

Amphenol



2021 SUSTAINABILITY REPORT

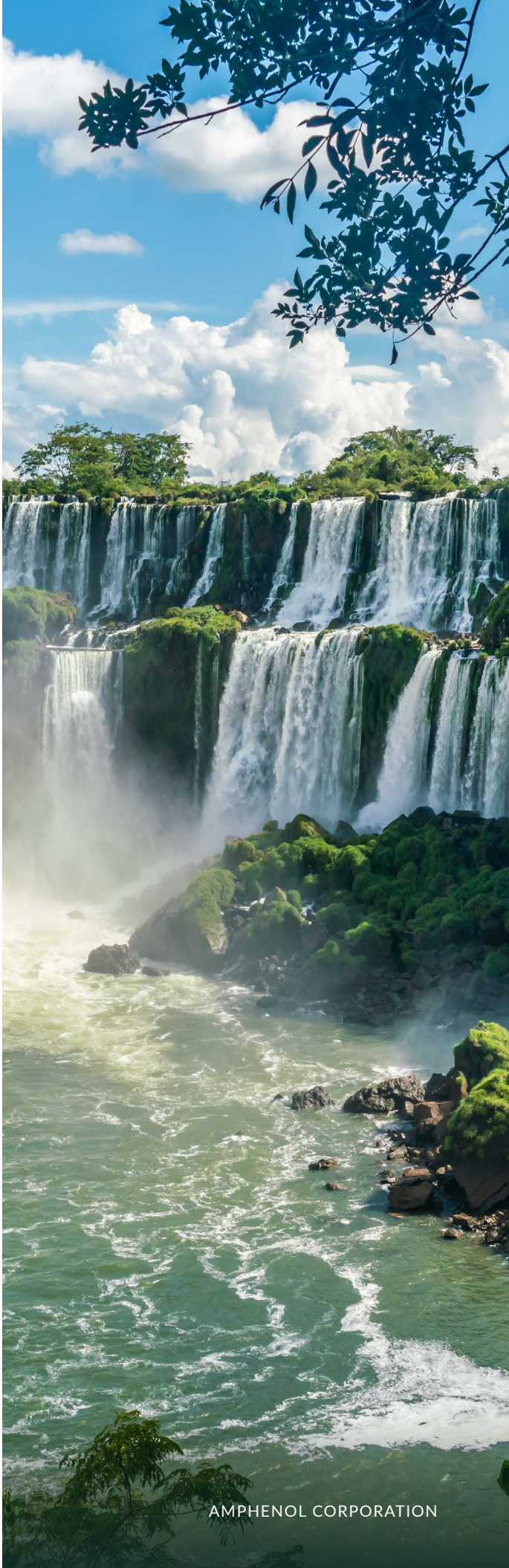
Enabling the Electronics Revolution

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You can find more information about Amphenol at [amphenol.com](https://www.amphenol.com)

For additional information on our sustainability activities, please visit [amphenol.com/sustainability](https://www.amphenol.com/sustainability)



A Message from R. Adam Norwitt

At Amphenol, our entrepreneurial culture and our exceptional people remain the foundation of our long-term success. A key hallmark of our Amphenolian culture is that our people around the world hold themselves accountable for how their actions impact others, including our customers and suppliers, their fellow Amphenolians and the communities in which we operate. This culture is at the heart of our environmental, social and governance strategy. Each Amphenol General Manager is empowered to make the right decisions for the long-term sustainability of their business each and every day.

Over the past two years, through a global pandemic and the subsequent supply chain crisis, our people have risen to the challenge, delivering exceptional performance for our shareholders all while taking action to reduce our impact on the planet and support the communities in which we operate. In 2021, we made substantial progress on our sustainability initiatives. After completing two of our short-term sustainability goals in 2020, we set two new goals in 2021 as we strive to further limit our water use and ensure an ethical and responsible supply chain. We have also expanded our Responsible Minerals program to include cobalt and have initiated a screening of our Scope 3 greenhouse gas emissions as we work toward increasing the impact of our decarbonization efforts.

Our people remain our most important asset and protecting and ensuring their safety remains a critical priority for us. To ensure our employees' safety, we adopted a wide array of protective measures in our facilities, enabled employees to work remotely whenever possible and promoted and provided COVID-19 testing and vaccines within our operations and in some cases our local communities. In 2021 we also established Diversity, Equity and Inclusion (DEI), Environmental, and Health and Safety policies and are providing the gender and ethnic diversity of our U.S. workforce through the release of our EEO-1 filing which is available on our website.

In this 2021 Sustainability Report we highlight many areas of progress and success, all of which are a direct result of the dedication and hard work of our truly outstanding employees around the world. Without them, we would not have been able to further build on our sustainability commitments and deliver value to our customers, partners, employees, communities and shareholders.



R. Adam Norwitt
President and Chief Executive Officer



About Amphenol

Amphenol Corporation is one of the world's largest providers of high-technology interconnect, sensor and antenna solutions. Our products **Enable the Electronics Revolution** across a diverse array of end markets. We are a truly global company, with approximately 230 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 mitigating the risks that may emerge in any one country or region. Headquartered in Wallingford, Connecticut, USA, Amphenol had approximately 90,000 diverse, talented and driven employees worldwide at the end of 2021.

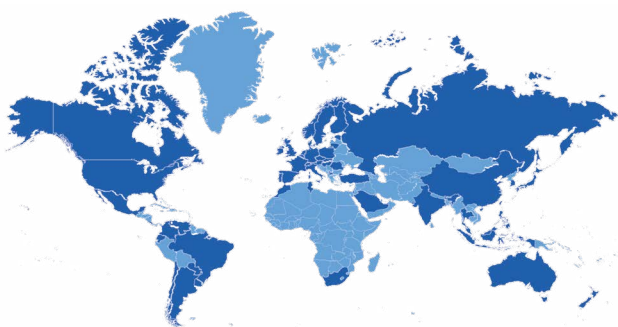
\$10.9B 2021 SALES

90,000 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

Diversity of our markets, products, geographies and workforce is a key pillar 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

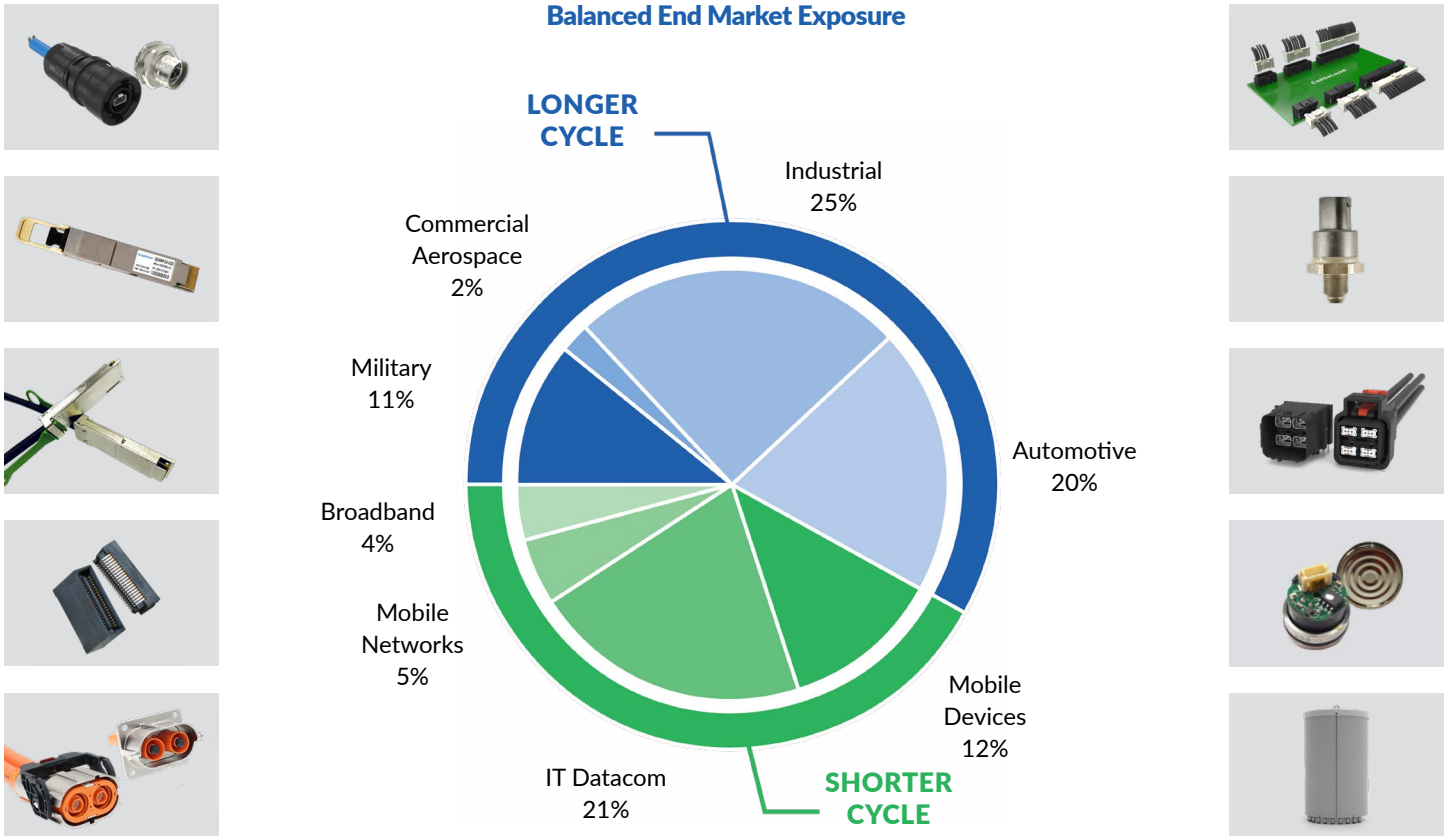
We are curious, focused and agile. These traits enable us to discover new solutions that solve our customers' diverse needs.

Sustainable

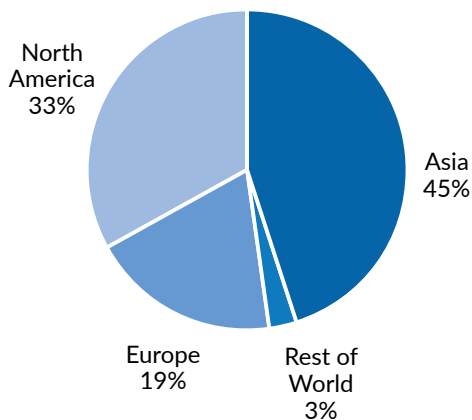
Sustainable business practices are at the core of how we conduct our operations. We believe that adopting sustainable business practices is not just the right thing to do as a global company, it is simply good business.

