



ONE CONNECTED WORLD

Corporate
Responsibility
Report 2025



Welcome to TE Connectivity's (TE) 2025 One Connected World Report. Here, we explore our progress throughout fiscal year 2025 as we continue working to advance a safer, sustainable, productive and connected future.

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CEO Perspective with Terrence Curtin

2025 was a year where TE delivered a number of records in addition to being the midway point for many of our ambitions and a year in which we achieved impressive progress against several of our goals.



Q: Sustainability is part of our purpose. How have we delivered solutions to our customers and supported a more sustainable future?

A: At TE, our purpose comes to life through the innovations we deliver to our customers across every industry we serve. We have delivered solutions that enable our customers in both of our segments. In our Industrial segment, our businesses help boost solar farm efficiency, enable lighter Electric-powered vertical-takeoff-and-landing (eVTOL) aircraft, advance less waste-intensive medical prototyping, and unlock more energy-efficient AI data centers. In our Transportation segment, our businesses innovated bio-based shrink tubing that lowers material footprints, higher-precision autonomous driving sensors, and high-voltage disconnects that enhance electric vehicles. Everywhere power, data, and signal move, TE is building the connections that make a safer, more sustainable, and more connected future possible.

Q: We're celebrating five years of our One Connected World strategy. What were TE's defining achievements in sustainability this year?

A: I am proud of the work our teams around the world have achieved in advancing One Connected World. Our progress this year reflects the power of innovation and their shared commitment across TE. As a result of our focus on continuous improvement, we not only

achieved but surpassed key midterm environmental goals in Scope 1 and 2 emissions, renewable energy use, and waste.

We rolled out a new initiative that is focused on achieving Zero Waste to Landfill (ZWTL) by 2029,¹ partnering across our organization to minimize waste, utilize circular materials, and divert waste from landfill. We also elevated our approach to water stewardship, with teams in water-stressed locations demonstrating effective action that now guides responsible water use and quality across all sites. Finally, we are strengthening our partnerships with suppliers to drive meaningful reductions in our Scope 3 emissions.

Q: And how has TE continued to support its people?

A: Our global teams remain the foundation of everything we accomplish, and we are committed to creating an environment where they are empowered and engaged. This year, we strengthened our culture of shared safety responsibility and achieved our strongest safety performance in our history, surpassing our midterm goal.

We also reaffirmed our commitment to workplaces where everyone feels welcomed and respected with the launch of Safe Space 2.0, and introduced Inflection, a new resource to help employees navigate life's more challenging moments. Finally, we continued investing in our communities, reaching 6 million people in STEM investments since 2020.

These efforts were reflected in our employee survey, where we saw meaningful gains in inclusion, wellbeing and engagement scores. Together, these results reinforce the power of a culture that puts people first and continues to enable our long-term success.

Q: What is next for corporate responsibility at TE?

A: Our purpose and values guide us on our ongoing journey. We will continue to target opportunities to reduce the environmental impact of our products and operations. We will focus on several areas to advance our workplace culture, including launching a global wellbeing team, building an Inclusion Champions network, further operationalizing health and safety, and investing in the next generation of innovators.

These efforts remind me that when our people unite around a common purpose, we drive meaningful, lasting change for our company, our shareholders, and our customers. And while we're proud of the strides we've made, we remain energized by the work ahead as we continue building a more sustainable future for our company and the customers we serve.

I invite you to read more in this year's report.

¹ At TE, ZWTL means that at least 98 percent of all operational waste is diverted from landfill or incineration through prevention, reuse, recycling, or energy recovery.

About TE Connectivity

TE Connectivity is a global industrial technology leader creating a safer, sustainable, productive, and connected future.

As a trusted innovation partner, our broad range of connectivity and sensor solutions enable the distribution of power, signal, and data to advance next-generation transportation, energy networks, automated factories, data centers enabling artificial intelligence (AI), and more.

Our more than 90,000 employees, including 10,000 engineers, work alongside customers in approximately 130 countries. In a world that is racing ahead, TE ensures that EVERY CONNECTION COUNTS.

Our Company at a Glance

90k+ employees

10k engineers

15k+ patents granted or pending

242B products manufactured annually

\$17.3B fiscal year 2025 sales

~\$830M invested in research, development, and engineering

Global Sales by Region²

APAC³ \$6.6B

EMEA⁴ \$5.7B

Americas \$5.0B

Our Business Segments and Units

Industrial Solutions (IS)

Our IS segment provides connectivity technologies designed to withstand harsh environments and enable automation, energy efficiency, and digital transformation across critical industrial applications.



Digital
Data Networks



Automation &
Connected
Living



Aerospace,
Defense &
Marine (AD&M)



Energy



Medical

Transportation Solutions (TS)

Our TS segment improves safety, productivity, sustainability, and connectivity by providing advanced electrical and electronic components for mobility, as well as sensors across multiple industries and applications.



Automotive



Industrial &
Commercial
Transportation



Sensors

For more information,
please see
[About This Report](#)

² Regional sales figures have been rounded for presentation purposes.

³ Asia-Pacific.

⁴ Europe, Middle East and Africa.

Real World Impacts of TE Products

Where there is power, data, and signal, there is TE. We enable a safer, sustainable, productive, and connected future across industries, networks, and countries, doing our part to support One Connected World.

Lower-Carbon Shrink Tubing Solutions



Automotive

TE strives to offer high-performance components with a reduced carbon footprint and to reduce impacts associated with traditional, fossil-based polymers used in heat shrink tubing. In 2025, we launched two new products that replace traditional plastic with an innovative bio-based alternative.

BISS (Bio Innovation Splice Sealing) and BICAP (Bio Innovation Heat Shrink Cap) products in our [BIOFUSE](#) portfolio were designed specifically for high-performance inline splice sealing applications. Alongside high flame retardancy, excellent sealing, and strong durability, the bio-based material delivers a lower carbon footprint compared to conventional products.

Enhancing Solar Farm Efficiency

Energy

In Australia, our expert solar design and engineering teams worked with renewable energy company Greenwood to maximize the performance of their Kootingal 5MW solar farm. Using TE's above-ground [Customizable Trunk Solution](#) (CTS), Greenwood significantly reduced the need for trenches and underground cabling, making operations and maintenance safer and more efficient. Globally, we have worked with customers with an installed base of more than 25 GW+ of solar CTS projects since 2020.

The CTS brings flexibility, reliability, and customization to solar farms. It reduces installation time by up to 50 percent compared to traditional systems and accelerates installation deployment by up to 30 percent. It also delivers material costs savings of up to 40 percent by using inline fuses, which eliminate the need for combiner boxes, and reducing wire requirements by strategically clustering disconnect boxes.



PROPELUS Prototype Centers Keep TE on the Cutting Edge

Medical

In 2025, TE Connectivity expanded its [PROPELUS](#) Prototype Center network with three new locations in Minnesota and Oregon in the U.S., and in Bangalore, India, strengthening global support for faster, more sustainable medical device innovation. By integrating rapid prototyping, 3D printing, and material testing directly into existing clean room sites, PROPELUS helps customers cut development time and reduce waste associated with resources and traditional multi-site processes.

The centers enable closer collaboration between TE engineers and MedTech developers, supporting next-generation devices in areas like interventional cardiology and surgical robotics. With teams trained across the full concept-to-commercialization cycle, PROPELUS ensures TE is ready to help customers bring breakthrough therapies to market more efficiently and responsibly.

Advancing Autonomous Driving Performance

Sensors

More vehicles are moving toward advanced, autonomous “hands-free, eyes-on” driving. To ensure this is done with safety and reliability in mind, these vehicles will need to be designed for highly accurate sensing at low speeds. TE's [High Resolution Wheel Speed Sensor](#) (HRWSS) helps enable this by applying the latest digital processing and giant magnetoresistance (GMR) technologies to deliver up to four times the resolution of traditional wheel speed sensors.

This precision helps improve wheel speed, position, and direction detection data, all of which are critical inputs for autonomous functions such as motion path planning, auto valet, and improved emergency braking. Through rigorous automotive validation and manufacturing excellence, HRWSS reflects TE's commitment to pioneering technologies that help improve road safety and support the industry's responsible progression toward more automated vehicles.

Prioritizing Safety with High Voltage Protection

Industrial & Commercial Transportation

When it comes to connectivity solutions, especially in a world that is increasingly moving to electrified vehicles, keeping users safe is a priority. That is why we developed our [KISSLING high voltage battery disconnect switch](#) portfolio, designed with safety in mind. By physically isolating batteries from the power circuit, the KISSLING battery disconnect helps eliminate the risk of electrical shock, protecting technicians and operators as they perform maintenance on electric and hybrid vehicles.

The solution was developed to comply with recognized best practice safety standards, delivering robust and enhanced protection and operational security. It supports heavy-duty applications in trucks, buses, and construction and agricultural equipment. The portfolio features manual lockout capabilities, robust sealing, and integration with systems that help protect against high voltage shocks.

Advanced Contact Plating for Lower-Carbon Products

Automation & Connected Living Sector

Many of TE's products are plated: a thin layer of metal or metal alloy is applied to the surface of the connector contact to improve performance. While plating technology traditionally relies on significant amounts of gold or palladium which have strong corrosion resistance properties. However, mining these precious metals is difficult and comes with a substantial environmental footprint. In response to these challenges, we developed our [ECONIDUR](#) plating technology.

Using cutting-edge techniques, ECONIDUR technology can replace traditional precious metals with layers of Nickel Phosphorus, retaining just a thin

flash of gold on the surface. According to TE expert assessment, based on ISO14067 standards, ECONIDUR technology can reduce product carbon footprint (PCF) by up to 76% compared to pure gold plating, depending on applications, connector type, and plating thicknesses. It delivers performance benefits too, featuring strong reliability and resistance to vibration and fretting. ECONIDUR technology helps TE create value for customers by reducing product-level carbon footprints, supporting customers' efforts to address their Scope 3 emissions, and lowering TE's portfolio-wide carbon footprint.

Powering Sustainable AI at Scale

Digital Data Networks

Surging AI workloads are exceeding traditional data center power, cooling and scalability capabilities, reshaping how data center infrastructure must be designed and deployed. TE is enabling sustainable AI growth through high-efficiency connectivity and advanced thermal and power solutions.

Technologies such as TE's Thermal Bridge and liquid-cooled vertical busbars significantly improve heat dissipation, reduce cooling energy and enable up to >750 kW per rack, supporting the extreme power densities required for modern AI data centers. These innovations—in combination with our strong sustainability progress in operations and product development—support scalable, energy-efficient and lower-emission AI infrastructure for customers worldwide.

[Learn more](#) about how we're supporting sustainable AI growth.

Enabling Electric Aviation Take-Off

Aerospace, Defense & Marine

Electric-powered vertical-takeoff-and-landing (eVTOL) aircraft promises a quieter, lower environmental impact alternative to hydrocarbon-fueled cars and conventional rotorcraft. However, to enable this solution, we need to rethink how we design aircraft.

Today, the total weight of all wiring and connectors in a wide-body commercial jet is almost two metric tons. Hauling that mass consumes nearly 60,000 gallons of jet fuel annually and results in approximately 575 metric tons of CO₂ emissions.

Minimizing take-off weight is critical to making eVTOL a reality. TE produces lighter, advanced interconnects and cabling—including an advanced Controller Area Network bus, Single-Pair Ethernet systems and advanced modular-rack-principle interconnect technologies—that can reduce the weight of critical integrated avionics systems.

[Learn more](#) about how we're enabling eVTOL.

One Connected World

We are driven by a clear purpose: to create a safer, sustainable, productive, and connected future.

Our One Connected World strategy guides this work across four pillars — products, planet, people, and governance — supported by our values of integrity, accountability, inclusion, innovation, and teamwork.

Products

Innovating Products with Purpose

Creating products that positively impact our customers and society, in partnership with our responsible supply chain.



Planet

Embedding Sustainability in our Operations

Fostering a culture of continuous improvement around emissions, water, and waste.



People

Empowering People to Thrive

Centering safety and human rights in the heart of our operations, building an inclusive and engaged culture, and fostering the STEM talent of tomorrow.



Governance

Acting with Integrity

Putting our values into action to operate ethically and manage our risks across all pillars of TE — wherever we operate.



Our Year of Impact

Throughout fiscal year 2025, we advanced our One Connected World strategy and made strong progress across key areas.



Products

43 

metric tons of virgin material use avoided via resin waste reduction

10k+ 

employees trained on sustainability as a competitive advantage

16k 

metric tons emissions avoided through our Design for Sustainability (DfS) efforts

440+ 

suppliers screened for sustainability performance

Planet

66% 

reduction in hazardous waste disposed versus 2021

56 

sites reached ZWTL

87% 

renewable electricity across our sites

80% 

reduction in absolute Scope 1 and 2 emissions versus 2020

17% 

reduction in Scope 3 emissions versus 2022

People

6M+ 

people impacted through science, technology, engineering, and math (STEM) education since 2020

\$7M+ 

in community support through the TE Connectivity Foundation, corporate giving, and donation matches in 2025

.06 

Total recordable incident rate (TRIR), with 94% of sites reporting one recordable injury/illness or fewer

84 

engagement score, 79 inclusion score and 81 wellbeing score in our fiscal year 2025 employee survey

Governance

99%+ 

completion rate for Guide to Ethical Conduct training

142k+ 

ethics and compliance training sessions completed

Our Ambitions & Progress

Status

 In Progress

 Meeting

 Exceeding

⁵ Through our DFS efforts

⁶ Baseline for Scope 1 & 2 is 516,786 MT CO₂; baseline for Scope 3 is 3,903,936 MT CO₂

⁷ 98% or greater of waste diverted away from landfill or incineration

⁸ Targeted sites are defined as areas that have been selected because they are located within extremely high and high water-stressed regions using the World Resource Institute's Aqueduct Tool. For TE, that is 30 sites.

