technology professionals worldwide, with the majority located in the United States and China. These striking statistics come from a recent report entitled **"Women in AI: A Global Overview of a \$200 Billion Innovation Opportunity,"** written by The AI Forward Alliance, a coalition of nonprofits, nongovernmental organizations and corporates led by TE Connectivity Foundation partner Technovation. The report was authored with the support of the TE Connectivity Foundation in collaboration with TE's Vice President and Chief Transformation Leader for AI and Sustainability, Phil Gilchrist. Our partnership with Technovation reflects our mission to ensure equitable access to AI education and empower learners globally. As one of the leading suppliers to the AI industry, providing high-performance connectivity to top AI cloud providers, we are uniquely positioned to help drive meaningful change. The report outlines actionable steps countries can take to increase economic resilience and innovation by ensuring women make up 50 percent of their AI workforces. At TE, we believe that empowering women in AI is essential to building a more inclusive and innovative future.

## TE AI Cup

In fiscal year 2024, the annual TE AI Cup featured more than 230 students from 31 universities globally. This program seeks to solve real-world manufacturing challenges using AI. Each university partnered with a TE Connectivity site to address a relevant issue, with the winning teams awarded scholarships.

TE held training sessions and workshops during fiscal year 2024 in five countries culminating in the final competition in May. Forty student teams participated in the TE AI Cup, with finalists addressing labor and quality challenges. The winning team, Gold Team from Singapore's Nanyang Technological University, collaborated with TE engineers to develop an AI-powered gold-thickness prediction system, achieving 94 percent accuracy. This innovation improves gold-use efficiency and could be applied across additional plating lines.

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At TE, we have a strong presence of volunteers that live our values in our communities. In India, we have made meaningful impact by focusing on those in greatest need, through STEM initiatives, providing healthcare and livelihood training. We remain committed to broadening our reach and enhancing our programs to benefit even more individuals in the future.

**Srinivasan Vishwanath,**  
Managing Director & General  
Manager—TE India and  
Director—CSR Committee



## Relief Efforts

Globally, many communities faced sudden, disruptive and even life-changing disasters across our fiscal year 2024. At our company, we believe in the power of giving back to those in need and understand our role in supporting resilience and relief in the communities where we operate. As part of this commitment, we donated more than \$300,000 toward global humanitarian relief in fiscal year 2024.

Disasters we responded to included:

- May 2024 flooding in Rio Grande do Sul, Brazil.
- July 2024 hailstorms in Austria.
- September 2024 Storm Boris flooding in Central Europe.
- September 2024 flooding in Thailand.
- September 2024 impacts of Hurricane Helene in the U.S.

## EMPOWERING YOUTH THROUGH THE FORMARE PROGRAM



The Formare program aims to support local youth facing socioeconomic challenges by providing educational opportunities. Delivered by TE volunteer educators, the program helps young people develop essential skills for the job market. Since launching in Brazil in 2017, it has achieved impressive results:

- Six graduated classes.
- Sixty total graduates.
- Thirty-one students employed by TE.
- Four hundred and fifty employee volunteers.

Building on its success in Brazil, the program expanded in fiscal year 2024 to the TE Automotive plant in Hermosillo, Mexico, where 10 students are now being mentored by over 50 TE volunteers, marking a significant step in the program's global growth.

## Our Next Steps

We will continue to invest in our global communities by empowering our employees to lead and engage in giving initiatives. Through this, we aim to strengthen our commitment to supporting the next generation of STEM education. By fostering a culture of giving and involvement, we will drive meaningful impact both locally and globally, ensuring that our efforts contribute to the development of future innovators and leaders in STEM.

## FOSTERING INNOVATION THROUGH STEM LABS IN INDIA



As part of our goal to reach 10 million individuals through STEM education by 2030, TE's India team has supported the establishment of STEM labs across four schools in Pune and three in Bangalore, benefiting over 2,200 students. The initiative focuses on creating affordable STEM labs that align with curriculum standards, encourage exploration and experimentation and foster innovative teaching and learning methods.

In addition to this initiative, in March 2024, the Innovators Space: STEM Intervention was launched at Anjana Vidya Kendra School (Brahmi Trust) in Bangalore, where TE is backing the Connecting the Dots project to support a holistic skill-development program. In the same month, TE also helped open a mini science center in Pune, aimed at empowering children to become active learners and resilient leaders, innovators and problem solvers while cultivating their creativity, collaboration and STEM skills.



For more information on corporate social responsibility efforts in India, please read our report

# Governance

## Governing With Integrity & Purpose

Governance and responsibility are crucial because they empower ethical decision-making and foster transparency. These principles drive us toward sustainable success in global markets through our core values—integrity, accountability, inclusion, innovation and teamwork.

### IN THIS SECTION

Ethics & Compliance	42
Ombudsman	43
Risk Management	43
Board & Management Governance	44
ESG Governance	45



# Ethics & Compliance

TE Connectivity's governance practices drive high standards of ethical oversight and provide the diverse leadership necessary for us to succeed as both an employer and an industry leader.

## Our 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 promote a high-integrity culture and support ethical decision-making.

Following the fiscal year 2023 update to the Guide to Ethical Conduct, we revised the companion Manager's Guide to incorporate our new inclusion value and align with the Guide's accessible design.

## 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 do business around the world. 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.

To align with regulatory changes and best practices, we updated our Anti-Bribery and Anti-Corruption policy in fiscal year 2024 to address extortion prevention and the use of pricing discounts and rebates.

## Ethics & Compliance Program

At TE, we are strong believers in continuous improvement and routinely search for ways to benchmark and enhance our Ethics & Compliance program's effectiveness. During fiscal year 2024, we conducted a comprehensive assessment of our program in collaboration with external consultants. The evaluation, which compared TE's program to leading

practices, demonstrated significant improvements over the 2017 assessment conducted by the same consultants. All identified areas for improvement have since been addressed.

To ensure our program evolves in line with updated regulatory guidelines, we developed and globally implemented a comprehensive Incentives, Recognition and Discipline strategy. This initiative reinforces our commitment to a culture of integrity by promoting and rewarding ethical behavior through public recognition of employees who uphold high compliance standards, while also deterring risky actions and fostering accountability through financial disincentives for noncompliant behavior.

