

CONNECTING OUR WORLD

CORPORATE RESPONSIBILITY REPORT



2022

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A Conversation with Terrence Curtin

In his welcome to the 2022 Report, Terrence Curtin talks us through how he sees TE's place in the world and the company's refreshed approach to sustainability.



Terrence Curtin
CEO

Q: How are global conditions impacting our business and strategy?

A: Fiscal year 2022 was marked by economic transitions and cross currents that made for a complex global macro environment. Much of the world continued to transition out of the COVID-19 pandemic, including its impact on supply chains; the invasion of Ukraine created uncertainty in Europe and in energy supply; and many countries ended the low-interest-rate era in the fight to get inflation under control. In the face of these challenges, TE continued to adapt and post strong results due to the strategic position of our portfolio and the ingenuity of our global teams.

What's important is that we balance what we need to do in the near term to secure our long-term future. We need to keep in mind that strong execution in the here and now will further expand our future potential. Uncertainty and transition always present opportunities, and TE is well positioned to play a key role in the sustainability revolution occurring in many of the industries we serve—from transportation to the power grid.

Q: Can you expand on how important sustainability is to TE's future?

A: TE's purpose is to create a safer, sustainable, productive and connected future. As you can see, sustainability is one of the key elements that we get excited about and where we focus our innovation. For this reason, we have refreshed our One Connected World strategy to push ourselves further in our commitments covering our impact to the world, our people and our products, as well as governance—holding ourselves accountable and challenging ourselves to do more. We developed our first Scope 3 emissions commitment for a 25 percent absolute reduction by 2032, and we have integrated climate risks directly into our Enterprise Risk Management framework and annual risk assessment process. These measures align our targets and goals in the context of the Science Based Targets initiative (SBTi).

We are committing to these goals not simply in the spirit of carbon reduction, but because they help us ensure we can be the best possible partner for our customers. For example, our innovative connectors, sockets, and interconnect solutions used in the cloud computing industry help our customers maintain an edge in a highly competitive market by reducing energy use and waste. As a result, our cloud computing revenue has increased from what it was pre-pandemic. Our commitments push us to innovate and make sustainability not just a goal, but a business enabler.

Q: Can you also speak to how fostering an inclusive workplace and being responsible citizens in our community are key to success?

A: We are a truly global company. Our employees' cultures and nationalities reflect those of our customers, in terms of where they innovate and establish their supply chains. We feel a responsibility to our employees who bring our purpose to life, as well as to the communities they live in. Our global presence requires that we are also focused on the protection of global human rights, which is why we have undertaken our first human rights risk assessment, marking areas of strength and risk for our operations and value chain.

Respecting and protecting TE's global teams is vital to our continued success, and we are continually emphasizing the positive impact that diversity and inclusion have on our business. TE's employee resource groups (ERGs) are key in bringing our values of inclusion and diversity into our employees' daily experience. Our eight ERGs encompass over 8,000 members across 48 countries and serve as trusted educators, conveners and advocates for employees globally.

We have doubled our women in leadership over the past five years and, as we grow, have a goal to reach 30 percent women in leadership by 2026. Our inclusive culture makes us an innovative and trusted employer, deepening our industry-leading talent pool and enabling the advancements that make us a market leader.

Finally, harnessing our TE resources to be a positive influence in the communities where our employees live and work is another key way we can set ourselves up for success. In fiscal year 2022, we dedicated philanthropic resources to causes as global as Ukrainian refugee relief and as localized as a youth science summer camp. TE is proud that our charitable giving is directed by employees at a local or individual level. Giving back is core to our culture and the role we play in our global communities.

Q: How are you thinking about the future of TE?

A: While TE has accomplished many things as highlighted in our performance and this report, I am very excited about the opportunities that are ahead of us. Our portfolio is positioned to leverage many long-term growth trends, one of which is sustainability. Sustainability trends including electric vehicles, renewable energy and more efficient data centers will be an important driver of our growth as well as our impact on the world, aligned with our purpose of creating a safer, sustainable, productive and connected future. Our more than 85,000 global employees are innovative, engaged and committed to co-creating a better tomorrow alongside our customers. I believe that we should be optimistic and confident about what lies ahead.

Creating a Safer, Sustainable, Productive & Connected World

Planet (Environment)



78%

increase in renewable electricity at TE sites FY2021 to FY2022

3%

reduction in hazardous waste disposed FY2021 to FY2022

34%

reduction in absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions FY2021 to FY2022

4%

reduction in water withdrawal at targeted water-stressed sites FY2021 to FY2022

Commitment to near-term, company-wide emissions reductions in line with Science Based Targets initiative (SBTi)

74

inclusion index score FY2022

3M+

people impacted in STEM 2020 - 2022

8k+

members in eight employee resource groups (ERGs) across 48 countries

People (Social)



Governance

120k+



training sessions on ethics and compliance

Human rights risk assessment completed



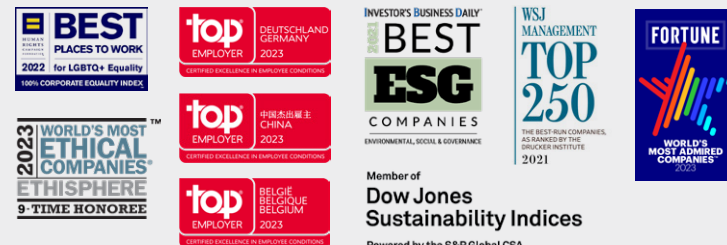
Two thirds of Board is diverse based on self-identified characteristics

UNSDGs

We aligned our One Connected World strategy with the United Nations Sustainable Development Goals (UNSDGs) to identify where we can improve our business practices to support significant progress against global efforts. For more information, please view our [UNSDG report](#).



Awards



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

About TE Connectivity

Welcome to TE Connectivity's fiscal year 2022 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, proven in the harshest environments, enable advancements in transportation, industrial applications, medical technology, energy, data communications and the home. With more than 90,000 employees, including over 8,000 engineers, working alongside customers in approximately 140 countries, TE ensures that EVERY CONNECTION COUNTS. Learn more at www.te.com and on [LinkedIn](#), [Facebook](#), [WeChat](#) and [Twitter](#).

For more information about this report, please go to [About This Report](#).

Our Company at a Glance

92k **8k+** **15k+**

employees

engineers

patents granted or pending

236B **\$718M**

products manufactured annually

invested in research, development and engineering in FY2022



\$9.2B

Transportation

- Automotive
- Commercial Transportation
- Sensors

\$4.5B

Industrial

- Industrial Equipment
- Aerospace, Defense & Marine
- Energy
- Medical

\$2.6B

Communications

- Appliances
- Data & Devices

Global Sales by Region



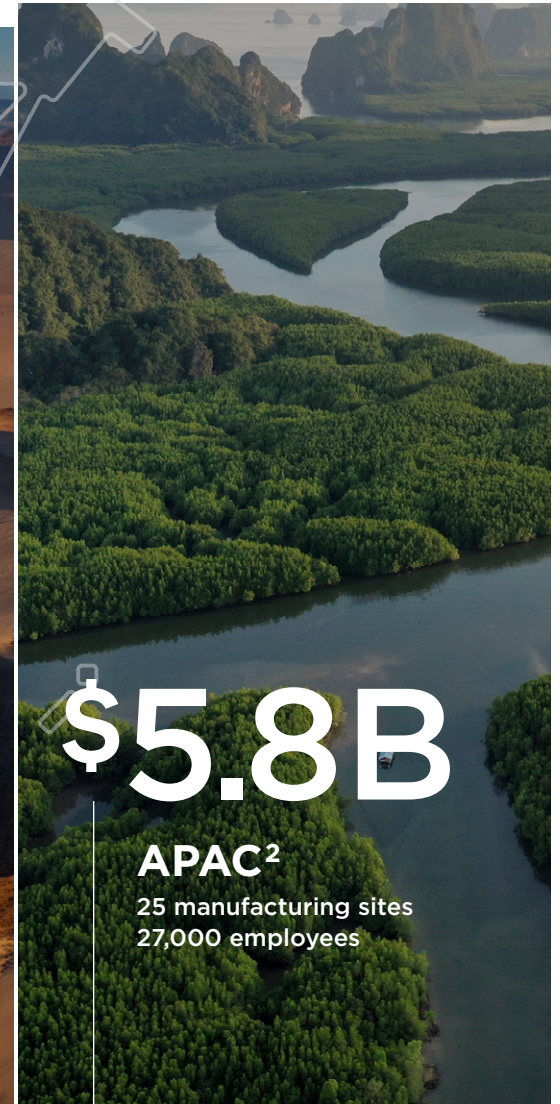
\$4.8B

AMERICAS
36 manufacturing sites
28,000 employees



\$5.7B

EMEA¹
45 manufacturing sites
37,000 employees



\$5.8B

APAC²
25 manufacturing sites
27,000 employees

Note: Manufacturing sites presented are principal sites.

¹ Europe, Middle East and Africa

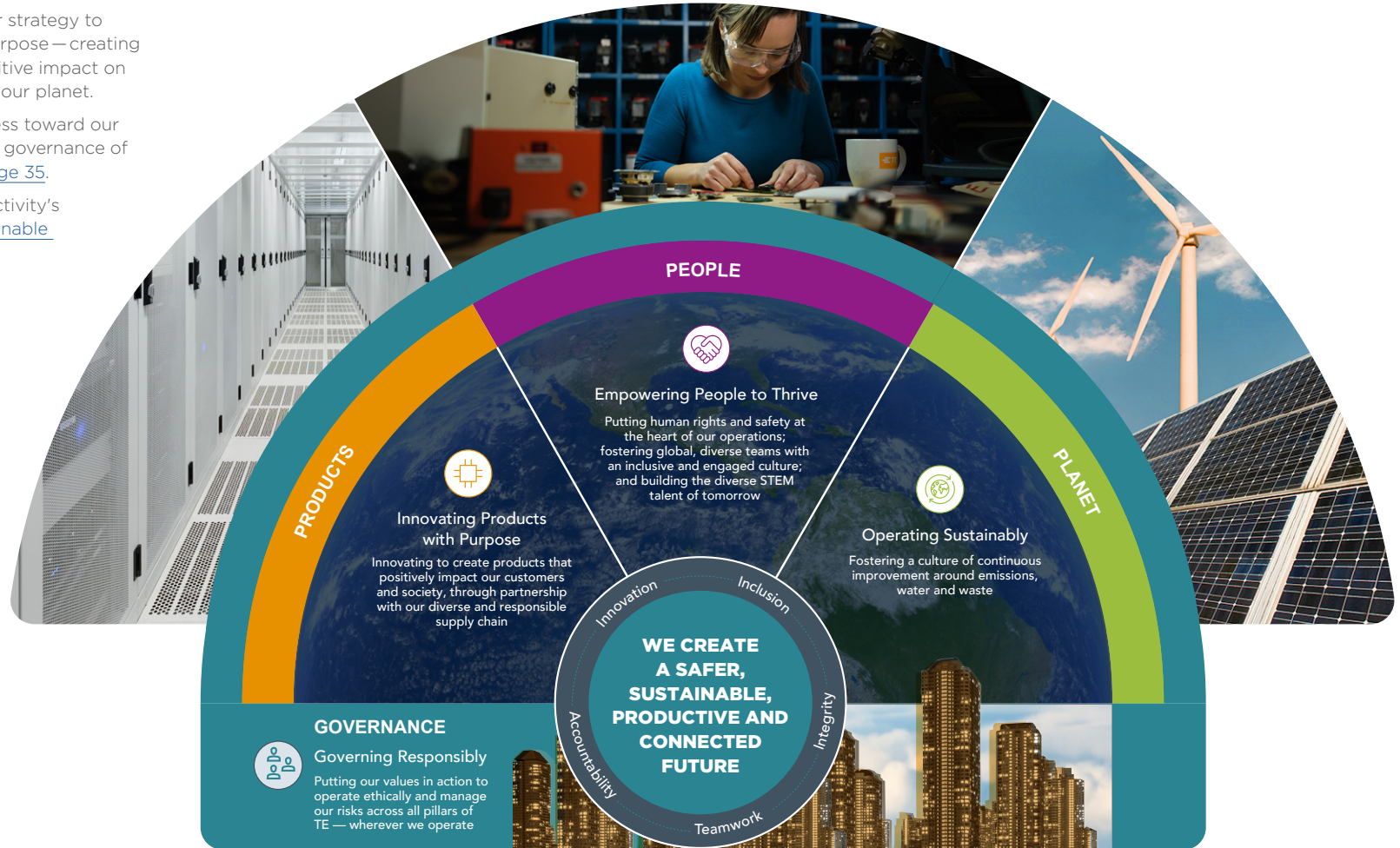
² Asia-Pacific, including China

One Connected World








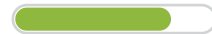









In 2022, we strengthened our strategy to serve our TE Connectivity purpose—creating a sustainable future with positive impact on people, our TE products and our planet.

Learn more about our progress toward our ambitions on [page 8](#) and our governance of One Connected World on [page 35](#).

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



Our Ambitions and Progress

	LONG-TERM AMBITION	MID-TERM GOALS	MID-TERM GOAL YEAR	BASELINE YEAR	BASELINE	FY2022 STATUS	PROGRESS
 PRODUCT 	Product Stewardship Ambition: Embed sustainability into our product life cycle by 2030	Develop new products with significantly reduced Product Carbon Footprint (reduced emission materials, reduced waste & reduced weight) Optimize existing products with reduced emission materials and reduced waste	Ongoing			Action plan to be developed FY2023	
	Supply Chain Ambition: Partner with our suppliers to strengthen the sustainability of our supply chain by 2032	4% spend with diverse suppliers Consistently track sustainability performance of largest 400 suppliers by spend	2027	2022	<1%	<1%	
			2032	2022	0	500+	
 PLANET 	Climate Change Ambition 1: 70%+ absolute GHG emissions reduction for Scopes 1 & 2 by 2030 Ambition 2: 25% absolute GHG emissions reduction for Scope 3 by 2032	80% renewable electricity sourced by 2025	2025	2020	<1%	50%	
			Ambition 1	2020	516,786 metric tons CO ₂	237,892 metric tons CO ₂	
			Ambition 2	2022	3,341,036 metric tons CO ₂	3,341,036 metric tons CO ₂	
	Waste Ambition: Continuous reduction of waste generated and disposed of in our operations	15% reduction in hazardous waste disposed	2025	2021	5,426 metric tons	5,258 metric tons	
Water Ambition: Continuous reduction of water used in our operations	15% reduction in water withdrawal for targeted sites*	2025	2021	278 million gallons	267 million gallons		
 GOVERNANCE 	Governing Responsibly Ambition: Live our values to lead as an ethical business partner	Achieve 99%+ certification to Guide to Ethical Conduct by our employees annually** Train employees on ethical business practices, 100,000+ sessions annually Consistent reporting and resolution of Ombudsman cases annually	Ongoing				
			Ongoing				
			Ongoing				

* Targeted sites defined as areas that have been selected due to the fact that they are located within extremely high and high water-stressed regions using the World Resource Institute's Aqueduct Tool.