⁹ Active employees on TE payroll at the time of the commitment campaign, which runs from April to May annually.

¹⁰ At Supplier Day, on best practices in human rights due diligence.

	PILLAR	AMBITION	BASE	FY2025	AMBITION	
Product	Product Stewardship	Embed sustainability into our product life cycle for new and existing products	2020	16,000 metric tons emissions avoided ⁵		
	Supply Chain	Annually track sustainability performance of largest 400+ suppliers by spend	2022	440+ suppliers engaged 0 400▲	↑	
Planet	Climate	70%+ absolute GHG emissions reduction for Scopes 1 and 2 ⁶	2020	80% reduction 0% 70%▲	2030 ↑	
		30% absolute GHG emissions reduction for Scope 3 ⁶	2022	17% reduction 0% 30%▲	2032 	
	Waste	Zero Waste to Landfill (ZWTL) ⁷	2024	93% waste diverted 85% 98%▲	2029 	
	Water	15% reduction in water withdrawal at targeted sites ⁸	2021	22% reduction 0% 15%▲	2025 ↑	
People	Health & Safety	Zero-incident workplace	2020	0.06 0.16 TRIR 0▲	2030 	
	Our Workforce	Foster a thriving workplace where employees feel valued, as measured by our index scores:	Engagement ≥ 80	2020	84 80▲	↑
			Inclusion ≥ 80	2020	79 80▲	
			Wellbeing ≥ 80	2021	81 80▲	↑
	Human Rights	Complete annual training on human rights	2022	100+ suppliers trained ¹⁰	✓	
Community	10 million people impacted through STEM education	2020	6 million 0 10 million▲	2030 		
Gov	Acting with Integrity	Achieve 99%+ annual employee certification on Guide to Ethical Conduct ⁹	2020	99%+	✓	

Five Years of One Connected World

Since launching our One Connected World strategy in 2020, we've focused on making every connection count. This year marks five years of steady progress and measurable impact.

2020



Established our One Connected World strategy and One Connected World Network (OCWN)

Established goal to impact 3 million people through STEM education by 2030

2021

Established a Product Stewardship Committee

Formed an Environmental Sustainability Leadership Team

Published Global Human Rights Policy

Launched Wellbeing Connection program

2022

Began tracking sustainability performance of largest 400+ suppliers

Committed to the Science Based Targets initiative (SBTi)

Increased STEM education goal to 10 million by 2030

2023

Launched DfS roadmap and established DfS Engineering Center of Excellence (COE)

Launched NAVIGATE—a platform for career development

Formed a Human Rights Committee

Launched annual Values and Impact Report

Started Great Catch safety program

2024

Joined the Responsible Business Alliance (RBA)

Launched TE Supplier Code of Conduct with enhanced sustainability requirements

Set ZWTL by 2029 strategy
Near-term targets validated by SBTi

Implemented Global Fair Pay Policy

Launched the All In on Safety campaign

2025

Surpassed five-year renewable electricity, waste, water and safety targets

Introduced Inflection, a platform to help employees navigate some of life's difficult moments

Mid-term Goals Surpassed

		Mid-term goal	2025 Performance Against Baseline
Climate	Percent Renewable Electricity	80% →	87%
Waste	Reduction in Hazardous Waste Disposed	15% →	66%
Water	Reduction in Water Withdrawal at Targeted Sites	15% →	22%
Health & Safety	TRIR	0.12 →	0.06

Products

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TE's products help our customers fulfill their connectivity needs. By designing for sustainability, we can also deliver solutions that support their sustainability goals. We innovate to optimize product performance, safety, quality, and efficiency, simultaneously reducing our environmental impact and building customer trust.

Davy Brown

VP and CTO, Transportation
Solutions Segment



Innovating Products with Purpose

We create products that enable connectivity for millions and are dedicated to continuous improvement, innovating our portfolio with sustainability and performance in mind.

Through strong supplier partnerships and an ongoing commitment to responsible product stewardship, we deliver the high-quality solutions our customers need while continuously working to reduce environmental impacts and advancing a more sustainable supply chain.

Our Policies and Publications

- ☑ Conflict Minerals Report
- ☑ Declaration of Principles on Human Rights of German Operating Entities
- ☑ Environmental & Technical Requirements of Packaging Materials
- ☑ Environmental Health & Safety (EHS) Requirements for Contractors
- ☑ Global Human Rights Policy
- ☑ Guide to Ethical Conduct
- ☑ Reporting and Investigating Misconduct Policy
- ☑ Responsible Minerals and Materials Policy
- ☑ Supplier Code of Conduct
- ☑ Supplier Requirements for Product Environmental Compliance
- ☑ Supplier Requirements, Product Carbon Footprint (PCF) Calculation Specification of Materials
- ☑ Total Quality Management Requirements for Suppliers

We also publish numerous country-specific human rights statements annually, which can be found on our [website](#).

In this Section

Product Stewardship
& Innovation

Sustainable Supply Chain

Product Stewardship & Innovation

Our product development approach drives sustainability and business value. By continually innovating, we embed sustainability throughout the product life cycle while exceeding customer expectations and maximizing market opportunities.



Commitment

Embed sustainability into our product life cycle for new and existing products

Progress

16k metric tons of emissions avoided through our Design for Sustainability efforts

Our Approach to Product Sustainability

Designing for sustainability is central to how we develop our products. It shapes the choices we make from early concept through detailed design and into production. To continuously strengthen this focus, we align our work around three strategic pillars that guide decisions and set clear priorities, embedding sustainability deeply into and consistently into every stage of product development:

Climate

Goal: Support TE's 30% absolute Scope 3 GHG reduction and SBTi commitment.



Circularity

Goal: Embed circularity in product design to meet expectations and deliver business value.



Safer Materials

Goal: Phaseout of targeted substances of concern.



We also collaborate with cross-industry partners to advance smaller, smarter, more energy-efficient products. We communicate key product information to customers through Declarations of Conformity or other product user manuals on TE.com or provided with the product.

To foster internal collaboration on sustainable design practices, our DFS Engineering COE enables cross-business stakeholders to share best practice and push data-driven progress against our long-term product stewardship goals. The COE collaborates with internal and external partners to create material innovations enabling more sustainable products and processes.

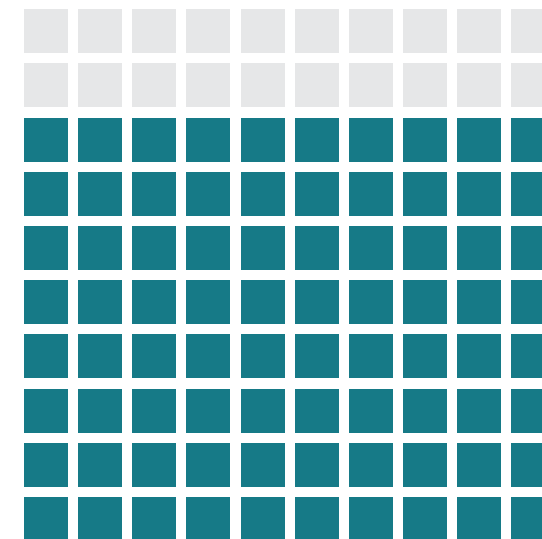
Enhancing PCF Insights

For several years, we have collected and assessed supplier data to understand the PCF of various resins. In 2025, we launched an effort to collect similar data from metal suppliers. Supported by our procurement teams, we have already gathered emissions data from over 80 percent of our metal supply partners. This data informs engineering tools and supports tracking of which materials we use, how they are used, and where there is room for improvement. Equipped with this insight, engineers can then make more informed material use decisions, while TE is better prepared to meet customer requests for comprehensive PCF information.

Our Impact

Materials Innovation

We design products with a focus on smarter and safer material use and prioritize resource efficiency across our manufacturing and packaging processes. This includes using less material per product and introducing lower-impact material alternatives.



80%+

Over 80% of our metal suppliers have provided us with emissions data to inform more detailed PCF insights

Advancing Circularity

Throughout the year, we continued to find ways to integrate circularity principles into the product lifecycle. For example, in our Mansfield site, our AD&M team maintains a repair program for various parts. Following U.S. Federal Aviation Administration regulations, customers can return nearly 470 different items for repair, delivering significant cost savings to them while helping TE reduce product material waste. During 2025, more than 900 units were repaired.

In 2024, we worked with an external partner in Europe on a solution to reuse our sprues¹¹ in recompounded materials for products; throughout 2025, we continued partnering to identify opportunities to expand the solution to other regions. In EMEA, our Automation & Connected Living Sector maintains an initiative to reclaim scrap metal for reuse, recovering more than 2,700 metric tons of metal scrap to be reintroduced into the supply chain. Similarly, in response to a client request for 100 percent recycled gold, our Digital Data Networks team integrated certified recycled gold into the production lines used to create this client's products, reducing virgin metal use.

Identifying Safer Materials

Through our Product Environmental Compliance program, we ensure products align with customer expectations and regulations like the European Union's REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances). In 2025, we enhanced our approach by upgrading our compliance validation system and automating more of our data collection. We also improved processes for banned substances, adjusting internal protocols to prevent products containing them from going to market.

We are continuously innovating to reduce the use of substances of concern in our products and processes, monitoring emerging regulations to proactively keep pace. For example, the proportion of halogen-free resins used to manufacture TE products has increased by more than 10 percent over the past three years without compromising product performance. In fact, halogen-free materials are preferred in e-mobility applications because they are safer and offer superior performance. During 2025, we also established a cross-business unit forum for sharing insights and successes on phasing out per- and polyfluoroalkyl substances (PFAS).

Putting Data at the Heart of Product Stewardship

When it comes to managing product impacts, data insights are crucial. We monitor key metrics to understand current performance and where there is room for improvement. Several tools support this data-driven approach. For example, we embed features into design tools that enable engineers to see the carbon footprint or compliance status of materials they are selecting. Similarly, the TE Business Improvement Tool, an application for tracking, maintaining, forecasting, and reporting project spend reductions, tracks sustainability-related project savings like emission reductions.

To ensure we are collecting, collating and assessing business-critical data in the most efficient way possible, in 2025, we launched Project EcoFlow. Project EcoFlow takes an enterprise-wide look at our systems to streamline supplier data collection and enhance PCF calculations. This starts with giving our procurement teams clear data requirements to share with suppliers. Once this data has been collected, it is entered into a centralized data platform to ensure teams across TE are working from a single source of truth. We are also

enhancing data quality, moving from spend-based calculations for high-emissions commodities to weight-based data, which helps us better understand where emissions hotspots exist.

Our Next Steps

As we move into fiscal year 2026, we will host a cross-functional circularity strategy workshop with the aim of defining an enterprise framework that our businesses can adapt to better support our customers. Recognizing the vital role data plays, we will also continue actions to improve tools and processes to get more valuable insights into the hands of our engineers and customers. We will assess the role AI could play in streamlining data collection, enhancing the quality of supplier-provided information and bringing greater levels of sight and automation to substances of concern data.

¹¹ Plastic waste channels required for molding parts.



Sustainable Supply Chain

A global supplier network makes our products possible. Our supply partners play a key role in advancing our sustainability goals, working with us to reduce supply chain environmental and social impacts.



Commitment

Annually track sustainability performance of largest 400+ suppliers by spend

Progress

Screened 440+ suppliers for sustainability performance, exceeding annual target of 400 screenings

Our Approach to Supply Chain Sustainability

We maintain a Supplier Responsibility program (SRP), which includes our Supplier Code of Conduct (Code), annual human rights surveys and supplier audits campaign, overseen by the Vice President and Chief Supply Chain Officer. The Code, which aligns with RBA standards, establishes our expectations regarding labor and human rights, health, safety, environmental concerns, ethics, and responsible business practices. It is informed by, and upholds, internationally recognized standards and principles, including the:

- Organisation for Economic Co-operation and Development
- United Nations (UN) Global Compact
- UN Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- International Labour Organization Fundamental Conventions

During onboarding, suppliers are asked to align with the Code and other relevant policies. We review our purchasing practices with suppliers to ensure consistency and avoid potential conflicts with regulatory requirements. Our internal stakeholders are also trained on the role they play in upholding the SRP. We share regular SRP updates with the Board of Directors.

Communicating with Suppliers

Through the TE Supplier Portal, we distribute supplier performance scorecards, quarterly business reviews, surveys, updates, and webinars. We also engage suppliers via our Supplier Excellence program, encouraging connections between them and renewable energy providers to help reduce supply chain emissions.

Supply Chain Due Diligence

Business reviews assess supplier alignment with our sustainability goals. Additionally, our supply chain due diligence follows a risk-based approach, considering factors like geography, industry, commodity, and inherent risk indicators to ensure alignment with the Supplier Code of Conduct and our Core Values. We perform social and quality audits at supplier facilities to confirm alignment with our Code and certifications, including ISO 9001 and IATF 16949.

