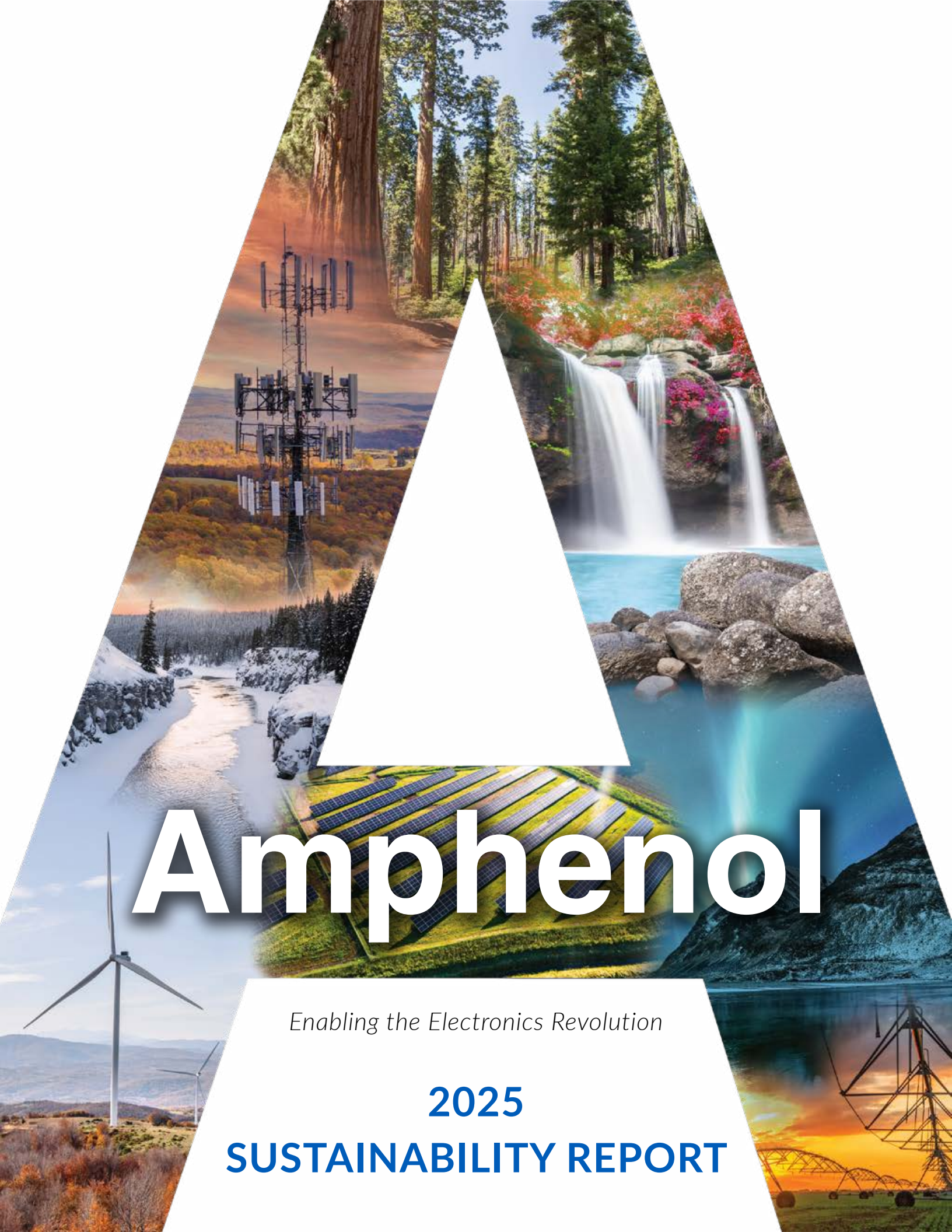

Amphenol

Enabling the Electronics Revolution

2025
SUSTAINABILITY REPORT

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You can find more information about Amphenol at amphenol.com

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

A Message from Adam Norwitt

2025 was an exceptional year for Amphenol. Our global team delivered record-breaking financial performance, with outstanding sales growth and industry-leading profitability, all while strengthening and remaining true to our entrepreneurial culture. We are also proud to have made meaningful progress on our sustainability program. During 2025, we completed three of our goals aligned with the United Nations (UN) Sustainable Development Goals (SDGs) and established three new goals as we continue to drive further sustainability improvements across the Company.

Advancing our Environmental Goals

In 2025, we achieved several key milestones in our journey toward a more sustainable future:

- Renewable Energy: We increased our use of renewable energy to 35% of our total global energy consumption, moving us closer to our 2030 target of 50%.
- Energy Efficiency: We reduced our revenue-normalized energy intensity by 20% compared to 2024 levels, continuing a multi-year trend of efficiency improvements despite the ongoing expansion of our global footprint.
- Waste Management: Our facilities successfully diverted 68% of total waste from landfills through reuse, recycling or recovery.
- Water Stewardship: We remain on track to meet our 2030 goal of reducing total water withdrawal at our top 20 facilities by 15%.

Strengthening Our Social and Governance Framework

Our commitment to sustainability extends beyond our own operations to our workforce and supply chain:

- Workplace Safety: In 2025, we launched a global health and safety training initiative, “Empowering Amphenolians to Work Safely,” which was translated into 22 languages to reach our diverse workforce. We also introduced a new goal to implement a companywide safety incident prevention methodology.
- Supply Chain Transparency: We completed our goal to enhance environmental and social elements in our supplier auditing programs and we established a new goal to collaborate with our top suppliers by spend to help reduce our Scope 3 Category 1 emissions.
- Enhanced Reporting: For the third consecutive year, we have reported in accordance with the Global Reporting Initiative (GRI) standards. We also completed a comprehensive rebaseline of our energy and emissions data to ensure our progress accurately reflects our significant growth.

Looking Ahead

While we are proud of our accomplishments in 2025, we recognize that our work is never finished. We are committed to continuing our progress on lowering our emissions, reducing our water use and limiting our waste, while at the same time keeping our workplace safe for our employees and ensuring our suppliers uphold our values.

Our progress is a direct result of the dedication and hard work of our talented employees around the world. Their passion for innovation and commitment to always do the right thing ensure that Amphenol remains a positive contributor to the communities in which we operate. Ultimately, this has helped us to drive long-term sustainable success for our shareholders, customers and employees.

R. Adam Norwitt
President and Chief Executive Officer

About Amphenol

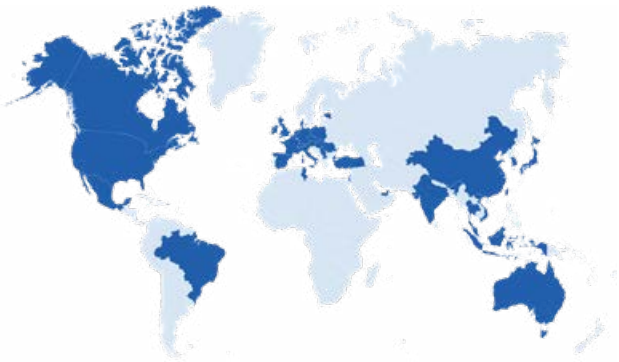
Amphenol Corporation is one of the world's largest providers of high-technology interconnect, sensor, antenna and cable solutions. Our products **Enable the Electronics Revolution** across a diverse array of end markets. We are a global company, with approximately 350 manufacturing facilities in approximately 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 170,000 passionate, talented and diverse employees worldwide at the end of 2025.

$23.1B 2025 SALES

170,000 EMPLOYEES

MANUFACTURING IN APPROXIMATELY
40 COUNTRIES

ACROSS **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.

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 high-technology solutions that solve our customers' diverse needs.

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.

Sustainable

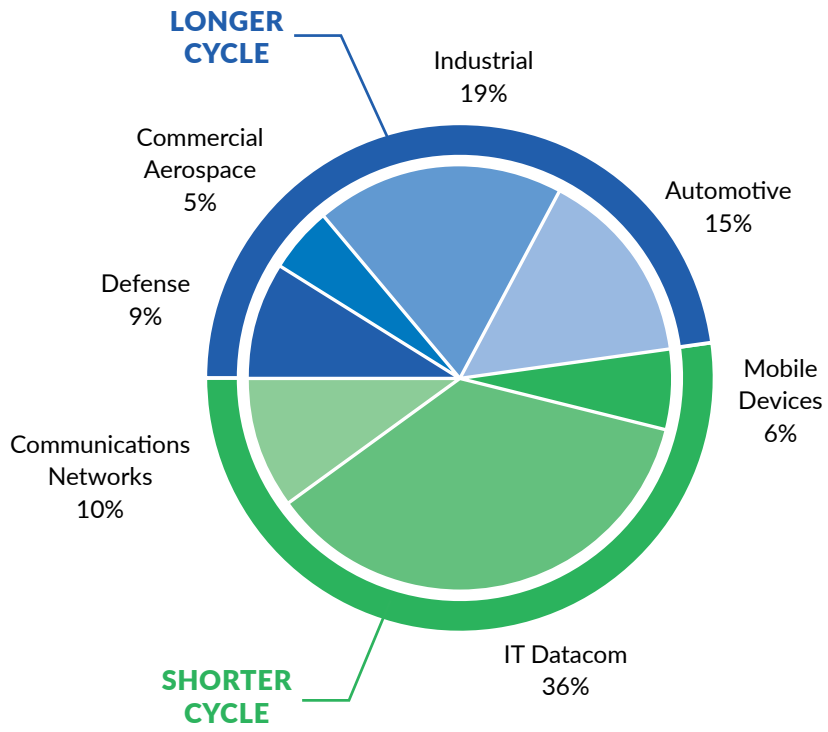
Sustainable business practices are at the core of how we conduct our operations. We believe that utilizing sustainable business practices is not just the right thing to do, it is simply good business.

About Amphenol

Our high-technology products span the broadest range of connectors, sensors, antennas, busbars, flexible and rigid printed circuits, copper and fiber optic cables and value-add interconnect assemblies. We operate in seven 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 Automotive, Commercial Aerospace, Defense and Industrial, as well as the shorter-cycle markets of Communications Networks, IT Datacom and Mobile Devices. 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.



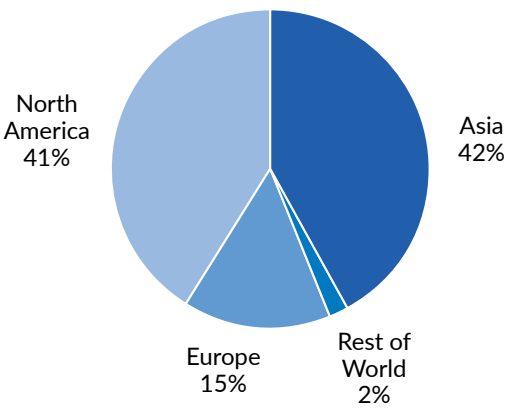




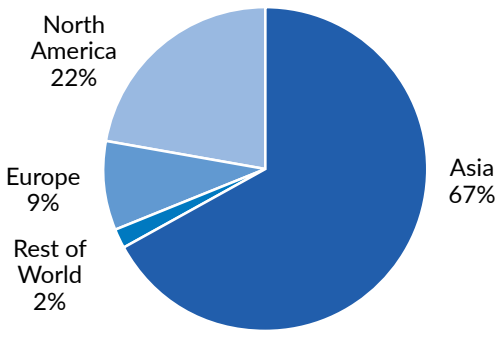




2025 Sales by Geography



2025 Global Workforce



Our Sustainability Approach and Progress

Our sustainability vision and goals are set at the corporate level by our executive leadership with oversight from our Board and input from our Environmental, Health, Safety and Sustainability (EHSS) team. These goals are then communicated and integrated across Amphenol's divisions, groups and business units. This approach empowers each of our businesses to oversee significant sustainability matters within their operations, which allows us to best address the most important sustainability, human capital and governance priorities within our organization. By bringing our local teams' unique perspective on how to minimize their own environmental footprint while also championing the well-being of their internal and external stakeholders, our teams achieve a consistently positive impact.

Sustainability Highlights in 2025

We continue to advance our sustainability objectives and expand our sustainability program companywide. In 2025, we made further progress on our initiatives, with key highlights including:

- Completed three of our prior UN SDGs;
- Established three new goals in line with the UN SDG targets, as we further our continuous improvement commitment;
- Completed our assessment of per-and polyfluoroalkyl substances (PFAS) use in our manufacturing facilities;
- Increased renewable energy usage across our global operations to 35%;
- Reduced revenue-normalized energy and greenhouse gas (GHG) emissions intensity;
- Advanced supplier data analytics efforts to support identification of Scope 3 emissions reduction opportunities;
- Reported in accordance with the GRI standards for the third year in a row;
- Completed a rebaseline of our energy and Scope 1 and Scope 2 GHG emissions data to reflect significant growth in our operations.