## Ethics Attitude Survey

To assess whether TE is continuing to operate in line with our values, we conducted the fourth Ethics Attitude Survey between Sept. 3 and Oct. 3, 2024. The survey was open to all employees and over 57 percent participated voluntarily. Overall, we are pleased to see that TE surpasses the external benchmark and our own 2021 survey results in all areas (Awareness of Compliance and Reporting Resources, Ethical Tone and Commitment, Pressure, and Comfort Speaking Up), reflecting our company's ongoing commitment to promoting ethics and integrity.

## Our Next Steps

For fiscal year 2025, we plan to assess the updates to the Department of Justice's Evaluation of Corporate Compliance Programs for any improvements to our compliance program, and to execute our action plan resulting from the 2024 Ethics Attitude Survey.



## TE Connectivity Honored for Ethical Practices

In March 2025, TE was recognized by the Ethisphere Institute as one of the World's Most Ethical Companies® for the 11th straight year. One of 136 companies recognized, TE was one of only four in the electronics and components sector to receive the accolade.

## ETHICS & COMPLIANCE



Holistic Ethics & Compliance program assessment conducted with external consultants

Annual cycle of all-employee Ethics Attitude Survey

## Ombudsman

TE's Office of Ombudsman provides a confidential and impartial resource for employees, suppliers, investors, customers and other business partners to report legal violations, policy breaches and ethical concerns.

Operating independently, the Ombudsman reports directly to the chair of the Audit Committee of the TE Board of Directors and meets regularly with executive leadership to discuss key reporting themes, trends and root cause analyses. This proactive approach helps to address issues that could potentially disrupt operations or affect employee morale.

The Office of Ombudsman oversees TE's Reporting and Investigations program, including reporting resources like ConcernLINE, ConcernNET and ConcernAPP, as well as any necessary corrective actions. This program is instrumental in promoting our core values and ethical culture. Additionally, the Employee Relations Center of Excellence (ER function) is overseen by the Office of Ombudsman. The ER function handles workplace-related concerns efficiently, analyzes case data to identify trends and root causes, and shares insights with key HR stakeholders.

All reports are reviewed and addressed appropriately and in a timely manner. Policy documents regarding the internal investigation program are available on the

[Office of Ombudsman page](#).

In fiscal year 2024, the Office of Ombudsman received approximately 1,100 reports. When broadly separated into two categories, approximately 75 percent were workplace-related concerns and the rest were compliance issues (for example, legal, regulatory or policy matters). Approximately 50 percent were anonymously made. For matters closed during fiscal year 2024, about 57 percent were substantiated or otherwise actionable, enabling TE to correct misconduct, change business processes, rectify inefficiencies, clarify policies or take other corrective action.

## Risk Management

Our approach to Enterprise Risk Management (ERM) involves guiding annual evaluations for all business units and corporate functions. This framework emphasizes accountability by engaging risk owners in the development of mitigation strategies.

The framework directs focused analyses of identified risks while establishing governance and accountability structures for each. We stay alert to new and emerging risks, especially those related to the environment and climate change.

Our annual integrated risk assessment provides a comprehensive overview of cross-enterprise risks, incorporating surveys and interviews with senior leaders across various business units and functions. We work closely with risk owners to create mitigation plans and ensure continuing progress through regular updates. Participants also engage in assessing ESG risks, which are integrated with other enterprise risks.

The highest-ranking person with dedicated operational-level risk management responsibility is the Executive Vice President and General Counsel, who reports to the CEO. The highest-ranking person with operational-level responsibility for monitoring and auditing risk management performance is the Chief Risk Officer, who reports to the Executive Vice President 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

Ensuring our suppliers meet our rigorous standards is crucial for effective supply chain management. To achieve this, we employ 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.

## 66

In the past year, we have made significant strides in strengthening our governance practices, reinforcing transparency and fostering accountability across every level of our organization. We remain dedicated to upholding the highest standards of ethical conduct, ensuring that our decisions and actions consistently align with our values and further enhancing our commitment to responsible growth.

**Wafa Derouiche,**

Vice President and General Counsel,  
Automation and Connected Living Sector



# Board & Management Governance

When leaders participate actively and communicate openly, they shape our organizational culture and set the tone for our work. We believe engaged leadership is essential, inspiring and motivating teams where everyone feels valued.

## 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 12, 2025, our Board has 12 members, with 75 percent representing diverse backgrounds. Of these, four identify as women, one identifies as African American, one identifies as LGBTQ+ and four identify as ethnically or geographically diverse or were born outside the United States.

→ Learn more about our leadership on [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 SVP and Chief Information Security Officer provides executive management of TE Connectivity's global cybersecurity and data protection program. Internal and 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. This includes 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 paying our fair share of taxes on a timely basis.

→ You can read more about our tax position 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 and employees as well as 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 National Foreign Trade Council, U.S. Chamber of Commerce, Meridian International Center and the U.S.-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 here.

## 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 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 (OCWN)

When we launched OCWN, our goal was to place leadership at the heart of our corporate responsibility strategy. This initiative helps us embrace strong governance principles and reinforces our commitment to ethical business practices across all aspects of our strategy.

In fiscal year 2024, we updated our ESG governance structure by expanding OCWN into two groups. The first is the Leadership Network, which meets quarterly to monitor progress and make decisions that impact our enterprise sustainability efforts. Executive leadership members, including our EVP and General Counsel, SVP and Chief Human Resources Officer, SVP Operations, segment CTOs, SVP Corporate Controller, VP and Chief Supply Chain Officer, VP Investor Relations, VP AI and Sustainability Transformation, and VP and Chief Information Officer for Enterprise System, are part of this group. The Leadership Network provides regular progress reports for our Executive Committee and Board of Directors.

The second group is the Core team, which meets monthly and includes subject-matter experts who lead various environmental, social and governance programs across TE Connectivity. They report progress, share best practices, discuss relevant topics collaboratively and advise on strategy updates. The Core team is responsible for creating action plans and metrics to guide our progress toward sustainability goals. Additionally, the network participates in external groups and engagements, decides on participation in external surveys and evaluates sustainability-related ideas and requests.

## Oversight and Engagement

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

This includes:

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

In particular, the ESG Regulatory Impact Assessment Task Force provides critical guidance by intaking, analyzing and assigning compliance requirements.



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

## Segment, Business and Functional Leads

Segment, business and functional sustainability lead positions manage sustainability for their businesses globally, helping ensure we meet customer expectations and aligning with our One Connected World strategy.