For more on supply chain due diligence, see our [human rights section](#).

Responsibly Sourcing Minerals and Materials

We are dedicated to reducing risks associated with 3TG (tungsten, tin, tantalum, and gold) sourced from conflict-affected areas and areas at high risk for armed conflict or human rights concerns. Our Responsible Minerals Steering Committee ensures an ethical, sustainable approach to mineral and material procurement, guided by our Responsible Minerals and Materials Policy. We expect direct material suppliers to provide relevant data, and we submit an annual [SEC Conflict Minerals Report](#) that details our progress.

Building Resilient Partnerships

Identifying new partners is key to a resilient supply chain, and we engage with several organizations to help reach a wider pool of potential suppliers, for example:

- Women's Business Enterprise National Council.
- WEConnect International.
- The National Minority Supplier Development Council.

Our Impact

To verify compliance with international social, environmental, ethical, and health and safety standards, we conducted over 540 supplier social and quality audits using qualified third-party auditors in calendar year 2025.

Advancing Responsible Sourcing

As part of our continuous improvement journey, we've added dedicated resources to advance our responsible sourcing program, which encompasses topics like conflict minerals, banned and restricted substances, and human rights. We are also reassessing our digital platforms to assist in the maturation of our responsible sourcing program.

Our Next Steps

We will continue to advance our risk-based due diligence to identify, prevent, and mitigate adverse impacts and risks related to supplier responsibility using technology-based risk analytic tools.

Over 540 supplier audits
in calendar year 2025

540+

Planet

“

At TE, we have long been on a journey to reduce the impact of our products and operations. By uncovering efficiencies that help us cut emissions, water use, and waste, we simultaneously streamline operations and build long-term business resiliency. Ultimately, this work is about more than operational performance — it’s about being responsible stewards of the resources we rely on, so future generations inherit a healthier planet and stronger communities than the ones we know today.

Christy Norrod

VP Integrated
Operations Network,
Automotive Americas



Operating Sustainably

We seek to reduce our operational footprint through cutting emissions, water use, and waste generation. By doing so, we can reduce our environmental impacts while building resilience for the long-term and supporting customers and suppliers to do the same.

Our Policies and Publications

- [CDP Climate Report](#)
- [Environment, Health, Safety and Environmental Sustainability Policy](#)
- [TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report](#)

In this Section

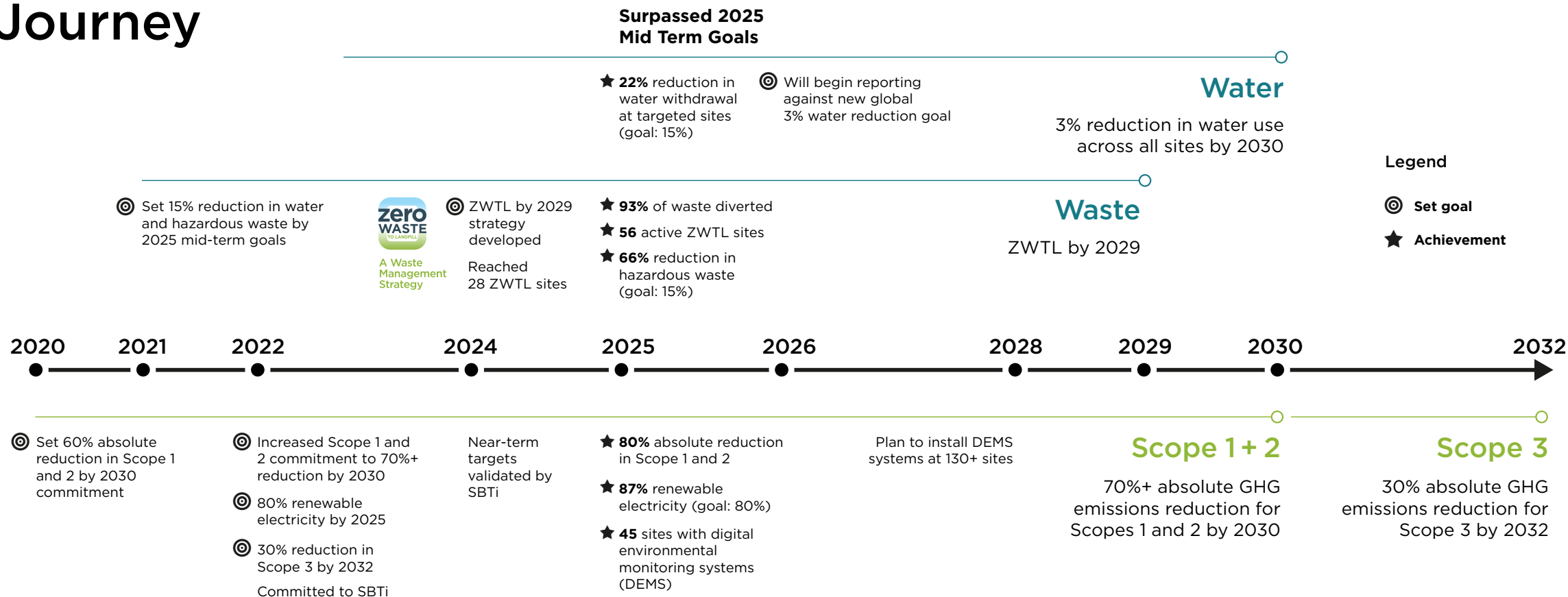
[Our Environmental Sustainability Journey](#)

[Climate](#)

[Water](#)

[Waste](#)

Our Environmental Sustainability Journey



Climate

We have set clear targets to minimize our emissions and climate impact. To achieve them, we are innovating processes, driving efficiencies and harnessing the power of data insights.



Commitment

70%+ absolute GHG emissions reduction for Scopes 1 and 2 by 2030 (SBTi)

30% absolute GHG emissions reduction for Scope 3 by 2032 (SBTi)

Progress

80% absolute GHG emissions reduction for Scopes 1 and 2

17% absolute GHG emissions reduction for Scope 3

Our Approach to Climate

We invest in our factories, supply chain, logistics, and engineering to decarbonize wherever possible. To guide our efforts, we have established near-term emissions-reduction targets, which were validated by SBTi in 2024:

- Reduce absolute Scope 1 and 2 emissions by 70+ percent by 2030, based on a fiscal year 2020 baseline.
- Reduce absolute Scope 3 emissions by 30 percent by 2032, based on a fiscal year 2022 baseline.

To address Scope 1 and 2 emissions, we are enhancing energy efficiency, optimizing processes, introducing new technologies, and increasing renewable electricity use. To reduce Scope 3 emissions, we are collaborating with suppliers to source materials with a significantly lower carbon footprint. We outline our PCF-reduction expectations to key raw material suppliers, emphasizing “sustainability as a competitive advantage.” We are also reducing manufacturing waste, encouraging engineers to design products with lower-carbon materials and processes, and investing in localized manufacturing to reduce logistics-related emissions.

We continually evaluate climate risks and opportunities, including their potential impact on our business, to ensure our strategy remains relevant and effective.

Learn more about our climate risks, opportunities, and impacts, and view our TCFD Index in our [2025 Climate Risk Report](#).

Our Impact

Scope 1 and 2 Emissions

Thanks to concerted efforts, in fiscal year 2025, we achieved an 80 percent reduction in Scope 1 and 2 emissions versus 2020, placing us ahead of our 2030 goal and challenging us to maintain this performance for the rest of the decade.

Driving Energy Efficiencies

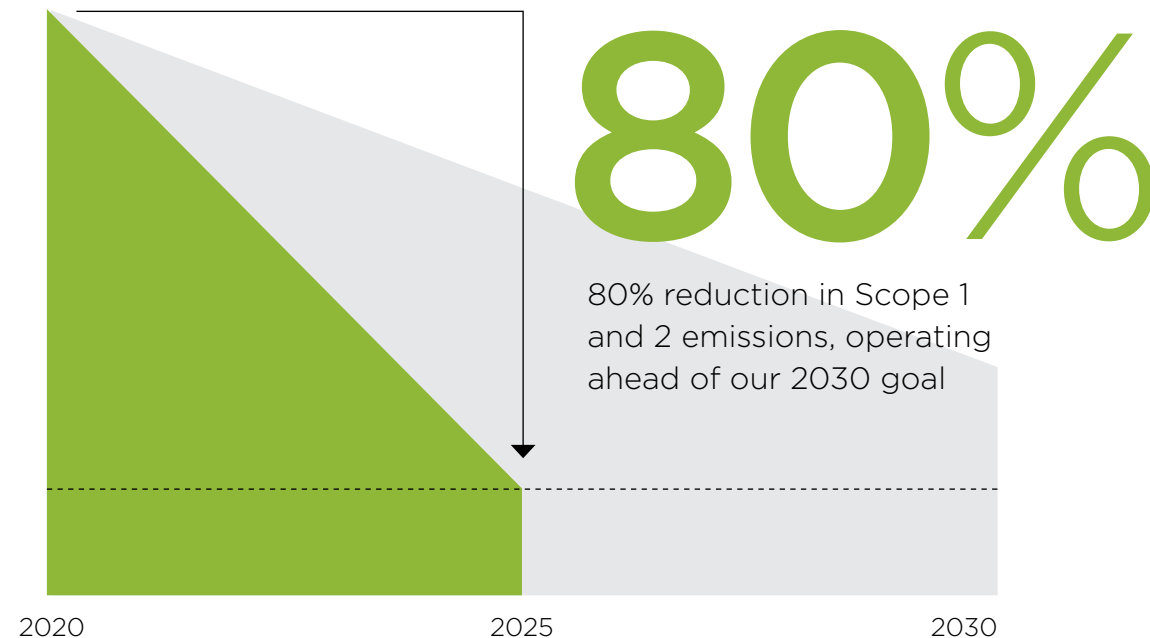
Globally, we monitor energy use to identify areas for increased efficiency and reduced costs, while quarterly reviews confirm adherence to internal energy-efficiency standards. During 2025, we performed a cross-business unit energy conservation assessment with the U.S. Department of Energy (DoE). Around 30 people participated, assessing our IS Lickdale, Pennsylvania, U.S. site to identify potential improvements.

A list of opportunities was compiled that the site is now implementing. Participants also took insights back to their own business units to drive wider efficiencies.

We are introducing digital energy monitoring systems in all sites with higher electricity expenditures to better identify energy use hotspots. Currently, 45 sites have implemented these systems. Thanks to cross-company action, we doubled energy use savings in fiscal year 2025 versus the previous year. For example, in Kuřim, Czech Republic our TS team implemented projects in molding operations — from optimizing drying and insulation systems to improving machine controls — which helped achieve over 150,000 kilowatt-hours in annual energy savings. In Wört, Germany our TS facility replaced existing lasers with more efficient alternatives, cutting energy consumption by up to 85 percent.



Employees at our Lickdale, PA site recently completed an energy conservation assessment to reduce costs and improve efficiency standards.



Renewably Powered Operations

We are proud to have surpassed our target to achieve 80 percent renewable electricity in our owned operations by 2025, reaching 87 percent. We achieved this milestone through projects like in Lamphun, Thailand, where our IS facility installed a 1.1-megawatt solar panel system across rooftops and carports. As well as generating around 1.2 million kilowatt-hours of electricity annually, the system will help cut emissions by around 520 metric tons each year.

Scope 3 Emissions

To date, we have prioritized addressing Scope 3 emissions associated with raw materials like resin and metals. This year, we enhanced our calculation methodology for high-emission materials, transitioning from spend-based to weight-based calculations. We worked closely with component suppliers to verify product net weights and compositions, ensuring use of the most accurate secondary emission factors. In fiscal year 2025, several business units experienced significant growth which, combined with material verification, contributed to an increase in Scope 3 emissions from high-emission material categories. We remain committed to strengthening partnerships with these high-emitting suppliers to drive meaningful emissions reductions.

GHG PROFILE CO₂E FY2025

Scope 1	1%
Scope 2	2%
Scope 3	97%
Purchased Goods & Services	81%
Capital Goods	4%
Upstream Transportation & Distribution	13%
Fuel- & Energy-Related Activities	2%
Business Travel	<1%

Driving Company-Wide Reductions

During fiscal year 2025, we rolled out the *Sustainability as a Competitive Advantage: Scope 3 Sustainability is a Decision* training to give employees the knowledge and resources they need to make informed product and materials decisions that reduce Scope 3 emissions. Throughout the year, over 10,000 TE employees completed the training.

We set function- and business unit-specific Scope 3 targets. Our efforts are supported by a six-pillar roadmap, with each pillar representing a key emissions source.¹² In 2025, we also created a lever map to identify potential reductions per source. This will be implemented company-wide, empowering each business unit to determine where they can most efficiently and cost effectively target reductions.

Engaging Our Suppliers

The Center-Led Resins technical team began collecting resin suppliers’ PCF data in 2022 and launched the first resins PCF dashboard in 2023. By the end of fiscal year 2025, supplier-provided data covered over 90 percent of resin purchases by weight.¹³ This insight helps engineers select lower-PCF resins and keeps suppliers accountable for emissions reductions. Additionally, the team collaborated with suppliers to develop roadmaps for reducing PCFs without increasing costs. As a result, Scope 3 emissions from resins have decreased by over 30 percent since 2022.