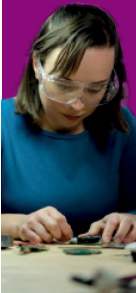
** Active employees on TE payroll at the time of the commitment campaign, which runs from April to July annually.

Our Ambitions and Progress



PEOPLE

LONG-TERM AMBITION	MID-TERM GOALS	MID-TERM GOAL YEAR	BASELINE YEAR	BASELINE	FY2022 STATUS	PROGRESS
Human Rights Ambition: Respecting human rights throughout our value chain	Ensure all salient issues have action plans in place	2023			Action plans to begin FY2024	<div style="width: 10%;"></div>
	100% of employees trained on human rights	Ongoing			Training to take place FY2023	<div style="width: 10%;"></div>
	100% of grievances reviewed and remediated annually	Ongoing			To begin FY2023	<div style="width: 10%;"></div>
Diversity, Equity, Inclusion & Belonging Ambition: Industry leader for workforce diversity and an inclusive, equitable workforce	30% of leadership roles filled by women	2026	2020	23%	27%	<div style="width: 70%;"></div>
	Inclusion index score of 75+	2025	2020	73	74	<div style="width: 80%;"></div>
Health & Safety Ambition: Zero-injury workplace	Total recordable incident rate of 0.12	2025	2020	0.16	0.15	<div style="width: 60%;"></div>
Well-Being Ambition: Empower all employees to develop a connection with well-being	Employees who believe that TE has a genuine interest in their well-being score is 75+	2025	2021	74	75	<div style="width: 90%;"></div>
	100% of employees have access to resources to foster sense of well-being	Ongoing			Actions to begin FY2023	<div style="width: 10%;"></div>
Community Ambition: 10 million people impacted through STEM education by 2030	Reflect our geographical diversity through philanthropy	Ongoing	2020		3 million people impacted by STEM since 2020	<div style="width: 30%;"></div>
Employer of Choice Ambition: Top tier employer for employee engagement and inclusion for our industry	Engagement index score of 80+	2025	2020	79	81	<div style="width: 95%;"></div>





PLANET

Operating Sustainably

We're helping our customers drive sustainable solutions in their industry and we're doing it as a business with ambitious targets around our own environmental impact. This includes a near-term company-wide emissions reduction target in line with climate science and our ongoing work to reduce water use and waste generation.

IN THIS SECTION

- Environmental Management Approach
- Climate Change and GHG
- Water
- Waste

Environmental Management Approach

At TE, we have been monitoring, managing and improving our environmental stewardship for over a decade, and we're proud of how far we've come. In recent years, we've been stepping up our efforts through our work to meet our refreshed ambitions, including how we manage environmental sustainability at TE.

Policies and Key Disclosures

[TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report 2022](#)
[Environmental, Health & Safety Policy](#)
[Task Force on Climate-Related Financial Disclosures \(TCFD\) Report 2022](#)
[CDP Climate Change Report 2022](#)
[CDP Water Security Report 2022](#)

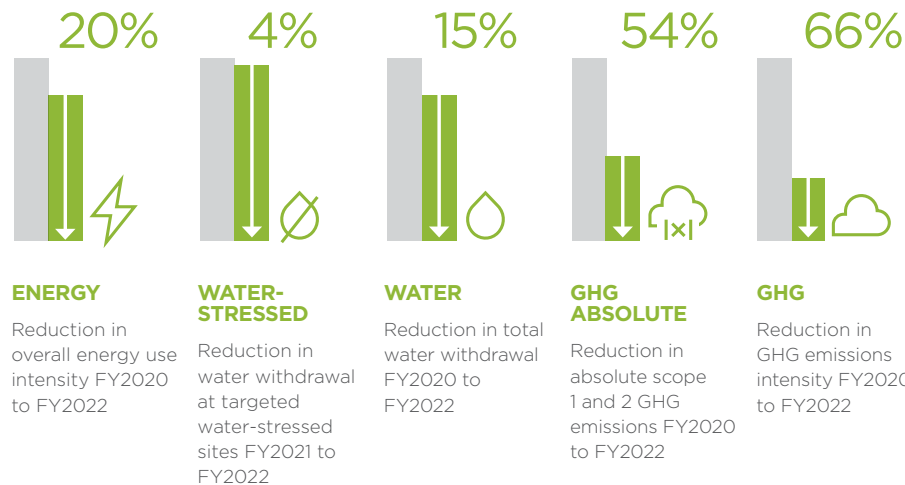
In fiscal year 2021, we formed an Environmental Sustainability Leadership team. This team reports progress on our various environmental sustainability metrics monthly, including our climate change, water, waste and emissions actions, to the Senior Vice President, Operations. We also created a new role, Vice President Environmental Sustainability, who reports to our Chief Supply Chain Officer.

Additionally, the Executive Vice President and General Counsel have responsibility for the enterprise risk management function, which implements a comprehensive risk management and business continuity process, including climate change risks.

Moreover, our Board is responsible for reviewing and guiding our environmental strategy, and for monitoring implementation and performance against goals and targets, including those addressing climate-related issues.

“Our customers, employees and shareholders all expect us to manage the growth of our business responsibly, which is why we have made significant enhancements to our environmental commitments, including setting new and ambitious climate emissions goals. I am very proud of how our team approaches each commitment, ensuring we have a clear vision of our path forward and full alignment within TE to meet these important commitments to improving environmental sustainability.”

The data presented herein reflects our environmental performance as it existed for the fiscal year measured. For more information, please consult the [Performance Summary](#) on page 39.



Joel Dubs
Senior Vice President,
Operations

Climate Change and GHG

Our Ambition

70% absolute reduction for Scopes 1 and 2 by 2030

25% absolute reduction in Scope 3 by 2032

Commitment to near-term company-wide emissions reductions in line with Science Based Targets initiative (SBTi)

Our FY22 Impact

In fiscal year 2021, we broadened our disclosure and reported our Scope 3 emissions for the first time in this report and in our Carbon Disclosure Project (CDP) submission. We increased our climate impact ambitions by setting new goals to achieve a more than 70 percent absolute reduction for Scopes 1 and 2 by 2030 (baseline year 2020) and a 25 percent absolute reduction in Scope 3 by 2032 (baseline year 2022). We have also committed to near-term, company-wide emissions reductions in line with climate science and SBTi objectives.

In addition, we added a new target to implement 80+ percent renewable electricity use in TE-owned operations by 2025 against a 2020 baseline. In fiscal year 2022, we reached 80 sites with renewable energy programs, accounting for 50 percent of our overall energy use.

To stay accountable and to embed a climate-centered approach throughout our business, we analyze and identify the risks and opportunities presented by climate change, and the impact they could have on our future operations and viability. We report extensively on these in our TCFD Report and have focused on making our fiscal year 2022 response our most robust yet.

Our Approach

TE is committed to meaningfully reducing our own emissions to help mitigate global climate change. We continuously and strategically monitor energy use at our sites to identify where investment will have the most impact. We have focused on strengthening operating standards, investing in our infrastructure (such as compressors, lighting and heating, ventilation and air condition (HVAC) systems), evaluating our manufacturing processes and energy reduction opportunities, and procuring renewable energy.

Optimizing our Energy Use

We raise awareness of efficiency measures with all employees, such as not leaving equipment idle when not in use and that HVAC temperature ranges should stay within specified levels. We also encourage all sites to meet our Energy Efficiency Operating Standards, and are implementing energy savings projects to improve efficiency and reduce consumption costs.

Throughout fiscal years 2021 and 2022, we completed 175 energy reduction projects, resulting in savings of 42 million kilowatt hours (kWh) and 19,000 metric tons of CO₂ equivalent (mtCO₂). The kWh reduction is roughly equivalent to an entire year's electricity at our supersite in Mexico.

In fiscal year 2022, our Pennsylvania, U.S. Distribution Center completed a project to upgrade the lighting to LED and incorporate

smart lighting controls, along with other energy reduction projects. Electricity use at this facility is down 22 percent for the first five months of fiscal year 2023 compared to fiscal year 2022.

Every year, we conduct Energy Treasure Hunts (ETHs) as part of the U.S. government's ENERGY STAR program. The ETHs empower employees to identify opportunities to increase efficiency and decrease energy usage. Although ETHs started in the U.S., we have now implemented them globally. In fiscal year 2022, in Qingdao, China, ETHs identified 129 energy saving opportunities, resulting in a 38 percent reduction in energy usage.

In fiscal year 2022, we achieved a 2 percent reduction in our absolute energy use, which equates to a 34 percent reduction in our Scope 1 and 2 emissions compared to our fiscal year 2021.

Driving Emissions Reductions Through Process Efficiency

Many of our products are manufactured using resin. The manufacturing process of cutting the resin to shape results in scrap. For many years, one of the most reliable processes we've had for avoiding carbon emissions, and waste, is grinding the scrap and reusing it in production.

In fiscal year 2022, we reground approximately 9,000 tons of resin globally. This means we avoided purchasing 9,000 tons of virgin material and, using the global warming potential (GWP) method, avoided approximately 36,000 tons of CO₂ emissions in fiscal year 2022.

Another way we are investing to cut emissions is through improved stamping. Currently, we are replacing the laser units used to weld contacts within the stamping process. The new generation lasers are about 85 percent more energy efficient, need less cooling, have a reduced footprint, reduced maintenance cost and higher laser beam stability. Within TE, we have over 300 installed laser systems and over 40 of these (approximately 13 percent) are the more efficient lasers. The estimated energy savings of the replaced lasers is about 1.2 million kWh per year. We expect that the remaining lasers will be replaced over the next several years, helping us save approximately 4,000 mtCO₂.

From fiscal year 2020 to 2022

20% reduction in normalized energy usage

54% reduction in absolute GHG emissions (Scopes 1 and 2)

A Focus on Renewable Energy

We are committed to ambitious Scope 1 and 2 emissions reduction targets—and to meet them, we are making investments in transitioning to renewable energy sources across our operations. We added a new target to implement 80 percent renewable electricity in TE operations by 2025 against a 2020 baseline. In fiscal year 2022, we sourced renewable electricity at 80+ sites, representing approximately 50 percent of our overall electricity use.

One example of our renewable energy investment is in Hermosillo, Mexico, where we switched from liquid petroleum gas (LPG) to solar concentrators for water heating. The conventional hot water system included boilers using LPG to generate combustion and heat, recirculating water using water-flooded heat exchangers. The plant has now invested in solar concentrators to collect thermal energy from the sun to heat the water. Through this project and the renewable electricity sourcing, our Hermosillo, Mexico site is approaching a zero-emission plant.

Looking Ahead

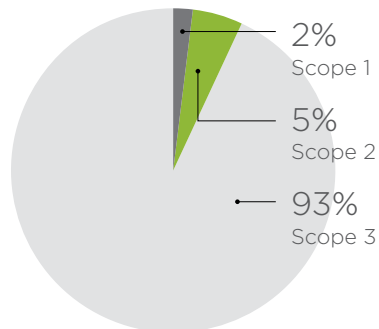
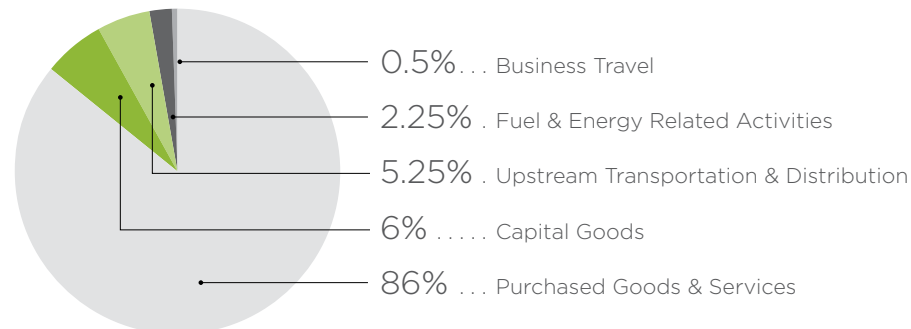
To meet our new Scope 3 target, we will be working closely with our suppliers and across our value chain to reduce our emissions. This work has started with a third-party analytics tool to help suppliers better understand their own emissions, and encourage reductions and goal setting. In addition, we will work with suppliers to transition to more sustainable material choices to help lower product-related emissions. We will also continue to focus on regrinding resin waste, a long-standing practice to reduce our emissions, and intensify our efforts around new material development and design for sustainability.

TE Industrial Engages Employees to Catalyze Sustainability

In fiscal year 2022, TE's Industrial Equipment business unit took several crucial steps toward embedding sustainability into our operations, including the establishment of the Sustainability Ambassador program. There were 18 TE employees chosen for the first cohort of Sustainability Ambassadors, coming from facilities in every region and function.

Sustainability Ambassadors play a key role in accelerating the sustainability journey of the Industrial Equipment business unit, with key responsibilities including driving internal and external awareness of the business's sustainability commitments, embedding and reinforcing sustainability principles into their everyday work, and assisting with identifying and tracking sustainability initiatives across the global footprint of the business.

Several critical initiatives and working groups have been successfully initiated from the program. The Sustainability Resin taskforce, which identifies resins with lower global warming potential for use in our products, is one example. Another is the Sustainable Product Scorecard, which will provide critical information to our design engineers about the environmental impact of our eco-designed products.

