Amphenol Supplier Environmental, Social, and Governance (ESG) Training

At Amphenol, we focus our sustainability strategy around the Environmental, Social, and Governance (ESG) topics that are material to our company. Amphenol's supply chain partners are an integral part of the company's success and a reflection of the company overall. **We seek to partner with suppliers on their sustainability journey and ensure the products we deliver are sourced responsibly, built with environmental considerations, and positively contribute the communities in which we operate**.

Thank you for being a part of our sustainability journey.

**Let's Work Together to Protect Our
PEOPLE,
PLANET, and
BUSINESSES**

Sustainability at Amphenol

Suppliers are encouraged to review Amphenol's Sustainability Report to learn about the company's approach to address the environmental, social, and governance (ESG) topics most material to the business

Amphenol Sustainability Goals

Amphenol currently has 8 Sustainable Development Goals (SDGs) outlined in its Sustainability Report. These goals reflect our committed to continuously improving our sustainability efforts.

6.4 Clean Water and Sanitation

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

7.2 Affordable and Clean Energy

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

8.7 Decent Work and Economic Growth

By the end of 2025, Amphenol will enhance ESG elements in existing supplier auditing programs and conduct audits for suppliers in the highest ESG risk category.

11.5 Sustainable Cities and Communities

By the end of 2025, Amphenol will ensure our business continuity plans address issues related to physical risks as per TCFD for our top 20 facilities.

12.2 Responsible Consumption and Production

By the end of 2025, Amphenol will conduct a detailed analysis of our cardboard and plastic packaging use to support future packaging optimization efforts.

12.4 Responsible Consumption and Production

By the end of 2025, Amphenol will assess the use of PFAS in products and processes across our manufacturing facilities.
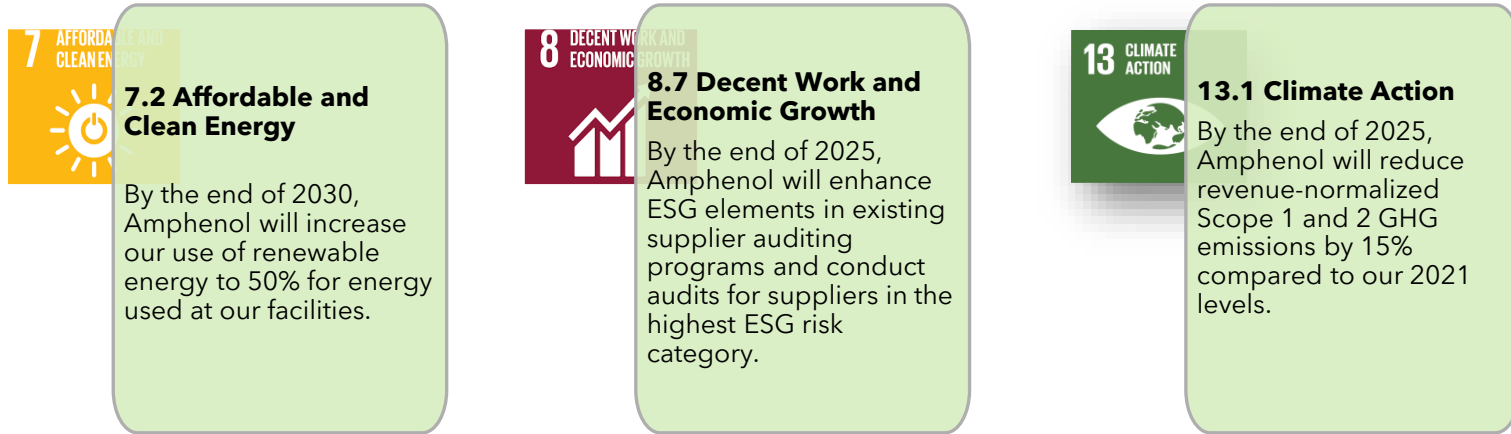
13.1 Climate Action

By the end of 2025, Amphenol will reduce revenue-normalized Scope 1 and 2 GHG emissions by 15% compared to our 2021 levels.

16.2 Peace, Justice, and Strong Institutions

By the end of 2025, Amphenol will deliver enhanced training on its health and safety requirements to all Amphenol businesses worldwide.

What do these goals mean for suppliers?

7.2 Affordable and Clean Energy

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

8.7 Decent Work and Economic Growth

By the end of 2025, Amphenol will enhance ESG elements in existing supplier auditing programs and conduct audits for suppliers in the highest ESG risk category.

13.1 Climate Action

By the end of 2025, Amphenol will reduce revenue-normalized Scope 1 and 2 GHG emissions by 15% compared to our 2021 levels.

