



2019 CORPORATE  
RESPONSIBILITY REPORT

---

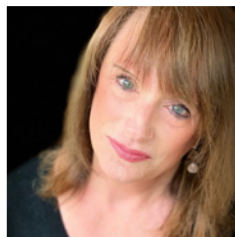
# CONNECTING OUR WORLD.

---

# Why Minding What Matters Matters Now More Than Ever



Terrence Curtin, CEO, and Kathleen Ambrose, Vice President Global Government Affairs and Corporate Responsibility, discuss how TE is helping solve some of the world's biggest challenges.



**Q** This year marks TE's 10th Corporate Responsibility Report, but it's coming at a time of unprecedented challenges for the world. How do you think TE is living up to our purpose of creating a safer, sustainable, productive and connected future?

COVID-19 changed our world and showed how connected we truly are and need to be. This situation demanded bold action and innovation from the private sector. I am proud that TE was well positioned to face the challenges of this crisis and fulfill commitments to our customers

because of our long-held focus of being close to our customers and our continued focus on corporate sustainability and keeping our employees safe.

Our engineers were able to safely and quickly step up and innovate for our customers who were supporting relief efforts. Teams around the world used our 3D additive manufacturing and molding capabilities to help

our communities, by producing and contributing over 100,000 face shields for healthcare workers in need. Employees volunteered and ran donation drives for communities hard-hit by the virus. The TE Connectivity Foundation provided a \$1 million grant to [Global Impact](#) to fund diagnostics, therapeutics and vaccines,

and TE supported nearly 300 hospitals globally with personal protective equipment (PPE) and donations.

It is important that, to fulfill our purpose, TE really does two things—innovate and make things. We can innovate from almost anywhere, but we can only make things in our factories. As the pandemic shut down different parts of the world, many of the products we manufacture were designated by various governments as critical infrastructure for global sectors like healthcare. At the same time, we've been operating safely and in compliance with rapidly changing COVID-19 regulations—and in many places were recognized for best practice health and safety measures.

**Q** It's been encouraging to see how our innovation and rapid response can help save lives. And it's exciting to think how that could grow through the launch of our new corporate responsibility strategy. Can you talk about what you think the strategy means for corporate responsibility at TE?

The new [One Connected World](#) is a testament to how far we have come in realizing our purpose. When I look at where we began our corporate responsibility journey 10 years ago to where we are today, I am proud of our progress. Our [2030 ambitions](#) provide a roadmap for us to make a positive impact by empowering innovators, operating sustainably and connecting humanity with technology over the next decade. Everyone at TE plays an active role in realizing these significant environmental, social and governance ambitions.

**Q** Over the last few years, the economic climate has become more challenging, and with COVID-19 we're facing even greater uncertainty. With

that in mind, how and why do you think corporate responsibility is still important?

Our purpose stems from a sense of responsibility to truly create a safer, sustainable, productive and more connected future. We do this via our innovation where we partner with our customers on next-generation products that result in a more sustainable world, like electric vehicles, wind turbines, and more. We also are focused on our own footprint, specifically how we reduce our energy usage and how we recycle four times the materials we dispose. We are mitigating risks and realizing new opportunities—both critical for long-term growth. We share our best practices and are committed to transparency so our suppliers, peers and others can operate more sustainably too.

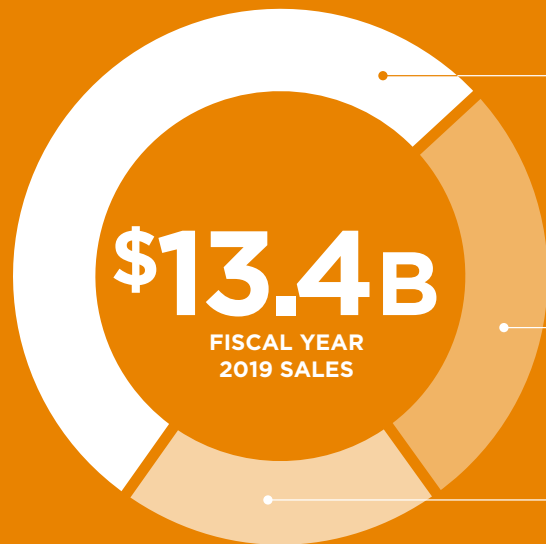
**Q** Looking to the future, what are TE's priorities?

There are many uncertainties in the world right now, but we are focused on our key stakeholders of our employees, customers and shareholders. These are the stakeholders we make a priority. While we have made progress in creating a culture that understands the strength of diversity, we all have more progress to make to ensure all our employees around the world continue to develop and succeed in an environment without bias or discrimination. I'm also excited about how our One Connected World strategy will help guide TE to become an even more responsible, sustainable and transparent business over the long term, including the march toward equality. The events of the first half of 2020 have created an opportunity for us to come together and embrace our core value of teamwork so we can build a better future and a more connected world for all.

# About TE Connectivity

Welcome to TE Connectivity's fiscal year 2019 Corporate Responsibility Report. TE Connectivity Ltd. (NYSE: TEL) is a \$13 billion global industrial technology leader creating a safer, sustainable, productive and connected future. Our broad range of connectivity and sensor solutions, proven in the harshest environments, enable advancements in

transportation, industrial applications, medical technology, energy, data communications and the home. With 78,000 employees, including more than 8,000 engineers, working alongside customers in approximately 150 countries, TE ensures that EVERY CONNECTION COUNTS. For more information, go to [About this Report](#).



**\$7.8B SALES**  
**TRANSPORTATION**  
 AUTOMOTIVE, INDUSTRIAL & COMMERCIAL TRANSPORTATION, SENSORS, APPLICATION TOOLING

**\$4.0B SALES**  
**INDUSTRIAL**  
 INDUSTRIAL, AEROSPACE, DEFENSE & MARINE, MEDICAL, ENERGY

**\$1.7B SALES**  
**COMMUNICATIONS**  
 APPLIANCES, DATA & DEVICES

**78,000**  
**EMPLOYEES**

**15,000+**  
**PATENTS** GRANTED OR PENDING

**8,000+**  
**ENGINEERS**

**\$640M+** INVESTMENT  
 IN RESEARCH, DEVELOPMENT AND ENGINEERING

**270B** PRODUCTS MANUFACTURED ANNUALLY

# About TE Connectivity

## \$4.8B

SALES FISCAL YEAR 2019

EMEA†

47 manufacturing sites

31,000 employees



## \$4.2B

SALES FISCAL YEAR 2019

AMERICAS

39 manufacturing sites

25,000 employees



## \$4.4B

SALES FISCAL YEAR 2019

APAC

24 manufacturing sites

22,000 employees



To be a competitive, resilient business, you need to be an ethical one. TE has utilized robust corporate governance practices and processes and this, in turn, has driven our ESG performance over the past decade. Our commitment to strong governance has turned doing the right thing into a valued asset for our company, our customers, our employees, our investors and our communities.”