About Amphenol

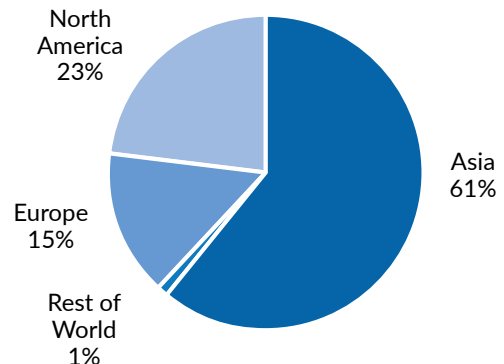
Our high-technology solutions span the broadest range of connectors, sensors, antennas, flexible and rigid printed circuits, cables and value-added interconnect assemblies. We operate in eight diverse end markets, and we consistently strive to maintain a balanced exposure across these markets. We also 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.



2021 Sales by Geography



2021 Global Workforce



Our Sustainability Approach and Progress

Our sustainability approach and goals are set at the corporate level and then embedded throughout the Company by empowering each of our businesses to manage material environmental, social and governance (ESG) topics within their operations. This strategy allows us to best address our priorities because each of our businesses brings unique perspectives on how to minimize their own environmental footprint while supporting their employees and their local communities. We have always believed that a sustainable business and good business practices are one and the same, which our teams are proving every day.

Using insights from our recently completed materiality assessment, we have further refined and prioritized our actions to focus on where we can make the most significant impact. In this way, we are employing the precautionary principle to take early action to prevent and mitigate potential negative impacts on our stakeholders.

2021 Sustainability Highlights

We made significant progress on our sustainability goals in 2021 with key highlights including:

- Completed an updated materiality assessment of ESG topics which included direct engagement with our key internal and external stakeholders;
- Bolstered our community sustainability initiatives by promoting and providing COVID-19 testing and vaccinations within our operations and in some cases our local communities;
- Finalized the water risk analysis of our global manufacturing facilities using the World Wildlife Foundation (WWF) Water Risk Filter tool to gain a comprehensive look at current and future water risks;
- Expanded our Responsible Minerals Program to include cobalt and initiated the assessment of mica;
- Initiated a screening of our Scope 3 greenhouse gas (GHG) emissions and began devising a business strategy to address climate risks and opportunities in line with a low-carbon future;
- Established Diversity, Equity and Inclusion (DEI), Environmental and Health and Safety policies;
- Disclosed our U.S. Equal Employment Opportunity (EEO-1) filing data which provides further disclosure on the gender and ethnic diversity of our U.S. workforce;

- Provided a Task Force on Climate-related Financial Disclosures (TCFD) Index in Appendix D which outlines board and executive-level oversight of climate-related risks and opportunities.

About this Report

The information included in this report has been prepared with reference to the Global Reporting Initiative (GRI) Standards framework and the material topics identified in the Sustainability Accounting Standards Board (SASB) Electronic and Electrical Equipment Standard. For additional information on Amphenol's structure and ownership, this report should be viewed in conjunction with our 2021 Annual Report to Shareholders, which is publicly available in the Investor section of our website. The reporting period for this 2021 Sustainability Report corresponds with our annual financial reporting and the ESG data referenced in our 2021 Annual Report is derived from this report. In prior Sustainability Reports, our reporting parameters included manufacturing facilities greater than 1,000 square meters, which we estimate represented approximately 90% of our environmental footprint. In 2021, the boundaries of our consolidated ESG data have been expanded to include all manufacturing facilities of any size and represents the direction that Amphenol is taking to incorporate the totality of our business in our ongoing sustainability efforts. In 2021, there have been no restatements of our ESG data. While our ESG data does not currently have external assurance, we are actively evaluating our plan for external assurance to ensure we meet all future regulatory requirements.

Our Sustainability Steering Committee

Our Sustainability Steering Committee is a cross-functional group that meets formally on at least a semi-annual basis and is tasked with developing the Company's sustainability strategy. The committee's governance structure reflects executive management, legal, human resources, procurement, quality, finance and environmental, health, safety and sustainability (EHS&S) functions. Key members of the team reviewed the new data presented in this 2021 report and met to discuss and verify the results.

Our Sustainability Goals

Our corporate sustainability targets are based on the United Nations Sustainable Development Goals (SDGs), which lay out a clear vision for a more inclusive and sustainable future. As noted in last year's Sustainability Report, we accomplished two of our short-term goals under 6.4 Clean Water and Sanitation and 8.7 Decent Work and Economic Growth. In the spirit of continuous improvement, in 2021 we set two new goals for ourselves in these two target areas. Here is a status update on our short-term goals, which we established in our 2019 Sustainability Report.



6.4 Clean Water and Sanitation

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable

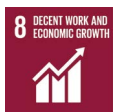
withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity. **NEW GOAL: By the end of 2022, Amphenol will set-up specific targets for its 15 highest process water intensive facilities. OUR PROGRESS: Underway**



7.2 Affordable and Clean Energy

By 2030, increase substantially the share of renewable energy in the global energy mix.

OUR GOAL: By the end of 2022, Amphenol will increase its sourcing of renewable energy for electric power used at its facilities. OUR PROGRESS: On track



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.

NEW GOAL: By 2025, Amphenol will create a multi-lingual Tier 1 Direct supplier engagement strategy for its [Supplier Code of Conduct](#) and [Supplier Responsible Labor Policy](#).

OUR PROGRESS: Underway



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 the end of 2022, Amphenol**

will expand its internship programs in the communities where its products are produced to improve manufacturing employment opportunities. OUR PROGRESS: On track



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 the end of 2022, Amphenol will identify its facilities at high risk for potential disaster incidence and strengthen current disaster response plans accordingly. OUR PROGRESS: On track**



12.2 Responsible Consumption and Production

By 2030, achieve the sustainable management and efficient use of natural resources.

OUR GOAL: By the end of 2022, Amphenol will increase the amount of metal-bearing plating sludge it recycles by 15% globally. OUR PROGRESS: On track



13.1 Climate Action

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in

all countries. **OUR GOAL: By the end of 2022, Amphenol will reduce its revenue-normalized Scope 1 and 2 GHG emissions by 10% versus its 2018 levels. OUR PROGRESS: On track**



16.2 Peace, Justice and Strong Institutions

End abuse, exploitation, trafficking and all forms of violence against and torture of children.

OUR GOAL: By the end of 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: On track

Stakeholder Engagement

At Amphenol, we want to ensure that our sustainability strategy is focused on the most important ESG issues facing our business. To prioritize these issues, we focus on the ESG topics that are most material to our company, as well as those through which our business has the most significant impact on society. We periodically engage with our stakeholders through formal materiality assessments to better understand their key ESG areas of focus. The outcome of these assessments provides valuable perspectives that have informed our sustainability strategy and reporting.

2021 Materiality Assessment

Amphenol understands that materiality is fundamental when aligning our sustainability strategy and ESG expectations to those of our stakeholders. As such, Amphenol conducted an updated and more robust materiality assessment in 2021. This 2021 materiality assessment was facilitated by a third-party sustainability expert and built on the materiality assessment we completed in 2018. The new assessment focused on Amphenol's external stakeholders. Two primary

frameworks, SASB and GRI, guided our 2021 assessment. As outlined in our 2020 Sustainability Report, our process followed GRI's Stakeholder Inclusiveness principle to help define our material topics through engagement with our stakeholders. We have completed steps 1 through 5 of our previously described process and have begun step 6: integrating ESG practices, actions and initiatives as they relate to the topics selected for strategic prioritization.

The material findings of the assessment are indicated in the chart below. After the consolidation of stakeholder feedback and consideration of the business implications, Amphenol determined that the following list of material ESG topics were the most important for strategic prioritization:

- Energy Use in Manufacturing Facilities
- Operational Greenhouse Gas Emissions Reductions
- Diversity, Equity and Inclusion
- Human Rights Management
- Leadership/Executive ESG Oversight and Awareness
- Supply Chain Responsibility

Topic	Internal	External						
		Peers	Shareholders	ESG Raters / Frameworks	Communities	Suppliers	Distributors	Customers
Energy Use in Manufacturing Facilities	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Operational Greenhouse Gas Emissions Reductions	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Diversity, Equity and Inclusion	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Human Rights Management	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Leadership / Executive ESG Oversight and Awareness	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Supply Chain Responsibility	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Non-Hazardous and Hazardous Waste Management	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Water Consumption at Manufacturing Facilities	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Materials Sourcing	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Restricted Substance Management	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Employee Health and Safety	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
ESG Performance Tracking	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Customer and Regulatory Expectations and Requirements	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Business Ethics	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Manufacturing Assessments Programs	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical
Data Privacy and Information Security	Critical	Critical	Critical	Critical	Critical	Critical	Critical	Critical

Level of Importance: Critical to high level of importance Moderate level of importance Modest level of importance

Environmental Responsibility

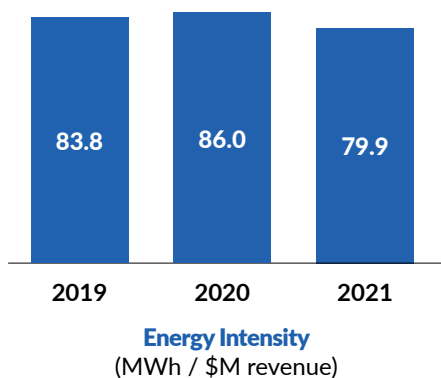
We remain committed to supporting programs and initiatives that lower our greenhouse gas emissions, conserve water and decrease waste through reduction, reuse and recycling.



Environmental Responsibility

Greenhouse Gas Emissions

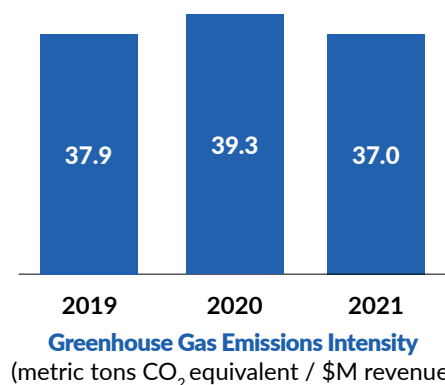
We are committed to reducing energy consumption in our facilities and lowering our own greenhouse gas emissions (GHG). During 2021, our absolute level of energy consumption increased as we ramped up production to meet higher customer demand, including by adding 35 facilities to our global footprint in 2021. We believe revenue-normalized metrics are a more accurate reflection of our progress because we add a number of facilities to our footprint each year through acquisitions. In 2021, our application of lean production processes and investments in energy-saving equipment allowed us to reduce our energy intensity to 79.9 in 2021, a 7% decrease from 2020 despite the additional demand and facilities. Since we began collecting our energy consumption data in 2017, our energy intensity has fallen by 12%, resulting in a compound annual reduction of 3% over this four-year period.



