


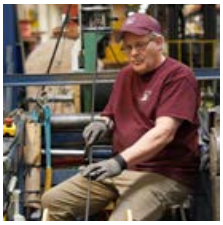



Amphenol

Enabling the Electronics Revolution








2024 SUSTAINABILITY REPORT

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You can find more information about Amphenol at amphenol.com

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

A Message from Adam Norwitt

2024 was another successful year for Amphenol, with our global team delivering record financial performance. We also made meaningful progress in our sustainability program. During 2024, we completed three of our prior United Nations Sustainable Development Goals (SDGs), including reducing our revenue-normalized Scope 1 and 2 greenhouse gas (GHG) emissions by 34% versus our 2021 levels, well ahead of our goal to reduce emissions by 15%, and we achieved this goal one year ahead of schedule. I am also pleased that Amphenol is now establishing its first absolute target to reduce our Scope 1 and 2 GHG emissions by 10% compared to 2021 levels.

In addition to our emissions reduction progress, we also accomplished two of our other SDGs and set new goals to replace them as we continue to drive further sustainability improvements across the Company. We are also on track to achieve our five remaining goals which include reducing our water withdrawal at our top 20 facilities, increasing our use of renewable energy, providing business continuity plans related to physical risks at our top 20 facilities, assessing our use of per- and polyfluoroalkyl substances (PFAS) and delivering enhanced ESG training to our businesses worldwide. All of these steps forward have strengthened the Company for the long term.

Indeed, creating a successful business is about driving strong financial performance that is sustainable long into the future. Along with building a robust financial base for our business we also want to ensure that we are a positive contributor to the numerous communities in which we operate around the world. This means giving back to our local communities, limiting the environmental impact of our business and developing products that support our customers' efforts to reduce their own environmental impact. Many of these actions are highlighted in this report.

I am pleased to share Amphenol's 2024 Sustainability Report, which highlights our many areas of progress and success throughout the Company. This progress is the direct result of the commitment and hard work of our teams around the world. I am truly proud of the work our team has done to deliver these excellent results in 2024 and it remains a true privilege to lead our passionate, driven, entrepreneurial and successful team of Amphenolians.

Adam Norwitt
President and Chief Executive Officer

About Amphenol

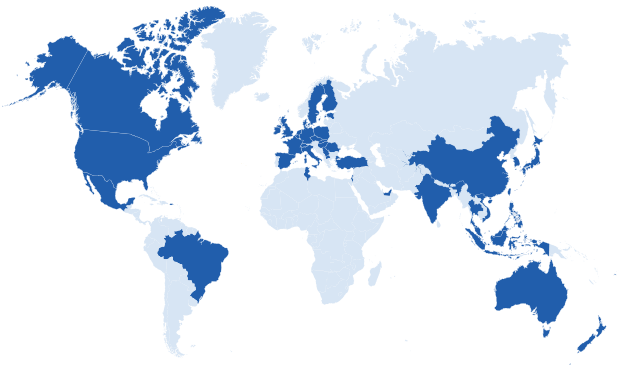
Amphenol Corporation is one of the world's largest providers of high-technology interconnect, sensor and antenna solutions. Our products **Enable the Electronics Revolution** across a diverse array of end markets. We are a global company, with approximately 300 manufacturing facilities in more than 40 countries and sales to virtually every corner of the globe. This extensive international reach is a true asset for Amphenol, as we are present everywhere our customers need us while mitigating the risks that may emerge in any one country or region. Headquartered in Wallingford, Connecticut, USA, Amphenol had approximately 125,000 passionate, talented and diverse employees worldwide at the end of 2024.

$15.2B 2024 SALES

125,000 EMPLOYEES

MANUFACTURING IN APPROXIMATELY
40 COUNTRIES

ACROSS **6** CONTINENTS



Our Values

Amphenol's high-performance culture is united by our shared values.

Ethical

We do the right thing, always. Maintaining our integrity and reputation will always be our priority.

Empowered

Our culture of ownership and accountability empowers our people to achieve industry-leading results.

Innovative

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

Diverse

Diversity of our markets, products, geographies and workforce is a key pillar of our continued success. We encourage and embrace diverse perspectives as they lead to better long-term outcomes for our business.

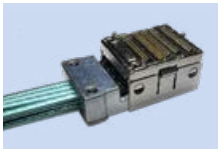
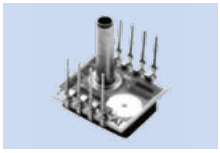
Sustainable

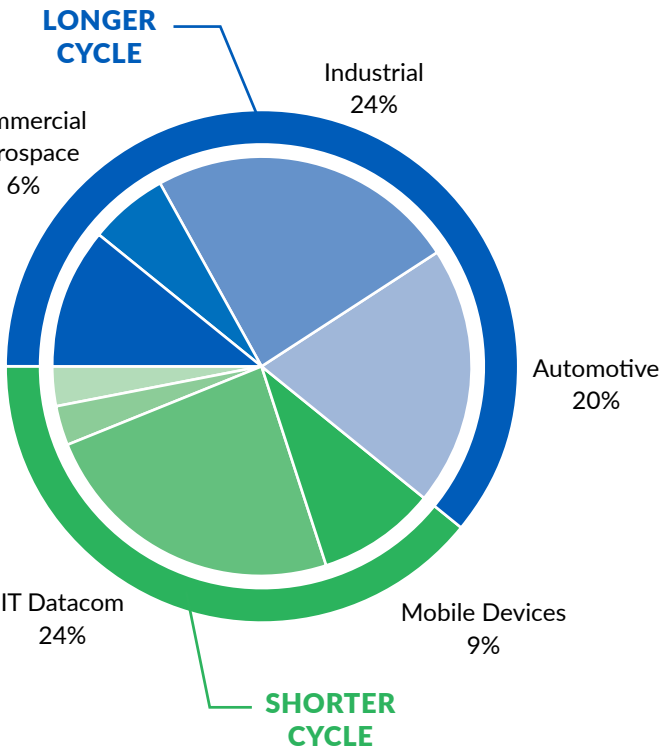
Sustainable business practices are at the core of how we conduct our operations. We believe that adopting sustainable business practices is not just the right thing to do as a global company, it is simply good business.

About Amphenol

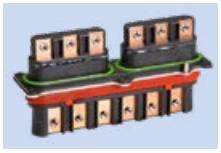
Our high-technology products span the broadest range of connectors, sensors, antennas, busbars, flexible and rigid printed circuits, cables and value-add interconnect assemblies. We operate in eight diverse end markets, and we consistently strive to maintain a balanced exposure across these markets. We also maintain a balanced mix of business across the longer-cycle markets of Defense, Commercial Aerospace, Industrial and Automotive, as well as the shorter-cycle markets of Mobile Devices, IT Datacom, Mobile Networks and Broadband. We believe that this diversification is one of our key competitive strengths, helping to reduce the impact from volatility in any one market while also exposing us to the latest technological developments across the widest array of markets within the global electronics industry.



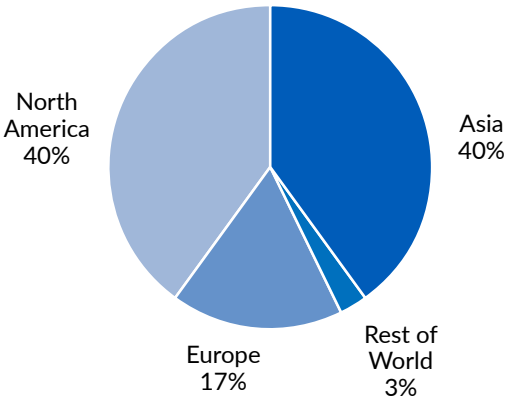






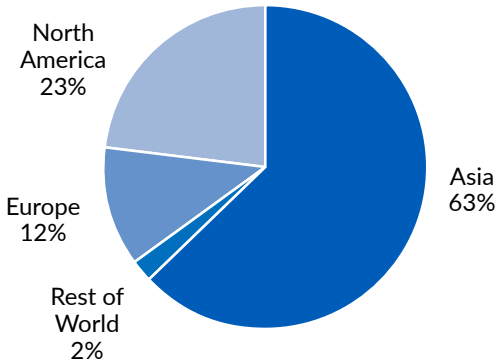



2024 Sales by Geography



2024 Global Workforce



Our Sustainability Approach and Progress

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

Sustainability Highlights in 2024

We continue to advance our sustainability objectives and expand our sustainability program companywide. In 2024, we made significant progress on these initiatives, with key highlights including:

- Completed three of our prior United Nations SDGs;
- Established three new goals in line with the United Nations SDG targets, including our first absolute greenhouse gas emissions reduction goal;
- Achieved reasonable third-party verification of our 2023 energy consumption and Scope 1 and Scope 2 GHG emissions;
- Achieved limited third-party verification of our 2023 Scope 3 GHG emissions;
- Reported in accordance with the Global Reporting Initiative (GRI) standards for the second year in a row;
- Conducted a Climate Scenario Analysis (CSA), providing insights into our current climate risk assessment;
- Developed an overall Climate Transition Plan (CTP) to support continued progress toward Corporate Sustainability Reporting Directive (CSRD) compliance, our emissions reduction goals and transition to a lower-carbon economy.

Our Sustainability Steering Committee

Our Sustainability Steering Committee is comprised of members from a broad array of functions across the Company. The committee meets formally on an as-needed basis, and typically at least once a year, to develop Amphenol's sustainability strategy. The committee's governance structure reflects executive management, legal, human resources, quality, finance, internal audit, risk management and EHSS functions. Key members of the committee reviewed the data presented in this 2024 report and held meetings to discuss and verify the results.

About this Report

The information included in this report has been prepared in accordance with the GRI standards and the topics identified in the Sustainability Accounting Standards Board (SASB) Electrical & Electronic Equipment Sustainability Accounting Standard. For additional information on Amphenol's structure and ownership, this report should be viewed in conjunction with our 2024 Annual Report, which is publicly available on the Investors section of our website. The reporting period for this 2024 Sustainability Report corresponds with our annual financial reporting period. For this 2024 Sustainability Report, our primary ESG data collection boundary is inclusive of all manufacturing and owned facilities as of June 30, 2024, although we apply a broader scope for certain ESG metrics. More detail about our reporting boundaries can be found in Appendix A and Appendix C of this report.

In 2024, we received external reasonable assurance for our 2023 energy consumption and GHG data. The data was verified by Bureau Veritas, an independent third-party firm, which conducted reasonable assurance for our 2023 energy consumption and Scope 1 and Scope 2 GHG emissions data and limited assurance for our Scope 3 GHG emissions data. We have initiated the process to externally verify our 2024 energy and Scope 1, 2 and 3 GHG emissions data in 2025.

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

Stakeholder Engagement

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

Materiality

Amphenol continues to engage with internal and external stakeholders across its operations and value chain through ongoing dialogue, surveys and interviews to assess our material ESG topics. Internal stakeholders include employees across business units and geographies, as well as executives and general managers, while external stakeholders include suppliers, customers, investors and local community members. Using the material topics we have previously identified, Amphenol continued to evaluate both their positive and negative impacts as well as their risks and opportunities during 2024 to determine their significance to both the Company and its stakeholders, and to make informed decisions and develop pragmatic solutions that strengthen our sustainability efforts. Based on the material topics defined by previous assessments, we have strengthened our focus in certain areas. As one example, in the area of materials we have added a new SDG and conducted companywide strategic activities aimed at the use and management of sustainable materials in our products and packaging to support circularity.

