Amphenol

2020

SUSTAINABILITY REPORT

Enabling a More Sustainable Future
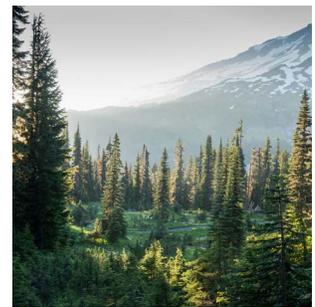
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You can find more information about Amphenol at
amphenol.com

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

A Message from R. Adam Norwitt

The bedrock of all we do at Amphenol is our culture of entrepreneurship, which is predicated on maintaining the highest levels of integrity and ethics. This culture enables our team to make decisions for our business that ensure the long-term sustainability of our performance, and is the cornerstone of our environmental, social and governance strategy. As a company, our shared purpose is to create life-changing innovations and products which enable technologies that improve the lives of people around the world, all while supporting the well-being of our employees and communities and doing our part to sustain the precious health of our planet.

Despite the many challenges our employees, our company and our world faced in 2020, Amphenolians rose to the challenge and delivered on our commitments. Of the eight short-term sustainability goals we set in 2019, we have achieved the two goals with a target of 2021 and we are on the path to achieving the remaining six goals with a target of 2022. We also began evaluating our decarbonization strategy and took steps to increase the percentage of our electricity sourced from renewables while simultaneously shifting more of our non-renewable fuel consumption toward natural gas and away from diesel.

Throughout the COVID-19 pandemic, our first priority has been the health, well-being and safety of our employees, customers and partners. Thanks to the resiliency of our business model and the creativity of our people, Amphenol's operations were able to continue to deliver products to our customers, which in many cases enabled the production of crucial supplies necessary to respond to the pandemic. Our employees also stepped up to provide their time and assistance and give back to their communities, with many of our facilities donating critical protective gear and supplies. We have highlighted a few of these stories in this report.

In this 2020 Sustainability Report, I am pleased to share our progress during this truly unprecedented year. Our sustainable business practices are at the forefront of everything we do and could not have been accomplished without the continued hard work and dedication of our employees around the world. I am genuinely proud of the work we did in 2020 to grow our business, support our customers, protect our employees and their families, help our communities, reduce our environmental footprint and deliver continued value to our shareholders and other stakeholders around the world.

R. Adam Norwitt
President and Chief Executive Officer

About Amphenol

Amphenol's products **Enable the Electronics Revolution** across a diverse array of end markets. We are a truly global company, with approximately 200 manufacturing facilities in approximately 40 countries and sales to virtually every corner of the globe. This extensive international reach is a true asset for Amphenol, as we are present everywhere our customers need us while remaining insulated from risks that may emerge in any one country or region. Headquartered in Wallingford, Connecticut, USA, Amphenol had approximately 80,000 diverse, talented and driven employees worldwide at the end of 2020.

$8.6B 2020 SALES

80,000 EMPLOYEES

MANUFACTURING IN 40 COUNTRIES

SALES ACROSS 70 COUNTRIES IN 6 CONTINENTS

Our Values

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

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

Diverse
The diversity of our markets, products, geographies and workforce are key pillars of our continued success. We encourage and embrace diverse perspectives as they lead to better long-term outcomes for our business.

Empowered
Our culture of ownership and accountability empowers our people to achieve industry-leading results.
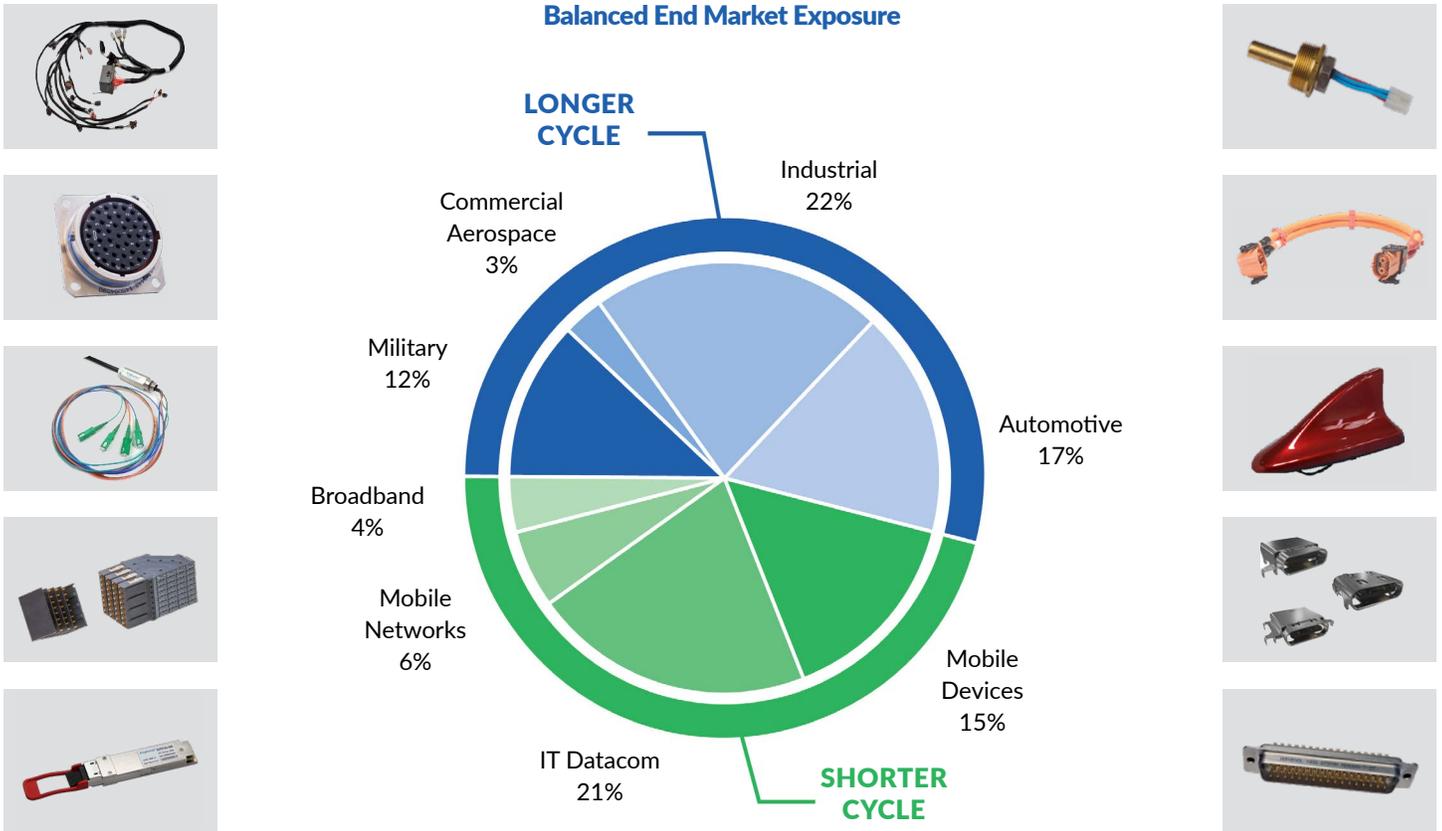
Innovative
We are curious, focused and agile. These traits enable us to discover new solutions that solve our customers' diverse needs.
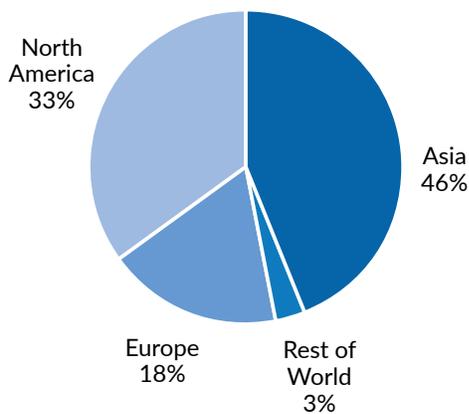
Sustainable
Sustainable business practices are at the core of how we conduct our operations. We believe that adopting sustainable business practices is not just the right thing to do as a global company, it is simply good business.
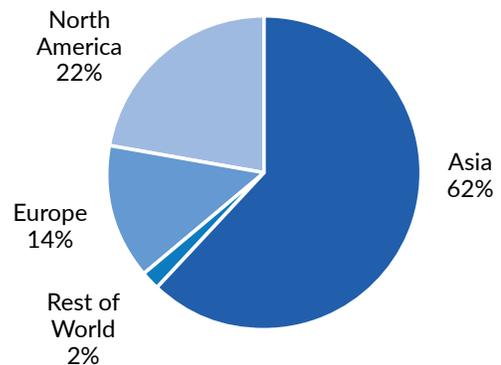
About Amphenol

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

Balanced End Market Exposure

LONGER CYCLE

- Industrial 22%
- Commercial Aerospace 3%
- Military 12%
- Broadband 4%
- Mobile Networks 6%
- IT Datacom 21%
- Mobile Devices 15%
- Automotive 17%

SHORTER CYCLE

2020 Sales by Geography

- North America 33%
- Asia 46%
- Europe 18%
- Rest of World 3%

2020 Global Workforce

- North America 22%
- Asia 62%
- Europe 14%
- Rest of World 2%

Our Sustainability Approach

At Amphenol, we believe that making sustainable business choices, building strong relationships with our stakeholders and engaging in good corporate citizenship create long-term, sustainable value for our company. Whether through minimizing our environmental impact, supporting the development and diversity of our global team, ensuring the strength of our supply chain or giving back to our communities, we have always believed that it is not just good stewardship, but good business to focus on the long-term sustainability of Amphenol and the communities in which we operate.