## Double Materiality Assessment

In 2024, we refreshed our double materiality assessment. This updated assessment enables us to better understand and address the intersection of our company's impacts on environmental and social issues, as well as how these factors influence our business. Health and safety, sustainable supply chain and product stewardship remained key material issues, while human rights and climate change increased in significance.



For a detailed overview, please see our Double Materiality Report.

# 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 2024, which ended Sept. 27, 2024, 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 2024 calendar year.

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

This is our 15th 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 54. Additionally, [SASB and TCFD alignment](#) is available on pages 61-64.

Deloitte & Touche LLP performed a review of management's assertion related to our Statement of GHG Emissions, Energy Consumption and Water Withdrawal. See [TE's fiscal year 2024 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](http://www.te.com/responsibility) or write to us at [TECorporateResponsibility@te.com](mailto: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 plc's Annual Report on Form 10-K for the fiscal year ended Sept. 27, 2024, 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.



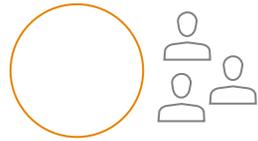
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# Engaging With Stakeholders

We engage stakeholders to gather their views and interests about TE Connectivity, 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 Supplier Code of Conduct



## Employees

- Regular informal engagement through team meetings
- Internal communications
- Employee mobile application
- Quarterly full-company CEO town hall meetings, along with the 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
- Employee Resource Groups (ERGs)



## Shareholders

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

# Performance Summary

			FY2022	FY2023	FY2024
<b>PLANET<sup>1</sup></b>					
<b>ENERGY USE</b>	Energy Use	MWh	1,307,815	1,247,908	1,240,482
	Energy Use (intensity)	MWh/Net Sales in USD Millions (\$)	80	78	78
	Percentage Renewable Energy	Percentage (%)	50	66	76
	Percentage Renewable Electricity	Percentage (%)	59	77	87
<b>EMISSIONS</b>	GHG Emissions (Scope 1 and 2)	Metric Tons CO <sub>2</sub> Equivalent	237,892	146,113	101,717
	Scope 1 GHG Emissions	Metric Tons CO <sub>2</sub> Equivalent	58,013	44,750	32,102
	Scope 2 GHG Emissions (Market-Based)	Metric Tons CO <sub>2</sub> Equivalent	179,879	101,363	69,615
	Scope 1 and 2 GHG Emissions (Intensity)	Metric Tons of CO <sub>2</sub> e/Net Sales in USD Millions (\$)	15	9.1	6.4
	SF <sub>6</sub> Gas Releases	% Reduction Since FY2010	82	92	96
	Scope 3 Emissions <sup>2</sup>	Metric Tons CO <sub>2</sub> Equivalent	4,263,900	3,715,500	3,679,700
	Total Goods & Services Emissions	Metric Tons CO <sub>2</sub> Equivalent	3,329,000	2,960,000	2,980,000
	Capital Goods	Metric Tons CO <sub>2</sub> Equivalent	145,000	125,000	130,000
	Fuel- and Energy-Related Activities	Metric Tons CO <sub>2</sub> Equivalent	71,800	57,100	39,200
	Upstream Transportation and Distribution	Metric Tons CO <sub>2</sub> Equivalent	711,000	563,000	515,000
Business Travel	Metric Tons CO <sub>2</sub> Equivalent	7,100	10,400	15,500	
<b>WASTE</b>	Waste Generated	Metric Tons	109,790	103,278	105,697
	Total Hazardous Waste Generated	Metric Tons	9,022	7,779	8,909
	Total Materials Recycled/Reused	Metric Tons	89,406	88,437	88,767
	Waste Directed to Disposal	Metric Tons	20,384	14,841	11,272
	Hazardous Waste Disposed	Metric Tons	5,258	2,915	2,136
	Non-Hazardous Waste Disposed	Metric Tons	15,126	11,926	9,136
	Waste Directed to Energy Recovery <sup>3</sup>	Metric Tons	-	-	5,658
	Hazardous Waste to Energy Recovery <sup>3</sup>	Metric Tons	-	-	1,180
	Non-Hazardous Waste to Energy Recovery <sup>3</sup>	Metric Tons	-	-	4,478
	Ratio of Waste Recycled to Disposed	Ratio	4.4	6	7.9
Percentage of Hazardous Waste Recycled	Percentage (%)	42	63	63	
<b>WATER</b>	Total Water Withdrawal <sup>4</sup>	Millions of Gallons	737	664	651
	Total Water Withdrawal – Utility Municipal	Millions of Gallons	642	580	560
	Total Water Withdrawal – Surface/Rainwater	Millions of Gallons	-	-	0.7
	Total Water Withdrawal – Groundwater	Millions of Gallons	91	80	88
	Total Water Withdrawal – Recycle	Millions of Gallons	4	4	2
	Total Water Discharge	Millions of Gallons	624	572	559

# Performance Summary

			FY2022	FY2023	FY2024
<b>ECONOMIC</b>					
<b>SALES</b>	Total Net Sales	USD Millions (\$)	16,281	16,034	15,845
	Total Net Sales by Segment (Transportation) <sup>5</sup>	USD Millions (\$)	-	9,675	9,481
	Total Net Sales by Segment (Industrial) <sup>5</sup>	USD Millions (\$)	-	6,359	6,364
	Total Net Sales (Americas Region)	USD Millions (\$)	4,803	4,670	4,579
	Total Net Sales (Americas Region)	Percentage of Total Net Sales (%)	30	29	29
	Total Net Sales (APAC Region)	USD Millions (\$)	5,771	5,156	5,367
	Total Net Sales (APAC Region)	Percentage of Total Net Sales (%)	35	32	34
	Total Net Sales (EMEA Region)	USD Millions (\$)	5,707	6,208	5,899
	Total Net Sales (EMEA Region)	Percentage of Total Net Sales (%)	35	39	37
<b>PRODUCT INNOVATION</b>	Total Patents Granted or Pending	Number (#)	15,000+	15,000+	15,000+
	Total Direct Economic Value Generated (Revenues)	USD Millions (\$)	16,281	16,034	15,845
	Total Research, Development and Engineering Investment	USD Millions (\$)	718	708	741
<b>ECONOMIC VALUE GENERATED</b>	Total Contributed to Local Economies Through Localization Efforts	USD Millions (\$)	3,300	3,100	3,030