**Carol A. (“John”) Davidson,**  
TE Board of Directors



† Europe, the Middle East and Africa.  
Data as of FY2019

# Living Our Purpose Through COVID-19

As the COVID-19 pandemic spanned the world in the first half of 2020, every single TE employee and facility felt the effects both at work and in our communities. Through this crisis, the importance of corporate responsibility became more apparent than ever. TE's long-standing commitments to the health and safety of our employees, giving back to our communities and producing life-saving products aren't something that could be stood up overnight. Faced with an unprecedented global challenge, TE leaned into these commitments and our culture of corporate responsibility.

TE's purpose is to create a safer, sustainable, productive and connected future—and it's no coincidence that "safer" comes first. Through this crisis, our focus has been on the safety of our employees and our communities. Starting in January in China and expanding on a global scale in February, TE restricted employee travel, implemented work from home policies, provided personal protective equipment to employees and adapted our workplaces to allow for social distancing. Teams across TE, guided by our Environmental, Health and Safety and Enterprise Risk Management teams, collaborated to adhere to strict safety requirements while maintaining production activity. Government officials in China and Switzerland recognized TE facilities as best practice sites for employee safety during COVID-19, with inspections authorities in Bioggio, Switzerland finding our site "the best-in-class and safest plant visited by authorities for health and safety procedures amid the pandemic."

At TE, our employees thrive on a culture of innovation built on 75 years of industrial technology expertise. As the COVID-19 crisis worsened, our engineers' first thoughts were on harnessing that expertise to support our communities. Hundreds of TE employees from

across the company quickly came together to leverage our 3D printing and molding capabilities to make a product TE had never made before: face shields for frontline medical workers. Between March and June 2020, TE produced and donated more than 100,000 face shields to more than 200 medical facilities around the world, helping healthcare workers stay safe in their essential roles.

TE has simultaneously supported customers around the globe in the medical industry and beyond who have stepped into action to address the global need for ventilators and other healthcare products. TE teams across our business units have found creative ways to rapidly ramp-up production to meet the demand for TE products that are essential to these lifesaving devices.

TE's Community Ambassadors work year-round to build relationships in their communities through donations and volunteer activities. As COVID-19 prompted calls for donations around the world, our Community Ambassadors donated hundreds of thousands of dollars in emergency grants not only to hospitals, but also to food banks, schools and other organizations supporting unforeseen community needs through the pandemic.

TE Connectivity and the TE Connectivity Foundation also donated \$1.5 million to fund worldwide efforts for COVID-19 diagnostics, therapeutics and vaccines vital in managing the global pandemic, as well as to purchase personal protective equipment for healthcare workers on the frontlines of the pandemic.

The health and safety of our employees and communities is essential to the health and safety of our business. We're proud of what TE employees have done to support their communities over the past several months. They've shown us that in times of crisis, leaning into our corporate purpose and culture of corporate responsibility is more important than ever.



## PERFORMANCE DATA

# 100,000

face shields donated directly to healthcare workers in 200+ medical facilities around the world

# 360+

employees volunteered their time to assemble face shields

# \$1.5M

donated to support research, healthcare workers and community responses to the pandemic

# 1,500+

volunteer hours spent on the global face shields project

# 10 Years of Responsibility at TE



## 2011

Became a signatory to the United Nations Global Compact

## 2012

Named to the Dow Jones Sustainability North America Index

## 2015

First recognition of ethical business practices by Ethisphere

## 2015



Launch of our TE Community Ambassador Program

## LEARN@TE

CONNECT. GROW. INNOVATE.

Launch of LEARN@TE, a comprehensive technology-driven learning platform



## 2012, 2015, 2018

Achieved three-year GHG and energy reduction goals

We began collecting this data — along with water, recycled materials, waste, and wastewater — from 150+ locations worldwide in 2009

## 2019

Selected as one of Fortune's most admired companies

Recognized by the U.S. Department of Energy with a Better Practice award

SET (Strategy, Execution, Talent) Leadership Expectations established for leaders at all levels

65% reduction in total recordable incident rate (TRIR) since FY2010

## 2010

TE Corporate Responsibility Program launched and first Corporate Responsibility Report created

Began communicating Social Supplier Responsibility expectations to suppliers



## 2014

Established Employee Resource Groups: ALIGN (2014), Women in Networking (2014), TE Young Professionals (2016), African Heritage Employee Network (2016), TE Veterans (2017) and Asian Heritage ERG (2019)



## 2017

Celebrated 75 years as TE and unveiled new purpose to create a safer, sustainable, productive and connected world

### CEO ACTION FOR DIVERSITY & INCLUSION

Signed the CEO Action for Diversity & Inclusion Pledge

The TE Connectivity Foundation refocuses on its new mission to address the global need for STEM, particularly among women and underserved populations



## 2020

10th Corporate Responsibility Report published and launch of the One Connected World strategy

## 2020 AWARDS & RECOGNITION



Derwent Top 100 Global Innovator 2020



MEMBER OF Dow Jones Sustainability Indices

In Collaboration with RobecoSAM



# One Connected World

One Connected World is our vision for building an extraordinary tomorrow for our company and for humanity. Through innovation, empowerment and integrity, we commit to continuous improvement in our performance to enable the next generation of industrial technology.

At TE, we have a consistent and transparent record of environmental, social and governance (ESG) reporting for a decade. Now we are ready to take our impact to the next level, starting with the launch of our new corporate responsibility strategy.

One Connected World builds on our purpose of creating a safer, sustainable, productive and connected future by mapping our journey to an extraordinary tomorrow.

To develop the strategy, we conducted a robust [materiality assessment](#) to determine the areas where our actions have the most impact. This helped us define our three areas of focus for the future: Co-creating Tomorrow,

Connecting Sustainably and Empowering Innovators. Our strong governance principles, our commitment to ethical business conduct and our values underscore every aspect of this strategy.

This year marks the launch of the strategy and our 2030 ambitions within each of our three areas of focus. Starting with our next report, we will share our progress toward achieving these goals as well as the initiatives we've pursued to further the strategy.



# Our 2030 Ambitions

We have created nine 2030 ambitions to guide our One Connected World strategy. With these ambitions, we wanted to challenge ourselves to be an even more sustainable company and embody our purpose while also being authentic to our core business and values. To Co-Create Tomorrow, we aim to embed sustainability into our product stewardship and supply chain partnerships. To Connect Sustainably, we aim to reduce our waste, GHG emissions and water use in water-scarce areas. And finally, to Empower Innovators, we aim for a zero accident workplace, a culture where all differences are valued, impact next-generation STEM education and implement a global human rights program. In our 2020 report we will begin measuring our progress toward our 2030 ambitions and outline the actions we are taking to fulfill our One Connected World.



**Embed sustainability  
in product creation**  
at TE



**Partner with our direct  
and logistics suppliers** to  
strengthen the sustainability  
of our supply chain. Align our  
new construction with the  
Sustainable Facility Initiative.