Our Sustainability Steering Committee

Our Sustainability Steering Committee is comprised of members from a broad array of functions across the Company. The committee meets formally on an as-needed basis, and typically at least once a year, to develop Amphenol's sustainability strategy. The committee's governance structure reflects executive management, legal, human resources, quality, finance, internal audit, risk management and EHSS functions. Key members of the committee reviewed the data presented in this 2025 report and held meetings to discuss and verify the results.

About this Report

The information included in this report has been prepared in accordance with the GRI standards and the topics identified in the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Sustainability Accounting Standard. For additional information on Amphenol's structure and ownership, this report should be viewed in conjunction with our 2025 Annual Report, which is publicly available on the Investors section of our website. The reporting period for this 2025 Sustainability Report corresponds with our annual financial reporting period. For this 2025 Sustainability Report, our primary data collection boundary is inclusive of all manufacturing and owned facilities as of June 30, 2025, although we apply a broader scope for certain metrics. More detail about our reporting boundaries can be found in Appendix A and Appendix C of this report.

In 2025, we received external reasonable assurance for our 2024 energy consumption and GHG data. The data was verified by Bureau Veritas, an independent third-party firm, which conducted reasonable assurance for our 2024 energy consumption and Scope 1 and Scope 2 GHG emissions data and limited assurance for our Scope 3 GHG emissions data. We have initiated the process to externally verify our 2025 energy and Scope 1, 2 and 3 GHG emissions data in 2026.

For questions about the information presented in this report, please contact sustainability@amphenol.com.

Stakeholder Engagement

Our sustainability strategy is focused on the most important environmental, social and governance issues facing our business. To assess and prioritize these issues, we measure topics that are most financially material to our business as well as those that pose the most significant impact on our communities and society. We periodically engage with our internal and external stakeholders through formal materiality assessments to better understand their key environmental, social and governance focus areas. The outcome of these assessments provides valuable perspectives that have informed our sustainability strategy, objectives setting and data reporting.

Materiality

Amphenol continues to engage with internal and external stakeholders across our operations and value chain through ongoing dialogue, surveys and interviews to assess our material sustainability topics. Internal stakeholders include employees across business units and geographies, as well as senior management and general managers, while external stakeholders include suppliers, customers, investors and local community members. Using the material topics we have previously identified, Amphenol continued to evaluate both their positive and negative impacts as well as their risks and opportunities during 2025 to determine their significance to both the Company and its stakeholders, and to make informed decisions and develop pragmatic solutions that strengthen our sustainability efforts. Based on the material topics defined by previous assessments, we have strengthened our focus in certain areas.

In 2023, Amphenol conducted our first double materiality assessment in preparation for evolving legislative requirements such as the European Union's Corporate Sustainability Reporting Directive (CSRD). Our 2023 double materiality assessment expanded upon our 2021 materiality assessment to consider both the impacts of sustainability factors on Amphenol as well as Amphenol's impact on social and environmental issues outside of the organization.

In 2025, Amphenol conducted an internal review of its double materiality framework to ensure continued alignment with evolving stakeholder expectations and operational priorities. As part of this review process, Health and Safety was added as a material topic through an addendum to the 2023 double materiality assessment. To reflect the importance of Health and Safety to Amphenol's mission, workforce, operations and long-term value creation, we added a new goal in 2025 aligned with UN SGD 8.8 related to safety reporting and prevention. These updates align with existing management practices and governance oversight.

Based on the 2023 double materiality assessment and the 2025 internal review, Amphenol's material topics include:

- Climate Change
- Energy
- Waste
- Water
- Materials
- Health and Safety

We will continue to update this assessment through internal reviews and comprehensive engagement with our value chain as necessary and in response to evolving regulations.

It is important to note that materiality standards under these frameworks are different from the materiality standard under the U.S. securities laws, and that any categorization of something as "material" or use of the term "material" within this Sustainability Report does not imply that the categorization or use would be appropriate or accurate for purposes of U.S. Securities and Exchange Commission (SEC) or financial reporting.

Our Sustainability Goals

Our corporate sustainability goals are based on the United Nations (UN) Sustainable Development Goals (SDGs) framework. In 2025, Amphenol achieved three of our previously established sustainability goals, reflecting continued progress in key areas of our environmental and social initiatives. Details of these achievements are highlighted throughout this report.

As a result of these achievements and to support the continued evolution of our sustainability strategy, we are introducing three new goals. These include a workplace safety goal focused on implementing a safety incident prevention methodology and reporting on leading safety indicators aligned with SDG 8.8 (Decent Work and Economic Growth); a goal to identify opportunities to reduce waste directed to landfill across our global manufacturing locations aligned with SDG 12.4 (Responsible Consumption and Production); and a goal to reduce Scope 3 Category 1 emissions through collaboration with our top suppliers by spend, aligned with SDG 12.6 (Sustainable Practices in Companies).

These new goals build upon the progress we have made to date and reflect our commitment to continuous improvement across our operations, supply chain and workforce.

Here is a status update on our goals:

6.4 Clean Water and Sanitation

By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

OUR GOAL: By the end of 2030, Amphenol will reduce total water withdrawal of our top 20 facilities by 15% versus 2021 levels.

OUR PROGRESS: On track

7.2 Affordable and Clean Energy

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

OUR GOAL: By the end of 2030, Amphenol will increase our use of renewable energy to 50% for energy used at our facilities.

OUR PROGRESS: On track

8.8 Decent Work and Economic Growth

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

NEW GOAL: By the end of 2030, Amphenol will implement a safety incident prevention methodology and report on leading safety indicators across our global operations.

9.4 Industry, Innovation and Infrastructure

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, all countries taking action in accordance with their respective capabilities.

OUR GOAL: By the end of 2030, Amphenol will engage our top 30% of Tier 1 direct suppliers by spend to track GHG emissions reduction 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 2025, Amphenol will provide that our business continuity plans address issues related to physical risks as per TCFD[1] for our top 20 facilities.

OUR PROGRESS: Achieved

12.2 Responsible Consumption and Production

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

OUR GOAL: By the end of 2030, Amphenol will reduce the weight of single-use plastic in our packaging by 10% versus our 2024 levels.

OUR PROGRESS: On track

12.4 Responsible Consumption and Production

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

OUR GOAL: By the end of 2025, Amphenol will assess the use of PFAS in products and processes across our manufacturing facilities.

OUR PROGRESS: Achieved

NEW GOAL: By the end of 2028, Amphenol will identify the top opportunities to reduce the amount of waste directed to landfill at our global manufacturing locations.

12.6 Sustainable Practices in Companies

Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

NEW GOAL: By the end of 2035, to reduce Scope 3 Category 1 emissions, Amphenol will work with top suppliers by spend to reduce their Scope 1 and Scope 2 GHG emissions by 10% compared to their 2023 levels.

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 2030, Amphenol will reduce absolute Scope 1 and market-based Scope 2 GHG emissions by 10% compared to our 2021 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 2025, Amphenol will deliver enhanced training on our health and safety requirements to all Amphenol businesses worldwide.

OUR PROGRESS: Achieved

1. This goal was established when the Task Force on Climate-related Financial Disclosures (TCFD) framework was still in place. In 2024, the International Sustainability Standards Board (ISSB), under the IFRS Foundation, assumed the monitoring responsibilities of the TCFD.

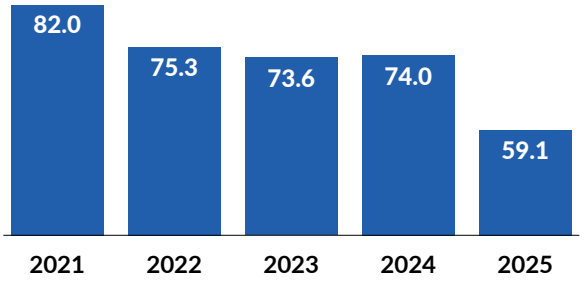
Environmental Responsibility

We remain committed to supporting programs and initiatives that lower our greenhouse gas emissions, conserve water and minimize 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 GHG emissions. During 2025, our absolute level of energy consumption increased as sales grew 52% versus 2024. We believe revenue-normalized metrics are a more accurate reflection of our progress because we add facilities to our footprint each year due to the Company's robust organic growth combined with our successful acquisition program. In 2025, our continued application of lean production processes and investments in energy-saving equipment allowed us to reduce our energy intensity to 59.1 versus 74.0 in 2024. Since 2021, our energy intensity has decreased by 28%, resulting in a compound annual reduction of 8% over this four-year period.



Energy Intensity
(MWh / $M revenue)

An important component of our GHG emissions reduction strategy is increasing the use of renewable sources in our purchased energy. In 2025, we consumed 474,789 megawatt hours (MWh) of renewable energy, with 35% of our energy coming from renewable sources, up substantially from 27% in 2024. This increase was driven in part by our expanded use of on-site solar installations. During 2025, four Amphenol sites added on-site solar installations, expanding the number of facilities utilizing solar energy to 25. In addition, nearly 50 of our sites had 100% renewable energy contracts in place in 2025. We also used 240,650 MWh of Energy Attribute Certificates (EACs) during the year, up by 48% from 2024. We continue to look for new opportunities to incorporate renewable energy sources throughout our organization, including the use of EACs, on-site renewable energy and local residual mixes. We remain on track to increase our renewable energy usage over the next five years to meet our current renewable energy goal of 50% by 2030.

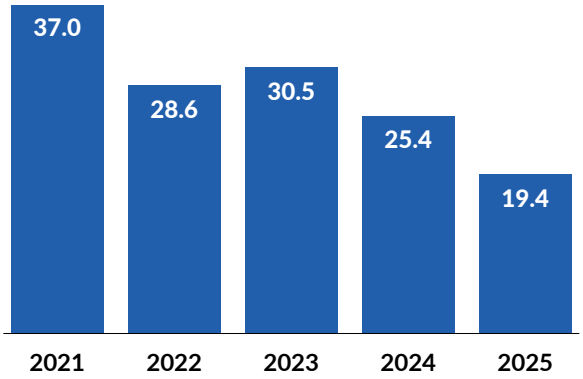
A key element of our renewable energy strategy includes our partnership with Enel X, a leading advanced energy services provider delivering innovative solutions in the global transition to clean energy. Our partnership with Enel X positions Amphenol to further expand our use of on-site solar energy, explore power purchasing agreements where suitable and further increase our use of EACs and Renewable Energy Certificates (RECs).

In addition to our work with Enel X, Amphenol continues to strengthen energy management practices across our operations. In 2025, we further developed our GHG emissions inventory management plan, a companywide framework that outlines processes and procedures for measuring, reporting and reducing emissions across our operations. In addition, Amphenol expanded its ISO 50001 footprint during 2025, including implementation at two of our largest energy-using facilities. These efforts reflect our continued focus on integrating energy management practices and identifying opportunities for energy savings across our global operations.

As our company has grown, we have made significant progress reducing our GHG emissions, and we expect to see future improvements in part through our renewable energy initiatives with Enel X. Our Scope 1 GHG emissions are low, representing 16% of our combined Scope 1 and market-based Scope 2 GHG emissions. Despite our 52% revenue growth in 2025, our Scope 1 GHG emissions only increased by 11% compared to 2024.

Environmental Responsibility

On an absolute basis, our market-based Scope 2 GHG emissions only increased by 4% in 2025 versus 2024 levels despite our strong growth. Since we began tracking our emissions data, we have made meaningful progress reducing our absolute emissions. Despite our strong revenue growth, our absolute Scope 1 and market-based Scope 2 GHG emissions have declined by 8% since 2021, resulting in a compound annual reduction of 2% during this period. We remain on track to achieve our goal to reduce our absolute Scope 1 and market-based Scope 2 GHG emissions by 10% compared to our 2021 levels by 2030.



Greenhouse Gas Emissions Intensity (market-based)
(metric tons CO_2 equivalent / $M revenue)

We also continue to make good progress reducing our revenue-normalized emissions, with our combined Scope 1 and market-based Scope 2 GHG emissions intensity significantly decreasing to 19.4 in 2025, a 23% reduction versus 2024. Since 2021, our emissions intensity has declined by 48%, resulting in a compound annual reduction of 15% over this period.

To ensure our 2021 baseline emissions provide an accurate comparison for our goals, Amphenol conducts an annual evaluation to determine the cumulative impact of acquired assets and other factors that impact base-year GHG emissions. Our evaluation showed that our emissions data exceed our 10% growth threshold. As a result of this determination, and in accordance with the GHG Protocol, Amphenol completed a rebaseline in 2025. This rebaseline incorporated acquired facilities into prior-year emissions data to maintain consistency and comparability over time. As a result, performance against our 2030 goal is measured against a baseline that reflects the scale and scope of our business today. Details on the rebaseline as well as restated data are reported in Appendix C.