In 2023, Amphenol conducted our first double materiality assessment in preparation for evolving legislative requirements such as the European Union's CSRD. Our 2023 double materiality assessment expanded upon our 2021 materiality assessment to consider both the impacts of ESG factors on Amphenol as well as Amphenol's impact on social and environmental issues outside of the organization. Based on our double materiality assessment conducted in 2023, Amphenol updated our material topics to include the following topics:

- Climate Change
- Energy
- Waste
- Water
- Materials

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

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

Our Sustainability Goals

Our corporate sustainability goals are based on the United Nations Sustainable Development Goals (SDGs) framework. In 2024, Amphenol achieved three of our goals one year ahead of our target to complete them by 2025. Details of these achievements are highlighted throughout this report. As a result of these achievements, we are setting three new goals. One of these new goals, to track GHG emissions of our Tier 1 Direct suppliers, replaces our achieved SDG 8.7 goal and has been aligned with SDG 9.4 (Industry, Innovation and Infrastructure) to better reflect its focus on emissions transparency across our supply chain.

Here is a status update on our goals.

6.4 Clean Water and Sanitation

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

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

OUR PROGRESS: On track

7.2 Affordable and Clean Energy

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

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

OUR PROGRESS: On track

8.7 Decent Work and Economic Growth

Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

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

OUR PROGRESS: Achieved

9.4 Industry, Innovation and Infrastructure

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

NEW GOAL: By the end of 2030, Amphenol will engage our top 30% of Tier 1 Direct suppliers by spend, to track GHG emissions reduction opportunities.

11.5 Sustainable Cities and Communities

By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations.

OUR GOAL: By the end of 2025, Amphenol will provide that our business continuity plans address issues related to physical risks as per TCFD[1] for our top 20 facilities.

OUR PROGRESS: On track

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

12.2 Responsible Consumption and Production

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

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

OUR PROGRESS: Achieved

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

12.4 Responsible Consumption and Production

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

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

OUR PROGRESS: On track

13.1 Climate Action

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

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

OUR PROGRESS: Achieved

NEW GOAL: By the end of 2030, Amphenol will reduce absolute Scope 1 and market-based Scope 2 GHG emissions by 10% compared to our 2021 levels.

16.2 Peace, Justice and Strong Institutions

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

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

OUR PROGRESS: On track

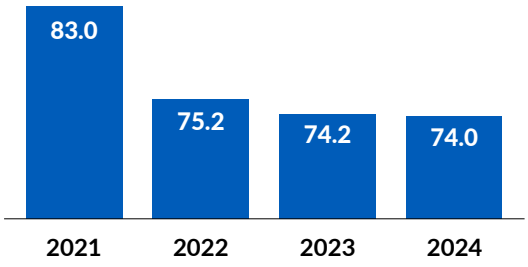
Environmental Responsibility

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

Environmental Responsibility

Greenhouse Gas Emissions

We are committed to reducing energy consumption in our facilities and lowering our own GHG emissions. During 2024, our absolute level of energy consumption increased as we added 34 new manufacturing facilities to our global footprint versus 2023. We believe revenue-normalized metrics are a more accurate reflection of our progress because we add a number of facilities to our footprint each year due to the Company's robust organic growth combined with our successful acquisition program. In 2024, our continued application of lean production processes and investments in energy-saving equipment allowed us to modestly reduce our energy intensity to 74.0 versus 74.2 in 2023. Since we began collecting our energy consumption data in 2017, our energy intensity has decreased by 18%, resulting in a compound annual reduction of 3% over this seven-year period.



Energy Intensity
(MWh / $M revenue)

An important component of our GHG emissions reduction strategy is increasing the use of renewable sources in our purchased energy. In 2024, we consumed 319,807 megawatt hours (MWh) of renewable energy, with 28% of our energy coming from renewable sources, up substantially from 16% in 2023. This increase was driven in part by our expanded use of on-site solar installations, which drove a nearly three-fold increase in our renewable electricity produced and consumed on-site compared to 2023. During 2024, six Amphenol sites added on-site solar installations. In addition, nearly 50 of our sites had 100% renewable energy contracts in place in 2024. We also used 162,242 MWh of Energy Attribute Certificates (EACs) during the year and we continue to look for new opportunities to incorporate renewable energy sources throughout our organization, including the use of EACs, on-site renewable energy and local residual mixes. We remain on track to increase our renewable energy usage over the next six years to meet our current renewable energy goal of 50% by 2030.

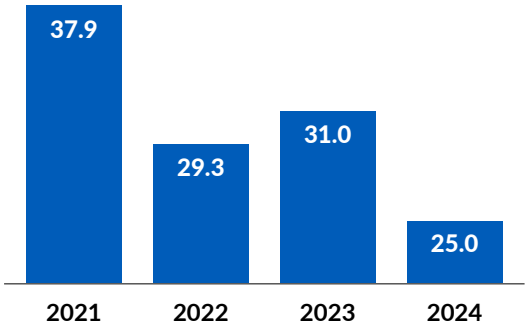
A key element of our renewable energy strategy includes our partnership with Enel X, a leading advanced energy services provider delivering innovative solutions in the global transition to clean energy. Our partnership with Enel X positions Amphenol to further expand our use of on-site solar energy,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

In addition to our work with Enel X, during 2024 we also encouraged our local teams to conduct energy efficiency audits of their own facilities and to consider energy-savings projects. To support our employees in conducting these audits, the corporate EHSS team provided training resources suitable for use across the Company, including providing feedback to local facilities as well as creating webinars that provided guidance and instruction on how to conduct an energy efficiency audit. As a result of these trainings, twenty of our highest energy-consuming facilities conducted energy efficiency audits in 2024, and we expect further facilities to participate in the future. These trainings also support our United Kingdom facilities which are required to comply with the Energy Savings Opportunity Scheme (ESOS) disclosure requirements.

In 2024, we further developed our GHG emissions inventory management plan, a companywide framework that outlines processes and procedures for measuring, reporting and reducing emissions across our operations. This plan helps identify emission sources, streamline data collection and calculate emissions using standardized methodologies. The plan also helps maintain data quality which supports our sustainability goals and provides a crucial foundation for our Climate Transition Plan.

Environmental Responsibility

As our company has grown, we have made significant progress reducing our GHG emissions, and we expect to see future improvements in part through our renewable energy initiatives with Enel X. Our Scope 1 GHG emissions are low, representing 11% of our combined Scope 1 and market-based Scope 2 GHG emissions. Despite the addition of 34 new manufacturing facilities in 2023, our Scope 1 GHG emissions only increased by 2% compared to 2023.



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

On an absolute basis, our market-based Scope 2 GHG emissions decreased by 3% in 2024 versus 2023 levels in spite of the addition of 34 new manufacturing facilities. When combined with our Scope 1 GHG emissions, our overall Scope 1 and market-based Scope 2 GHG emissions intensity significantly decreased to 25.0, a 19% reduction versus 2023. Over the past three years, our emissions intensity has declined by 34%, resulting in a compound annual reduction of 13% over this period.

We have made meaningful progress reducing our emissions, which allowed us to achieve our goal of reducing our revenue-normalized Scope 1 and 2 GHG emissions by 15% versus our 2021 levels. We are proud that we exceeded this goal with a reduction of 34% versus 2021 levels and achieved the goal one year ahead of schedule. As a result, we are setting a new goal under UN SDG 13.1. By the end of 2030, Amphenol will reduce our absolute Scope 1 and market-based Scope 2 GHG emissions by 10% compared to our 2021 levels.

To ensure our 2021 baseline emissions provide an accurate comparison for our goals, Amphenol conducts an annual evaluation to determine the cumulative materiality of acquired assets and other factors that impact base-year emissions. After conducting a materiality assessment, Amphenol determined that its cumulative materiality remains below our significance threshold of 10%. As a result of this determination, Amphenol elected not to rebaseline in 2024.

While we are proud of the progress we have made reducing and reporting our Scope 1 and Scope 2 GHG emissions, we know that some of our largest impacts extend beyond our direct operations and into our value chain. During 2024, we made further progress quantifying our Scope 3 GHG emissions, and we have provided estimates for Categories 1 through 7 and 9 in Appendix C. As previously noted, due to our GHG calculation boundary changes in 2023, we have incorporated leased offices (formerly Scope 3 Category 8) into our Scope 1 and 2 emissions. We have assessed Scope 3 Categories 8 (upstream leased assets), 10 (processing of sold products), 14 (franchises) and 15 (investments) and found them to be not relevant. Categories 11 (use of sold products) and 12 (end-of-life treatment of sold products) have not yet been assessed. Category 13 (downstream leased assets) has been assessed and determined to be insignificant and not relevant.

We continued to use a third-party Environmental, Health and Safety Management software to further develop our Scope 3 GHG emission tracking abilities. In 2024, we used this software to improve the accuracy of our Scope 3 Category 1 emissions by introducing weight-based measurements for particular commodities such as metals and plastics. We remain committed to further improving the accuracy of our commodities-based emissions to refine our overall GHG inventory and enhance our ability to identify emissions reduction opportunities within our supply chain.

Environmental Responsibility

Emissions Reduction in Action

Socapex – Thyez, France
Our facility in Thyez, France, has taken significant steps to reduce carbon emissions associated with incoming freight. A major cause of Scope 3 GHG emissions is industry's heavy reliance on air shipping which emits more than 18 times the carbon emissions of road transport for the same parcel over the same distance. Recognizing this, our team made a significant change in September 2024 by automating deliveries to ECO mode (by road) instead of EXPRESS mode (by air) for European suppliers and customers, thus reducing emissions while promoting more sustainable logistics. While this shift increased delivery times, it has yielded substantial environmental benefits. With the involvement of 20 suppliers across 6 countries, the average carbon footprint of incoming packages at Thyez has decreased approximately 60%.

Amphenol Japan – Ritto, Japan.
As part of Amphenol's ongoing commitment to reducing carbon emissions, our Ritto, Japan facility has taken a significant step toward sustainable transportation. In 2024, the facility replaced 50% of its company vehicles with hybrid models. This transition to more fuel-efficient vehicles aligns with our broader sustainability goals by lowering GHG emissions and reducing our overall environmental impact.

Times Fiber U-JIN – Sejong, South Korea
Throughout 2024, several Amphenol facilities installed on-site solar panels to increase their renewable electricity consumption and decrease their dependency on fossil fuels. As one example, our team in Sejong, South Korea completed the installation of a solar power facility in 2024, which reduced the facility's reliance on traditional energy sources and lowered operational costs. Construction began in October 2023, and the solar power plant became fully operational in January 2024. The solar power has significantly contributed to the facility's energy needs and resulted in a 5% reduction in annual electricity costs for the facility.

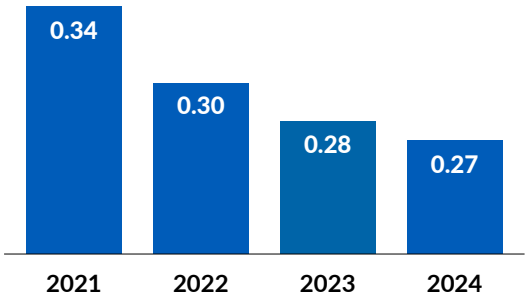
Tuchel Electronics – Heilbronn, Germany
Our Team in Heilbronn, Germany completed the installation of a new solar power generation system in 2024. The system of 574 solar panels now contributes 10% of the site's total energy consumption.