# Performance Summary

			FY2022	FY2023	FY2024
<b>PEOPLE</b>					
<b>COMMUNITY IMPACT</b>	Total Charitable Giving (Corporate, not including Matches and Volunteer Grants)	USD Millions (\$)	3.36	3.54	4.77
	Charitable Giving, TE Matches of Employee Donations and Volunteer Grants	USD Millions (\$)	0.81	0.73	0.71
	Total Charitable Giving (TE Connectivity Foundation)	USD Millions (\$)	1.45	1.02	1.8
	Total Charitable Giving (Foundation and Corporate)	USD Millions (\$)	5.62	5.29	7.28
	Total Charitable Giving (Education and Technology Focus)	Percentage (%)	56	64	56
	Total Charitable Giving (Health and Human Services Focus)	Percentage (%)	44	36	44
	Total People Impacted in Next-Generation Technology Education, STEM	Number (#)	1,480,686	1,108,374	1,037,723
<b>EMPLOYEES</b>	Total Volunteer Hours by TE Employees	Number (#)	9,000+	10,000+	9,000+
	Total Employees <sup>6</sup>	Number (#)	92,000	90,000	87,000
	Total Number of Employees (Americas Region)	Number (#)	28,000	27,000	26,000
	Total Number of Principal Manufacturing Sites (Americas Region)	Number (#)	36	38	34
	Total Number of Employees (APAC Region)	Number (#)	27,000	25,000	26,000
	Total Number of Principal Manufacturing Sites (APAC Region)	Number (#)	25	24	27
	Total Number of Employees (EMEA Region)	Number (#)	37,000	38,000	35,000
	Total Number of Principal Manufacturing Sites (EMEA Region)	Number (#)	45	42	39
	Total Number of Manufacturing Employees (Worldwide)	Number (#)	56,000	54,000	51,000
	Total Number of Employees by Category <sup>7</sup>				
	Part-Time, Male	Number (#)	946	1,125	1,051
	Part-Time, Female	Number (#)	787	827	791
	Full-Time, Male	Number (#)	43,964	43,031	43,174
	Full-Time, Female	Number (#)	31,193	30,366	29,486
	Permanent, Male	Number (#)	44,128	43,365	43,685
	Permanent, Female	Number (#)	31,564	30,748	30,026
	Temporary, Male	Number (#)	782	791	540
	Temporary, Female	Number (#)	416	445	251
	Wellbeing Index	Score (#)	n/a	76	78
	Employees Who Have Access to Resources to Foster Wellbeing	Percentage (%)	n/a	100	100
Engagement Index	Score (#)	81	79	81	

# Performance Summary

			FY2022	FY2023	FY2024
WORKPLACE HEALTH & SAFETY	Lost Time Injury Frequency Rate	Number (#)	0.10	0.09	0.07
	Total Recordable Incident Rate	Number (#)	0.15	0.14	0.12
	Manufacturing Plants Completing the Year With One Recordable Injury or Illness or Fewer	Percentage (%)	81	78	80
SUPPLY CHAIN	Total Number of Salient Issues With Action Plans in Place	Number (#)	-	-	3
	Employees Being Trained on Human Rights	Percentage (%)	-	99	99
INCLUSION	Employees by Gender (Female)	Percentage (%)	41	41	40
	Employees by Gender (Female Leadership)	Percentage (%)	27	28	30
	Employees by Gender (Male)	Percentage (%)	58	58	59
	Employees by Gender (Male Leadership)	Percentage (%)	73	71	69
	Women by Management Level (Top Management)	Percentage (%)	24	28	29
	Women by Management Level (Middle Management)	Percentage (%)	31	26	27
	Total Women in Leadership Positions Worldwide	Number (#)	220	248	284
	Women in Revenue-Generating Positions (Sales, Operations, Managers, Customer Services or Engineering)	Percentage (%)	16	17	18
	Women in STEM Roles	Percentage (%)	15	16	17
	ERG Membership	Number (#)	8,478	9,410	10,849
Inclusion Index	Score (#)	74	74	76	
TRAINING	Average Hours of Training by Employee Category <sup>a</sup>				
	Band 0	Number of Hours (#)	0.5	1.0	2.03
	Band 1	Number of Hours (#)	2.5	1.3	3.32
	Band 2	Number of Hours (#)	3.4	2.2	4.7
	Band 3	Number of Hours (#)	5.8	1.3	8.73
	Band 4	Number of Hours (#)	10.6	1.0	11.31
	Band 5	Number of Hours (#)	5.4	8.0	8.9
	Band 6	Number of Hours (#)	1.6	4.1	4.53
	Total Number of Courses Offered on LEARN@TE	Number (#)	23,266	23,266	28,938
	Total Hours of Training on LEARN@TE	Number of Hours (#)	231,237	211,222	305,378
	Total Hours of Training by Gender <sup>7</sup>	Number of Hours (#)	Did not disclose/ Unknown/Blank – 4,241	Did not disclose/ Unknown/Blank – 874	Did not disclose/ Unknown/Blank – 751
		Female – 58,307	Female – 71,677	Female – 99,842	
		Male – 119,856	Male – 144,356	Male – 204,785	

# Performance Summary

			FY2022	FY2023	FY2024
<b>GOVERNANCE</b>					
<b>OMBUDSMAN</b>	Total Number of Matters Reported to the Office of Ombudsman	Number (#)	Approximately 1,200	Approximately 1,250	Approximately 1,100
	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 (%)	43	46	45
	Unsubstantiated Allegations That Led to Additional Corrective Actions	Percentage (%)	9	10	12
<b>ETHICS AND COMPLIANCE</b>	Employees Who Certified Their Compliance With TE's Guide to Ethical Conduct <sup>9</sup>	Percentage (%)	99+	99+	99+
	Total Ethics and Compliance Trainings Completed (Company-Wide) <sup>10</sup>	Number (#)	120,000+	165,000+	125,800+
	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
<b>SUPPLY CHAIN</b>	Total Corrective Actions as a Result of Supplier Audits	Number (#)	1,084	859	1,109
	Total Direct Material Suppliers	Number (#)	9,344	8,955	9,419
	Total Indirect Material Suppliers	Number (#)	23,069	22,038	24,190
	Total Direct and Indirect Suppliers	Number (#)	32,413	30,993	33,609
	Total Social Audits and Quality Audits Conducted	Number (#)	559	477	91 Social 351 Quality
	Total Additional Certifications to TE's Supplier Code of Conduct <sup>11</sup>	Number (#)	4,140	5,863	3,224
	Total Conflict Minerals Survey Supplier Response Rate <sup>12</sup>	Percentage (%)	78	78	82
	Total Conflict Minerals Survey Responses Used in Connection With Conflict Minerals Report	Number (#)	106,973	94,046	150,814