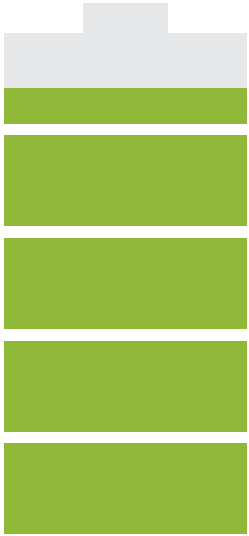
To continue engaging suppliers in our Scope 3 efforts, we hosted town halls, one-to-one meetings and PCF trainings. Throughout the year, we also hosted four public workshops, each attended by 150–400 people. We also developed a PCF template to streamline supplier data collection. Initially launched with select, high-emission commodity suppliers, moving forward, we will look to introduce the template to more of our supply network.

Learn more about our PCF process in the [Product Stewardship & Innovation](#) section.

Our Next Steps

We will integrate digital energy monitoring systems into an additional 35+ sites in the coming year, ahead of a full rollout by 2028.

As well as enhancing data monitoring, we will expand the scope of our focus. In fiscal year 2026, we will build on our Scope 3 efforts, expanding beyond raw material suppliers to also tackle emissions from produced goods and components like cables and electronics.



87%

¹² Resins, metals, high-emissions commodities, waste reduction, logistics and other.
¹³ The Center-Led Resins technical team ensures data collected and approved for use in our Scope 3 calculations is certified by suppliers as being calculated using ISO 14067 methodology. Supplier-provided PCF (primary data) enhances the accuracy of our calculations compared to using industry average emission factors (secondary data).

Water

Water is a shared and finite resource. We are doing our part to reduce water consumption by monitoring use and finding ways to do more with less.



Commitment

3% reduction in water use at all sites by 2030

15% reduction in water withdrawal at targeted sites by 2025

Progress

Set new goal

22% reduction at targeted sites

Our Approach to Water Conservation

We conduct detailed water use mapping across our facilities and install water meters on critical equipment to measure consumption and identify areas for greater efficiency. We have targeted actions at water-stressed sites, guided by in-depth knowledge of locally relevant water demands.

To enhance our efforts, we have integrated water operating standards into the company's overall operating framework. This ensures water management is given the same priority status as energy usage.

Our Impact

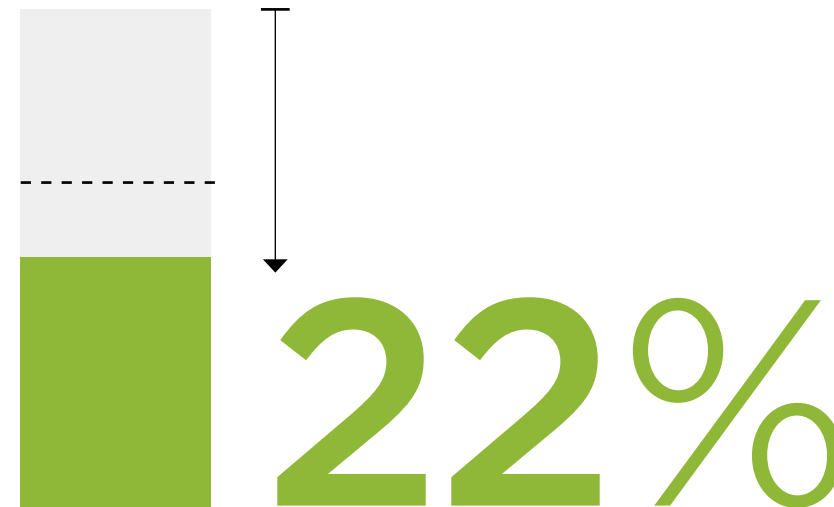
We are proud to have exceeded our 2025 goal of a 15 percent reduction in water withdrawal across 30 water-stressed sites, achieving a total 22 percent reduction from our baseline. This was made possible through enhancing our measurement capabilities, improving operating processes and educating employees to drive shared awareness and action. To continue moving efforts forward, we have now established a new, enterprise-wide commitment to reduce water use by 3 percent — or roughly 20 million gallons — at all sites by 2030.

Recovering and Reusing Water

Across sites, our teams are innovating solutions to help capture, recover, and reuse water. In Tangier, Morocco our TS facility has launched a system to recover water from heating, ventilation, and air conditioning condensate. Our Digital Data Networks business unit in Hermosillo, Mexico installed a similar system, which will reduce annual water consumption by almost 20 percent. This water can then be reused in other processes, cutting overall consumption. At TE's Shirwal, India site, the team introduced a stormwater harvesting system to turn runoff into a usable water source. Saving over 3,800 kiloliters of water annually, the project helps reduce dependence on groundwater sources in a highly water-scarce region.

Our Next Steps

To progress against our new goal, we first need to understand our baseline. Throughout 2026, we will score our sites based on water use efficiency, giving each a ranking to help prioritize actions. This insight will support the development of a refreshed strategy that guides our future actions. We are also developing a water pollution management initiative, starting by establishing parameters for our business units to follow.



22% reduction in water withdrawal at targeted sites since 2021, surpassing our 2025 goal

Waste

Across our operations, we look to conserve resources, evolving manufacturing practices and exploring packaging innovations to reduce material waste.



Commitment

ZWTL by 2029

15% reduction in hazardous waste disposed by 2025

Progress

93% waste diversion, with 56 ZWTL sites

66% reduction in hazardous waste disposed

Learn about how we manage product-related waste in the [Product Stewardship & Innovation](#) section



A Platform for Sustainable Packaging Innovation

In 2025, we launched The Sustainability Cup, a competition where students design sustainable solutions for TE products. The inaugural Cup focused on sustainable packaging innovations. Globally, 14 teams from six countries participated, with the winning idea, from the University of Turin, Italy addressing single-use, non-recyclable plywood reels. By using recyclable materials and foldable designs, not only could the project significantly reduce material and transportation costs, but also cut annual emissions by over 53,500 kilograms and annual waste by 82,000 kilograms.¹⁶

The Cup, organized by our Global Corporate Technology Center Materials team, is one of the TE Sustainable Innovation Fund's initial recipients. This fund was created in fiscal year 2025 to support sustainability-focused nonprofit initiatives and align TE's giving with its sustainability goals.

Our Approach to Waste Management

TE follows lean manufacturing principles to minimize waste while reducing production times and maximizing customer value. To ensure ongoing progress, we maintain various working groups and conduct periodic internal waste audits to understand reduction opportunities. We also follow a comprehensive strategy, designed in 2024, to help achieve ZWTL.

Our Impact

Thanks to our ongoing focus, we have significantly surpassed our 2025 goal of a 15 percent reduction in hazardous waste disposal, reaching a 66 percent reduction from our 2021 baseline. We achieved this through projects like our new microfiltration system in the Landisville, Pennsylvania, U.S. site which helped cut local hazardous waste by almost 60 percent. We are now sunsetting this goal and focusing on our ZWTL ambition.

We achieved a 93 percent waste diversion rate¹⁴ — almost 109,000 metric tons of waste — in 2025, keeping us on track for our 2029 goal. Furthermore, an additional 28 sites have achieved ZWTL status, surpassing our 2025 goal of 25 and reaching a total of 56 ZWTL sites to date.

Our Automotive plant in Speyer, Germany, reached a milestone 99.5 percent diversion rate. Additionally, through the U.S. DoE's Better Plants program, we assessed our Lickdale, Pennsylvania, U.S. plant to identify effective waste reduction projects.

Enhancing Employee Awareness

This year, over 66,000 employees completed training on TE's ZWTL goals and steps they can take to reduce waste. Nearly 69,000 also completed our expanded Environmental, Health, and Safety (EHS) Passport program, featuring broader environmental and sustainability program awareness training. Our EHS Passport helps employees understand the link between sustainability and business excellence and how they can contribute to TE's ambitious energy efficiency, waste, and water reduction and product circularity goals.

Innovating Our Packaging

We are reducing packaging material use, particularly virgin materials, alongside reusing packaging where feasible and redesigning it to minimize weight and associated emissions. Where possible, we incorporate renewable materials and increase the volume of regrind¹⁵ content to cut primary raw material use.

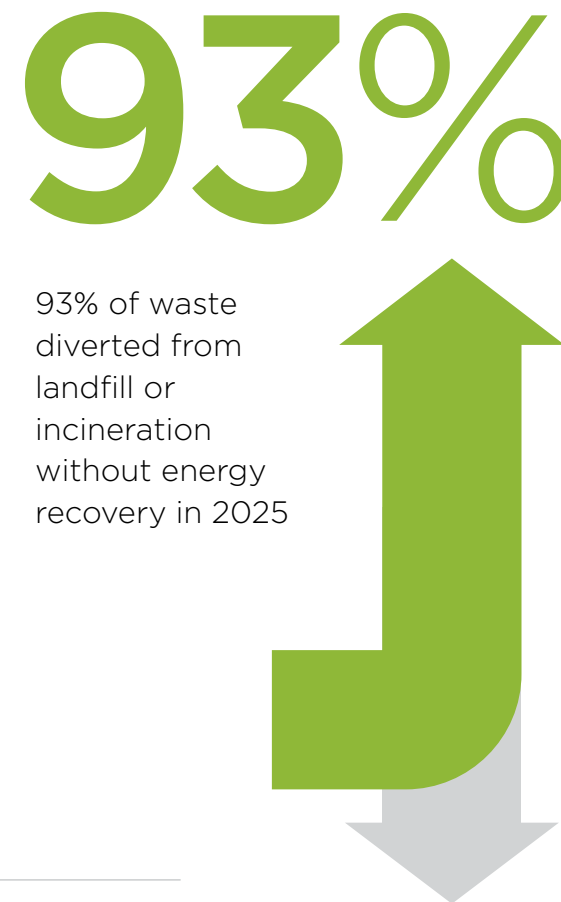
Our Next Steps

We are refreshing our waste strategy to push ZWTL efforts forward. This includes advancing cross-functional initiatives, from reducing compounding and extrusion waste to fostering packaging innovations. Having piloted our internal ZWTL verification process, we plan to roll it out fully in fiscal year 2026.

¹⁴ Of this, approximately 6% was sent for energy recovery.

¹⁵ Materials, for example, plastic, which have been ground into particles for reuse.

¹⁶ Savings in second year.



People

“

As the minds behind our innovations, the care behind our customer service, and the passion behind our sustainability progress, our employees are a vital cornerstone of TE. Creating a workplace where wellbeing and individual development are priorities is key to helping us attract, engage, and retain the best in industry talent.

Vimal Narayanan

VP Operations, Industrial
Solutions Segment



Empowering People to Thrive

Our global workforce of talented, passionate employees is what makes our business possible, and we are proud to have fostered an inclusive culture that enables them to pursue their passions and shape their career journeys. Through prioritizing safety, wellbeing, development, and teamwork, we empower our people to reach their full potential.

Our Policies and Publications

- 🔗 [Creganna Medical Ireland Ltd Gender Pay Gap Report](#)
- 🔗 [Declaration of Principles on Human Rights of the German Operating Entities](#)
- 🔗 [Environment, Health, Safety and Environmental Sustainability Policy](#)
- 🔗 [Global Human Rights Policy](#)
- 🔗 [Guide to Ethical Conduct](#)
- 🔗 [Multiple country-level human rights reports](#)
- 🔗 [Reporting and Investigating Misconduct Policy](#)
- 🔗 [Responsible Minerals and Materials Policy](#)
- 🔗 [Statement on Training and Development](#)
- 🔗 [TE Equal Employment Opportunity Commission Report](#)
- 🔗 [TE Workplace Flexibility Guidelines](#)
- 🔗 [UK Gender Pay Gap Report](#)
- 🔗 [Values and Impact Report](#)

In this Section

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- [Our Workforce](#)
- [Inclusion](#)
- [Wellbeing](#)
- [Human Rights](#)
- [Community Impact](#)

Workplace Health & Safety

Keeping people safe and healthy is our top priority and we continuously enhance our safety culture to ensure industry-leading performance.



Commitment

Zero-incident workplace

Progress

0.06 TRIR for fiscal year 2025



Our Approach to Health & Safety

We are committed to ensuring everyone feels safe, protected, and supported by robust safety processes, effective hazard-mitigation strategies, and open communication. These efforts are underpinned by our health and safety strategy, which is regularly updated to ensure ongoing relevance and effectiveness.

Our Impact

By the end of fiscal year 2025, we surpassed our mid-term goal of maintaining performance below 0.12 TRIR. Furthermore, over 90 percent of sites achieved one injury or less, a notable increase from 80 percent in fiscal year 2024. Going forward, we will continue to focus on our ambition to make TE a zero-incident workplace.

Enhancing Our Standards

We drive consistent safety performance through company-wide policies. In 2025, approximately 30 safety standards were updated and published to our internal health and safety website, ensuring easy access to guidance across the organization.

