DOUBLE MATERIALITY REPORT

Double Materiality Assessment

As a company with a complex global value chain, pinpointing our corporate responsibility efforts for maximum positive impact is vital for us to remain leaders in industrial technology. In fiscal year 2022, we conducted a double materiality assessment to renew our understanding of what matters most to our company, shareholders, employees and stakeholders.

To inform our assessment, we collaborated with third-party experts, conducted desk-based research on industry standards and peer benchmarks, interviewed 22 internal stakeholders, collected employee and investor surveys and obtained responses from other target TE Connectivity stakeholders.

This materiality assessment informed the refresh of our One Connected World strategy and embedded it further into TE with ambitious targets. Through it, we identified 17 material issues. We consider each issue important to monitor and manage; however, we follow a defined prioritization framework to focus our efforts:

High: innovation, product stewardship, workplace health & safety, sustainable supply chain (including Scope 3).

Medium: diversity, equity, inclusion & belonging, human rights, water, waste, conflict minerals, climate change (Scope 1 and 2), wellbeing, financial health.

Low: community impact, responsible business engagement, transparency and integrity in business, employer of choice, and nature and resource stewardship.

While some issues are more urgent or challenging, we're developing internal initiatives to address all of them.

Our Assessment in More Detail

- We complete our materiality analysis every two or more years

- We involve key external stakeholders — namely, our shareholders, customers and nongovernmental organizations — in our materiality assessment

- Our enterprise risk management (ERM) process integrates our material issues and definitions. Respondents to our annual ERM assessment review and rank material environment, social and governance issues. The results are then integrated into the next materiality assessment

- Our materiality assessment is performed by a third-party provider

- Our latest materiality assessment was based on the principle of double materiality signed off by our senior management team

- Our materiality assessment prioritizes issues in a matrix form. We have disclosed a summary of the prioritization in this report

High-Priority Material Issues

We carefully align our material issues to our business and strategies. Here are the business case and management strategies for our high-priority issues. We have similar management of our medium- and low-priority issues as well, reflected throughout this report.

MATERIAL ISSUE	BUSINESS CASE	BUSINESS STRATEGIES
Innovation	As a customer-facing business, success rests on our ability to meet customer needs. It also relies on our ability to identify the most effective, efficient manufacturing approaches. As such, robust innovation capabilities are central to ensuring we can continue meeting evolving requirements, safeguarding revenue and keeping operational costs down.	Our innovation approach is implemented across the entire organization and we encourage ideas from any area. To support this, we maintain innovation-focused initiatives, such as the Power Up with E-Mobility challenge and the Innovator Game. These programs are supported as part of our significant strategic investment in research, development and engineering, with 2023 funding of $708 million.
Product stewardship	Product stewardship is important to TE, not only because it helps mitigate environmental impacts but because it also helps avoid the associated regulatory and reputational risks that come with poor stewardship practices. Additionally, by embedding sustainability into product development, we can reduce costs associated with surplus material procurement and manufacturing energy use.	Product stewardship is guided by a clear three-year roadmap that addresses three key pillars: Climate, Safer Materials and Circularity. This is put into action through our Design for Sustainability Engineering Centre of Excellence — an incubator for sustainable product development. As well as maintaining an overall stewardship strategy, business segments implement their own actions. For example, our Transportation Solutions (TS) segment leverages the Automotive Material Selection Tool to embed carbon considerations into connector component design processes.
Workplace health & safety	Our employees are critical to business success. Ensuring they have safe, healthy spaces to work in, we can support people to deliver their best, most efficient work. This, in turn, translates into greater business productivity and profit generation.	An environment, health and safety (EHS) strategy leads our workplace health and safety focus and covers data-driven EHS, hazard and risk recognition, EHS equipment and our talent approach. Under the umbrella of this strategy, we maintain various programs, including Lock Out Tag Out, Serious Injury and Fatality Prevention, and Line of Fire — Stay Out of Harm's Way.
Sustainable supply chain	We rely on our supply chain to meet our global procurement needs and safeguard production continuity. As companies globally continue to navigate challenges such as market fluctuations, climate change and supply disruptions, embedding sustainable, responsible practices across our supply network will be critical to ensuring supply continuity — and subsequently business viability — for the long term.	The TE Supplier Social Responsibility program is our strategy for ensuring suppliers align with expectations around labor, human rights, health, safety and environmental responsibility. A Supplier Excellence Program helps streamline supplier collaborations around renewable energy use while our Responsible Minerals and Materials Policy and Management System supports supply chain due diligence.