Sustainability Highlights in 2020

As we continue to make progress on our environmental, social and governance (ESG) priorities, we look to measure our impact by aligning our internal goals with those of society as captured by the United Nations Sustainable Development Goals (SDG). In 2018, we initially aligned our sustainability goals around the SDGs and, in 2019, we set actionable short-term targets around these goals. Of the eight short-term goals we set in 2019, we have achieved the two goals with a target of 2021 and we are on the path to achieving the remaining six goals with a target of 2022.

In addition to the work we have done to meet our sustainability goals, we continued pursuing our sustainability agenda in 2020, with key highlights including:

- Bolstered our community initiatives through direct engagement in the towns and cities in which we operate to improve the lives of and provide assistance to those struggling from the impacts of the COVID-19 pandemic;

- Utilized the World Wildlife Foundation (WWF) Water Risk Filter tool to complete a comprehensive analysis of our global manufacturing facilities' current and future physical water risks;

- Engaged our Tier 1 Direct suppliers around our Supplier Responsible Labor Policy and Supplier Code of Conduct to prevent human trafficking and slavery in our supply chain;

- Began developing a foundation for our decarbonization strategy, which includes completing a screening of our Scope 3 greenhouse gas (GHG) emissions and devising a business strategy to address climate risks and opportunities in line with a low-carbon future;

- Initiated a formal materiality assessment which will help us identify key areas of ESG interest to our stakeholders and provide direction for integrating ESG strategies into our business; and

- Engaged with our local teams to provide a more detailed breakdown of our employees by gender and ethnic diversity.

About this Report

The information included in this report is in line with the Global Reporting Initiative (GRI) Standards framework and the material topics identified in the Sustainability Accounting Standards Board (SASB) Electronic and Electrical Equipment Standard. A GRI Content Index is supplied in Appendix A, and a SASB Alignment is provided in Appendix B. An ESG Metrics index is included in Appendix C, and a listing of the countries in which our Tier 1 Direct Suppliers are located is listed in Appendix D. In the future, we plan to use a third party to verify the data collected.

For ESG metrics in this report, we set our reporting parameters to include manufacturing facilities greater than 1,000 square meters, which we believe represents approximately 90% of our environmental footprint. Of note, our 2020 ESG data may not be representative of our typical operating conditions due to COVID-19 restrictions in the geographies in which we operate.

About our Sustainability Steering Committee

Our Sustainability Steering Committee is tasked with guiding the Company's sustainability efforts. This cross-functional group is comprised of representatives from executive management, legal, human resources, procurement, engineering, finance and environmental, health, safety and sustainability (EHS&S). Key members of the team validated the data presented in this 2020 report and met to discuss and verify the results. At the board level, our Nominating/Corporate Governance Committee is tasked with assisting the Board in fulfilling its responsibility for oversight of relevant sustainability and corporate social responsibility policies, strategies and programs.

Our Sustainability Goals

Here is a status update on our short-term goals, which we established in our 2019 Sustainability Report. We look to drive further progress around these priority SDGs in the coming years and focus our efforts on the areas where we can make the greatest impact.

6.4 Clean Water and Sanitation

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. **OUR GOAL: By 2021, 100% of Amphenol's global manufacturing facilities will be evaluated for water stress. OUR PROGRESS: Achieved**

7.2 Affordable and Clean Energy

By 2030, increase substantially the share of renewable energy in the global energy mix. **OUR GOAL: By 2022, Amphenol will increase its sourcing of renewable energy for electric power used at its facilities. OUR PROGRESS: Underway**

8.7 Decent Work and Economic Growth

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms. **OUR GOAL: By 2021, Amphenol will engage 100% of its Tier 1 Direct suppliers on its Supplier Code of Conduct and Supplier Responsible Labor Policy. OUR PROGRESS: Achieved**

9.2 Industry, Innovation and Infrastructure

Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries. **OUR GOAL: By 2022, Amphenol will expand its internship programs in the communities where its products are produced to improve manufacturing employment opportunities. OUR PROGRESS: Underway**

11.5 Sustainable Cities and Communities

By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations. **OUR GOAL: By 2022, Amphenol will identify its facilities at high risk for potential disaster incidence and strengthen current disaster response plans accordingly. OUR PROGRESS: Underway**

12.2 Responsible Consumption and Production

By 2030, achieve the sustainable management and efficient use of natural resources. **OUR GOAL: By 2022, Amphenol will increase the amount of metal-bearing plating sludge it recycles by 15% globally. OUR PROGRESS: Underway**

13.1 Climate Action

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries. **OUR GOAL: By 2022, Amphenol will reduce its revenue-normalized Scope 1 and 2 GHG emissions by 10% versus its 2018 levels. OUR PROGRESS: Underway**

16.2 Peace, Justice and Strong Institutions

End abuse, exploitation, trafficking and all forms of violence against and torture of children. **OUR GOAL: By 2022, Amphenol will complete its ongoing assessment of operations and Tier 1 Direct suppliers considered to have significant risk for incidents of forced or compulsory labor and, if discovered, take appropriate action to rectify. OUR PROGRESS: Underway**

Stakeholder Engagement

We want to ensure that our sustainability strategy is focused on the most important ESG issues facing our business. In order to meet this objective, over the past five years, we've engaged with our stakeholders through periodic materiality assessments to identify the ESG issues they perceive as being the most important to Amphenol's business. The outcome of these discussions and assessments has provided valuable perspectives to inform our sustainability strategy and reporting.

In 2020, we began a new and more comprehensive materiality assessment which is currently underway. This formal assessment is being conducted by a third-party sustainability consultant and will help us identify where we can provide the most value to our stakeholders as well as provide direction on integrating ESG strategies into our business. Our approach is founded on the concept that a business should focus on both those ESG topics that are most financially material to the business, as well as those that would have the biggest positive impact on its communities and society. Using GRI and SASB as the two primary frameworks, coupled with insights from leading industry associations and initiatives such as the Responsible Business Alliance (RBA), we compiled a set of industry-relevant, company-specific ESG topics to assess. Our process follows GRI's stakeholder inclusiveness principle.

The process we are using to identify and engage with our stakeholders is as follows:

1. Map out our primary stakeholder groups to identify their level of interest and influence on Amphenol, which informed the level of engagement for the assessment. The groups mapped included Amphenol leadership, our Sustainability Steering Committee, key customers, key suppliers and distributors, community organizations and our largest investors.

2. Analyze peers, competitors, investor groups, industry associations and regulatory organizations to assess relevant strategic ESG issues to our business.

3. Survey our internal and external stakeholders via a web survey to quantitatively prioritize ESG issues and provide rationalization for the ratings.

4. Interview key stakeholders to gather their specific ESG priorities, risks and opportunities.

5. Consolidate and analyze the findings for internal validation and agree upon the most material issues for strategic action and reporting.

We have mapped out our stakeholder groups and are currently analyzing, surveying and interviewing our stakeholders. Our goal is to complete our materiality assessment by the third quarter of 2021 and report on our findings in our next annual sustainability report.
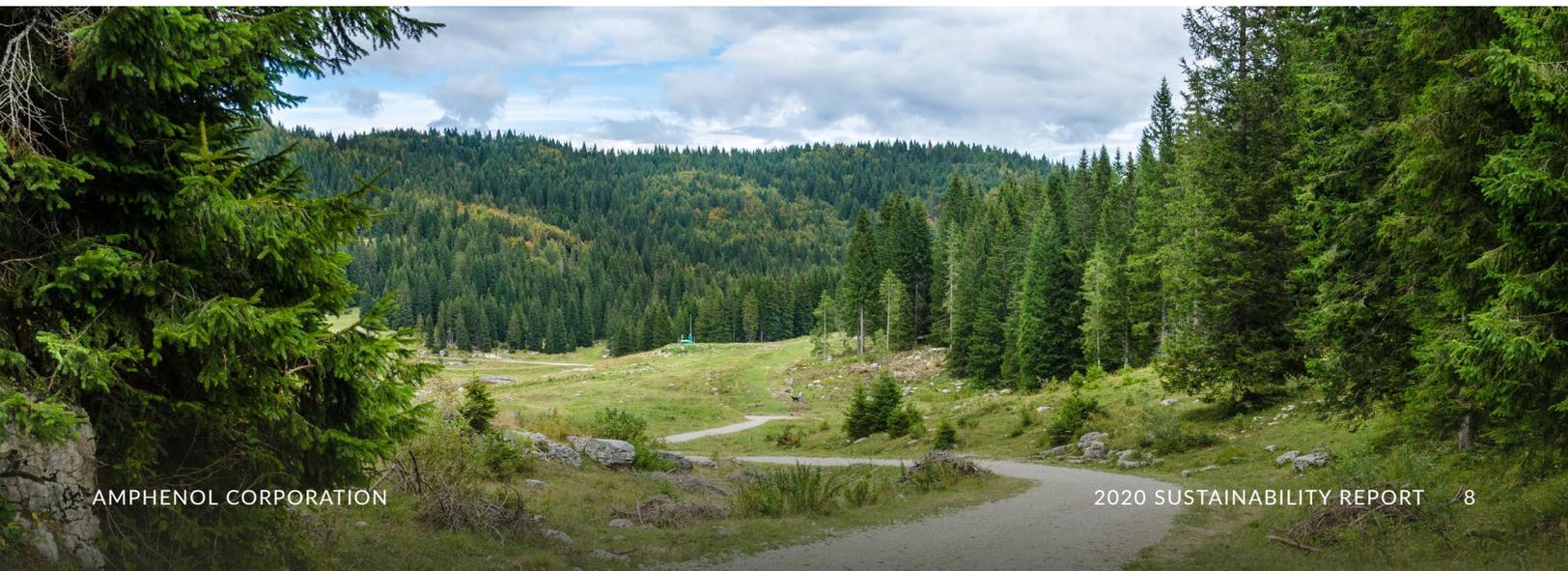
Environmental Responsibility

The extreme climate events that have occurred in many parts of the world during this past year have made clear the serious risks posed by our changing climate and the need for companies around the world to collaborate in addressing environmental challenges.