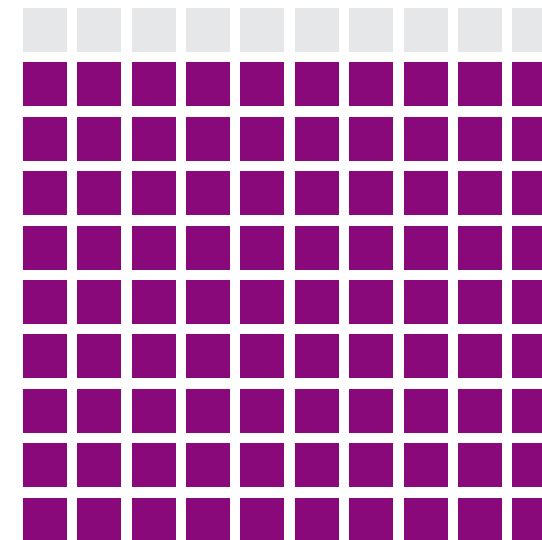
Ensuring Strong Performance

During 2025, we audited all TE sites against our SAFE program requirements. The TE SAFE assurance program is foundational to our global safety management framework and ensures a consistent, risk-based approach across operations. It covers operation-critical topics like machine guarding, lockout/tagout, working at height, and powered industrial vehicles, alongside broader elements like proactive risk reduction, ergonomics, and behavior-based safety.

To support our internal audits, we expanded our auditor training program, certifying over 160 employees by the end of the year. This program creates valuable development opportunities while strengthening our compliance and global safety culture.

New Training Passport

In fiscal year 2025, we launched the first module of our new EHS Passport training. The program addresses key topics, including office safety, manufacturing and laboratory site safety, machine safety, and travel safety. More than 63,000 employees completed the module, strengthening their ability to protect themselves and their colleagues. In addition, over 150 engineers successfully completed our new Technical Safety training program and became Certified Machine Safety Experts.



90%+

90%+ sites achieved
one injury or fewer

Mission Zero

During Safety Week 2025, we launched Mission Zero—a company-wide commitment to ensuring everyone goes home safely, every day. Mission Zero embeds safety across teams and functions, while a toolkit provides guidance on tailoring safety measures to local conditions.

Throughout Safety Week, we organized events to engage employees in achieving 0 Injuries, *100% Commitment*, from hazard hunts and safety challenges to hands-on demonstrations and leadership talks.

Creating Space for Hands-On Learning

Safety DOJOs are controlled spaces for completing training without real-world risks. First launched by the Automotive team in Tangier, Morocco, in 2022, today, we have over 100 Safety DOJOs.

In 2025, Tangier's Automotive team developed the first virtual reality DOJO experience. The immersive e-DOJO helps employees explore safety risks in a safe, dynamic way, developing an understanding of hazards associated with their specific role.

Our Next Steps

To continue evolving our strategy, we have identified three focus pillars for the coming year:

- **Design for Zero:** safety built into every machine, equipment and process from the start.
- **Safe by Standard:** embedding safety as a foundation into our TE Operating Advantage business system.
- **Safe by Culture:** empowering leaders to drive lasting change.

In 2026, we will launch EHS Passport module two, covering technical safety and safety leadership. This will be followed by additional modules in subsequent years.



63,000+ employees completed
EHS Passport training

63,000

Our Workforce

We want to empower employees to grow professionally, providing development opportunities, driving engagement, and fostering inclusion.



Commitment

Achieve annual Engagement index score of 80 or greater in Every Voice Counts (EVC) survey

Progress

84 Engagement index score in the EVC survey



Our Approach to Employee Development

A core aspect of our corporate strategy is to proactively grow talent and teams. Guided by our Life at TE employee value proposition, TE managers conduct annual, multidimensional employee reviews, assessing individual achievements and growth areas and ensuring employees receive ongoing feedback to improve engagement and advance team performance.

Our Impact

Our annual EVC survey, available to all employees in over 20 languages, highlights sentiments across four areas. Fiscal year 2025 saw a three-point increase for engagement, inclusion, and wellbeing scores, up to 84, 79, and 81, respectively. We also achieved a two-point increase for leadership effectiveness versus the previous year, up to 84, demonstrating growing employee satisfaction with leadership.

Meaningful Development Opportunities

Throughout 2025, we extended Learn@TE system access to all employees so everyone can benefit from critical skills and leadership development resources. We also expanded the content available, providing expert-led courses in over 10 languages through Big Think and introducing a new program, ROOTS, on building self-awareness in leaders at every level.

Building Talent Pipelines

We are strengthening our talent pipelines to ensure we have the skills to achieve our business aspirations. In 2025, we began using our NAVIGATE platform to enhance internal mobility, removing barriers for employees to identify and apply for new roles. Currently, over 20,000 users utilize NAVIGATE to own their careers.

We also took steps to grow our operations pipeline for critical roles. This includes launching a skills model and career ladder, alongside new ways of assessing and developing promising talent.

Pay Equity

We offer competitive, equitable pay based on role, responsibilities, and performance, guided by a Global Fair Pay Policy that standardizes cross-company practices. Where legally required, we publicly disclose pay equity analysis results.

Pay ranges are included in all U.S. job postings. As of March 2025, all U.S. employees can access the pay range for their role. In 2026, we will extend this to more countries, in line with local regulations and our commitment to fairness and transparency.

Our Next Steps

Looking forward, we will prioritize skills-based hiring and development, identifying the capabilities needed to achieve our goals. This will support us in meeting the evolving needs and challenges of our complex, forward-thinking businesses.

Promoting Shared Progress with Grow@TE

Over 27,000 employees participated in the 2025 Grow@TE Games, a three-week development event. Themed “Our Connections Matter,” 3,500 teams completed challenges that promoted continuous growth as an individual and a team.

New this year was the Give to Gain challenge, where employees could volunteer with one of nine partner NGOs or continue volunteer work they were already passionate about. In total, employees supported 350 initiatives alongside the nine NGOs.

Learn more about volunteering in our [Community Impact](#) section.

27,000 employees engaged through the 2025 Grow@TE Games

27,000



Inclusion

Inclusion makes us stronger; by combining experiences, perspectives, and ideas, we can drive greater innovation and superior solutions.



Commitment

Achieve annual Inclusion index score of 80 or greater in EVC survey

Progress

79 Inclusion index score in the EVC survey

Our Approach to Inclusion

We want our workforce to reflect our global customers and to maintain a workplace where all ideas are shared and everyone is included. To achieve this, we focus on four areas:

- **Employee experience:** Ensuring we embed inclusion in all we do, holding all team members accountable for their behaviors and increasing transparency.
- **Employer brand:** Growing globally diverse talent pools through strategic partnerships and programs while increasing awareness of TE's commitment to inclusion with external stakeholders.
- **Community partnership:** Investing in our local communities and in future talent.
- **Business impact:** Growing our supply base and enhancing our reputation with customers by providing transparency and data about our inclusion programs.

Our Impact

With inclusion as a core company value, we remain steadfast in our commitment to nurturing an inclusive culture.

Employee Resource Groups

Employee Resource Groups (ERGs) help build a welcoming, inclusive culture at TE. Today, over 12,000 employees are ERG members, with many participating in more than one. During 2025, our ERGs teamed up with HR to launch an education series on talent mobility. Monthly sessions focused on topics that help employees navigate their career path, empowering them to have conversations with their managers and highlighting available resources. We have reached over 8,000 employees with this effort.

In 2025, we invited ERG chairs and co-chairs to attend our global leadership meeting for the first time, recognizing the important role these groups play.

Learn more about our [ERGs](#).

Collectively Advancing Safe Spaces

During 2025, we launched Safe Space 2.0, our renewed promise to create workplaces designed in collaboration with our ERGs where everyone feels welcomed and respected. We also created a Safe Space 2.0 course to promote respect and understanding, encourage empathy and connection, and engage employees in meaningful reflection. This training is available in all TE's major languages, ensuring all employees understand their role in making TE a safe space.

Creating Space for Late Career Conversations

Everyone at TE should feel empowered to pursue their passion with a career path that works for them. Through our Late Careers Conversation pilot, initially launched with our AD&M business, we are establishing a framework that enables managers to confidently engage experienced employees in conversations about their preferred next steps.

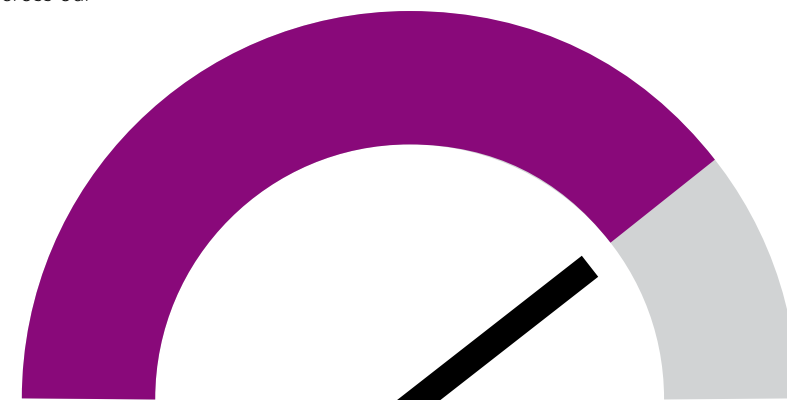
Whether moving up the career ladder, making a lateral move, or taking a step back, the initiative aims to ensure employees get the right support. We will introduce our Conversation Framework to all business units in 2026.

Our Next Steps

In fiscal year 2026, we will look to build an Inclusion Champions network, ensuring an on-the-ground presence that brings inclusion to life across our operational sites.

79

79 Inclusion score in the 2025 EVC survey, up three points versus 2024





Wellbeing

To perform their best, people need to feel their best. We prioritize employee wellbeing, supporting our people to enhance their own mental and emotional health.



Commitment

Achieve annual Wellbeing index score of 80 or greater in EVC survey

Progress

81 Wellbeing index score in the EVC survey

Our Approach to Wellbeing

At TE, we want to empower all employees to develop a strong connection to their overall wellbeing. TE's holistic approach to wellbeing focuses on six pillars: emotional, physical, social, occupational, digital, and financial. This broad emphasis on wellbeing provides employees with a variety of ways to personalize their approach to meet their individual needs. Our global Employee Assistance program is one way our employees can access free, confidential short-term counseling, coaching, and online self-directed support.

Enabling Flexible Working

We believe work-life integration is essential to the wellbeing of our employees. Therefore, we support this through flexible working options, guided by our FlexTime and FlexPlace policies. Where relevant, we offer part-time roles that help people manage professional and personal priorities.

Our Impact

Wellbeing Connectors

Our Wellbeing Connectors help shape the wellbeing program within their local countries and spread awareness of offerings. As of 2025, we have over 115 Wellbeing Connectors.

Wellbeing Connectors hosted various wellbeing activities in 2025:

- TE Poland promoted healthy lifestyles with wellbeing challenges, exercise and yoga sessions, preventative cancer sessions, on-site eye tests, dietitian visits, and more.
- TE India hosted art therapy classes, a cybercrime webinar with a police officer, self-defense training, and a digital detox challenge.
- TE UK Swindon launched a new mothers' relaxation space, hosted a campaign on social media/digital wellbeing, expanded their wellbeing library, and provided free fruit.

Leaders Advancing Wellbeing

In fiscal year 2025, we launched a six-month wellbeing academy pilot to empower leaders to foster a culture of wellbeing within their teams. Approximately 75 leaders registered, gaining access to training on topics like emotional intelligence, leading through change, and recognizing early warning signs of mental health challenges. Following pilot completion, we will gather feedback to inform a wider rollout.

Additionally, our Wellbeing Connection team collaborated with the EHS Group to deliver resources during Safety Week 2025, hosting webinars and a manager training session.

Our Next Steps

We are committed to supporting our Wellbeing Connectors to build regional programs that reflect local cultures and needs. We will also explore how to better reach plant and remote office employees with wellbeing messages, exploring which communication channels work best for each group.

Navigating Life's Moments with Inflection

In 2025, we introduced Inflection, an education platform with expert-led insights that give employees the confidence to navigate some of life's hardest moments, including fertility, menopause, and supporting loved ones through these moments. As of January 2026, Inflection also offers resources on divorce, elder care, and end of life.

Recognizing personal wellbeing is interconnected with the wellbeing of others, we also offer employees the opportunity to gift two memberships to family and friends. Initial uptake has been strong, with employee use increasing by 30 percent since Inflection was introduced.

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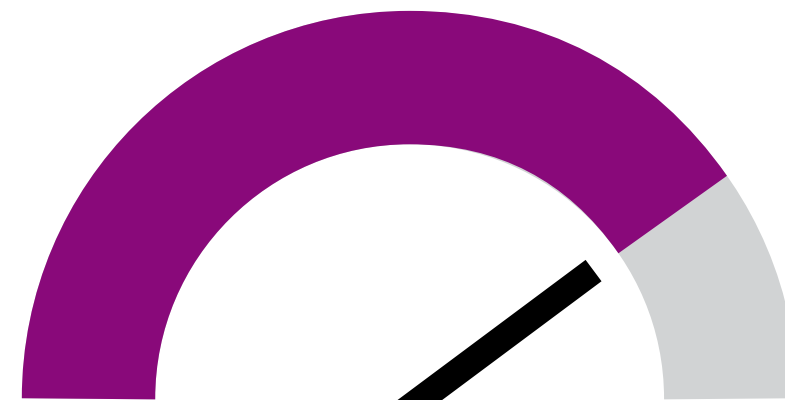
At TE, wellbeing is a continuous journey of balance, purpose and connection. Our enthusiastic wellbeing volunteers are committed to fostering a culture where everyone can truly thrive.