An important component of our GHG emissions reduction strategy is increasing the use of renewable sources in our purchased energy. In 2021, 14% of our purchased electricity came from renewable sources and we remain committed to our goal of increasing the number of facilities sourcing renewable energy as part of their energy mix by the end of 2022.

To better understand the opportunities we have to increase our renewable energy mix, we continue to monitor our renewable energy consumption. A further refinement we made this year is the transition to reporting our Scope 2 GHG emissions using a market-based approach as opposed to prior years when we reported using a location-based

approach. While the switch to a market-based approach results in a modestly higher Scope 2 GHG emissions number, we believe this approach more accurately reflects the emissions of our facilities and will enable us to better monitor our progress.



Our Scope 1 GHG emissions have declined modestly since 2017 despite substantial growth in our business during the same period, however our Scope 2 GHG emissions have increased as we added new facilities and grew our business. At the same time, the many actions we are taking to limit our impact have allowed us to reduce our 2021 Scope 1 and Scope 2 GHG intensity using a market-based approach to 37.0, which is down 6% from last year's location-based GHG intensity of 39.3. Since 2017, our Scope 1 and Scope 2 GHG intensity has fallen at a compound annual rate of 3%.

While we have made good progress reducing our Scope 1 and Scope 2 GHG emissions, we know that our impact extends beyond our direct operations and into our value chain. In 2021, we conducted several analyses to better understand and estimate our Scope 3 emissions in five areas: capital goods (category 2); fuel- and energy-related activities not included in Scope 1 or Scope 2 (category 3); waste (category 5); and upstream and downstream leased assets (categories 8 and 13). Our estimates for the GHG emissions from these Scope 3 activities are listed in Appendix C. As we look to drive additional reductions and improve our carbon accounting process, we plan to add more Scope 3 categories to our reporting.

Environmental Responsibility

Reducing our Carbon Footprint

To support Amphenol's carbon emissions reduction targets our businesses are taking many actions to reduce their own environmental footprint, which have the added benefit of both reducing our GHG emissions and helping our facilities save on energy costs.

Amphenol Piher Sensing Systems – Tudela, Spain

In August 2021, our Piher business in Spain completed the installation of the first solar plant on its premises. Roughly 90% of the energy produced from the solar plant goes to our facility, which allows our team to save on energy costs and to reduce the facility's carbon footprint.



Shanghai Amphenol Airwave – Haiyan, China

Over the past three years, our Shanghai Amphenol Airwave business has been undergoing a two-phased project to install solar panels on the roofs of our buildings in Haiyan, China. The first phase of work, completed in 2020, included the installation of solar panels on three buildings in the complex. The second phase of work, due to be completed in 2022, will include the installation of solar panels on the remaining fourth building.



Amphenol Socapex – Thyez, France

Our Socapex business in France encourages its employees to reduce their emissions by voluntarily commuting to work using soft modes of transportation like bicycles, scooters and walking as opposed to driving a car. To support this initiative, the facility provides a secure garage for employee bicycles and promotes national challenges like “Mobility Day”. To participate, employees sign a charter acknowledging their commitment and in return, are granted financial rewards based on the distance traveled during the year. Since its inception, more than 10% of the facility's workforce has participated in the program and received a financial reward.



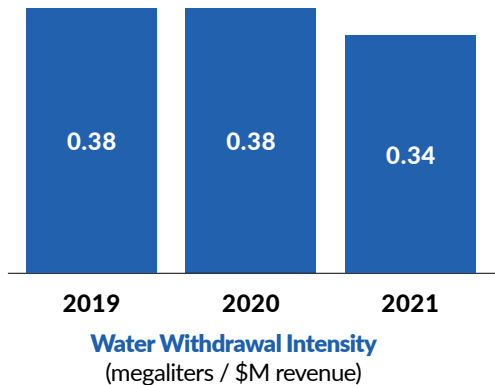
Amphenol El-Cab – Obornicka, Poland

To do more to fight the impact of climate change, our El-Cab team in Poland has taken a number of actions to reduce its environmental footprint. To limit greenhouse gas emissions, the facility has organized a bus transportation service which helps limit emissions from individual employee transportation. The bus service is largely subsidized, which offers employees a less expensive option for commuting. Another benefit is that fewer cars mean less paved parking spaces at the facility. To ensure employees remained safe during the pandemic, the team hired additional buses so that passengers could properly social distance.

Environmental Responsibility

Water Use

Amphenol strives to be a responsible user of water. In order to reduce our overall water usage, we pursue water optimization projects across our facilities and have invested in systems to reuse and reclaim our wastewater. Through our actions and investments, we were able to reduce our water withdrawal intensity by 13% in 2021 versus the prior year. Since 2017, our actions have resulted in our water withdrawal intensity declining by 26%, a 7% compound annual reduction.



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. As reported in our 2020 Sustainability Report, our sectoral water risk screening determined that none of our operations were in locations classified as “extreme risk,” which remained the case in 2021. We plan to continue to explore new opportunities for improvement in our water usage across our global operations. To this end, we set a new SDG this year under SDG 6.4 Clean Water and Sanitation. By the end of 2022, we will set-up specific targets for our 15 highest process water intensive facilities.

Water Reuse in Action

Amphenol Times Fiber – Campinas, Brazil

Our team at Times Fiber in Brazil embarked on a wastewater project with the objectives of reducing the facility’s water consumption and reusing wastewater. The team first looked at reducing the amount of water the facility consumed. After limiting water use, the team implemented a four-step process that involved filtering, aerating, cleaning and treating the wastewater. Once treated, the water was available to be used to irrigate nearby land. The water has helped create green areas near the facility and minimized fire risk during the dry season.



Exa Thermometrics – Bengaluru, India

In 2021, our Exa Thermometrics team in India installed a water recycling unit as part of its sensor manufacturing process. The new unit helped the facility to recycle and reclaim some of the water used during the manufacturing process. As a result of installing the new unit, the facility has been able to reduce water used in the process by more than 200 cubic meters of process water per month which equates to a reduction of approximately 90%. In addition, the facility has reduced its water costs and limited its impact on the local water supply.

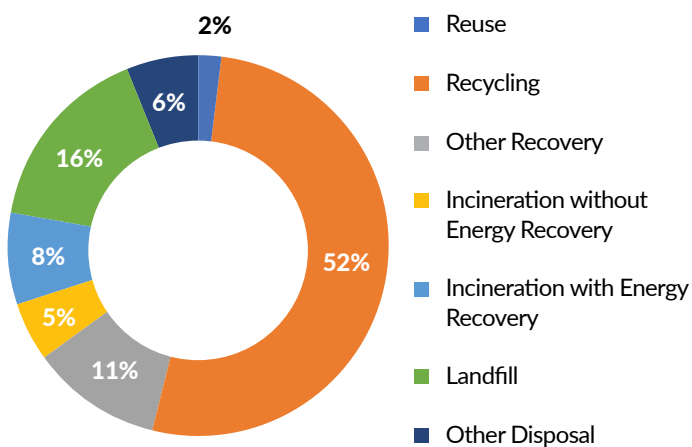
Environmental Responsibility

Waste Disposal

Operating as efficiently as possible is a core component of Amphenol's management culture. Inherent in this culture is the imperative to be thoughtful about the resources we use to both minimize and better manage waste in our processes. Our operations employ numerous methods to limit our waste, with some examples including utilizing recycled packaging for connectors, composting organic material from our employee cafeterias and reducing our paper usage.

Through the waste minimization initiatives we have undertaken over the past few years, our facilities have been able to increase the percentage of our waste that is reused, recycled or recovered. Of the total waste generated by our operations in 2021, 65% was reused, recycled or recovered, up from 57% in 2020. We also increased the amount of our hazardous waste that was diverted from disposal to 67% of our total hazardous waste generated, up from 49% in 2020. We will continue to look for new ways to further reduce our waste production and deliver more sustainable products to our customers.

2021 Waste End Use



Reducing our Waste

Amphenol Backplane Products - Changzhou, China

In addition to the actions we have taken to reduce the waste produced from our factories, our teams are also working to reduce the impact of our product packaging. At our facility in Changzhou, China, our teams have implemented a number of lean manufacturing practices that increase product recyclability and provide significant annual waste savings. These actions include increasing the number of product trays placed in each box and using smaller packaging boxes in order to reduce corner and flat foam fillers. As a result of these initiatives, our team has been able to not only limit the waste created by our packaging but has also been able to save money on material and labor costs.

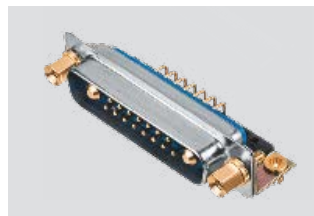
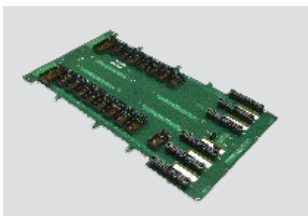
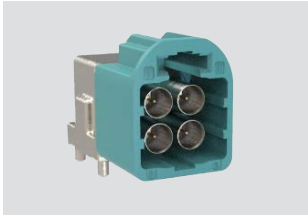
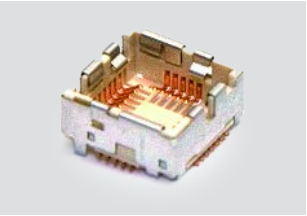
Amphenol Socapex - Thyez, France

Starting in June 2021, our Socapex facility in France began collecting organic waste from the facility's cafeteria for reuse and recycling. Food scraps from the cafeteria are sorted and then collected weekly by a waste contractor. The scraps are then processed to create biogas which is then used locally to produce electricity as well as to fertilize local fields.



Our Products' Impact

Amphenol's products are enabling a cleaner, safer and more sustainable world. Our solutions help support climate change research, enable electric vehicles, help make charging infrastructure safe and connect people across the globe.