Environmental Responsibility

Greenhouse Gas Emissions

At Amphenol, we remain committed to the long-term sustainability of our business and reducing our impact on the planet. A key component of this commitment is reducing our greenhouse gas (GHG) emissions. Through the application of lean production processes and investments in energy-saving equipment in our facilities, we have been able to make steady progress reducing our Scope 1 and Scope 2 GHG emissions over the four years that we have collected this data. In 2020, we added 15 additional manufacturing sites to our in-scope facilities, primarily through acquisitions, which had a modestly negative impact on our Scope 2 GHG emissions. As our business continues to grow, we will look for new opportunities to reduce our GHG emissions across our global operations as we work towards achieving our 2022 goal of reducing our revenue-normalized Scope 1 and Scope 2 GHG emissions by 10% versus our 2018 levels.

Greenhouse Gas Emissions Intensity
(metric tons CO_2 equivalent / $M revenue)
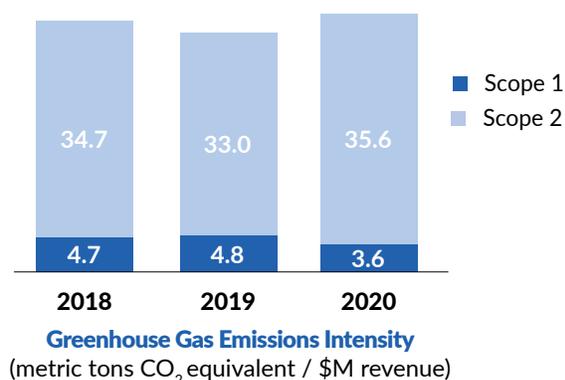
An important component of our GHG emissions reduction strategy is increasing the use of renewable sources like wind and solar in our purchased energy. In 2020, 19% of our purchased electricity came from renewable sources and Amphenol remains committed to our goal of increasing the number of our facilities sourcing renewable energy as part of their energy mix by 2022.

Along with the continued monitoring of renewables in our purchased electricity, we also plan to increase our onsite production of renewables in the coming years.


Energy Intensity
(MWh / $M revenue)
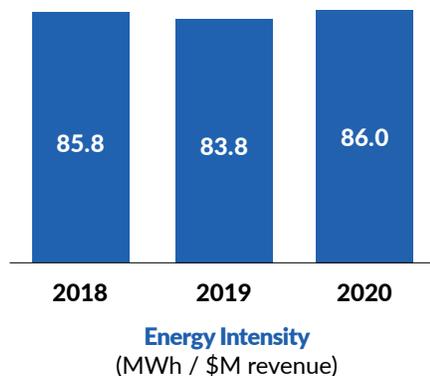
While we continue to work on reducing our Scope 1 and Scope 2 GHG emissions, we know our impact extends beyond our direct operations and into our value chain. To that end, we have begun evaluating our Scope 3 GHG emissions, which we estimate may represent approximately 95% of our total GHG emissions. As part of that process, we have conducted several analyses to better understand emissions from our capital goods (Scope 3: category 2) and some of our fuel- and energy-related activities not included in Scope 1 or Scope 2 (Scope 3: category 3). As we continue to improve our methodology related to these two categories, we also plan to expand our Scope 3 emissions analysis in the coming years in an effort to further improve our carbon accounting process. We are also starting to develop a decarbonization strategy for our business, which we plan to report on in the coming years.

Environmental Responsibility

Water Use

Amphenol strives to be a responsible user of water across our operations and we are committed to pursuing and investing in water optimization projects throughout our facilities. An important component of our efforts to better assess our global water risk is the tracking of our water supply, which is primarily derived from water distribution systems. We have also invested in systems to reuse and reclaim our wastewater as we work to reduce our overall water usage. Our efforts continue to bear fruit as highlighted by our ability to keep our water withdrawal intensity levels flat in 2020 versus 2019, an important achievement given we added a number of new in-scope facilities in 2020.

2018	2019	2020
0.40	0.38	0.38

Water Withdrawal Intensity
(megaliters / $M revenue)
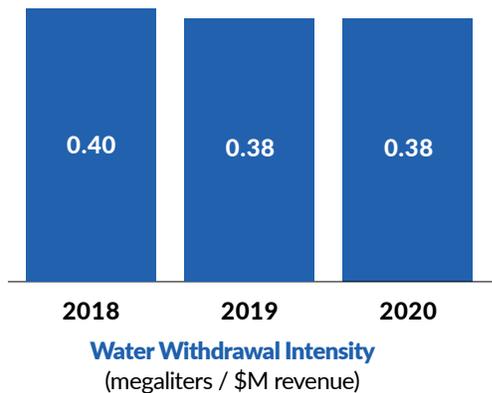
In 2020, we completed our sectoral water risk screening to assess the risk of water scarcity, flooding and quality across our global manufacturing footprint. Utilizing the World Wildlife Foundation (WWF) Water Risk Filter, we were able to complete a comprehensive analysis of our global manufacturing footprint to assess our current and future physical water risk. Based on the analysis, we were able to determine that none of our operations were in locations classified as "extreme risk." We plan to conduct this risk assessment annually.

Supporting Water Reuse

Amphenol Interconnect India - Pune, India

Fresh, usable water is a valuable commodity in India, as many communities experience periods of overabundance during the monsoon season, followed by intense drought. During times of water scarcity, community water systems may be unable to meet local demand. To help safeguard our operations and lessen our impact on the community water system, we carried out a rainwater harvesting project in 2020. Over the course of the 2020 monsoon season we harvested 14 million liters of water.

Amphenol Advanced Sensors – Tijuana, Mexico

Access to clean water has never been more critical than during the pandemic and in a community like Tijuana, which is battling water scarcity, being a good corporate citizen means conserving every drop. In 2020, we installed a gray water reuse system at our Tijuana facility to make our production processes more efficient and less water intensive. Through this water reclamation process we were able to save 14,188 liters of water and reduce our strain on the local water treatment system.
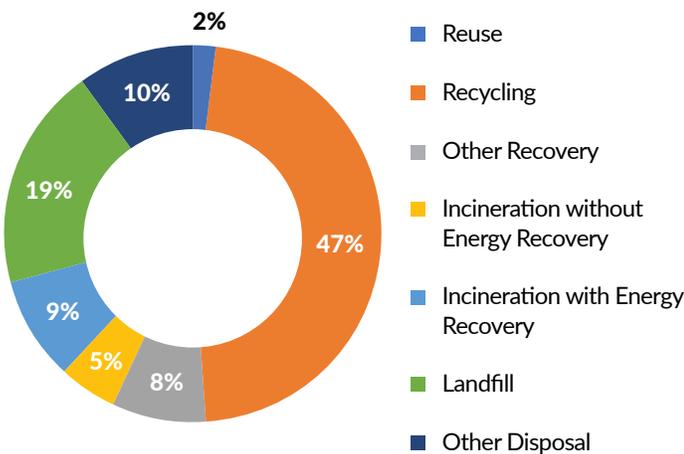
Environmental Responsibility

Waste Disposal

Limiting our use of resources and minimizing our waste remain a core component of Amphenol's operational management culture. Tracking our overall waste is critical to our ability to identify opportunities to reduce our footprint, and we have made enhancements to our waste tracking over the past four years including aligning our waste categorization with the GRI: 306: Waste 2020 Standard. In 2020, we began monitoring our reuse of waste materials, which comprised 2% of our total waste. Our aim is to increase the amount of material we are able to reuse in our processes in future years.

Our operations employ a number of methods to limit our waste, with some examples including utilizing recycled packaging for connectors, regrinding thermoplastics as appropriate to supplement virgin material feedstocks, composting organic material from our employee cafeterias and reducing our paper usage. As a result of our efforts, we were able to reuse, recycle or recover approximately 57% of our total waste in 2020. We will continue to look for new ways to minimize our material use as we work to further reduce our waste production and deliver more sustainable products to our customers.