While we are proud of the progress we have made reducing and reporting our Scope 1 and Scope 2 GHG emissions, we know that some of our largest impacts extend beyond our direct operations and into our value chain. In 2025, we continued refining our Scope 3 GHG emissions reporting for Categories 1 through 7 and 9, with these efforts focused on improving the accuracy and granularity of our supplier categorization to better understand where risks and opportunities exist within our supply chain. We continued to use a third-party Environmental, Health and Safety Management software to further develop our Scope 3 GHG emission tracking abilities. Building on enhancements introduced in 2024, we expanded our use of weight-based reporting in 2025 to improve the accuracy of certain commodity-based emissions estimates. The share of tracking entities reporting mass-based data for Scope 3 Category 1 increased to 30% in 2025 up from 21% in 2024. These improvements strengthen the quality of our underlying data and enhance the robustness of our overall GHG inventory. We have not yet assessed Categories 11 (Use of Sold Products) and 12 (End-of-Life Treatment of Sold Products), however we have identified opportunities to improve categorization and evaluation of these categories which will inform our future Scope 3 reporting.

The insights gained from our increased focus on supplier categorization and our closer engagement with suppliers have informed our efforts to integrate sustainability considerations into product design. Together, these efforts provide a roadmap for prioritizing risks and opportunities and addressing supply chain-related GHG emissions reductions over time.

Environmental Responsibility

Emissions Reduction in Action

Piher – Navarra, Spain

Our Piher team in Spain installed a battery energy storage system to enhance the facility's existing solar power generation system. By storing electricity generated from the facility's solar panels during peak solar production periods, the system allows the facility to use renewable energy when demand is higher or when solar generation is lower. This approach helps optimize the use of renewable energy while also mitigating the impact of fluctuations in electricity market prices. Our team's efforts help improve the efficiency and resilience of the facility while also supporting Amphenol's broader renewable energy strategy.

Amphenol CIT – Nogales, Mexico

Our CIT team in Nogales took action to improve energy efficiency by optimizing the facility's compressed air system. Compressed air systems are one of the most energy-intensive processes in connector production, with these systems often referred to as the "fourth utility" in industrial facilities alongside electricity, water and gas. To improve efficiency, the team installed 24 air pressure regulators in the annealing and hand assembly areas to better control air pressure and prevent unnecessary over-pressurization. These improvements helped reduce air leaks and system losses, improving operational efficiency and extending the useful life of the facility's equipment. As a result of the project, the team estimates the facility has reduced its energy usage by 138,240 kWh and reduced annual CO_2e emissions by 58 metric tons.

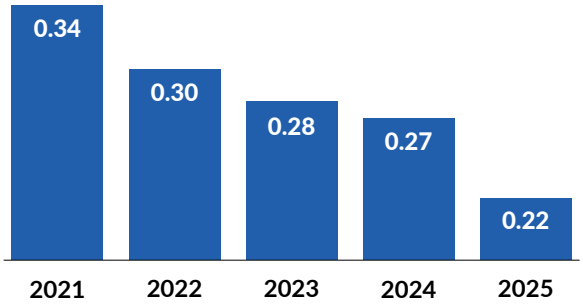
Amphenol FCI – Kerala, India

In Kerala, India, our team installed a 100 kW grid-connected rooftop solar power system designed to provide renewable electricity to the facility. The system harnesses solar energy through high-efficiency rooftop panels and integrates with the facility's existing electrical grid infrastructure. The solar installation generates approximately 13,500 kWh of clean electricity each month, helping reduce the facility's reliance on conventional electricity sources. The system also helps lower associated carbon emissions with the team estimating the facility avoids 10 metric tons of CO_2e emissions annually. By producing renewable electricity directly on site, the system provides a reliable source of power for facility operations and contributes to long-term operational efficiency, while reinforcing our commitment to responsible energy management. In addition to the solar power installation in India, our Auxel team in France added 240 solar panels to the roof top of their machine facility which are now generating enough energy to supply the factory as well as provide surplus for resale.

Environmental Responsibility

Water Use

Amphenol's manufacturing processes do not require a significant amount of water, however we do strive to be as responsible as possible with the water we use. In order to reduce our overall water consumption, we actively undertake water optimization projects across our facilities and have invested in systems to reuse and reclaim our wastewater. In some locations, water monitoring efforts and preventative maintenance activities help reduce water consumption. In addition, we continue to identify opportunities to manage water use more effectively across our facilities through ongoing operational improvements and infrastructure maintenance activities.



Water Withdrawal Intensity
(megaliters / $M revenue)

Through our ongoing efforts and investments, in 2025 we were able to limit the increase in our absolute water withdrawal to just 20% compared to 2024, despite significantly higher sales growth. At the same time, our 2025 water withdrawal intensity declined by 21% versus 2024 to 0.22. Since 2021, our actions have resulted in our water withdrawal intensity declining by 36%, a 10% compound annual reduction over this four-year period. These actions and improvements reflect our continued focus on responsible water management as our operations grow and we plan to continue to explore new opportunities for improvement in our water usage across our global footprint. As a result of our ongoing actions, we remain on track to achieving our goal of reducing the total water withdrawal at our top 20 facilities by 15% versus 2021 levels by 2030.

Limiting Our Water Use

Amphenol CDI – California, United States
Our team in Cerritos identified significant consumption in the facility's steel passivation process which utilizes fresh distilled water with strict quality parameters. Through a continuous improvement review, the team identified an existing wastewater recycling system at the facility that was underutilized. Engineers redesigned the system and installed an additional filtration stage using deionizing resin to achieve the required purity levels for the steel passivation process. The redesigned system was connected to the process, and following validation testing, the upgraded system successfully allowed water to be recycled, treated and reintroduced into the passivation process. This process improvement significantly reduced labor time, operational waste and the facility's demand for fresh distilled water.

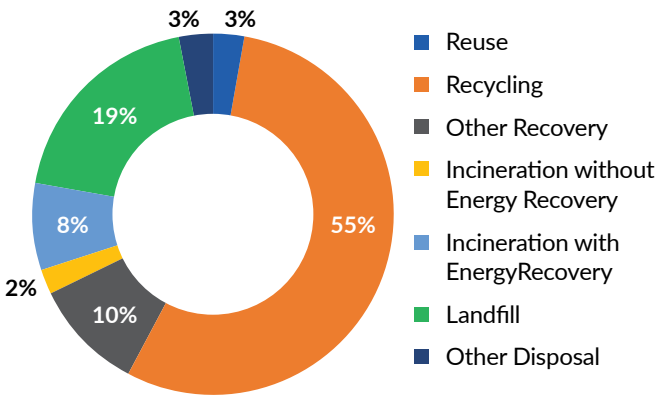
Shanghai Amphenol Airwave – Haiyan, China
During 2025, our Haiyan facility collaborated with a local company to implement a reclaimed water reuse solution for the facility's central air-conditioning cooling tower system. Through the collaboration, the facility replaced traditional municipal tap water in the cooling tower system with treated, reclaimed water by utilizing a closed-loop water management system that converts treated wastewater into a reliable industrial water resource. Once fully operational, the system is expected to reduce the facility's consumption of municipal tap water by approximately 80 million liters. By reducing reliance on freshwater resources and improving the efficiency of industrial water reuse, the project helps alleviate regional water supply pressures while supporting responsible resource management.

Environmental Responsibility

Waste Management

Operating as efficiently and effectively as possible is a core component of Amphenol's entrepreneurial 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 waste, and we continue to look for new ways to further reduce our waste production and deliver more sustainable products to our customers. Through the waste minimization initiatives we have undertaken, our facilities have been able to increase the percentage of our waste that is reused, recycled or recovered.

2025 Waste End Use



Since 2021, the amount of waste that our facilities reused, recycled or recovered has increased by 109%, growing to 68% of our total waste in 2025 up from 64% in 2021. Due to the expansion in our business in 2025, our hazardous waste increased by 11% versus our 2024 levels. At the same time, 60% of the hazardous waste generated was diverted from disposal during 2025.

During 2025, we completed our assessment of PFAS use in our products and processes, allowing us to achieve our goal aligned with UN SDG 12.4. The assessment allowed us to better understand which of our products contain PFAS, where it is located and how we can support meaningful action moving forward.

Raw Materials

In 2022, we initiated a detailed analysis of the cardboard and plastic packaging used in our facilities. With this analysis completed, in 2024 we established a new goal under UN SDG 12.2 to reduce the weight of single-use plastic in our packaging by 10% by 2030 compared to 2024 levels. Our overall plastic packaging volumes increased in 2025 versus 2024 levels due to our strong business growth. In addition, the share of post-consumer recycled content in our packaging declined modestly by 2%. At the same time, however, new sites across Amphenol continue to make progress on reducing our raw materials use. In 2025, seven sites implemented packaging return programs as part of our ongoing efforts to identify opportunities to reduce packaging impacts and improve material efficiency.

Amphenol High Speed – Penang, Malaysia

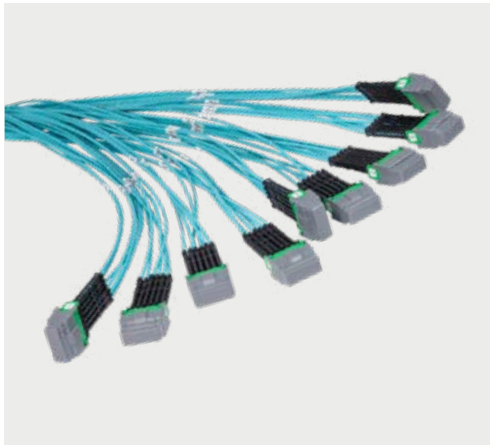
As part of our environmental stewardship and sustainability initiatives, our Penang team actively manages waste generated from raw materials and production activities, including cartons, cardboard and plastic foam. Rather than sending these materials to landfills, the facility collaborates with a local organization which collects general waste from the site and carries out segregation and sorting activities. Beyond waste management, the initiative helps raise community awareness about the importance of recycling and upcycling. Encouraged by this effort, local residents also contribute by bringing recyclable items to the center, strengthening community participation and ownership. Through this initiative, the facility diverted 99 metric tons of waste and avoided 74 tons of CO_2e emissions in 2025.

Our Products' Impact

Our product solutions help generate renewable energy, create a smarter and more efficient power grid, enable electric vehicles and related charging infrastructure and connect people across the globe. By utilizing effective resource stewardship throughout the life cycle of our products, we constantly strive to create a cleaner, safer, more sustainable world.

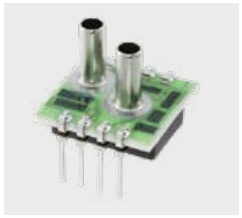













Our Products' Impact

Enabling the Electronics Revolution

Amphenol's solutions 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 enable growth in new airplane technologies, space exploration, factory automation, robotics, advanced medical equipment, electric and hybrid vehicles, clean energy solutions, cloud computing, artificial intelligence, 5G and 6G networks, rural broadband rollouts, the Internet of Things and wearable devices, just to name a few. Our diverse end market exposure allows us to capitalize on these and many other opportunities, positioning our business for long-term, sustainable growth.

Several key global trends are driving long-term growth for our company, including clean and efficient energy generation, connected and mobile solutions, higher data speed requirements, increased complexity and harsh environment solutions. Our products serve to accelerate these important global trends, many of which help to ensure a more sustainable future.

Clean and Efficient

- Environmentally friendly
- More power efficiency

Connected and Mobile

- Always on
- Available anywhere

High Speed

- Enabling Artificial Intelligence (AI)
- 5G capable and beyond

Increased Complexity

- Multiple connections
- Next-generation applications

Harsh Environment

- Ruggedized
- Extreme vibration, temperature, pressure

Innovation and Product Stewardship

Amphenol focuses on providing our customers with comprehensive design capabilities, a broad selection of products and a high level of quality and service on a worldwide basis, while maintaining our commitment to operational optimization and cost control. Our research and development efforts are targeted at solving specific customer challenges through close collaboration with our customers. The products we develop are highly engineered to meet our customers' needs and have the potential for broad market applications.

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. In many cases, our customers operate in industries with ambitious decarbonization and energy-efficiency expectations, and our products are designed to support those objectives. 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.

Our Products' Impact

Driving Process Optimization

Our commitment to innovation extends beyonds our products to enhancing our production processes for greater sustainability. At the local level, we conduct assessments of our facilities to identify opportunities for sustainability improvements that align with our long-term objectives, including enhancements in heat, energy and water management processes. Our teams also work to improve our product development, production and manufacturing processes to reduce emissions and conserve resources.

We continue to take multiple actions to reduce our products' carbon footprint and include sustainable manufacturability in our design process. In 2025, we expanded the application of product Life Cycle Assessments (LCAs) across additional facilities and product lines, strengthening our data-driven approach to sustainability improvements. Amphenol's Design for Sustainability Roundtable, comprised of engineering leaders across the organization, continues to meet quarterly to share best practices and practical approaches to sustainable design, including material selection, packaging optimization and product circularity. Through these discussions, we have identified packaging improvements and metal recycling opportunities across multiple business units. The Design for Sustainability Roundtable's reach has also expanded through ongoing training content and webinars, which has broadened awareness of sustainable design practices across the Company.

Reducing Our Products' Environmental Footprint

Andrew Base Station Antennas and Filters – North Carolina, United States

Engineers at our Andrew business redesigned our TriBand and DualBand Tower Mounted Amplifiers (TMA) to simplify their mechanical and electrical architecture while maintaining high radio frequency performance. By redesigning both systems with an embedded printed circuit board structure and a more simplified design, our engineers were able to improve manufacturability and reduce the footprint, weight and material usage of these products.