**Zero accident**  
workplace



100% of facilities in  
**water-scarce locations**  
meet reduction targets



**Decrease**  
waste disposed



35%+ **GHG reduction**



Strengthen our  
workplace culture, in  
which **all differences**  
**are valued** and **all**  
**opinions count**



**Impact 3 million**  
in next-generation  
technology education



Implement a **global**  
**human rights program**



# Safer Through Innovation

## Solving a \$10 Billion Superbug Problem

Endoscopic retrograde cholangiopancreatography (ERCP) is a procedure that uses both upper gastrointestinal endoscopies and X-rays to treat problems in a patient's bile and pancreatic ducts. Doctors will perform ERCP when bile or pancreatic ducts have narrowed or become blocked because of gallstones, pancreatitis, infection, tumors and other medical conditions.

Specialty endoscopes called duodenoscopes are used to perform an ERCP. Right now, these devices are designed to be reusable and are sterilized between procedures by the hospital. This sterilization process is complex and the devices are uniquely difficult to clean. Deficiencies in the process increase the risk of superbug contamination between patients from device-borne tissue or fluids.

Drug-resistant superbugs are highly dangerous to immunocompromised patients and incredibly costly to the hospital. The U.S. Food and Drug Administration (FDA) has completed multiple reviews of this issue, most recently recommending U.S. hospitals switch away from ERCP devices that require reprocessing to alternative

solutions such as single-use scopes. Reusable endoscopes cost up to \$40,000 per unit, so the challenge for single-use ERCP scopes now is to figure out how to maintain quality and functionality while significantly reducing the cost per device.

TE is leveraging our expertise in single-use catheters and visualization solutions for other procedures to do just that. We're currently working with customers to develop highly engineered scopes that have equivalent functionality and imaging capability to current devices but are more cost-effective for single use. Our technology is helping reduce the spread of superbugs and keeping patients healthier without compromising the quality of technology needed for ERCP procedures.

While single-use scopes would appear to carry a higher environmental impact than reusable scopes, the product saves lives while also offsetting the millions of dollars in wasted resources that accompany isolation treatment for patients infected by superbugs. We're looking forward to working with customers to make single-use ERCP scopes a reality.



There are roughly 1.5 million ERCPs done each year globally and 700,000 done in the U.S. alone. The FDA findings on contamination rates, coupled with the average cost of a patient infection, suggest that the reusable duodenoscope superbug issue presents a \$10 billion global healthcare problem. TE's medical division is addressing this problem by leveraging our multiple technologies that will enable single-use duodenoscopes to become the gold standard for ERCP. We are excited to work with our customers to make procedures safer for patients and mitigate the risk of superbugs for hospitals."

**Scott Larson**, Chief Technology Officer, Medical

# Safety in Our Operations

Across our facilities, our aim is for every TE employee to be protected at work and to go home safely. Since 2010, we have implemented our Safety Assessment for Effectiveness (SAFE) program, which focuses on reducing our workplace risks and, in turn, our overall number of safety incidents. We are proud that we have steadily improved our safety performance at our legacy sites while also improving the safety performance of newly acquired sites.

In fiscal year 2019, we achieved a 10 percent improvement in our total recordable incident rate (TRIR), and 74 percent of our sites had 0 or 1 recordable incident. For every incident resulting in an injury, we performed comprehensive reviews in order to learn where we can improve site and process safety.

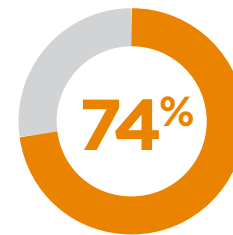
We also reviewed some of our more established programs to see if they were still relevant, up to date and well positioned to continue supporting our businesses for the next three to five years. SAFE received a comprehensive review that included alignment with the new International Organization for Standardization (ISO) 45001 and simplifying the content for ease of use. Two of our newer initiatives, the Safe Glove Use and No Open Blades programs, were introduced at the beginning of fiscal year 2018. Both are yielding excellent results with a decrease in both hand and blade-related injuries.



Our One Connected World strategy seeks to achieve a total recordable incident rate (TRIR) of 0.17 in 2020 and our vision to be a zero accident workplace by 2030.



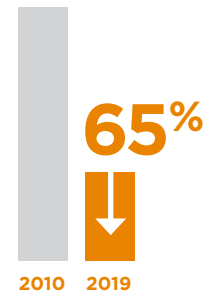
## PERFORMANCE DATA



74% of sites had 0 or 1 recordable incident



10% improvement in TRIR FY2018 to FY2019



65% improvement in TRIR since FY2010

TE's steady and long-lasting commitment to safety has been a key factor in creating a work culture where our associates know that TE cares for them as individuals, not production automatons. This creates a secure environment where employees feel free to create, innovate and prosper."

Al Dadah, Operations Director, Aerospace, Defense and Marine



# Safer Products from the Start

At TE, we use various materials in our products that require proper handling throughout the entire product life cycle—from point of manufacture, through service life, to end-of-life disposal.

Our product development methodology includes an integrated Product Compliance Checklist to guide TE's global product management and development teams to design with the environment in mind. This tool ensures we consider customer, industry and applicable hazardous substance legislation when selecting raw materials and components that go into the product design.

We also have a product compliance strategy that is foundational to operating safely and staying ahead of product regulations. This means working toward related global best practices and ensuring effective collaboration across our operations and supply chain.

TE's Product Compliance organization continuously works to identify and understand the impact of new and changing global environmental legislation on our portfolio. We are applying continuous improvement to our product compliance function to strengthen and improve TE's ability to forecast horizon compliance changes affecting our business and customers. The horizon strategy will also help TE's compliance function to further integrate and align risk management practices into our business planning cycle while helping to identify new compliance

projects. This, in turn, will support related budgeting decisions for compliance spend. By establishing a risk horizon view, TE can more proactively identify and prioritize industry risk-related obligations and improve customer service.

Our product compliance strategy also addresses global environmental legislation impacting our supply chain and manufacturing. Our compliance oversight council helps to ensure our products not only meet our customers' needs, but also comply with applicable country and regional environmental laws. Legislation such as **the REACH Regulation, ROHS2 Directive and ELV Directive<sup>1</sup>** are some of the many hundreds of global product content-based laws that impact the industries TE serves. TE also complies with the **WEEE Directive<sup>2</sup>** in Europe by paying applicable fees that anticipate the recycling charges when the product reaches end-of-life.

A final key part of our product compliance strategy provides a valuable resource to our customers: a self-service application on TE.com that creates a product-level **Statement of Compliance (SoC)** on demand. SoCs indicate the TE product's compliance status to key global legislation. We record thousands of monthly hits on this web tool as customers search for TE product solutions to meet their design challenges. Our [product compliance webpage on TE.com](#) covers further information on e-waste initiatives, safety data sheets, conflict minerals and much more.