2020 Waste End Use

- 2% Reuse
- 47% Recycling
- 8% Other Recovery
- 5% Incineration without Energy Recovery
- 9% Incineration with Energy Recovery
- 19% Landfill
- 10% Other Disposal

Reducing our Hazardous Waste

Amphenol Electronics – Tianjin, China

We are always seeking opportunities to design waste out of our manufacturing processes. One example of our waste reduction was the implementation of a new materials recovery strategy at our facility in Tianjin, China in 2020. To reduce the harmful environmental impact of disposing of our facility's electroplating sludge, which is hazardous and difficult to discard, our facility partnered with a global recycling company. Using advanced urban mining technologies, the recycling company is able to extract valuable heavy metals found in waste sludge, including nickel, copper and silver, for reuse. This partnership enabled us to minimize the amount of hazardous waste disposed while also saving cost.

Amphenol Tel-Ad – Israel

In Israel, our team engaged with a non-profit recycling company to implement responsible recycling. The facility was able to recycle cartons, nylon, wood and polystyrene used in the factory. Our team was able to measure the amount of waste recycled and provide a report on its recycling from 2012 through 2020. The report data was then validated by an external auditor to ensure accuracy.

Our Products' Impact

Amphenol's goal has always been to manufacture products for our customers that are high performance, reliable and safe. In 2020, our ability to create an impact was even more significant, as our teams worked tirelessly to provide sensors for ventilators, high-speed interconnect solutions to allow broadband connectivity, temperature solutions to support COVID-19 vaccine development and products to enable next-generation vehicles.

Our Products' Impact

Product Stewardship and Innovation

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

Amphenol's products are enabling the electronics revolution across a wide variety of end markets and our diverse market exposure allows us to capitalize on these opportunities wherever they may occur. Today, our products are enabling the growth in electric vehicles, clean energy solutions, 5G networks, cloud computing, artificial intelligence, wearable devices, unmanned aerial vehicles, the Internet of Things both for consumers and companies, new airplane technologies and rural broadband rollouts, just to name a few. Many of these end markets contribute to a cleaner, safer future and we are proud to play our part.

During 2020, the resiliency of our business model allowed Amphenol to continue to deliver crucial products to our customers, in many cases enabling the production of life-saving equipment that was used in the fight against COVID-19. When nearly every country on earth expanded hospital capacity to treat patients with COVID-19, we were prepared with critical components for ventilators to treat seriously ill patients, thermometers to screen for fevers and 3D printers to help make face shields for our courageous first responders.

Enabling Connectivity from Home

Amphenol High-Speed and Power Products

This year spotlighted the crucial necessity of reliable information infrastructure to re-establish working and living patterns that were otherwise disrupted. Amphenol is a world leader in providing innovative connectors and interconnect assemblies for a wide range of industries that enable the backbone of today's internet. With products that support servers, storage, data centers and networking equipment, our industry-leading high-speed and power products played a critical role in enabling expanded bandwidth during the pandemic.

Once the pandemic took hold and people had to rely on their electronic devices for the majority of their interactions, our team was there, ramping up capacity of our high-speed and power products to support working, studying and communicating from home. This was all done while ensuring the safety of our employees and despite facing production restrictions related to the COVID-19 pandemic in many parts of the world.

Our Products' Impact

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Helping Fight a Global Pandemic

Amphenol CTI

Across Amphenol and around the world, our team rose to the challenges brought by the COVID-19 pandemic, ensuring a smooth, uninterrupted supply of parts to support the manufacturing of life-saving products. When the Canadian government announced its plans to manufacture 10,000 mechanical ventilators to treat patients with COVID-19, our Amphenol CTI business contributed to the production with wire harnesses and electromechanical assemblies. Amphenol worked in collaboration with several other manufacturers to support the ventilator production in a very short time frame of just four months, while delivering products with zero quality issues. This is a telling example of Amphenol innovation at work and of our commitment to supplying high-quality products in a way that positively impacts our communities and saves lives.

Amphenol Advanced Sensors

The world's leading pharmaceutical and biotechnology companies rely on Amphenol Kaye's products to validate and monitor critical medical assets and processes. Kaye's range of wired systems, wireless systems, RF-based real-time systems, temperature standards, baths, thermocouples and fittings provide the most accurate process measurements available. Designed to meet the most demanding requirements for thermal validation, environmental monitoring and process improvement, our sensor solutions were critical to the research labs and

medical teams who worked tirelessly to develop vaccines for COVID-19. In addition to vaccine development, Kaye's products are used to help ensure vaccines are kept at very low temperatures during their storage and distribution before they are received by patients.

Amphenol All Sensors

During the early days of the pandemic, critical equipment to treat sick hospital patients was in high demand and our All Sensors team was able to deliver. All Sensors manufactures pressure sensors, which are used in a variety of ventilators, particularly those used in telehealth, pulmonary testing and diagnostics, intensive care and transport. In addition, All Sensors solutions are used in HVAC equipment to help regulate and correct airflow in hospitals. During the most critical period of the pandemic, we quadrupled our output of such sensors in a very short time. Our team worked around the clock for many months, doubling their production workforce, investing in new equipment and adding shifts in order to manufacture 24 hours a day, seven days a week. All of this was done without sacrificing quality and while also ensuring the safety of our employees.

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Our Products' Impact

Electrifying the Future

The burning of fossil fuels for transportation is a significant contributor to GHG emissions each year. To offset the detrimental impact of these emissions to our environment, national governments and individual consumers are demanding new forms of transportation based on hybrid (HEV) and electric vehicles (EV). Amphenol is supporting these new transportation technologies with our products and solutions.

For more than a decade, Amphenol has been a leader in designing high-efficiency, high-voltage power interconnect solutions for automotive systems and batteries, bringing our deep-rooted expertise of operating in the harshest environments to the EV market. Our specially designed interconnect systems allow greater amperage with lower heat gain and higher efficiency, which is an advantage in EV systems where increased vehicle efficiency creates greater range. Our products also go beyond connections in vehicle batteries to include sensors, ensuring that the complex battery modules in EVs are operating safely. We are also supporting the infrastructure needed to charge EVs through our interconnect and cable assembly solutions.

Beyond passenger cars, our products are also used in a wide array of electrified buses and commercial vehicles. In addition, our engineering teams around the world are supporting the electrification of planes, helicopters, trains, military vehicles and many other next-generation clean energy systems.

Enabling EV Infrastructure

Amphenol Energy Technology

Our Energy Technology group is a leading provider of EV charging connectors, cable assemblies and customized cable solutions, which enable the move to cleaner transportation in North America. These DC charging solutions have a current of up to 500 amps and are designed to work in rugged environments across a wide range of temperatures. In an era of accelerating growth in EV when car makers are increasingly focusing on regionalizing their supply chain and developing custom solutions, Amphenol Energy Technologies is strongly supporting the buildout of infrastructure to support the EV revolution.

i2s Intelligente Sensorsysteme

Many manufacturers of EVs are looking to replace conventional air conditioning systems in their cars with CO_2-based heat pump systems. Our sensor team at i2s is enabling these more environmentally-friendly systems with their high-pressure temperature sensors. With the help of our sensors, these systems are limiting environmental pollution and extending the range of EVs.

Supply Chain

To support supplier responsibility, we invest significantly in our supplier partnerships and promote fair labor practices throughout our supply chain. This includes a commitment to the use of responsible minerals and the prohibition of forced, bonded and indentured labor. In addition, we evaluate the conformance of our Tier 1 Direct Suppliers to applicable policies through actively surveying our supply chain on an annual basis.

Supply Chain

Sustainable Supply Chain

Our intention is to work collaboratively with our supply chain to reduce our collective impact while simultaneously enhancing the long-term sustainability of our planet. To meet this goal, we routinely evaluate our suppliers on the quality and stewardship of their products, and assess whether they are meeting certain social responsibility requirements and metrics. In addition, we regularly review our raw materials and components for regulated substances to assess our products' conformity to customer-specific requirements and industry standards (i.e., Halogen-Free, Lead-Free), as well as other applicable regulations such as Restriction of Hazardous Substances (RoHS) and Registration, Evaluation & Authorization of Chemicals (REACH).

Human Rights and Fair Labor Practices

We have high expectations that our suppliers will act in a way that is consistent with our culture and values. Our expectations of our suppliers include alignment with our:

- Code of Business Conduct and Ethics and our Anti-Human Trafficking & Slavery Statement.

- Supplier Code of Conduct, which prohibits the use of forced, bonded and indentured labor and involuntary prison labor.

- Supplier Responsible Labor Policy, which sets forth the standards we expect our suppliers to uphold to ensure that their working conditions are safe and that workers are treated with dignity and respect.

As stated in our Code of Business Conduct and Ethics policy, we have zero tolerance for human trafficking and slavery. To underpin our current practices, which are based on the United Nations Guiding Principles for Business & Human Rights, we also have a Global Human Rights Policy. To ensure that our suppliers are acting in a manner consistent with our values and standards, we have

expanded our outreach and engagement on our Supplier Code of Conduct and, in 2020, we published a new Supplier Responsible Labor Policy which sets forth the standards we expect our supply chain to uphold. After mapping our supply chain, we have begun engaging with our most at-risk Tier 1 Direct suppliers through an awareness campaign to ensure they are adhering to our standards.

We are a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate responsibility in global supply chains. We continue to actively monitor the RBA's Responsible Labor Initiative (RLI), a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of global supply chain workers who may be vulnerable to forced labor are consistently respected and promoted. We continue to evaluate the guidance and tools provided by the RLI's Responsible Workplace Program, Responsible Recruitment Program and Supplemental Validated Audit Process (SVAP) to determine which tools may be the most effective in our efforts to help break the cycle of labor exploitation. Amphenol has a "no fees" recruitment policy already in place covering our own operations and in 2020, we expanded this requirement on fees to include our Tier 1 Direct suppliers.