- 1 Data for all periods excludes facilities associated with our acquisition of Schaffner Holding AG in fiscal year 2024. Data for fiscal year 2022 and fiscal year 2023 excludes facilities associated with our acquisition of Kries in fiscal year 2023. Data for fiscal year 2022 excludes facilities associated with the fiscal year 2022 acquisitions of Laird Connectivity's external antennas business, Kemtron Ltd. and Linx Technologies.
- 2 For fiscal year 2024, TE is reporting its top Scope 3 categories and business travel. These categories correspond to our target submission, which has been validated by SBTi. For Purchased Goods & Services in fiscal year 2024, 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 fromecoinvent, are used. In fiscal year 2024, TE transitioned to using actual weight and distance traveled to calculate Upstream Transportation and Distribution Scope 3 emissions. The Business Travel category considers distance- and aircraft-based calculations based on data provided by our travel partners. For fiscal year 2024, for Fuel- and Energy-Related Activities Scope 3 emissions, 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. We restated our fiscal year 2022 and 2023 Scope 3 emissions data due to improvements in our data-collection processes.
- 3 Prior to fiscal year 2024 waste sent for energy recovery was included in Waste Directed to Disposal.
- 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 Effective for fiscal year 2025, we reorganized our management and segments to align the organization around our fiscal year 2025 strategy. Our businesses in the former Communications Solutions segment have been moved into the Industrial Solutions segment. Also, the appliances and industrial equipment businesses have been combined to form the Automation & Connected Living business. In addition, we realigned certain product lines and businesses from the Industrial Solutions and former Communications Solutions segments to the Transportation Solutions segment. Total Net Sales by Segment for fiscal year 2024 and fiscal year 2023 in the table reflect the new two-segment structure. Total Net Sales by Segment for fiscal year 2022 under the new two-segment structure is not available.
- 6 Includes contract employees and agency temporary workers.
- 7 Does not include contract employees.
- 8 Average hours represents only unique completers (those who participated in training) within our Learn@TE system.
- 9 Our annual Guide to Ethical Conduct trainings include active employees on TE's payroll at the time of the commitment campaigns, which run from April to May each year.
- 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 learning management system Learn@TE and other trainings that are tracked separately.
- 11 The fiscal year 2024 response rate is through April 2024; the Conflict Minerals 2023 campaign ran July 2023 through April 2024. As of publication, we are currently in the Conflict Minerals 2024 campaign, which runs July 2024 through April 2025. Fiscal year 2023 response rate shows the final results of the July 2022-April 2023 survey cycle.
- 12 The fiscal year 2024 response rate is through February 2025; however, the campaign is not complete as of publication of this report.

#### 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<sub>2</sub>e per vehicle per year while gasoline vehicles emit 12,594 pounds (5.71 metric tons) of CO<sub>2</sub>e 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 internal combustion engine vehicles.

Renewable energy savings were calculated using global wind power capacity ([Source](#)) and global solar capacity ([Source](#)).

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.

Referenced 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 is not related to, the company's GHG inventory.

# GRI Index

TE Connectivity has reported the information cited in this GRI content index for the period Sept. 30, 2023, to Sept. 27, 2024, with reference to the GRI Standards.

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
<b>GRI:2 General Disclosures 2021</b>		
2-1	Organizational details	<a href="#">2024 Form 10-K, p1</a> <a href="#">2024 Corporate Responsibility Report &gt; About TE Connectivity &gt; Global Sales by Region, p7</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">2024 Corporate Responsibility Report &gt; About This Report, p46</a> <a href="#">2024 Annual Report, p64</a>
2-3	Reporting period, frequency and contact point	<a href="#">2024 Corporate Responsibility Report &gt; About This Report, p46</a> <a href="#">2024 Form 10-K, pp1, 64</a>
2-5	External assurance	<a href="#">2024 Corporate Responsibility Report &gt; About This Report, p46</a> <a href="#">2024 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report</a>
2-6	Activities, value chain and other business relationships	<a href="#">2024 Corporate Responsibility Report &gt; Sustainable Supply Chain, pp25-26</a> <a href="#">2024 Annual Report, pp1-8</a> <a href="#">TE Connectivity Supplier Code of Conduct</a>
2-7	Employees	<a href="#">2024 Corporate Responsibility Report &gt; About TE Connectivity, p6</a> <a href="#">2024 Corporate Responsibility Report &gt; Performance Summary &gt; People, pp50-51</a> <a href="#">2023 TE Connectivity Consolidated EEO Report</a>
2-8	Workers who are not employees	<a href="#">2024 Corporate Responsibility Report &gt; About TE Connectivity, p6</a> <a href="#">2024 Corporate Responsibility Report &gt; Performance Summary, p50</a>
2-9	Governance structure and composition	<a href="#">2024 Corporate Responsibility Report &gt; ESG Governance, pp44-45</a> <a href="#">2025 Proxy Statement, pp40-47</a> <a href="#">2025 Proxy Statement, p39</a> <a href="#">2025 Proxy Statement, pp21-33</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement, pp18-19</a>
2-11	Chair of the highest governance body	<a href="#">2025 Proxy Statement, p21</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2025 Proxy Statement, pp39-45</a> <a href="#">2024 Corporate Responsibility Report &gt; ESG Governance, p45; Board &amp; Management Governance &gt; Responsible Government Engagement, p44</a>
2-13	Delegation of responsibility for managing impacts	<a href="#">2025 Proxy Statement, pp39-45</a> <a href="#">2024 Corporate Responsibility Report &gt; ESG Governance, p45; Board &amp; Management Governance &gt; Responsible Government Engagement, p44</a>