Sachsenkabel – Gornsdorf, Germany
Our team installed a state-of-the-art photovoltaic solar power generation system in 2024. The new system now meets around 40% of the site's total energy demand, reducing the facility's reliance on external energy providers. To further optimize energy utilization, the team is planning to integrate an advanced battery storage system in the near future. The battery system will store excess energy generated during the day and release it when needed, helping to provide more consistent energy flow to the production lines.

Environmental Responsibility

Water Use

Amphenol's manufacturing processes do not require a significant amount of water, however we do strive to be as responsible as possible with the water we use. In order to reduce our overall water consumption, we actively undertake water optimization projects across our facilities and have invested in systems to reuse and reclaim our wastewater. Through our ongoing efforts and investments, we were able to limit the increase in our absolute water withdrawal to just 16% in 2024 compared to 2023, despite the addition of 34 new manufacturing facilities. Our 2024 water withdrawal intensity of 0.27 declined by 4% versus 2023. Since 2017, our actions have resulted in our water withdrawal intensity declining by 40%, a 7% compound annual reduction over this seven-year period.



Water Withdrawal Intensity
(megaliters / $M revenue)

An important component of our efforts to better assess our global water risk is the tracking of our water withdrawals which are primarily sourced from water distribution systems. We plan to continue to explore new opportunities for improvement in our water usage across our global footprint. As a result of our ongoing actions, we remain on track to achieving our goal of reducing the total water withdrawal at our top 20 facilities by 15% versus 2021 levels by 2030.

Limiting Our Water Use

Amphenol India – Pune, India

Amphenol is committed to optimizing water use and reuse efforts in our water-intensive processes. As one example, our team in Pune, India took action to reduce water consumption in their molding tumbling process. Previously, water used in the tumbling process was drained daily, leading to significant water waste. By implementing a more efficient reuse and recirculation system, the team reduced the drainage frequency to once per week, saving approximately 240,000 liters of water annually. This initiative enhances operational efficiency at the facility while reinforcing our commitment to sustainable resource management.

CIT – Nogales, Mexico

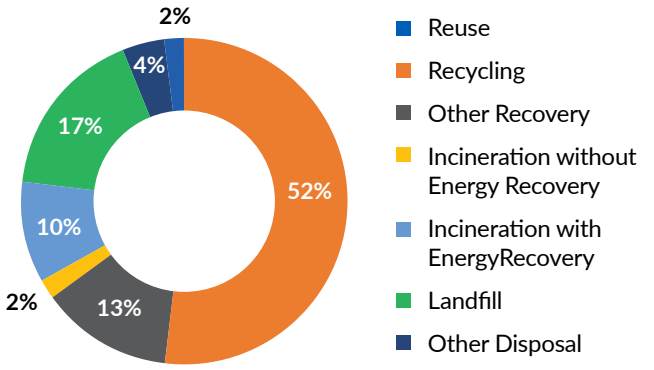
At our facility in Nogales, Mexico, our team is working to enhance water efficiency and minimize water waste. The facility has developed a water recovery system that redirects water to the facility's fire suppression system's main reserve tank. In addition, the team has introduced a return loop in its plating processes to help the facility use less externally sourced water. All of these actions have helped the facility reduce its overall water withdrawal by 15%.

Environmental Responsibility

Waste Management

Operating as efficiently as possible is a core component of Amphenol's entrepreneurial management culture. Inherent in this culture is the imperative to be thoughtful about the resources we use to both minimize and better manage waste in our processes. Our operations employ numerous methods to limit waste, and we continue to look for new ways to further reduce our waste production and deliver more sustainable products to our customers. Through the waste minimization initiatives we have undertaken, our facilities have been able to increase the percentage of our waste that is reused, recycled or recovered. Of the total waste generated by our operations in 2024, 67% was reused, recycled or recovered. Since 2019, the amount of waste that our facilities reused, recycled or recovered has increased by 122%, growing to 67% of our total waste in 2024 from 58% in 2019. Due to the increase in the number of our facilities in 2024, our hazardous waste increased by 32% versus our 2023 levels. At the same time, 57% of the hazardous waste generated was diverted from disposal during 2024.

2024 Waste End Use



In 2022, we set a goal to conduct a detailed analysis of the cardboard and plastic packing used in our facilities. With this analysis now complete, we have set a new goal under UN SDG 12.2 that by the end of 2030, we will reduce the weight of single-use plastic in our packaging by 10% versus our 2024 levels.

Reducing Packaging Waste

Procom – Wellingborough, United Kingdom

As part of our commitment to reducing waste and improving sustainability, our team in Wellingborough, UK, has taken a major step toward eliminating plastic from its antenna packing process. To achieve this, the team engaged employees across departments to contribute ideas, collaborated with customers to better understand their needs and worked closely with our cardboard packaging supplier to develop viable solutions. As a result of the process, the team redesigned its packaging to eliminate plastic dividers, protective foam and plastic bags to hold smaller parts. By 2025, the facility will no longer use any plastic in its packing process, and the team in the UK plans to share these learnings with their teams in Denmark and Macedonia.

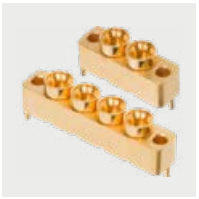
Amphenol LTW – Kunshan, China

Our team in Kunshan, China has also taken steps toward more sustainable packaging. Recognizing the long-term negativ e impact of plastic waste, the team worked to transition product packaging to more eco-friendly materials that naturally decompose. After implementing biodegradable packaging, the team plans to continue exploring innovative packaging solutions to further reduce waste and promote sustainability across our operations.

Our Products' Impact

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





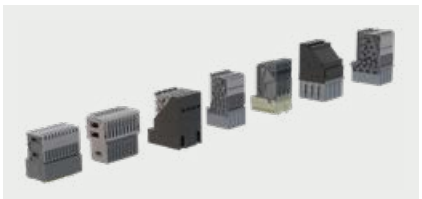











Our Products' Impact

Enabling the Electronics Revolution

Given the increasing complexity and connectedness of today's world, Amphenol's products are supporting and enabling the electronics revolution across a wide variety of end markets, many of which contribute to a cleaner, safer future. Today, our products are enabling the growth in electric passenger and commercial vehicles, clean energy solutions, 5G networks, cloud computing, artificial intelligence, wearable devices, the Internet of Things, new airplane technologies, space exploration and rural broadband rollouts, just to name a few. Our diverse end market exposure allows us to capitalize on these and many other opportunities, positioning our business for long-term, sustainable growth.

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

Clean and Efficient

- Environmentally friendly
- More power efficiency

Connected and Mobile

- Always on
- Available anywhere

High Speed

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

Increased Complexity

- Multiple connections
- Next-generation applications

Harsh Environment

- Ruggedized
- Extreme vibration, temperature, pressure

Our Products' Impact

Innovation and Product Stewardship

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

We constantly strive to find ways to reduce the environmental footprint of our products by reducing their weight, optimizing their energy needs and limiting emissions and waste related to their manufacturing. While our products are often advanced, highly engineered solutions, they are typically a small component integrated into a larger system. As a result, our products generally represent only a fraction of the energy consumption and overall emissions of the larger system, yet they play an outsized role in enabling end products and systems that contribute to a cleaner planet.

Driving Process Optimization

Our innovations extend beyond our product offerings to the enhancement of our production processes to drive sustainability advancements. At the local level, we conduct assessments of our facilities to identify opportunities for sustainability improvements that align with our long-term objectives, including enhancements in heat, energy and water management processes. Our teams also work to improve our product development, production and manufacturing processes to reduce emissions and conserve resources.

We continue to take action to reduce our products' carbon footprint and include sustainable manufacturability in our design process. During the year, we made further advances in assessing our carbon footprint through product Lifecycle Assessments (LCAs) across a number of our facilities, reinforcing our commitment to data-driven sustainability improvements. In addition, our EHSS team helped establish a team of engineering leaders called the Design for Sustainability Roundtable, whose goal was to share their knowledge on a number of sustainability topics including options for cleaner and more innovative material solutions, best practices for waste minimization, designs for packaging to reduce single-use plastics and solutions to increase recycled material content. The team was also tasked with finding ways to implement customer inputs regarding product circularity. Through these efforts, we have identified packaging improvements and metals recycling opportunities, which we have been able to successfully apply throughout the Company. In addition, we have expanded the reach of these quarterly Design for Sustainability Roundtable meetings through the development of training content and webinars, which brings this important content to a broader audience across Amphenol.

Our Products' Impact

Enabling Green Energy Design

Auxel – Gondecourt, France
As the world moves toward cleaner and more sustainable energy solutions, our facility in Gondecourt, France, is playing a key role in advancing offshore wind projects worldwide. Our facility is currently producing key interconnect components for a major wind turbine program. This turbine is one of the largest wind turbines available on the market with a wingspan of more than 200 meters. This larger size means fewer turbines are required to generate more energy annually with the turbine able to produce up to 80 GWh of electricity per year. Through this project, our team is helping generate clean electricity, limiting the burning of fossil fuels and reducing GHG emissions.

Temposonics – Lüdenscheid, Germany
Our sensor products are actively contributing to sustainable solutions across industries. Our absolute linear position sensors are designed to operate without contact or mechanical stress, significantly extending their lifespan and reliability, with some of our transducers in continuous operation for over 30 years. Our position sensors are contributing to sustainable manufacturing by optimizing material use. For example, in sawing machines, our position sensors provide real-time and precise linear feedback, which ensures that logs are cut according to the most efficient pattern to avoid wasting raw material. For applications requiring long stroke lengths, our flexible rod sensors can be rolled up and packaged compactly, significantly reducing packaging material waste and shipping costs.

PCTEL – Bloomingdale, Illinois, US
Being able to communicate in an emergency is critical to saving lives, and our team is helping ensure that first responders can stay connected when it matters most. Many buildings have wireless "dead zones" where communication signals are weak or nonexistent, posing a critical risk to emergency responders. To address this, our team has developed innovative products that enable indoor wireless coverage, including the ability of the customer to validate that the signals can get through when they are needed most. These solutions allow building owners, emergency personnel and public safety officials to identify and correct signal deficiencies, ensuring that lifesaving communications work seamlessly in an emergency.

Supply Chain

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

Supply Chain

Sustainable Supply Chain

Our goal is to develop a collaborative supply chain that seeks to reduce its environmental and social impact while simultaneously enhancing the long-term sustainability of our planet. One of the ways we do this is through local evaluations of the quality and stewardship of our suppliers' products and assessments on whether they are meeting our standards on certain social responsibility requirements and metrics. In addition, our raw materials and components are regularly tested for regulated substances to confirm that our products comply with customer expectations and industry standards (i.e., Halogen-Free, Lead-Free), as well as other applicable regulations such as California Proposition 65, the U.S. Toxic Substances Control Act (TSCA), Restriction of Hazardous Substances (RoHS), Persistent Organic Pollutants (POPs) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH).

To continue to drive further progress in our sustainability initiatives throughout our supply chain practices, in 2024, we released our Sustainable Procurement Policy, which aims to further our commitment to making socially and environmentally responsible purchasing decisions. This includes encouraging our global businesses to source locally, conserve natural resources through the use of third-party verified raw materials and partner with suppliers who demonstrate a commitment to carbon footprint reductions.