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 and waste related to their manufacturing. While our 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 passenger and commercial vehicles, clean energy solutions, 5G networks, cloud computing, artificial intelligence, wearable devices, the Internet of Things both for consumers and companies, new airplane technologies and rural broadband rollouts, just to name a few. Several key global trends are driving growth for our company, including clean and efficient energy generation, connected and mobile solutions, higher data speed requirements, increasing complexity and harsher environments. Our products serve to enable these important global trends, many of which help to support a more sustainable future.



Aiding Climate Change Research

Amphenol Temposonics

Amphenol sensors can operate in harsh environments, but none get as cold as the linear-position sensors embedded in hydraulic piles under the Neumayer Station III in Antarctica. The station supports living and working spaces for up to 40 scientists throughout the year who undertake meteorological, geophysical and ecological studies specific to the climatic conditions of the South Pole. Since 2009, Temposonics has provided linear position sensors to the polar research base, preventing it from being buried in the region's perpetual ice and ensuring the safety of the scientists at the Alfred Wegener Institute for Polar and Marine Research.



The station's construction on 16 hydraulic piles ensures that snow drifts can pass under the building. In addition, a hydraulic lifting system compensates for the remaining snow accumulation and resulting height changes to minimize the tension on the steel frame. Temposonic's magnetostrictive position sensors monitor the position, movement and levels of each pile to determine each cylinder's elevation. This data is then transmitted back to the control system, which corrects each pile individually to keep the platform level.

Our Products' Impact

Enabling Electric Mobility

Amphenol's advanced technology solutions for hybrid and electric vehicles, as well as our electrification applications in the industrial markets, are helping to reduce emissions and support a cleaner environment. Our e-mobility portfolio combines the best of our interconnect, sensor, busbar and value-added cable assembly solutions. These products support customers across a wide variety of applications including the passenger and light vehicle, heavy equipment, grid and local auxiliary storage, marine, space, rail, mass transit and aviation markets. From designing battery flex and sensor harnesses on the battery pack, to interconnect across vehicle systems, we focus on providing safety features, robust materials and innovative designs across a broad array of solutions.



Our teams focused on the automotive and industrial markets have specialized for years in providing high-voltage, high-current connectors to electric passenger cars, rail transport and buses. Our power connectors, including those enabled by our industry-leading RADSOK contact technology, are found on batteries, power distribution units (PDUs), inverters and motors in various geometries and current requirements. These connectors provide reliable performance in the harshest environments, with integrated safety locking, vibration resistance and other critical safety features. We also offer high-power in-car chargers, enabling the electricity generated by a vehicle's battery to be used outside the vehicle. Our solutions also include customized cable assemblies which integrate our connectors to provide connectivity within the body of electric vehicles.



In electric vehicles, our sensor and busbar solutions support cell connection systems (CCS) for battery cells and our flexible printed circuit solutions reduce the need for wires and produce a more compact solution for these systems. Amphenol also offers combined pressure and temperature sensors around the battery coolant to help maintain optimum battery temperature and prevent dangerous thermal runaway events.

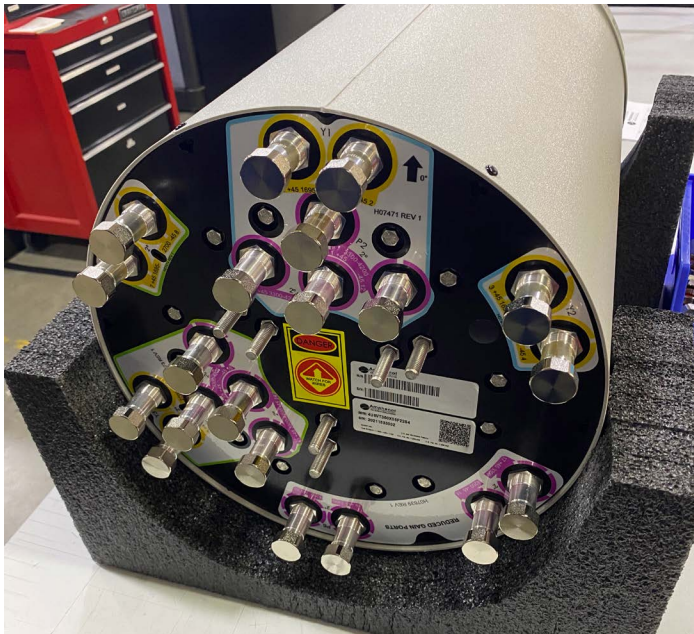
Beyond vehicles, our products also support charging infrastructure across both passenger and commercial vehicles. We offer charging inlets, connectors and cable assemblies for the vehicle and charging post. Many of our infrastructure products offer safety features like locking mechanisms for the charging connectors and liquid-cooled solutions to prevent overheating. Our unique offerings in all of these areas are helping create safer, more efficient and cleaner products for our customers.



Our Products' Impact

Connecting People and Technology

The move to 5G wireless networks creates significant growth opportunities across virtually all of Amphenol's end markets. In the 5G infrastructure market, our interconnect, fiber optic, cabinet and enclosure, cable and antenna solutions help increase the performance, availability and reliability of wireless communication networks throughout the world. In addition, our 5G solutions for mobile devices are designed to enable these devices to support higher data speeds.

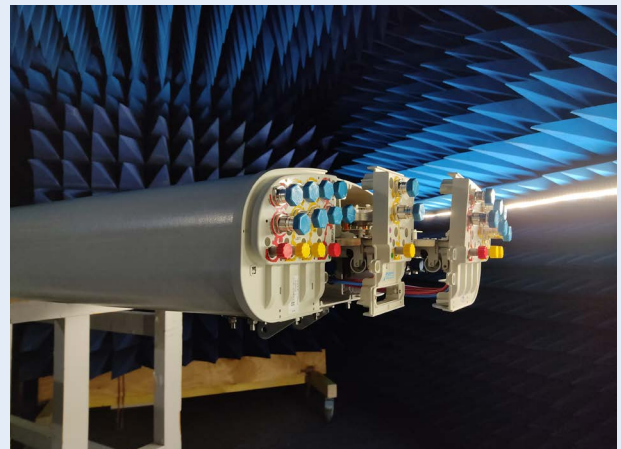


The new use cases created by 5G technologies are also a significant growth opportunity, with many of these solutions helping support a more sustainable future. In the automotive market, Amphenol will benefit from new technologies enabled by 5G like connected vehicles and autonomous driving. In the medical market, remote surgery applications create new opportunities for interconnect solutions. Across a broad range of other industries, the continued proliferation of smart city infrastructures, artificial intelligence, virtual training, real-time health monitoring and the growth in Internet of Things devices will all be further enabled by 5G.

Sustainable 5G Infrastructure

Amphenol Antenna Solutions

Across the mobile network industry, the practice of installing new antennas each time there is a technology update has resulted in thousands of still-useful antennas being discarded each year. In 2021, our team at Amphenol Antenna Solutions announced a new upgradeable antenna called Integra, which allows mobile network operators to keep their base station technology up to date while also helping reduce their operators' environmental footprint. Under the Integra solution, used antennas can be returned to Amphenol Antenna Solutions where they are refurbished and upgraded in order to be installed at other sites. During the upgrade process, modules with current technology are refurbished, while antenna modules that are obsolete are replaced with up-to-date parts. The whole antenna is then tested, certified and warranted to the same high standard as Amphenol Antenna Solutions' other antenna solutions.



By using our Integra solution, mobile network operators are able to keep their installed network infrastructure up to date with the latest technologies, while also ensuring they are reducing their contribution to waste and landfills.

Supply Chain

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



Supply Chain

Human Rights and Fair Labor Practices

We seek to partner with suppliers who conduct their business 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, child 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, we have zero tolerance for human trafficking and slavery. Additionally, we strive to respect the rights of all stakeholders through our commitment to the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Our [Global Human Rights Policy](#) reinforces our responsibility to respecting and promoting human rights in our relationships with our employees, suppliers and members of the communities in which we operate.

In 2021, Amphenol updated its Supplier Code of Conduct and Supplier Responsible Labor Policy to align with the new requirements released by the Responsible Business Alliance (RBA) in January 2021. We continue to assess our supply chain and engage with our most at-risk Tier 1 Direct suppliers through a targeted outreach campaign to ensure they are adhering to our standards. We are also committed against the use of Conflict Minerals and actively survey our supply chain on an annual basis to ensure we do not knowingly use these materials.

As a member of the RBA, we contribute to the world's largest industry coalition dedicated to corporate responsibility in global supply chains. We continue to actively evaluate the tools and services our RBA membership provides, including but not limited to RBA's Responsible Labor Initiative (RLI), RLI's Responsible Workplace Program, RLI's Responsible Recruitment Program, and the Supplemental Validated Audit Process (SVAP), to determine which tools may be the most effective in supporting our responsible and ethical labor programs. Amphenol also continues to ensure that a "no fees" recruitment program is in place such that recruitment costs are borne by the Company, not its employees. This program also covers Amphenol's Tier 1 Direct suppliers.

Sustainable Supply Chain

We are taking steps to integrate sustainability into our supply chain. For example, 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. Our goal is a collaborative supply chain that seeks to reduce its environmental and social impact while simultaneously enhancing the long-term sustainability of our planet. In addition, we regularly review our raw materials and components for regulated substances to assess our products' conformity with customer-specific requirements and industry standards (i.e., Halogen-Free, Lead-Free), as well as other applicable regulations such as California Proposition 65, the U.S. Toxic Substances Control Act (TSCA), Restriction of Hazardous Substances (RoHS) and Registration, Evaluation & Authorization of Chemicals (REACH).

Supply Chain

Conflict and Responsible Minerals

Amphenol seeks to go beyond local and customer requirements in our efforts to be a good corporate steward. In accordance with the U.S. Securities and Exchange Commission's Conflict Minerals regulations, we manage a comprehensive Conflict Minerals program that ensures we do not knowingly use tin, tantalum, tungsten or gold (3TG), which 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 and cobalt used in our products to ensure the appropriate reasonable country of origin inquiry (RCOI) and due diligence has been performed, as detailed in our latest [Conflict Minerals Report](#). In 2021, we again expanded the scope of our responsible minerals program beyond 3TG and cobalt to include mica, a mineral commonly used in electronics manufacturing.

Amphenol is also a member of the 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. Our responsible minerals program is designed around and operates under the principles of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Although Amphenol has determined that its European operations are not directly in-scope for the European Union (EU) Conflict Minerals Regulation and its conflict-affected and high-risk areas (CAHRAs) purview, we routinely assess our status and continue to support our customers who are in-scope.