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2025 Proxy Statement, pp39, 41-44</a> <a href="#">Audit Committee Charter, p5</a> <a href="#">Nominating, Governance and Compliance Committee Charter, p6</a> <a href="#">TE Connectivity Double Materiality Report</a>
2-15	Conflicts of interest	<a href="#">Audit Committee Charter, p4</a> <a href="#">Nominating, Governance and Compliance Committee Charter, p5</a>
2-16	Communication of critical concerns	2024 Corporate Responsibility Report > Ethics & Compliance, p42; Human Rights > Our FY2024 Impact, p37; Our Approach, p38
2-17	Collective knowledge of the highest governance body	2024 Corporate Responsibility Report > ESG Governance, p45; Performance Summary > People, pp50-51 <a href="#">2025 Proxy Statement, p32</a>
2-18	Evaluation of the performance of the highest governance body	2024 Corporate Responsibility Report > Governance > Board & Management Governance > Responsible Government Engagement, p44 <a href="#">2025 Proxy Statement, pp36-37</a> <a href="#">2024 Nominating, Governance and Compliance Committee Charter, pp2, 5</a>
2-19	Remuneration policies	<a href="#">2025 Proxy Statement, pp51-80</a> 2024 Corporate Responsibility Report > Governance, p44
2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement, pp51-80</a>
2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement, p75</a>
2-22	Statement on sustainable development strategy	2024 Corporate Responsibility Report > A Conversation With CEO Terrence Curtin, p3; About TE Connectivity, p6; One Connected World, p8
2-23	Policy commitments	2024 Corporate Responsibility Report > Sustainable Supply Chain > Our Policies, p26; Human Rights > Policies and Reports, p38 <a href="#">Global Human Rights Policy, pp1-2</a> <a href="#">TE Connectivity Supplier Code of Conduct</a> <a href="#">Responsible Minerals and Materials Policy</a> <a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy</a> <a href="#">Multiple country-level human rights reports</a> <a href="#">TE Connectivity Guide to Ethical Conduct, p22</a>
2-24	Embedding policy commitments	2024 Corporate Responsibility Report > Human Rights, pp37-38; Workplace Health & Safety, pp35-36; Community Impact, pp39-40 <a href="#">Global Human Rights Policy</a> <a href="#">TE Connectivity Guide to Ethical Conduct, p22</a> <a href="#">TE Connectivity Supplier Code of Conduct</a>
2-25	Processes to remediate negative impacts	2024 Corporate Responsibility Report > Human Rights, pp37-38; Performance Summary > Governance, p52 <a href="#">TE Connectivity Supplier Code of Conduct</a>
2-26	Workplace health and safety mechanisms for seeking advice and raising concerns	2024 Corporate Responsibility Report > Human Rights, pp37-38; Performance Summary > Governance, p52 <a href="#">TE Connectivity Supplier Code of Conduct</a>
2-27	Compliance with laws and regulations	2024 Corporate Responsibility Report > Ethics & Compliance > Compliance Liaisons, p42 <a href="#">2024 Form 10-K, pp20-21</a>
2-28	Membership associations	2024 Corporate Responsibility Report > Board & Management Governance > Engaging With Trade Associations, p44; Engaging With Stakeholders, p47 <a href="#">TE Connectivity Membership of Trade Associations</a>

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
2-29	Approach to stakeholder engagement	2024 Corporate Responsibility Report > Engaging With Stakeholders, p47; <a href="#">TE Connectivity Double Materiality Report</a>
2-30	Collective bargaining agreements	<a href="#">TE Connectivity Guide to Ethical Conduct, p18</a> Approximately 60 percent of TE employees are covered by collective bargaining agreements.
<b>GRI 3: Material topics 2021</b>		
3-1	Process to determine material topics	<a href="#">TE Connectivity Double Materiality Report</a>
3-2	List of material topics	<a href="#">TE Connectivity Double Materiality Report</a>
<b>Economic</b>		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	<a href="#">2024 Form 10-K, pp59-63</a> 2024 Corporate Responsibility Report > Task Force on Climate-related Financial Disclosures Index, p62
201-1	Direct economic value generated and distributed	<a href="#">2024 Form 10-K, pp59-63</a>
201-2	Financial implications and other risks and opportunities due to climate change	2024 Corporate Responsibility Report > Task Force on Climate-related Financial Disclosures Index, p62
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2024 Form 10-K, pp85-89</a>
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Ethics & Compliance, p42; Sustainable Supply Chain, p25 <a href="#">TE Connectivity Guide to Ethical Conduct, p9</a>
205-2	Communication and training about anti-corruption policies and procedures	2024 Corporate Responsibility Report > Ethics & Compliance, p42 <a href="#">TE Connectivity Guide to Ethical Conduct, p9</a>
GRI 206: Anti-Competitive Behavior 2015		
3-3	Management of material topics	<a href="#">TE Connectivity Guide to Ethical Conduct, p9</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">TE Connectivity Guide to Ethical Conduct, p9</a>
<b>Environmental</b>		
GRI 301: Materials 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Waste, p19; Product Stewardship & Innovation, pp22-24 <a href="#">Responsible Minerals and Materials Policy</a>
301-1	Materials used by weight or volume	2024 Corporate Responsibility Report > Product Stewardship & Innovation > A Data-Driven Approach to Sustainability, p22
301-2	Recycled input materials used	2024 Corporate Responsibility Report > Product Stewardship & Innovation > A Data-Driven Approach to Sustainability, p22

