

Climate Transition Plan

Introduction

Amphenol recognizes the importance of having a Climate Transition Plan (CTP) and the need to identify solutions to address a low-carbon economy. This plan outlines Amphenol's strategy to reduce greenhouse gas (GHG) emissions, manage climate-related risks and support the climate transition towards decarbonization.

Who We Are

Amphenol Corporation is one of the world's largest providers of high-technology interconnect, sensor and antenna solutions. Our products Enable the Electronics Revolution across a diverse array of end markets. We are a global company, with approximately 300 manufacturing facilities in more than 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 125,000 passionate, talented and diverse employees worldwide at the end of 2024.

Our Products

Amphenol's products are supporting and enabling the electronics revolution across a wide variety of end markets, many of which contribute to a cleaner, safer future. Today, our products are enabling the growth in electric passenger and commercial vehicles, clean energy solutions, 5G networks, cloud computing, artificial intelligence, wearable devices, the Internet of Things, new airplane technologies, space exploration and rural broadband rollouts, 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 the long-term growth of 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.

GHG Emissions Baseline and Goals

Amphenol is committed to reducing our GHG emissions in line with our goals. Since first calculating our GHG emissions data in 2017, we have made meaningful progress in reducing our GHG emissions. Amphenol's current GHG baseline and GHG emissions reduction goals are presented below.

GHG Emissions Baseline and Annual Data

Amphenol calculates Scope 1, 2 and 3 GHG emissions on an annual basis and works to continually expand the content and accuracy of this data. Amphenol uses a 2021 baseline for GHG emissions and re-evaluates this baseline annually based on a multitude of factors.

Scope 1 and 2

Since 2017, Amphenol has calculated Scope 1 and 2 GHG emissions. In 2023, Amphenol updated our accounting of non-manufacturing leased assets for GHG Scope 1 and 2 emissions, which were previously included in GHG Scope 3 Category 8. This update led to a change in our Scope 1 and 2 GHG emissions for 2021 and 2022.

	Units	2021 (Baseline Year)	2022	2023	2024
Direct (Scope 1)	Metric tons CO ₂ e	40,175	46,111	41,395	42,271
Indirect (Scope 2) – Location-based	Metric tons CO ₂ e	357,553	367,361	364,258	454,241
Indirect (Scope 2) – Market-based	Metric tons CO ₂ e	372,376	323,561	347,761	338,956

Scope 3

Starting in 2020, Amphenol began calculating Scope 3 GHG emissions and has progressively increased the extent and accuracy of our Scope 3 emissions data. As of 2024, Amphenol has assessed all Scope 3 categories, except Categories 11 and 12 which cannot reasonably be assessed. Categories 10, 14, and 15 have been assessed and found to be not relevant. Category 8 has also been assessed and found to be no longer relevant following its incorporation into Scope 1 and Scope 2. Category 13 has been calculated and determined to be immaterial.

GHG Emissions Baseline and Annual Data (continued)

	Units	2021 (Baseline Year)	2022	2023	2024
Indirect (Scope 3)	Metric tons CO₂e	181,241	5,986,191	3,204,553	4,369,729
Category 1	Metric tons CO ₂ e	-	5,468,886	2,875,711	3,861,062
Category 2	Metric tons CO ₂ e	27,710	30,470	78,021	134,290
Category 3	Metric tons CO ₂ e	129,480	133,799	98,779	102,843
Category 5	Metric tons CO ₂ e	20,394	20,757	5,042	5,179
Category 6	Metric tons CO ₂ e	-	33,911	43,250	57,072
Category 7	Metric tons CO ₂ e	-	12,319	61,006	51,104
Categories 4 & 9	Metric tons CO ₂ e	-	286,048	42,744	158,178

GHG Emissions Reduction Goals

Amphenol is committed to reducing our GHG emissions and we recognize the importance of having quantitative goals that guide our reduction efforts. Our corporate sustainability goals are based on the United Nations Sustainable Development Goals (SDGs) framework. As detailed below and in our annual Sustainability Reports, Amphenol's current goals extend to 2030.

Scope 1 and 2

Amphenol has two goals related to Scope 1 and 2 GHG emissions:



7.2 Affordable and Clean Energy

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



13.1 Climate Action

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.

Scope 3

Amphenol has two goals related to Scope 3 GHG emissions:



9.4 Industry, Innovation and Infrastructure

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.



12.2 Responsible Consumption and Production

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.

Progression of Goals

Amphenol believes its GHG reduction goals are realistic and achievable. As we achieve our goals, we anticipate setting new goals that will further advance our progress and align with regulatory requirements and customer expectations. For example, in 2024 Amphenol achieved our Scope 1 and 2 GHG emissions intensity goal of reducing revenue-normalized Scope 1 and 2 GHG emissions by 15% compared to our 2021 levels. This goal was achieved one year ahead of our 2025 target.