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

During 2024, Amphenol took a number of actions to expand our supplier engagement on ESG topics. These actions included bolstering our supplier ESG training to highlight responsible recruitment practices to help prevent human rights risks. We also introduced strategies for carbon footprint reduction and the concept of creating a circular economy, which not only extends our own objectives through to our supply chain but also those of our customers and other stakeholders. As a result of all of these actions, we were able to achieve our SDG 8.7 to enhance ESG elements in our existing supplier auditing programs.

As part of our ongoing commitment to supply chain sustainability, Amphenol has set a new goal under UN SDG 9.4. By the end of 2030, we will engage our top 30% of Tier 1 Direct suppliers by spend, in order to track GHG emissions reduction opportunities. This goal reinforces our dedication to enhancing transparency, fostering collaboration with suppliers and driving improvements in our suppliers' environmental footprint which directly impacts our Scope 3 GHG emissions.

Supply Chain

Human Rights and Fair Labor Practices

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

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

As stated in our Code of Business Conduct and Ethics policy, we have zero tolerance for human trafficking and slavery. Additionally, we strive to respect the rights of all stakeholders through our commitment to the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Our Global Human Rights Policy reinforces our responsibility to respect and promote human rights in our relationships with our employees, suppliers and members of the communities in which we operate. As a result of our programs in these areas, we publish our Anti-Human Trafficking and Slavery Statement on an annual basis to illustrate our progress. Amphenol also continues to adhere to a "no fees" recruitment program whereby recruitment costs are borne by the Company, not our employees, and this program extends to Amphenol's Tier 1 Direct suppliers.

As a member of the Responsible Business Alliance (RBA), we collaborate with other businesses in the world's largest industry coalition dedicated to promoting corporate responsibility in global supply chains. We leverage RBA's tools and services to support our responsible and ethical labor programs. In 2024, we utilized these tools to provide formal training on recognizing and preventing human rights risks to our employees who have direct responsibility for recruitment or supply chain engagement.

Although we are currently not in-scope for the legislative requirement, in 2023, Amphenol began aligning with the German Supply Chain Due Diligence Act. The German Supply Chain Due Diligence Act requires in-scope companies to implement and report on their due diligence related to respecting human rights. The legislative requirements include establishing a risk management system to identify, prevent and minimize human rights violations and environmental risks as well as publishing regular due diligence reports and implementing mandatory compliance procedures across operations. As part of our alignment with the legislation, we have third-party grievance mechanisms, which provide a higher level of impartiality and an added layer of confidentiality to potential whistleblowers.

To comply with global regulations, including the German Supply Chain Due Diligence Act, EU Corporate Sustainability Due Diligence Directive (CSDDD) and the Canadian Forced Labor Act, Amphenol conducts supplier questionnaires on human rights and environmental issues, which strengthen our ability to proactively identify and mitigate risks across our supply chain.

Supply Chain

Conflict and Responsible Minerals

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

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

Our Team

We remain committed to ensuring the health, safety and well-being of the approximately 125,000 hard-working and dedicated Amphenolians who are our greatest asset. We deliver on this commitment by nurturing the development and training of our workforce, providing safe working conditions and fostering a positive work environment for our diverse global organization. Our dedication to our employees extends to the local communities where we operate, and we thoughtfully engage in a variety of corporate citizenship and philanthropic efforts that support their improvement.

Our Team

Workplace Safety

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

In addition to on-site training, Amphenol provides in-person and virtual corporate-level training and ongoing roundtable activities to our facilities. These virtual trainings and roundtables present recommendations and best practices on timely and relevant topics to help elevate safety performance across the organization. The EHSS team also publishes a bi-monthly EHSS newsletter on the Company's internal internet platform. The newsletter highlights EHSS actions and initiatives occurring throughout Amphenol and enables an ongoing conversation about environment, health, safety and sustainability topics. Some of the topics detailed in the newsletter include education on machine guarding, incident reporting training and ESG data reporting training, among others.

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

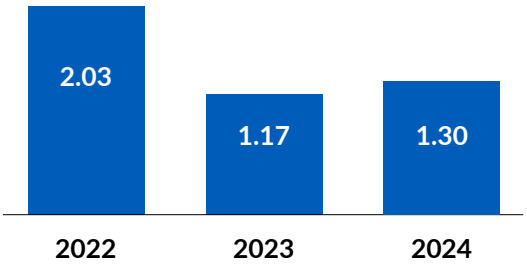
Hazards and risks are identified at the facility level through individualized health and safety management systems. Each facility is encouraged to develop its own investigation processes when hazards and risks are identified. When workplace safety hazards are identified, we address the root causes of these hazards to better mitigate and prevent workplace injuries. We also have an internal incident reporting system for the reporting of serious environmental or safety incidents. The system conveys information on these incidents to business and corporate leadership in order to create awareness of the organization's most serious safety concerns. This reporting system provides an information channel to the highest levels of the organization and helps create opportunities for improved risk management in our facilities. Amphenol is happy to report zero work-related fatalities again for 2024 and the Company has not had a work-related fatality since it began collecting data in 2017. In addition, the number of recordable injuries has remained approximately the same since 2017, despite the addition of 138 new facilities and approximately 55,000 employees over this seven-year period.

Our Team

Talent Development and Training

We want to ensure that our business remains competitive; this means supporting our employees with the training and tools they need to develop and enhance their professional abilities. Our operations around the world support continuous learning and advanced training for the development of new skills. We also enable employee transfers to support new job opportunities in different Amphenol businesses or when employees choose to relocate.

Employee Training Hours
(in millions)



To keep our employees connected and informed, we have developed an internal internet platform for information sharing. The platform acts as a community resource to help employees understand various aspects of Amphenol and our different operations. This platform also provides employees with a broad range of information resources relating to a variety of topics including various market trends, internal collaboration, IT best practices, EHSS, finance, internal audit, human resources and several others. Our platform is one of the ways we deliver various trainings, tools and information to our employees. In addition, we utilize other third-party platforms to curate and deliver safety, regulatory and process training content to Amphenol employees across all levels. These platforms saw an expansion of training content in 2024 and helped us increase our training hours. During 2024, our global workforce completed 1.30 million training hours, up from 1.17 million hours in 2023, an 11% increase.

Employee Well-Being

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

Our Team

Community Outreach

Our facilities actively engage with their local communities because we realize how critical the health and vitality of these communities are to our own employees and to our business. Our community outreach is conducted locally at the facility level, which helps ensure that our efforts are directly supporting the communities where our employees live and work. Some of these activities include sponsoring and partnering with local charitable organizations to provide food for homeless shelters, donating school supplies and sponsoring gift drives during the holidays.

Amphenol LTD – Kent, United Kingdom
By engaging with students of all ages, Amphenolians are sharing their knowledge and helping inspire the next generation to protect our natural world. As one example, our team in Kent, UK welcomed student representatives from a local university to help foster collaboration between industry and academia. A highlight of the day was the presentation of an electronic motor controller to the university's racing team. Through this partnership, our team is not only fostering innovation but also creating opportunities for future engineers to gain valuable industry insights, hands-on experience and mentorship.

El-Cab – Owinska, Poland
In June, our team participated in Poznan University of Technology's (PUT) job fair, a key platform to help young professionals take their first steps into the industry by connecting students and graduates with employers offering apprenticeships, internships and engineering positions. Establishing relationships with students and graduates from PUT is a vital part of our facility's commitment to building strong, innovative teams and fostering the next generation of engineering professionals. By engaging with promising young engineers, our team continues to invest in the growth and success of students in the community.

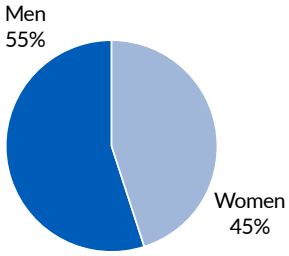
Amphenol FTG – Triberg, Germany
Our team in Triberg, Germany welcomed a local kindergarten to visit a mobile forest, allowing them to explore the diversity and beauty of local forests while fostering an early awareness of biodiversity and conservation. A particular highlight was the exploration of the way of life and behavior of local endangered birds, helping the students learn about the connections between habitats, species protection and the sustainable use of nature. With this project, our team hopes to raise awareness of the importance of biodiversity among our youngest children.

Our Team

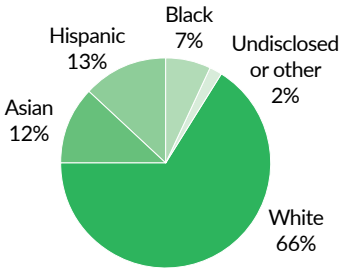
Human Capital Management and Our Culture

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

A key hallmark of our structure is our entrepreneurial culture that creates clear accountability for each of our general managers who are our key business leaders. Our core management team is comprised of these general managers and their controllers, as well as our group general managers, their controllers and our executive management team. Men represented 78% and women represented 22% of this core management team at the end of 2024. Of our total employees worldwide, 45% are women and 55% are men.



Global Workforce



U.S. Workforce Diversity

Our business spans the globe and our employees reflect the diversity of the communities in which we operate. At the end of 2024, 63% of our workforce was located in the Asia-Pacific region, with 23% in North America and 12% in Europe. As of our latest EEO-1 filing in 2023, 66% of our U.S. workforce identified as White, 12% identified as Asian or Pacific Islander, 13% identified as Hispanic and 7% identified as Black.

Women's Leadership Workshop

Amphenol Corporation

In the fall of 2024, our senior female leaders and up-and-coming women from across Amphenol met for our third bi-annual Women's Leadership Workshop. The goal of the event was to bring these Amphenolians together to discuss key business issues, including developing leadership skills, resolving challenges in the business, achieving exceptional results and leading a high-performance team. The two-day event included presentations by senior Amphenol leaders, group discussions and a panel discussion hosted by our CEO Adam Norwitt and Board Director Anne Clarke Wolff. In total, approximately 100 women from across Amphenol joined what proved to be a hugely successful event.

Responsible Business

At Amphenol, we do the right thing, always. Maintaining our integrity and reputation will always be our priority. Amphenol's shared values to be ethical at all times, ensure a sustainable business, support our people and continue to innovate for customers is fully endorsed by our Board of Directors and executive management. Our corporate sustainability initiatives are supported, reviewed and overseen by Amphenol's Board of Directors.

Responsible Business

Board of Directors

The mission of our Board of Directors is to represent the interests of shareholders in the long-term performance of the Company. The Board is elected annually by shareholders to oversee and provide guidance on our business and is the ultimate decision-making body of the Company, except for those matters specifically reserved to shareholders.

Our Board is committed to sound corporate governance structures and policies that enable us to operate our business responsibly and with integrity, and to position us to compete more effectively, sustain our success and build long-term shareholder value.

The Board has adopted governance structures and policies that it believes promote Board independence and the interests of shareholders. These structures and policies include, among others:

- Annual election of all directors
- Independent Presiding Director empowered with clearly delineated duties
- A supermajority of independent directors
- Regular sessions of independent directors without management present
- All Board committees composed exclusively of independent directors
- Directors' unrestricted access to management and independent advisors
- Active shareholder engagement
- Proxy access for shareholders
- Shareholder right to call special meetings
- One-share, one-vote standard

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

Our Board is currently comprised of nine directors. Edward G. Jepsen will be retiring from the Board at the conclusion of his current term in May 2025, bringing our Board to eight directors. We would like to thank Ed for all of his many contributions to the Amphenol Board and wish him well in his retirement.