GHG Profile CO₂e FY22**Scope 3 Profile**

Our Environmental Sustainability Journey

GHG

How We'll Achieve Our Commitments

SCOPE 1

Reduce Fuel & sulfur hexa-fluoride(SF₆)

SCOPE 2

Increase Renewable Electricity

Strong investment in energy efficiency

70+%

absolute reduction by 2030*

SCOPE 3

Partner with Our Top Suppliers
To develop an emission reduction plan

Enhancing Scope 3 reporting

Design products more sustainably: use less, replace materials

25%

absolute reduction by 2032*

Reduce water usage at targeted water scarce sites

15%

By 2025

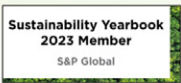
Reduce hazardous waste disposed of



82% Reduction of SF₆

37 80+

29% Reduction of Water



* Committed to SBTi Target validation underway

Water

Our Ambition

Continuous reduction in the water used in our operations

15% reduction of water withdrawal at target sites by 2025*

Our FY22 Impact

We have set a target to achieve a 15 percent reduction in our water withdrawal for targeted sites by 2025 against a 2021 baseline. We are making progress in this effort, having achieved a 4 percent reduction at targeted sites to date, and we are on track to achieve the goal.

Our Approach

The water we use in our operations is mostly for plating, extrusion, machining and molding. To drive reduction, we have established three leading indicators, including installation of water meters, completion of Kaizen events to identify improvement opportunities and mapping of water usage within the site.

In Pune, India, one of our most water-stressed areas, a robust approach of metering, mapping and initiating, monitoring and maintaining projects has led to a reduction in water consumption from over 36,000 kiloliters (kl) in fiscal year 2021 to less than 30,000 kl in fiscal year 2022. Projects include a rainwater-harvesting tank that collects 600 kl of water, and low-flow faucets that save 1 kl per day. The team conducts weekly audits of water-saving activities and performance, and fixes any identified leaks promptly.

Looking Ahead

We will leverage scalable and relevant practices more broadly across our operations worldwide. For example, we have designed a wastewater recycling system that uses an ultrafilter membrane to provide a consistent high-quality effluent without the need for chemicals or constant operator attention. The filter provides a positive barrier that effectively separates oils and other solids from the process water, allowing the filtered water to be reused instead of requiring fresh water withdrawal. This system was effectively implemented in our Manheim, Pennsylvania, U.S. site, and we will be testing this system in Hermosillo, Juarez and Tijuana, Mexico, with an aim to scale it to standard practice where relevant in the future.



* Targeted sites defined as areas that have been selected due to the fact that they are located within extremely high and high water-stressed regions using the World Resource Institute's Aqueduct Tool.

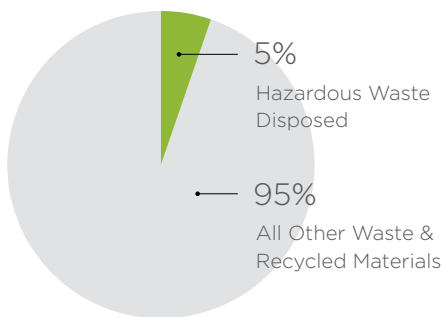
Waste

Our Ambition

Continuous reduction of waste generated and disposed in our operations

15% reduction in hazardous waste disposed of by 2025

Hazardous Waste Disposed vs. Total Waste & Recycled Materials



Our FY22 Impact

For the waste that we do generate, we already recycle close to 80 percent of materials by weight. While the majority of our waste is non-hazardous, we believe we have additional opportunities to reduce the volume of hazardous waste we may dispose.

We have a target to reduce the hazardous waste we dispose by 15 percent by 2025 against a 2021 baseline. In fiscal year 2022, we reduced our hazardous waste disposed by 3 percent.

In fiscal year 2022, our facility in Empalme, Mexico realized they were using a lot of cardboard and plastic for simply moving products throughout the plant. To counter this trend and reduce waste, the team came up with a reusable tote that could be used instead. As a result, the plant has eliminated the use of over 112,000 boxes, equating to 741 trees and 9 mtCO₂.

Our Approach

At TE, our aim is to smartly engineer our products and processes to design for less waste from the start. For us, it's about using fewer resources and sending less material to landfill. TE uses lean manufacturing as a guideline for how we work. As a standard, we reuse materials internally wherever possible and segregate waste that cannot be recycled as part of our regular operating activities.

One of the practices we consistently use to reduce the quantity of waste sent to landfill is by regrinding the remaining resin from our molding processes. This is then reprocessed and made into products, meaning that we can reduce the amount of virgin material that we use.

Looking Ahead

We have launched various waste-related working groups to drive the reduction of our operational waste and provide waste data analytics. These focused teams will provide new insights into opportunities to reduce the waste we generate and dispose, sustainably manage what we cannot avoid and create additional standards for waste management at TE.

Reducing hazardous waste in Pennsylvania

We constantly seek best practices to manage any hazardous waste generation and disposal. In Landisville, Pennsylvania, U.S., we have partnered with a waste management vendor who can recycle metal hydroxide sludge. We shipped over 68 mt as hazardous waste in fiscal year 2022 from this site, which now will be reclaimed for its metals. The additional waste analysis, vendor partnership and change in the waste management method will account for over a 90 percent reduction in the facility's total hazardous waste disposed.

“Our planet is better because TE is in it. We have developed strategies and governance for environmental sustainability, leading our people and products to a more sustainable future. TE is an organization positioned for success in lowering emissions, reducing water withdrawal, more sustainable products, and eliminating waste throughout our entire value chain. The engagement from our employees, customers, suppliers and owners is key to our success. I am proud to lead the Environmental Sustainability leadership team who has set the agenda and ensures our goals and objectives are met.”



Holly Webdale
Vice President,
Environmental Sustainability

Innovating Products with Purpose

We are committed to using responsibly sourced materials and working to keep high-risk conflict minerals and other environmentally and socially harmful resources out of our supply chain. We are also committed to reducing the impact of our products. As our customers are creating solutions for their end markets, they can be sure they have a safe, compliant and sustainable partner in TE.

IN THIS SECTION

- Innovation
- Product Stewardship
- Sustainable Supply Chain

PRODUCTS

Innovation

We see ourselves as collaborators with our customers, and our purpose is to find innovative, sustainable and efficient solutions to their unique needs. In fiscal year 2022, TE invested \$610 million into research and development (R&D). Here are just a few examples of how innovation has been brought to life across TE through products and processes in fiscal year 2022, and how that work fulfills our purpose of creating a more sustainable future.

A Safer Future Through Sensors

By working closely with our customers to develop innovative technologies, we continue to fulfill our purpose. For example, we are enabling autonomous safety through vehicle-to-everything (V2X) communication.

A leading provider of solutions based on laser imaging, detection and ranging (LiDAR) engaged TE to support a proof-of-concept project to make traffic safer. The project resulted in the design of a LiDAR-based road sensor that warns drivers about potential pedestrian activity around

a corner five seconds before they would otherwise be visible.

At a time when 70 percent of total fatalities in densely populated areas are pedestrians and cyclists—a pedestrian is involved in a fatal accident every 81 minutes in the U.S.—this technology is a strong step toward TE's purpose of creating a safer future. And while we're keeping consumers safe, find out more about how we keep employees safe on [page 27](#).

Sustainability Through Alternative Materials

In terms of process innovation, TE achieved an automotive industry breakthrough with an alternative plating technology for its GreenSilver contacts. It utilizes a new process that offers significant environmental sustainability benefits while maintaining a highly stable electrical connection under extreme vibration and temperature conditions.

The new surface material can be produced using 35 percent less energy and 99 percent less fresh water. It offers the superior conductivity of silver, exactly at the point where it needs to be, to achieve stable high-performance conductivity. And a GreenSilver plated contact can be universally conductive, meaning that it can be paired either with itself or with other coating materials such as silver, tin or gold. Find out more about our approach to sustainability in our products and production on [page 19](#).

Driven by Creativity

To maintain a culture of innovation, we have developed a program to foster and encourage new ideas called TE Time. Since its inception several years ago, TE Time encourages participants to work creatively on projects beyond the scope of their daily work. Its goal is to promote innovation and the creation of intellectual property from TE engineers and employees. Participants can work individually or within a team, self-directing their projects over a 12-week period, under the guidance of a mentor, culminating in a showcase of projects to business unit leadership. One of our business units has conducted the program five times, resulting in 27 completed projects, four of which were submitted for a patent. Another seven ideas resulted in advanced development projects or technological advancements. Find out more about our workplace culture on [page 23](#).

“As we collaborate with our customers on products, TE is uniquely placed to ensure that sustainability is embedded in our value chain. Our approach to product stewardship means that we seek to minimize our impacts across every step of the product life cycle.”



Phil Gilchrist
Chief Technology Officer,
Communications Solutions
Segment



Product Stewardship

Our Ambition

Embed sustainability in product life cycle at TE

Product Compliance Website

“We know that sustainability impacts can be best identified and tackled at the product design stage — particularly carbon emissions. That’s why we’ve built the Design for Sustainability toolkit, a how-to guide for reducing adverse impacts across our products, from design to delivery.”



Jan Van Cauwenberge
Engineering Manager and author of the Design for Sustainability toolkit

Our Approach

At TE, Product Stewardship is about integrating sustainability into the product life cycle to minimize potential environmental, safety or social impacts while maximizing market opportunities. To do so effectively, sustainability principles are considered early in the design stage of the product. For example, approximately 80 percent of GHG emissions across the product life cycle are determined in the design stage. This finding has inspired our Design for Sustainability initiative where we are working to embed sustainability holistically across the entire product life cycle, from selection of raw materials and manufacturing processes through the product’s use and end-of-life options for reuse or recycling.

To coordinate our Design for Sustainability efforts, we have established a global Product Stewardship Committee. The aim is to drive efforts that will allow TE engineers to design and manufacture products that are more efficient, more sustainable and more in line with circular economy principles. The committee is a truly cross-functional effort and includes representatives from our Environmental, Health and Safety; Product Environmental Compliance; Product Development; Research and Development; Procurement; Information Technology and Packaging teams.

Our FY22 Impact

In fiscal year 2022, our Product Stewardship Committee continued developing our 10-year Design for Sustainability roadmap to achieve our long-term product sustainability and Scope 3 goals, including collecting data to finalize baselines and target setting, as well as identifying processes and tools to support sustainable design decision-making.

For example, engineering experts within our Automotive business have developed a Design for Sustainability toolkit that, among other things, guides engineers as they compare and select materials and components based on sustainability criteria, such as global warming potential (GWP). At TE, we use a lot of plastic resins in our connector products and have found that certain resins can provide a 35–55 percent reduction in total CO₂ emissions compared to materials we have traditionally used. Improved regrinding practices have also reduced our need for virgin resin materials, further reducing the climate impact of our products. Yet another critical step that we have identified is to reduce the weight of materials we use by focusing on product innovation and miniaturization. By using artificial intelligence (AI) and simulation tools, our engineers can effectively model the performance of smaller, lighter designs, creating the freedom to test innovative ideas.

We also continue to run our Phase Out Hazardous Substances efforts to proactively eliminate substances of concern. In fiscal year 2022, activities included a renewed focus on finding substitutes for lead in products that are still currently exempt, as we anticipate changing regulations and want to have quality product options in place. We have also been working to remove decabromodiphenyl ethane (DBDPE) and Dechlorane Plus before anticipated restrictions become a reality.

Product Environmental Compliance

Our Product Environmental Compliance program helps to ensure that our products not only meet our customers’ needs, but also proactively comply with applicable national, regional and global environmental laws, such as the European Union Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and Restriction of

Hazardous Substances (RoHS). TE has processes and tools in place that assist us to proactively interpret, communicate and act on the requirements of global product compliance laws holistically across the value chain and globally.

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

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

Our Next Steps

In recent years, per- and polyfluoroalkyl substances (PFAS, or “forever chemicals”) have become an area of increasing regulatory focus globally. Our experts across TE are focusing significant compliance resources toward the rapidly evolving legislation coming from different regions.

We continue to look for ways to use fewer and more responsible input materials that are easy to recycle at the end of their useful lives. Our internal programs will keep looking to reduce our energy use, reincorporate materials and reduce material use, which contributes to a circular economy and reduces the carbon footprint of our products. We also seek to support our engineers to do their part in our Scope 3 reduction efforts.

Sustainable Supply Chain

Our Ambition

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

Our Policies

[Slavery and Human Trafficking Statement](#)

[Conflict Minerals Report](#)

[Responsible Minerals and Materials Policy](#)

[Sanctions Policy](#)

[California Transparency in Supply Chain](#)

[Guide to Supplier Social Responsibility](#)

Our FY22 Impact

We work with our suppliers in three key areas:

- Scope 3 emissions
- Supplier diversity
- Responsible sourcing

For Scope 3 emissions, we have set ambitious reduction targets and engaging our suppliers is key to achieving our goals. In fiscal year 2022, we surveyed our suppliers to get a deeper understanding of their footprints, their sustainability ambitions and commitments, which we will use to identify potential emission reduction opportunities.

A sustainable supply chain is about more than environmental impact. We believe it should drive equitable social outcomes too. That is why we have been working toward meeting a target that 4 percent of our total supplier spend goes to diverse suppliers by 2027. We ended fiscal year 2022 with more than \$100 million in diverse spend, a more than 50 percent increase from the prior year.

During fiscal year 2022, we continued to attend events such as the Women's Business Enterprise National Council annual conference. It was also the first year we had a dedicated procurement lead focused on improving the diversity of our supply chain.

In fiscal year 2022, we strengthened our management of supply chain sustainability by adding our first Senior Manager for Supply Chain Sustainability. We launched a Sustainable Procurement group that meets every two weeks to monitor procurement processes and drive positive change.

TE Automotive drives sustainability in our products

Our Automotive business continues efforts to provide greater insight into the impact of their products. This work contributes to aligning our approach with our customers' evolving requirements, and also with a growing body of legislation, including Digital Product Passports (DPPs).

After conducting pilots in fiscal year 2021, we are now in the process of implementing automated CO₂ product carbon footprint (PCF) calculations, which will digitize what was once a manual process. We have

also completed the setup of an EMEA-specific emission library for automotive, and identified more than 50 resins with reduced CO₂ emissions, all of which are available to our engineers.

As a result of these efforts, the Berlin Institute Supply Chain Management honored TE with the 2022 Sustainability Award in the Research and Development (R&D) category.

Our Approach

We maintain a robust Supplier Social Responsibility (SSR) program. The SSR program features our [Guide to Supplier Social Responsibility](#), outlining our expectations for our suppliers regarding labor and human rights, health, safety, environmental concerns, ethics and responsible business practices. The SSR program also includes a commitment to training our suppliers and allows us to audit suppliers to verify their adherence to our program.