Our One Connected World strategy seeks to embed sustainability into our product creation by 2030.

## PERFORMANCE DATA



# 47,000+

active full material product  
declarations on TE.com

<sup>1</sup> REACH Regulation (EC) No. 1907/2006 (Registration, Evaluation, Authorization and Restriction of Chemicals); the RoHS2 Directive 2011/65/EU (Restriction of Hazardous Substances); ELV Directive 2000/53/EC (End-of-Life Vehicle)

<sup>2</sup> Waste Electrical and Electronic Equipment Directive 2012/19/EU

# Securing Data and Protecting Privacy

## Security — and Beyond

As our world gets more digital, there's a growing demand for more robust data privacy and security. This is especially crucial for TE as our co-creation processes require that we work directly with our customers on their confidential product designs and information. Our TE Information Security team continuously focuses on three key areas: educating our people, refining our process and enhancing our technology.

Our employees are extensively trained and tested on how to avoid common mistakes that lead to security events, such as phishing emails. Our results show that our users now click on the test phish at half the rate of the industry average.

The TE Information Security team refines business processes and data flows to put our resources in the right place at the right time and with the right focus. This is supported by significant investments in technologies that protect our networks and systems from malware and intrusions. The team actively drives continuous business improvement across TE in multiple ways. For example, it provides expertise to further secure the software embedded in some of our products.

The security division is also driving the ongoing digitalization of over 100 of our manufacturing facilities, enabling them to be connected through the cloud and applying data analytics to drive quality, efficiency and innovation.

## Protecting Personal Information

TE has a robust privacy compliance program to meet its legal obligations when processing personal information. Besides the need to comply with applicable data protection laws, TE wants to manage personal information in a way that makes us a trustworthy business partner and employer for the individuals whose personal information we collect and process.

TE provides specific training on data privacy for its employees. TE also achieves synergy from the training activities of the Information Security team, which help raise awareness of data privacy and data security among TE employees. It is evident that without data security there is no data privacy compliance.

TE worked hard to become compliant with the new EU General Data Protection Regulation that came into force in fiscal year 2018. In fiscal year 2019, a major development was the enactment of the new California Consumer Privacy Act (CCPA), which is the first U.S. state-level data protection law. TE had to become compliant with the CCPA by January 1, 2020. TE now provides a specific California Privacy Notice on the TE.com website and allows California customers to enforce their privacy rights to access and correct or block selling of their personal information. TE employees residing in California have also been informed of the law and can invoke the same rights. Globally the number of countries that have data protection laws continues to grow and today stands at over 130.

## Enterprise Risk Management at TE

Risk is an important element of any global business. We encounter risk when we enter markets, debut new products, onboard suppliers and customers, and make changes to our manufacturing operations. We also face risks external to our company, such as geopolitical, global trade, supply chain, regulatory risks and international health issues such as the COVID-19 crisis response. TE's approach to risk management is not about avoiding risks but rather incorporating rigorous risk identification and assessment into our decision-making processes to support smarter decisions across the enterprise. We leverage the skills and expertise of our internal partners and use frameworks and tools for better risk mitigation and progress tracking. This enables us to become more risk-aware and less risk-averse, and to achieve a thoughtful balance to capture business value.

Over the last year, we have introduced new processes to address key enterprise risks and worked closely with business units and functions to better integrate risk awareness throughout their operations. Moving forward, we aim to enhance risk culture and ownership across TE, increasing our ability to understand and proactively manage risks.

## SPOTLIGHT

# Plastics

We strive to be a driving force for embedding leading human and environmental standards across our industry. With every product that comes out of our facilities and every idea that flies from the drawing board to production, we want to support better resource use.

### Responsible Resins

Every year we use over 100,000 metric tons of resin to mold our products. The process of injection molding produces scrap in the form of sprues and runners. To keep this scrap from entering landfills, TE follows a Reduce, Reuse and Recycle approach globally. “Reduce” means designing products in a way that minimizes sprues and runners. “Reuse” means we employ closed- or open-loop regrind, when allowed by customers and agencies. While to “Recycle,” we segregate scrap that could be used by recyclers when TE cannot use it in-house.

Our products are expected to perform in harsh environments, so resins also need to be fire-safe. TE is minimizing halogen use in our resins wherever we can. In addition, we take measures to comply with the strictest global compliance standards, such

as REACH and RoHS. The REACH candidate list updates every six months and we strive to keep up with those regulations. Complying with this involves close collaboration with our suppliers, ensuring they are up to date with the latest regulations.

### Proactive Packaging

TE is actively leading projects to reduce the packaging we use and find smarter materials to protect our products, particularly our Automotive business unit in Europe. For example, we worked with one of our customers to take polyurethane out of packaging to help them meet their recycling needs.

Our packaging improvements are not only driven by customer requests but also by our desire to improve our environmental impact. This includes using more alternative flute types



and combinations in our corrugated cardboard, which results in less scrap and a weight reduction of over 7,000 kg annually. This means we reduce our packaging material by 120,000 kg to 150,000 kg per year, while cutting the emissions we produce in transport. We also used corrugated cardboard trays instead of plastic trays for export delivery on some products, and replaced polystyrene void fillers with paper-based cushioning.

We're investigating new opportunities all the time, including a trial to replace plastic trays and wooden shipping pallets with cardboard options. We are also looking to increase the collaboration of our global divisions to take what our Europe-based Automotive team has learned and maximize our packaging improvements.

# Moving Sustainability Forward

## A World Without Limits

Rapid urbanization is one of the key growth challenges we face today. One of the big questions is: How do you keep so many people moving safely? Smart, convenient mobility is the cornerstone of any great city. TE has spent decades co-creating innovations in the automotive industry, and behind nearly every leap forward in convenience and safety you'll find our solutions.

As urban areas rapidly grow, the search is on for safer, more sustainable and convenient ways of moving around. We call it "next generation mobility" and we help to enable it by designing the physical and wireless connectivity solutions that will transform this vision into reality.

Powertrain electrification and automation are the key technology drivers that will ultimately lead to a new generation of all-electric, fully autonomous vehicles. It's also about connecting cars to the cloud and using big data and analytics technology to enable

exciting new Mobility as a Service business models that will transform movement in urban and other areas around the world.

TE connector, sensor and antenna technology innovations are key elements within these new vehicle architectures that will enable the next generation of mobility. They provide connectivity for high-power charging, making electric vehicles ready to go in minutes; they support cloud connectivity, bringing intelligence to and from the vehicle; and they also support reliable transmission of vital data from cameras and sensors around the vehicle that enable safer driving.

With the emergence of new business models, we predict the next generation of mobility is just around the corner. With TE's help, our customers will enable mobility to truly accelerate into the future.



TE is providing the technology that makes the very concept of a connected car possible. We work directly with customers and other industry technology leaders to co-create solutions that will make driving more convenient and safer for drivers, passengers and communities."