Over the past seven years, we have undertaken a significant effort to refresh our board with the election of five new directors, Anne Clarke Wolff, Robert A. Livingston, Rita S. Lane, Nancy Altobello and Prahlad Singh. The Board believes it functions most effectively when comprised of a diverse set of members, including a healthy mix of short-, mid- and long-serving members. Our Board also believes that diversity includes diversity in terms of background, culture, skills, age, experience and expertise. Of the eight directors nominated for re-election at our May 2025 annual meeting of shareholders, five were born in the United States and three were born outside of the United States. Six identify as White, and two identify as Asian. Five of our director nominees are men and three of our director nominees are women.

Executive Compensation

Our executive compensation philosophy is designed to align the interests of management with the interests of shareholders to drive long-term shareholder value through performance. Our Board's Compensation Committee oversees our overall compensation and benefits programs, including for our senior executives. In 2022, our annual incentive bonus plan was amended to add both sustainability and risk management performance as discretionary factors in assessing an employee's overall bonus payout. In 2023, we adopted a Policy for Recovery of Erroneously Awarded Compensation (Clawback Policy) in compliance with SEC rules and regulations and the corresponding NYSE Listing Standards. A comprehensive discussion of executive compensation can be found in our definitive proxy statement.

Responsible Business

Risk Oversight

Our Board is actively involved in overseeing risk management for the Company. This oversight is conducted both directly and through the committees of the Board. At each regularly scheduled quarterly meeting, the entire Board reviews various risks facing the Company. Each of the Board committees is responsible for oversight of risk management practices for categories of risks relevant to its functions. Each committee has a written charter setting forth its purpose, authority and duties. The committees enhance the Board's oversight of areas that are critical to the Company's corporate responsibility and sustainability efforts, including among other things: transparent and reliable financial reporting, cybersecurity, ethics, pay-for-performance, climate-related matters, human capital management, Board succession planning, shareholder proposals and nominations and corporate governance.

Amphenol uses a number of strategies in order to promote and enhance an effective risk culture throughout our organization. During each of our monthly management operation reviews our operating leaders communicate identified risks to our CEO and CFO, and our CEO and CFO provide feedback on risk management practices to our operating leaders. Our operating management is required to consider risks and risk-mitigation strategies as part of their annual budget and strategic planning processes and to include specific mitigation strategies. Risk management performance is also considered in the process used to determine annual compensation for our senior executives, general managers and controllers.

Our corporate policies encourage employees to report possible violations of our policies or any other illegal, unethical or risky behavior to either the employee's manager, the Amphenol Legal Department, the Audit Committee of the Board of Directors or the Company's whistleblower hotlines. The Audit Committee of our Board of Directors reviews all substantive reports on a regular basis. Our decentralized nature allows us to empower facility management to effectively mitigate risks through tailored site-specific solutions and increases our resilience. To minimize risks, we encourage our general managers to employ risk identification and mitigation methods customized to local laws, regulations, market conditions and cultural nuances. This flexibility keeps our operations agile by enabling them to effectively navigate diverse economic and political climates. This decentralization also enhances resilience by minimizing the impact of a single point of failure. In the event of disruptions, the localized decision-making structure enables quick responses tailored to specific circumstances. This strategy also fosters innovation and creativity, as local teams can better address unique market demands and capitalize on local opportunities.

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

Human Capital Management and Culture Oversight

Our Board is actively involved in overseeing the Company's employee-related strategies and practices as well as the Company's culture. This oversight is conducted both directly and through certain of the Board's committees. At each of its regularly scheduled quarterly meetings, the Board reviews changes in key personnel and, at least once per year, meets with management to discuss various human resources-related topics. We believe Amphenol's culture has been a critical component of the Company's success and reinforcing that culture is a key responsibility of our executive management.

The Board has primary responsibility for succession planning for the CEO and for our other executive management. The Compensation Committee has primary responsibility for executive and companywide compensation policies and programs.

Responsible Business

Sustainability Oversight

Amphenol's sustainability initiatives are governed by a structure of leadership, oversight and goals that encompass our entire company. These initiatives are governed by a number of policies which outline our principles including in particular our:

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

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

At a management level, our executive leadership is responsible for managing our sustainability programs. In particular, Amphenol's Vice President of Environmental, Health, Safety and Sustainability is tasked with managing our companywide sustainability efforts. In addition, our Sustainability Steering Committee includes cross-functional and cross-organizational representatives who meet formally on an as-needed basis, and typically at least once a year. This Committee evaluates companywide sustainability data, recommends appropriate goals to our executive leadership and coordinates sustainability activities across the Company.

Consistent with Amphenol's broader culture of empowerment and accountability, our local management teams are responsible for executing our sustainability programs and achieving our sustainability goals. This includes taking actions to reduce our carbon footprint and prevent, mitigate or remediate actual or potential human rights-related impacts, as well as managing processes to track the effectiveness of the actions, goals, targets and indicators used to evaluate sustainability progress.

Responsible Business

Ethical Culture

Compliance is a top priority to ensure we are operating ethically, efficiently and responsibly across our value chain. One of our key values is that we do the right thing, always. Maintaining our integrity and reputation will always be our priority.

Amphenol's Code of Business Conduct and Ethics provides employees with a standard approach to managing ethical situations, information on available resources and policy guidance on common ethical issues. It also provides employees direction on anti-corruption, anti-bribery and anti-competitive behavior as well as a number of other important topics. All of our employees are held to and covered by this Code, which is a core document that our global management team receives training on and digitally acknowledges each year. This Code is further supported by a robust ethics and compliance program, including an independent internal audit function, and a whistleblower and investigation process with a strict policy prohibiting retaliation.

Anti-Competitive Practices

We seek competitive advantages through superior performance, rather than through unethical or illegal business practices, as outlined in our Code of Business Conduct and Ethics. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent or inducing such disclosures by past or present employees of other companies is strictly prohibited. Each employee is expected to deal fairly with the Company's customers, suppliers, competitors, officers and employees. We did not incur any government fines or settlements related to anti-competitive practices, corruption or bribery during the reporting period.

Anti-Bribery

Our reputation is one of our most important assets. The bedrock of this hard-earned reputation is the integrity and honesty of our employees around the world. Amphenol's Code of Business Conduct and Ethics requires all employees to follow the law and adhere to the highest ethical standards at all times. This includes following all applicable anti-bribery laws in the jurisdictions in which we operate. In addition, the making of any improper payments or offers of payments to obtain or retain business is strictly prohibited. This also includes prohibiting making payments (including commissions) to third parties who in turn compensate government officials or other third parties to secure or maintain business. Our commitments are also supported and reinforced by our Supplier Code of Conduct so that our corporate integrity is extended through to our business partners.

Political Contributions

The Company prohibits the use of corporate funds to make contributions to political parties or candidates, whether federal, state or local, as stated in our Political Activity Statement. Consistent with this approach, Amphenol's policy is not to direct corporate funds to political organizations (that is, organizations organized under Section 527 of the Internal Revenue Code) or for communications to support or oppose specific political candidates (such as through electioneering communications or other corporate independent expenditures). Amphenol does not have a company sponsored Political Action Committee. In 2024, we did not contribute any money to political campaigns, political organizations or organizations engaged to lobby directly on behalf of the Company. In 2024, we held one corporate-level membership in a U.S. trade association where the annual dues paid by us exceeded $50,000 and that was with The National Association of Manufacturers.

Responsible Business

Cybersecurity

Our Board of Directors maintains oversight responsibility relating to our information security and cybersecurity program, with assistance from the Audit Committee of the Board. At least annually, our executive leadership team (including the leaders of our information technology and internal audit teams) provides an overview of our information security and cybersecurity programs to the full Board. To reduce the likelihood and severity of cyber intrusions, the Company has a comprehensive and evolving cybersecurity program designed to protect and preserve the confidentiality, integrity and availability of our data and systems. We regularly perform risk assessments and penetration tests relating to cybersecurity and technology risks. We also conduct regular workforce training to instruct employees how to better identify cybersecurity concerns and to avoid actions that might inadvertently allow outsiders to access our systems. Our greatest asset in combatting information security and cyber-related risks remains the Company's decentralized information technology infrastructure, where each business unit maintains a separate and distinct information technology system.

Data Privacy

Safeguarding personal data is a top priority and Amphenol is committed to protecting the privacy and security of the personal data of our employees, customers, suppliers and other business contacts. As part of our commitment to data privacy, we maintain a compliance program designed to provide consistent safeguards of personal data and compliance with applicable privacy and data protection laws. Our executive management oversees this compliance program and provides appropriate reporting to the Board. We have detailed policies and procedures for the protection and handling of personal data, which we update regularly. In addition, we train relevant employees on data privacy topics. In 2024, we did not receive any complaints from regulatory bodies or outside parties concerning breaches of data privacy laws or regulations.

Appendix A

GRI Content Index

Statement of use:

Amphenol has reported in accordance with the 2021 GRI Standards for the period January 1, 2024 through December 31, 2024.