- Stronger focus on **greenhouse gas (GHG) emission** reduction efforts

  - Energy management systems to track energy consumption for Scope 1 and 2 GHG emissions
  - Energy efficiency opportunities
  - Prioritizing cleaner/green energy

- ESG considerations during **supplier audits**
  - More transparency regarding social, environmental, and governance practices
  - Commitments to meeting Amphenol expectations
  - Cooperation for corrective action planning

Amphenol Environmental, Social, and Governance Policies

Amphenol Supplier Code of Conduct (SCOC)

Amphenol strives to establish and maintain relationships with Suppliers who demonstrate a firm commitment to this SCOC

Please be advised that Amphenol's Supplier Code of Conduct has been updated as of February 2024 – Rev 2
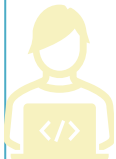*highlighted items indicate new topics*

Labor
- Uphold human rights or workers, and treat with dignity and respect
- Prohibits all forms of forced or involuntary labor
- Prohibits child labor
- Nondiscrimination
- Ensure equal pay for work and qualification

Health & Safety
- Promotes a healthy and safe work environment
- Comply with applicable health & safety regulations
- Continually improve performance
- Emergency Preparedness

Environmental
- Identify and minimize adverse effects on the community, environment, and natural resources
- Comply with applicable environmental and material compliance regulations
- Greenhouse gas emissions tracking and reduction targets

Ethics
- Uphold the highest standards of ethical conduct in all business dealings
- Zero-tolerance policy for all forms of bribery, corruption, extortion, and embezzlement
- Process for personnel to raise any concerns without fear of retaliation

Management Systems
- Adopt or establish a management system related to content of SCOC
- A process to identify and manage risks regarding environmental, health and safety (EHS)
- Export controls

Adherence
- Suppliers and their employees, agents, sub-agents, and subcontractors are expected to adhere to this SCOC while conducting business with Amphenol

https://amphenol.com/docs/supplier-code-of-conduct
(English)

Amphenol Supplier Responsible Labor Policy (SRLP)

The policy sets forth the standards that Amphenol expects our suppliers to uphold to ensure that their **working conditions are safe** and that workers are treated with **dignity and respect**.

The standards align with The Responsible Business Alliance Code of Conduct

These standards are:
1. Freely Chosen Employment
2. Young Workers
3. Wages, Benefits and Working hours
4. Humane Treatment
5. Non-Discrimination / Non-Harassment
6. Freedom of Association and Collective Bargaining
7. Safe and Healthful Working Conditions

https://amphenol.com/docs/supplier-responsible-labor-policy
(English)
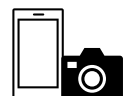
Amphenol's Statement on Anti-Human Trafficking & Slavery (AHTS)

- Amphenol is committed to treating everyone in our business and supply chains with dignity and respect. Amphenol's AHTS Statement addresses the **California Transparency in Supply Chains Act of 2010, the U.K. Modern Slavery Act of 2015, The Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the Australian Modern Slavery Act of 2018**.

- Our Global Human Rights Policy reinforces our commitment to respecting and promoting human rights in our relationships with our employees, suppliers, and members of the communities in which we operate.

- Our Supplier Code of Conduct and Supplier Responsible Labor Policy set forth standards for our suppliers to uphold to ensure that all Amphenol Suppliers (and their respective employees, subcontractors, and suppliers) meet our basic expectations of doing business related to legal requirements, labor, health and safety, environmental, ethics, and management systems.

amphenol.com/docs/anti-human-trafficking-and-slavery-statement
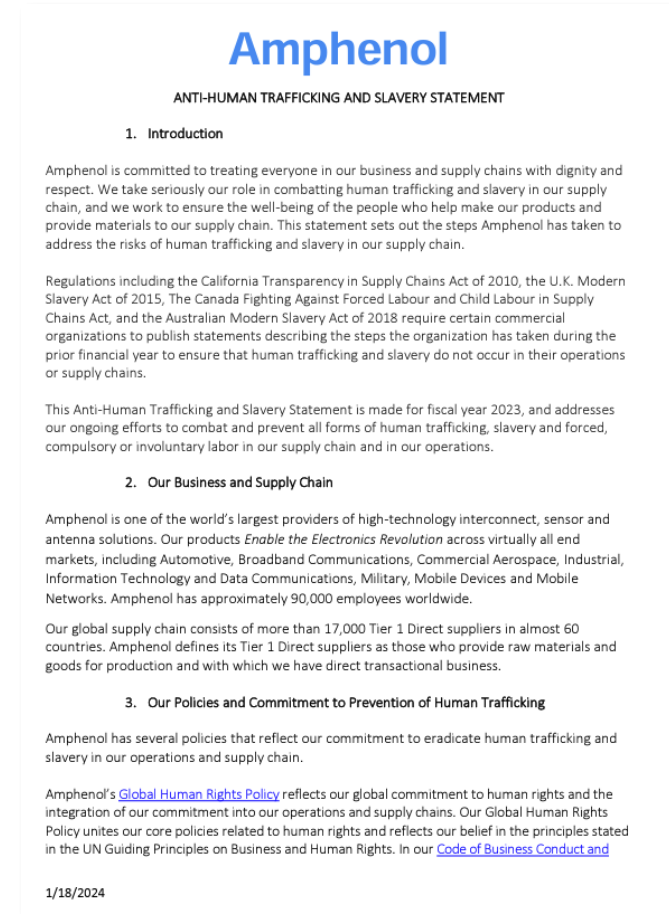
To report questionable behavior or a possible violation of the Supplier Code of Conduct, individuals are encouraged to work with their primary Amphenol contact to resolve their concern. If that is not possible or appropriate, please report the concern(s) to Amphenol Integrity Line

HONESTY AND INTEGRITY ARE AT THE CORE OF OUR ORGANIZATION.