Supply Chain

## Conflict and Responsible Minerals

Amphenol seeks to go beyond local and customer requirements in our efforts to be a good corporate steward. We are a member of the RBA's Responsible Minerals Initiative (RMI), which seeks to promote the common goal of understanding and contributing to mitigating the salient social and environmental impacts of extraction and processing of raw materials in supply chains. In addition, in accordance with the U.S. Securities and Exchange Commission's conflict minerals requirements, we have a comprehensive conflict minerals program which ensures that we do not knowingly use tin, tantalum, tungsten or gold (3TG) that may originate from sources that directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country. On an annual basis, we actively survey our supply chain regarding the origin of the 3TG used in our products to confirm that the appropriate reasonable country of origin inquiry (RCOI) and due diligence has been performed, as detailed in our latest Conflict Minerals Report. In 2020, we enhanced our responsible minerals program by increasing our outreach beyond 3TG to engage our supply chain in the responsible sourcing of cobalt.

Amphenol follows the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, to develop appropriate assessment frameworks and management systems for establishing RCOI processes and due diligence. While our European operations are below the European Union (EU) Conflict Minerals Regulation thresholds for reporting, we annually assess our status and continue to support our customers who fall under these regulations. As detailed in our Responsible Minerals Policy, we recognize that supply chain transparency and collaborative efforts within the industry are imperative for promoting responsible minerals mining in conflict-affected and high-risk areas (CAHRA) and we support the goal of eradicating human rights violations and environmental impacts associated with the extraction of certain minerals.

Anti-Bribery

Our reputation is one of our most important assets. The bedrock of this hard-earned reputation is the integrity and honesty of our employees around the world. Amphenol's Code of Business Conduct and Ethics requires all employees to follow the law at all times. This includes following all anti-bribery laws in the jurisdictions in which we operate. In addition, the making of any improper payments or offers of payments to obtain or retain business is strictly prohibited. This also includes prohibiting making payments (including commissions) to third parties who in turn pay government officials or other third parties to obtain or to retain business. Amphenol's anti-bribery efforts are further supported by a robust ethics and compliance program, including an independent internal audit function, training and a whistleblower and investigation process with a strict policy prohibiting retaliation. It is also supported by the Company's Supplier Code of Conduct.
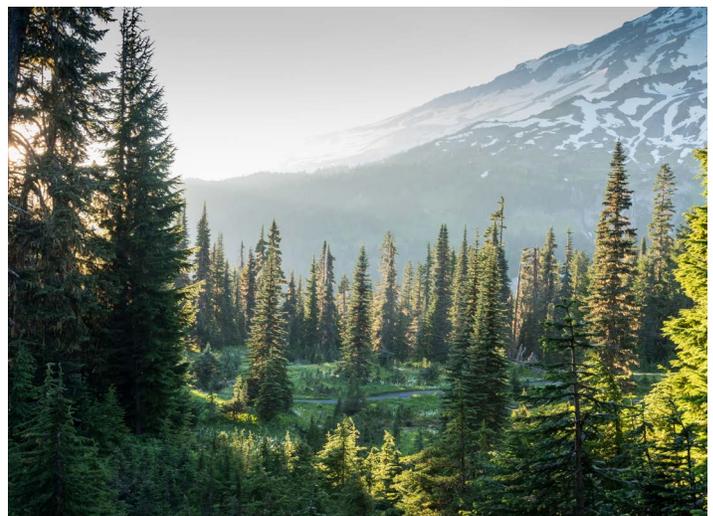
One Team

Our greatest assets are our approximately 80,000 hard-working, dedicated and entrepreneurial employees across the globe. At Amphenol, we aim to create a safe and inclusive work environment where all employees are respected and treated equally, a message that is emphasized from the top of our organization down to each of our team members.

One Team

Workplace Safety and Well-Being

The safety and well-being of our employees are critical to our successful operation. During the COVID-19 pandemic, we have taken additional actions to protect the physical and mental health of our employees throughout the world, including in particular those employees who work in our factories. We have also encouraged employees to work from home when possible and appropriate and have taken an integrated approach to helping our employees optimally manage their work and personal responsibilities.

The coordination of onsite safety programs, resources, reporting and training is conducted locally by our EHS&S and human resources staff to ensure these programs are properly communicated and understood. In addition, a number of our operations employ safety committees and management systems, including ISO 45001, in order to promote a safe working environment. Our corporate EHS&S team works closely with our local teams to ensure our facilities are operating safely. We also track employee training hours at a corporate level through our internal reporting system. We believe that this model of tracking at the corporate level, but administering at the local level, has allowed us to provide training and supervision that better fits the needs of our workforce.

At Amphenol, we believe that healthy and engaged employees create a more positive environment for all of us, helping to support our overall success. To promote employee well-being, many of our locations supplement traditional healthcare benefits with in-house health care clinics, mental health and counseling support, on-site flu shots, dental care, optional exercise classes, nutritional counseling and healthy foodservices. We also recognize that supporting our employees' well-being often goes beyond just meeting their own needs, and in many of our locations, these services are also extended to spouses and children.

Stopping the Spread of COVID-19

As the COVID-19 pandemic swept the globe in the first half of 2020, Amphenol rapidly mobilized to meet the challenge. We reevaluated our approach to how we conducted our business and made adjustments to our facilities to enhance workplace safety in order to protect our employees. All of our facilities worldwide now require temperature screenings at the entrance and offer hand-sanitizer and face masks.


To prevent workers from needing to touch surfaces, we've installed automatic doors, non-touch drinking fountains and foot-activated sanitizing stations. We have also upgraded building ventilation systems to improve filtration and include HEPA filtration and ultraviolet light to prevent the spread of airborne diseases. We are ensuring proper social distancing in our factories and have installed plexiglass screens to separate shared spaces like dining rooms and open offices. We secured COVID-19 testing capacity for our employees where possible, and the majority of our sites have also deployed personal wearable devices that provide social distancing reminders to employees and allow for internal contact tracing to determine if someone has had close contact with an infected person. Finally, we have worked aggressively to encourage and facilitate our employees to get vaccinated.

One Team

Talent Development

Offering opportunities for our employees to develop new skills that enhance their professional development ensures that our workforce remains competitive and that our business is successful. All of our business units support continuous learning and advanced training for the development of new skills. We also enable employee transfers to support new job opportunities in different divisions or when employees choose to relocate. In addition, many of our facilities offer tuition reimbursement to support employee development.

Although 2020 proved to be a challenging year for in-person training, we implemented new systems across the company to provide virtual training to our workforce. Given the flexibility of virtual training, the number of our training hours increased versus the prior year. Based on the positive feedback we have received, we will continue to offer some of our professional training in a virtual format even after the pandemic ends.

1.22	1.29	1.38
2018	**2019**	**2020**

Employee Training Hours
(in millions)
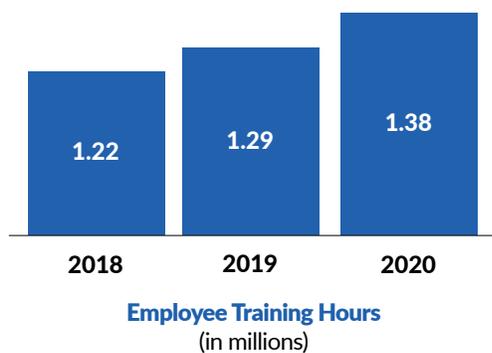
Our teams also found ways to give back to their local communities and support future talent. Some examples of these activities include donating equipment to local colleges, helping prepare local high school students for future success through mock interviews and supporting our veterans as they transition back to the workforce.

Supporting Future Talent

Amphenol High-Speed Products – Valley Green, Pennsylvania

Our Amphenol High-Speed Products' test lab in Valley Green uses a scanning electron microscope (SEM) to verify samples of our products in order to meet quality standards. When our facility's SEM was no longer able to meet our resolution needs, we looked for alternatives to recycling or selling the microscope. Our team knew that the local Lehigh University had a program based entirely around microscopy, which seemed like a perfect opportunity. In August 2020, we donated the SEM to Lehigh so that students in the microscopy program could use it for their classes and research projects. The university is currently in the process of installing the SEM in one of its labs. We are proud to support a local university and help develop talent for the workforce of tomorrow.

Recognition for our Commitment to Veterans

Amphenol Borisch – Grand Rapids, Michigan

We are committed to helping our military veterans develop their skill sets and overcome obstacles. In 2020, our facility in Grand Rapids, Michigan was recognized as a Bronze-Level Veteran Friendly employer by the Michigan Veterans Affairs Agency for our commitment to employing veterans. To qualify, our facility had to commit to hiring a certain number of veterans, post open positions to veteran sites, agree to sign an employer letter of support and provide our human resources team with information to support veterans. We are proud to have already achieved all of these goals.