The TriBand TMA redesign resulted in a 47% reduction in volume, a 52% reduction in weight and a 50% reduction in component count. Similarly, the DualBand TMA redesign achieved a 37% reduction in volume and a 23% reduction in weight. By reducing materials, improving manufacturing efficiency and decreasing these products' footprint, these design improvements helped lower the environmental impact of the products without sacrificing high-performance connectivity.

Supply Chain

We are committed to sourcing responsible materials and using suppliers who have ethical labor practices, which we confirm through regular evaluations and by working closely with our supplier partners. Amphenol has a zero-tolerance policy for suppliers who use forced, bonded, child or indentured labor practices. We actively survey our Tier 1 Direct suppliers on an annual basis to confirm conformance to our policies related to conflict minerals, environmental and human rights issues. Supply chain partners can also report potential violations and questionable behaviors through our externally managed hotline or our online reporting tools.

Supply Chain

Sustainable Supply Chain

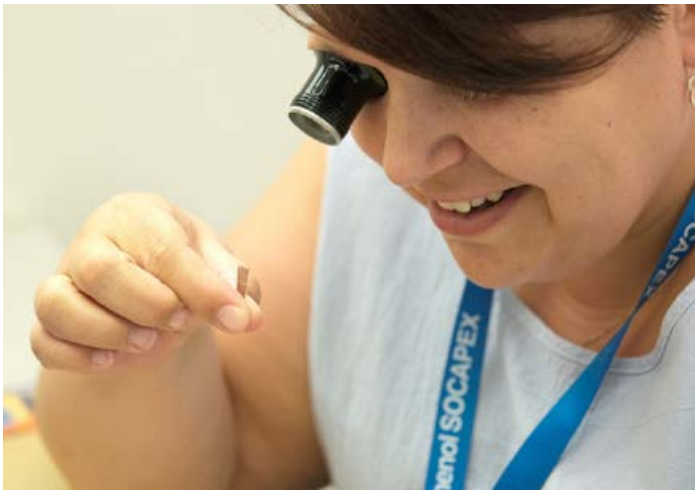
Our goal is to develop a collaborative supply chain that seeks to reduce its environmental and social impact while simultaneously enhancing the long-term sustainability of our planet. Through local oversight of supplier relationships at the operating unit level, our teams use a risk-based approach to evaluate suppliers based on product quality, stewardship and adherence to applicable social responsibility and compliance expectations. In addition, our raw materials and components are regularly tested for regulated substances to confirm that our products comply with customer expectations 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), Persistent Organic Pollutants (POPs) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH).

Our Sustainable Procurement Policy aims to further our commitment to making socially and environmentally responsible purchasing decisions. This includes encouraging our global businesses to source locally, conserve natural resources through the use of third-party verified raw materials and partner with suppliers who demonstrate a commitment to carbon footprint reductions.

We annually assess our supply chain and engage with our most at-risk Tier 1 Direct suppliers through a targeted, geographically based outreach campaign to confirm our standards are met. Our supply chain risk management efforts include audits for suppliers in the highest environmental and social risk categories and we continue to evaluate our audit processes to ensure that these risks are mitigated in our supply chain.

To continue advancing sustainability across our supply chain, Amphenol builds on initiatives introduced in prior years to strengthen supplier engagement on environmental and social topics. In 2025, we continued expanding supplier environmental and social training focused on responsible recruitment practices and reinforcing expectations related to human rights risk prevention. We also continued integrating carbon footprint reduction and circular economy concepts into supplier discussions, supporting alignment between our sustainability objectives and those of our customers and other stakeholders. As a result of our efforts, we have increased our measurement accuracy and ability to identify areas for improvement to reduce our supply chain emissions.

As part of our commitment to supply chain sustainability, we continue progressing towards our goal under UN SDG 9.4 to engage the top 30% of Tier 1 Direct suppliers by spend by 2030 in tracking GHG emissions reduction opportunities. Through this engagement, we aim to enhance transparency, foster collaboration with suppliers and identify practical improvements in suppliers' environmental performance. We have also established a new goal aligned with UN SDG 12.6 to work with our suppliers to reduce their GHG emissions in order to support efforts to reduce the impact of Amphenol's Scope 3 GHG emissions within our value chain.



Supply Chain

Human Rights and Fair Labor Practices

We are committed to partnering with suppliers whose values and standards of conducting business align with our own culture and values. We survey our Tier 1 Direct suppliers on an annual basis to confirm conformance to our policies related to conflict minerals, environmental and human rights issues. Our expectations of our suppliers include compulsory understanding and alignment with the following policies:

- Code of Business Conduct and Ethics;
- Supplier Code of Conduct, which prohibits the use of forced, bonded, child and indentured labor and involuntary prison labor; and
- Supplier Responsible Labor Policy, which sets forth the standards we expect our suppliers to uphold to confirm that their working conditions are safe and that workers are treated with dignity and respect.

As stated in our Code of Business Conduct and Ethics policy, we have zero tolerance for human trafficking and slavery. 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 respect and promote human rights in our relationships with our employees, suppliers and members of the communities in which we operate. As a result of our programs in these areas, we publish our Anti-Human Trafficking and Slavery Statement on an annual basis and in 2025 we published our first Forced Labour in Supply Chains Act Report to illustrate our progress. Amphenol also continues to adhere to a "no fees" recruitment program whereby recruitment costs are borne by the Company, not our employees, and this program extends to Amphenol's Tier 1 Direct suppliers.

As a member of the Responsible Business Alliance (RBA), we collaborate with other businesses in the world's largest industry coalition dedicated to promoting corporate responsibility in global supply chains. We leverage RBA's tools and services to support our responsible and ethical labor programs. In 2025, we continued utilizing these tools to provide formal training on recognizing and preventing human rights risks to our employees, including through RBA awareness and Code of Conduct implementation training to our employees who have direct responsibility for recruitment or supply chain engagement, primarily across the Asia-Pacific and Greater China regions. In addition, our operations continue to undergo regular RBA audit processes.

To align with current and forthcoming global supply chain regulations, Amphenol conducts supplier questionnaires on human rights and environmental issues, which strengthen our ability to proactively identify and mitigate risks across our supply chain. In addition, Amphenol maintains processes that support responsible business practices, including third-party grievance mechanisms, which provide a higher level of impartiality and an added layer of confidentiality to potential whistleblowers.

Supply Chain

Conflict and Responsible Minerals

Amphenol seeks to be a good corporate steward. In addition to complying with SEC Conflict Minerals regulations, we have our own internal commitment against the use of conflict minerals, contained in our comprehensive Responsible Minerals Policy. Our policy prohibits the use of tin, tantalum, tungsten, gold (3TG), cobalt or mica that may originate from sources that directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of Congo or other adjoining countries. As detailed in our most recent annual Conflict Minerals Report, we actively survey our supply chain for all 3TG, cobalt and mica used in our products to confirm reasonable country of origin inquiries (RCOI) and proper due diligence processes have been performed. In addition, in 2025, we extended our scope of minerals to include copper, graphite (natural), lithium and nickel in accordance with the Responsible Minerals Initiative (RMI). On an annual basis, we assess our responsible minerals program to determine if minerals beyond 3TG, cobalt, copper, graphite (natural), lithium, nickel and mica need to be added to our policy to support a responsible, conflict-free supply chain.

We have aligned our responsible minerals program with the principles of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas (CAHRAs). Amphenol has determined that our European operations are not directly in-scope for the European Union (EU) Conflict Minerals Regulation and its CAHRAs purview, however, we assess our status annually and align our business operations with applicable responsible sourcing guidance to support our customers who are in-scope for the regulations. Amphenol is a proud member of the Responsible Minerals Initiative (RMI), an industry organization dedicated to collectively understanding and addressing significant social and environmental impacts associated with the extraction and processing of raw materials in supply chains.

Our Team

We remain committed to ensuring the health, safety and well-being of the approximately 170,000 hard-working and dedicated Amphenolians who are our greatest asset. We deliver on this commitment by nurturing the development and training of our workforce, providing safe working conditions and fostering a positive work environment for our diverse global organization. Our dedication to our employees extends to the local communities where we operate, and we thoughtfully engage in a variety of corporate citizenship and philanthropic efforts that support their improvement.








Our Team

Workplace Safety

Providing a safe working environment has always been one of our highest priorities and we affirm this commitment through efforts at every level of the organization. To confirm the importance of safety in our facilities, we provide health and safety training and other resources to our employees, emphasizing the importance of prioritizing and constantly improving these measures. Our on-site health and safety programs, resources, reporting and training are coordinated locally by our EHSS and human resources teams to ensure these programs are properly communicated and understood and that they best fit the specific needs of our different operations. Our corporate EHSS team works closely with our local teams to track employee training hours and implement safety policies and best practices that are in compliance with local regulations. During the onboarding process, newly built or acquired sites receive workplace safety training detailing safety systems and considerations recommended by our corporate team.

In addition to on-site training, Amphenol provides in-person and virtual corporate-level training and ongoing roundtable activities to our facilities. These virtual trainings and roundtables present recommendations and best practices on timely and relevant topics to help elevate safety performance across the organization. The EHSS team also publishes a bi-monthly newsletter on the Company's internal internet platform that highlights EHSS actions and initiatives occurring throughout Amphenol, with some of the topics including education on machine guarding, incident reporting training and EHSS data reporting training.

In 2025, Amphenol delivered its global health and safety training initiative, "Empowering Amphenolians to Work Safely," to employees and contract workers across all Amphenol facilities. The program was designed to complement local environmental, health and safety programs by equipping employees with the knowledge needed to recognize, communicate and address potential workplace hazards. The training program was translated into 22 languages and supported by train-the-trainer sessions conducted in multiple languages to facilitate implementation across Amphenol's global operations.

This initiative allowed Amphenol to achieve our goal, aligned with UN SDG 16.2, to deliver enhanced health and safety training to all Amphenol businesses worldwide.

To provide a safer working environment, we have established safety committees in the majority of our facilities and implemented ISO 45001 safety management systems in a number of our locations. All Amphenol sites are required to follow safety regulations as outlined in our Code of Business Conduct and Ethics policy. The vast majority of our facilities have several safety training sessions, job hazard assessments and routine inspections conducted throughout the year. During these hazard education and identification training and assessment events, employees learn about the root causes of serious work-related hazards. Employees are given the tools and skills to improve safety performance including personal protective equipment and immediate stop work authority when serious hazards or risks are identified.

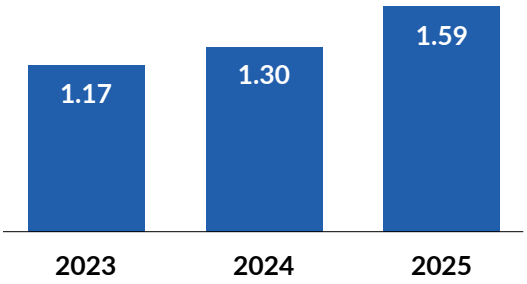
Hazards and risks are identified at the facility level through individualized health and safety management systems. Each facility is encouraged to develop its own investigation processes when hazards and risks are identified. When workplace safety hazards are identified, we address the root causes of these hazards to better mitigate and prevent workplace injuries. We also have an internal incident reporting system for the reporting of serious environmental or safety incidents. The system conveys information on these incidents to business and corporate leadership in order to create awareness of the organization's most serious safety concerns. This reporting system provides an information channel to the highest levels of the organization and helps create opportunities for improved risk management in our facilities.

Our Team

Talent Development and Training

We want to ensure that our business remains competitive; this means supporting our employees with the training and tools they need to develop and enhance their professional abilities. Our operations 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 Amphenol businesses or when employees choose to relocate.

Employee Training Hours
(in millions)



To keep our employees connected and informed, we have developed an internal internet platform for information sharing. The platform acts as a community resource to help employees understand various aspects of Amphenol and our different operations. This platform also provides employees with a broad range of information resources relating to a variety of topics including various market trends, internal collaboration, IT best practices, EHSS, finance, internal audit, human resources and several others. Our platform is one of the ways we deliver various trainings, tools and information to our employees. In addition, we utilize third-party platforms to curate and deliver safety, regulatory and process training content to Amphenol employees across all levels. These platforms saw an expansion of training content in 2025 and helped us increase our training hours. During 2025, our global workforce completed 1.59 million training hours, up from 1.30 million hours in 2024, a 22% increase.

Employee Well-Being

We understand that the well-being of our employees is integral to our success. To support them, many of our sites supplement traditional healthcare benefits with in-house health care clinics, mental health and counseling support, on-site vaccinations, dental care, optional fitness classes, nutritional counseling and healthy food service options. In addition, many of our business units offer flexible and part-time working options, childcare contributions and paid parental leave. These programs help us build deeper relationships with our employees and support them in all stages of their careers and lives.