Report observed or suspected illegal or unethical behavior through **Amphenol Integrity Line**.
Reports may be made anonymously.

amphenol.integrityline.com

TRUST & TRANSPARENCY

INTRODUCING THE AMPHENOL INTEGRITY LINE

SPEAK UP!

Introduction to ESG Topics

ENVIRONMENT (E)

Business performance as a steward of our natural environment

- Climate change
- Greenhouse gas emissions
- Water and waste
- Energy management
- Restricted chemicals management

SOCIAL (S)

Ethical business conduct with respect to human rights

- Health & safety
- Human rights & labor standards
- Diversity, Equity, & Inclusion
- Community relations
- Ethical supply chain sourcing

GOVERNANCE (G)

Business leadership and accountability

- Anti-corruption & bribery
- Data privacy / cybersecurity
- Risk management
- Oversight of ESG practices
- Regulatory compliance
- Business reputation

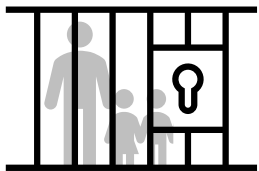ESG is a framework for creating a sustainable, long-term business

Social:
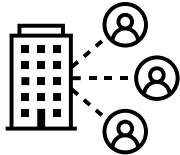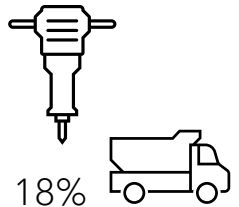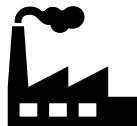## What is Human Trafficking, Slavery, Forced Labor?

The United Nations (UN) defines Human Trafficking as:

"The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation."

Most prevalent types and industry sectors

Sex Trafficking	Forced Labor	Debt Bondage
The recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act	Involuntary servitude, a work or service that a person has not offered to perform voluntarily but is made to perform under the threat of retaliation, punishment, or debt payment	A state of indebtedness to landowners or merchant employers that limits the autonomy of producers and provides the owners of capital with cheap labor

Amphenol **prohibits** all forms of slavery, practices akin to slavery, serfdom or other forms of domination or oppression in the workplace, such as extreme economic or sexual exploitation and humiliation

24% domestic work

18% construction

15% manufacturing

11% Agriculture, forestry, and fishing

ILO Global Estimates of Modern Slavery

Social:
What is Human Trafficking, Slavery, Forced Labor?

Terminology

	Wage deductions, fines, or account withdrawals used as a disciplinary measure. A deduction from wages equal time not worked is not considered a disciplinary wage reduction.
	Defined by the International Labour Organization (ILO) as, "any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing, or location of their imposition or collection. *Source*
	Refers to instances when employers, agents, and sub-agents hold, destroy, confiscate, conceal, or deny workers access to their identify or immigration documents (i.e., issued identification, passports, work permits, etc.).

Social:
## What is Human Trafficking, Slavery, Forced Labor?

How are victims targeted?

Traffickers often seek people who are vulnerable for a variety of reasons, including psychological or emotional instability, poverty, lack of a social safety net, natural disasters or even political volatility.

Common Signs: How do you recognize human trafficking or slavery?

Show signs of fear, anxiety, submission or nervousness
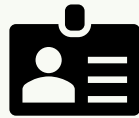
No access to or possession of personal identification

Show visible signs of abuse such as bruises or scars

Limited/ contact with families or with people outside of immediate environment

Others speak on their behalf

KNOW HOW TO RECOGNIZE THE SIGNS

SEE SOMETHING, SAY SOMETHING

Report: amphenol.integrityline.com

Social:
What is Child Labor?

Any person under the age for completing compulsory education, under the minimum age for employment in the country, or under the age of **15,** whichever is greatest. The term "child labor" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

The **Worst Forms of Child Labor** apply to individuals under the age of 18 and are prohibited at Amphenol. In accordance with Article 3 of Convention No. 182 of the International Labour Organization (ILO):

all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;
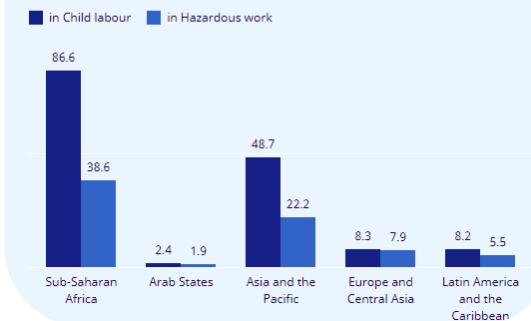
the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

work which is likely to harm the health, safety or morals of children. Many types of work are physically harmful to children, especially when done for long periods of time

▶ **Children in child labour**

In the world, 160 million children – 63 million girls and 97 million boys – are in child labour accounting for almost 1 in 10 of all children worldwide. Nearly half of whom 79 million children are in hazardous work.