S.R. Srinivas, Digital Experience Lead and Wellbeing Connector



81

81 Wellbeing score in the 2025 EVC survey, up three points versus 2024



Human Rights

We strive to uphold human rights throughout our value chain — starting with our employees and extending to suppliers and customers.



Commitment

Complete annual training on human rights

Progress

100+ suppliers trained on best practices in human rights due diligence at 2025 Supplier Day

Our Approach to Human Rights

Our Human Rights program is overseen by our Legal and HR functions. They are supported by an enterprise-wide Human Rights Committee consisting of Legal, Government Affairs, HR, EHS, Operations, Ombudsman, Procurement, and Supply Chain Compliance representatives. The committee meets regularly to review issues, identify risks, and develop action plans. It also updates policies and evaluates due diligence processes, providing quarterly updates to leadership and annual reports to the Board.

Our Global Human Rights Policy outlines our commitment to upholding responsible business practices. The Supplier Code of Conduct details our expectations that suppliers maintain similarly high standards.

Our Impact

We updated our Global Human Rights Policy during 2025 to ensure ongoing relevance. We also created a Standard Operating Procedure for our human rights remediation process. In March 2025, we published our first [Child Labour Due Diligence Report](#) in Switzerland, enhancing transparency in relation to child labor.

Learn more about our [country-specific disclosures](#).

Supplier Due Diligence

In fiscal year 2024, we developed a three-year roadmap to enhance supply chain due diligence; in fiscal year 2025, we progressed against this roadmap, introducing new systems to support supplier risk analysis. These risk analytic tools will guide our due diligence, automate delivery of questionnaires to suppliers, and help identify which suppliers to audit.

Internal Due Diligence

We conduct an annual human rights survey with key global and regional HR leaders, along with labor and employment attorneys. This survey helps confirm business practices align with our Guide to Ethical Conduct and Global Human Rights Policy. In 2025, we updated our questions and assessment process to align more closely with evolving regulatory requirements. We added a further step of individual follow-up to help identify areas for improvement.

Encouraging Open Reporting

Our grievance mechanism is available to employees, suppliers, investors, customers, or any other third parties through the Office of Ombudsman to anonymously ask questions or raise concerns. We also collect grievance reports via local union and collective bargaining group engagement in certain jurisdictions; these are funneled into our ConcernLINE mechanism.

Learn more about grievance mechanisms in the [Ombudsman section](#).

Our Next Steps

We will launch an in-depth human rights training to ensure employees understand our human rights program, forced labor indicators, and reporting human rights concerns in alignment with our core values. Our Supplier Code of Conduct is refreshed every three years in line with RBA updates. If major changes occur, we ask suppliers to reacknowledge alignment with our Code. We are using technology to further strengthen our risk-based approach to support supplier assessments.

100+ suppliers trained at Supplier Day on best practices in human rights due diligence

100+



Community Impact

Wherever we operate, we give back in locally relevant ways, reinforcing our position as a responsible corporate citizen.



Commitment

10M people impacted through STEM education by 2030

Progress

6M+ people impacted through STEM since 2020

Supporting Women in Science

Currently, only 28 percent of STEM jobs are held by women.¹⁷ The Women in Science (WiSci) STEAM Camp program addresses this gap. In July 2025, more than 70 girls participated in WiSci STEAM Camp Southern Africa to enhance their STEAM knowledge, develop their leadership skills and connect them to peers and mentors.

Alongside receiving STEAM-related instruction, participants designed projects that addressed SDG 15: Life on Land. Each group pitched ideas during a “Spark Tank,” receiving a grant to implement them. As a program partner, the TE Connectivity Foundation supported pitch planning, provided mentorship, and shared “Spark Tank” feedback.



Our Approach to Community Support

Our approach combines corporate donations, foundation giving, and employee volunteering, headlined by our Community Ambassador program (CAP). Active for more than a decade in over 30 countries, the program empowers over 100 ambassadors and local councils to identify causes to support. The CAP helps us reach grassroots partners making a real difference in our communities, growing TE's reputation and impact.

A volunteer incentive program is available to full- and part-time employees across most global locations. We also offer a matching gift program to U.S.-based employees.

Our Impact

TE Connectivity Foundation

Through the TE Connectivity Foundation, we increase STEM access for underserved populations through grants and long-term partnerships. In 2025, the Foundation continued to be a visionary partner of Girl Up, funding programs to boost STEM interest among youth leaders and changemakers. Since 2017, we have donated more than \$3 million to help drive Girl Up's mission, supporting it to reach more than 350,000 youth.

We also continued to partner with Technovation and their AI Forward Alliance (TAIFA), which aims to reach more girls with the skills to become AI-ready innovators. With our support, TAIFA reached more than 53,000 girls, mentors, and alumnae in 2025 with AI learning. Throughout the year, students built 1,200 real-world AI solutions for everything from crop disease detection to supporting those with visual impairments.

During the year, the TE Connectivity Foundation supported Clubes de Ciencias, an organization expanding access to high-quality science education to youth from all socioeconomic backgrounds in Mexico. Through over 400 workshops, Clubes de Ciencias has reached over 7,500 students to date. And, with Per Scholas in Philadelphia, Pennsylvania, U.S., the Foundation helped more adult learners develop tech-forward skills. This has helped the organization enroll 160 Philadelphians in their training program, launch a satellite classroom and Software Engineering training track, and incorporate AI into their immersive training, upskilling, and professional development services.

\$7M+ granted by TE Connectivity Foundation and corporation in 2025

\$7M+

¹⁷ Source: World Economic Forum.



Engaging Students with the TE AI Cup

The sixth annual TE AI Cup invited almost 300 students from 24 universities to develop cutting-edge, AI-powered solutions. 50 teams worked with employees from eight business units and functions, enjoying meaningful training, networking, and real-world problem-solving opportunities.

As part of the Cup, 45 students from three universities in Hermosillo, Mexico took part in a workshop focused on image processing, AI machine vision for industrial applications, large language models, and generative AI. The workshop provided hands-on training, covering topics like selecting hardware components, image processing techniques, preparing data with images, and training AI models in the cloud.

One of the 2025 TE AI Cup winners, Team Wolo from the Southwestern University of Finance and Economics, worked with our Digital Data Networks team to create an auto-labeling and inspection system. Already deployed on one line — and with over 50 additional deployment opportunities — the system delivers over 98 percent prediction accuracy and over 65 times faster labeling, while cutting energy use by 90 percent.

Disaster Relief

We support community resilience and relief following disasters, focusing on addressing the impact on our employees and communities. During fiscal year 2025, we donated \$200,000 to global humanitarian relief following events, including:

- Storm Tami in the Philippines.
- Flooding in Spain.
- Flooding in Thailand.
- Hurricane Helene in the U.S.
- Wildfires in California.
- Storm Boris in Central Europe.

Our Next Steps

Our community involvement efforts will continue to push us toward our goal of 10 million people impacted through STEM education by 2030. With five years remaining, we are well on our way to meeting this target. We will also harness our new Sustainable Innovation Fund, a resource pool dedicated to supporting sustainability-focused nonprofits, to bring our giving into line with our sustainability vision.

Governance

Acting with Integrity

We place ethical decision-making, strong governance and transparency at the heart of our business approach, guided by our core values of integrity, accountability, inclusion, innovation, and teamwork. By doing so, we can achieve sustainable progress and deliver value to all our global stakeholders.

Our Policies and Publications

- [Annual Report](#)
- [Anti-Corruption Policy](#)
- [Audit Committee Charter](#)
- [Federal Election Commission Electronic Filings](#)
- [Guide to Ethical Conduct](#)
- [Nominating, Governance and Compliance Charter](#)
- [Proxy Statement](#)

In this Section

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Living our Values

Through our governance practices, we uphold high standards of ethical, responsible conduct, reinforcing TE as both an employer of choice and a leader in our industry.

Leading our efforts is our Guide to Ethical Conduct, which details our core values and the ethical principles that apply to our employees and business partners. It is designed to promote a high-integrity, values-based culture and responsible decision-making. We conduct annual company-wide training on the guide to ensure everyone understands our expectations.

In fiscal year 2025, TE hosted over 142,000 ethics and compliance training sessions company-wide and achieved a completion rate of over 99 percent for our global Guide to Ethical Conduct training.

In March 2025, for the 11th consecutive year, we were recognized by the Ethisphere Institute as one of the World's Most Ethical Companies. One of 130+ companies recognized, and one of only four electronics and components companies, this reflects our ongoing commitment to integrity and ethical leadership.

Enhancing our program

We maintain an Ethics & Compliance program, through which we promote shared ownership for ethical business practices. In the spirit of continuous improvement, we routinely benchmark our program against leading practices and identify opportunities to enhance its effectiveness.

In 2025, following the U.S. Department of Justice Criminal and Antitrust Divisions' revised Evaluation of Corporate Compliance Programs guidance, our Ethics & Compliance function conducted a comprehensive gap analysis to assess alignment with leading practices. Building on this assessment, we have continued to strengthen our Ethics & Compliance program through ongoing review and adaptation, including expanding our risk assessment to address emerging technologies, strengthening reporting channels and protections, and leveraging data analytics for actionable insights.

Preventing Bribery and Corruption

TE maintains a zero-tolerance principle for bribery and corruption in all circumstances, wherever we do business. Our Guide to Ethical Conduct and policies detail the behaviors we expect of Board members, management, employees, and business partners; they also provide advice on recognizing red flags and how to avoid bribery and corruption.

We published our [Anti-Corruption Policy](#) on our public disclosures page in fiscal year 2025, improving transparency and demonstrating the centrality of this policy to our operations.

Understanding Ethics Attitudes

Throughout fiscal year 2025, we executed the action plans we created following the 2024 Ethics Attitude Survey. Actions addressed all key survey areas (Awareness of Compliance and Reporting Resources, Ethical Tone and Commitment, Pressure, and Comfort Speaking Up).

Steps included reaching out to plant managers in focus sites to address identified gaps, site visits for in-person training, and publishing speak-up resources and guidance, including a new, global standalone Non-Retaliation Policy.

Our Next Steps

In fiscal year 2026, we plan to roll out the next Ethics Attitude Survey, as well as focused actions to reinforce ethical leadership across all management levels.

TE hosted over 142,000 ethics and compliance training sessions company-wide

142k+

Ombudsman

Our Office of Ombudsman is a confidential, impartial, and independent resource for reporting legal violations, policy breaches, and ethical concerns. It is available to employees, suppliers, investors, customers, and business partners.

The Ombudsman operates independently and reports directly to the chair of the Audit Committee of the TE Board of Directors. It regularly meets with executive leadership to discuss key reporting themes, trends, and root cause analyses. The Office of Ombudsman also oversees TE's Reporting and Investigations program, including resources like ConcernLINE, ConcernNET and ConcernAPP, as well as necessary corrective actions. The Employee Relations COE — overseen by the Office of Ombudsman — handles workplace-related concerns in an efficient manner, analyzes case data to identify trends and root causes, and shares insights with key HR stakeholders.

All reports made to the Office of Ombudsman are reviewed and addressed appropriately and in a timely manner. In fiscal year 2025, the Ombudsman received approximately 1,300 reports. Approximately 80 percent were workplace-related concerns; the remainder were compliance issues (for example, legal, regulatory, or policy matters). Approximately 50 percent were anonymously made. For matters closed during fiscal year 2025, about 54 percent were substantiated or otherwise actionable, enabling TE to correct misconduct, change business processes, rectify inefficiencies, clarify policies, or take other corrective action.

[Learn more](#) about the Office of Ombudsman.

Managing Risk

Through our Enterprise Risk Management (ERM) framework, we conduct evaluations of all business units and corporate risk-managing functions at least annually. This integrated risk assessment process leverages interviews, surveys, and risk management technology, as appropriate, to consistently identify, track, analyze, and report on a robust register of enterprise risks, including those related to environment, social, and governance topics. We engage risk owners in businesses and corporate functions to identify relevant issues, assess exposure against risk tolerances, and develop appropriate mitigations. The ERM function collaborates with risk owners to establish proper risk governance and accountability structures. Risk monitoring processes exist to proactively assess new and emerging risks, including in relation to environmental issues and severe weather events with direct or cascading impacts.

The highest-ranking person with operational-level risk management responsibility is the Executive Vice President (EVP) and General Counsel, who reports to the CEO. The highest-ranking person with operational-level responsibility for monitoring and auditing risk management performance is the Chief Risk Officer, who reports to the EVP and General Counsel. Both are structurally independent of business lines. The ERM function sits within the Corporate Law Department (structurally independent of business lines) and reports regularly to the Board, business, and corporate leadership teams.

Supply Chain Risks

We expect all suppliers to meet our standards and employ a supply chain risk-identification process that includes:

- Identifying sole-source parts/suppliers.
- New product review and approval to ensure optimal supplier selection; capacity constraint review coordinated with monitoring market conditions to identify shortages.
- Forecast sharing to enable suppliers to manage production and meet orders.
- Audits for select high-risk suppliers, including an escalation process and corrective actions.
- Ongoing comprehensive quarterly business reviews with suppliers.

Board Management & Governance

Engaged leadership is key to ensuring everyone feels welcome and inspired to work toward shared goals. Our leaders actively shape our culture, setting a tone of open communication and collective responsibility.