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021			
2-1	Organizational details	About Amphenol (p. 4); 2024 10-K Report	
2-2	Entities included in the organization's sustainability reporting	2024 10-K Report; About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Appendix C: ESG Metrics For reporting purposes, we have a financial scope boundary and a GHG and sustainability boundary. Please refer to our 10-K statements for our financial reporting boundaries. Please refer to Appendix C of this report for our sustainability reporting boundaries and to learn more about our data collection process. Information collected on material topics varies based on scope and data metrics measured. Amphenol does not have any minority interests.	
2-3	Reporting period, frequency and contact point	2024 10-K Report; About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Appendix C: ESG Metrics; back cover We publish a Sustainability Report annually.	
2-4	Restatements of information	In this report we have restated our 2022 total renewable energy used and 2023 total energy consumed due to a previous calculation error.	
2-5	External assurance	External Assurance Scope 1 and 2; External Limited Assurance Scope 3	
2-6	Activities, value chain and other business relationships	2024 10-K Report (2-11)	
2-7	Employees	About Amphenol (p. 4-5); Our Team (p. 24-28); Appendix C: ESG Metrics	Reason for Omission: Confidentiality constraints Amphenol does not report on specific employee number totals by gender or region. This information is considered to be confidential.
2-8	Workers who are not employees	Appendix C: ESG Metrics	
2-9	Governance structure and composition	2024 10-K Report; 2025 Proxy Statement; Responsible Business (p. 30)	
2-10	Nomination and selection of the highest governance body	2024 10-K Report; 2025 Proxy Statement; Responsible Business (p. 30)	
2-11	Chair of the highest governance body	2024 10-K Report (p. 93); 2025 Proxy Statement; Responsible Business (p. 30)	
2-12	Role of the highest governance body in overseeing the management of impacts	2024 10-K Report (p. 96); 2025 Proxy Statement; Responsible Business (p. 29-34) At Amphenol, due diligence is an ongoing process that guides our strategy and planning, and enables us to identify environmental, financial, social and human rights risks within our own operations, our supply chain and across the products we sell. To embed responsible business conduct into our operating policies and management systems, our governance bodies regularly update our standards and policies to ensure they are relevant and valid. We use global and local procedures to continuously identify and assess risks at the facility, business unit or companywide level. Each facility is responsible for ensuring that we are up to date with local regulations, stakeholder expectations and other necessary contextual information. To ensure we are working in a way that minimizes negative impacts, we cooperate with various stakeholders to identify potential adverse impacts. We mitigate adverse impacts through monitoring and reporting channels across our operations and supply chain and partnering with organizations and other stakeholders to create collaborative solutions.	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021 (continued)			
2-13	Delegation of responsibility for managing impacts	2024 10-K Report (p. 96); 2025 Proxy Statement; Responsible Business (p. 29-34)	
2-14	Role of the highest governance body in sustainability reporting	2024 10-K Report (p. 96); 2025 Proxy Statement (p. 22); Responsible Business (p. 29-34)	
2-15	Conflicts of interest	2025 Proxy Statement; Code of Business Conduct and Ethics (p. 4) Individuals associated with Amphenol should be aware of and disclose any personal financial interests, relationships or affiliations that may influence, or be perceived to influence, their decision-making. If a conflict of interest related to cross-shareholding is identified, Amphenol will take the appropriate measures to mitigate the conflict. Amphenol allows members of our Board of Directors to serve as Board members for more than one company. Cross-board membership creates interconnected networks among companies where Board members can share knowledge, expertise and insights and make valuable connections with executive leadership at different organizations. We disclose our Board members' involvement with directorships of other organizations to ensure transparency. If conflicts of interest arise due to cross-board membership, directors may be asked to recuse themselves from Amphenol's Board of Directors. We conduct periodic reviews to ensure director affiliations due to cross-board membership do not create conflicts of interest.	
2-16	Communication of critical concerns	Code of Business Conduct and Ethics (p. 8); Responsible Business (p. 29-34) The Board of Directors reviews ethics hotline issues on a regular basis. No material critical issues were identified during the reporting period.	
2-17	Collective knowledge of the highest governance body	2024 10-K Report (p. 96); 2025 Proxy Statement; Responsible Business (p. 31-32) We do not currently have ESG-specific training programs in place for our Board of Directors, but we ensure that Board members are kept informed about evolving ESG reporting and sustainability matters.	
2-18	Evaluation of the performance of the highest governance body	2024 10-K Report (p. 96-97); 2025 Proxy Statement We have taken significant steps to enhance our governance framework by incorporating board responsibilities focused on ESG management performance. These measures include assigning separate committees the responsibility for addressing ESG-related issues. However, it's important to note that while we have implemented these structures, we do not presently evaluate Board members based on their individual ESG performance. Additionally, our annual Board member evaluations are not currently assessed by an independent third party.	
2-19	Remuneration policies	2024 10-K Report (p. 96-97); 2025 Proxy Statement; Clawback Policy Senior executives' remuneration package may be affected by ESG management and oversight performance.	
2-20	Process to determine remuneration	2024 10-K Report (p. 96-97); 2025 Proxy Statement Stakeholder views are one factor among many that are taken into consideration when executive management designs remuneration policies. Shareholders vote on remuneration policies on an annual basis.	
2-21	Annual total compensation ratio	2025 Proxy Statement (p. 57); 2024 Proxy Statement (p. 60)	
2-22	Statement on sustainable development strategy	A Message from Adam Norwitt (p. 3); Our Sustainability Approach and Progress (p. 6); Stakeholder Engagement (p. 7)	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 2: General Disclosures 2021 (continued)			
2-23	Policy commitments	A Message from Adam Norwitt (p. 3); About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Our Sustainability Goals (p. 8-9); Supply Chain (p. 20-23); Responsible Business (p. 29-34) At Amphenol, we apply the precautionary principle in formulating sustainability policies, assessing ESG risks and opportunities and developing climate-solution technologies.	Reason for Omission: Information unavailable. Amphenol does not currently categorize our stakeholders within our Human Rights Policy Statement and does not currently have special considerations in place for vulnerable groups or communities. We may consider categorizing and prioritizing certain stakeholders, especially those belonging to vulnerable groups, at a future date.
2-24	Embedding policy commitments	About Amphenol (p. 4-5); Our Sustainability Approach and Progress (p. 6); Our Sustainability Goals (p. 8-9); Supply Chain (p. 20-23); Responsible Business (p. 29-34) At Amphenol, our executive team and general managers are required to complete training on our Code of Business Conduct and Ethics. Managers are encouraged to disseminate the information amongst their teams.	
2-25	Processes to remediate negative impacts	Supply Chain (p. 20-23); Responsible Business (p. 29-34) Stakeholders are not currently involved in the design, review, operation or improvement of grievance mechanisms. When grievances are reported, legal, internal audit and human resource management mechanisms are used to conduct deeper investigations as needed on a case-by-case basis. Certain investigation processes will involve different executive management on an as-needed basis.	
2-26	Mechanisms for seeking advice and raising concerns	Responsible Business (p. 29-34)	
2-27	Compliance with laws and regulations	Supply Chain (p. 20-23); Responsible Business (p. 29-34); Appendix C: ESG Metrics	
2-28	Membership associations	Supply Chain (p. 20-23); Responsible Business (p. 33)	
2-29	Approach to stakeholder engagement	Stakeholder Engagement (p. 7)	
2-30	Collective bargaining agreements		Reason for Omission: Information/Confidentiality Constraints Amphenol does not disclose the percentage of employees covered by collective bargaining agreements due to confidentiality constraints. This information is considered confidential and is therefore not reported.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Stakeholder Engagement (p. 7)	
3-2	List of material topics	Stakeholder Engagement (p. 7) For the list of material topics referenced in the GRI Content Index, please refer to last year's report. These topics are based on Amphenol's GRI aligned materiality assessment.	
3-3	Management of material topics	2024 10-K Report; Stakeholder Engagement (p. 7); Responsible Business (p. 29-34); Supplier Code of Conduct; Global Human Rights Policy	
GRI 201: Economic Performance 2016			
3-3	Management of material topics	2024 10-K Report (p. 48); Stakeholder Engagement (p. 7); Responsible Business (p. 29-34)	
201-1	Direct economic value generated and distributed	2024 10K Report; Appendix C: ESG Metrics	
201-2	Financial implications and other risks and opportunities due to climate change	2024 10K Report (p. 15-22); Our Sustainability Goals (p. 7-8); Appendix E: Climate Scenario Analysis; Appendix F: Climate Transition Plan	
201-3	Defined benefit plan obligations and other retirement plans	2024 10K Report (p. 80-86) Defined benefit plan estimations, employer/employee contributions and employee participation requirements vary by location.	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Responsible Business (p. 29-34); Code of Business Conduct and Ethics	
205-2	Communication and training about anti-corruption policies and procedures	Responsible Business (p. 29-34); Appendix B: SASB Alignment Business leaders are expected to sign the Code of Business Conduct and Ethics policy on an annual basis. This policy provides details on topics specific to anti-corruption and leaders are encouraged to share the policy document with their teams each year. We provide annual compliance training to approximately 1,200 senior management level employees. Senior management that receives training is expected to relay information and best practices to their team members.	
205-3	Confirmed incidents of corruption and actions taken	Responsible Business (p. 29-34); Appendix B: SASB Alignment	Reason for Omission: Confidentiality constraints OR Legal prohibitions Amphenol does not disclose the number of confirmed incidents when contracts with business partners were terminated or not renewed due to corruption-related violations as this information is considered confidential OR we are legally prohibited from disclosing this information.
GRI 206: Anti-competitive Behavior 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Responsible Business (p. 29-34); Code of Business Conduct and Ethics	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Responsible Business (p. 29-34); Appendix B: SASB Alignment	Reason for Omission: Not applicable We have not incurred any legal actions for anti-competitive behavior, anti-trust or monopoly practices during the reporting period.
GRI 302: Energy 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Environmental Responsibility (p. 11-12); Responsible Business (p. 29-34)	
302-1	Energy consumption within the organization	Environmental Responsibility (p. 11-12); Appendix B: SASB Alignment; Appendix C: ESG Metrics	Reason for Omission: Not applicable Amphenol does not sell heating, cooling or steam.
302-3	Energy intensity	Environmental Responsibility (p. 11-12); Appendix C: ESG Metrics	
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Environmental Responsibility (p. 14); Responsible Business (p. 29-34)	
303-1	Interactions with water as a shared resource	Supplier Code of Conduct (p. 8); CDP Questionnaire 2024; Environmental Responsibility (p. 14) We track water consumption sources across our manufacturing operations. The vast majority of our operations receive water from public distribution systems. Amphenol's manufacturing operations typically do not rely heavily on water. However, our plating facilities and other sites utilizing water for non-contact cooling processes stand out as the most water-intensive processes within our operations. At our other sites, water is used in the canteens and dormitories, for landscaping and irrigation purposes and for general cleaning practices in manufacturing operations. We have set water targets aligned with UN SDG 6.4 (Water and Sanitation for All) for our top 20 water-consuming facilities. By the end of 2030, Amphenol will reduce total water withdrawal of our top 20 facilities by 15% compared to 2021 levels. These 20 sites represent approximately 54% of our company's water usage in 2024. Our facilities assess water-related matters such as risk factors and local regulations. Risk mitigation efforts are based on internal water management practices. Facilities in water stressed areas, regardless of their actual water consumption, may undertake water reduction activities at their local discretion.	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 303: Water and Effluents 2018 (continued)			
303-2	Management of water discharge-related impacts	Amphenol assesses bodies of water for discharge standards on a case-by-case basis depending on various factors including local permit requirements.	Reason for Omission: Not applicable We do not have internal standards for the quality of discharged water or any internally developed water quality standards or guidelines. We do not use sector-specific standards for discharge quality requirements. We strive to ensure facilities that are subject to local discharge requirements meet all regulatory requirements.
303-3	Water withdrawal	Environmental Responsibility (p. 14); Appendix C: ESG Metrics	Reason for Omission: Information not available Amphenol does not currently track water withdrawal from seawater, produced water or third-party water. We may track this information at a future date.
303-4	Water discharge	Appendix C: ESG Metrics	Reason for Omission: Information not available Amphenol does not currently track data on different types of water discharge and we do not have policies on priority substances of concern. We are considering tracking these metrics in the future.
303-5	Water consumption	Appendix C: ESG Metrics Water storage has not been identified as a significant water-related impact for Amphenol. A small minority of our global facilities have on-site fire suppression water towers, and our plating facilities also require stored water for operations. However, this is not practiced on a large enough scale to be considered a material water-related impact.	
GRI 305: Emissions 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Environmental Responsibility (p. 11-12); Responsible Business (p. 29-34)	
305-1	Direct (Scope 1) GHG emissions	Environmental Responsibility (p. 11-12); Appendix C: ESG Metrics	Reason for Omission: Not applicable Amphenol does not account for biogenic emissions as they are not a material source of CO_2e emissions in our operations.
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Responsibility (p. 11-12); Appendix C: ESG Metrics	
305-3	Other indirect (Scope 3) GHG emissions	Environmental Responsibility (p. 11-12); Appendix C: ESG Metrics Amphenol calculated our Scope 3 GHG inventory for the first time in 2021. We revised this calculation in 2023 due to categorization requirements.	Reason for Omission: Not applicable Amphenol does not account for biogenic emissions as they are not a material source of CO_2e emissions in our operations.
305-4	GHG emissions intensity	Environmental Responsibility (p. 11-12); Appendix C: ESG Metrics	
GRI 306: Waste 2020			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Environmental Responsibility (p. 15); Responsible Business (p. 29-34)	
306-1	Waste generation and significant waste-related impacts	Environmental Responsibility (p. 15); Appendix B: SASB Alignment; Appendix C: ESG Metrics	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 306: Waste 2020 (continued)			
306-2	Management of significant waste-related impacts	Environmental Responsibility (p. 15); Appendix B: SASB Alignment; Appendix C: ESG Metrics Waste management processes are monitored on an individual basis at the facility level, and waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual ESG reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
306-3	Waste generated	Environmental Responsibility (p. 15); Appendix B: SASB Alignment; Appendix C: ESG Metrics	
306-4	Waste diverted from disposal	Environmental Responsibility (p. 15); Appendix C: ESG Metrics Waste management processes are monitored on an individual basis at the facility level, and waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual ESG reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
306-5	Waste directed to disposal	Environmental Responsibility (p. 15); Appendix C: ESG Metrics Waste management processes are monitored on an individual basis at the facility level, and waste data is collected using volume estimates or actual invoices, waste manifests and bills of lading. This data is compiled at a corporate level by way of annual ESG reporting. Waste is handled in accordance with applicable local and regional regulations. Certain operations including plating may have wastewater treatments on-site. Other locations do not and conduct waste management processes through third-party vendors.	
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Our Team (p. 24-28); Responsible Business (p. 29-34)	
403-1	Occupational health and safety management system	Our Team (p. 25); Appendix C: ESG Metrics Amphenol does not have a singular occupational health and safety management system. It is up to the discretion of management at the facility level whether an occupational health and safety management system should be implemented at the site. Our offices and non-manufacturing facilities are covered under our safety policies, and may not have or need their own specialized health and safety policies.	
403-2	Hazard identification, risk assessment and incident investigation	Our Team (p. 25)	
403-3	Occupational health services	Our Team (p. 26)	
403-4	Worker participation, consultation and communication on occupational health and safety	Our Team (p. 24-26)	
403-5	Worker training on occupational health and safety	Our Sustainability Approach and Progress (p. 6); Our Team (p. 24-26); Appendix C: ESG Metrics	
403-6	Promotion of worker health	Our Team (p. 24-26)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Supplier Responsible Labor Policy; Supplier Code of Conduct; Responsible Minerals Policy	