One Team

Good Neighbors

During a year of forced isolation for many, fostering a connection between our employees and their communities has been even more important for our teams. Most of our community outreach is organized at the facility level, which helps ensure that our efforts directly support the communities in which our employees live and work. To support our communities during the COVID-19 pandemic, our teams have donated personal protective equipment to local hospitals, produced face masks and offered their time and assistance. Some of the other activities our teams have participated in include sponsoring and partnering with local charitable organizations to provide food for homeless shelters, donating school supplies to needy children and sponsoring gift drives during the holidays.

Amphenol Broadband Solutions - Chatham, Virginia

The team in Chatham, Virginia partnered with a charitable disaster-relief organization in their local community to donate nonperishable food and necessary supplies to those in need. The local campaign entitled "Giving Help . . . Giving Hope" was a huge success. Our employees went above and beyond with their donations and the company generously matched all employee contributions. The collected supplies were presented to representatives of the charity just before the U.S. Thanksgiving holiday.

Amphenol Omniconnect - Tamil Nadu, India

Our team in Tamil Nadu, India, in association with the Puthiya Thalaimural Foundation, donated an ambulance to the SRM Medical College Hospital and Research Centre in Kattankulathur. The hospital was under significant strain due to the pandemic and had limited resources. Amphenol's donation added another ambulance to the hospital's fleet, which will benefit the entire community even beyond the pandemic.

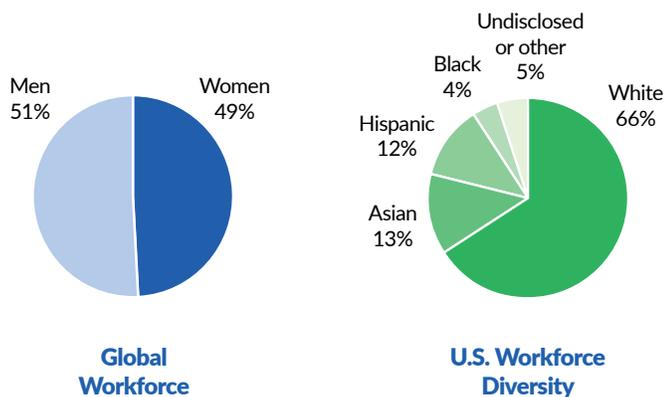*Amphenol AssembleTech - Xiamen, China*

To help children in remote mountainous areas and provide them with extra-curricular books, our team in Xiamen, China started a donation drive for books and stationery. In August 2020, our team donated the collected materials to the local primary school. The children were thrilled after receiving the materials and recorded a small video to express their thanks.

One Team

Diversity and Inclusion

At Amphenol, we aim to create an inclusive working environment where all employees are respected and treated equitably. This message is emphasized from the top of our organization down to each of our employees. Amphenol is a global, multicultural company and our employees reflect the diversity of our geographic footprint. At the end of 2020, more than 60% of our workforce was located in the Asia-Pacific region, with 22% in North America and 14% in Europe. Full-time employees in the U.S. comprised 8% of our workforce at the end of 2020, of which 66% identified as white, 13% identified as Asian or Pacific Islander, 12% identified as Hispanic and 4% identified as Black.

Global Workforce

Men 51%
Women 49%

U.S. Workforce Diversity

Undisclosed or other 5%
Black 4%
Hispanic 12%
Asian 13%
White 66%

Our business spans the globe, however we remain agile by not standardizing our approach across our business. We rely on local nationals to serve as general managers in every region, a unique approach that we believe creates a strong degree of organizational stability and a deep commitment to our people and the local community. A core hallmark of our structure is our entrepreneurial culture that creates clear accountability for each of our general managers, who are our key business leaders. Our core management team is comprised of these general managers, as well as their controllers and our executive team. Women represented 29% of this core management group at the end of 2020. Of our total employees worldwide, we are proud that approximately half are women.

Encouraging Diversity

Amphenol Corporation

In the fall of 2020, our senior female leaders from across Amphenol met virtually for a Women's Leadership Workshop. The goal of the event was for senior women across our organization to share their own best practices as leaders and to create connections in order to enable future opportunities. Two of our female general managers shared their expertise with presentations, followed by an open discussion. Following the presentations and discussions, the group was joined by our CEO Adam Norwitt and our board member Anne Clarke Wolff who both emphasized Amphenol's commitment to supporting our female leaders.

Amphenol Aerospace Operations – Sidney, New York

In 2020, our facility in Sidney, New York formed a diversity committee called the ACT Initiative (Amphenol's Committee for positive Transformation), which focuses on diversity, equity, inclusion, sustainability and awareness. ACT publishes a monthly newsletter and has held virtual meetings during the year to educate other employees about the group's objectives and goals around diversity. During a socially-distanced visit, the founding members of the ACT Initiative had the opportunity to meet with our CEO in Sidney, New York.

Responsible Business

At Amphenol, we do the right thing, always. Maintaining our integrity and reputation will always be our priority. Amphenol's shared values to be ethical at all times, create a diverse workforce, empower our people, ensure a sustainable business and continue to innovate for customers is fully endorsed by our Board of Directors and executive management. Our corporate sustainability initiatives are supported and reviewed by Amphenol's Board of Directors.

Responsible Business

Board of Directors

The mission of our Board of Directors is to represent the interests of shareholders in the long-term performance of the Company. The Board is elected by shareholders to oversee and provide guidance on our business and is the ultimate decision-making body of the Company, except for those matters specifically reserved to shareholders. Our Board is committed to sound corporate governance structures and policies that enable us to operate our business responsibly and with integrity, and to position us to compete more effectively, sustain our success and build long-term shareholder value.

In July 2020, we announced the appointment of Rita S. Lane to our Board of Directors. Rita brings more than 30 years of experience building and leading global hardware operations and supply chain teams for Fortune 100 companies.

Our Board is currently comprised of nine directors, including our Chairman and our Presiding Director. During 2020, there were seven formal meetings of the Board and all directors participated in 100% of the Board and committee meetings. Over the past four years, we have undertaken a significant effort to refresh our board with the election of four new directors, including two women.

The Board believes it functions most effectively when comprised of a diverse set of members, including a healthy mix of short-, mid- and long-serving members. Our Board also believes that diversity includes diversity in terms of background, skills, age, experience and expertise, as well as gender, race and ethnicity. Of our nine current directors, one was born outside of the United States and one identifies as both (i) an under-represented minority (Black or African American, Hispanic or Latinx, Asian, Native American or Alaska Native, Native Hawaiian or Pacific Islander, or two or more Races or Ethnicities) and (ii) LGBTQ+. Two of our current directors are women.

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

- Annual election of all directors

- Presiding Director empowered with clearly delineated duties

- A supermajority of independent directors

- Regular executive sessions at Board meetings without management present

- Key Board committees composed exclusively of independent directors

- Directors' unrestricted access to management and independent advisors

- Active shareholder engagement

- Proxy access for shareholders

- Shareholder right to call special meetings

- One-share, one-vote standard

Responsible Business

Board Committees

The Board has the following standing committees: Audit (AC); Compensation (CC); Executive (EC); Nominating/ Corporate Governance (NCGC); and Pension (PC). Our committee charters are publicly available on our website.

Our Board committee membership is as follows:

Name	Independent	Experience		Committee Memberships				
				AC	CC	EC	NCGC	PC
Martin H. Loeffler (Chairman)	X	• Leadership • Global • Risk Management	• Industry • Technology					
David P. Falck (Presiding Director)	X	• Leadership • Compliance	• Risk Management • M&A	X	X		Chair	
Stanley L. Clark	X	• Leadership • Finance • Global	• Industry • Operations • Risk Management		Chair		X	X
John D. Craig	X	• Leadership • M&A • Risk Management	• Technology • Operations		X	Chair		X
Edward G. Jepsen*	X	• Leadership • Finance • Risk Management	• Global • Industry	Chair		X		X
Rita S. Lane	X	• Leadership • Global • Risk Management	• Technology • Operations			X	X	
Robert A. Livingston*	X	• Leadership • Global • Manufacturing	• M&A • Finance • Risk Management	X	X	X		
R. Adam Norwitt		• Leadership • Global • Industry	• Operations • M&A • Risk Management					
Anne Clarke Wolff*	X	• Leadership • Finance • Risk Management	• M&A • Global	X			X	Chair

* Financial Expert

Responsible Business

Ethical Culture

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

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

Risk Oversight

Our Board is actively involved in overseeing risk management for the Company. This oversight is conducted both directly and through the committees of the Board. At each regularly scheduled quarterly meeting, the entire Board reviews various risks facing the Company. Each of the Board committees is responsible for oversight of risk management practices for categories of risks relevant to its functions. The Audit, Compensation and Nominating/Corporate Governance Committees are composed entirely of independent directors. Each committee has a written charter setting forth its purpose, authority and duties. The committees enhance the Board's oversight of areas that are critical to the Company's corporate responsibility and sustainability efforts, including among other things: transparent and reliable financial reporting, risk identification and mitigation, cybersecurity, ethics, pay-for-

performance, Board and management succession planning, shareholder proposals and nominations and corporate responsibility.

Amphenol uses a number of strategies in order to promote and enhance an effective risk culture throughout our organization. Our senior executives and general managers are required to consider and include specific risks and risk mitigation strategies as part of their annual budget and strategic planning process. In addition, during each of our monthly operational reviews, our CEO and CFO review key risk issues raised by our general managers. Risk management performance is also considered in the process used to determine annual compensation for our senior executives, general managers and controllers. Our corporate policies encourage employees to report possible violations of our policies or any other illegal, unethical or risky behavior to either the employee's manager, the Amphenol Legal Department, the Audit Committee of the Board of Directors or the Amphenol Ethics Hotline.