Decarbonization Roadmap

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

Creating a Roadmap

Amphenol uses a combination of actions to reduce the Company's GHG emissions. Some of these actions include purchasing and generating renewable energy, minimizing the weight and waste of our products and using lower emission transportation methods when possible.

Reduce Energy Use

To achieve our Scope 1 and 2 GHG emissions reduction goals, Amphenol is working to reduce the energy used in our manufacturing facilities through the application of lean production processes and investments in energy-saving equipment.

Creating a Roadmap (continued)

Increase Renewable Energy Use

An important component of Amphenol's GHG emissions reduction strategy is the increased use of renewable sources in our purchased energy. To achieve our goal to have renewable energy account for 50% of the energy used in our facilities by 2030, we are expanding the use of renewable energy sources in our facilities through on-site energy generation, the direct purchase of Energy Attribute Certificates (EACs), green power programs and Power Purchase Agreements (PPAs). We are also partnering 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 and PPAs where suitable, and to further increase our use of EACs and Renewable Energy Certificates (RECs).

Track Supplier GHG Emissions

Amphenol has been tracking the majority of our Scope 3 emissions since 2022. Our current focus is to identify improvement opportunities through engagement with our suppliers. Amphenol has built energy management expectations into our Supplier Code of Conduct, which includes the requirement that suppliers establish a system to track energy consumption and report their progress toward a companywide GHG reduction goal. The Supplier Code of Conduct further specifies that suppliers must track, document and publicly report their energy consumption and Scope 1 and 2 GHG emissions, while looking for opportunities to improve energy efficiency in an effort to minimize their energy consumption and GHG emissions throughout their value chain.

We continue to use a third-party software platform to further develop and refine our Scope 3 GHG emissions tracking abilities. In 2024, we used the software to improve the accuracy of our Scope 3 Category 1 emissions by introducing weight-based measurement methods for specific commodities such as metals and plastics. While adoption is still expanding, this enhancement supports our commitment to improving the accuracy of our commodities-based emissions and refining our overall GHG inventory to better identify emissions reduction opportunities within our supply chain.

Redesign Packaging

To further reduce GHG emissions associated with transportation, Amphenol is examining our packaging materials and design to look for opportunities to reduce the weight and amount of our product packaging. As of 2024, Amphenol completed a detailed analysis of our cardboard and plastic packaging to support future packaging optimization efforts. We are now in the process of implementing identified optimization opportunities, such as redesigning packaging, transitioning to recycled or biodegradable plastic alternatives and increasing shipping compactness to reduce total shipments.

Flexibility and Risk Management

Amphenol expects to regularly update our CTP to ensure it continues to align with our business needs, as well as the expectations of our stakeholders and any requirements imposed by law. We plan to review our CTP following the completion of each double materiality assessment, which we conduct on a biennial basis.

As part of our planning, Amphenol has considered various climate change scenarios and the impact of these potential scenarios on our business, including both physical and transition risks and opportunities as outlined in our Climate Scenario Analysis (CSA). Amphenol will continue to evaluate the actual and potential impacts of climate-related transition risks and opportunities and plans to integrate an analysis of transition risks and opportunities under different climate scenarios into future CSAs.

Physical Risks

To examine physical risks, Amphenol conducted a CSA with input from our stakeholders. In the analysis, Amphenol considered both a lower emissions scenario (SSP2-4.5) and a higher emissions scenario (SSP5-8.5). Amphenol also examined short-, medium- and long-term potential impacts on our operations from various physical climate events, including wildfire hazard, flooding, tropical cyclones, extreme heat, water quality and water scarcity. For all such events, Amphenol determined that the impact of each posed only a minor to moderate risk to our manufacturing facilities. Given the geographically dispersed nature of Amphenol's assets and operations, we concluded that a material impact on our direct operations is unlikely over the time horizons assessed.

Transition Risks

Amphenol identifies climate-related transition risks as those driven by the market-based need to transition to a low-carbon economy, including the development of, and investment in, new technologies and services that support this low-carbon transition. This also includes the accompanying range of legal, economic, liability and reputational issues associated with a transition to a low-carbon economy. Amphenol has identified some potential transition risks for our business including increased operating costs due to regulatory requirements and adherence to climate policy, increased raw material costs due to climate-related factors and increased costs due to an expansion in reporting requirements, but none of these risks are considered material.

While Amphenol recognizes that some transition risks accompany the shift to a low-carbon economy, the transition also creates growth opportunities for Amphenol. Our products help support technologies that are enabling the transition to a low-carbon economy, with some examples including renewable energy generation, smarter and more efficient power grids, electric vehicles and related charging infrastructure, new clean airplane technologies and global connectivity. By utilizing effective resource stewardship throughout the life cycle of our products, we constantly strive to create a cleaner, safer, more sustainable world.

Strategy and Finance Integration

Amphenol incorporates our GHG emissions reduction planning and CTP into both our corporate strategy and the Company's annual financial planning.