Disclosure Number	Disclosure Title	Location	Omissions
GRI 403: Occupational Health and Safety 2018 (continued)			
403-9	Work-related injuries	Our Team (p. 24-26); Appendix C: ESG Metrics We offer our employees virtual training on how to report safety issues as well as training on safety best practices. Through our safety incident reporting process and examining trends in workers compensation claims, we have identified lack of machine guarding, lack of equipment pre-starts and repetitive motion tasks as the main root-level causes of serious workplace injuries in our manufacturing facilities. To prevent serious workplace injuries, we have held corporate webinars on machine guarding and job hazard analysis processes to educate employees and enhance awareness around workplace safety practices. We also created content on our intranet site to further engage with our employees on various safety topics.	
GRI 404: Training and Education 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Our Team (p. 24-26); Responsible Business (p. 29-34)	
404-1	Average hours of training per year per employee	Our Team (p. 26); Appendix C: ESG Metrics	Reason for Omission: Information not available Amphenol does not currently collect data on employees by category. We therefore do not have the available information to report on this disclosure.
404-2	Programs for upgrading employee skills and transition assistance programs	Our Team (p. 24-26) Employee transition assistance plans are managed on a case-by-case basis. Human resources teams within each business group manage employee transition assistance plans.	
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Our Team (p. 28); Responsible Business (p. 29-34)	
405-1	Diversity of governance bodies and employees	About Amphenol (p. 5); Our Team (p. 28); Responsible Business (p. 30)	Reason for Omission: Information partially not available Amphenol does not currently collect data on employees by level or function.
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Supply Chain (p. 20-22); Responsible Business (p. 29-34); Code of Business Conduct and Ethics; Supplier Code of Conduct; Global Human Rights Policy; Supplier Responsible Labor Policy	
409-1	Operations and suppliers at significant risk for incidents of forced of compulsory labor.	Supply Chain (p. 20-22)	
GRI 415: Public Policy 2016			
3-3	Management of material topics	Stakeholder Engagement (p. 7); Responsible Business (p. 33); Appendix C: ESG Metrics (p. 45); Political Activity Statement	
415-1	Political contributions	Responsible Business (p. 33); Appendix C: ESG Metrics; Political Activity Statement	

Appendix B

SASB Alignment

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

SASB Code	Accounting Metric	Units	2022	2023	2024
Energy Management					
RT-EE-130a.1	(1) Total energy consumed	gigajoule	3,419,433	3,347,168	4,048,443
	(2) Percentage grid electricity	%	78%	79%	82%
	(3) Percentage renewable	%	6%	1%	18%
	Discussion of accounting for energy management: 1.1 The scope of energy consumption includes energy from all sources, including energy purchased from sources external to Amphenol and energy produced by Amphenol itself (self-generated). 1.2 The scope of energy consumption includes only energy directly consumed by Amphenol during the identified reporting periods. 2.1 The percentage has been calculated as purchased grid electricity consumption divided by total energy consumption. 3.1 Renewable energy is defined as energy from sources that are replenished at a rate greater than or equal to their rate of depletion, such as geothermal, wind, solar, hydro and biomass. Based on our facility calculations, we estimate our percent of purchased renewables were 18%, 16% and 28% in 2022, 2023 and 2024, respectively, as noted in Appendix C. 3.2 The percentage renewable has been calculated as renewable energy consumption (EACs only) divided by total energy consumption. 3.3 In 2024, we purchased and consumed 162,242 MWh of EACs. We purchased 54,000 MWh of EACs in 2022, of which 45,924 MWh were consumed in 2022. The balance from 2022 plus additional EACs purchased in 2023, with a combined total of 10,079 MWh, were consumed in 2023.				
Hazardous Waste Management					
RT-EE-150a.1 RT-EE-150a.2	(1) Amount of hazardous waste generated	metric tons	6,680	7,096	9,336
	(2) Number and aggregate quantity of reportable spills	#	0	0	0
	Discussion of accounting for hazardous waste management: Hazardous wastes are defined per the applicable legal or regulatory frameworks (i.e., U.S. Resources Conservation and Recovery Act (RCRA) or the EU Waste Framework Directive (Directive 2008/98/EC on waste, including its subsequent amendments)) within the jurisdictions in which Amphenol operates. Reportable spills are defined by Amphenol as those that incur costs of $50,000 or greater.				
Product Lifecycle Management					
RT-EE-410a.2	Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria: The majority of our products are used within other systems and do not consume energy. Therefore, the ENERGY STAR® criteria is not applicable for our products.				
Materials Sourcing					
RT-EE-440a.1	Discussion of the management of risks associated with the use of: (1) Critical Minerals (2) Conflict Minerals A discussion of Amphenol's policies and practices for the management of risks associated with the use of critical materials and conflict minerals can be found in our Responsible Minerals Policy and Conflict Minerals Report.				
Business Ethics					
RT-EE-510a.1	Description of policies and practices for prevention of: (1) Corruption and Bribery (2) Anti-Competitive Behavior A discussion of Amphenol's policies and practices for the prevention of corruption and bribery can be found in this report, page 33, and in our 2024 10-K SEC filing, Item 1A, Risk Factors, Risks related to our global operations, pages 12-16. Amphenol's position on corruption, bribery and anti-competitive behavior can also be found within our Code of Business Conduct and Ethics.				
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	USD	0	0	0
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	USD	0	0	0

Appendix C

ESG Metrics

	Units	2022	2023	2024
Manufacturing facilities in scope[1]	number	240	261	295
Environmental Data				
Energy Consumption				
Fuel from non-renewable sources	**MWh**	**186,131**	**173,632**	**170,075**
Production of renewable energy	**MWh**	**3,928**	**4,558**	**10,751**
Renewable electricity produced/consumed on-site	MWh	604	3,075	8,580
Renewable heat produced/consumed on-site	MWh	3,325	1,482	2,171
Purchased electricity	**MWh**	**736,284**	**735,593**	**918,921**
Non-renewable purchased electricity	MWh	573,150	593,193	614,601
Renewable purchased electricity	MWh	163,134	142,401	304,321
Renewable fuel consumption	MWh	807	758	567
Purchased heat/steam	**MWh**	**23,500**	**17,468**	**26,991**
Renewable heat/steam	MWh	3,568	3,625	4,736
Non-renewable heat/steam	MWh	19,932	13,843	22,255
Cooling consumption	MWh	0	0	0
Total energy consumed	**MWh**	**949,842**	**931,251**	**1,126,738**
Energy intensity	MWh/$M revenue	75.2	74.2	74.0
Total renewable energy used	**MWh**	**170,630**	**150,583**	**319,807**
Percent renewable energy used (SDG 6)	%	18%	16%	28%
Production of renewable for sale	MWh	5,386	6,451	7,320
Greenhouse Gas Emissions[2]				
Direct (Scope 1)[3]	metric tons CO_2e	46,111	41,395	42,271
Indirect (Scope 2)				
Location-based[4]	metric tons CO_2e	367,361	364,258	454,241
Market-based[5]	metric tons CO_2e	323,561	347,761	338,956
Outside of scope - from biofuel	metric tons CO_2e	216	235	189
Total (Scope 1 and location-based Scope 2)	**metric tons CO_2e**	**413,472**	**405,653**	**496,512**
Greenhouse gas emissions intensity (Scope 1 and location-based Scope 2)	metric tons CO2e /$M revenue	32.8	32.3	32.6
Total (Scope 1 and market-based Scope 2)	**metric tons CO_2e**	**369,672**	**389,156**	**381,228**
Greenhouse gas emissions intensity (Scope 1 and market-based Scope 2)	metric tons CO2e /$M revenue	29.3	31.0	25.0
Indirect (Scope 3)[6,7]	**metric tons CO2e**	**5,986,191**	**3,204,553**	**4,369,729**
Category 1	metric tons CO_2e	5,468,886	2,875,711	3,861,062
Category 2	metric tons CO_2e	30,470	78,021	134,290
Category 3	metric tons CO_2e	133,799	98,779	102,843
Category 5	metric tons CO_2e	20,757	5,042	5,179
Category 6	metric tons CO_2e	33,911	43,250	57,072
Category 7	metric tons CO_2e	12,319	61,006	51,104
Categories 4 & 9	metric tons CO_2e	286,048	42,744	158,178