**Sameer Pagnis**, General Manager, Global Automotive



# Better Resource Management

We have incorporated sustainability into our operations over the past decade by consistently reviewing our impacts, including the waste and emissions we produce and the water and energy we consume.

Our most significant environmental impact is our greenhouse gas (GHG) emissions, and we believe our company and our industry can do our part to fight rising emissions. One way we use best practices to manage our energy use is by partnering with the U.S. Department of Energy's (DOE) Better Buildings Challenge. In 2009, we committed to reducing our energy usage by 25 percent over 10 years at our U.S. locations. Having achieved this goal early (by 2013), we made a second commitment to reduce it by a further 25 percent over 10 years and we achieved this goal three years ahead of schedule. Because of these commitments and our progress toward them, we achieved our DOE target in fiscal year 2019.



**2012**  
**2015**  
**2018**

Achieved three-year  
GHG and energy  
reduction goal

The DOE recognized our achievement of our U.S. energy reduction goals in 2013 and 2019. We then additionally received the DOE Better Practice Award in 2018 for our innovative approach to broad deployment of energy treasure hunts (ETHs). The ETHs empower employees to identify opportunities to increase efficiency and decrease energy usage. In fiscal year 2019, employees completed 54 ETHs and identified \$2.6 million in savings opportunities, making this model good for business and the environment. In June 2019, we received the Industrial Energy Technology Conference award for TE's innovative approach and accomplishments in the area of energy management.

In September 2019, we launched a new competition to boost our ongoing efforts to reduce compressed air leaks in our manufacturing facilities. So far, 41 sites have signed up to the challenge and we look forward to reporting on the results in next year's report.

We also continuously work to make the facilities themselves more sustainable. Our Shanghai headquarters has been LEED certified, and some of our facilities — namely Oostkamp, Belgium and Kakegawa, Japan — have incorporated renewable energy solutions into their operations.

Currently, 50 of our plants have ISO 14001 certifications, which is a leading global certification that verifies our commitment to maintaining responsible operations.



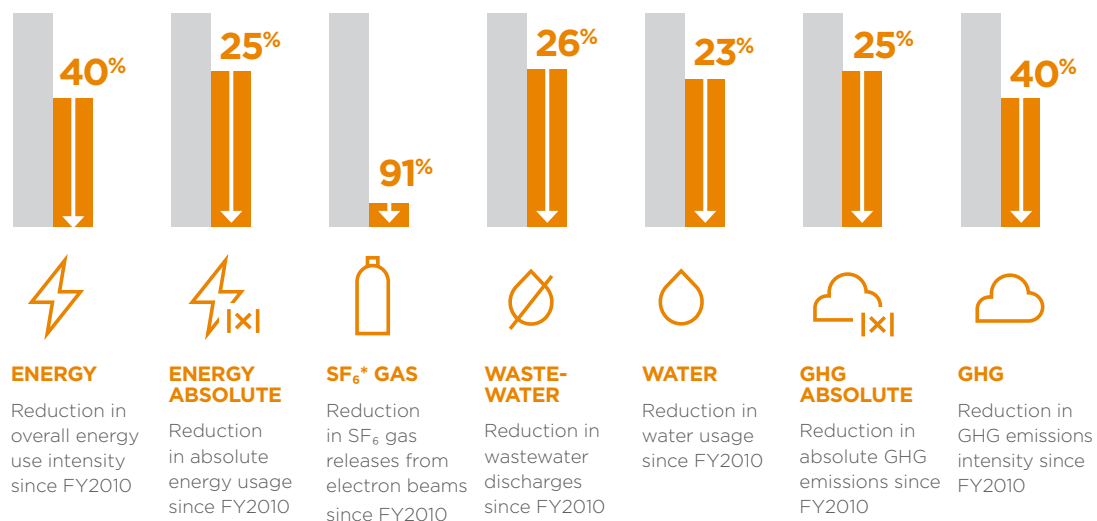
Our One Connected World strategy aims to reduce our emissions by more than 35 percent by 2030. We also seek to decrease our waste disposed by 2030 and to meet water reduction targets in all manufacturing sites in water-scarce regions.

## Using Less Water and Producing Less Waste

Since fiscal year 2010, we have reduced our absolute water usage by 23 percent by reusing and recirculating water in plating, and by extruding and using lower flow fixtures. Now we are focusing on reducing water use in water-stressed areas, including Juarez and Hermosillo, Mexico. Our Hermosillo supersite was designed to achieve a 45 percent reduction in water use compared to similar facilities in the area by incorporating zero wastewater discharge plating technology and landscaping with native plants and vegetation.

We also work consistently to be efficient with our materials and minimize production waste. Our goal is that every scrap of metal is recycled by us or sold to recyclers. We work to improve segregating those metals for higher value and a useful second use post-production. This also includes using recycled metals in our manufacturing. All our efforts have resulted in recycling four times the amount of materials than we dispose as waste in our operations by weight.

### PERFORMANCE DATA



Our manufacturing footprint has changed since fiscal year 2010 due to acquisitions, divestitures and changes to product mix. The above data reflects our environmental performance as it existed for the fiscal year measured. For more information, please consult the [Performance Summary](#) on page 32.

\* sulfur hexafluoride



In China, where environmental legislation has become among the strictest in the world, TE operations are frequently recognized by local governments as model sites for EHS management. In fiscal year 2019, TE operations were awarded 13 recognitions for our continuous improvement and performance around environment and safety.



# Leading Responsible Supply Chains

We maintain a complex global supply chain that enables our production and operations around the world. In order to provide our customers with an exceptional experience, our supply chain needs to be efficient, resilient and responsible. This requires a dedicated focus on engaging with our suppliers on a host of topics, including human rights, environmental, conflict minerals and product compliance.

Our approach to responsible sourcing can be found in [TE's Guide to Supplier Social Responsibility](#) (the SSR Guide). The SSR Guide establishes expectations and ethical principles for our suppliers and has been developed using best practices advocated by the Organisation for Economic Co-operation and Development (OECD) and the United Nations (UN) Global Compact, among others. The SSR Guide is aligned with our supplier social responsibility activities, which are guided by principles in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the UN Convention against Corruption.

By way of our supplier scorecard, we continue to stress the importance of suppliers providing product compliance information and social responsibility data, among other metrics.

In addition, each business unit conducts audits of their most strategic suppliers against certifications and criteria relevant to their work (such as supplier ISO 9001 certifications). In addition, we engage in business reviews on current business conditions, metrics and capacity constraints within their operations and supply chain. We also monitor our supply chain by relying on third-party auditors to help ensure suppliers operate to appropriate standards to mitigate any foreseeable threats to people and our planet.

As part of our engagement efforts, we held our second supplier engagement summit in fiscal year 2019. We also participated in IBM's eChain Workshop to stay abreast of developments in blockchain and possible use cases in the supply chain.