■ in Child labour   ■ in Hazardous work

	Sub-Saharan Africa	Arab States	Asia and the Pacific	Europe and Central Asia	Latin America and the Caribbean
in Child labour	86.6	2.4	48.7	8.3	8.2
in Hazardous work	38.6	1.9	22.2	7.9	5.5

One in every four victims of modern slavery are children

Source: ILO and UNICEF: Child Labour: Global estimates 2020, trends and the road forward (New York, 2021).

Environmental:
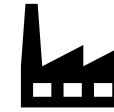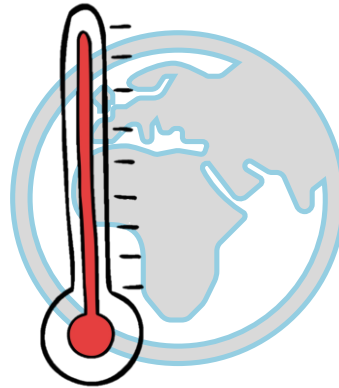## Increasing Climate Change Impacts

Research indicates **rising global temperatures** and **climate change impacts** are already occurring and will be continue to worsen negative effects on businesses.

Impacts on employee health and safety

New regulatory challenges

Increased capital and operational costs

Resource scarcity

Supply chain disruptions due to extreme weather events

Climate Action Tracker

Climate change has far-reaching impacts on a businesses' entire value chain

Environmental:
Tyes of greenhouse gas (GHG) emissions

Scope 1 emissions (direct)

Emissions from sources that an organization owns or controls directly – for example from burning fuel in our fleet of vehicles (if they're not electrically-powered).

Scope 2 emissions (indirect)

Emissions that a company causes indirectly and come from where the energy it purchases and uses is produced. For example, the emissions caused when generating the electricity that we use in our buildings would fall into this category.

Scope 3 emissions (indirect)

Emissions that are not produced by the company itself and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down its value chain. An example of this is when we buy, use and dispose of products from suppliers. Scope 3 emissions include all sources not within the scope 1 and 2 boundaries.

Scope 3 greenhouse gas emissions generally represent **~90%** of a company's emissions
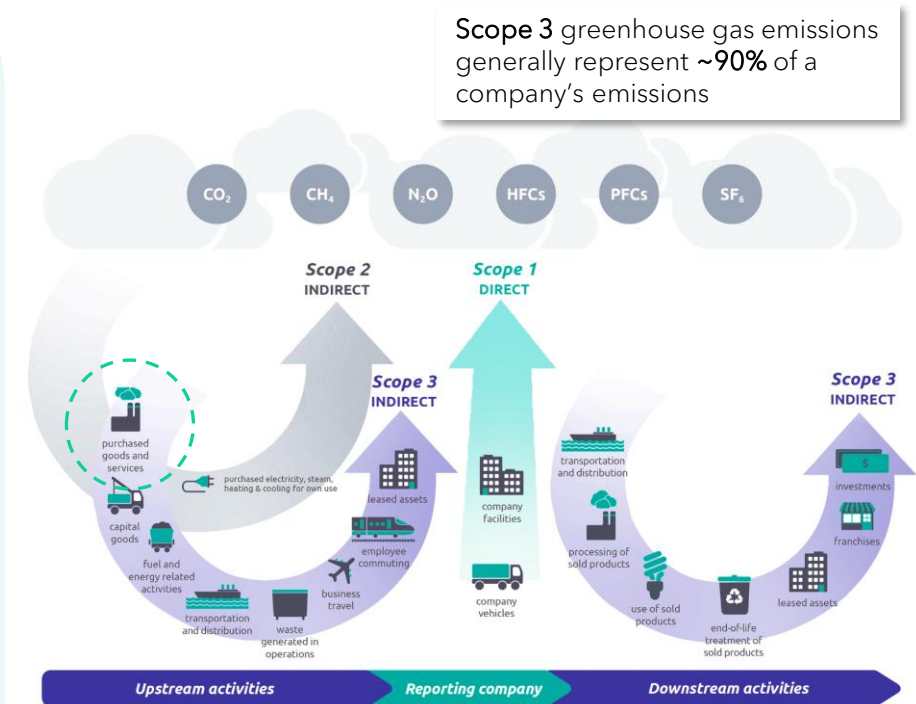
YOUR Scope 1 & 2 are part of Amphenol's Scope 3 footprint – *Purchased Goods and Services*

Environmental:
How to Address Climate Change Impacts

1. Understand your emissions footprint

- Establish management systems to measure and track your Scope 1 and 2 emissions. These include emissions from your direct operations and energy usage:
  - ❖ Identify your company assets
  - ❖ Obtain energy data
  - ❖ Convert energy data to emissions data