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 both follow the law and adhere to the highest ethical standards 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

We are committed to the health, safety and well-being of our 90,000 employees around the world. We deliver on this commitment by ensuring they are safe at work, fostering an inclusive work environment where differences are valued, and developing and training our people. We also recognize the importance of our local communities, and we do our part to help improve and protect them.



One Team

Workplace Safety and Well-Being

Keeping our employees safe has always been one of our highest priorities at Amphenol, and during the pandemic our teams took added steps to prevent the spread of COVID-19 in our facilities. To protect our factory employees, we required health screenings, offered face masks and hand sanitizer, upgraded building ventilation systems and installed non-touch doors, drinking fountains and sanitation stations. Where practical and appropriate, we have expanded our remote work options to help our employees optimally manage their work and personal responsibilities. We have also restructured our healthcare initiatives to better include remote workers and their unique needs.

At the beginning of the pandemic, we established the **Amphenol Frontline** team, comprised of volunteers from a range of disciplines across the Company. The team has utilized a multi-faceted approach to support our businesses, including providing signage promoting general guidelines and best practices, hosting webinars on health, vaccine safety and operational topics like air quality and conducting training on how to best implement social distancing and contact tracing. In addition, in the U.S. the team sourced a quick-turnaround COVID-19 testing solution, which was made available to all of our U.S. facilities.

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. Our corporate EHS&S team works closely with our local teams to ensure our facilities are operating safely. To support a safe working environment for our factory workers, most of our operations have safety committees and some employ safety management systems, including ISO 45001. While our safety training is conducted locally, our employee training hours are tracked at a corporate level through our internal reporting systems. 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 best fits the needs of our global workforce.

Promoting Vaccinations

When COVID-19 vaccines became available in early 2021, our teams around the world worked quickly to protect our employees. At a corporate level, we worked to educate our workforce on the importance of vaccinations, helped allay efficacy and safety concerns and encouraged each of our employees to get vaccinated. At a local level, many of our facilities around the world organized vaccination clinics for our employees, their families and, in some cases, for community members in order to help stop the spread of this deadly virus.

Amphenol Alden Products – Hermosillo, Mexico

Our team at Amphenol Alden Products in Hermosillo, Mexico realized the importance of providing employee access to vaccinations as quickly and conveniently as possible. After consulting with the local health department, our team worked with other local industrial companies to set up a vaccination clinic at our facility. As the leader and host of the vaccination program, Amphenol Alden was able to mobilize more than 20 different companies to provide supplies including water, chairs, food, transportation, paramedics and cleaning staff to support the event.



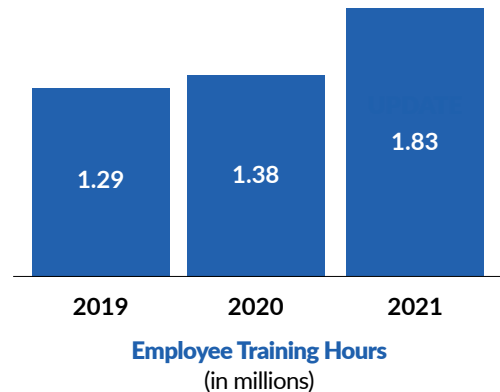
The vaccination campaign began in May 2021 with the first dose, followed by a second dose administered in October 2021. In total, over 30,000 doses were administered to our employees, the employees of other local industrial companies and members of the local community.

One Team

Talent Development

We want to ensure that our business remains competitive, which means supporting our employees with the training and tools they need to develop and enhance their professional skills. Our businesses around the world support continuous learning and advanced training for the development of new skills. We also enable employee transfers to support new job opportunities in different business units or when employees choose to relocate. In addition, some of our facilities offer tuition reimbursement to support employee development and life-long learning. Our implementation of new systems for virtual training in 2020 received overwhelmingly positive

feedback and we expanded the program in 2021. As a result, our training hours increased significantly from prior years.



Supporting Future Talent

Amphenol Technology Zhuhai - Zhuhai, China

Our Amphenol Technology facility in Zhuhai, China collaborates with a local university on design and process improvement projects. The facility's manufacturing and research and development teams work with the professors to develop projects for university-wide design competitions. Knowledge gained from these competitions supports students in their professional and technical development and the program helps attract talented engineers to our facility.



Amphenol FCI - Dongguan, China

To encourage and enhance the technical skills of local employees, the Dongguan government launched a training certification program in 2021. Our team opted to offer the training to our technicians and operators in four key process areas: stamping, molding, plating and assembly. As part of the program, our facility was able to enhance best practices at the site and benefit from experts who visited to provide technical advice and skills assessment to the participants. Along with the new skills acquired through the program, employees received the benefit of becoming registered permanent residents, higher pension benefits and the option to send their children to the local public school. After six months, and numerous audits and reviews, 306 of our employees successfully passed the qualification examination.

One Team

Community Outreach

Our facilities actively engage with their local communities because we realize how critical the health and vitality of these communities are to our own employees and to our business. The majority of our community outreach is conducted locally at the facility level, which helps ensure that our efforts are directly supporting the communities where our employees live and work. Some of these activities 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. Additionally, Amphenol takes pride in our efforts to engage with individuals in local communities by providing employment opportunities through Amphenol's job fairs and internship opportunities, collaborating with the local governments and conducting outreach and recruitment at local universities.

Amphenol Aerospace Operations - Sidney, New York

Our employees at our Aerospace Operations in Sidney, New York participated in an Earth Day cleanup in May 2021 to help remove trash from local roads. The event was conceived by members of the facility's Amphenol Committee for positive Transformation (ACT) as a way to celebrate Earth Day and support the local community. The facility is part of a close-knit, small town, and our team views any improvement in the local community as a benefit to its own business. Forty employees devoted their time to picking up roadside trash, resulting in many bags of waste and a cleaner environment.



Amphenol Technology - Kocani, Macedonia

In celebration of the eight-year anniversary of Amphenol Technology's presence in Macedonia, our team financed and donated funds for the construction of a children's playground at the kindergarten in Kocani. The children's playground has since been completed and remains an enduring contribution by our local team in support of the children in the community where our employees live and work.



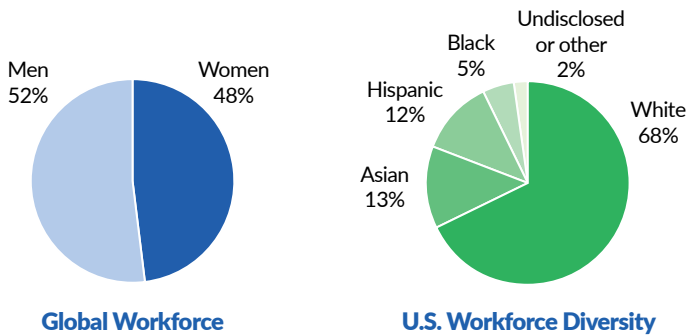
Amphenol Procom - Frederikssund, Denmark

Amphenol Procom has a long history of cooperating with their local community to help people become integrated into the labor market. Our team sponsors a four-month program that works with individuals who have physical or mental disabilities, lack language and cultural proficiency or have been out of the workforce for an extended period of time. Each year the program develops customized plans for a handful of individuals, providing each candidate with a personal mentor who introduces them to the work, looks after their well-being and acts as the communication contact with local social authorities. Over the years, Amphenol Procom has trained many individuals and been able to offer them important work skills. Many candidates move on to jobs in production, but in one less typical example, a refugee with a telecom engineering background who lacked knowledge of the Danish language was able to return to his prior field of expertise after four years employed in Procom's technical department.

One Team

Diversity, Equity and Inclusion

Amphenol is a global, multicultural company and our employees reflect the diversity of our geographic footprint. At the end of 2021, just over 60% of our workforce was located in the Asia-Pacific region, with 23% in North America and 15% in Europe. As of our last EEO-1 filing in 2020, which is available on our website, 68% of our U.S. workforce identified as white, 13% identified as Asian or Pacific Islander, 12% identified as Hispanic and 5% identified as Black. We plan to make our 2021 EEO-1 filing publicly available when it is finalized later this year.



At Amphenol, we aim to create an inclusive working environment where all employees are respected and treated equitably. While our company spans the globe, we remain agile by not standardizing our approach across our businesses. 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 communities in which they live.

A key 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 and their controllers, as well as our group general managers and controllers, division presidents and controllers and our corporate executive team. Women represented 28% of this core management team at the end of 2021. Of our total employees worldwide, approximately half are women.

Valuing Diversity



We are committed to fostering a culture of equity, inclusion and belonging across our organization. We value differences and believe that a diversity of views leads to better long-term outcomes for our business. To codify these values and guide our efforts, in 2021, we established our [Diversity, Equity and Inclusion Policy](#). The policy promotes maintaining a culture of respect and appreciation of differences in our workforce, which include but are not limited to dimensions such as sex, gender identity or expression, sexual orientation, age, color, race, ethnicity, national origin, language, religion, education, political belief, disability, family or marital status, socio-economic status and veteran status. Amphenol strongly believes everyone has the right to a safe and inclusive work environment, and as such, bias and discrimination against these characteristics and others are not tolerated.

In 2021, we began the process of surveying our U.S. workforce to ensure our organization fosters equity, inclusion and belonging. With the help of a leading third-party diversity advisor, we surveyed and received feedback from our executives and headquarters staff. We plan to roll out the survey to other U.S. businesses in the coming year.

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, reviewed and overseen by Amphenol's Board of Directors.



Amphenol's Board of Directors from left to right: Edward G. Jepsen, Robert A. Livingston, John D. Craig, Nancy Altobello, Martin H. Loeffler (Chairman), R. Adam Norwitt (Chief Executive Officer), Stanley L. Clark, Anne Clarke Wolff, David P. Falck (Presiding Director) and Rita S. Lane

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 annually 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 2021, we announced the appointment of Nancy Altobello to our Board of Directors. Nancy brings more than three decades of global audit and talent management experience to the Amphenol board.

Our Board is currently comprised of ten directors, including our Chairman and our Presiding Director. John Craig will be retiring from the Board at the conclusion of his current term in May 2022. We would like to thank John for all of his many contributions to the Amphenol Board and wish him well in his retirement.