## Conflict Minerals

TE maintains a [conflict minerals policy](#) and a management system dedicated to performing due diligence across our supply chain. This is supported by a cross-functional steering committee composed of our Global Supply Chain Counsel and a team of subject matter experts covering procurement and engineering, among other essential functions.

We rely on 9,500 direct suppliers to provide necessary data to help us make responsible sourcing decisions. In fiscal

year 2018, we worked with our third-party provider to introduce a new data collection solution to improve the way we survey our supply base for collecting conflict minerals data and information. As of April 24, 2020, the response rate for our fiscal year 2019 conflict minerals campaign was 65.25 percent.

## Cobalt

We recognize the increased attention given to cobalt sourcing. Unlike major users of cobalt, who use large amounts for rechargeable batteries for electric vehicles or handheld electronics, TE only uses cobalt in a small number of our parts for specialized connectivity applications. Despite TE's limited use of cobalt, we are conducting a pilot survey of in-scope suppliers using the cobalt reporting template tool developed by the Responsible Minerals Initiative (RMI). For perspective, TE's cobalt due diligence pilot exercise seeks information on 93 distinct part numbers that represent less than two-tenths of one percent of our direct spend on the material inputs that comprise TE's products. Our pilot cobalt sourcing survey is ongoing, and we will continue to review our supplier responses against the RMI's continuing efforts to map cobalt sources and smelters.



Our One Connected World strategy seeks to track the sustainability efforts of our top 80 percent direct spend suppliers; align 100 percent of new construction with the Sustainable Facility Initiative; and ask 80 percent of logistics spend suppliers to demonstrate best-in-class green initiatives, all by 2030.

## PERFORMANCE DATA



# 32,323

total direct and indirect suppliers

## \$2.4B

contributed to local economies through localization efforts\*

## 5,621

additional certifications to TE's Guide to Supplier Social Responsibility

## 1,026

site audits and quality audits conducted (combined total)\*

## 114,066

conflict minerals survey responses received for our annual Conflict Minerals Report

\* As we continue to improve our data processes and quality, we have restated our localization and audit statistics for fiscal years 2018 and 2017. These statistics are viewable in our [Performance Summary](#).

# Enabling Extraordinary Productivity

## Optimizing the Industrial Future

Used by some of the world's leading companies in ground-breaking products and services, TE's own technological solutions are enabling greater automation and helping more devices communicate with one another. From driving the growth of the Internet of Things (IoT) and smarter cities to allowing people to track and manage their own health without seeing a doctor, our engineering expertise is saving time and human resources, creating more informed and productive societies.

Sensors are the basis of the smart world we're co-creating. Our technology is

enabling extensive real-time factory and asset monitoring, providing the building blocks for automation across industries and applications and even making the world more secure.

With sensors, we can monitor the activity levels of almost anything we need to, creating a database that enables us to predict—and avoid—failure and increase efficiencies. From vibration to temperatures, sensors track when properties change, signaling when parts need to be replaced or when a breakdown is on the horizon.

Armed with data, industries can cut down time and costs.

Sensors are also the nerve centers of the growing field of industrial robotics, which is a driving force behind industry automation and growth.

But as factories make the smart transition, increasingly digital workplaces need a different kind of security—and sensors are behind that too. High-security data storage enclosures need reliable and effective detection and protection systems. Our tamper detection sensors offer that solution.

Built to handle harsh environments, TE offers multiple sensors that have been and continue to enable Industry 4.0 and the Industrial Internet of things (IIoT). They're the smart solutions that keep production running.



From predictive maintenance to detecting inefficiencies and securing valuable data, TE sensors are making factories safer and more efficient. We're proud that our sensors are on the frontline of this transformation and look forward to working with our customers to make factories even smarter and more productive."

**John Mitchell**, Senior Vice President and General Manager, Sensor Solutions



## SPOTLIGHT

## Human Rights

Human rights are a fundamental pillar of the world TE is building—not only in terms of access to life-changing technology but also through safe jobs, meaningful work and freedom from discrimination. We value our place in the global community and respect all applicable civil rights, human rights and labor laws in the locations where we operate. We require that our suppliers do the same.

For us, an acceptable standard of human rights means freely chosen employment that provides employees with freedom of association, equal opportunities, clean and safe working environments, protection from any form of harassment, and all benefits mandated by applicable laws. We also audit certain high-risk suppliers in our supply chain to evaluate that there is no child

or forced labor. We closely monitor our facilities to protect fair and reasonable working hours, wages and benefits for all employees.

We are committed to human rights, which includes prohibiting all forms of forced labor, the hiring of underage individuals and the hiring of individuals under the age of 18 for positions where hazardous work is required. We also prohibit any form of physical punishment or abuse.

We underscore our work by aligning with legal and voluntary international standards, including the [UK Modern Slavery Act](#) and the [California Transparency in Supply Chains Act](#). In 2020, we will publish a human trafficking and modern slavery policy, a first step to a more comprehensive and global human rights program.



Through our One Connected World strategy, we're taking our long-standing commitment to human rights even further. In 2020, we published a human trafficking and modern slavery policy.

## Winning with Extraordinary Customer Experience

What differentiates TE is our drive to offer an extraordinary customer experience.

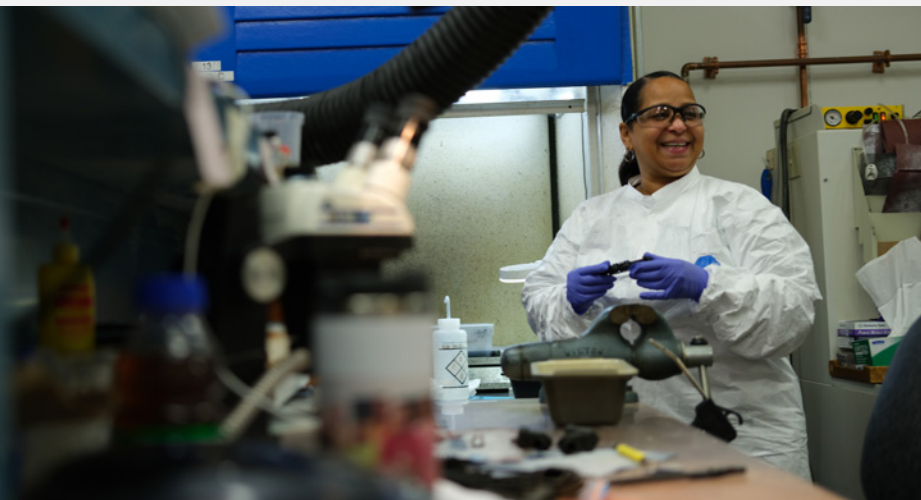
As TE has grown, acquired companies and served customers of all sizes across the world, we've become more complex, and we are passionately dedicated to simplifying our processes. We're committed to listening carefully to our customers, understanding their needs, and taking a customer-centric approach to innovation, delivery, quality, support and service. This year we activated a cross-functional customer experience council and integrated new technologies to focus on systematic improvements for our customers and make it easier to do business with TE.