Corporate Strategy Integration

Amphenol's Board of Directors oversees the Company's overall sustainability programs. The Audit Committee is responsible for assisting the Board in fulfilling its oversight responsibility for the "Environmental" portion of ESG, which includes: (1) periodic reviews of the Company's climate change-related strategies, policies, disclosures, goals, performance and measurement; and (2) monitoring the effectiveness of Company systems to ensure compliance with applicable legislation, regulatory requirements, industry standards and Company policies, programs and practices relevant to climate-change related matters.

At a management level, our executive leadership is responsible for managing our sustainability programs. In particular, Amphenol's Vice President of EHSS 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.

Corporate Financial Planning Integration

To link our CTP to corporate financial planning, Amphenol includes spending for decarbonization-related activities in our annual strategy and budget reviews. These reviews focus on a 3–5-year time horizon but also include planning for longer term investments. The output of these reviews is an annual budget for each business unit's operating and capital expenses, which would include expenses and investments for GHG emissions reduction activities.

In 2024, Amphenol spent \$2.3 million on capital projects directly connected to GHG emissions reductions and climate-related risk and opportunity management efforts, primarily for energy-efficient equipment and on-site renewable energy production. In addition, Amphenol spent \$175,000 to purchase EACs, which are directly connected to GHG emissions reductions.

Roadmap Implementation

Amphenol will implement our CTP through both internal and external actions by working to reduce our own GHG emissions and engaging our customers and suppliers in carbon reduction opportunities.

Components of Effective Internal Implementation

To ensure effective internal implementation of Amphenol's CTP, Amphenol relies on top-down leadership communication, local management teams tailoring the corporate strategy to meet their local business needs, cross-functional teams focused on reduction actions, regular training on recognizing reduction opportunities and ISO-based management systems.

Top-Down Leadership Communication

Reinforcing and driving Amphenol's culture and strategy is a key responsibility of executive management. 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 businesses.

Local Teams Tailor Corporate Strategy

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, as well as managing processes to track the effectiveness of the actions, goals, targets and indicators used to evaluate sustainability progress. This approach empowers each of our businesses to oversee significant environmental matters within their operations, which allows us to best address the most important environmental priorities within our organization.

Cross-Functional Teams Focused on Reduction Actions

Amphenol plans to advance our CTP by promoting collaboration and communication across the Company through a variety of committees and teams that span our different businesses. Our Sustainability Steering Committee is comprised of members from a broad array of functions across the Company, including executive management, legal, human resources, quality, finance, internal audit, risk management and EHSS functions.

In addition to our Sustainability Steering Committee, Amphenol has technical information communities. Each community is composed of technical experts within or across businesses. These communities meet to discuss carbon and energy reduction opportunities through the research and development of new products and technologies.

Due to the rapid pace of technological change, Amphenol recognizes that the potential actions available to achieve GHG emission goals continue to evolve. To ensure these technological innovations are being disseminated throughout the organization, Amphenol has established a team of engineering leaders from across the Company. The team's goal is to share their knowledge on a number of sustainability topics including options for cleaner and more innovative material solutions, best practices for waste minimization, designs for packaging to reduce single-use plastics and solutions to increase recycled material content.

Components of Effective Internal Implementation (continued)

Employee Training to Recognize Opportunities

To help implement processes for calculating and identifying GHG emissions reduction opportunities, Amphenol's corporate EHSS team provides training resources on climate-related topics suitable for companywide use. These training topics continue to expand in line with our GHG emissions reduction goals. For example, Amphenol has provided training on carbon footprint calculations, life cycle analyses, regional renewable energy markets and solutions, power purchasing agreements and more.

In addition, Amphenol's EHSS team hosts webinars that provide additional opportunities to educate the Amphenol community on emerging GHG emissions reduction opportunities. Amphenol also offers training on practical energy efficiency projects, including on how to conduct energy audits, which is a priority for several Amphenol business units.

ISO-Based Management Systems

ISO-based management systems offer an effective way to ensure long-term management of our goals and actions. Amphenol's sites are certified locally, and a number of our sites have become ISO 50001 certified.

Value Chain Engagement

Scope 3 GHG emissions represent a significant portion of Amphenol's overall GHG emissions. To promote further reductions in our overall GHG emissions, Amphenol is partnering with our suppliers and customers.

Supplier Engagement

Amphenol recognizes that our products' inputs may contribute more GHG emissions than our manufacturing processes. Beyond our supplier engagement efforts detailed in the section "Track Supplier GHG Emissions", Amphenol's Sustainable Procurement Policy strives to select suppliers who demonstrate a commitment to reducing their environmental footprint, including the management and reduction of Scope 1 and 2 GHG emissions. To further collaborate with and educate our suppliers, Amphenol provides environmental-related supplier training and has introduced strategies for carbon footprint reduction and the creation of a circular economy. As outlined in our SDG 9.4 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.

Customer Engagement

Amphenol is collaborating with our customers to help support GHG emissions reductions within our customers' products. One way we do this is by identifying opportunities where our products can enhance sustainable solutions. We are also responsive to customer questions, requests and ideas related to identifying emissions reductions opportunities.

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.