Unlimited Services – Hermosillo, Mexico
Our team organized a Workplace Health Week focused on supporting the physical and mental well-being of employees. Throughout the week, healthcare professionals provided on-site services including preventive screenings, vital-sign monitoring and vaccinations. Educational sessions were also held on a range of topics such as mental health awareness, stress prevention and mindfulness, as well as CPR and first aid training. The program concluded with an optional 3-kilometer run. Through initiatives like these, our team continues to foster a culture that prioritizes employee health, safety and overall well-being.

Our 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. 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 and sponsoring gift drives during the holiday.

Amphenol CMT – Dongguan, China
In 2025, our local team in Dongguan partnered with a local organization to support elderly residents living alone in their community through vegetable planting, harvesting and home visits. Employee families helped plant vegetables which were then delivered, along with daily necessities to elderly households. The employee-led program helped provide practical assistance while fostering employee and family engagement in the local community.

Amphenol Technology Macedonia – Kocani, Macedonia
Many of our facilities around the world have organized tree planting and tree giveaway initiatives to help promote the importance of trees in reducing the impact of climate change. At our facility in Kocani, our team took action to reforest the local area in order to help support the environment. In addition, our team celebrated World Earth Day by planting lavender, camellias and petunias. Our Macedonia team is also working in their local community to help offset poverty and hunger by providing food donations for families at social risk. All of these actions are making a positive impact on their local community.

XMA – New Hampshire, United States
Our XMA team in New Hampshire sponsors a rail trail in the local area to encourage employee environmental responsibility and community engagement. In partnership with local parks organizations, XMA has adopted a one-mile section of the local rail trail that is actively used by the public. From June through November, XMA employees volunteer up to four hours per month to maintain the trail through litter cleanup and ongoing stewardship. The program contributes to environmental sustainability by helping preserve a shared public space, while also reinforcing XMA's commitment to social responsibility and its core value of being a community partner. The initiative encourages employees to spend time outdoors, collaborate across teams and make a visible community impact.

Our Team

Human Capital Management and Our Culture

Amphenol's success is closely tied to the capability, adaptability and accountability of our diverse, global organization. One of the key components of our business strategy is the fostering of a collaborative and entrepreneurial management culture. Each of our general managers operates in a flat organizational structure and is enabled and incented to grow and develop their business, employees and strategy with the support of the resources of the larger organization. We believe this structure, with more than 140 general managers running unique, independent businesses, creates an environment and culture where each of our general managers has a more direct link to the success of their individual businesses and a more personal connection to the employees they oversee and the communities in which they operate.

Our business spans the globe, and the employees in our facilities reflect the diversity of the communities in which we operate. At Amphenol, we promote and maintain a culture of respect and appreciation of differences in our employees. We generally rely on local management in every business unit to foster a strong culture consistent with our values and to be cognizant of local circumstances and requirements, which we believe creates a high degree of organizational stability and a deep commitment to our people and the local community. 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.

Amphenol strives to be a positive influence in the communities in which we operate around the world. Most of our community outreach is organized by our local management teams, which helps ensure that our efforts are working in support of the local communities in which our employees live and work.

Supporting Our Global Team

Celebrating the Dragon Boat Festival in China

Amphenol's senior female leaders at our annual Worldwide Management Meeting

Christmas celebration in Germany

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, ensure a sustainable business, support our people 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.

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.

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
- Lead Independent Director empowered with clearly delineated duties
- A supermajority of independent directors
- Regular sessions of independent directors 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's By-Laws and Corporate Governance Principles 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 reelection and (ii) acceptance by the Board. The Company has a plurality voting standard for contested director elections.

Our Board is currently comprised of nine directors. Our Chairman Martin H. Loeffler will be retiring from the Board at the conclusion of his current term in May 2026, bringing our Board to eight directors. We would like to thank Martin for his exceptional contributions to Amphenol over his more than five decades with the Company and wish him well in his retirement. R. Adam Norwitt, the Company's President and Chief Executive Officer, will take on the additional role of Chairman of the Board with Martin's retirement. David Falck will continue in his role as Lead Independent Director following Mr. Loeffler's retirement.

Over the past eight years, we have undertaken a significant effort to refresh our board with the election of six new directors, Anne Clarke Wolff, Robert A. Livingston, Rita S. Lane, Nancy Altobello, Prahlad Singh and Sanjiv Lamba. 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, as well as a diversity of background, culture, skills, age, experience and expertise.

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. 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. In 2023, we adopted a Policy for Recovery of Erroneously Awarded Compensation (Clawback Policy) in compliance with SEC rules and regulations and the corresponding NYSE Listing Standards. A comprehensive discussion of executive compensation can be found in our definitive proxy statement.

Responsible Business

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, cybersecurity, ethics, pay-for-performance, climate-related matters, human capital management, Board succession planning, shareholder proposals and nominations and corporate governance.

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 operating leaders communicate identified risks to our CEO and CFO, and our CEO and CFO provide feedback on risk management practices to our operating leaders. Our operating management is required to consider risks and risk-mitigation strategies as part of their annual budget 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 management, 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 Company's whistleblower hotlines. The Audit Committee of our Board of Directors reviews all substantive reports on a regular basis. Our decentralized nature allows us to empower facility management to effectively mitigate risks through tailored, site-specific solutions which increases our resilience. To minimize risks, we encourage our general managers to employ risk identification and mitigation methods that are customized to local laws, regulations, market conditions and cultural nuances. This flexibility keeps our operations agile by enabling them to effectively navigate diverse economic and political climates. This decentralization also enhances resilience by minimizing the impact of a single point of failure. In the event of disruptions, the localized decision-making structure enables quick responses tailored to specific circumstances. This strategy also fosters innovation and creativity, as local teams can better address unique market demands and capitalize on local opportunities.

The sites that comprise a significant portion of Amphenol's revenue are audited internally on a yearly basis. We also conduct internal audits as needed based on management's risk assessments. In addition, we utilize third-party verified audits as part of our risk management strategy and to comply with Sarbanes-Oxley (SOX).

We also want our facilities to be prepared to respond and react to physical risks that may arise. To better understand these risks, in 2024, we conducted a Climate Scenario Analysis and Climate Transition Plan. This work, along with actions taken by our local teams allowed us to enhance business continuity plans for our top 20 facilities that address issues relate to physical risk, enabling us to achieve our goal aligned with UN SDG 11.5.

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:

- Code of Business Conduct and Ethics
- Environmental Policy
- Global Human Rights Policy
- Health and Safety Policy
- Insider Trading Compliance Policy
- Responsible Minerals Policy
- Supplier Code of Conduct
- Supplier Responsible Labor Policy
- Sustainable Procurement Policy

Our Board of Directors oversees the Company's overall sustainability programs, including this Sustainability Report. The Audit Committee is responsible for assisting the Board in fulfilling its oversight responsibility for the environmental component of sustainability, which includes (1) periodic reviews of the Company's climate change-related strategies, policies, disclosures, goals, performance and measurement, including with respect to greenhouse gas emissions, energy and water usage and (2) monitoring the effectiveness of Company systems necessary to ensure compliance with applicable legislation, regulatory requirements, industry standards and Company policies, programs and practices relevant to climate change-related matters. The Compensation Committee is responsible for assisting the Board in fulfilling its oversight responsibility for the social component of sustainability, which includes human capital management programs and performance. The Nominating/Corporate Governance Committee is responsible for assisting the Board in fulfilling its oversight responsibility for the governance component of sustainability.

At a management level, our executive leadership is responsible for managing our sustainability programs. In particular, Amphenol's Vice President of Environmental, Health, Safety and Sustainability is tasked with managing our companywide sustainability efforts. In addition, our Sustainability Steering Committee includes cross-functional and cross-organizational representatives who meet formally on an as-needed basis, and typically at least once a year. This Committee evaluates companywide sustainability data, recommends appropriate goals to our executive leadership and coordinates 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. This includes taking actions to reduce our carbon footprint and prevent, mitigate or remediate actual or potential human rights-related impacts, as well as managing processes to track the effectiveness of the actions, goals, targets and indicators used to evaluate sustainability progress.

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, at least once per year, meets with management to discuss various human resources-related topics. We believe Amphenol'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 and for our other executive management. The Compensation Committee has primary responsibility for executive and companywide compensation policies and programs.

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, anti-bribery 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 Code 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.

Anti-Competitive Practices

We seek competitive advantages through superior performance, rather than 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 did not incur any government fines or settlements related to anti-competitive practices, corruption or bribery during the reporting period.

Anti-Bribery

Our reputation is one of our most important assets. The bedrock of this hard-earned reputation is the integrity and honesty of our employees around the world. Amphenol's Code of Business Conduct and Ethics requires all employees to follow the law and adhere to the highest ethical standards at all times. This includes following all applicable 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 compensate government officials or other third parties to secure or maintain business. Our commitments are also supported and reinforced by our Supplier Code of Conduct so that our corporate integrity is extended through to our business partners.

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 2025, we did not contribute any money to political campaigns or political organizations. In 2025, we held one corporate-level membership in a U.S. trade association where the annual dues paid by us exceeded $50,000 and that was with The National Association of Manufacturers.

Responsible Business

Cybersecurity

Our Board of Directors maintains oversight responsibility relating to our information security and cybersecurity risk management program, with assistance from the Audit Committee. At least annually, our executive leadership team (including the leaders of our information technology and internal audit teams) provides an update regarding our information security and cybersecurity risk management programs to the Board. 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 cybersecurity risks remains the Company's decentralized information technology infrastructure, where each business unit maintains a separate and distinct information technology system.

Data Privacy

Safeguarding personal data is a top priority and Amphenol is committed to protecting the privacy and security of the personal data of our employees, customers, suppliers and other business contacts. As part of our commitment to data privacy, we maintain a compliance program designed to provide consistent safeguards of personal data and compliance with applicable privacy and data protection laws. Our executive management oversees this compliance program and provides appropriate reporting to the Board. 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 2025, we did not receive any complaints from regulatory bodies or outside parties concerning breaches of data privacy laws or regulations.

Appendix A

GRI Content Index

Statement of use:

Amphenol has reported in accordance with the 2021 GRI Standards for the period January 1, 2025 through December 31, 2025.