We developed the SSR Guide using best practices advocated by the Organization for Economic Co-operation and Development and the United Nations (UN) Global Compact, among others. It is aligned with our SSR activities, which are guided by

principles in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention Against Corruption.

Due Diligence in our Supply Chain

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



Additionally, each business unit conducts audits of its high-risk suppliers for certification compliance and other criteria relevant to its industry (for example, supplier ISO 9001 certifications and/or IATF 16949). If we require additional support to assess high-risk suppliers, we engage third-party auditors to review whether our suppliers maintain appropriate standards for the ethical treatment of their workers and provide a safe workplace.

TE is aware of the challenge of modern slavery and forced labor in global supply chains. In fiscal year 2022, we conducted a human rights saliency assessment to determine our highest risk areas. Read more in our [Human Rights section](#). We are also working to align with the German Supply Chain Act and other evolving legislation in areas where we operate.

In fiscal year 2022, we identified a subset of suppliers to undergo a social audit, conducted by a third party, to review conformity to legal requirements, the Guide to Supplier Social Responsibility, and elements related to social and environmental responsibility. We reviewed the audit findings and are working with suppliers on action plans to correct nonconformities.

For example, the most recent audits identified an instance of a 17-year-old minor who was exposed to noise and night shift labor conditions. The audit also found elements of forced labor, with labor contracts missing employment dates and specified date for monthly wage payments, as well as unacceptable disciplinary practices in the form of fines for arriving late or leaving work early. These findings were quickly escalated to the business unit procurement leader and the procurement point of contact for the audit.

These findings were corrected by the time the follow-up audit was performed in the fourth quarter of fiscal year 2022. The minor labor finding closed within three months and the worker was assigned a new day shift position with reduced exposure to noise. The forced labor findings closed within one month through appropriate amendments to the employment contracts in question. The disciplinary finding was resolved within one month and the disciplinary fine policy was removed and the employee handbook updated. Additionally, training was provided to the business unit on the audit process, findings and the corrective action process.

Logistics

TE is working closely with its major freight forwarders to review options for reducing carbon emissions related to the movement of products. All major freight forwarders report their CO₂ emissions by mode of transport. TE is now able to report the full CO₂ impact from all of its product moves around the globe in one single overview, which helps us to identify and prioritize the next steps to take in CO₂ reduction.

In our Distribution Center operations, we saw a 9 percent reduction in normalized energy usage compared to fiscal year 2021. This was the result of many different initiatives, including the use of LED lighting, motion sensors and HVAC improvements. In the Czech Republic, we celebrated our first distribution center moving to a fully paperless operation, and are looking to replicate this process in other distribution centers.

Conflict Minerals

TE maintains a [Responsible Minerals and Materials Policy](#) and a management system dedicated to performing due diligence across our supply chain. This is overseen by TE's Conflict Minerals core team, which is responsible for developing and maintaining policies, standards and processes and whose members serve as TE's designated conflict minerals subject-matter experts.

The core team is supported by Procurement leadership and corporate functions. With regard to conflict minerals, we rely on our direct suppliers to provide the necessary data to help us make responsible sourcing decisions. As of April 2023, the supplier response rate was 78 percent.

Our Next Steps

While we know that complex supply chains mean that collecting and refining supplier data in any complete sense is always difficult, we believe this is an essential step toward making meaningful emissions reductions.

In fiscal year 2023, we will be conducting a more detailed supplier survey focusing on Scope 3, covering 400 strategic suppliers. We will also transition to a hybrid data model that will enable us to broaden our engagement to other factors beyond supplier spend.

Regarding supplier diversity, we will be launching a Tier 2 program next year to explore if suppliers have their own inclusion programs.



PEOPLE

Empowering People to Thrive

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

IN THIS SECTION

- Employer of Choice
- Diversity, Equity, Inclusion & Belonging
- Workplace Health & Safety
- Human Rights
- Community Impact

Employer of Choice

Our Ambition

Top tier employer for employee engagement and inclusion for our industry

Empower all employees to develop a connection with well-being

Our Policies

[Statement on Training and Development](#)

[Statement on Workplace Flexibility](#)

Our FY22 Impact

To achieve a welcoming, supportive workplace, every employee must be committed to engagement and feel it, every day. Our annual Every Voice Counts survey gives us insights into how our employees are feeling about their experience at TE. Focused on key areas, the survey is available in 17 languages and is administered across all of TE.

We're pleased to report that fiscal year 2022 saw a five-point increase in participation from the last survey, with an impressive 87 percent completion rate. We're proud to see our global indices of Engagement (81) and Inclusion (74) both increased by one point each, putting us six and four points respectively above the external manufacturing benchmark and surpassing our targets for both.

To further drive engagement, we have increased our focus on employee well-being. We concentrate on six key pillars — occupational, emotional, physical, social, digital and financial — and have developed two new targets to measure success: that at least 75 percent of employees believe that TE has a genuine interest in their well-being; and ensuring that 100 percent of employees have access to resources to foster a sense of well-being. We look forward to reporting more on our progress toward these targets in the coming years.



Our Approach

We're determined to enable our employees to thrive, which means supporting a strong work-life integration while giving them the resources they need to build rewarding careers. While we want all elements of the employee experience to be strong, we prioritize employee and leadership development, well-being and workplace flexibility. This ensures we are focused on building an engaged, inclusive, flexible and safe culture where employees are able to bring their entire selves to work and flourish as they progress at TE.

Equipping Employees for Success Through Development

To equip our employees for success, we provide training and development aligned with TE expectations. We deploy company-wide annual training to all

employees on TE's Guide to Ethical Conduct, which includes a focus on living our TE values and human rights topics. All new managers receive additional training to equip them with critical skills for leading and developing their teams.

For the last two years, TE has offered a two-week virtual development conference, Growing@TE, for all TE employees. The conference features a range of personal growth topics and keynote speakers. Plant employees also have a chance to participate in on-site development opportunities at their site. Content is provided in over 200 individual sessions in a dozen languages across eight time zones to ensure accessibility, with over 24,000 employees participating in the fiscal year 2022 event.

We also provide training focused on professional development for all employees. In fiscal year 2022, over 1,000 employees participated in our leadership and critical role development programs. LEARN@TE, our online learning portal, enables employees to access instructor-led classroom or virtual courses and self-directed, web-based courses. In fiscal year 2022, our employees completed more than 231,000 hours of training through more than 23,000 courses on the platform. Additionally, TE offers core leadership development programming, embedding our SET (Strategy, Execution, Talent) leadership expectations from frontline leaders to senior leadership.

It is also important that our employees continually receive feedback on their performance and development throughout the year. Managers conduct annual performance reviews with every employee, where they are evaluated on both what they achieved as well as how their behaviors shaped those achievements. We also direct all leaders to have regular, ongoing one-to-one talent conversations throughout the year to improve feedback, team performance and sense of engagement.

“Our employees are crucial to our success and their development is a top priority for us. Giving our people the space to grow is just as important as growing our business. No matter what their development needs are, we aim to ensure our team knows we fully support them.”



Malavika Sagar
Chief Human Resources Officer

Enhanced Well-Being

During fiscal year 2022, we began publishing a quarterly Well-Being Connection newsletter, which provides articles, links and resources based around our six pillars of well-being.

In addition, we developed and published an annual calendar of events, including a keynote speech. Our keynote speaker for fiscal year 2022 was a suicide prevention advocate and survivor, who spoke as part of our Suicide Awareness Month activities, with more than 2,500 employees attending the talk. We have also continued to raise awareness of the topic through our increased collaboration and partnership with our Employee Resource Groups (ERGs), including cohosting an event with the TE Veterans Group.

We now have a network of 88 Well-Being Connectors, employees acting as well-being champions worldwide. The Connectors meet quarterly to share ideas and details of activities happening globally to support the well-being program.

Our partnership with our Employee Assistance Program (EAP) provider has continued to bolster the overall employee experience. Our EAP is a voluntary, work-based program that offers free and

confidential assessments, short-term counseling, referrals and follow-up services to employees who have personal and/or work-related problems. Over the last three years, use of the EAP globally has grown from 5 percent to 9 percent and we have seen more employees use the library of training webinars, with 12,307 training hours completed in fiscal year 2022.

We have also transitioned to greater workplace flexibility that includes FlexTime and FlexPlace options as well as compressed schedules to allow employees to adjust their working patterns in ways that work for them.

Our Next Steps

We will continue to focus on development for all employees and leaders. To bolster talent in our engineering, operations and general manager roles, TE is developing a program to improve talent pipelines for these critical roles. This program will be used by our segments to strengthen readiness of pipeline talent imperative for our business's success. We will also introduce new ways for employees to understand their skills and potential career paths at TE and tap into learning and mentoring to further enhance their overall employee experience.

Showing our Support for Ukraine

TE has operated in Eastern Europe for many years. Employees at our TE sites in the Czech Republic, Germany, Poland, Romania and Hungary collected clothes, food and supplies to support the people of Ukraine and refugees in the region.

Many employees in our operations in Czech Republic, Poland and Hungary are Ukrainian expatriates and we have supported them with counseling, financial guidance to help family members, and support providing accommodation, transportation and supplies.

TE was also able to provide material and practical support in line with our expertise when employees successfully worked to assist in restoring power throughout Ukraine when the network was damaged.

Finally, the TE Connectivity Foundation gave a special grant to a Ukrainian girls' team participating in the Technovation app development competition to support the creation of their app to help child refugees access basic resources and needs.

Throughout this conflict, our top priority continues to be the safety and security of all our employees in the region. We will continue to support any affected employees throughout this conflict, so that peace and calm can be restored to the region and to the people and nation of Ukraine in accordance with the principles of the UN Charter.

Diversity, Equity, Inclusion & Belonging

Our Ambition

Industry leader for workforce diversity and an inclusive, equitable workforce

Our Policies

[TE Connectivity Consolidated EEO Report](#)

[UK Gender Pay Report](#)

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

Our FY22 Impact

We have set a goal for 30 percent of leadership roles to be filled by women by 2026 and for the enterprise to score greater than 75 on our annual Inclusion Index by 2025.

During fiscal year 2022, we made important strides toward meeting our goals by building a sponsorship program that connects women in leadership with our executive team members. The three-tier sponsorship experience engages women across three levels of leadership and aims to promote visibility, encourage advocacy and foster a network of female talent. We have also prioritized building allyship skills through focused development. Senior leaders participated in live three-hour sessions while team members deeper in the TE organization participated in a self-directed learning journey.

At the close of fiscal year 2022, our leadership was 27 percent women (25 percent in fiscal year 2021). In addition, we scored 74 on the Inclusion Index (73 in fiscal year 2021).

Our Approach

We believe that if our organization reflects our customers, we can serve them better and innovate more. We also know that fresh perspectives lead to better solutions. Therefore, we have committed to building a workforce and supplier network that represent our markets globally, and a diverse workforce and inclusive workplace ensuring that TE attracts, welcomes, includes and keeps the best talent.



Activating Inclusion with Employee Resource Groups

TE has eight ERGs with over 8,000 members across 48 countries. We celebrate diversity throughout the year and each ERG regularly engages TE employees, leadership and our Board of Directors in programming to reinforce our commitment to inclusion and diversity.

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.

ALIGN (focused on LGBTQ+ issues) drove an initiative for TE to sign the UN Standards of Conduct for Business,

committing to human rights and eradicating discrimination against the LGBTQ+ community.

THRIVE (focused on mental health and disability) worked with our brand team to update our signature templates to have a more accessibility compatible color palette, as well as a space for team members to add their pronouns.

In June, our African Heritage and ALIGN ERGs partnered up to bring a panel discussion focused on allyship in the workplace, featuring two of TE's board members.

“Representation is crucial for our success. Our people want to belong to a workforce that reflects themselves and their beliefs. Our focus is on making sure our team is as diverse as the communities we serve and that we cultivate an environment that embraces all these unique differences.”



Nancy Dragone
Global Head of Talent Management

“Diversity programs like McKinsey’s are very helpful. I was able to immediately apply the practical advice from the program to my daily work. It inspired me to have one-on-one conversations with leadership about how I can continue to grow in my career.”

Abhishek Singh

Manager, Marketing Data Strategy

Improving Transparency and Securing Pay Equity

Over the past few years, we have been working with an expert third party to ensure that our pay equity analyses adhere to appropriate and accepted methodologies. As we continue to analyze and monitor pay equity, we are taking actions to address any potential inequities and their underlying root causes, and we publicly disclose pay equity analysis results where required by law.

As a global company, we recognize that different regions have unique perspectives and approaches to diversity and inclusion. While we maintain a global standard, we also undertake region-specific initiatives when opportunities arise.

In the U.S., pay transparency has become an essential tool for promoting equity. Since January 2023, TE includes pay range information on all internal and external job postings for U.S.-based jobs advertised directly through our TE Talent Attraction team or a third-party recruiting vendor.

As part of the change, employees in the U.S. may now request to view the pay range for their current position, expanding our existing process for publishing pay ranges for remote positions or positions in U.S. states where it is required by law. This change ensures that all employees and candidates have equal access to pay information, regardless of their location.

Globally, our compensation programs and policies are designed to deliver competitive and equitable pay based on roles and responsibilities and on company and individual performance, regardless of gender, race/ethnicity or any other individual demographics.

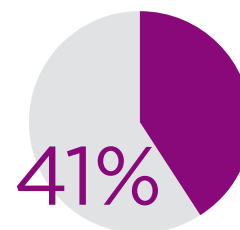
We continually review our pay practices, pay levels, job classifications and performance management processes to ensure that all employees are paid competitively and fairly. Our global focus is to have policies and programs in place that prevent pay inequities from arising in the first place.

Developing Leaders

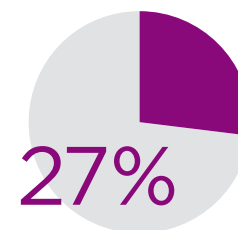
We believe it is critical to attract, engage and develop all of our talent to deepen our pipelines, with a focus on retaining strong and diverse teams across TE.

We invest in several women’s leadership programs in order to develop our female talent at all levels of the organization. In fiscal year 2022, we had over 150 women participate in leadership development programs. IGNITE is our largest program, and was completed by more than 120 women last year. The program provides facilitators local to participants for five live sessions, which are followed by self-directed activities to reinforce the learning. It also includes a dedicated course for people leaders, called Leaders as Allies, to help managers be strong advocates for their female talent.