Anti-Competitive Practices

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

Environmental Violations

Amphenol has not paid any government fines or penalties related to environmental or ecological issues in 2020.

Responsible Business

Human Capital Management and Culture Oversight

Our Board is actively involved in overseeing the Company's human capital management strategies and practices as well as the Company's culture. This oversight is conducted both directly and through certain of the Board's committees. At each regularly scheduled quarterly Board meeting, the Board reviews changes in key personnel and regularly discusses various human resources-related topics with management, including the Company's Senior Vice President of Human Resources. These topics include talent development, succession planning and culture. The Board has primary responsibility for succession planning for the CEO. The Nominating/Corporate Governance Committee has primary responsibility for succession planning for other executives and senior management as well as their ongoing development. The Compensation Committee has primary responsibility for executive and company-wide compensation policies and programs.

Political Contributions

The Company prohibits the use of corporate funds to make contributions to political parties or candidates, whether federal, state or local as stated in our Political Activity Statement. Consistent with this approach, Amphenol's policy is not to direct corporate funds to political organizations (that is, organizations organized under Section 527 of the Internal Revenue Code) or for communications to support or oppose specific political candidates (such as through electioneering communications or other corporate independent expenditures). Amphenol does not have a company-sponsored Political Action Committee. In 2020, we did not contribute any money to political campaigns, political organizations or organizations engaged to lobby on behalf of the Company.

Executive Compensation

Our executive compensation philosophy is designed to align the interests of management with the interests of shareholders to drive long-term shareholder value through performance. Our Board's Compensation Committee oversees our overall compensation and benefits programs, including for our senior executives. A comprehensive discussion of executive compensation can be found in our definitive proxy statement.

Appendix A
GRI Content Index

Amphenol has used selected GRI Standards, or parts of their content, to report specific information, but has not met the criteria to prepare a report in accordance with the GRI Standards. Omissions are noted within the index, and improvements are planned to address these omissions in future reports. In accordance with clause 3.3 of the GRI 101: Foundation 2016 Standard (Using selected Standards with a GRI-referenced claim) this material references: Disclosures 102-1 to 102-16, 102-18, and 102-40 to 102-56 from GRI 102: General Disclosures 2016; Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016; Disclosure 201-1 from GRI 201: Economic Performance 2016; Disclosure 205-3 from GRI 205: Anti-corruption 2016; Disclosure 206-1 from GRI 206: Anti-competitive Behavior 2016; Disclosures 302-1 and 302-3 from GRI 302: Energy 2016; Disclosure 303-3 to 303-5 from GRI 303: Water and Effluents 2018; Disclosures 305-1, 305-2 and 305-4 from GRI 305: Emissions 2016; Disclosure 306-3 to 306-5 from GRI 306: Waste 2020; Disclosure 307-1 from GRI 307: Environmental Compliance 2016; Disclosures 403-1, 403-5 and 403-9 from GRI 403: Occupational Health & Safety 2018; Disclosure 404-1 from GRI 404: Training and Education 2016; Disclosure 405-1 from GRI 405: Diversity and Equal Opportunity 2016; and Disclosure 415-1 from GRI 415: Public Policy 2016. This 2020 Sustainability Report and the data within have not been externally verified.

Disclosure Number	Disclosure Title	Page Number/ Reference	Omissions
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of the organization	p. 1	
102-2	Activities, brands, products and services	2020 10-K Report	
102-3	Location of headquarters	p. 39	
102-4	Location of operations	p. 4, 2020 10-K Report	
102-5	Ownership and legal form	2020 10-K Report	
102-6	Markets served	p. 5, 2020 10-K Report	
102-7	Scale of the organization	2020 10-K Report	
102-8	Information on employees and other workers	p. 24, 36, 37	102-8 (b), (d), (f) information unavailable
102-9	Supply chain	p. 17-19, 38	102-9 (a) information partially unavailable
102-10	Significant changes to the organization and its supply chain	p. 17-19, 38, 2020 Annual Report	102-10 (a) information partially unavailable
102-11	Precautionary Principle or approach	p. 6	
102-12	External initiatives	p. 8, 18, 19, 23	
102-13	Membership of associations	p. 8, 18, 19	
Strategy			
102-14	Statement from senior decision-maker	p. 3	
102-15	Key impacts, risks and opportunities	p. 6, 2020 10-K Report	102-15(a) information partially unavailable

Disclosure Number	Disclosure Title	Page Number/ Reference	Omissions
Ethics and Integrity			
102-16	Values, principles, standards and norms of behavior	p. 4-5, 6-7, 28, Code of Business Conduct and Ethics, Supplier Code of Conduct, Supplier Responsible Labor Policy, Global Human Rights Policy, Anti-Human Trafficking & Slavery Statement, Conflict Minerals Report, Responsible Minerals Policy	
Governance			
102-18	Governance structure	2020 10-K Report	102-18 (b) information partially unavailable
Reporting Practice			
102-40	List of stakeholder groups	p. 8	
102-41	Collective bargaining	-	102-41 (a) information unavailable
102-42	Identifying and selecting stakeholders	p. 8	
102-43	Approach to stakeholder engagement	p. 8	102-43 (a) information partially unavailable
102-44	Key topics and concerns raised	p. 8	102-44 (a) information partially unavailable
102-45	Entities included in the consolidated financial statements	2020 10-K Report	
102-46	Defining report content and topic boundaries	p. 2, 6	102-46 (b) information partially unavailable
102-47	List of material topics	p. 2, 6-8	
102-48	Restatements of information	p. 35-37	
102-49	Changes in reporting	p. 6	
102-50	Reporting period	p. 35-37	
102-51	Date of most recent report	p. 1, 2019 Sustainability Report	
102-52	Reporting cycle	p. 6	
102-53	Contact point for questions regarding the report	p. 39	
102-54	Claims of reporting in accordance with the GRI standards	p. 30	
102-55	GRI Content Index	p. 30-33	102-55 (b) information partially unavailable
102-56	External Assurance	p. 30	

Disclosure Number	Disclosure Title	Page Number/ Reference	Omissions
GRI 103: Management Approach 2016			
103-1	Explanation of material topic and its boundary	Applied throughout Report	103-1 (a), (b), (c) information partially unavailable
103-2	The management approach and its components	Applied throughout Report	103-2 (a), (b), (c) information partially unavailable
103-3	Evaluation of the management approach	Applied throughout Report	103-3 (a), (b), (c) information partially unavailable

Topic-Specific Disclosures

Disclosure Number	Disclosure Title	Page Number/ Reference	Omissions
Economic			
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	p. 37, 2020 10-K Report	201-1 (a) information partially unavailable
GRI 205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	p. 28, 34	205-3 (a), (b), (c) information unavailable; 205-3 (d) information partially unavailable
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 28, 34	206-1 (a), (b) information partially unavailable
Environmental			
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	p. 10, 34, 35	302-1 (c) information partially unavailable; 302-1 (d), (f) information unavailable
302-3	Energy intensity	p. 10, 35	
GRI 303: Water and Effluents 2018			
303-3	Water withdrawal	p. 11, 36	303-3 (a) information partially unavailable; 303-3 (b), (c) information unavailable
303-4	Water discharge	p. 36	303-4 (a) information partially unavailable; (b), (c), (d), (e) information unavailable
303-5	Water consumption	p. 36	303-5 (b), (c), (d), (e) information unavailable
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	p. 10, 35	305-1 (b), (c), (d), (f) information unavailable
305-2	Energy indirect (Scope 2) GHG emissions	p. 10, 35	305-2 (c), (d), (f) information unavailable
305-4	GHG emissions intensity	p. 10, 35	305-4 (d) information unavailable

Disclosure Number	Disclosure Title	Page Number/ Reference	Omissions
Environmental (continued)			
GRI 306: Waste 2020			
306-3	Waste generated	p. 12, 34, 35	
306-4	Waste diverted from disposal	p. 35	306-4 (b), (c), (d), (e) information unavailable
306-5	Waste directed to disposal	p. 35	306-5 (b), (c), (d), (e) information unavailable
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	p. 28, 36	307-1 (a) information partially unavailable; 307-1 (b) information unavailable
Social			
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	p. 21	403-1 (a), (b) information partially unavailable
403-5	Worker training on occupational health and safety	p. 22	
403-9	Work-related injuries	p. 36	403-9 (a), (b) information partially unavailable, 403-9 (c), (d), (g) information unavailable
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	p. 22, 36	404-1 (a) information partially unavailable, data not reported as an average
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity and governance bodies and employees	p. 24, 26-27, 37	405-1 (a), (b) information partially unavailable
GRI 415: Public Policy 2016			
415-1	Political contributions	p. 29, 37, Political Activity Statement	

Appendix B
SASB Alignment

We have utilized the SASB standard specific to our primary industry as identified in the Sustainable Industry Classification System® (SICS®): Resource Transformation Sector – Electrical & Electronic Equipment Sustainability Accounting Standard (October 2018). Any omitted topics from the Standard have been determined to not be material based on our current business model, business strategy and relevant legal requirements per SASB application guidance.