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021			
2-1	Organizational details	About Amphenol; 2025 10-K Report	
2-2	Entities included in the organization's sustainability reporting	2025 10-K Report; About Amphenol; Our Sustainability Approach and Progress; Appendix C: Sustainability Metrics For reporting purposes, we have a financial scope boundary and a GHG and sustainability boundary. Please refer to our 10-K statements for our financial reporting boundaries. Please refer to Appendix C of this report for our sustainability reporting boundaries and to learn more about our data collection process. Information collected on material topics varies based on scope and data metrics measured. Amphenol does not have any minority interests.	
2-3	Reporting period, frequency and contact point	2025 10-K Report; About Amphenol; Our Sustainability Approach and Progress; Appendix C: Sustainability Metrics; back cover We publish a Sustainability Report annually.	
2-4	Restatements of information	In accordance with the GHG Protocol, Amphenol restated certain environmental data in 2025 following a reassessment of its 2021 GHG emissions baseline. The rebaseline reflects changes in organizational boundaries, including acquisitions, to ensure consistency and comparability over time. As a result, energy and Scope 1 and Scope 2 emissions data for 2021–2024 have been updated. These changes improve data accuracy and do not reflect changes in performance.	
2-5	External assurance	External Assurance Scope 1 and 2; External Limited Assurance Scope 3	
2-6	Activities, value chain and other business relationships	2025 10-K Report	
2-7	Employees	About Amphenol; Appendix C: Sustainability Metrics; EEO-1 filing	Reason for Omission: Confidentiality constraints Amphenol does not report on specific employee number totals by gender or region. This information is considered to be confidential.
2-8	Workers who are not employees	Appendix C: Sustainability Metrics	
2-9	Governance structure and composition	2025 10-K Report; 2026 Proxy Statement; Responsible Business	
2-10	Nomination and selection of the highest governance body	2025 10-K Report; 2026 Proxy Statement; Responsible Business	
2-11	Chair of the highest governance body	2025 10-K Report; 2026 Proxy Statement; Responsible Business	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021 (continued)			
2-12	Role of the highest governance body in overseeing the management of impacts	2025 10-K Report; 2026 Proxy Statement; Responsible Business At Amphenol, due diligence is an ongoing process that guides our strategy and planning, and enables us to identify environmental, financial, social and human rights risks within our own operations, our supply chain and across the products we sell. To embed responsible business conduct into our operating policies and management systems, our governance bodies regularly update our standards and policies to ensure they are relevant and valid. We use global and local procedures to continuously identify and assess risks at the facility, business unit or companywide level. Each facility is responsible for ensuring that we are up to date with local regulations, stakeholder expectations and other necessary contextual information. To ensure we are working in a way that minimizes negative impacts, we cooperate with various stakeholders to identify potential adverse impacts. We mitigate adverse impacts through monitoring and reporting channels across our operations and supply chain and partnering with organizations and other stakeholders to create collaborative solutions.	
2-13	Delegation of responsibility for managing impacts	2025 10-K Report; 2026 Proxy Statement; Responsible Business	
2-14	Role of the highest governance body in sustainability reporting	2025 10-K Report; 2026 Proxy Statement; Responsible Business	
2-15	Conflicts of interest	2026 Proxy Statement; Code of Business Conduct and Ethics Individuals associated with Amphenol should be aware of and disclose any personal financial interests, relationships or affiliations that may influence, or be perceived to influence, their decision-making. If a conflict of interest related to cross-shareholding is identified, Amphenol will take the appropriate measures to mitigate the conflict. Amphenol allows members of our Board of Directors to serve as Board members for more than one company. Cross-board membership creates interconnected networks among companies where Board members can share knowledge, expertise and insights and make valuable connections with executive leadership at different organizations. We disclose our Board members' involvement with directorships of other organizations to ensure transparency. If conflicts of interest arise due to cross-board membership, directors may be asked to recuse themselves from Amphenol's Board of Directors. We conduct periodic reviews to ensure director affiliations due to cross-board membership do not create conflicts of interest.	
2-16	Communication of critical concerns	Code of Business Conduct and Ethics; Responsible Business The Board of Directors reviews all substantive ethics hotline issues on a regular basis. No material critical issues were identified during the reporting period.	
2-17	Collective knowledge of the highest governance body	2025 10-K Report; 2026 Proxy Statement; Responsible Business We do not currently have sustainability, social or governance-specific training programs in place for our Board of Directors, but we ensure that Board members are kept informed about evolving social and governance reporting and sustainability matters.	
2-18	Evaluation of the performance of the highest governance body	2025 10-K Report; 2026 Proxy Statement We have taken significant steps to enhance our governance framework by incorporating board responsibilities focused on sustainability, social and governance management performance. These measures include assigning separate committees the responsibility for addressing these issues. However, it's important to note that while we have implemented these structures, we do not presently evaluate Board members based on their individual sustainability, social or governance performance. Additionally, our annual Board member evaluations are not currently assessed by an independent third party.	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021 (continued)			
2-19	Remuneration policies	2025 10-K Report; 2026 Proxy Statement; Clawback Policy Senior managements' remuneration package may be affected by achievement of sustainability goals and risk management issues.	
2-20	Process to determine remuneration	2025 10-K Report; 2026 Proxy Statement Stakeholder views are one factor among many that are taken into consideration when executive management designs remuneration policies. Shareholders vote on remuneration policies on an annual basis.	
2-21	Annual total compensation ratio	2026 Proxy Statement (p. 59); 2025 Proxy Statement (p. 57)	
2-22	Statement on sustainable development strategy	A Message from Adam Norwitt; Our Sustainability Approach and Progress; Stakeholder Engagement	
2-23	Policy commitments	A Message from Adam Norwitt; About Amphenol; Our Sustainability Approach and Progress; Our Sustainability Goals; Supply Chain; Responsible Business At Amphenol, we apply the precautionary principle in formulating sustainability policies, assessing environmental and social risks and opportunities and developing climate-solution technologies.	Reason for Omission: Information unavailable. Amphenol does not currently categorize our stakeholders within our Human Rights Policy Statement and does not have defined processes for identifying or addressing vulnerable groups or communities.
2-24	Embedding policy commitments	About Amphenol; Our Sustainability Approach and Progress; Our Sustainability Goals; Supply Chain; Responsible Business At Amphenol, our senior management team and general managers are required to complete training on our Code of Business Conduct and Ethics. Managers are encouraged to disseminate the information amongst their teams.	
2-25	Processes to remediate negative impacts	Supply Chain; Responsible Business Stakeholders are not currently involved in the design, review, operation or improvement of grievance mechanisms. When grievances are reported, legal, internal audit and human resource management mechanisms are used to conduct deeper investigations as needed on a case-by-case basis. Certain investigation processes will involve different executive management on an as-needed basis.	
2-26	Mechanisms for seeking advice and raising concerns	Responsible Business	
2-27	Compliance with laws and regulations	Supply Chain; Responsible Business; Appendix C: Sustainability Metrics	
2-28	Membership associations	Supply Chain; Responsible Business	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	
2-30	Collective bargaining agreements		Reason for Omission: Information/Confidentiality Constraints Amphenol does not disclose the percentage of employees covered by collective bargaining agreements due to confidentiality constraints. This information is considered confidential and is therefore not reported.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Stakeholder Engagement	
3-2	List of material topics	Stakeholder Engagement	
3-3	Management of material topics	2025 10-K Report; Stakeholder Engagement; Responsible Business; Supplier Code of Conduct; Global Human Rights Policy	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 201: Economic Performance 2016			
3-3	Management of material topics	2025 10-K Report; Stakeholder Engagement; Responsible Business	
201-1	Direct economic value generated and distributed	2025 10K Report; Appendix C: Sustainability Metrics	
201-2	Financial implications and other risks and opportunities due to climate change	2025 10K Report; Our Sustainability Goals; Climate Scenario Analysis; Climate Transition Plan	
201-3	Defined benefit plan obligations and other retirement plans	2025 10K Report Defined benefit plan estimations, employer/employee contributions and employee participation requirements vary by location.	
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	Stakeholder Engagement; Responsible Business; Code of Business Conduct and Ethics	
205-2	Communication and training about anti-corruption policies and procedures	Responsible Business; Appendix B: SASB Alignment Business leaders are expected to sign the Code of Business Conduct and Ethics policy on an annual basis. This policy provides details on topics specific to anti-corruption and leaders are encouraged to share the policy document with their teams each year. We provide annual compliance training to approximately 1,500 management level employees. Management that receives training is expected to relay information and best practices to their team members.	
205-3	Confirmed incidents of corruption and actions taken	Responsible Business; Appendix B: SASB Alignment	Reason for Omission: Confidentiality constraints OR Legal prohibitions Amphenol does not disclose the number of confirmed incidents when contracts with business partners were terminated or not renewed due to corruption-related violations as this information is considered confidential OR we are legally prohibited from disclosing this information.
GRI 206: Anti-competitive Behavior 2016			
3-3	Management of material topics	Stakeholder Engagement; Responsible Business; Code of Business Conduct and Ethics	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Responsible Business; Appendix B: SASB Alignment	Reason for Omission: Not applicable We have not incurred any legal actions for anti-competitive behavior, anti-trust or monopoly practices during the reporting period.
GRI 302: Energy 2016			
3-3	Management of material topics	Stakeholder Engagement; Environmental Responsibility; Responsible Business	
302-1	Energy consumption within the organization	Environmental Responsibility; Appendix B: SASB Alignment; Appendix C: Sustainability Metrics	Reason for Omission: Not applicable Amphenol does not sell heating, cooling or steam.
302-3	Energy intensity	Environmental Responsibility; Appendix C: Sustainability Metrics	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	Stakeholder Engagement; Environmental Responsibility; Responsible Business	
303-1	Interactions with water as a shared resource	Supplier Code of Conduct; CDP Questionnaire 2025; Environmental Responsibility We track water consumption sources across our manufacturing operations. The vast majority of our operations receive water from public distribution systems. Amphenol's manufacturing operations typically do not rely heavily on water. However, our plating facilities and other sites utilizing water for non-contact cooling processes stand out as the most water-intensive processes within our operations. At our other sites, water is used in the canteens and dormitories, for landscaping and irrigation purposes and for general cleaning practices in manufacturing operations. We have set water targets aligned with UN SDG 6.4 (Water and Sanitation for All) for our top 20 water-consuming facilities. By the end of 2030, Amphenol will reduce total water withdrawal of our top 20 facilities by 15% compared to 2021 levels. These 20 sites represented approximately 49% of the Company's water usage in 2025. Our facilities assess water-related matters such as risk factors and local regulations. Risk mitigation efforts are based on internal water management practices. Facilities in water stressed areas, regardless of their actual water consumption, may undertake water reduction activities at their local discretion.	
303-2	Management of water discharge-related impacts	Amphenol assesses bodies of water for discharge standards on a case-by-case basis depending on various factors including local permit requirements.	Reason for Omission: Not applicable We do not have internal standards for the quality of discharged water or any internally developed water quality standards or guidelines. We do not use sector-specific standards for discharge quality requirements. We strive to ensure facilities that are subject to local discharge requirements meet all regulatory requirements.
303-3	Water withdrawal	Environmental Responsibility; Appendix C: Sustainability Metrics	Reason for Omission: Information not available Amphenol does not currently track water withdrawal from seawater, produced water or third-party water. We may track this information at a future date.
303-4	Water discharge	Appendix C: Sustainability Metrics	Reason for Omission: Information not available Amphenol does not currently track data on different types of water discharge and we do not have policies on priority substances of concern. We are considering tracking these metrics in the future.
303-5	Water consumption	Appendix C: Sustainability Metrics Water storage has not been identified as a significant water-related impact for Amphenol. A small minority of our global facilities have on-site fire suppression water towers, and our plating facilities also require stored water for operations. However, this is not practiced on a large enough scale to be considered a material water-related impact.	
GRI 305: Emissions 2016			
3-3	Management of material topics	Stakeholder Engagement; Environmental Responsibility; Responsible Business	
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility; Appendix C: Sustainability Metrics	Reason for Omission: Not applicable Amphenol does not account for biogenic emissions as they are not a material source of CO_2e emissions in our operations.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility; Appendix C: Sustainability Metrics	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 305: Emissions 2016 (continued)			
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility; Appendix C: Sustainability Metrics Amphenol calculated our Scope 3 GHG inventory for the first time in 2021. We revised this calculation in 2023 due to categorization requirements.	Reason for Omission: Not applicable Amphenol does not account for biogenic emissions as they are not a material source of CO_2e emissions in our operations.
305-4	GHG emissions intensity	Environmental Responsibility; Appendix C: Sustainability Metrics	
GRI 306: Waste 2020			
3-3	Management of material topics	Stakeholder Engagement; Environmental Responsibility; Responsible Business	
306-1	Waste generation and significant waste-related impacts	Environmental Responsibility; Appendix B: SASB Alignment; Appendix C: Sustainability Metrics	
306-2	Management of significant waste-related impacts	Environmental Responsibility; Appendix B: SASB Alignment; Appendix C: Sustainability Metrics Waste management processes are monitored on an individual basis at the facility level. Waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual sustainability reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
306-3	Waste generated	Environmental Responsibility; Appendix B: SASB Alignment; Appendix C: Sustainability Metrics	
306-4	Waste diverted from disposal	Environmental Responsibility; Appendix C: Sustainability Metrics Waste management processes are monitored on an individual basis at the facility level. Waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual sustainability reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
306-5	Waste directed to disposal	Environmental Responsibility; Appendix C: Sustainability Metrics Waste management processes are monitored on an individual basis at the facility level. Waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual sustainability reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Stakeholder Engagement; Our Team; Responsible Business	
403-1	Occupational health and safety management system	Our Team; Appendix C: Sustainability Metrics Amphenol does not have a singular occupational health and safety management system. It is up to the discretion of management at the facility level whether an occupational health and safety management system should be implemented at the site. Fifty-five of our reporting facilities are ISO 45001 certified. Our offices and non-manufacturing facilities are covered under our safety policies, and may not have or need their own specialized health and safety policies.	
403-2	Hazard identification, risk assessment and incident investigation	Our Team	
403-3	Occupational health services	Our Team	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 403: Occupational Health and Safety 2018 (continued)			
403-4	Worker participation, consultation and communication on occupational health and safety	Our Team	
403-5	Worker training on occupational health and safety	Our Sustainability Approach and Progress; Our Team; Appendix C: Sustainability Metrics	
403-6	Promotion of worker health	Our Team	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Supplier Responsible Labor Policy; Supplier Code of Conduct; Responsible Minerals Policy	
403-9	Work-related injuries	Our Team; Appendix C: Sustainability Metrics We offer our employees virtual training on how to report safety issues as well as training on safety best practices. Through our safety incident reporting process and examining trends in workers compensation claims, we have identified lack of machine guarding, lack of equipment pre-starts and repetitive motion tasks as the main root-level causes of serious workplace injuries in our manufacturing facilities. To prevent serious workplace injuries, we have held corporate webinars on machine guarding and job hazard analysis processes to educate employees and enhance awareness around workplace safety practices. We also create content on our intranet site to further engage with our employees on various safety topics.	
GRI 404: Training and Education 2016			
3-3	Management of material topics	Stakeholder Engagement; Our Team; Responsible Business	
404-1	Average hours of training per year per employee	Our Team; Appendix C: Sustainability Metrics	Reason for Omission: Information not available Amphenol does not currently collect data on employees by category. We therefore do not have the available information to report on this disclosure.
404-2	Programs for upgrading employee skills and transition assistance programs	Our Team Employee transition assistance plans are managed on a case-by-case basis. Human resources teams within each business group manage employee transition assistance plans.	
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Stakeholder Engagement; Our Team; Responsible Business	
405-1	Diversity of governance bodies and employees	2026 Proxy Statement; About Amphenol; Our Team; Responsible Business; EEO-1 filing	Reason for Omission: Information partially not available Amphenol does not currently collect data on employees by level or function.
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	Stakeholder Engagement; Supply Chain; Responsible Business; Code of Business Conduct and Ethics; Supplier Code of Conduct; Global Human Rights Policy; Supplier Responsible Labor Policy	
409-1	Operations and suppliers at significant risk for incidents of forced of compulsory labor	Supply Chain	
GRI 415: Public Policy 2016			
3-3	Management of material topics	Stakeholder Engagement; Responsible Business; Appendix C: Sustainability Metrics; Political Activity Statement	
415-1	Political contributions	Responsible Business; Appendix C: Sustainability Metrics; Political Activity Statement	

Appendix B

SASB Alignment

We have utilized the SASB standard specific to our primary industry as identified in the Sustainable Industry Classification System® (SICS®): Resource Transformation Sector – Electrical & Electronic Equipment Sustainability Accounting Standard (December 2023). Included in our table are topics we have identified as material and we are currently able to report on.