Broadening our focus beyond gender, we have also partnered with McKinsey to offer talent who identify as Black, Latin/Hispanic or Asian the opportunity to take part in either Leadership Essentials, Management Accelerator or Executive Leadership programs, based on their career level. In fiscal year 2022, we had over 65 diverse people participate in these programs. These programs, along with our women’s leadership programs, offer safe spaces for underrepresented talent to develop, while providing them with a network both within and outside of TE.



Female Employees



Women in Leadership

Engaging for Inclusion Beyond TE

We want to have a positive impact on the communities we serve. As part of that commitment, each ERG contributes to one or more charitable organizations. In addition to sponsoring amazing organizations like the National Hispanic Institute, Ascend Foundation, Out & Equal, and Mental Health Europe, many of our ERGs also pair the monetary donation with time or other goods. For example, our TE Young Professionals supported Kiron Open Higher Education, which offers free online learning opportunities to refugees and underserved communities in Europe. In addition to a monetary donation, ERG members partnered with Kiron students and mentored them on various professional roles in engineering, finance, marketing and more.

Our Next Steps

We will continue to build inclusion into every day, at every level of TE. In the coming year, we will be making additional efforts to include our team members based in our plants more prominently. We will also keep building our inclusive learning for employees and people leaders. This includes a focus on building psychological safety, and ensuring LGBTQ+ and disability inclusion trainings are built into our onboarding for new or newly promoted supervisors. Finally, we will strengthen and expand our diversity recruitment strategy, including a strong employee value proposition and manager training to ensure that inclusive hiring best practices are followed.

Workplace Health & Safety

Our Ambition

Zero-injury workplace

0.12 Total Recordable Incident Rate by 2025

Our Policies

[Environmental, Health & Safety Policy](#)

Our FY22 Impact

In 2020, TE established a goal to achieve a total recordable incident rate (TRIR) of 0.12 by 2025. After a drop in performance in fiscal year 2021 to a TRIR of 0.21, we spent fiscal year 2022 focusing on refreshing our strategy to address the most frequent risks identified in the organization. As a result, we reduced risks related to hand safety and machine/operator interactions, directed efforts to robust investigations for minor injuries and near hits, and enhanced our environmental, health and safety (EHS) talent position. By the end of fiscal year 2022, we reduced our TRIR to 0.15, our best year yet. We are continuing this sustained momentum into fiscal year 2023.

Our Approach

Safe workplaces are a top priority at TE and we are committed to protecting employees from harm, regardless of job type. Using rigorous safety programs, we have consistently improved the safety performance of our facilities for more than 15 years and routinely score in the top tier of our peer companies.

We focus strategically on the areas that matter most, prioritizing site-specific risks and ensuring that the proactive strategies we deploy are targeted to reduce these risks.

We continually assess and seek to supplement and improve our core safety programs, to further enhance employee engagement and integrate acquisitions into TE's safety culture.

Upholding a Culture of Safety

Thanks to our comprehensive incident reporting approach, over the years, we have found that most recorded safety incidents relate to inconsistent use of safety equipment and/or failure to follow safety procedures when operating equipment. We also identified several injuries due to a person being in the "line of fire" where they could be injured by equipment/machinery or other objects.

In response, we launched Line of Fire – Stay Out of Harm's Way in fiscal year 2022. This is a safety awareness program that has a quarterly company-wide theme and communication materials, with the objective of improving employee awareness of body positioning in the workplace. An example of this is ensuring employees understand the protective guards and interlocks in place to reduce risk of injury, as well as their behaviors while operating equipment.

Another initiative we started was partnering with a third party to help us identify possible risk blind spots. We continue to reduce our overall incidents, but this partnership has helped us to increase our focus in certain management system opportunities that are behind the blind spots. As we identify opportunities, we put proactive actions in place throughout the company where the risk is present.

EHS Strategy 2022-2025

Proactive – Predictive – Preventative

Data-Driven EHS



Leading Metrics

Utilizing leading measures to predict significant incidents

Hazard & Risk Recognition



Risk Profile

Enhance our ability to identify and address the top hazards and risks of our operations

EHS Capable Equipment



Equipment Controls

Safety and environmental controls are in place with high reliability

Talent



Competencies

Focus on core EHS competencies to strengthen EHS talent and drive results

Human Rights

Our Ambition

Respecting human rights throughout our value chain

Our Policies

[Global Human Rights Policy](#)

[Slavery and Human Trafficking Statement](#)

[Declaration of Principles on Human Rights](#)

[Guide to Ethical Conduct](#)

[Policy on Reporting and Investigating Misconduct](#)

[Guide to Supplier Social Responsibility](#)

Our FY22 Impact

Shortly after the close of fiscal year 2022, we consulted with third-party experts to conduct a saliency assessment to help us pinpoint our key human rights impacts and opportunities. Through this process, we identified our final 10 salient issues and three issues to watch.

In addition to identifying our salient issues, the assessment also highlighted key areas where we're performing well, which included how we identify human rights issues, our board-level oversight of human rights issues, and our grievance mechanisms to receive complaints from internal and external stakeholders.

We have a goal to ensure 100 percent of employees are trained on human rights. In fiscal year 2022, we began work on a training module to include in our fiscal year 2023 Guide to Ethical Conduct training and we therefore expect to meet our goal in fiscal year 2023. In future years, we also intend to provide more in-depth training for specific groups of employees who may have the most exposure to human rights topics.

Our Approach

We believe that business can only flourish in societies where human rights are protected and recognized. As a global manufacturer, ensuring that the human rights of our employees — full time, part time and contract — are respected is key to our success. We take the protection of human rights seriously, and we seek to actively embed and uphold human rights wherever we work. We use several internal policies to guide us, including our Global Human Rights Policy; our Guide to Ethical Conduct, outlining our expectations to

our employees and our business partners; our annual Statement on Modern Slavery and Human Trafficking; and our Policy on Reporting and Investigating Misconduct. We also ensure we are training employees on human rights, with current training focusing on our Global Human Rights Policy and grievance mechanisms.

We are good corporate citizens who value our place in the global community and respect civil rights, human rights and labor laws in the locations where we operate. We require that our suppliers and business partners do the same, which is why we maintain a robust Supplier Social Responsibility (SSR) program. The program features a Guide to Supplier Social Responsibility, outlining the expectations we have for our suppliers on labor and human rights, health and safety, environmental concerns, ethics and responsible business practices. The SSR program also includes a commitment to training and allows us to audit suppliers to verify their adherence to our program.

We are committed to considering all internationally recognized human rights as relevant to our activities. Our principle is as follows: where national law standards and international human rights standards differ, we follow the higher standard.

Human rights protection at TE is governed in partnership with the legal and human resources departments, who set forth policies, training and due diligence. Our Executive Vice President and General Counsel and Chief Human Resources Officer are briefed quarterly on our progress. TE's Board of Directors is also informed at least annually on the progress of our human rights program.

Understanding our Salient Issues

Our saliency assessment is part of the work we're doing to strengthen our understanding of our relevant environment, social and governance (ESG) risks and the work we can do now to be a leading responsible business. During our saliency assessment, third-party consultants completed interviews with 14 key internal stakeholders from across our Human Resources, Labor Counsel, Recruitment, Supply Chain Counsel, Procurement, Discrimination and Privacy/Data Security departments.

The assessment also included desk-based research that looked at peer performance, thought leadership and media coverage.

Through this process, the following 10 issues were identified as the most salient, in order of their importance:

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

In fiscal year 2023, we plan to review the results of this assessment, and integrate findings and best practices into our approach to human rights, including additional training, due diligence and audits of our suppliers.



“We are committed to ensuring that the rights of everyone that we work with, and have an impact on, are respected. Our aim is to uphold and support human rights across our business, and we have built the policies to make sure that happens.”



John Jenkins
Executive Vice
President and
General Counsel

Human Rights Across the Value Chain

To embed human rights awareness across our business and enhance our risk-mitigation efforts, we have been developing diligence tools to help identify and address risks in our supply chain.

In fiscal year 2022, we introduced the leading industry standard tool for identifying forced labor, the Slavery & Trafficking Risk Template, into our supply chain due diligence processes. We held our first supplier campaign, targeting a subset of our global suppliers.

We also expanded our supplier social responsibility audits, which are led by a third party and are designed to identify human trafficking, child labor and similar risks. An example of an audit and corrective actions from this past year can be found in the sustainable supply chain section of this report on [page 20](#).

Finally, our commitment to responsible sourcing continues. We submitted our annual Conflict Minerals Report, detailing our work with suppliers to assess and avoid the presence of conflict minerals in our supply chain.

Our Next Steps

We will be developing a roadmap to strengthen our human rights approach during fiscal year 2023 and will disclose these plans in our next report. During fiscal year 2023, we will also be training all employees on human rights, with a deeper dive on more detailed topics and more information on where human rights issues might show up in our operations and supply chain.

Aligning with the German Supply Chain Act

In June 2022, the German parliament passed a law requiring large companies to conduct supply chain due diligence activities. This means that companies of a certain size with operations in Germany will be expected to identify, prevent and address human rights and environmental abuses within their own and their direct suppliers' operations.

Throughout fiscal year 2022 and into 2023, we reviewed our current policies and procedures to understand where we may improve our practices. We also updated

our Global Human Rights Policy and authored a new Declaration of Principles of Human Rights. Finally, we designated a Chief Human Rights Officer in Germany.

Going forward, our German entities plan to complete a risk assessment focused on their Tier 1 suppliers, to identify and correct any potential human rights violations. We will also be learning from the work of our German entities and plan to incorporate best practices into our Enterprise Human Rights program.

Community Impact

Our Ambition

10 million people impacted through STEM education by 2030

Our FY22 Impact

We have set a new goal to reflect our geographical diversity through philanthropy. During fiscal year 2022, we gave a total of \$5.6 million to hundreds of causes globally from the corporation and the TE Connectivity Foundation. Our ambassadors also identified STEM-focused projects in their local communities, including those pictured.

Our Approach

The future of our business—and our societies—depends on young people from all walks of life entering STEM education and gaining skills to help design global solutions. As a company built on delivering game-changing products, it is our duty to develop the next generation of innovators in science and technology.

We support nonprofits, initiatives and school programs focused on growing STEM skills among young people. Our employee-driven approach empowers our employees to pursue positive change in their communities. Our Community Ambassador Program, which has been operating for over eight years, enables more than 100 ambassadors in over 30 countries and their local employee councils to make decisions about TE's philanthropic spending and volunteer events.

Over 50 percent of our annual charitable spend is allocated directly by local employee councils, grounding our donations in the individual needs of communities.

Our spirit of giving also extends to employee volunteering and supporting causes our people care about. Our volunteer grant program is available to active full-time

and part-time TE employees in most of our global locations, and we also have a matching gift program for U.S. employees.

Relief Efforts

Communities are facing sudden disruptive and even life-changing disasters, and we provide support near places where we work. For example, we donated \$50,000 to relief efforts in Empalme, Mexico to support efforts around devastating floods.

Continuing Impact with the TE Foundation

The TE Connectivity Foundation is another way we work to grow access to technology and engineering for all, with a focus on women and underserved populations. In calendar year 2022, the Foundation provided \$1.45 million in grants to three global partner organizations: Girl Up, Technovation and SMASH. With Girl Up, the Foundation's grant helped the organization reach more than 12,000 young people with information on STEM and leadership, including five global STEM Bootcamps in which TE engineers participated as mentors to the participants.

Partnerships

Through our largest charitable partner, FIRST Robotics, we supported over 100 robotics teams for children of all ages, and we promoted engineering-focused entrepreneurial skills among university students in China through Enactus. We also continued our internal program, the TE AI Cup, working with more than 10 universities around the world to use AI to solve a set of real-world manufacturing challenges. Each university partners with a site to try to solve an actual issue at that site, with the winning teams awarded scholarships.

Our Next Steps

We will keep striving to reach as many people as we can to expose them to the great opportunities in STEM careers. At the same time, we will keep encouraging our employees to make a difference in their own communities, and support their efforts with relevant giving programs and opportunities.



Universidad Tecnológica de Guaymas (Mexico), supporting a pneumatic and electronic lab



Tullahoma (Tennessee, U.S.), school district STEM equipment purchasing boost



Schaffhausen, Switzerland, Go Tec! STEM summer camp



Sponsorship of Job Train's (California, U.S.) fundraiser, helping career training for adults

Our core values — Integrity, Accountability, Inclusion, Teamwork and Innovation — are the guiding principles we use to build our continued success and win together in global markets.

IN THIS SECTION

- Ethics and Compliance
- Ombudsman
- Risk Management
- Responsible Government Engagement
- ESG Governance

GOVERNING WITH INTEGRITY



Ethics and Compliance

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

Guide to Ethical Conduct

TE's [Guide to Ethical Conduct](#) outlines our core values and the ethical principles that apply to everyone at TE and our business partners. It includes a comprehensive list of resources to help when unsure what to do in any situation and provides guidance to the desired ethical outcome.

Our unwavering commitment to our Guide and core values of **Integrity, Accountability, Inclusion, Teamwork and Innovation** is a competitive advantage, and a key component in earning the trust of our global customers as well as attracting new business.

In fiscal year 2022, TE exceeded 120,000 training sessions and again achieved more than 99+ percent completion rate for our global Guide to Ethical Conduct training for active employees.*

In line with the continuous evolution of our training program, we conducted an internal assessment related to the annual Guide to Ethical Conduct Commitment Campaign. As a result, we streamlined the process and expanded online training accessibility for employees who do not have access to TE's network for implementation in fiscal year 2023.

Anti-Bribery and Anti-Corruption (ABAC)

Regardless of which laws apply, TE Connectivity maintains a zero-tolerance principle and prohibits bribery and corruption in all circumstances, no matter where in the world we do business. TE's Guide to Ethical Conduct and policies outline the behavior expected of all of us — board members, management, employees and business partners alike, and provide clear advice on how to recognize red flags and avoid bribery and corruption.

In fiscal year 2022, as part of our commitment to preventing bribery and corruption at all levels, we published a global newsletter dedicated to our ABAC program whereby we provided insights on how our program aligns with best practices, and how we measure the effectiveness of our Business Partner Management program.