2. Set reduction targets

- Align your reduction targets with industry standards and customer initiatives. Develop a hot spot analysis and prioritize ways to drive emissions reductions
  - ❖ Define base year
  - ❖ Set level of ambition; *"We will reduce absolute scope 1 and 2 GHG emissions by 30% across all operations globally by 2030 based on a 2020 base year."*

3. Use green energy and improve energy efficiencies

- Set initiatives to improve the power efficiency utilized at your facilities and utilize green energy
  - ❖ Purchase renewable energy credits
  - ❖ On-site renewable energy production
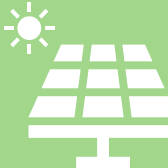 - ❖ On-site energy audits
  - ❖ Building & equipment efficiencies

4. Engage with your supply chain: it takes all of us!

- Incentivize and help suppliers reduce their carbon emissions

Measure, track, reduce!

Environmental:
Prioritizing Clean Energy: How to Decide?

Type	Wind	Solar	Geothermal	Bio-based	Hydro	Renewable Energy Credits (RECs)	Power Purchase Agreements (PPA)
Benefits	• High efficiency • Large capacity • Low GHG impact	• Medium efficiency • Large and small capacity applications • Low GHG impact	• High efficiency • Large capacity applications • Low GHG impact	• High efficiency • Large capacity applications • Potential reduction in GHG impact	• High efficiency • Large and small capacity applications • Low GHG impact	• Low transaction cost • Simple to execute	• Cost saving – locks in fixed pricing • No CapEx required
Concerns	• Local land-use impacts • Migratory birds • Local nuisance	• Local land-use impacts • Large application use – roof availability • High investment	• Local land-use impacts • High investment • Cost effectiveness	• Fuel source • Agricultural / market impacts • Air quality and local nuisance	• Local ecosystem impact • Local land-use impacts • Local community	• Lack of credit transparency in certain markets • Limited market availability	• Not available in all countries/regions • Long-term commitments

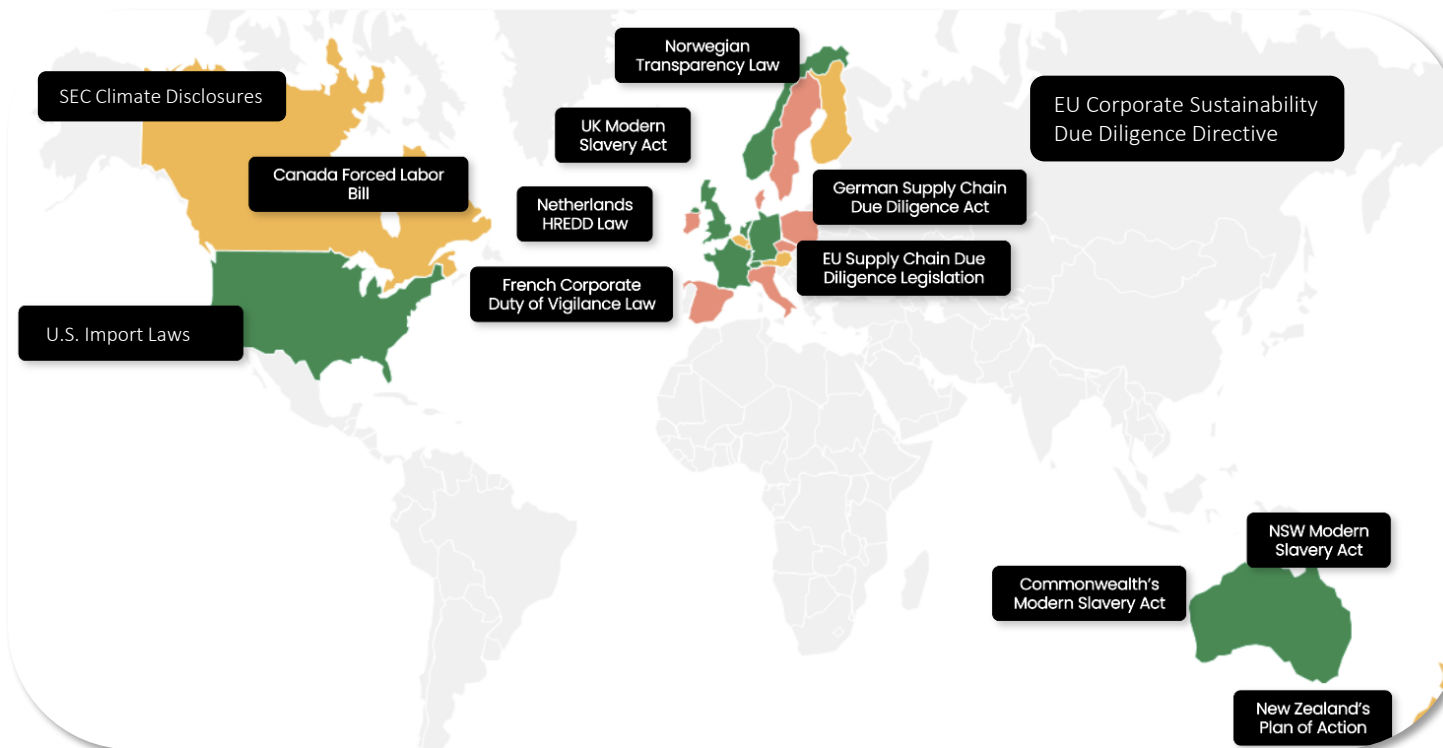## Green energy is variable depending on location and availability