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One Connected World strategy pillars

	ISSUE	DESCRIPTION	PRODUCT	PEOPLE	PLANET	GOVERNANCE
HIGH	**Innovation**	Achieving a productive future through creative innovation. Proactive and reactive response to changing industry demands, product research and development, product adaptation, open and strategic innovation, and Centers of Excellence. Includes engagement with customers on sustainable behavior, including about TE's sustainable products, programs and initiatives.	✓			
	Product stewardship	How TE integrates sustainable practices into the life cycle of its products to minimize potential environmental, health, safety or social impacts while maximizing economic benefits and market opportunities. Includes product carbon footprint and life cycle management, sustainable design and materials, packaging and phasing out of hazardous substances. Includes engagement with customers on TE's sustainable products, programs and initiatives.	✓			
	Workplace health & safety	Providing a healthy and safe workplace across TE's operations, including compliance with relevant regulations and standards (ISO, OSHA), health and safety performance and policies, and industrial hygiene and relevant training.		✓		
	Sustainable supply chain (including Scope 3)	Management of supply chain, including codes of conduct, due diligence and assessment of suppliers against environmental, social and human rights considerations. Includes current goals, supply chain emergency preparedness, transparency and traceability. Relevant policies, guidelines, scorecards, outreach, trainings and management systems. Aspiration toward further localization of supply chains to concentrated geographic locations in order to minimize transportation footprint.			✓	
MEDIUM	**Diversity, equity, inclusion and belonging**	Diversity and inclusion, including gender, age, race, sexual orientation, civil status, disability, religion and ethnicity. Includes employee resource group inclusion programming, nondiscrimination policy, promoting gender equity and supporting science, technology, engineering and math opportunities for women and minorities.		✓		
	Human rights	Supporting and protecting human rights across TE's operations, including freedom of association, anti-discrimination, harassment and child and forced labor, via codes of conduct, due diligence and risk assessments at operational levels. Includes policies, due diligence procedures and grievance mechanisms, and disclosure on relevant human rights issues.		✓		
	Water	Water conservation and management, including water sourcing, use, pollution, treatment and recycling, with specific focus on water-stressed locations. Also includes current goals, relevant policies, guidelines and environmental management systems.			✓	
	Waste	Hazardous and non-hazardous waste disposal and management from operations, including manufacturing waste and product take-back. Waste minimization, recycling and using waste as a resource. Includes current goals, relevant policies, guidelines and environmental management systems.			✓	

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	ISSUE	DESCRIPTION	PRODUCT	PEOPLE	PLANET	GOVERNANCE
MEDIUM	**Conflict minerals**	TE respects published regulations of the Dodd–Frank Wall Street Reform and Consumer Protection Act (Act) requiring companies to perform due diligence on the source and chain of custody of conflict minerals contained in their products. Additionally, TE also discloses any materials or minerals sourced from conflict-affected areas.	✓			
	Climate change (Scope 1 and 2)	Mitigating and adapting to climate change risks and opportunities throughout TE's operations. Advocating for science-based climate change policies. Includes strategy, corporate environmental policies and guidelines, and environmental management systems and certifications in operations. Also includes current goals, energy management, GHG emissions reduction and mitigation, carbon tax and regulation, indirect and other air emissions, fuel management from operations (Scope 1) and energy usage (Scope 2).			✓	
	Wellbeing	Wellbeing encapsulates the six pillars that TE has committed to provide for its employees, namely: emotional, financial, occupational, physical, digital and social.		✓		
	Financial health	TE's economic position and growth, mergers and acquisition activity, protection and ownership of trademarks, service marks and license agreements, risk mitigation and access to capital.				✓
LOW	**Community impact**	Strategically supporting and investing in communities local to TE operations through giving and volunteering and community partnerships. This includes the TE Connectivity Foundation.		✓		
	Responsible business engagement	Responsible advocacy at local and national level. This includes advocating for laws and policies that would support TE's business and industry.				✓
	Transparency and integrity in business	Operating an ethical and responsible business. Transparency, ethics and compliance, ethics training, trust and reputation. Board and executive suite composition and compensation, including executive compensation linked to corporate responsibility performance. Living TE's purpose and values.				✓
	Employer of choice	Professional development, training, performance reviews and benefits. Attracting and retaining employees, recruiting strategies, employee retention, turnover rates and emergency preparedness. Supporting the development of future workforce and future of work.		✓		
	Nature and resource stewardship	Maximizing the utilization, efficiency and protection of natural and renewable resources used in operations and value chain. Minimizing the footprint or impact that TE has on its natural environment, including ecosystems and biodiversity, as well as the consideration of "unintended consequences" (namely reducing emissions at the expense of another aspect of the ecosystem).			✓	