Compliance Liaisons

Concerning our efforts to identify, assess, mitigate and monitor compliance risk at a deeper level, we select and train eligible employees to serve as local compliance liaisons, to support us in fostering our values-based culture at their sites, region or country. We encourage and empower our compliance liaisons to create awareness on

values and policies, and compliance training, and to champion ethics topics. As we continue our path toward strengthening and streamlining our compliance liaison program globally, we focus on expanding coverage throughout the Asia and Europe/Middle East regions and our liaisons' active role in monitoring compliance risk.

New Policy Management Software Solution

We also successfully expanded our new software solution, which was first introduced in fiscal year 2021. This powerful, web-based tool is designed to simplify the entire policy and guideline management life cycle. It centralizes our existing policy management workflow in one place and aligns with compliance program best practices. This new software enables quicker policy adaption, strengthens accountability, helps with streamlined audit reports and minimizes policy risk.



We are proud that, for the ninth consecutive year, Ethisphere Institute® recognized TE as one of the 2023 World's Most Ethical Companies®.

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

Ombudsman

TE's Office of Ombudsman is an independent, impartial and confidential resource for employees, suppliers, investors, customers and other third parties to report concerns or violations of law, our TE policies, processes or procedures, or consult our Guide to Ethical Conduct.

The Ombudsman reports directly to the chair of the Audit Committee of the TE Board of Directors, and meets regularly with our executive leadership to discuss key reporting themes, trends and root cause analyses to help the business respond proactively to matters that could otherwise disrupt operations or affect employee morale and confidence. The Office of Ombudsman oversees TE's Reporting and Investigations program, including the ConcernLINE, ConcernNET and ConcernAPP resources, to help ensure TE employees live our values and conduct business ethically.

TE's Employee Relations Center of Excellence (the ER function) also reports to the Office of Ombudsman and is

responsible for handling workplace-related concerns received through our reporting channels in a consistent and efficient manner. The ER function analyzes workplace-related case data for themes, trends and root causes, and shares findings with key human resources stakeholders.

In fiscal year 2022, the Office of Ombudsman received approximately 1,200 cases. Of the cases closed during fiscal year 2022, approximately 43 percent were substantiated, and appropriate actions were taken to address those matters. Of the unsubstantiated allegations, approximately 9 percent led to additional corrective actions, enabling TE to change a business process, rectify an inefficiency or clarify a policy.

In addition, the Office of Ombudsman has made available multiple policy and procedure documents relating to its internal investigation program, which are publicly available on the [Office of Ombudsman page](#) on te.com.

“Hearing from the employees, business partners and communities we impact is vital to helping ensure that we continue to shape our business with integrity and respond to emerging challenges.”



Karen Loewenstein
Ombudsman

Risk Management

Enterprise Risk Management

Our Enterprise Risk Management framework includes an annual assessment of all business units and corporate functions, focused analyses of identified key enterprise risks, and risk governance and accountability frameworks for all identified enterprise risks. We also consistently monitor for new and emerging risks, including those related to the environment and climate change. Our contemporary climate-related risks include current and emerging regulations, reputation management and disaster preparedness. Our opportunities include developing products that support our customers' needs, including those related to climate change, and using our technological capabilities to develop climate-focused solutions.

TE aligns our risk assessment and risk management programs to increase focus on risk owner accountability and governance. This framework helps ensure the appropriate amount of focus and attention is given to enterprise-level risks, with regular reassessments of the identified impacts and likelihoods of identified risks. TE works directly with risk owners to develop mitigation action plans and meets regularly with these individuals and teams for updates on progress. We ask all participants in our assessments to provide input on ESG risks, both independently and as facets of other enterprise risks. Our Enterprise Risk Management program provides quarterly updates to the Board on risks and risk management activities.

Climate Risks and Opportunities

We analyze and identify the risks and opportunities presented by climate change and the impact they could have on our future operations and viability. Climate risks are integrated directly into our Enterprise Risk Management framework and annual risk assessment process. We report extensively on climate-related risks and opportunities in our [TCFD Appendix](#).

Supply Chain Risks

Robust supply chain management is crucial to help us monitor our suppliers for compliance with our stringent standards. We have a supply chain risk-identification process that includes:

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

Governance

Our Board and Executive Leadership

We believe that engaged leadership sets the tone for the work that we do and enhances our chances of success in achieving our goals. Our Board is responsible for aligning our management with leading ethical standards and working in the best interests of our shareholders. The company is committed to a strategy of inclusiveness and to pursuing diversity in terms of viewpoints, backgrounds and experiences, as well as diversity regarding gender, race, ethnicity, sexual orientation, national origin and underrepresented groups. The company believes that it benefits from having directors with these traits.

As of our Annual Meeting of Shareholders held on March 15, 2023, our Board has 12 members, of whom 66 percent are diverse. Of the 12 directors on the Board, four identify as women, one identifies as African American, one identifies as LGBTQ+ and three identify as ethnically or geographically diverse or born outside the U.S. Learn more about our leadership on www.te.com and in our [Proxy Statement](#).

Cybersecurity and Data Protection

Our clients trust us with their intellectual property and proprietary corporate details, and our employees trust us with their personal information. We take cybersecurity and data protection seriously, with Board-level and executive management responsibility. Information security is also part of the employee performance review process, and external auditors review our information technology infrastructure.

Our Information Security Policy is internally available to all employees and we encourage them to raise concerns about information security through our Office of Ombudsman. We conduct mandatory annual security trainings as well as ad hoc trainings based on new and changing risks, including monthly phishing exercises for users of our information systems, and trainings that help raise awareness of data protection and data security across the business. We also maintain cybersecurity insurance coverage. Our robust privacy compliance program helps us comply with our legal obligations when processing the personal information of our business partners and employees. Our aim is to go beyond compliance with data protection laws and to proactively manage personal information so that we are viewed as a trustworthy business partner and employer.

Tax

As good corporate citizens who value our place in the global community, TE Connectivity is committed to complying with the tax laws in all jurisdictions in which it conducts business and pay their fair share of taxes on a timely basis. You can read more about our tax spend in our [Annual Report](#) and in our [tax strategy](#).

Executive Compensation

TE's executive compensation philosophy is designed to reward executives meeting 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 not only the business and its shareholders, customers and employees, but also society as a whole.

Working strategically with government officials and thought leaders, the GGA team helps to 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, US-China Business Council and the US-ASEAN Business Council, which promote multilateral engagement in trade and investment, as well as cultural and economic exchange. Our full list of trade association memberships can be found [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 the elections of state and federal candidates who represent TE's U.S. sites, hold leadership positions or champion TE's key issues. TEPAC's funding is voluntarily pooled by eligible and interested employees and directors, and contributions are approved through the TEPAC Board of Directors through a nonpartisan approach. TEPAC reporting and additional information about corporate political action committees can be found [here](#).

ESG Governance

One Connected World Network

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

We launched our OCWN as a way to put TE's leadership at the heart of our corporate responsibility strategy. As part of its duties, the OCWN creates the action plans and metrics that define how we work toward each of our ambitions. The network's members include executive leaders tasked with leading and driving change throughout our enterprise: our EVP and General Counsel, Chief Human Resources Officer and SVP, Operations. They are supported by subject-matter experts who advise on program feasibility, which helps us adopt strong governance principles and a commitment to ethical business across every aspect of our strategy.

In 2022, in addition to program updates and accountability for our ambitions, we utilized the OCWN to understand megatrends in ESG, update our materiality assessment and refresh our One Connected World strategy, and prepare for upcoming required reporting.

Board Level Oversight

To embed One Connected World across our business, we ensure both Board-level and executive-level engagement. You can find out more about Board-level oversight for ESG in our [Proxy Statement](#).

- Annual briefing of the full scope of our ESG programs to the full Board of Directors 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 the environment, health and safety, and R&D
- Review of Statement of GHG Emissions, Energy Consumption and Water Withdrawal by the Audit Committee
- Twice-yearly briefings to the joint Audit Committee and NGCC on the company's cybersecurity policies and practices

Executive Engagement

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

Business and Functional Leads

As of the publication of this report, our Automotive, Energy, Industrial and Aerospace, Defense and Marine business units and our Procurement function have designated sustainability leads. These positions are managing sustainability for their businesses globally, helping to ensure we meet customer expectations and aligning with our enterprise One Connected World strategy.

Our Next Steps

TE is in the process of revising and supplementing our Guide to Ethical Conduct. The new version will include updated values, additional topics, case scenarios and resources to reflect the changing global legislative and regulatory landscape, and reiterate our organization's core values, guidelines and expectations. We look forward to sharing the new version soon.

About This Report

This report reflects progress toward our corporate responsibility strategy, One Connected World, adherence to the principals 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 2022, which ended September 30, 2022, 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 2022 calendar year.

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

This is our 13th 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 for Climate-related Financial Disclosures (TCFD). Our full GRI Index is available beginning on page 45. Additionally, SASB and TCFD alignment is available on pages 53.

Deloitte & Touche LLP performed a review on management's assertion related to our Statement of GHG Emissions, Energy Consumption and Water Withdrawal. Their assurance statement is available via this [link](#). 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 UNSDGs. TE Connectivity reports to NQC, EcoVadis, CDP and S&P Global's Dow Jones Sustainability Index, among others.

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

Materiality

As a company with a complex global value chain, knowing where to focus our corporate responsibility efforts for optimum positive impact is crucial to industrial technology leadership. To make sure we are truly minding what matters, in fiscal year 2022 we undertook a double materiality assessment to refresh our understanding of our greatest impacts and what is most important to our company, our shareholders, our employees and other stakeholders.

We partnered with third-party experts and included desk-based research covering reviews of industry standards and peer benchmarking. We also interviewed 22 internal stakeholders from key areas of TE Connectivity, as well as collected survey

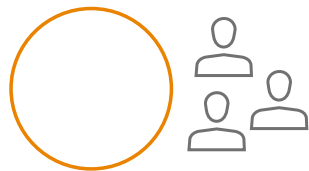
responses from employees and investors and elicited responses from other targeted stakeholders of TE to inform selected material topics.

As a result of the analysis, we identified a total of 17 material issues for TE: innovation; product stewardship; workplace health and safety; sustainable supply chain (including Scope 3); diversity, equity and inclusion; human rights; water; waste; conflict minerals; climate change (Scope 1 and 2); well-being; financial health; community impact; responsible business engagement; transparency and integrity in business; employer of choice; and nature and resource stewardship.

While some of these issues are more urgent or more challenging, we have developed or are developing internal initiatives and programs to address them all. Determining our materiality provided yet another valuable opportunity to listen to our customers, investors, employees and other stakeholders. That input and this assessment informed the refresh of our One Connected World enterprise-level corporate responsibility strategy and the ambitious targets that will embed corporate responsibility ever deeply into TE.

Engaging with Stakeholders

We engage with our stakeholders to gather their views and interests about TE, our performance, our culture and our community engagement. This is particularly valuable in understanding and addressing the issues that are most material for our stakeholders and, therefore, to our business. It also informs our corporate responsibility strategy and reporting. During fiscal year 2022, we had a high level of engagement with various stakeholders through the refresh of our materiality assessment and our first saliency assessment to identify human rights risks.



Customers

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



Employees

- Regular informal engagement through team meetings
- Internal communications
- Employee mobile application
- Quarterly town hall meetings within business units and functions
- Annual leadership and sales meetings
- Employee engagement survey
- Annual ethics training and certification against Guide to Ethical Conduct and anti-corruption, among others
- Community investments through corporate giving and through the TE Connectivity Foundation
- Employee volunteering and participation in local communities



Shareholders

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

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, the extent, severity and duration of COVID-19 negatively affecting our business operations; 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, including continuing military conflict between Russia and Ukraine resulting from Russia’s invasion of Ukraine or escalating tensions in surrounding countries; 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. In addition, the extent to which COVID-19 will impact our business and our financial results will depend on future developments, which are highly uncertain and cannot be predicted. Such developments may include the geographic spread of the virus, the severity of the virus, the duration of the outbreak, the impact on our suppliers’ and customers’ supply chains, the actions that may be taken by various governmental authorities in response to the outbreak in jurisdictions in which we operate, and the possible impact on the global economy and local economies in which we operate.

More detailed information about these and other factors is set forth in TE Connectivity Ltd.’s Annual Report on Form 10-K for the fiscal year ended September 30, 2022, as well as in our Quarterly Reports on Form 10-Q, Current Reports on Form 8-K and other reports we have filed with the U.S. Securities and Exchange Commission.



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

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Performance Summary

Footnotes can be found on [page 44](#).