Environmental, Social, and Governance Regulatory Drivers

Amphenol Supplier ESG Training

Global Regulations + Drivers

Logos (left to right): Responsible Business Alliance; Bundesamt für Wirtschaft und Ausfuhrkontrolle; Parliament | Parlement CANADA; U.S. Customs and Border Protection / Department of Homeland Security; EU CSRD; U.S. Securities and Exchange Commission (MCMXXXIV); UK Royal Coat of Arms (Dieu et mon droit)

Map labels:
- SEC Climate Disclosures
- Canada Forced Labor Bill
- U.S. Import Laws
- Norwegian Transparency Law
- UK Modern Slavery Act
- Netherlands HREDD Law
- French Corporate Duty of Vigilance Law
- German Supply Chain Due Diligence Act
- EU Supply Chain Due Diligence Legislation
- EU Corporate Sustainability Due Diligence Directive
- NSW Modern Slavery Act
- Commonwealth's Modern Slavery Act
- New Zealand's Plan of Action

Right sidebar:
- risk mapping
- preventative measures
- monitoring systems
- mitigation planning

https://blog.worldfavor.com/the-complete-list-of-national-human-rights-due-diligence-laws-whos-affected-and-how-to-comply

Amphenol Supplier ESG Training

Regulations: Due Diligence vs. Disclosure

Mandatory Due Diligence

- Foreign Corrupt Practices Act
- UK Bribery Act

Mandatory Disclosure

- UK Modern Slavery Act
- California Transparency in Supply Chain Act
- Australian Modern Slavery Act

Mandatory Due Diligence & Disclosure

- U.S. and EU Conflict Minerals Regulations
- German Supply Chain Due Diligence Act
- French Duty of Care
- EU Corporate Sustainability Reporting Directive (CSRD)
- Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act

New and Coming Soon

European Union (EU) Corporate Sustainability Reporting Directive (CSRD)

On 5 January 2023, the Corporate Sustainability Reporting Directive (CSRD) [link to text] entered into force. This new directive modernizes and strengthens the rules concerning the social and environmental information that companies have to report. A broader set of large companies, as well as listed SMEs, will now be required to report on sustainability.

German Supply Chain Act
Requires large companies to identify, prevent, and address human rights and related environmental violations within their own and their direct suppliers' operations.

Canadian Forced and Child Labor in Supply Chains Act
Forced labor and child labor risks occur primarily through the global supply chains of businesses. There is a risk that goods imported into and distributed in Canada were produced with forced labor or child labor. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative practices are addressed and eradicated from their supply chains.

Be prepared for new disclosures

Responsible Minerals

What are 'Conflict Minerals'?

Regulatory Drivers
The **US Dodd Frank Act** and the **EU Conflict Minerals Regulation** impose due diligence requirements on entities whose manufactured products contain **tin**, **tantalum**, tungsten, and gold (3TGs) which may have derived from **Conflict Minerals**; a term for minerals which may have originated from areas for which there is concern that the exploitation and trade by armed groups is helping to finance conflict in these regions

Ethical Drivers
Amphenol is committed to evaluating its responsible minerals program to include metals **beyond 3TG**. In addition to the requirements of the current regulations, Amphenol has broadened its scope of minerals to include cobalt and mica and will continue to assess additional minerals as relevant initiatives or drivers emerge

Tin   Tantalum   Tungsten   Gold   Cobalt   Mica

On an annual basis, Amphenol actively surveys its supply chain regarding the origin of the **3TGs**, **cobalt** and **mica** used in our products to ensure the appropriate reasonable country of origin inquiry has been conducted. The data is collected using the industry standard Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) through a system called **Benchmark Gensuite.**

youtube.com/watch?v=5kX_NEeWfH8&t=12s

Access Amphenol's Responsible Minerals Policy here:
amphenol.com/docs/responsible-minerals-policy

What is the Responsible Minerals Initiative?

The **Responsible Minerals Initiative** (RMI) is one of the most utilized and respected resources for companies from a range of industries addressing responsible mineral sourcing issues in their supply chains.

We provide companies with tools and resources to make sourcing decisions that improve regulatory compliance and support responsible sourcing of minerals from conflict-affected and high-risk areas.
https://www.responsiblemineralsinitiative.org/

Amphenol is a proud member of the **Responsible Minerals Initiative** and strives to source from Eligible and Conformant smelters, refiners, and processors (referred to as "facilities").

Here is a link to access the **Conformant Smelter & Refiner ("Facility") Lists**, which represent the smelters and refiners that have successfully completed an assessment against the applicable Responsible Minerals Assurance Process (RMAP) standard.