Our Board and Executive Leadership

TE's Board of Directors is responsible for aligning management with leading ethical standards and working in our shareholders' best interests.

We believe varied viewpoints, backgrounds, and experiences make us stronger. As of our Annual Meeting of Shareholders on March 11, 2026, our Board has 13 members, with 77 percent representing diverse backgrounds.

[Learn more](#) about our leadership.

Prioritizing Cybersecurity and Data Protection

Our clients trust us with their intellectual property and confidential corporate details, while employees and business partners trust us with their personal information. We work to maintain that trust with a robust cybersecurity and data protection approach.

Alongside Board-level responsibility, our Chief Information Security Officer provides executive management of TE's global cybersecurity and data protection program. Internal and external auditors review our information technology infrastructure and information security processes to confirm ongoing effectiveness.

Our internal Information Security Policy is available to all employees, and we encourage them to raise related concerns through the Ombudsman. We conduct ad hoc and mandatory annual security training on new and changing risks, including monthly phishing exercises for information system users and cross-business data protection and security training. We also maintain cybersecurity insurance coverage.

Through our Privacy Compliance program, we proactively safeguard the personal information of our business partners and employees. Our approach ensures privacy is embedded into our operations and aligned with all applicable legal obligations.

Tax

Wherever we conduct business, we comply with relevant tax laws, paying our fair share of taxes on a timely basis.

Learn more about our tax position in our [annual report](#), [Tax Strategy](#) and [Country-by-Country Tax Report](#).

Executive Compensation

TE's executive compensation philosophy is designed to attract, motivate, and retain leaders who enhance shareholder value and advance our strategic priorities. Through it, we reward executives for meeting individual and corporate performance objectives.

[Learn more](#) about executive compensation in our proxy statement.

Engaging Governments

The Global Government Affairs team engages with all levels of government, as well as civic stakeholders and the business community, to encourage public policy that serves our business, shareholders, customers, employees, and society. The team helps shape public policy and political decisions that affect TE's operating environment and the global economy.

Trade Association Engagement

We maintain memberships with organizations that promote multilateral engagement in trade and investment, as well as cultural and economic exchange, for example:

- National Foreign Trade Council.
- U.S. Chamber of Commerce.
- Meridian International Center.
- U.S.-ASEAN Business Council.

[Learn more](#) about our trade association memberships.

Lobbying and Political Contributions

TE is engaged in the U.S. political process through TE's Employee Political Action Committee (TEPAC). TEPAC promotes our business priorities by supporting elections of state and federal candidates who represent our U.S. sites, hold leadership positions, or champion TE's key issues.

TEPAC's funding is voluntarily pooled by eligible employees and directors, with contributions approved by the TEPAC Board of Directors through a nonpartisan approach.

[Learn more](#) about TEPAC's reporting.

Corporate Responsibility Oversight

We embed sustainability considerations across TE Connectivity, with segment, business, and functional sustainability leads managing actions for their businesses globally. We maintain various other governance structures to further embed our strategy across the business. By doing so, we can ensure we consistently meet customer expectations while advancing our One Connected World strategy.

One Connected World Network

OCWN places leadership at the heart of our strategy, helping us embrace strong governance principles and reinforcing our commitment to ethical business practices. OCWN comprises two groups:

The Leadership Network

Established specifically to oversee sustainability and governance matters, this group meets quarterly to monitor progress, provide oversight, and make decisions related to enterprise sustainability; it also provides regular progress reports to our Executive Committee and Board of Directors. The network comprises our EVP and General Counsel, Senior Vice President (SVP) and Chief Human Resources Officer, SVP Operations, segment Chief Technology Officers, SVP Corporate Controller, VP and Chief Supply Chain Officer, VP Investor Relations, VP AI and Sustainability Transformation, VP and Chief Information Officer for Enterprise System, VP Global Government Affairs and Corporate Responsibility; and Director Global Corporate Responsibility.

The Core Team

Established to ensure implementation of One Connected World, this group meets monthly and includes subject-matter experts who lead corporate responsibility programs. They report progress, share best practices, and advise on strategy updates. They also create action plans and metrics to guide progress against sustainability goals. Additionally, the Core team participates in external groups and engagements, decides on external survey participation, and evaluates sustainability-related ideas and requests.

Engaging Our Board and Leaders

We engage the Board and executive leaders on One Connected World to ensure it is embedded across the business.

Regarding the Board, this includes:

- Annually briefing all corporate responsibility programs to the whole Board, with a subsequent briefing to the Nominating, Governance, and Compliance Committee (NGCC).
- Interim briefings to the NGCC and Management Development and Compensation Committee on specific topics, including EHS and human capital.
- Interim briefings of corporate responsibility reporting and internal controls, and review of the Statement of GHG Emissions, Energy Consumption and Water Withdrawal by the Audit Committee.
- Twice-yearly briefings to the Audit Committee and NGCC on company cybersecurity policies and practices.

Regarding executive leadership, this includes:

- OWCN Leadership Network participation.
- Designating leadership roles to our EVP and General Counsel, our SVP and Chief Human Resources Officer, and our SVP Operations to drive cross-organizational strategy progress.
- Establishing the VP of Investor Relations as the voice of our owners.
- Establishing the VP of Global Government Affairs and Corporate Responsibility as the OCWN chair, designated for overseeing ESG issues and OCW implementation, alongside our Director, Global Corporate Responsibility.

Additionally, a Regulatory Impact Assessment Task Force provides critical guidance by analyzing and assigning compliance requirements.

[Learn more](#) about Board-level oversight in our Proxy Statement.

Double Materiality

In 2022, we conducted a double materiality assessment, which you can explore in more detail in our [Double Materiality Report](#). We revisited the materiality assessment in fiscal year 2024 and began a more comprehensive review in fiscal year 2026. The updated results will be available in the next report.

Engaging with Stakeholders

To ensure we are focusing on the areas most relevant to our stakeholders, we engage key groups to gather their insights on our business, performance, culture, and impact.

To engage employees, we conduct regular team meetings, quarterly full-company CEO town halls, annual leadership and sales meetings, and our employee engagement survey. We also connect with our people via ERGs and our community impact efforts.

In 2025, we hosted an Investor Day with our shareholders. We also engage this group through our Annual Meeting of Shareholders, our Annual Report, Proxy Statement, and Corporate Responsibility Report, and our Investor Relations website.

With customers, we conduct an annual satisfaction survey and participate in additional customer audits and surveys. Our TE.com website is a valuable resource for reaching customers, while our work with trade associations and industrial coalitions helps guide policy development on important issues.

Appendix

About This Report

This report reflects progress toward our corporate responsibility strategy, One Connected World; adherence to the principles of strong management; and transparency and integrity in reporting. Unless otherwise stated, the data and information provided in this report reflect our performance in TE Connectivity's fiscal year 2025, which ended September 26, 2025, reported on a global, enterprise-wide basis.

The TE Connectivity Foundation operates on a calendar-year basis. References in this report to the TE Connectivity Foundation are to its 2025 calendar year.

Please note all references to currency and valuations in this report are expressed in United States Dollars (USD).

Frameworks and Other Reporting

This is our 16th Corporate Responsibility Report, and we have incorporated relevant metrics and disclosures from both the GHG Protocol, Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) and have aligned our report with the International Financial Reporting Standards (IFRS) S1 and S2, including the recommendation from the Taskforce on Climate-related Financial Disclosures (TCFD). See our [2025 Climate Risk Report](#) for a more detailed IFRS S2 index.

Deloitte & Touche LLP performed a review of management's assertion related to our Statement of GHG Emissions, Energy Consumption, and

Water Withdrawal. See TE's fiscal year 2025 [Independent Account Review Statement](#) to view their assurance statement.

Our One Connected World strategy aligns with the United Nations Sustainable Development Goals (SDGs), helping identify where we can improve business practices to support global progress. For more information, please view our [UNSDG Report](#).

Since 2011, TE has been a proud signatory of the UN Global Compact. Through our commitment, we have developed our thinking around our broader impact and how our operations, products, and engagement can help meet the SDGs. TE Connectivity reports to NQC, EcoVadis, CDP, and S&P Global's Corporate Sustainability Assessment, among others.

We welcome feedback from our stakeholders on both our reporting and our performance. Please visit www.te.com/sustainability or write to us at TECorporateResponsibility@te.com.

Forward-Looking Statements

This Corporate Responsibility Report contains certain "forward-looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. These statements are based on management's current expectations and are subject to risks, uncertainty, and changes in circumstances, which may cause actual results, performance, financial condition, or achievements to differ materially from those anticipated.

All statements contained herein that are not clearly historical in nature are forward-looking and the words "anticipate," "believe," "expect," "estimate," "plan," and similar expressions are generally intended to identify forward-looking statements. We have no intention and are under no obligation to update or alter (and expressly disclaim any such intention or obligation to do so) our forward-looking statements, whether as a result of new information, future events, or otherwise, except to the extent required by law.

The forward-looking statements in this report include statements addressing our future financial condition and operating results and our corporate responsibility and sustainability goals and ambitions. In addition, the actual conduct of our activities, including the development, implementation, or continuation of any program, policy, or initiative discussed or forecast in this report, may differ materially in the future.

Examples of factors that could cause actual results to differ materially from those described in the forward-looking statements include, among others: business, economic, competitive, and regulatory risks, such as conditions affecting demand for products in the automotive and other industries we serve; competition and pricing pressure; fluctuations in foreign currency exchange rates and commodity prices; natural disasters and political, economic, and military instability in countries in which we operate; developments in the credit markets; future goodwill impairment; compliance with current and future environmental and other laws and regulations; and the possible effects on us of changes in tax laws, tax treaties, and other legislation.

More detailed information about these and other factors is set forth in TE Connectivity plc's Annual Report on Form 10-K for the fiscal year ended September 26, 2025, as well as in our Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and other reports we have filed with the U.S. Securities and Exchange Commission.

Performance Summary

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
Planet ¹						
Energy Use	Energy Usage (Absolute)	MWh	1,247,908	1,240,482	1,294,430	GRI 302-4, SASB, RT-EE-130a.1
	Energy Usage (Intensity)	MWh/Net Sales in Millions	78	78	75	GRI 302-3
	Percentage of TE Connectivity's Energy That Comes From Renewable Sources	Percentage (%)	66	76	76	GRI 302-1, SASB, RT-EE-130a.1
	Percentage of Renewable Electricity	Percentage (%)	77	87	87	
	Percentage Grid Electricity (of Total Energy Consumed)	Percentage	19.7	11.6	11	SASB, RT-EE-130a.1, IFRS S1
GHG Emissions	GHG Emissions (Scopes 1 and 2) (Absolute)	Metric Tons CO ₂ Equivalent	146,113	101,717	101,732	GHG Protocol, IFRS S2
	Direct GHG Emissions Scope 1	Metric Tons CO ₂ Equivalent	44,750	32,102	36,109	GHG Protocol, GRI 305-1, TCFD, IFRS S2
	Indirect GHG Emissions Scope 2 (Market-Based)	Metric Tons CO ₂ Equivalent	101,363	69,615	65,623	GHG Protocol, GRI 305-2, TCFD, IFRS S2
	Scope 1 and 2 GHG Emissions (Intensity)	Metric Tons of CO ₂ /Net Sales in Millions	9.1	6.4	5.9	GHG Protocol, IFRS S2
	SF ₆ Gas Release	% Reduction Since FY2010	92	96	95	GHG Protocol, IFRS S2
	Total Scope 3 Emissions ²	Metric Tons CO ₂ Equivalent	3,420,500	3,313,100	3,221,407	GHG Protocol, GRI 305-3, TCFD, IFRS S2
	Scope 3 Emissions Category: Purchased Goods and Services	Metric Tons CO ₂ Equivalent	2,675,600	2,628,200	2,593,300	GHG Protocol, IFRS S2
	Scope 3 Emissions Category: Capital Goods	Metric Tons CO ₂ Equivalent	116,600	117,100	129,700	GHG Protocol, GRI 305-3, IFRS S2
	Scope 3 Emissions Category: Fuel- and Energy-Related Activities	Metric Tons CO ₂ Equivalent	57,100	39,200	58,407	GHG Protocol, GRI 305-3, IFRS S2

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
GHG Emissions	Scope 3 Emissions Category: Upstream Transportation and Distribution	Metric Tons CO ₂ Equivalent	560,800	513,100	424,300	GHG Protocol, GRI 305-3, IFRS S2
	Scope 3 Emissions Category: Business Travel	Metric Tons CO ₂ Equivalent	10,400	15,500	15,700	GHG Protocol, GRI 305-3, IFRS S2
Waste	Waste Generated ³	Metric Tons	103,278	105,697	111,010	GRI 306-3
	Hazardous Waste Generated Absolute	Metric Tons	7,779	8,909	9,330	GRI 306-1, SASB, RT-EE-150a.1, IFRS S1
	Percentage of Hazardous Waste Recycled	Percentage (%)	63	63	61	SASB, RT-EE-150a.1, IFRS S1
	Materials Recycled/Reused Absolute ⁴	Metric Tons	88,437	88,767	94,953	
	Ratio Waste Recycled to Disposed	Ratio	6	7.9	10.2	
	Total Weight of Waste Directed to Disposal	Metric Tons	14,841	11,272	9,283	GRI 306-5
	Total Weight of Hazardous Waste Disposed	Metric Tons	2,915	2,136	1,871	GRI 306-5
	Total Weight of Non-Hazardous Waste Disposed	Metric Tons	11,926	9,136	7,412	GRI 306-5
	Waste Directed to Energy Recovery	Metric Tons	-	5,658	6,774	
	Hazardous Waste to Energy Recovery	Metric Tons	-	1,180	1,765	
	Non-Hazardous Waste to Energy Recovery	Metric Tons	-	4,478	5,009	
Water	Water Withdrawal Absolute – Total ⁵	Millions of Gallons	664	651	668	GRI 303-3
	Water Withdrawal Absolute – Utility Municipal	Millions of Gallons	580	560	582	GRI 303-3
	Total Water Withdrawal – Surface/Rainwater	Millions of Gallons	-	-	0.71	
	Water Withdrawal Absolute – Groundwater	Millions of Gallons	80	88	82	GRI 303-3
	Water Withdrawal Absolute – Reuse/Recycle	Millions of Gallons	4	2	3	GRI 303-3
	Water Discharge Absolute	Millions of Gallons	572	559	600	GRI 303-4