		FY2020	FY2021	FY2022
Planet¹				
Energy Use	MWh	1,215,871	1,328,692	1,307,815
Energy Use (Intensity)	MWh/Net Sales in Millions	100	89	80
Percentage of TE Connectivity's Energy That Comes From Renewable Sources	Percentage (%)	N/A	28	50
GHG Emissions (Scopes 1 and 2)	Metric Tons CO ₂ Equivalent	516,786	361,338	237,892
Scope 1 GHG Emissions	Metric Tons CO ₂ Equivalent	59,936	71,479	58,013
Scope 2 GHG Emissions (Market-Based)	Metric Tons CO ₂ Equivalent	456,850	289,859	179,879
Scope 1 and 2 GHG Emissions (Intensity)	Metric Tons of CO ₂ e/Net Sales in Millions	43	24	15
SF ₆ Gas Releases	% Reduction Since FY2010	80	73	82
Scope 3 Emissions ²	Metric Tons CO ₂ Equivalent	2,758,751	3,799,670	3,341,036
Total Goods & Services Emissions	Metric Tons CO ₂ Equivalent	2,210,000	3,410,695	2,875,031
Capital Goods	Metric Tons CO ₂ Equivalent	N/A	N/A	202,550
Fuel and Energy-Related Activities	Metric Tons CO ₂ Equivalent	126,000	81,587	75,737
Upstream Transportation and Distribution	Metric Tons CO ₂ Equivalent	416,000	250,301	171,581
Business Travel	Metric Tons CO ₂ Equivalent	6,751	3,483	16,137
Waste Generated ³	Metric Tons	N/A	126,482	109,791
Total Hazardous Waste Generated	Metric Tons	6,508	8,051	9,022
Total Materials Recycled/Reused	Metric Tons	83,198	106,114	89,406
Waste Directed to Disposal	Metric Tons	18,825	20,368	20,384
Hazardous Waste Disposed	Metric Tons	N/A	5,426	5,258
Non-Hazardous Waste Disposed	Metric Tons	N/A	14,942	15,126
Ratio of Waste Recycled to Disposed	Ratio	4.4	5.2	4.4
Percentage of Hazardous Waste Recycled	Percentage (%)	28	33	42
Total Water Withdrawal ⁴	Millions of Gallons	872	871	737
Total Water Withdrawal — Utility Municipal	Millions of Gallons	625	637	642
Total Water Withdrawal — Groundwater	Millions of Gallons	241	229	91
Total Water Withdrawal — Recycle	Millions of Gallons	6	5	4
Total Water Discharge	Millions of Gallons	744	796	624

FY2020

FY2021

FY2022

Economic

Total Net Sales	USD Millions (\$)	12,172	14,923	16,281
Total Net Sales by Segment (Transportation)	USD Millions (\$)	6,845	8,974	9,219
Total Net Sales by Segment (Industrial)	USD Millions (\$)	3,713	3,844	4,490
Total Net Sales by Segment (Communications)	USD Millions (\$)	1,614	2,105	2,572
Total Net Sales (Americas Region)	USD Millions (\$)	3,706	4,078	4,803
Total Net Sales (Americas Region)	Percentage of Total Net Sales (%)	30	27	30
Total Net Sales (APAC Region)	USD Millions (\$)	4,246	5,374	5,771
Total Net Sales (APAC Region)	Percentage of Total Net Sales (%)	35	36	35
Total Net Sales (EMEA Region)	USD Millions (\$)	4,220	5,471	5,707
Total Net Sales (EMEA Region)	Percentage of Total Net Sales (%)	35	37	35
Total Patents Granted or Pending	Number (#)	15,000+	15,000+	15,000+
Total Research Development and Engineering	USD Millions (\$)	613	677	718
Total Contributed to Local Economies Through Localization Efforts	USD Millions (\$)	2,100	2,900	3,300

People

Total Charitable Giving (Corporate, Including Matches and Volunteer Grants)	USD Millions (\$)	3.49	3.56	3.36
Charitable Giving, TE Matches of Employee Donations and Volunteer Grants	USD Millions (\$)	0.81	0.73	0.81
Total Charitable Giving (TE Connectivity Foundation)	USD Millions (\$)	1.31	1.28	1.45
Total Charitable Giving (Foundation and Corporate)	USD Millions (\$)	5.61	5.57	5.62
Total Charitable Giving (Education and Technology Focus)	Percentage (%)	41	52	56
Total Charitable Giving (Health and Human Services Focus)	Percentage (%)	59	48	44
Total People Impacted in Next Generation Technology Education, STEM	Number (#)	650,000+	919,290	1,480,686
Total Volunteer Hours by TE Employees	Number (#)	18,000+	12,000+	9,000+
Total Employees ⁵	Number (#)	82,000	89,000	92,000
Total Number of Engineers	Number (#)	7,500+	8,000+	8,000+
Total Number of Employees (Americas Region)	Number (#)	29,000	28,000	28,000
Total Americas Region Principal Manufacturing (Sites)	Number (#)	37	35	36
Total Number of Employees (APAC Region)	Number (#)	22,000	24,000	27,000

		FY2020	FY2021	FY2022
Total APAC Region Principal Manufacturing (Sites)	Number (#)	23	22	25
Total Number of Employees (EMEA Region)	Number (#)	31,000	37,000	37,000
Total Number of Principal Manufacturing Sites (EMEA Region)	Number (#)	47	46	45
Total Number Manufacturing Employees (Worldwide)	Number (#)	52,000	56,000	56,000
Lost Time Injury Frequency Rate	Number (#)	0.11	0.14	0.10
Total Recordable Incident Rate	Number (#)	0.16	0.21	0.15
Manufacturing Plants Completed the Year With One Recordable Injury Illness or Less	Percentage (%)	80	67	81
Employees by Gender (Female)	Percentage (%)	42	42	41
Employees by Gender (Female Leadership)	Percentage (%)	23	25	27
Employees by Gender (Male)	Percentage (%)	58	58	58
Employees by Gender (Male Leadership)	Percentage (%)	77	75	73
Women by Management Level (Top Management)	Percentage (%)	20	21	24
Women by Management Level (Middle Management)	Percentage (%)	29	30	31
Total Women in Leadership Positions Worldwide	Number (#)	157	184	220
Women in Revenue-Generating Positions (Sales, Operations, Managers, Customer Services or Engineering)	Percentage (%)	14	15	16
Women in STEM Roles	Percentage (%)	15	15	15
Total Number of Employees by Category ⁶				
Part-Time, Male	Number (#)	N/A	681	946
Part-Time, Female	Number (#)	N/A	707	787
Full-Time, Male	Number (#)	N/A	41,591	43,964
Full-Time, Female	Number (#)	N/A	29,586	31,193
Permanent Male	Number (#)	N/A	42,272	44,128
Permanent Female	Number (#)	N/A	30,275	31,564
Temporary, Male	Number (#)	N/A	674	782
Temporary, Female	Number (#)	N/A	431	416

		FY2020	FY2021	FY2022
Average Hours of Training by Employee Category ⁷				
Band 0	Number of Hours (#)	2.8	4.0	0.5
Band 1	Number of Hours (#)	3.9	3.4	2.5
Band 2	Number of Hours (#)	4.2	3.4	3.4
Band 3	Number of Hours (#)	5.3	6.0	5.8
Band 4	Number of Hours (#)	7.1	9.3	10.6
Band 5	Number of Hours (#)	4.2	5.7	5.4
Band 6	Number of Hours (#)	2.5	1.9	1.6
Total Number of Courses Offered on LEARN@TE ⁸	Number (#)	28,278	29,756	23,266
Total Hours of Training on LEARN@TE ⁸	Number of Hours (#)	85,535	172,689	231,237
Total Hours of Training by Gender ⁷	Number of Hours (#)	N/A	Female — 54,650 Male — 115,450	Did not disclose — 4,241 Female — 58,307 Male — 119,856
ERG Membership	Number (#)	6,139	6,237	8,478
Inclusion Index	Score (#)	73	73	74
Engagement Index	Score (#)	79	80	81
Governance				
Total Number of Matters Reported to the Office of Ombudsman	Number (#)	Approximately 1,080	Approximately 1,060	Approximately 1,200
Total Number of Matters Reported to the Office of Ombudsman Related to Human Rights	Number (#)	0	0	0
Unsubstantiated Allegations That Led to Additional Corrective Actions	Percentage (%)	12	11	9
Matters Reported to the Ombudsman and Found to be Substantiated	Percentage (%)	48	48	43
Board Diversity ⁹	Percentage (%)	50	66	66
Employees Who Certified Their Compliance With TE's Guide to Ethical Conduct ¹⁰	Percentage (%)	99+	99+	99+
Total Ethics and Compliance Trainings Completed (Company-wide) ¹¹	Number (#)	144,700+	108,100+	120,000+

		FY2020	FY2021	FY2022
Total Additional Certifications to TE's Guide to Supplier Social Responsibility	Number (#)	7,341	6,069	4,140
Total Conflict Minerals Survey Supplier Response Rate ¹²	Percentage (%)	67	70	78
Total Conflict Minerals Survey Responses Used in Connection With Conflict Minerals Report	Number (#)	116,328	114,667	106,973
Total Corrective Actions ¹³	Number (#)	604	1,901	1,084
Total Direct Material Suppliers	Number (#)	9,526	9,496	9,344
Total Indirect Material Suppliers	Number (#)	22,578	22,675	23,069
Total Direct and Indirect Suppliers	Number (#)	32,104	32,171	32,413
Total Site Audits and Quality Audits Conducted	Number (#)	336	498	559
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

Footnotes

- 1 Data for all periods presented excludes facilities associated with our acquisitions of Laird, Kemtron and Linx. Data for acquisitions from ERNI Electronic, DRI Relays, microLIQUID and Wi Inc. are excluded from FY2021 and FY2020. Data for FY2020 excludes facilities associated with our acquisitions of Silicon Microstructures Inc., Foundry Medical Innovations, Inc., First Sensor and Optinova.
- 2 For FY22, TE is reporting its top Scope 3 categories and business travel. These categories are consistent with our upcoming Science Based Target initiative submission. For Purchased Goods & Services in FY22, TE has adopted 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. Weight-based calculations utilize recognized third-party factors including those from Ecoinvent. Upstream transportation and distribution Scope 3 emissions continue to use the Cefic/ECTA method of calculation. The business travel category considers distance and aircraft-based calculations based on data provided by our travel partner, and includes all countries except India and Japan. For FY2022, for the Scope 3 fuel-and-energy-related activities, we use a market-based approach. The energy-related activities were calculated using actual energy data and 2021 published conversions from the U.K. Department for Business Energy & Industrial Strategy (BEIS).
- 3 We restated our FY2021 waste and recycled materials data due to improvements in our data collection processes.
- 4 Our water withdrawal by source includes groundwater and municipal/other vendor water supplies. We do not have material surface water withdrawals. We do not use wastewater from another organization as a water withdrawal source. Rainwater and other sources are not material.
- 5 As of the end of FY2022, we employed approximately 92,000 people worldwide, including contract employees and agency temporary workers
- 6 Employee breakdown by category does not include contract employees.
- 7 Average hours represents only unique completers (those who participated in training) within our Learn@TE system.
- 8 The large increase in hours of training from FY2020 to FY2021 is due to several large scale/company-wide initiatives such as Global Inclusion Training, Safely Working Outside the Office, Conversations with Purpose, and Leadership Foundations. Similarly, in FY2022, we captured additional training hours from global leadership meetings and Growing@TE, virtual learning sessions that occurred outside of our Learn@TE platform. Finally, we removed a group of courses from our Learn@TE platform in FY2022, hence the lesser number of courses offered.
- 9 Of the 12 directors on the Board of Directors, four identify as women, one identifies as African American, one identifies as LGBTQ+, and three directors identify as ethnically or geographically diverse or born outside the United States.
- 10 Percentage of TE employees that complete our Guide to Ethical Conduct training each year, which includes human rights topics. However, we do not currently track the number of hours and/or percentage of employees who receive dedicated human rights training. Our Guide to Ethical Conduct training in FY2022 included active employees on TE's payroll at the time of the commitment campaign, which ran from April to May 2022.
- 11 This number has been rounded for presentation purposes and includes sessions on an external eLearning vendor's learning management system (LMS). It excludes Ethical Connections discussions held by people managers, and other live ethics and compliance trainings delivered at company-wide leadership programs. It does not include trainings completed on the internal LMS Learn@TE and other trainings that are tracked separately.
- 12 The FY2022 response rate is through April 2023, however the campaign is not complete as of publication of this report.
- 13 In FY2022, TE conducted fewer social audits than in the previous year due to isolated COVID-19 outbreaks.

GRI Index

TE has reported the information cited in this GRI content index for the period October 1, 2021 to September 30, 2022 with reference to the GRI Standards.

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI:2 General Disclosures 2021		
2-1	Organizational details	2022 Form 10-K , p1
2-2	Entities included in the organization's sustainability reporting	2022 Corporate Responsibility Report > About This Report , p36 2022 Annual Report , p40
2-3	Reporting period, frequency and contact point	2022 Corporate Responsibility Report > About This Report , p36 2022 Form 10-K , pp1, 61
2-4	Restatements of information	We restated our FY2021 waste and recycled materials data due to improvements in our data collection processes.
2-5	External assurance	2022 Corporate Responsibility Report > About This Report , p36 2022 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report
2-6	Activities, value chain and other business relationships	2022 Corporate Responsibility Report > Sustainable Supply Chain , pp. 20-21 2022 Annual Report , pp1-7 2022 TE Connectivity Guide to Supplier Social Responsibility , pp14-15
2-7	Employees	2022 Corporate Responsibility Report > About TE Connectivity , p5 2022 Corporate Responsibility Report > Performance Summary > People , pp40-42 2021 TE Connectivity Consolidated EEO Report 2022 Annual Report , pp5-6
2-8	Workers who are not employees	2022 Corporate Responsibility Report > About TE Connectivity , p5 2022 Corporate Responsibility Report > Performance Summary , pp39-44
2-9	Governance structure and composition	2023 Proxy Statement , pp42-46 2023 Proxy Statement , p39 2023 Proxy Statement , pp21-33
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement , pp19-20
2-11	Chair of the highest governance body	2023 Proxy Statement , p21
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement , pp39-45 2022 Corporate Responsibility Report > ESG Governance , p35; Responsible Government Engagement , p34
2-13	Delegation of responsibility for managing impacts	2023 Proxy Statement , pp39-45 2022 Corporate Responsibility Report > ESG Governance , p35; Responsible Government Engagement , p34
2-14	Role of the highest governance body in sustainability reporting	2023 Proxy Statement , pp39, 42-46 Audit Committee Charter , p5 Nominating, Governance, and Compliance Committee Charter , p6 2022 Corporate Responsibility Report > Materiality , p36 Our material topics are reviewed by our CEO, Chief Human Resources Officer, SVP Operations and EVP and General Counsel.