Over the past four years, we have undertaken a significant effort to refresh our board with the election of four new directors, including three 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 ten current directors, two were 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+. Three 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
- All 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

In addition, the Company recently amended its By-Laws and Corporate Governance Principles to provide for majority voting in uncontested director elections, combined with a requirement that the Board nominate only director candidates who tender advance, irrevocable resignations that will become effective upon the occurrence of both (i) the failure to receive the required majority vote for re-election and (ii) acceptance by the Board. The recent amendments also adopt a plurality voting standard for contested director elections.

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 anti-corruption and anti-competitive behavior as well as a number of other important topics. 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. 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, sustainability, cybersecurity, ethics, pay-for-performance, Board and management succession planning, human capital management, 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. During each of our monthly management operation reviews our CEO and CFO provide feedback on risk management practices to our operating management teams. Our operating management is required to consider risks and risk mitigation strategies as part of their annual budget processes and strategic planning processes and to include specific mitigation strategies. 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.

Human Capital Management and Culture Oversight

Our Board is actively involved in overseeing the Company's employee-related 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 of its regularly scheduled quarterly meetings, the Board reviews changes in key personnel and, multiple times a year, meets with management to discuss various human resources related topics, including talent development, succession planning, diversity, equity and inclusion initiatives, compensation and culture. We believe the Company's culture has been a critical component of the Company's success and reinforcing that culture is a key responsibility of our executive management.

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.

Responsible Business

Sustainability Oversight

Amphenol's sustainability initiatives are governed by a structure of leadership, oversight and goals that encompass our entire company. These initiatives are governed by a number of policies which outline our principles including in particular our [Diversity, Equity and Inclusion Policy](#), [Environmental Policy](#), [Global Human Rights Policy](#) and our [Health and Safety Policy](#).

Our Board of Directors oversees the Company's sustainability programs. The Nominating & Corporate Governance Committee's responsibilities expressly include "assisting the Board in fulfilling its responsibilities for oversight of relevant sustainability and corporate social responsibility policies, strategies and programs."

At a management level, our senior leadership team is responsible for managing our sustainability programs. In particular, Amphenol's VP of Environmental, Health, Safety and Sustainability is tasked with managing our company-wide sustainability efforts. In addition, our Sustainability Steering Committee includes cross-functional and cross-organizational representatives who meet formally on at least a semi-annual basis. This Committee evaluates company-wide sustainability data, recommends appropriate goals to our executive team and coordinates the Company's sustainability activities across the Company. Consistent with Amphenol's broader culture of empowerment and accountability, our local management teams are responsible for executing our sustainability programs and achieving our sustainability goals.

Cybersecurity

Our Board of Directors maintains oversight responsibility relating to our information security and cybersecurity program, with assistance from the Audit Committee of the Board. At least annually, our senior leadership team (including the leaders of our Information Technology and Internal Audit teams)

provides an overview of our information security and cybersecurity program to the full Board. In an effort to reduce the likelihood and severity of cyber intrusions, the Company has a comprehensive and evolving cybersecurity program designed to protect and preserve the confidentiality, integrity and availability of our data and systems. We regularly perform risk assessments and penetration tests relating to cybersecurity and technology risks. We also conduct regular workforce training to instruct employees how to better identify cybersecurity concerns and to avoid actions that might inadvertently allow outsiders to access our systems. Our greatest asset in combatting information security and cyber-related risks remains the Company's decentralized information technology infrastructure, where each business unit maintains a separate and distinct information technology system.

Data Privacy

Amphenol is committed to protecting the privacy and security of the personal data of our employees, customers, suppliers and other business contacts. Safeguarding personal data is a top priority. Amphenol's privacy compliance program is managed by a core team of compliance professionals, with both Board and executive management oversight.

As part of our commitment to data privacy, we maintain a compliance program designed to provide consistent safeguards of personal data and ensure compliance with applicable privacy and data protection laws. We have detailed policies and procedures for the protection and handling of personal data, which we update regularly. In addition, we train relevant employees on data privacy topics. In 2021, we did not receive any complaints from regulatory bodies or outside parties concerning breaches of customer privacy.

Responsible Business

Anti-Competitive Practices

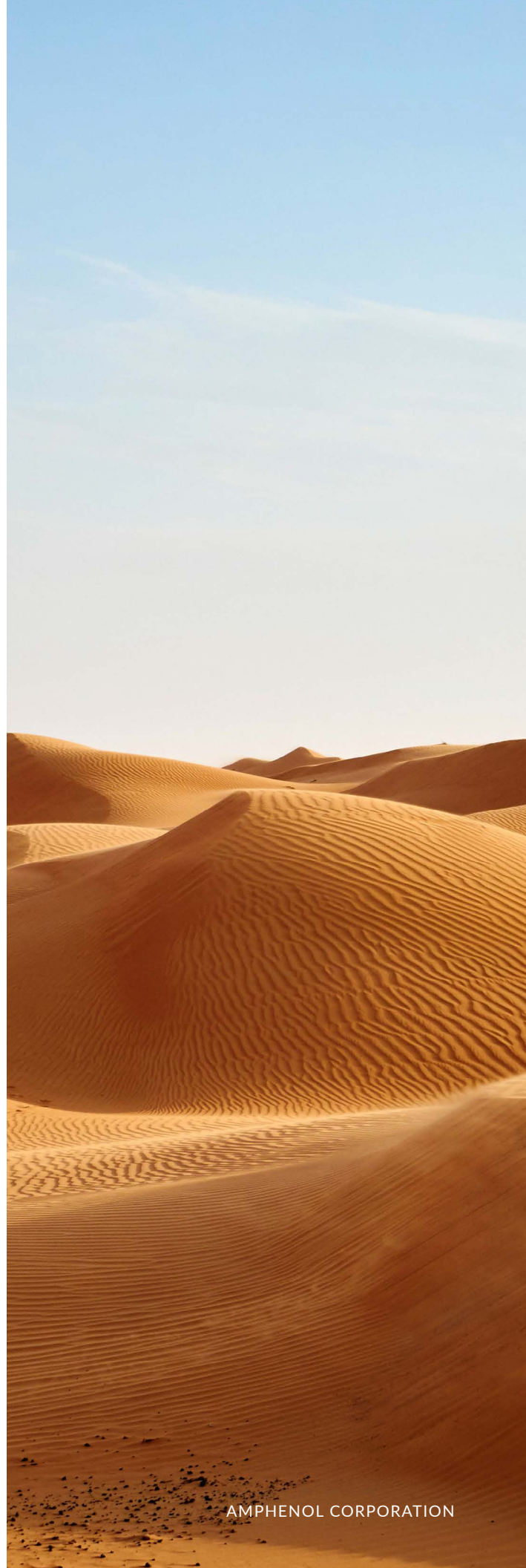
We seek competitive advantages through superior performance, never through unethical or illegal business practices, as outlined in our [Code of Business Conduct and Ethics](#). Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent or inducing such disclosures by past or present employees of other companies is strictly 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 anticompetitive practices, corruption or bribery.

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 2021, we did not contribute any money to political campaigns, political organizations or organizations engaged to lobby directly 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. Beginning in 2022, our annual incentive bonus plan was amended to add both sustainability and risk management performance as discretionary factors in assessing an employee's overall bonus payout. A comprehensive discussion of executive compensation can be found in our definitive proxy statement.



Appendix A

GRI Content Index

Amphenol has reported the information cited in this GRI content index for the period 2021 fiscal year with reference to the GRI Standards. In alignment with the requirements in GRI 1: Foundation 2021 Standard, this material references: Disclosures 2-1 to 2-18, 2-22 to 2-27, and 2-29 from GRI 2: General Disclosures 2021; Disclosures 3-1 to 3-3 from GRI 3: Material Topics 2021; 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 306-1 to 306-5 from GRI 306: Waste 2020; Disclosures 403-1, 403-5 and 403-9 from GRI 403: Occupational Health & Safety 2018; Disclosure 404-1 to 404-2 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. Note that the following Disclosures under GRI 2: General Disclosures 2021 were not included as we do not report this information: 2-19 Remuneration policies; 2-20 Process to determine remuneration; 2-21 Annual total compensation ratio; 2-28 Membership associations; and 2-30 Collective bargaining agreements. This 2021 Sustainability Report and the data within have not been externally verified.

Disclosure Number	Disclosure Title	Location
GRI 2: General Disclosures 2021		
2-1	Organizational details	About Amphenol (p. 4-5)
2-2	Entities included in the organization's sustainability reporting	2021 10-K Report; About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6)
2-3	Reporting period, frequency and contact point	2021 10-K Report; About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); back cover
2-4	Restatements of information	About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6)
2-5	External assurance	Our Sustainability Approach and Progress (p. 6)
2-6	Activities, value chain and other business relationships	2021 10-K Report
2-7	Employees	About Amphenol (p. 4-5); One Team (p. 21-25); Appendix C: ESG Metrics
2-8	Workers who are not employees	One Team (p. 21-25); Appendix C: ESG Metrics
2-9	Governance structure and composition	2021 10-K Report; 2022 Proxy Statement; Responsible Business (p. 27-30)
2-10	Nomination and selection of the highest governance body	2021 10-K Report; 2022 Proxy Statement; Responsible Business (p. 27-30)
2-11	Chair of the highest governance body	2021 10-K Report; 2022 Proxy Statement; Responsible Business (p. 27-30)
2-12	Role of the highest governance body in overseeing the management of impacts	2021 10-K Report; 2022 Proxy Statement; Responsible Business (p. 27-30)
2-13	Delegation of responsibility for managing impacts	2021 10-K Report; 2022 Proxy Statement; Responsible Business (p. 27-30)
2-14	Role of the highest governance body in sustainability reporting	2021 10-K Report; 2022 Proxy Statement; Responsible Business (p. 27-30)
2-15	Conflicts of interest	2021 10-K Report; 2022 Proxy Statement
2-16	Communication of critical concerns	2021 10-K Report; 2022 Proxy Statement