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 302: Energy 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Climate Change, pp13-14 2024 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp1-7 2024 CDP Climate Change Report, C1.3, C2.2, C2.4, C3.3, C4.2, C4.3, C7.9, C9, C10, C11 UNSDG Report, p9
302-1	Energy consumption within the organization	2024 Corporate Responsibility Report > Performance Summary > Planet, p48; SASB Alignment, p61 2024 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, p2
302-3	Energy intensity	2024 Corporate Responsibility Report > Performance Summary > Planet, p48 2024 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	2024 Corporate Responsibility Report > Our Ambitions and Progress, pp9-10; Water, p18; Waste, p19 2024 CDP Climate Change Report, C3, C6, C10 2024 Form 10-K, p10 2025 Proxy Statement, p38
303-2	Management of water discharge-related impacts	2024 Corporate Responsibility Report > Waste, p19
303-3	Water withdrawal	2024 Corporate Responsibility Report > Performance Summary > Planet, p48 2024 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp2-7 2024 CDP Climate Change Report, C9
303-4	Water discharge	2024 Corporate Responsibility Report > Performance Summary > Planet, p48
GRI 305: Emissions 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Climate Change, pp13-14 2024 Form 10-K, pp10, 13-14, and 20-21 2024 CDP Climate Change Report, C5-C7
305-1	Direct (Scope 1) GHG emissions	2024 Corporate Responsibility Report > Performance Summary > Planet, p48 2024 Corporate Responsibility Report > Task Force on Climate-related Financial Disclosures Index, p62 2024 CDP Climate Change Report, C5, C6, C7, C10 2024 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	2024 Corporate Responsibility Report > Performance Summary > Planet, p48 2024 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp1-7 2024 Corporate Responsibility Report > Task Force on Climate-related Financial Disclosures Index, p62 2024 CDP Climate Change Report, C4, C6, C10
305-4	GHG emissions intensity	2024 Corporate Responsibility Report > Performance Summary > Planet, p48 2024 CDP Climate Change Report, C7 2024 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	2024 Corporate Responsibility Report > Water, p18; Waste, p19 <a href="#">2024 Form 10-K, p10</a> <a href="#">2025 Proxy Statement, p38</a> <a href="#">TE Connectivity Supplier Code of Conduct</a>
306-1	Waste generation and significant waste-related impacts	2024 Corporate Responsibility Report > Our Ambitions and Progress, p9; Water, p18; Waste, p19 <a href="#">UNSDG Report, p8</a>
306-2	Management of significant waste-related impacts	2024 Corporate Responsibility Report > Water > Our Next Steps, p18; Waste, p19 <a href="#">TE Connectivity Supplier Code of Conduct</a> <a href="#">UNSDG Report, p8</a>
306-3	Waste generated	2024 Corporate Responsibility Report > Performance Summary > Planet, p48; SASB Alignment, p61
306-4	Waste diverted from disposal	2024 Corporate Responsibility Report > Our Ambitions & Progress, p9; Climate Change > Our Next Steps, p14; Waste, p19; Performance Summary > Planet, p48; SASB Alignment, p61
306-5	Waste directed to disposal	2024 Corporate Responsibility Report > Performance Summary > Planet, p48; SASB Alignment, p61
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Sustainable Supply Chain, pp25-26; <a href="#">TE Connectivity Double Materiality Report</a> <a href="#">UNSDG Report, p9</a> <a href="#">TE Connectivity Supplier Code of Conduct</a>
<b>Social</b>		
GRI 401: Employment 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Inclusion > Our FY2024 Impact, pp33-34
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Corporate Responsibility Report > Performance Summary > People, pp50-51
GRI 402: Labor/management relations 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Human Rights, pp37-38; Workplace Health & Safety, pp35-36 <a href="#">TE Connectivity Guide to Ethical Conduct, p14</a>
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	2024 Corporate Responsibility Report > Our Ambitions and Progress, p10; Workplace Health & Safety, pp35-36; <a href="#">TE Connectivity Double Materiality Report</a> <a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy, p1</a> <a href="#">TE Connectivity Guide to Ethical Conduct, pp15-16</a>
403-1	Occupational health and safety management system	2024 Corporate Responsibility Report > Workplace Health & Safety, pp35-36; <a href="#">TE Connectivity Double Materiality Report</a> <a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy, p1</a> <a href="#">TE Connectivity Guide to Ethical Conduct, pp15-16</a>
403-2	Hazard identification, risk assessment, and incident investigation	2024 Corporate Responsibility Report > Workplace Health & Safety, pp35-36 <a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy, p1</a> <a href="#">TE Connectivity Guide to Ethical Conduct, pp15-16, 25</a>
403-3	Occupational health services	2024 Corporate Responsibility Report > Workplace Health & Safety, pp35-36

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Corporate Responsibility Report > Workplace Health & Safety, pp35-36 <a href="#">TE Connectivity Guide to Ethical Conduct, pp15-16, 25</a> <a href="#">Audit Committee Charter, pp1-5</a>
403-5	Worker training on occupational health and safety	2024 Corporate Responsibility Report > Performance Summary > People, pp50-51
403-6	Promotion of worker health	2024 Corporate Responsibility Report > Human Rights, pp37-38; Workplace Health & Safety, pp35-36 <a href="#">TE Connectivity Guide to Ethical Conduct, pp15-16, 25</a> <a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy, p1</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Corporate Responsibility Report > Risk Management, p43 <a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy, p1</a> <a href="#">TE Connectivity Guide to Ethical Conduct, pp15-16</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">TE Environment, Health, Safety and Environmental Sustainability Policy, p1</a> <a href="#">TE Connectivity Guide to Ethical Conduct, p4</a> 2024 Corporate Responsibility Report > Performance Summary > People, pp50-51
403-9	Work-related injuries	2024 Corporate Responsibility Report > Workplace Health & Safety, pp35-36; Performance Summary > People, p51
403-10	Work-related ill health	2024 Corporate Responsibility Report > Workplace Health & Safety > Our FY2024 Impact, p35-36; Performance Summary > People, p51
GRI 404: Training and education 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Performance Summary > People, Governance, pp50-52 <a href="#">TE Connectivity Guide to Ethical Conduct, pp5, 8, 16</a> <a href="#">Statement on Training and Development</a>
404-1	Average hours of training per year per employee	2024 Corporate Responsibility Report > Performance Summary > People, p51
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Corporate Responsibility Report > People > Our Workforce, pp29-30
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Corporate Responsibility Report > Performance Summary > People, pp50-51
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Inclusion, pp33-34 <a href="#">UK and Ireland Gender Pay Gap Reports</a> <a href="#">2023 TE Connectivity EEO Consolidated Report</a> <a href="#">2024 Annual Report, pp10-11</a>
405-1	Diversity of governance bodies and employees	<a href="#">2025 Proxy Statement, pp32-33</a> 2024 Corporate Responsibility Report > Performance Summary > People, p51
405-2	Ratio of basic salary and remuneration of women to men	2024 Corporate Responsibility Report > Our Workforce > Pay Equity, p30 <a href="#">UK and Ireland Gender Pay Gap Reports</a>
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Human Rights, pp37-38 <a href="#">TE Connectivity Guide to Ethical Conduct, p8</a>