SASB Code	Accounting Metric	Units	2021	2022	2023	2024	2025
Energy Management							
RT-EE-130a.1	(1) Total energy consumed	gigajoule	3,867,059	4,050,314	3,900,775	4,250,850	4,913,328
	(2) Percentage grid electricity	%	77%	77%	78%	81%	82%
	(3) Percentage renewable	%	0%	5%	1%	17%	22%
	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. 1.3 Amphenol restated certain energy and emissions data in 2025 following a rebaseline assessment of its 2021 GHG emissions baseline. The rebaseline reflects changes in organizational boundaries, including acquisitions, to ensure consistency and comparability over time. As a result, SASB metrics related to energy management for 2021–2024 have been updated. These changes improve data accuracy and do not reflect changes in performance. 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. Based on our facility calculations, we estimate our percent of purchased renewables were 14%, 22%, 19%, 32% and 41% in 2021, 2022, 2023, 2024 and 2025, respectively, as noted in Appendix C. 3.2 The percentage renewable has been calculated as renewable energy consumption (EACs only) divided by total energy consumption. 3.3 In 2025, we consumed 240,650 MWh of EACs, some of which were purchased in 2024 and some of which were purchased in 2025. In 2024, we purchased and consumed 162,242 MWh of EACs. We purchased 54,000 MWh of EACs in 2022, of which 45,924 MWh were consumed in 2022. The balance, plus additional EACs totaling 10,079 MWh, were consumed in 2023.						
Hazardous Waste Management							
RT-EE-150a.1	(1) Amount of hazardous waste generated	metric tons	6,732	6,680	7,096	9,336	10,329
	(2) Number and aggregate quantity of reportable spills	#	0	0	0	0	1
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.						
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 Responsible Minerals Policy and 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 this report, page 32, and in our 2025 10-K SEC filing, Item 1A, Risk Factors, Risks related to our global operations. 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	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	0	0

Appendix C

Sustainability Metrics

	Units	2021	2022	2023	2024	2025
Manufacturing facilities in scope[1]	number	226	240	261	295	321
Environmental Data						
Energy Consumption						
Fuel from non-renewable sources	**MWh**	**218,247**	**236,790**	**215,710**	**192,932**	**206,824**
Production of renewable energy	**MWh**	**7,142**	**3,928**	**4,558**	**10,751**	**8,554**
Renewable electricity produced/consumed on-site	MWh	3,520	875	3,138	8,611	6,290
Renewable heat produced/consumed on-site	MWh	3,622	3,325	1,482	2,171	2,264
Purchased electricity	**MWh**	**831,790**	**863,306**	**846,617**	**951,642**	**1,117,542**
Non-renewable purchased electricity	MWh	713,139	677,224	682,980	643,839	653,829
Renewable purchased electricity	MWh	118,652	186,082	163,637	307,803	463,714
Renewable fuel consumption	MWh	-	807	758	567	1,249
Purchased heat/steam[2]	**MWh**	**20,625**	**24,116**	**18,084**	**27,607**	**34,157**
Renewable heat/steam	MWh	3,129	3,568	3,625	4,736	4,786
Non-renewable heat/steam	MWh	17,496	20,548	14,459	22,871	29,371
Cooling consumption	MWh	0	0	0	0	0
Total energy consumed	**MWh**	**1,074,183**	**1,125,087**	**1,083,549**	**1,180,792**	**1,364,813**
Energy intensity[3]	MWh/$M revenue	82.0	75.3	73.6	74.0	59.1
Total renewable energy used	**MWh**	**122,882**	**190,282**	**168,257**	**318,585**	**474,789**
Percent renewable energy used (SDG 6)	%	-	17%	16%	27%	35%
Production of renewable for sale	MWh	6,280	5,559	6,454	7,324	7,124
Greenhouse Gas Emissions[4]						
Direct (Scope 1)[5]	metric tons CO_2e	70,101	76,565	70,266	66,620	73,628
Indirect (Scope 2)						
Location-based[6]	metric tons CO_2e	407,980	414,316	402,740	471,404	568,262
Market-based[7]	metric tons CO_2e	418,120	367,905	392,640	361,179	374,353
Outside of scope - from biofuel	metric tons CO_2e	-	216	235	189	428
Total (Scope 1 and location-based Scope 2)	**metric tons CO_2e**	**478,081**	**490,881**	**473,006**	**538,024**	**641,890**
Greenhouse gas emissions intensity[3] (Scope 1 and location-based Scope 2)	metric tons CO_2e /$M revenue	35.8	32.2	31.2	32.6	27.8
Total (Scope 1 and market-based Scope 2)	**metric tons CO_2e**	**488,221**	**444,470**	**462,906**	**427,799**	**447,981**
Greenhouse gas emissions intensity[3] (Scope 1 and market-based Scope 2)	metric tons CO_2e /$M revenue	37.0	28.6	30.5	25.4	19.4
Indirect (Scope 3)[8,9]	**metric tons CO_2e**	**181,241**	**5,986,191**	**3,204,553**	**4,369,729**	**5,262,992**
Category 1	metric tons CO_2e	-	5,468,886	2,875,711	3,861,062	4,615,522
Category 2	metric tons CO_2e	27,710	30,470	78,021	134,290	213,564
Category 3	metric tons CO_2e	129,480	133,799	98,779	102,843	125,266
Category 5	metric tons CO_2e	20,394	20,757	5,042	5,179	7,170
Category 6	metric tons CO_2e	-	33,911	43,250	57,072	77,576
Category 7	metric tons CO_2e	-	12,319	61,006	51,104	69,074
Categories 4 & 9	metric tons CO_2e	-	286,048	42,744	158,178	154,821

Environmental Data (continued)	Units	2021	2022	2023	2024	2025
Environmental Incidents and Violations						
Incidents or violations $50,000 or greater	number	0	0	1	0	2
Water Management[10]						
Groundwater intake	megaliters	356	301	264	259	253
Water distribution system supply	megaliters	3,267	3,459	3,231	3,796	4,626
Fresh surface water intake	megaliters	22	8	66	83	99
Total withdrawal	**megaliters**	**3,644**	**3,768**	**3,561**	**4,138**	**4,978**
Total discharged	**megaliters**	**3,082**	**3,230**	**3,050**	**3,479**	**4,185**
Net water consumption	megaliters	563	538	511	659	793
Water intensity	megaliters/$M revenue	0.34	0.30	0.28	0.27	0.22
Waste Management						
Total waste generated	**metric tons**	**43,032**	**50,744**	**52,190**	**61,647**	**85,609**
Total waste diverted from disposal	metric tons	27,733	32,128	36,966	41,389	58,055
Total waste directed to disposal	metric tons	15,299	18,616	15,224	20,259	27,554
Total non-hazardous waste	metric tons	36,309	44,064	45,094	52,321	75,280
Total hazardous waste	metric tons	6,732	6,680	7,096	9,336	10,329
Total non-hazardous diverted from disposal	**metric tons**	**23,222**	**27,872**	**32,567**	**36,109**	**51,874**
Non-hazardous waste reused	metric tons	742	2,125	3,593	1,169	2,347
Non-hazardous waste recycled	metric tons	19,480	22,713	24,047	29,762	43,591
Non-hazardous waste otherwise recovered	metric tons	2,999	3,034	4,926	5,179	5,937
Total non-hazardous waste directed to disposal	**metric tons**	**13,078**	**16,192**	**12,528**	**16,202**	**23,406**
Non-hazardous waste incinerated with energy recovery	metric tons	3,297	5,047	3,837	5,359	6,319
Non-hazardous waste incinerated without energy recovery	metric tons	1,347	591	731	622	861
Non-hazardous waste landfilled off-site or permanent on-site holding	metric tons	6,762	7,983	7,241	9,522	15,497
Non-hazardous waste otherwise disposed	metric tons	1,672	2,572	718	699	729
Total hazardous waste diverted from disposal	**metric tons**	**4,511**	**4,256**	**4,400**	**5,279**	**6,181**
Hazardous waste reused	metric tons	86	52	66	104	274
Hazardous waste recycled	metric tons	2,815	2,400	2,363	2,550	3,033
Hazardous waste otherwise recovered	metric tons	1,610	1,805	1,971	2,625	2,874
Total hazardous waste directed to disposal	**metric tons**	**2,221**	**2,423**	**2,696**	**4,056**	**4,148**
Hazardous waste incinerated with energy recovery	metric tons	290	251	414	571	790
Hazardous waste incinerated without energy recovery	metric tons	621	542	587	824	655
Hazardous waste landfilled off-site or permanent on-site holding	metric tons	230	240	276	717	968
Hazardous waste otherwise disposed	metric tons	1,079	1,391	1,419	1,944	1,735
Social Data						
Employees in Scope[11]						
Amphenol employees	number	65,162	70,645	70,916	83,416	107,914
Contract employees[12]	number	20,208	20,243	18,962	24,499	38,280
Interns	number	218	364	485	565	738
Full-time employees	%	84,621	89,743	89,084	107,307	145,484
Part-time employees	%	1,061	1,335	1,240	1,164	1,446
Amphenol employees total hours worked	hours	159,162,591	167,166,259	166,305,424	200,828,346	264,362,906
Contract employees total hours worked	hours	55,733,441	57,066,156	53,504,818	71,330,328	111,565,145

Social Data (continued)	Units	2021	2022	2023	2024	2025
Training[13]						
Total hours	hours	1,825,061	2,027,545	1,173,475	1,298,507	1,590,950
Injuries and Safety Incidents						
Total lost-time injuries[14]						
Amphenol employees	number	295	305	327	314	332
Contract employees	number	17	56	34	49	104
Total lost-time injury rate[15]						
Amphenol employees	Injuries per 200,000 hours worked	0.37	0.36	0.39	0.31	0.25
Contract employees	Injuries per 200,000 hours worked	0.06	0.20	0.13	0.14	0.19
Work-related fatalities						
Amphenol employees	number	0	0	0	0	1
Contract employees	number	0	0	0	0	0
Facilities with safety committees	number	199	229	252	288	311
Governance Data						
Employees[11]						
Total employees worldwide at year-end, approximate	number	90,000	91,000	95,000	125,000	170,000
Percentage of female employees worldwide	%	48%	49%	48%	45%	46%
Percentage of male employees worldwide	%	52%	51%	52%	55%	54%
Percentage of women in core management	%	28%	27%	26%	22%	22%
Percentage of men in core management	%	72%	73%	74%	78%	78%
Revenue						
Total	$ in millions	10,876	12,623	12,555	15,223	23,095
Environmental Health and Safety Management						
Facilities with ISO 14001 management systems	number	112	121	129	147	157
Facilities with ISO 45001 management systems	number	28	31	41	55	69
Facilities with ISO 50001 management systems	number	-	-	-	17	18
Political Contributions						
Total spent on contributions to political campaigns or political organizations	$	0	0	0	0	0

Notes:

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

B. 'Workers' implies Amphenol, contractor and intern employees.

C. All periods noted are for their respective calendar year.

D. Amphenol defines its organizational boundary for GHG emissions accounting using the operational control approach, as defined by the GHG Protocol. Under the operational control approach, Amphenol accounts for all GHG emissions from the operations over which it has operational control. The gases included are CO_2, CH_4, N_2O and certain refrigerants, which are all reported as CO_2 equivalents.

E. Amphenol collects environmental and social data from facilities in scope through our internet-based platform, the Sustainable Development Reporting System (SDRS). Data is entered into the system by local environmental, health and safety, sustainability and other employees. Energy and air emissions are verified by operating unit financial controllers or their designees and compiled for the sustainability report by our corporate team. Each year, we evaluate whether new data metrics need to be captured to enhance reporting and adjust our platform accordingly.

F. In 2025, in accordance with the GHG Protocol, Amphenol restated certain energy and emissions data following a rebaseline assessment of its 2021 GHG emissions baseline. The rebaseline reflects changes in organizational boundaries, including acquisitions and divestments, to ensure consistency and comparability over time. In addition, updates to emission factors have been incorporated where more temporally representative emission factors have become available. As a result of the rebaseline, energy and Scope 1 and 2 emissions data for 2021–2024 have been updated. These changes improve data accuracy and do not reflect changes in performance.