SASB Code	Accounting Metric	Units	2018	2019	2020
Energy Management					
RT-EE-130a.1	(1) Total energy consumed	gigajoule	2,532,057	2,481,094	2,662,186
	(2) Percentage grid electricity	%	78%	77%	79%
	(3) Percentage renewable	%	0%	0%	0%
	Discussion of accounting for energy management: 1.1 The scope of energy consumption includes energy from all sources, including energy purchased from sources external to Amphenol and energy produced by Amphenol itself (self-generated). 1.2 The scope of energy consumption includes only energy directly consumed by Amphenol during the identified reporting periods. 2.1 The percentage has been calculated as purchased grid electricity consumption divided by total energy consumption. 3.1 Renewable energy is defined as energy from sources that are replenished at a rate greater than or equal to their rate of depletion, such as geothermal, wind, solar, hydro and biomass. We currently report 0% as we do not have recognized certificates for the purchase of our renewable energy. 3.2 The percentage has been calculated as renewable energy consumption divided by total energy consumption.				
Hazardous Waste Management					
RT-EE-150a.1 RT-EE-150a.2	(1) Amount of hazardous waste generated	metric tons	5,223	6,296	5,155
	(2) Number and aggregate quantity of reportable spills	#	-	0	0
	Discussion of accounting for hazardous waste management: Hazardous wastes are defined per the applicable legal or regulatory frameworks (i.e., U.S. Resources Conservation and Recovery Act (RCRA) or the EU Waste Framework Directive (Directive 2008/98/EC on waste, including its subsequent amendments) within the jurisdictions in which Amphenol operates. Reportable spills are defined as those that incur costs of $5,000 or greater.				
Product Lifecycle Management					
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria: The majority of our products are used within other materials and do not consume energy. Therefore, the ENERGY STAR® criteria is not applicable for our products.				
Materials Sourcing					
RT-EE-440a.1	Discussion of the management of risks associated with the use of: (1) Critical Minerals (2) Conflict Minerals A discussion of Amphenol's policies and practices for the management of risks associated with the use of critical materials and conflict minerals can be found in our Conflict Minerals Report.				
Business Ethics					
RT-EE-510a.1	Description of policies and practices for prevention of: (1) Corruption and Bribery (2) Anti-Competitive Behavior A discussion of Amphenol's policies and practices for the prevention of corruption and bribery can be found in our 2020 10-K SEC filing, Item 1A, Risk Factors, Risks related to our global operations, page 12. Amphenol's position on corruption, bribery and anti-competitive behavior can also be found within our Code of Business Conduct and Ethics.				
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	0	0	0
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	USD	0	0	0

Note A: Energy Management and Hazardous Waste Management reflect data collected from manufacturing facilities greater than 1,000 square meters. Product Lifecycle Management, Materials Sourcing and Business Ethics reflect data on the entire company.

Appendix C
ESG Metrics

	Units	2018	2019	2020
Manufacturing Facilities in Scope	number	166	176	191
Environmental Data				
Energy Consumption				
Fuel from non-renewable sources				
Natural gas	MWh	79,776	68,294	82,494
Other (liquefied petroleum gas, liquefied natural gas, heavy fuel oil, gasoline, diesel)	MWh	77,485	85,361	45,795
Fuel from Renewable Sources				
Renewable produced/consumed on-site	MWh	-	3,025	3,033
Purchased Electricity[1]	MWh	546,089	529,699	586,332
Percent Renewables in Purchased Electricity	%	-	5%	19%
Purchased Heat/Steam[2]	MWh	-	2,815	21,842
Energy Intensity	MWh/$M revenue	85.8	83.8	86.0
Total	**MWh**	**703,350**	**689,193**	**739,497**
Greenhouse Gas Emissions[3,6]				
Direct (Scope 1)[4]	metric tons CO_2e	38,276	39,854	31,283
Indirect (Scope 2)[5]	metric tons CO_2e	284,890	271,626	306,475
Total (Scope 1 & 2)	**metric tons CO_2e**	**323,166**	**311,480**	**337,758**
Greenhouse gas emissions intensity (Scope 1 and 2)	metric tons CO_2e/$M revenue	39.4	37.9	39.3
Waste Disposal				
Non-Hazardous	metric tons	23,572	25,904	29,030
Diverted from disposal	metric tons	-	-	16,889
Directed to disposal	metric tons	-	-	12,141
Hazardous	metric tons	5,223	6,296	5,155
Diverted from disposal	metric tons	-	-	2,511
Directed to disposal	metric tons	-	-	2,644
Total Waste	**metric tons**	**28,795**	**32,200**	**34,184**
Waste End Use				
Reuse	metric tons	-	-	473
Recycling	metric tons	15,890	16,444	16,079
Other Recovery	metric tons	-	-	2,848
Incineration with energy recovery	metric tons	2,599	2,216	2,878
Incineration without energy recovery	metric tons	1,028	1,012	1,781
Landfill off-site or permanent on-site holding	metric tons	5,520	7,988	6,578
Other Disposal	metric tons	3,757	4,538	3,547
Total waste diverted from disposal	**metric tons**	**15,890**	**16,444**	**19,400**
Total waste directed to disposal	**metric tons**	**12,903**	**15,754**	**14,784**

Environmental Data	Units	2018	2019	2020
Water Management				
Groundwater intake	megaliters	424	295	342
Water distribution system supply	megaliters	2,862	2,856	2,949
Fresh surface water intake	megaliters	-	12	2
Total Withdrawal	**megaliters**	**3,286**	**3,163**	**3,293**
Total Discharged	**megaliters**	**-**	**-**	**2,871**
Net Water Consumption	megaliters	-	-	421
Water Withdrawal Intensity	megaliters/$M revenue	0.40	0.38	0.38
Environmental Incidents and Violations				
Incidents or violations $5,000 or greater		-	0	0
Social Data				
Employees in Scope				
Amphenol employees	number	63,779	57,809	59,460
Contract employees	number	10,622	11,200	17,068
Full-time workers	number	-	68,313	75,375
Part-time workers	number	-	696	1,153
Interns	number	-	-	723
Amphenol Employees Total Hours Worked	hours	158,794,491	136,314,702	143,820,478
Contract Employees Total Hours Worked	hours	-	-	42,836,553
Training				
Total hours	hours	1,223,694	1,286,425	1,377,022
Injuries and Safety Incidents				
Total Lost-Time Injuries				
Amphenol employees	number	302	318	259
Contract employees	number	42	50	30
Total Lost-Time Injuries ratio				
Amphenol employees	Injuries per 200,000 hours worked	0.38	0.47	0.36
Contract employees	Injuries per 200,000 hours worked	-	-	0.14
Work-related fatalities				
Amphenol employees	number	-	0	0
Contract employees	number	-	0	0
Facilities with safety committees	number	146	155	163

Governance Data	Units	2018	2019	2020
Employees				
Total employees worldwide at year-end, approximate	number	74,000	74,000	80,000
Total percentage of female employees worldwide	number	-	51%	49%
Total percentage of women in core management		27%	29%	29%
Revenue				
Total	$ in millions	8,202	8,225	8,599
Environmental Health and Safety Management				
Facilities with ISO 14001 management systems	number	92	94	98
Facilities with ISO 45001 management systems	number	21	22	27
Political Contributions				
Total spent on contributions to political campaigns, political organizations or lobbying	$ in millions	0	0	0

Footnotes:

1. Includes 25,739 MWh and 110,028 MWh of renewable purchased electricity for 2019 and 2020, respectively.

2. Includes 1,877 MWh and 1,847 MWh of renewable purchased heat/steam for 2019 and 2020, respectively.

3. Metric tons CO_2 equivalence (CO_2e) were calculated using methodology as outlined by the World Resource Institute Greenhouse Gas Protocol.

4. Scope 1 emission factor sources include: Source: 2006 IPCC Guidelines for National GHG Inventories, 2019 update, UK Government GHG Conversion Factors for Company Reporting - Fuel Properties, DEFRA 2020 Government greenhouse gas conversion factors for company reporting: Methodology Paper for Conversion factors Final Report (page 14), and the EPA Greenhouse Gas Inventory Guidance | Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases (page 3-4) (Nov 2014).

5. Scope 2 emission factor sources include: EPA Emission Factors for Greenhouse Gas Inventories | Emission Factors for Steam and Heat (2020), US EIA Emission Factors for Steam and Chilled Water | Emission Factors for Steam and Chilled/Hot Water (2002), and IEA Emission Factors 2020: Database Documentation (page 8).

6. A partial assessment of Scope 3 emissions is available in the Amphenol Corporation CDP Climate Change 2021 report.

Notes:

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

B. Amphenol recalculated select 2018 energy and emissions data based on identified methodology corrections and receipt of additional historical site data.

C. 'Workers' implies Amphenol and contractor employees.

D. The reporting period is reflective of the 2020 calendar year. Preceding years' data is also included and identified where applicable by the appropriate calendar year.

E. The boundaries of Amphenol's emission assessment are in-scope manufacturing facilities under our operational control, and the gases included are CO_2, CH_4, N_2O, and certain refrigerants, which are all reported as CO_2 equivalent.

F. With the exceptions of governance data for employees, revenue and political contributions, the scope of the data provided in this table is all manufacturing facilities under Amphenol's organizational control which are greater than 1,000 square meters.

Appendix D

Tier 1 Direct Supplier Geographies

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

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

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