"Conformant" Facilities
Conformant facilities are those that have successfully completed an assessment against the applicable RMI standard. RMI assessments are backward-looking. The assessment evaluates facilities' due diligence systems and processes to conform with the RMI standards. **It is not a material validation assessment.**
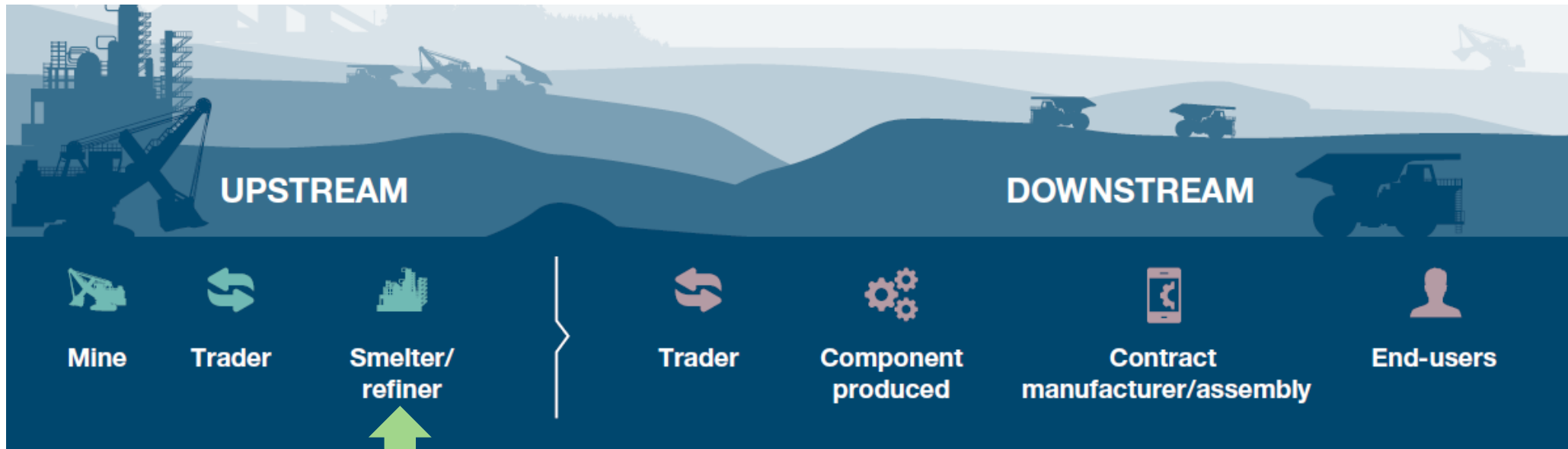
"Eligible" Facilities
Eligible facilities are those that are able to undergo an RMI assessment based on the criteria in the applicable RMI standard. They include all points of the supply chain: upstream, pinch point, and downstream.
Inclusion on the Eligible Facility list does not necessarily mean that a facility has successfully completed an RMI assessment. Please refer to above descriptions on Active and Conformant Facilities.

Access the RMI Facility list here: responsiblemineralsinitiative.org/facilities-lists/indicators/

How to Collect Responsible Minerals Data

UPSTREAM

Mine   Trader   Smelter/ refiner

DOWNSTREAM

Trader   Component produced   Contract manufacturer/assembly   End-users

Data is collected at the Smelter / Refiner / Processor level in the supply chain, which is identified as the "pinch point". Smelting/refining is the conversion point of identifiable types of materials, such as ore concentrates and secondary materials, into a common product for all downstream consumers.

Amphenol utilizes the **Responsible Minerals Initiative (RMI) Reporting Templates** to facilitate the exchange of tin, tantalum, tungsten, and gold (3TG), cobalt, and mica data throughout the mineral supply chain.

- Conflict Mineral Reporting Template (CMRT)
- Extended Minerals Reporting Template (EMRT)

Access CMRT + EMRT completion guides on the free RMI website: https://www.responsiblemineralsinitiative.org/

Access more RMI training content here: https://www.responsiblemineralsinitiative.org/training/

Amphenol Data Collection

BENCHMARK GENSUITE®

Amphenol Supplier ESG Training

Benchmark Gensuite is an **Environmental, Social, and Governance** (ESG) third-party software as a service platform that Amphenol authorizes to collect important data from its supply chain regarding responsible mineral sourcing (CMRT + EMRT), human rights and labor practices, and environmental risks.
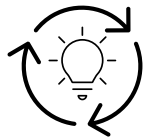
Automates collection of supplier ESG and compliance data

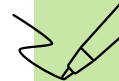Enables Amphenol to understand risks in the supply chain
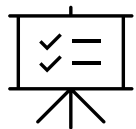
Drive and track progress on Amphenol sustainability goals

Supplier Participation and Expectations

Suppliers will receive CMRT + EMRT surveys to complete *via email*

Suppliers will be requested to upload their CMRT + EMRT through the Benchmark Gensuite Supplier Portal

Corrective actions may be assigned if risks are identified

Please be advised: you may receive multiple surveys from different Amphenol divisions with whom you do business.