Due to limited availability of site-level revenue data, acquired and divested sites were assumed to have energy and emissions performance consistent with the companywide average. Under this approach, portfolio changes were treated as neutral to overall intensity, and therefore no adjustment to the revenue denominator was required. As a result, changes in reported energy and emissions intensity reflect underlying operational performance and emission factor updates, rather than the effects of acquisitions or divestments.

Footnotes:

1. Amphenol had approximately 350 manufacturing facilities at the end of 2025. For the data collected in this report, our in-scope manufacturing facilities, including select owned, non-manufacturing facilities, were 321 in 2025. For each calendar year, our reporting does not include sustainability data from manufacturing facilities acquired or newly opened after June 30th of that year. Full-year sustainability data for those new in-scope facilities is reported in the year after they joined Amphenol. The number of manufacturing facilities represents those owned and operated by Amphenol during the specified calendar year and excludes facilities acquired or divested outside that year. For the rebaseline analysis, the total number of facilities with energy and emissions data considered was 298 in 2021, 305 in 2022, 311 in 2023, 319 in 2024 and 321 in 2025.
2. Includes 3,568, 3,625, 4,736, and 4,786 MWh of renewable purchased heat/steam for 2022, 2023, 2024 and 2025, respectively.
3. Intensity calculations for energy, GHG emissions Scope 1 and location-based Scope 2 and GHG emissions Scope 1 and market-based Scope 2 have been adjusted to reflect our rebaseline. For energy intensity, prior reported energy consumption values were adjusted by -11,107, 553 and -7,076 for 2021, 2022 and 2023, respectively. For GHG emissions intensity (Scope 1 and location-based Scope 2), prior reported emissions were adjusted by -8,012, -6,874, -13,388 and -521 for 2021, 2022, 2023 and 2024, respectively. For GHG emissions intensity (Scope 1 and market-based Scope 2), prior reported emissions were adjusted by -10,579, -8,519, -6,087 and 4,689 for 2021, 2022, 2023 and 2024, respectively.
4. Metric tons CO_2 equivalent were calculated using methodology as outlined by the World Resource Institute Greenhouse Gas Protocol. Some of the emission factors for Scope 3 are only available as CO_2 emissions but are presented as CO_2e.
5. Scope 1 emission factor sources include: DEFRA 2025 - UK Government greenhouse gas conversion factors for company reporting and IEA Emissions Factors 2025.
6. Scope 2 location-based emission factor sources include purchased electricity emission factors from the EPA eGrid2023 and IEA Emission Factors 2023, as well as emission factors for heat, steam and cooling from utility suppliers or DEFRA 2023. Emission factor source years correspond to the year of the underlying data rather than the publication date.
7. Scope 2 market-based emission factor sources include purchased electricity emission factors from utility suppliers, Green-e Residual Mix 2022, the Associations of Issuing Bodies (AIB) 2024 and IEA Emission Factors 2023, as well as emission factors for heat, steam and cooling from utility suppliers or DEFRA 2023. Emission factor source years correspond to the year of the underlying data rather than the publication date.
8. For Scope 3 Categories 1, 2 ,4 and 9, consumption across each category was tracked using Benchmark / Gensuite software. In 2025, Amphenol utilized a hybrid approach of both mass of purchased goods/distance-based transportation services method and spend-based method. Based on the availability of verified datasets from each operating unit, for spending within the United States, the EPA Supply Chain Greenhouse Gas Emission Factors v1.3 were mapped to spending categories using six-digit NAICS codes. For spending in other countries, we used the country-specific, spend-based emission factors from EXIOBASE v3.11, again mapping them to spending categories with six-digit NAICS codes. This year the EXIOBASE emission factors were already adjusted for inflation, while in the past inflation was calculated separately using commodity index data specific to each country. Per our commitment to finding alternatives to spend-based calculations, we continued to implement a mass-based calculation for a portion of our plastic resins & plastics, raw metals – including aluminum, bronze, copper, gold, iron, steel and ferroalloys. This year we added 100% recycled gold and 100% recycled aluminum but used the raw gold emission factor for our recycled gold calculations since a reliable recycled gold emission factor was unavailable. The hope is that in the future, collecting this data will allow us to highlight emission reduction activities related to using recycled metals. These categories were selected for more granular reporting by mass (kilograms) because the mass is more commonly available at the business unit level than for other types of raw materials. This year we also included several additional Scope 3 classifications to Scope 3 data to ensure more specific and accurate emissions reporting. These categories include fiber optic cables & connectors, electronic components, law firm/legal services, consulting/training services and non-CapEx machinery and equipment. We continued to utilize a distance-based calculation for a portion of our transportation and direct emissions reporting from vendors to account for fuel efficiencies. The emission factors for our mass-based and distance-based calculations were extracted from EcoInvent v3.12.
9. Categories 8, 10, 14 and 15 have been assessed and found to be not relevant. Categories 11 and 12 have not yet been assessed. Scope 3 Category 13 has been calculated and determined to be not relevant.
10. Water withdrawal, discharge and consumption data, apart from groundwater and surface water data, was collected at in-scope facilities primarily using monthly or quarterly water bill values.
11. In-scope employee and non-employee worker data were compiled at year-end and calculated by averaging the 12 end-of-month headcount numbers. Governance employee data is based on year-end headcount. The vast majority (95% or more) of our employees work full-time in all regions. Our employee percentages by region are shown on page 5 of this report.
12. Our most common type of contract worker is temporary employees. Temporary workers at Amphenol most commonly perform manufacturing labor duties.
13. In 2025, training hours were approximately 11 hours per employee or worker.
14. A lost-time injury is defined as a work-related injury that results in lost time beyond the date of injury. Our most common type of recorded work-related lost time injuries are in a category that includes sprains, strains and fractures.
15. Our work-related injury calculations are based on OSHA incident rate calculations using 200,000 hours as an estimate for 100 employees working 40 hours a week, 50 weeks per year.

Appendix D

Tier 1 Direct Supplier Geographies

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

Country	
Australia	Mexico
Austria	Morocco
Belgium	New Zealand
Bosnia and Herzegovina	Norway
Brazil	Pakistan
Bulgaria	Philippines
Canada	Poland
China	Portugal
Croatia	Romania
Czech Republic	Samoa
Denmark	Serbia
Estonia	Singapore
Finland	Slovakia
France	Slovenia
Germany	South Africa
Hong Kong	South Korea
Hungary	Spain
India	Sri Lanka
Indonesia	Sweden
Ireland	Switzerland
Israel	Taiwan
Italy	Thailand
Japan	The Netherlands
Latvia	Tunisia
Lithuania	Turkey
Luxembourg	United Arab Emirates
Macedonia	United Kingdom
Malaysia	United States of America
Malta	Vietnam
Mauritius	

Appendix E

Climate Scenario Analysis

Below is a high-level summary of our Climate Scenario Analysis, with the full report available on our website.

Organizations use a Climate Scenario Analysis (CSA) to understand how their performance might be impacted under different future climate scenarios. Scenarios are created using climate models to project potential future changes in climate variables under various GHG emission and socioeconomic conditions. A climate scenario is not a prediction and does not represent a forward-looking statement relative to financial performance or future financial risks; it is a tool that provides a way to understand the impacts associated with potential climate-related risks over various time horizons, enabling decision-makers to develop appropriate strategic responses. A CSA provides essential information for developing strategies to assist with mitigating negative potential impacts and adapting to future uncertainty.

Amphenol contracted with a third-party consultant to complete a CSA in 2024 which will be used to help inform our climate-related strategy. The CSA will further be used to support Amphenol's regulatory obligations as these needs arise.

The current CSA was used to investigate potential physical climate-related risks in selected regions where we operate. As part of the analysis, Amphenol considered both a low GHG emission scenario (SSP2-4.5) and a high GHG emission scenario (SSP5-8.5). Amphenol also considered potential risks from priority physical climate drivers, including wildfire hazards, flooding, tropical cyclones and water scarcity. Amphenol assessed the impacts such risks could pose to our operations in the short-term (1-3 years), medium-term (3-7 years) and long-term (7-15 years). While current climate models predict varied impacts from physical risks on a global scale due to climate change, given the geographically dispersed nature of Amphenol's assets and operations, together with its diversified business model, the CSA concluded that it is unlikely such physical risks would have a material financial impact on Amphenol and, therefore, we do not believe they present a material risk to the Company over the assessed time horizons.

Appendix F

Climate Transition Plan

Amphenol recognizes the importance of having a climate transition plan and the need to identify solutions to address a low-carbon economy. Amphenol's Climate Transition Plan (CTP) outlines our strategy to reduce GHG emissions, manage climate-related risks and support the climate transition towards decarbonization. Below we provide a summary, with the full report available on our website.

1.1 Emissions Baseline and Goal

Amphenol is committed to calculating our GHG emissions with increasing accuracy and reducing our GHG emissions in line with our goals.

By 2030, Amphenol has established goals to:

- Reduce absolute Scope 1 and market-based Scope 2 GHG emissions by 10% compared to our 2021 levels.
- Increase our use of renewable energy to 50% for energy used at our facilities.
- Engage our top 30% of Tier 1 Direct suppliers by spend, to track GHG emissions reduction opportunities.
- Reduce the weight of single-use plastic in our packaging by 10% versus our 2024 levels.

Amphenol believes these goals are realistic and achieveable. As we achieve our goals, we anticipate setting new goals that will further advance our progress and align with regulatory requirements and customer expectations.

1.2 Creating a Roadmap

Amphenol plans to use a combination of short-, medium- and long-term actions to achieve our current and future GHG emissions reduction goals.

Key medium-term actions (to 2030) include:

- Increasing renewable energy usage as a percentage of our consumption by incorporating additional renewable energy sources including but not limited to on-site energy generation, direct purchase of renewable energy certificates, green power programs and power purchase agreements where applicable.
- Seeking less emissions-intensive third-party modes of transportation.
- Reducing the weight and packaging of our products through product and package redesign.
- Reducing waste through process optimization and waste diversion
- Continual review of emerging technologies to identify new opportunities to reduce the carbon footprint of our products and increase product circularity.
- Partnering with suppliers and customers to support broader decarbonization efforts.

Amphenol will routinely update its CTP following each review of our double materiality assessment to ensure flexibility, conformance with technological advancements and continued alignment with our Corporate strategy and business needs. Amphenol will also continue to update the Company's CSA, which currently has identified no material financial impacts stemming from climate-related physical risks (see Appendix E).

Amphenol has identified potential climate-related transition risks, such as the potential for increased operating costs due to climate-related regulatory compliance, increased raw material costs due to climate-related factors and increased costs for facilities committed to net-zero goals. While Amphenol recognizes that transition risks accompany the shift to a low-carbon economy, the transition also creates growth opportunities for Amphenol, as our expansive product portfolio enables us to support products that are enabling the transition to a low-carbon economy, with many examples highlighted in our annual Sustainability Report. At the same time, our own decarbonization efforts increase efficiency in our own operations.

1.3 Strategy and Finance Integration

To ensure financial integration, Amphenol incorporates our GHG emissions reduction planning and CTP into both our corporate strategy and the Company's annual financial planning. With recommendations from our corporate EHSS team, Amphenol's executive leadership sets our sustainability strategy and goals with oversight from the Board. The Board, including through its various committees, oversees climate-related risks as part of its broader risk management responsibilities. The responsibilities of the Audit Committee expressly include assisting the Board in fulfilling its oversight responsibilities for the environmental component of sustainability, which includes periodic review of the Company's climate change-related strategis, policies, disclosures, goals, performance and measurement, including with respect to GHG emissions, energy and water usage and any other relevant subjects as determined by the Company, and to monitor the effectiveness of Company systems necessary to ensure compliance with applicable legislation, regulatory requirements, industry standards and Company policies, programs and practices relevant to climate change-related matters.

1.4 Roadmap Implementation

To achieve our GHG emissions reduction goals, Amphenol employs the following implementation strategies:

- Top-down leadership communication of our Corporate strategy
- Local teams tailor corporate strategy based on local business conditions
- Cross-functional teams focused on reduction actions
- Employee training to recognize opportunities
- ISO-based management systems

In addition, Amphenol is partnering with both our suppliers and customers through education, innovation and collaboration to help support our long-term plans to reduce our overall carbon footprint. Amphenol builds climate-related engagement with our suppliers into our policies, including our Supplier Code of Conduct and Sustainable Procurement Policy. Amphenol also uses its technology and innovation capability to identify opportunities to partner with customers to employ products in ways that enhance sustainability.

1.5 Moving Forward

Amphenol will monitor the Company's progress toward our GHG emissions reduction goals and adjust plans as necessary to ensure we meet these goals. As our goals are met, we will set future goals that build upon our progress, in line with both regulations and customer expectations. By embedding sustainability into our business strategy, we aim to create long-term value for our investors, customers, employees and other stakeholders while contributing to a more sustainable future.

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