In fiscal year 2018, TE also launched the online TE Store, which offers customers the option to purchase products directly via TE.com or through select distributors, along with instant access to product pricing, daily updates on product

availability, and flexible shipping and delivery options. We continue to invest in our digital capability, making it easier for customers to find the products and solutions they need.

Our commitment to effortless customer experience doesn't just benefit our customers—it drives employee engagement between teams as well. Every year, we run rewards and recognition programs, one of which is our ECE Stars program, where our employees can celebrate their colleagues' exceptional work and support. Since the program started in fiscal year 2014, there's been an average of 10,000 peer-to-peer recognitions awarded annually.

TE's commitment to customer experience is unwavering, and we continue to invest in people, technologies and processes that will make it easier to work with TE and meet our customers' expectations.



# Innovating with Additive Manufacturing

While additive manufacturing — commonly known as 3D printing — has become a widely recognized technology in recent years, TE's 3D printing journey started in 1987 at our Harrisburg prototyping center. Back then, 3D prototypes weren't nearly as durable as they are today — but we knew that 3D printing held incredible potential.

Today, our commitment to innovation is reaping rewards. Not only are we world record holders for building the first [3D printed motorcycle](#), but now we and our customers are starting to see real business value in our use of 3D printing technology.

Thanks to extensive multi-day global training sessions and investments,

we're empowering more of our employees at every level of the factory floor to engage with the technology and submit their own ideas. From improvements, to part designs, to using additive manufacturing to create more efficient processes, the benefits have gone far beyond our expectations.

Today, we're seeing new great leaps on the horizon, with the potential for programmers to operate printers remotely and print at the location of use, eliminating the need for shipping.

The future is closer than we think, and with a history of early leadership and diversification in additive manufacturing, TE will be shaping the changes.

3D printing is a great tool to have in our toolbox and I'm so excited to see our employees globally embrace and grasp this technology and take off with it. We're seeing really innovative designs for processes and end products, and people being really proud of the part they can play. It's empowering everyone at TE to innovate."

**Robert Zubrickie**, Manager 3D Printing & Prototyping Center



## Recognizing Excellence in Innovation at TechCon

Every October, TE hosts TechCon, an internal technical conference that showcases our innovation from every region, segment and business unit. This year, TechCon hosted more than 300 global attendees in Madrid, Spain to recognize technical success, encourage collaboration and provide skill development opportunities.

Invitees were selected through a highly competitive process in which engineers submitted technical notes related to a variety of relevant topics: from 3D printing, to sensors, to integrated electronics. Selected authors were given the platform to present their projects and technologies to encourage best practice sharing and collaborative innovation.

Our Business Unit Chief Technology Officers and Technical Fellows also spoke on trending engineering topics, including high-speed data, digital engineering, saleable 3D printed parts, medical technology, sensors and hybrid/electric mobility solutions.

TechCon also serves as a unique opportunity to recognize the innovative efforts of our engineering team. The biggest night at the event is the Innovation Recognition Ceremony. This black-tie awards show honors high-impact and breakthrough innovations and accomplished innovators.

TechCon is an opportunity to recognize, collaborate and hone the technical skills of our diverse, industry-leading engineering function.

## Going Digital

We're three years into our 10-year journey of an intensive digital transformation involving the integration of multiple systems across TE. This is a significant investment that has profound implications for standardizing—and improving—the way our whole business works.

We believe you can only change what you can measure. True digitalization will give us a constant, real-time picture of how our business is performing, enabling us to identify and respond rapidly to areas where we can improve or innovate.

Digitalization also greatly reduces the chance of human error by enabling us to enter information into our systems once and then apply it quickly and consistently where we need it. Currently, manual entry of this information into our systems has required an estimated 500,000 hours of employee time over five years. Once full digitalization is in place, our people can use those hours to focus on what matters: innovative design and satisfied customers.

What sits behind digitizing our processes is the simple TEOA principle of standard work. This requires standard processes to be deployed and our development communities to follow them. Only then can the systems and data entered into them be digitally threaded together to deliver the data quality and speed our customers desire and demand. This represents a change in culture at TE that we are all embracing.

“

The AI Cup exposes students to the real-world opportunities for AI in the manufacturing industry while infusing TE with the creativity and fresh perspectives of university students. We're thrilled with its success so far and look forward to expanding our partnerships and continuing to build a strong talent pipeline for TE and for the entire industry.”

**Roberto Lu**, Vice President of Technology



## Leveraging AI for Learning

In June 2018, the TE Automation Manufacturing Technology (AMT) Shanghai team held the first TE Connectivity AI Cup competition. The Cup is an exciting new way of finding talent in emerging manufacturing technologies in universities and developing new machine vision, sensing and Artificial Intelligence (AI) applications for TE sites.

For its inaugural year, 38 students from top universities, including Soochow University, Zhejiang University, Tongji University and Taiwan Fengchia University, signed up for the competition and formed eight teams.

TE provided the teams with toolkits and two development platform categories: AI Machine Vision development and Intelligent Sensor and Application development based on IoT technology. After selecting their category,

teams took part in AI Cup training before spending five months developing their projects with TE advisors.

The final competition concluded at TE's Research & Development Center in Shanghai on December 19, 2018. Each team had 10 minutes to present their project and its prospective applications for real-world AI innovations.

After three hours of competition, the SuperApp team from Soochow University won first prize for their innovative project "Intelligent watering system based on IoT technology." We're incredibly impressed with the quality of the entries in the first year of the AI Cup and look forward to many innovative projects in future competitions.



Next generation wired and wireless technologies will usher in a new communications era that will transform the way we live, experience life and interact as humans."

**Sudhakar Sabada**, General Manager, Data and Devices



# Technology Connects Humanity

## Ready for the 5G Future

With TE connectors and sensors, millions of conversations are crossing the globe every second, connecting people and ideas. This is a new kind of community on a scale unlike anything we've experienced before. That's why taking care of our community matters more than ever. From growing young STEM (science, technology, engineering and math) talent and engaging our exceptional employees in an inclusive workplace to supporting community causes we care about, we're creating a truly connected world.

5G is poised to change every technology it touches. It's not just a matter of being a little faster and a little more reliable. 5G is a revolution that will change how devices connect and interact. The 5G future will be fast, with speeds of 20 gigabits over wireless—up to 250 times faster than 4G. That speed means we're able to match real-time interactions, with almost no lag.

That brings technology like self-driving cars even closer to our daily reality as the ability to send data between

vehicles, traffic lights, road sensors and drones becomes comparable with the speed of human decision-making. 5G could also propel the development of AI and robotics, enabling surgeries to be performed across continents and ushering in a new age of safe automation in dangerous manufacturing industries.

# 250x

5G enables speeds up to  
250 times faster than 4G

TE is already ahead of the 5G curve, poised with the technology, expertise and industry relationships to make the most of this next great digital leap. We are using our engineering expertise to maximize 5G's potential for our customers—and for the world.