Disclosure Number	Disclosure Title	Location
GRI 2: General Disclosures 2021 (continued)		
2-17	Collective knowledge of the highest governance body	2021 10-K Report; 2022 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2021 10-K Report; 2022 Proxy Statement
2-21	Annual total compensation ratio	2022 Proxy Statement
2-22	Statement on sustainable development strategy	A Message from R. Adam Norwitt (p. 3); Our Sustainability Approach and Progress (p. 6)
2-23	Policy commitments	A Message from R. Adam Norwitt (p. 3); About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Our Sustainability Goals (p. 7); Supply Chain (p. 19); Responsible Business (p. 28-29)
2-24	Embedding policy commitments	About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Our Sustainability Goals (p. 7); Supply Chain (p. 19); Responsible Business (p. 28-29)
2-25	Processes to remediate negative impacts	Responsible Business (p. 28)
2-26	Mechanisms for seeking advice and raising concerns	Responsible Business (p. 28)
2-27	Compliance with laws and regulations	Supply Chain (p. 19-20); Responsible Business (p. 28-29); Appendix C: ESG Metrics
2-28	Membership Associations	Supply Chain (p. 19-20)
2-29	Approach to stakeholder engagement	Our Sustainability Approach and Progress (p. 6); Stakeholder Engagement (p. 8)
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Our Sustainability Approach and Progress (p. 6); Stakeholder Engagement (p. 8); Applied throughout report
3-2	List of material topics	Our Sustainability Approach and Progress (p. 6); Stakeholder Engagement (p. 8); Applied throughout report
3-3	Management of material topics	Our Sustainability Approach and Progress (p. 6); Stakeholder Engagement (p. 8); Applied throughout report
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2021 10-K Report; Appendix C: ESG Metrics
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Responsible Business (p. 28-30); Appendix B: SASB Alignment
205-3	Confirmed incidents of corruption and actions taken	Responsible Business (p. 28-30); Appendix B: SASB Alignment
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Responsible Business (p. 30); Appendix B: SASB Alignment
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Environmental Responsibility (p. 10); Appendix B: SASB Alignment; Appendix C: ESG Metrics
302-3	Energy intensity	Environmental Responsibility (p. 10); Appendix C: ESG Metrics

Disclosure Number	Disclosure Title	Location
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	Environmental Responsibility (p. 12); Appendix C: ESG Metrics
303-4	Water discharge	Appendix C: ESG Metrics
303-5	Water consumption	Appendix C: ESG Metrics
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility (p. 10); Appendix C: ESG Metrics
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility (p. 10); Appendix C: ESG Metrics
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility (p. 10); Appendix C: ESG Metrics
305-4	GHG emissions intensity	Environmental Responsibility (p. 10); Appendix C: ESG Metrics
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Environmental Responsibility (p. 13); Appendix B: SASB Alignment
306-2	Management of significant waste-related impacts	Environmental Responsibility (p. 13); Appendix B: SASB Alignment
306-3	Waste generated	Environmental Responsibility (p. 13); Appendix B: SASB Alignment; Appendix C: ESG Metrics
306-4	Waste diverted from disposal	Environmental Responsibility (p. 13); Appendix C: ESG Metrics
306-5	Waste directed to disposal	Environmental Responsibility (p. 13); Appendix C: ESG Metrics
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	One Team (p. 22); Appendix C: ESG Metrics
403-5	Worker training on occupational health and safety	One Team (p. 22); Appendix C: ESG Metrics
403-9	Work-related injuries	Appendix C: ESG Metrics
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Appendix C: ESG Metrics
404-2	Programs for upgrading employee skills and transition assistance programs	One Team (p. 23)
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	One Team (p. 25); Responsible Business (p. 27)
GRI 415: Public Policy 2016		
415-1	Political contributions	Responsible Business (p. 30); Appendix C: ESG Metrics

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). Included in our table are topics we have identified as material and we are currently able to report on.

SASB Code	Accounting Metric	Units	2019	2020	2021
Energy Management					
RT-EE-130a.1	(1) Total energy consumed	gigajoule	2,481,094	2,662,186	3,128,301
	(2) Percentage grid electricity	%	77%	79%	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. Based on our facility calculations, we estimate our percent of purchased renewables were 14%, 19% and 5% in 2021, 2020 and 2019, respectively, as noted in Appendix C. 3.2 The percentage has been calculated as renewable energy consumption divided by total energy consumption.				
Hazardous Waste Management					
RT-EE-150a.1	(1) Amount of hazardous waste generated	metric tons	6,296	5,155	6,732
	(2) Number and aggregate quantity of reportable spills	#	0	0	0
RT-EE-150a.2	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 \$50,000 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 systems 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 2021 10-K SEC filing, Item 1A, Risk Factors, Risks related to our global operations, page 14. 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

Appendix C

ESG Metrics

	Units	2019	2020	2021
Manufacturing Facilities in Scope	number	176	191	226
Environmental Data				
Energy Consumption				
Fuel from non-renewable sources				
Natural gas	MWh	68,294	82,494	97,578
Other (liquefied petroleum gas, liquefied natural gas, heavy fuel oil, gasoline, diesel)	MWh	85,361	45,795	61,481
Fuel from Renewable Sources				
Renewable produced/consumed on-site	MWh	3,025	3,033	3,185
Purchased Electricity	MWh	529,699	586,332	687,817
Non-renewable purchased electricity	MWh	503,965	476,304	593,095
Renewable purchased electricity	MWh	25,739	110,028	94,722
Percent Renewables in Purchased Electricity	%	5%	19%	14%
Purchased Heat/Steam ¹	MWh	2,815	21,842	18,913
Energy Intensity	MWh/\$M revenue	83.8	86.0	79.9
Total	MWh	689,193	739,497	868,973
Greenhouse Gas Emissions²				
Direct (Scope 1) ³	metric tons CO ₂ e	39,854	31,283	38,057
Indirect (Scope 2)				
Location-based ⁴	metric tons CO ₂ e	271,626	306,475	349,458
Market-based ⁵	metric tons CO ₂ e	-	-	364,338
Total (Scope 1 & 2)	metric tons CO₂e	311,480	337,758	402,394
Greenhouse gas emissions intensity (Scope 1 and 2)	metric tons CO ₂ e/\$M revenue	37.9	39.3	37.0
Indirect (Partial Scope 3: Categories 2, 3, 5, 8 and 13) ⁶	metric tons CO ₂ e	-	-	410,590
Water Management				
Groundwater intake	megaliters	295	342	356
Water distribution system supply	megaliters	2,856	2,949	3,267
Fresh surface water intake	megaliters	12	2	22
Total Withdrawal	megaliters	3,163	3,293	3,644
Total Discharged	megaliters	-	2,871	3,082
Net Water Consumption	megaliters	-	421	563
Water Withdrawal Intensity	megaliters/\$M revenue	0.38	0.38	0.34
Environmental Incidents and Violations				
Incidents or violations \$50,000 or greater	number	0	0	0

Environmental Data (continued)	Units	2019	2020	2021
Waste Management				
Total waste generated	metric tons	32,200	34,184	43,032
Total waste diverted from disposal	metric tons	16,444	19,400	27,733
Total waste directed to disposal	metric tons	15,754	14,784	15,299
Total non-hazardous waste	metric tons	25,904	29,030	36,309
Total hazardous waste	metric tons	6,296	5,155	6,732
Total non-hazardous diverted from disposal	metric tons	-	16,889	23,222
Non-hazardous waste reused	metric tons	-	441	742
Non-hazardous waste recycled	metric tons	-	14,965	19,480
Non-hazardous waste otherwise recovered	metric tons	-	1,484	2,999
Total non-hazardous waste directed to disposal	metric tons	-	12,141	13,078
Non-hazardous waste incinerated with energy recovery	metric tons	-	2,674	3,297
Non-hazardous waste incinerated without energy recovery	metric tons	-	1,263	1,347
Non-hazardous waste landfilled off-site or permanent on-site holding	metric tons	-	6,270	6,762
Non-hazardous waste otherwise disposed	metric tons	-	1,933	1,672
Total hazardous waste diverted from disposal	metric tons	-	2,511	4,511
Hazardous waste reused	metric tons	-	33	86
Hazardous waste recycled	metric tons	-	1,114	2,815
Hazardous waste otherwise recovered	metric tons	-	1,364	1,610
Total hazardous waste directed to disposal	metric tons	-	2,644	2,221
Hazardous waste incinerated with energy recovery	metric tons	-	204	290
Hazardous waste incinerated without energy recovery	metric tons	-	518	621
Hazardous waste landfilled off-site or permanent on-site holding	metric tons	-	308	230
Hazardous waste otherwise disposed	metric tons	-	1,614	1,079
Social Data				
Employees in Scope				
Amphenol employees	number	57,809	59,460	65,162
Contract employees	number	11,200	17,068	20,208
Interns	number	-	723	218
Full-time workers	number	68,313	75,375	84,621
Part-time workers	number	696	1,153	1,061
Amphenol Employees Total Hours Worked	hours	136,314,702	143,820,478	159,162,591
Contract Employees Total Hours Worked	hours	-	42,836,553	55,733,441
Training				
Total hours	hours	1,286,425	1,377,022	1,825,061

Social Data (continued)	Units	2019	2020	2021
Injuries and Safety Incidents				
Total Lost-Time Injuries				
Amphenol employees	number	318	259	295
Contract employees	number	50	30	17
Total Lost-Time Injuries ratio				
Amphenol employees	Injuries per 200,000 hours worked	0.47	0.36	0.37
Contract employees	Injuries per 200,000 hours worked	-	0.14	0.06
Work-related fatalities				
Amphenol employees	number	0	0	0
Contract employees	number	0	0	0
Facilities with safety committees	number	155	163	199
Governance Data				
Employees				
Total employees worldwide at year-end, approximate	number	74,000	80,000	90,000
Total percentage of female employees worldwide	%	51%	49%	48%
Total percentage of women in core management	%	29%	29%	28%
Revenue				
Total	\$ in millions	8,225	8,599	10,876
Environmental Health and Safety Management				
Facilities with ISO 14001 management systems	number	94	98	112
Facilities with ISO 45001 management systems	number	22	27	28
Political Contributions				
Total spent on contributions to political campaigns, political organizations or lobbying	\$ in millions	0	0	0

Footnotes:

- Includes 1,847 and 2,162 MWh of renewable purchased heat/steam for 2020 and 2021, respectively.
- Metric tons CO₂ equivalence (MTCO₂e) were calculated using methodology as outlined by the World Resource Institute Greenhouse Gas Protocol.
- 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 2021 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).
- Scope 2 location-based emission factor sources include purchased electricity emission factors from the EPA eGrid, IEA, as well as emission factors for heat, steam and cooling from utility suppliers.
- Scope 2 market-based emission factor sources include purchased electricity emission factors from the EPA eGrid, IEA, Green-e Residual Mix, the Associations of Issuing Bodies (AIB), utility specific emission factors, as well as emission factors for heat, steam and cooling from utility suppliers.
- Partial Scope 3 value includes estimated emissions associated with categories 2, 3, 5, 8 and 13 (capital goods, fuel- and energy-related activities (not included in Scope 1 or Scope 2), waste generated in operations, upstream and downstream leased assets, respectively) only. Amphenol estimates that its total Scope 3 emissions likely represent 90% of the Company's total emissions.