Environmental Data (continued)	Units	2022	2023	2024
Environmental Incidents and Violations				
Incidents or violations $50,000 or greater	number	0	1	0
Water Management[8]				
Groundwater intake	megaliters	301	264	259
Water distribution system supply	megaliters	3,459	3,231	3,769
Fresh surface water intake	megaliters	8	66	83
Total withdrawal	**megaliters**	**3,768**	**3,561**	**4,138**
Total discharged	**megaliters**	**3,230**	**3,050**	**3,479**
Net water consumption	megaliters	538	511	659
Water intensity	megaliters/$M revenue	0.30	0.28	0.27
Waste Management				
Total waste generated	**metric tons**	**50,744**	**52,190**	**61,647**
Total waste diverted from disposal	metric tons	32,128	36,966	41,389
Total waste directed to disposal	metric tons	18,616	15,224	20,259
Total non-hazardous waste	metric tons	44,064	45,094	52,321
Total hazardous waste	metric tons	6,680	7,096	9,336
Total non-hazardous diverted from disposal	**metric tons**	**27,872**	**32,567**	**36,109**
Non-hazardous waste reused	metric tons	2,125	3,593	1,169
Non-hazardous waste recycled	metric tons	22,713	24,047	29,762
Non-hazardous waste otherwise recovered	metric tons	3,034	4,926	5,179
Total non-hazardous waste directed to disposal	**metric tons**	**16,192**	**12,528**	**16,202**
Non-hazardous waste incinerated with energy recovery	metric tons	5,047	3,837	5,359
Non-hazardous waste incinerated without energy recovery	metric tons	591	731	622
Non-hazardous waste landfilled off-site or permanent on-site holding	metric tons	7,983	7,241	9,522
Non-hazardous waste otherwise disposed	metric tons	2,572	718	699
Total hazardous waste diverted from disposal	**metric tons**	**4,256**	**4,400**	**5,279**
Hazardous waste reused	metric tons	52	66	104
Hazardous waste recycled	metric tons	2,400	2,363	2,550
Hazardous waste otherwise recovered	metric tons	1,805	1,971	2,625
Total hazardous waste directed to disposal	**metric tons**	**2,423**	**2,696**	**4,056**
Hazardous waste incinerated with energy recovery	metric tons	251	414	571
Hazardous waste incinerated without energy recovery	metric tons	542	587	824
Hazardous waste landfilled off-site or permanent on-site holding	metric tons	240	276	717
Hazardous waste otherwise disposed	metric tons	1,391	1,419	1,944
Social Data				
Employees in Scope[9]				
Amphenol employees	number	70,645	70,916	83,416
Contract employees[10]	number	20,243	18,962	24,499
Interns	number	364	485	565
Full-time employees	%	99%	99%	99%
Part-time employees	%	1%	1%	1%
Amphenol employees total hours worked	hours	167,166,259	166,305,424	200,828,346
Contract employees total hours worked	hours	57,066,156	53,504,818	71,330,328

Social Data (continued)	Units	2022	2023	2024
Training[11]				
Total hours	hours	2,027,545	1,173,475	1,298,507
Injuries and Safety Incidents				
Total lost-time injuries[12]				
Amphenol employees	number	305	327	314
Contract employees	number	56	34	49
Total lost-time injury rate[13]				
Amphenol employees	Injuries per 200,000 hours worked	0.36	0.39	0.31
Contract employees	Injuries per 200,000 hours worked	0.20	0.13	0.14
Work-related fatalities				
Amphenol employees	number	0	0	0
Contract employees	number	0	0	0
Facilities with safety committees	number	229	252	288
Governance Data				
Employees[9]				
Total employees worldwide at year-end, approximate	number	91,000	95,000	125,000
Percentage of female employees worldwide	%	49%	48%	45%
Percentage of male employees worldwide	%	51%	52%	55%
Percentage of women in core management	%	27%	26%	22%
Percentage of men in core management	%	73%	74%	78%
Revenue				
Total	$ in millions	12,623	12,555	15,223
Environmental Health and Safety Management				
Facilities with ISO 14001 management systems	number	121	129	147
Facilities with ISO 45001 management systems	number	31	41	55
Facilities with ISO 50001 management systems	number	-	-	17
Political Contributions				
Total spent on contributions to political campaigns, political organizations or lobbying	$	0	0	0

Notes:

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

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

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

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

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

Footnotes:

1. Amphenol had approximately 300 manufacturing facilities at the end of 2024. For the data collected in this report, our in-scope manufacturing facilities were 295. For each calendar year, our reporting does not include sustainability data from manufacturing facilities acquired or newly opened after June 30th of that year. Full-year sustainability data for those new in-scope facilities is reported in the year after they joined Amphenol.
2. Metric tons CO_2 equivalence were calculated using methodology as outlined by the World Resource Institute Greenhouse Gas Protocol. Some of the emission factors for Scope 3 are only available as CO_2 emissions, but are presented as CO_2e.
3. Scope 1 emission factor sources include: DEFRA 2024 - UK Government greenhouse gas conversion factors and Ecoinvent factors for company reporting.
4. Scope 2 location-based emission factor sources include purchased electricity emission factors from the EPA eGrid2022, IEA Emission Factors 2024, as well as emission factors for heat, steam and cooling from utility suppliers or DEFRA 2024.
5. Scope 2 market-based emission factor sources include purchased electricity emission factors from utility suppliers, Green-e Residual Mix 2023, the Associations of Issuing Bodies (AIB) 2023, IEA Emission Factors 2024, as well as emission factors for heat, steam and cooling from utility suppliers or DEFRA 2024.
6. For Scope 3 Categories 1, 4 and 9, consumption across each category was tracked using a third-party software. In 2024, Amphenol utilized a hybrid approach using both (1) the mass of purchased goods / distance -based transportation services method and (2) the spend-based method. For our spend-based method, we used the country-specific spend-based emission factors from EXIOBASE, mapping them to the appropriate spending categories. To ensure continued accuracy, the emission factors were adjusted for inflation. Per our commitment to finding alternatives to spend-based calculations, we added a mass-based calculation for a portion of our plastic resins & plastics and raw metals – aluminum, bronze, copper, gold, iron, steel and ferroalloys. These categories were selected for more granular reporting by mass (kilograms) because the mass for these commodities is more commonly available at the business unit level than for other types of raw materials. In addition, we added a distance-based calculation for a portion of our transportation and direct emissions reporting from vendors to account for fuel efficiencies. For Scope 3 Category 2, capital expenditure by project type was tracked across the organization. Amphenol utilized a spend-based method and the EPA Supply Chain Greenhouse Gas Emission Factors v1.3 were mapped to spending categories using six-digit NAICS codes. To ensure continued accuracy, the emission factors were adjusted for inflation.
7. Categories 8, 10, 14 and 15 have been assessed and found to be not relevant. Categories 11 and 12 have not yet been assessed. Scope 3 Category 13 has been calculated but found to be not relevant.
8. Water withdrawal, discharge and consumption data, apart from groundwater and surface water data, was collected at in-scope facilities primarily using monthly or quarterly water bill values.
9. In-scope employee and non-employee worker data was compiled at year end and calculated by averaging the 12 end-of-month headcount numbers. Governance employee data is based on year-end headcount. The vast majority (95% or more) of our employees work full-time in all regions. Our employees by region are shown on page 5 of this report.
10. Our most common type of contract worker is temporary employees. Temporary workers at Amphenol most commonly perform manufacturing labor duties.
11. In 2024, training hours were approximately 12 hours per in-scope employee or worker.
12. A lost-time injury is defined as a work-related injury that results in lost-time beyond the date of injury. Our most common type of recorded work-related lost-time injuries are in a category that includes sprains, strains and fractures.
13. Our work-related injury calculations are based on OSHA incident rate calculations using 200,000 hours as an estimate for 100 employees working 40 hours a week, 50 weeks per year.

Appendix D

Tier 1 Direct Supplier Geographies

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

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

Appendix E

Climate Scenario Analysis

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

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

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

Appendix F

Climate Transition Plan

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

1.1 Emissions Baseline and Goal

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

By 2030, Amphenol has established goals to:

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

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

1.2 Creating a Roadmap

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

Key medium-term actions (to 2030) include:

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

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

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

1.3 Strategy and Finance Integration

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

1.4 Roadmap Implementation

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

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

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

1.5 Moving Forward

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

Hyperlinks

Below is a list of the documents referenced in this report and their respective links:

Anti-Human Trafficking & Slavery Statement
https://amphenol.com/docs/anti-human-trafficking-and-slavery-statement

Clawback Policy
https://amphenol.com/docs/clawback-policy

Code of Business Conduct and Ethics
https://amphenol.com/docs/code-of-business-conduct-and-ethics

Conflict Minerals Report
https://amphenol.com/docs/conflict-minerals

EEO-1 Filing
https://amphenol.com/docs/eeo1

Environmental Policy
https://amphenol.com/docs/environmental-policy

External Assurance Scope 1 and 2
https://amphenol.com/docs/external-assurance-scope-1-and-2

External Limited Assurance Scope 3
https://amphenol.com/docs/external-limited-assurance-scope-3

Global Human Rights Policy
https://amphenol.com/docs/global-human-rights-policy

Health and Safety Policy
https://amphenol.com/docs/health-and-safety-policy

Insider Trading Compliance Policy
https://amphenol.com/docs/insider-trading-compliance-policy

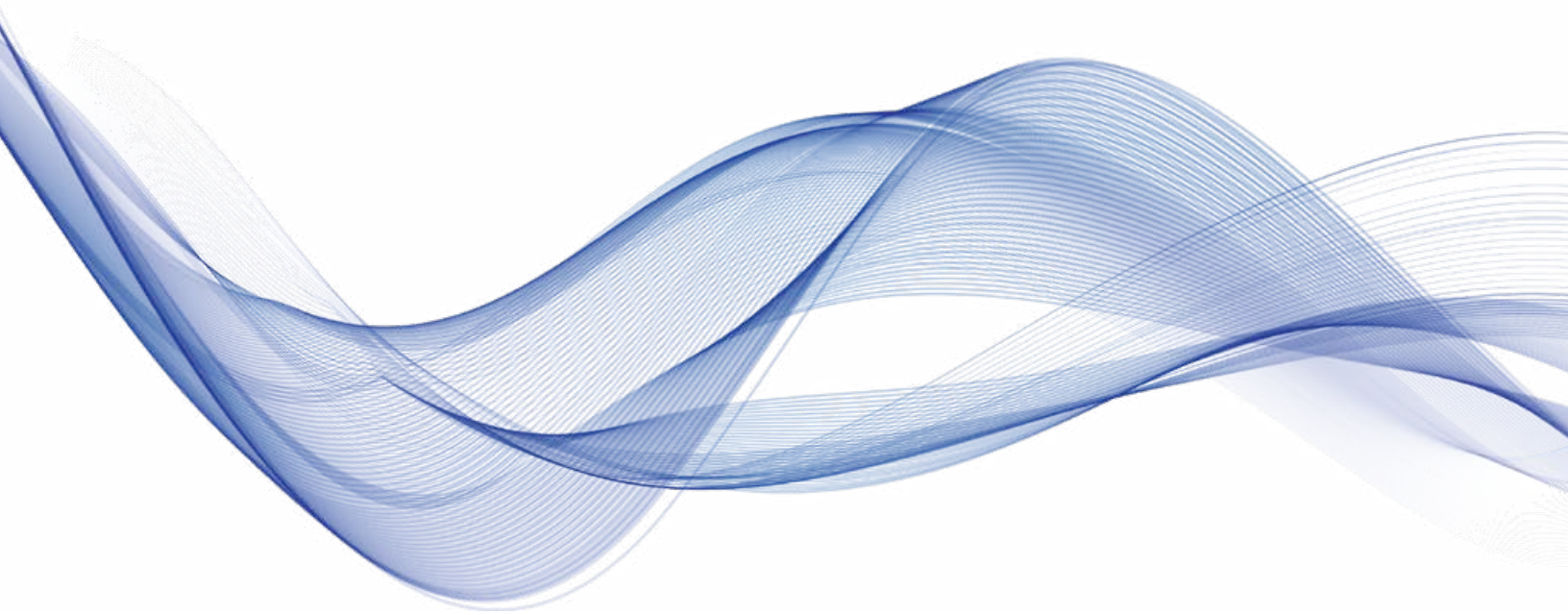
Political Activity Statement
https://amphenol.com/docs/political-activity-statement

Responsible Minerals Policy
https://amphenol.com/docs/responsible-minerals-policy

Supplier Code of Conduct
https://amphenol.com/docs/supplier-code-of-conduct

Supplier Responsible Labor Policy
https://amphenol.com/docs/supplier-responsible-labor-policy

Sustainable Procurement Policy
https://amphenol.com/docs/sustainable-procurement-policy



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