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
2-15	Conflicts of interest	2022 Audit Committee Charter , p4 2023 Nominating, Governance, and Compliance Committee Charter , p5
2-16	Communication of critical concerns	2022 Corporate Responsibility Report > Ethics and Compliance, p32; Human Rights > Our FY22 Impact; Our Approach, p28
2-17	Collective knowledge of the highest governance body	2022 Corporate Responsibility Report > ESG Governance, p35 2023 Proxy Statement , p31
2-18	Evaluation of the performance of the highest governance body	2022 Corporate Responsibility Report > Governance > Responsible Government Engagement, p34 2023 Proxy Statement , pp36–37 Nominating, Governance, and Compliance Committee Charter , pp2, 5
2-19	Remuneration policies	2023 Proxy Statement , pp52–80 2022 Corporate Responsibility Report > Governance, p34
2-20	Process to determine remuneration	2023 Proxy Statement , pp52–80
2-21	Annual total compensation ratio	2023 Proxy Statement , p77
2-22	Statement on sustainable development strategy	2022 Corporate Responsibility Report > A Conversation with Terrence Curtin, p3; About TE Connectivity, p5; One Connected World, p7
2-23	Policy commitments	Global Human Rights Policy , pp1–2 Guide to Supplier Social Responsibility , pp6–8 Responsible Minerals and Materials Policy TE Environment, Health and Safety Policy 2022 Slavery and Human Trafficking Statement , pp1–4 TE Connectivity Guide to Ethical Conduct , p42
2-24	Embedding policy commitments	2022 Corporate Responsibility Report > Human Rights, pp28–29; Workplace Health & Safety, p27; Community Impact, p30 Global Human Rights Policy TE Connectivity Guide to Ethical Conduct , p42 Guide to Supplier Social Responsibility , pp6–8
2-25	Processes to remediate negative impacts	2022 Corporate Responsibility Report > Human Rights, pp28–29; Performance Summary > Governance, pp42–43 Guide to Supplier Social Responsibility , pp6–8, 20
2-26	Workplace health and safety mechanisms for seeking advice and raising concerns	2022 Corporate Responsibility Report > Workplace Health & Safety, p27; Performance Summary > Governance, pp42–43 Guide to Supplier Social Responsibility , pp6–8, 20
2-27	Compliance with laws and regulations	2022 Form 10-K , p16
2-28	Membership associations	2022 Corporate Responsibility Report > Responsible Government Engagement, p34; Engaging With Stakeholders, p37 TE Connectivity Membership Trade Associations
2-29	Approach to stakeholder engagement	2022 Corporate Responsibility Report > Engaging With Stakeholders, p37; Materiality, p36
2-30	Collective bargaining agreements	TE Guide to Ethical Conduct , p14 Approximately 60% of TE employees are covered by collective bargaining agreements.

GRI 3: Material topics 2021

3-1	Process to determine material topics	2022 Corporate Responsibility Report > Materiality, p36
3-2	List of material topics	2022 Corporate Responsibility Report > Materiality, p36

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
Economic		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	2022 Form 10-K , pp56-60 2022 TCFD Report > Strategy, p4; Risk Management, p6; Metrics and Targets, p7
201-1	Direct economic value generated and distributed	2022 Form 10-K , pp56-60
201-2	Financial implications and other risks and opportunities due to climate change	2022 TCFD Report > Risk Management > Risk Table, p6
201-3	Defined benefit plan obligations and other retirement plans	2022 Form 10-K , pp79-84
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Ethics and Compliance, p32; Sustainable Supply Chain , pp20-21 TE Connectivity Annual Communication of Progress , p3 TE Connectivity Guide to Ethical Conduct , pp16-17
205-2	Communication and training about anti-corruption policies and procedures	Our anti-corruption policies and procedures are communicated to 99%+ employees through our Guide to Ethical Conduct ; additionally, we conduct anti-corruption training for a risk-based target group. 2022 Corporate Responsibility Report > Ethics and Compliance, p32 TE Connectivity Guide to Ethical Conduct , pp16-17
GRI 206: Anti-competitive Behavior 2015		
3-3	Management of material topics	TE Connectivity Guide to Ethical Conduct , p16
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	TE Connectivity Guide to Ethical Conduct , p16
Environmental		
GRI 301: Materials 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Waste, p16; Innovation, p18; Product Stewardship , p19 Responsible Minerals and Materials Policy
301-1	Materials used by weight or volume	2022 Corporate Responsibility Report > Product Stewardship > Our Approach, p19
301-2	Recycled input materials used	2022 Corporate Responsibility Report > Product Stewardship > Our Approach, p19

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 302: Energy 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Climate Change and GHG, pp12-14 2022 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report , pp2-8 2022 CDP Climate Change Report , C1.3, C2.2, C2.4, C3.3, C4.2, C4.3, C7.9, C8, C9, C10, C11 UNSDG Report , p9
302-1	Energy consumption within the organization	2022 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report , p2
302-3	Energy intensity	2022 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	2022 Corporate Responsibility Report > Progress on Our 2030's Ambitions, pp8-9; Water, p15; Waste, p16 2022 CDP Climate Change Report , C3, C6, C10, C14 2022 Form 10-K , p7 2023 Proxy Statement , p39
303-2	Management of water discharge-related impacts	2022 Corporate Responsibility Report > Waste, p16
303-3	Water withdrawal	2022 Corporate Responsibility Report > Performance Summary > Planet, p39 2022 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report , pp2-8 2022 CDP Water Security Report , W1.2b, W1.2d
303-4	Water discharge	2022 Corporate Responsibility Report > Performance Summary > Planet, p39
GRI 305: Emissions 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Climate Change and GHG, pp12-14; Sustainable Supply Chain, 20-21 2022 Form 10-K , pp6-7, 16 2022 CDP Climate Change Report , C5-C7
305-1	Direct (Scope 1) GHG emissions	2022 Corporate Responsibility Report > Performance Summary > Planet, p39 2022 TCFD Report , p7 2022 CDP Climate Change Report , C0, C6, C5, C7, C10 2022 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	2022 Corporate Responsibility Report > Performance Summary > Planet, p39 2022 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report , pp1, 7 2022 TCFD Report > Metrics and Targets 2022 CDP Climate Change Report , C0, C4, C6, C10

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 306: Waste 2020		
3-3	Management of material topics	2022 Corporate Responsibility Report > Water; Waste, p15; p16 2022 Form 10-K , p7 2023 Proxy Statement , p39 Guide to Supplier Social Responsibility , pp11-12
306-1	Waste generation and significant waste-related impacts	2022 Corporate Responsibility Report > Our Ambitions and Progress, pp8-9; Climate Change and GHG > Our Approach, p12; A Focus on Renewable Energy, p13; Driving Emissions Reductions Through Process Efficiency, p12; Water, p15; Waste, p16 UNSDG Report , p8
306-2	Management of significant waste-related impacts	2022 Corporate Responsibility Report > Climate Change and GHG > A Focus on Renewable Energy, p13, Driving Emissions Reductions Through Process Efficiency, p12; Water > Looking Ahead, p15; Waste, p16 2022 Guide to Supplier Social Responsibility , pp11-12 UNSDG Report , p8
306-3	Waste generated	2022 Corporate Responsibility Report > Performance Summary > Planet, p39; SASB Alignment, p53 Total weight of waste in metric tons: <ul style="list-style-type: none"> Onsite: 0%, 0 metric tons Offsite: 100%, 5,258 metric tons hazardous waste, 15,126 metric tons non-hazardous waste
306-4	Waste diverted from disposal	2022 Corporate Responsibility Report > Progressing on Our 2030's Ambitions; Climate Change > A Focus on Renewable Energy, p13; Driving Emissions Reductions Through Process Efficiency, p12; Our Next Steps, pp12-13; Waste, p16; Performance Summary > Planet, p39; SASB Alignment, p54
306-5	Waste directed to disposal	2022 Corporate Responsibility Report > Performance Summary > Planet, p39; SASB Alignment, p54
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Sustainable Supply Chain, pp20-21; Materiality, p36 UNSDG Report , p9 Guide to Supplier Social Responsibility , pp8-12
Social		
GRI 401: Employment 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Diversity, Equity, Inclusion & Belonging > Our FY22 Impact, p25
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 Corporate Responsibility Report > Performance Summary > People, pp40-42
GRI 402: Labor/management relations 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Human Rights, pp28-29; Workplace Health & Safety, p27 TE Connectivity Guide to Ethical Conduct , p14

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	2022 Corporate Responsibility Report > Our Ambitions and Progress, pp8-9; Workplace Health & Safety, p27; Materiality, 36 TE Environment, Health and Safety Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30-32
403-1	Occupational health and safety management system	2022 Corporate Responsibility Report > Workplace Health & Safety, p27; Materiality, p36 TE Environment, Health and Safety Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30-32
403-2	Hazard identification, risk assessment and incident investigation	2022 Corporate Responsibility Report > Workplace Health & Safety > Our Approach, p27 TE Environment, Health and Safety Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30-32, 49 TE Environment, Health and Safety Policy, p1
403-3	Occupational health services	2022 Corporate Responsibility Report > Workplace Health & Safety > Our Approach, p27
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 Corporate Responsibility Report > Workplace Health & Safety > Our Approach, p27 TE Connectivity Guide to Ethical Conduct, pp30-32, 48, 49 Audit Committee Charter, pp1-5
403-5	Worker training on occupational health and safety	2022 Corporate Responsibility Report > Performance Summary > People, pp40-42
403-6	Promotion of worker health	2022 Corporate Responsibility Report > Human Rights > Our Approach, p28; Workplace Health & Safety, p27 TE Connectivity Guide to Ethical Conduct, pp30-32, 49 TE Environment, Health and Safety Policy, p1
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Corporate Responsibility Report > Risk Management, p33 TE Environment, Health and Safety Policy, p1 TE Connectivity Guide to Ethical Conduct, pp30-32
403-8	Workers covered by an occupational health and safety management system	TE Environment, Health and Safety Policy, p1 TE Connectivity Guide to Ethical Conduct, p4 2022 Corporate Responsibility Report > Performance Summary > People, pp40-42
403-9	Work-related injuries	2022 Corporate Responsibility Report > Workplace Health & Safety, p27; Performance Summary > People, pp40-42 A valued TE employee died from injuries sustained in a powered industrial vehicle in the warehouse operation. We have made improvements and upgrades to our powered industrial vehicle safety program and associated initiatives, and continue to improve these programs.
403-10	Work-related ill health	2022 Corporate Responsibility Report > Workplace Health & Safety > Our FY22 Impact, p27; Performance Summary > People, pp40-42
GRI 404: Training and education 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Performance Summary > People, pp40-42; Governance, pp42-43 TE Connectivity Guide to Ethical Conduct, pp8, 14, 31 Statement on Training and Development
404-1	Average hours of training per year per employee	2022 Corporate Responsibility Report > Performance Summary > People, pp40-42

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Corporate Responsibility Report > People > Employer of Choice > pp23-24
404-3	Percentage of employees receiving regular performance and career development reviews	2022 Corporate Responsibility Report > People > Employer of Choice > pp23-24
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Community Impact > Our Approach; Continuing Impact with the TE Foundation, p30 2022 UK Gender Pay Gap Report 2021 TE Connectivity EEO Consolidated Report 2022 Annual Report , p5
405-1	Diversity of governance bodies and employees	2023 Proxy Statement , p33 2022 Corporate Responsibility Report > People > Employer of Choice > pp23-24
405-2	Ratio of basic salary and remuneration of women to men	2022 Corporate Responsibility Report > Diversity, Equity, Inclusion & Belonging > Improving Transparency and Securing Pay Equity, p26 2022 UK Gender Pay Gap Report
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Human Rights, pp28-29 TE Connectivity Guide to Ethical Conduct , p14
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 Corporate Responsibility Report > Human Rights, pp28-29 TE Connectivity Guide to Ethical Conduct , p14
GRI 408: Child Labor 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Human Rights, pp28-29; Sustainable Supply Chain > Our Approach, p20 2022 Slavery and Human Trafficking Statement , pp1-4 Global Human Rights Policy Guide to Supplier Social Responsibility , pp5-7
408-1	Operations and suppliers at significant risk for incidents of child labor	2022 Corporate Responsibility Report > Human Rights, pp28-29 TE Connectivity Guide to Ethical Conduct , p42 Global Human Rights Policy , Guide to Supplier Social Responsibility , pp5-7
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Human Rights, pp28-29 Guide to Supplier Social Responsibility , p6 2022 Slavery and Human Trafficking Statement , pp1-4 Global Human Rights Policy
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 Corporate Responsibility Report > Human Rights, pp28-29 UNSDG Report , p6

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 413: Local Communities 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Community Impact, p30; Engaging With Stakeholders, p37; Materiality, p36; Performance Summary > People, pp40-42
413-2	Operations with significant actual and potential negative impacts on local communities	2022 Corporate Responsibility Report > Community Impact, p30; Engaging With Stakeholders, p37; Materiality, p36; Performance Summary > People, pp40-42
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Sustainable Supply Chain, pp20-21; Human Rights Across the Value Chain, p29; Materiality, p36 Guide to Supplier Social Responsibility , pp1-20 2022 Slavery and Human Trafficking Statement , pp1-4 Global Human Rights Policy , pp1-2
414-1	New suppliers that were screened using social criteria	2022 Corporate Responsibility Report > Human Rights, pp28-29; Sustainable Supply Chain, 20-21
414-2	Negative social impacts in the supply chain and actions taken	2022 Corporate Responsibility Report > Sustainable Supply Chain, pp20-21; Human Rights Across the Value Chain, p29
GRI 415: Public Policy 2016		
3-3	Management of material topics	2022 Corporate Responsibility Report > Governance > Responsible Government Engagement, p34; Engaging with Stakeholders, p37 TE Connectivity Membership Trade Associations
415-1	Political contributions	2022 Corporate Responsibility Report > Governance, p34 FEC Electronic Filings
Customer Health and Safety		
3-3	Management of material topics	2022 Corporate Responsibility Report > Governance, p34 2022 Form 10-K , pp3, 11

SASB Alignment

TE Connectivity has utilized the SASB standard specific to our primary industry as identified in the [Sustainable Industry Classification System](#)^{*}: Resource Transformation Sector — Electrical & Electronic Equipment Sustainability Accounting Standard.

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

SASB CODE	ACCOUNTING METRIC	UNIT	FY2020	FY2021	FY2022
Energy Management ¹					
RT-EE-130a.1	Total energy consumed	Gigajoules	4,377,136	4,783,290	4,708,133
	Percentage grid electricity	%	84	57	35
	Percentage renewable	%	N/A	28	50
Hazardous Waste Management ²					
RT-EE-150a.1	Amount of hazardous waste generated	Metric tons	6,508	8,051	9,022
RT-EE-150a.1	Percentage recycled	%	28	33	42
RT-EE-150a.2	Reportable spills	Kilograms	0	0	0
Business Ethics					
RT-EE-130a.1	Description of policies and practices for prevention of: 1) Corruption and bribery; and 2) Anti-competitive behavior	TE Connectivity's position on bribery, corruption and anti-competitive behavior can be found in our Guide to Ethical Conduct . TE Connectivity has been a signatory of the UN Global Compact since 2011 and implements the tenth principle.			
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	0	0	0
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	USD	0	0	0

1 Please see our [Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal](#). Deloitte & Touche LLP provided a review on management's assertion related to the Energy Management SASB disclosures.

2 We restated our FY2021 hazardous waste generated and percentage hazardous waste recycled due to improvements in our data collection processes.

TCFD Alignment

Our fiscal year 2022 marks TE Connectivity's second Task Force on Climate-Related Financial Disclosures (TCFD) report. [Please read the full report here.](#)