Training Overview:
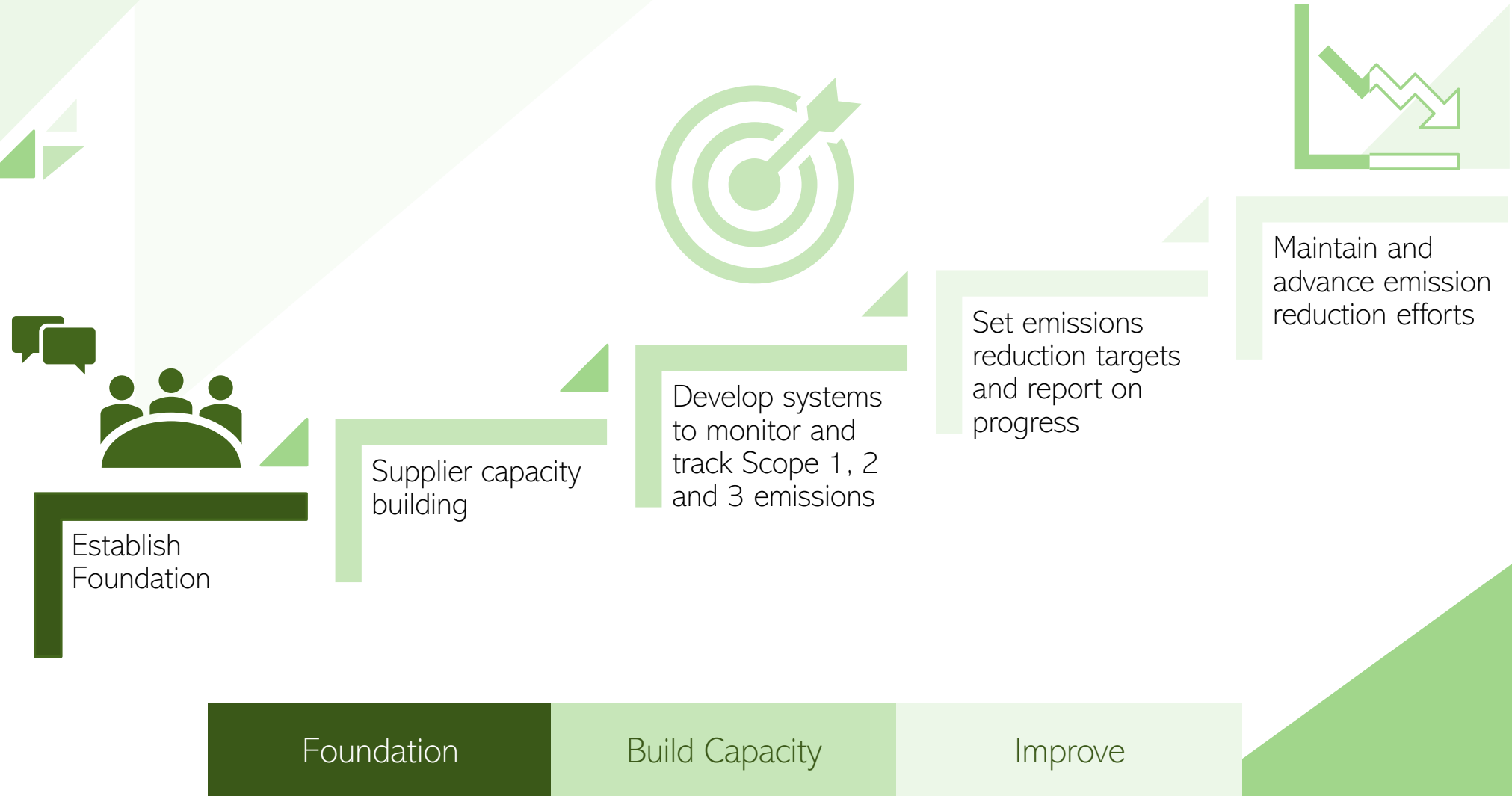# Amphenol Supplier Expectations

Supplier Expectations

1. Adhere to requirements in Supplier Code of Conduct and Supplier Responsible Labor Policy

2. Complete Benchmark Gensuite surveys upon request

   - Conflict Minerals (CMRT)

   - Extended Minerals (EMRT)

   - Supplier ESG Survey

     - Ethical Labor Assessment

     - Environmental Assessment

     - Supplier ESG Training

3. Manage and report progress on Scope 1 and 2 reduction goals

Supply Chain ESG Roadmap

Establish Foundation

Supplier capacity building

Develop systems to monitor and track Scope 1, 2 and 3 emissions

Set emissions reduction targets and report on progress

Maintain and advance emission reduction efforts

| Foundation | Build Capacity | Improve |

Thank you for participating in Amphenol's Supplier ESG Training.

Our partnership allows us to ensure a more sustainable tomorrow.

Visit Amphenol's Sustainability page to learn more:

amphenol.com/sustainability