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 Corporate Responsibility Report > Human Rights, pp37-38 <a href="#">TE Connectivity Guide to Ethical Conduct, p8</a>
GRI 408: Child Labor 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Human Rights, pp37-38 <a href="#">Multiple country-level human rights reports</a> <a href="#">Global Human Rights Policy, pp1-2</a> <a href="#">TE Connectivity Supplier Code of Conduct</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	2024 Corporate Responsibility Report > Human Rights, pp37-38 <a href="#">TE Connectivity Guide to Ethical Conduct, pp19, 22</a> <a href="#">Global Human Rights Policy, pp1-2</a> <a href="#">TE Connectivity Supplier Code of Conduct</a>
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Human Rights, pp37-38 <a href="#">TE Connectivity Supplier Code of Conduct</a> <a href="#">Multiple country-level human rights reports</a> <a href="#">Global Human Rights Policy, pp1-2</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Corporate Responsibility Report > Human Rights, pp37-38 <a href="#">UNSDG Report, p6</a>
GRI 413: Local Communities 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Community Impact, pp39-40; Engaging With Stakeholders, p50; <a href="#">TE Connectivity Double Materiality Report</a> ; Performance Summary > People, p52
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Corporate Responsibility Report > Community Impact, pp39-40; Engaging With Stakeholders, p47; <a href="#">TE Connectivity Double Materiality Report</a> ; Performance Summary > People, pp50-51
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Sustainable Supply Chain, pp25-26; Rights > Human Rights, pp37-38; <a href="#">TE Connectivity Double Materiality Report</a> <a href="#">TE Connectivity Supplier Code of Conduct</a> <a href="#">Multiple country-level human rights reports</a> <a href="#">Global Human Rights Policy, pp1-2</a>
414-1	New suppliers that were screened using social criteria	2024 Corporate Responsibility Report > Human Rights, pp37-38; Sustainable Supply Chain, pp25-26
414-2	Negative social impacts in the supply chain and actions taken	2024 Corporate Responsibility Report > Sustainable Supply Chain, pp25-26; Human Rights, pp37-38
GRI 415: Public Policy 2016		
3-3	Management of material topics	2024 Corporate Responsibility Report > Governance > Board & Management Governance > Responsible Government Engagement, p44; Engaging with Stakeholders, p47 <a href="#">TE Connectivity Membership of Trade Associations</a>
415-1	Political contributions	2024 Corporate Responsibility Report > Lobbying and Political Contributions, p44 <a href="#">Federal Election Commission Electronic Filings</a>

# SASB Alignment

TE Connectivity has utilized the SASB standard specific to our primary industry as identified in the [Sustainable Industry Classification System](#)<sup>®</sup>: 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	FY2022	FY2023	FY2024
<b>Energy Management<sup>1</sup></b>					
RT-EE-130a.1	Total energy consumed	Gigajoules	4,708,133	4,492,469	4,465,734
	Percentage grid electricity	%	35	19.7	11.6
	Percentage renewable energy	%	50	66	76
<b>Hazardous Waste Management</b>					
RT-EE-150a.1	Amount of hazardous waste generated	Metric tons	9,022	7,779	8,909
RT-EE-150a.1	Percentage recycled	%	42	63	63
RT-EE-150a.2	Reportable spills	Kilograms	0	0	0
<b>Business Ethics</b>					
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 <a href="#">Guide to Ethical Conduct</a> . 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

<sup>1</sup> 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.

# 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 2024 marks TE Connectivity's fourth year disclosing against the framework.

TOPIC	TCFD RECOMMENDATIONS	RESPONSE	REFERENCE
Governance	<p>a. Describe the Board's oversight of climate-related risks and opportunities.</p> <p>b. Describe management's role in assessing and managing climate-related risks and opportunities.</p>	<p>Our Environmental Sustainability Leadership and Scope 3 teams track and report monthly progress on environmental sustainability metrics to business unit level—including climate change, energy use, water, waste and emissions—to the Senior Vice President (SVP) Operations. This team gathers experts from across functions and business segments to set priorities, goals and objectives for environmental sustainability. The team also includes working groups that help drive strategic progress and cohesively manage impacts in ways that support our goals.</p> <p>The responsibilities of the SVP Operations include the supply chain, environmental, sustainability transformation, and health and safety functions, among others. Our sustainability initiatives, including climate change-related actions, are part of this function. Our Vice President AI and Sustainability Transformation, who oversees Scope 3, and the Vice President Environmental Sustainability, who oversees our Scope 1 and 2, water and waste performance, report to the SVP Operations. Our Chief Supply Chain Officer also reports to the SVP Operations. Our environmental experts monitor and manage emissions and environmental programs, providing updates on our progress toward emissions goals to management and other departments within TE.</p> <p>The Executive Vice President (EVP) and General Counsel has responsibility for the Enterprise Risk Management (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.</p> <p>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.</p>	<a href="#">Pages 11-19</a>
		<b>Climate and Risk Governance</b>	
		TE Board of Directors	
		CEO	
		<b>EVP and General Counsel</b>	<b>SVP Operations</b>
		Chief Risk Officer	VP AI and Sustainability Transformation
		VP Global Government Affairs and Corporate Responsibility	VP and Chief Supply Chain Officer
			VP Environmental Sustainability

TOPIC	TCFD RECOMMENDATIONS	RESPONSE	REFERENCE	
Strategy	<p>a. Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term.</p> <p>b. Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.</p> <p>c. Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p><b>Category</b>    <b>Risk/Opportunity</b>    <b>Time Horizon</b></p> <p><b>Physical risks</b></p>	<p>Pages 11-19</p> <p>Page 43</p>	
		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
		<b>Transition risks</b>		
			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
		<b>Opportunities</b>		
			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.	We assess potential climate change risks and opportunities and evaluate their potential effects on TE's operations and business. Climate-related risks are integrated into our ERM framework and annual integrated risk-assessment process.	<a href="#">Pages 11-19</a> <a href="#">Page 43</a>
	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.	In business continuity planning, Enterprise Risk and Security Management (ERSM) 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: <ul style="list-style-type: none"> <li>• Annual assessment of all business units and corporate functions.</li> <li>• Deep dives and focused analyses of identified key enterprise risks.</li> <li>• Mitigation tracking with risk owners for all principal and enterprise risks.</li> <li>• Best practice and information-sharing through the ERSM and Operations networks.</li> </ul> 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.  EHS employees collaborate with Finance, Risk Management, Operations, Legal and other functions to address relevant issues, risks and opportunities. Our ERSM team 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 and flood barriers, as well as 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.	
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.	Full data disclosure on our emissions, energy and water use can be found in our <a href="#">2024 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report</a> and our <a href="#">2024 CDP Response</a> .	<a href="#">Pages 11-19</a> <a href="#">Page 48</a>
	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.		