Notes:

- Years for which no data were collected are represented by a ' - '.
- 'Workers' implies Amphenol, contractor and intern employees.
- All periods noted are for their respective calendar year.
- The boundaries of Amphenol's emission assessment are in-scope manufacturing facilities under our operational control, and the gases included are CO₂, CH₄, N₂O, and certain refrigerants, which are all reported as CO₂ equivalent.
- The scope of the data for 2021 is all manufacturing facilities under Amphenol's organizational control. For 2020 and 2019, with the exception of governance data for employees, revenue and political contributions, the scope was manufacturing facilities under Amphenol's organizational control, which were greater than 1000 square meters.

Appendix D

TCFD Disclosure

Governance

Disclose the organization's governance around climate-related risks and opportunities.

a) Describe the Board's oversight of climate-related risks and opportunities.

Our Board of Directors, including through its various committees, oversees climate-related risks as part of its broader risk management responsibilities. The Board's risk management oversight takes place throughout the year at each regularly scheduled meeting of the Board and its committees. The responsibilities of the Nominating & Corporate Governance Committee expressly include "assisting the Board in fulfilling its responsibility for oversight of relevant sustainability and corporate social responsibility policies, strategies and programs." Certain members of the Company's senior management provide regular updates to the Board and appropriate committees on the Company's ESG risks, opportunities, priorities, initiatives and progress towards goals, including with respect to climate-related risks and opportunities.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

Senior management is responsible for assessing and managing climate-related risks and opportunities. In particular, the Company's Vice President of Environmental, Health, Safety and Sustainability is tasked with managing our company-wide sustainability efforts and keeps senior management apprised of potential climate-related initiatives and opportunities. In addition, our Sustainability Steering Committee includes cross-functional and cross-organizational representatives who meet formally on at least a semi-annual basis. This Committee evaluates company-wide sustainability data, recommends appropriate goals to our senior management and coordinates the Company's sustainability activities across the Company. The Company's Chief Executive Officer, Chief Financial Officer, Senior Vice President, Human Resources, and Vice President, Investor Relations, also provide valuable input identified through engagement with shareholders, the investment community and other important stakeholders.

Additionally, senior management identifies and evaluates ESG risks (including climate-related risks in alignment with TCFD) based on their potential materiality, the probability and magnitude of the risk and the risk mitigation measures adopted by the Company. Senior management assesses energy efficiency opportunities that (1) align with the Company's overall business strategy and business model and (2) support the Company's climate-related priorities and goals.

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.

The Company evaluates its risks and opportunities with respect to climate change on three separate time scales: Short-Term (1 to 3 years), Medium-Term (3 to 7 years), and Long-Term (7 to 15 years). While current climate models predict significant and varied impacts from climate change on a global scale, given the geographically dispersed nature of our assets it is unlikely the Company's direct operations will be materially impacted over the assessed time horizons. More specifically, as of December 31, 2021, the Company operated approximately 230 manufacturing facilities across more than 40 countries, with no single operation representing a material portion of the Company's overall production. The Company is working on implementing a more focused climate-related risk assessment that is aligned with the TCFD recommendations and will consider both upstream and downstream climate-related impacts. Potential climate-related risks and opportunities to our direct operations that have been identified as part of our assessment are categorized per the TCFD guidance below.

PHYSICAL RISKS

The Company identifies climate-related physical risks as either acute or chronic. Acute risks arise from more frequent and severe extreme weather events such as floods, hurricanes or wildfires, and chronic risks are those risks that arise from the cumulative impacts of increasing temperatures, such as changing precipitation patterns and rising sea levels.

Applicability to Our Business: Physical risks, both acute and chronic, could damage our facilities, equipment and other assets; increase expenses and hamper the Company's ability to deliver for our customers; and affect our production capacity and that of our customers and suppliers.

TRANSITION RISKS

The Company identifies climate-related transition risks as those driven by the market-based need to transition to a low-carbon economy, including the development of, and investment in, new technologies and services that support this low-carbon transition. This also includes the accompanying range of legal, regulatory, policy, liability and reputational issues associated with a transition to a low-carbon economy.

Applicability to Our Business: Transition risks could increase the Company's operating costs resulting from compliance with policy-driven responses to climate change, such as those that mandate energy and fuel efficiency, regulate greenhouse gas emissions or restrict or mandate specific energy sources.

OPPORTUNITIES

The Company utilizes the TCFD-recommended guidance to evaluate climate-related opportunities. This includes actions the Company is taking around climate change mitigation aimed at supporting decarbonization, as well as climate adaptation strategies that help the Company increase its resilience to changing conditions.

Applicability to Our Business: The transition to a low-carbon economy creates enormous growth opportunities for the Company. Through our broad product portfolio, Amphenol is enabling a cleaner, safer and more sustainable world through our products. Our solutions help support climate change research, enable electric vehicles, help make charging infrastructure safe and connect people together across the globe. Within our own operations, we also have the opportunity to invest in more energy-efficient buildings and equipment to reduce operational costs and to use lower-emission or renewable sources of electricity to help reduce future regulatory transition risks.

Strategy (continued)

<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>The Company has taken measures to integrate climate-related risks and opportunities into its business strategy and financial planning. Within each of our businesses we seek to reduce the environmental footprint of our products by reducing their weight, optimizing their energy needs and limiting emissions and waste related to their manufacturing. In terms of our business strategy and financial planning, we are investing in a multitude of products that enable a cleaner, safer and more sustainable world, including products that support the growth in electric vehicles and clean energy solutions. While our 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. Furthermore, we have developed disaster preparedness protocols and training, as well as periodic assessments of the exposure of the Company's physical assets, to help mitigate climate-related risks.</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>The Company understands that climate-related physical and transition risks vary by geography, and that the magnitude of these risks will vary by the rate of global warming. The Company's approach to assessing and managing climate-related risks accounts for these different global warming scenarios. If a business as usual (BAU) scenario plays out, then global temperatures are predicted to be well above 2°C, and physical climate risks to the Company will be greater over the long term. Conversely, if the world transitions rapidly to a low-carbon economy and prevents warming above 2°C, then physical risks to the Company are expected to decrease, however the Company will face greater transition risks under this scenario.</p>

Managing Climate Change Risk

Disclose how the organization identifies, assesses and manages climate-related risks.

<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p>	<p>Currently, climate-related risks are reviewed and considered by the Board (including relevant Board committees) and senior management in the context of their broader risk management responsibilities. When evaluating the materiality of climate-related risks in relation to other risks, the Board and senior management consider (in no order of priority): (1) with respect to both transition and physical risks, (a) the financial impact (considering insurance coverage and availability of capital, as applicable) and (b) input from key stakeholders, and (2) with respect to physical risks, the extent of (a) potential damage and necessary repair activities resulting therefrom and (b) any disruption to operations and ability to support our customers. To date, the Company has generally not been materially impacted by climate-related events. If a climate-related event were to impact a Company operation, the General Manager of such operation would immediately contact senior management to keep them apprised of the impact of such climate-related event on the relevant operation. When identifying and assessing climate-related risks, members of senior management also monitor and report on the expected financial implications of any regulatory compliance or significant shift in sentiment from key stakeholders stemming from transition risks.</p>
<p>b) Describe the organization's processes for managing climate-related risks.</p>	<p>The Company's resiliency efforts play a key role in managing physical risks. Through disaster preparedness protocols and training as well as periodic assessments of the Company's physical footprint, the Company is able to reduce the extent of its exposure to such risks. In addition, the geographically dispersed nature of the Company's assets helps mitigate the impact from any single climate-related event or series of climate-related events concentrated in one geographic region, even if such events were to increase in frequency or severity. Where the measures discussed above are not adequate to protect the Company's assets, it obtains insurance coverage to offset a portion of the cost of any resulting damage and subsequent repair costs. Where existing resiliency efforts, geographically dispersed nature of assets and insurance coverage are insufficient to address all existing physical risks, the Company continuously evaluates whether additional measures or the expansion of existing measures would be prudent to further protect its operations. The Company has also implemented and explored various measures to manage transition risks, which include procuring renewable energy for our facilities and making a number of energy-efficient investments around the world. In 2021, 14% of our purchased electricity came from renewable sources and the Company has a goal of increasing the number of facilities sourcing renewable energy as part of their energy mix by the end of 2022.</p>

Managing Climate Change Risk (continued)

<p>c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>The Company is working on implementing a more focused, climate-related risk assessment process that will be aligned with the TCFD recommendations and integrated into the Company's overall risk management processes.</p>
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Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.

<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>In 2021, the Company tracked the following metrics relevant to climate-related risks and opportunities:</p> <ul style="list-style-type: none"> • Scope 1 GHG emissions; • Scope 2 (location-based and market-based) GHG emissions; • Partial Scope 3 GHG emissions (Categories 2, 3, 5, 8 and 13); • Greenhouse gas emissions intensity (Scope 1 and 2 combined emissions per unit of revenue); • Energy consumption, including fuel, heat or steam, and purchased or acquired electricity; • Energy intensity (MWh per unit of revenue); • Total waste (non-hazardous and hazardous) and by disposal type (landfill, reused, recycled, incinerated, energy recovery, other); • Water withdrawals, discharges and consumption; • Water withdrawal intensity (megaliters per unit of revenue).
<p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p>	<p>In 2021, the Company's Scope 1 and 2 GHG emissions were 38,057 and 364,338 (market-based) metric tons CO₂e, respectively. Indirect Scope 3 emissions were estimated to be approximately 410,590 metric tons CO₂e for 8 of 15 assessed categories. This amount does not represent the full extent of our indirect Scope 3 emissions, and the Company is working on implementing a more complete data capture for all Scope 3 emissions.</p>
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>In 2021, the Company had the following four active, climate-related goals, which are based on the United Nations SDGs:</p> <ol style="list-style-type: none"> 1. By the end of 2022, the Company will increase its sourcing of renewable energy for electric power used at its facilities. 2. By the end of 2022, the Company will reduce its revenue-normalized Scope 1 and 2 GHG emissions by 10% versus 2018. 3. By the end of 2022, the Company will set-up specific targets for its 15 highest process water intensive facilities. 4. By the end of 2022, the Company will identify its facilities at high risk for potential disaster incidence and strengthen current disaster response plans accordingly.

Appendix E

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



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