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
Product						
Sales	Total Net Sales	Sales in USD Millions (\$)	16,034	15,845	17,262	
	Net Sales by Segment: Transportation ⁶	Sales in USD Millions (\$)	9,675	9,481	9,388	
	Net Sales by Segment: Industrial ⁶	Sales in USD Millions (\$)	6,359	6,364	7,874	
	Net Sales: Americas Region	Sales in USD Millions (\$)	4,670	4,579	4,968	
	Net Sales: Americas Region	Percentage of Total Net Sales (%)	29	29	29	
	Net Sales: APAC Region	Sales in USD Millions (\$)	5,156	5,367	6,552	
	Net Sales: APAC Region	Percentage of Total Net Sales (%)	32	34	38	
	Net Sales: EMEA Region	Sales in USD Millions (\$)	6,208	5,899	5,742	
	Net Sales: EMEA Region	Percentage of Total Net Sales (%)	39	37	33	
Product Innovation	Patents Granted or Pending	Number (#)	15,000+	15,000+	15,000+	
	Research, Development and Engineering Investment	Millions USD (\$)	708	741	829	
Economic Value Generated	Direct Economic Value Generated: Revenues	Millions USD (\$)	16,034	15,845	17,262	
	Contributed to Local Economies Through Localization Efforts	Millions USD (\$)	3,100	3,030	4,887	
Suppliers	Number of Suppliers Whose Sustainability We Track Annually	Number (#)	600+	600+	440+	

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
People						
Philanthropy	Total Charitable Giving: Corporate	Millions USD (\$)	3.54	4.77	5.03	
	Charitable Giving: TE Matches of Employee Donations and Volunteer Hours	Millions USD (\$)	0.73	0.71	0.75	
	Charitable Giving: TE Connectivity Foundation	Millions USD (\$)	1.02	1.8	1.99	
	Charitable Giving: Total Giving (Foundation, Corporate, TE Matches)	Millions USD (\$)	5.29	7.28	7.77	
	Corporate Giving: Education and Technology Focus	Percentage (%)	64	56	54	
	Corporate Giving: Health and Human Services Focus	Percentage (%)	36	44	46	
	People Impacted in next-generation technology education (STEM)	Number (#)	1,108,374	1,037,723	930,342	
	Volunteer Hours by TE Employees	Number (#)	10,000+	9,000+	11,000+	
Employees	Total Employees ⁷	Number (#)	90,000	87,000	93,000	GRI 2-7
	Total Engineers	Number (#)	8,000	8,000	10,000	GRI 2-7
	Americas Region: Employees	Number (#)	27,000	26,000	25,000	GRI 2-7
	Americas Region: Principal Manufacturing Sites	Number (#)	38	34	41	GRI 2-7
	APAC Region: Employees	Number (#)	25,000	26,000	34,000	GRI 2-7
	APAC Region: Principal Manufacturing Sites	Number (#)	24	27	26	GRI 2-7
	EMEA Region: Employees	Number (#)	38,000	35,000	34,000	GRI 2-7
	EMEA Region: Principal Manufacturing Sites	Number (#)	42	39	38	GRI 2-7
	Manufacturing Employees Worldwide	Number (#)	54,000	51,000	55,000	GRI 2-7

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
Employees	Total Number of Employees by Category ⁸					
	Part-Time Male	Number (#)	1,125	1,051	927	GRI 2-7
	Part-Time Female	Number (#)	827	791	711	GRI 2-7
	Full-Time Male	Number (#)	43,031	43,174	46,987	GRI 2-7
	Full-Time Female	Number (#)	30,366	29,486	32,342	GRI 2-7
	Permanent Male	Number (#)	43,365	43,685	47,345	GRI 2-7
	Permanent Female	Number (#)	30,748	30,026	32,668	GRI 2-7
	TE Temporary Male	Number (#)	791	540	569	GRI 2-7
	TE Temporary Female	Number (#)	445	251	385	GRI 2-7
Workplace Health & Safety	Lost Time Injury Frequency Rate (Per 100 Employees)	Number (#)	0.09	0.07	0.04	GRI 403-9
	Total Recordable Incident Rate (Per 100 Employees)	Number (#)	0.14	0.12	0.06	GRI 403-9
	Manufacturing Plants Completed the Year With One Recordable Injury/Illness or Fewer	Percentage (%)	78	80	94	
	Workplace Fatalities	Number (#)	0	0	0	GRI 403-9
Inclusion	% Employees by Gender: Female (All)	Percentage (%)	41	40	41	GRI 2-7
	% Employees by Gender: Female (Leadership)	Percentage (%)	28	30	32	GRI 2-7, IFRS S1
	% Employees by Gender: Male (All)	Percentage (%)	58	59	59	GRI 2-7, IFRS S1
	% Employees by Gender: Male (Leadership)	Percentage (%)	71	69	68	IFRS S1
	% Women by Management Level: Top Management	Percentage (%)	28	29	28	IFRS S1
	% Women by Management Level: Middle Management	Percentage (%)	26	27	27	IFRS S1
	Women in Leadership Positions Worldwide	Number (#)	248	284	306	IFRS S1
	% Women in Revenue-Generating Positions (Sales, Operations Managers, Customer Services or Engineering)	Percentage (%)	17	18	19	IFRS S1
	% Women in STEM Roles	Percentage (%)	16	17	16	IFRS S1

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
Training	Average Hours of Training by Employee Category ⁹					
	Band 0	Number of Hours (#)	1	2.03	3.7	GRI 404-1
	Band 1	Number of Hours (#)	1.3	3.32	4.95	GRI 404-1
	Band 2	Number of Hours (#)	2.2	4.7	8.09	GRI 404-1
	Band 3	Number of Hours (#)	1.3	8.73	9.78	GRI 404-1
	Band 4	Number of Hours (#)	1	11.31	12.34	GRI 404-1
	Band 5	Number of Hours (#)	8	8.9	12.18	GRI 404-1
	Band 6	Number of Hours (#)	4.1	4.53	10.78	GRI 404-1
	Courses Offered on LEARN@TE	Number (#)	23,266	28,938	32,057	
	Total Hours of Training on LEARN@TE	Number of Hours (#)	211,222	305,378	951,448	
	Total Hours of Training by Gender ¹⁰	Number of Hours (#)				GRI 404-1
	Female		71,677	99,842	375,576	
Employees	Male		144,356	204,785	573,878	
	Unknown		874	751	1,988	
	ERG Membership	Number (#)	9,410	10,849	12,058	
	Inclusion Index	Score (#)	74	76	79	
	Engagement Index	Score (#)	79	81	84	
	Wellbeing Index	Score (#)	76	78	81	
	Percentage of Employees Covered by Collective Bargaining Agreements	Percentage (%)	Approximately 60%	Approximately 60%	Approximately 60%	GRI 2-30

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
Governance						
Ombudsman	Total Number of Matters Reported to the Office of Ombudsman	Number (#)	Approximately 1,250	Approximately 1,100	Approximately 1,300	
	Total Number of Matters Reported to the Office of Ombudsman Related to Human Rights	Number (#)	0	0	0	
	Percentage of Unsubstantiated Allegations That Led to Additional Corrective Actions	Percentage (%)	10	12	11	
	Percentage of Matters Reported to the Ombudsman and Found to Be Substantiated	Percentage (%)	46	45	43	
ESG Governance	Board Diversity	Percentage (%)	66	72	77	GRI 2-9
Ethics & Compliance	Total Amount of Monetary Losses Incurred as a Result of Legal Proceedings Related to Bribery/Corruption	Millions USD (\$)	0	0	0	SASB, RT-EE-510a.2
	Total Amount of Monetary Losses Incurred as a Result of Legal Proceedings Related to Anti-Competitive Behavior	Millions USD (\$)	0	0	0	SASB, RT-EE-510a.3 T
	Ethics and Compliance Trainings Completed Company-wide ¹¹	Number (#)	165,000	125,800	142,500	
	Percentage of Certification to Guide to Ethical Conduct by Our Employees Annually ¹²	Percentage (%)	99+	99+	99+	

Topic	Metric	Unit	FY2023	FY2024	FY2025	Standard/Framework Disclosure
Supply Chain	Additional Certifications to TE Supplier Code of Conduct	Number (#)	5,863	3,224	6,950	
	Conflict Minerals Survey Supplier Response Rate ¹³	Percentage (%)	78	82	80	
	Total Conflict Minerals Survey Responses	Number (#)	94,046	150,814	141,513	
	Total Direct and Indirect Suppliers	Number (#)	30,993	33,609	28,876	
	Direct Material Suppliers	Number (#)	8,955	9,419	8,488	
	Indirect Material Suppliers	Number (#)	22,038	24,190	20,388	
	Social Audits and Quality Audits Conducted ¹⁴	Number (#)	477	91 Social 351 Quality	42 Social 501 Quality	

¹ Data for all periods excludes facilities associated with our acquisitions of Richards Manufacturing Co. and Harger, LLC in fiscal year 2025. Data for fiscal year 2025 reflects our divestiture of Hirschmann Car Communication in fiscal year 2024. Data for fiscal year 2023 and fiscal year 2024 excludes facilities associated with our acquisition of Kries in fiscal year 2023 and Schaffner Holding AG in fiscal year 2024.

² To ensure strong data integrity, we completed a reset of our fiscal year 2022, fiscal year 2023, and fiscal year 2024 Scope 3 emissions data to correct product-related information, activity data, and underlying data structures. We also expanded the use of weight-based calculations and supplier PCFs for commodities within Category 1 (Purchased Goods & Services). This reset enables prioritization of emissions hotspots and sharper focus on key reduction opportunities. We remain fully aligned with the GHG Protocol's accounting and reporting principles.

³ Does not include waste prevented or reused onsite.

⁴ Does not include waste reused onsite.

⁵ Our water withdrawal by source includes groundwater and municipal/other vendor water supplies. In fiscal year 2023, we began tracking rainwater categorized as surface water. We do not have other material surface water withdrawals. We do not use wastewater from another organization as a water withdrawal source. Other sources are not material.

⁶ Effective for fiscal year 2025, we reorganized our management and segments to align the organization around our fiscal year 2025 strategy. Our businesses in the former Communications Solutions segment were moved into the Industrial Solutions segment. Also, the Appliances and Industrial Equipment businesses were combined to form the Automation & Connected Living business. In addition, we realigned certain product lines and businesses from the Industrial Solutions and former Communications Solutions segments to the Transportation Solutions segment. Total Net Sales by segment for fiscal year 2024 and fiscal year 2023 in the table reflect the new two-segment structure.

⁷ Includes contract employees and agency temporary workers.

⁸ Does not include contract employees.

⁹ Average hours represent only unique completers (those who participated in training) within our Learn@TE system.

¹⁰ Active employees on TE payroll at the time of the commitment campaign, which ran from April to May.

¹¹ This number has been rounded for presentation purposes and includes sessions on an external eLearning vendor's learning management system (LMS). It excludes Ethical Connections discussions held by people managers and other live ethics and compliance trainings delivered at company-wide leadership programs. It does not include trainings completed on the internal LMS Learn@TE or other trainings that are tracked separately.

¹² Our annual Guide to Ethical Conduct trainings include active employees on TE's payroll at the time of the commitment campaign, which runs from April to May each year.

¹³ As of publication, we are currently in the Conflict Minerals 2025 campaign, which runs June 2025 through April 2026. Fiscal year 2025 response rate shows the final results of the 2024 survey cycle.

¹⁴ Social audits for 2025 are on a calendar year basis.



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Selected GRI Index

TE Connectivity has reported the information cited in this GRI content index for the period Sept. 28, 2024, to Sept. 26, 2025, with reference to the GRI Standards

DISCLOSURE	DESCRIPTION	LOCATION OF INFORMATION
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	2025 Corporate Responsibility Report > Performance Summary > Planet, p54 2025 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, p2
302-3	Energy consumption within the organization	2025 Corporate Responsibility Report > Performance Summary > Planet, p54 2025 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, p2
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	2025 Corporate Responsibility Report > Performance Summary > Planet, p55 2025 TE Connectivity Statement of Greenhouse Gas Emissions and Energy Consumption and Independent Accountants' Review Report, pp2-7 2025 CDP Climate Change Report , C9