# Engaging Our Employees

Our highly engaged employees are the driving force of our innovation, delivering an extraordinary experience for our customers every day. To empower them to unleash their potential, we provide a range of development programs and opportunities, skills and resources they need to be successful.

In fiscal year 2019, we launched TE SET (Strategy, Execution, Talent) Leadership Expectations to all employees. Whether they're a leader of self or a leader of others, we believe everyone here has a responsibility to lead and perform to deliver successful growth. The TE SET Leadership Expectations set this standard and are incorporated into the way we assess and select talent, develop people and manage performance. These new expectations were launched in 14 languages to all employees globally, leveraging our digital learning platforms, e-learning, and an approach to self-assessment and development.

SET is a part of all of our leadership development offerings. We're focused on elevating the skills of our first-time and front-line leaders, emerging talent, diverse talents and, of course, leaders at all levels. Our Leadership Foundations program is one way that we reinforce the development of these leadership behaviors in our early career leaders.

Additionally, we have developed specialized programs to support the talent pipeline development of TE's critical roles: general managers, engineering and operations. We are committed to identifying and

developing the talents of our next generation leaders in product management, engineering, sales and operations. In late fiscal year 2019, we launched the Global Operations Leadership Development program. This is a fast-paced, challenging program that aims to accelerate the growth of our high-performing and high-potential leaders across the operations function. This program readies individuals to further influence change and drive TE's operations and growth strategy.

We are continuously working to progress women's careers across TE. Currently, women occupy 19 percent of top leadership positions and 29 percent of middle management positions, compared to 15 percent and 28 percent in fiscal year 2018. One way we are committed to the advancement of women at TE is with our Women's High Potential Leadership Development programs. In fiscal year 2019, over 100 female talents across various levels participated in one of our programs. Their experiences were complemented with an internal TE mentor, networking opportunities and forums for peer interaction and coaching.

Our LEARN@TE platform supplements our talent development strategies. It's an online portal that enables employees to access instructor-led classroom or virtual courses and self-directed web-based courses. In fiscal year 2019, our employees completed over 92,000 hours of training through over 28,000 courses on the platform.



As part of our One Connected World strategy, we aim to strengthen our workplace culture, in which all differences are valued and all opinions count.

## Diversity and Equal Opportunity

In 2020, we plan to further engage our employees by actively developing skills in our leaders at all levels and helping them to realize their full potential. Part of this work will include the launch of Conversations with Purpose. This internally designed program will build coaching capabilities in the 6,800 people leaders at TE in 2020 and beyond. We believe that intentionally building a coaching habit in our leaders will result in a more engaged and productive workplace. We will continue to partner with and actively support our Employee Resource Groups (ERG); taking their lessons in inclusion across the business and world.

# Perspectives on Our Inclusive Culture

A truly innovative workforce needs to be diverse and leverage the skills and perspectives of a wealth of backgrounds and experiences. To attract a global workforce, we have embedded a culture where everyone can bring their whole selves to work. Our ERGs provide a space where employees can foster connections and develop in a supportive environment. We launched the ERGs in 2014, and today, five of the six groups have chapters in more than 40 countries, totaling nearly 5,000 members. Here, we hear directly from the groups' membership.

“We started an Asian Heritage ERG chapter to help drive awareness of Asian cultural diversity at TE. Diversity helps drive innovation and also helps us forge close relations and understanding with our peers, customers and communities of diverse backgrounds.”

**Alok Srivastava**, Director, Application Development and Asian Heritage ERG member



“I decided to join our local Veterans ERG here in the UK after being so inspired by the group's work with Travis Manion Foundation; our company's passion during I&D Week; and our leadership's great support to veterans.”

**Tiago Correia**, Manufacturing and Process Development Engineer and Veterans ERG member



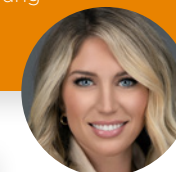
“Women in Networking (WIN) provided the resources and gave me a way to grow as a leader; becoming more confident and a better communicator. I love that through the ERGs everyone at TE is empowered to help one another, do the right thing and contribute to the core value of inclusion and engagement.”

**Ha Gross**, IT Project Manager, Continuous Improvement and Women in Networking (WIN) ERG chapter leader



“TEYP was founded on the principle of leadership development through high-impact professional development opportunities, networking and local community engagement. I'm sincerely proud of TE for embracing our mission, and to our global TEYP members who are evolving our workplace culture to attract, retain and develop our future leaders.”

**Brynn Zech**, Campaign Strategy & Planning Manager and Young Professionals ERG leader



“I've been with TE for 40 years and am proud of what a diverse and engaged company we've become. The African Heritage ERG gives myself and other TE employees the opportunity to celebrate diversity, grow in our careers and find our voice in TE.”

**Marsha Pittman**, Materials Planning Analyst and African Heritage ERG member



“Signing the Declaración de San José 2019 indicates TE is committed to maintaining and promoting an inclusive workplace in all actions, including our policies, procedures, customer service and training, advertising, marketing and more.”

**Danniza González**, Costa Rica Site Director, Americas Financial Shared Services and ALIGN ERG member





# Tomorrow's Co-Creators

Our corporate philanthropy centers around encouraging the next generation of innovators to pursue STEM careers. To do this, we collaborate with schools and nonprofit organizations focused on growing STEM skills among young people. We have continued a key partnership with DiscoverE, celebrating Engineers Week and Girl Day at more than 30 TE locations around the world. With *FIRST*® Global, we supported over 100 robotics teams, while through Enactus, we are promoting entrepreneurial skills among university students in China.

We offer more than 40 apprenticeship programs through universities and technical schools globally, including in the U.S., Germany, Switzerland, China and Mexico.

Our Lickdale, Pennsylvania site has forged a strong partnership with Harrisburg Area Community College, working together to create the TE Connectivity Fund for Excellence in Tool and Die. Through this 8,000-hour apprenticeship program, select TE employees gain hands-on experience and classroom instruction in tool and die making concurrently with their employment at TE. After four years, apprentices graduate with

a journeyman license — a highly valued skill not only to TE but to the broader manufacturing industry.

In Mexico, we partner with Universidad Tecnológica de Hermosillo and Universidad Estatal de Sonora to strengthen their manufacturing programs, both through grants to the schools and donations of TE equipment. These relationships allow the schools to better prepare their students to succeed in the engineering and manufacturing industries while also building the skilled workforce essential to our operations in Mexico.

Many of our employees volunteer their personal time to support causes that matter to their communities. We empower them to pursue positive change in their communities through our Community Ambassador Program, in which more than 100 Community Ambassadors and thousands of local councils make decisions about TE's philanthropic activities. Approximately 90 percent of our corporate philanthropy is employee-driven through our Community Ambassador Program or employee matching gift and volunteer grants programs.



As part of our One Connected World strategy, we seek to impact 3 million people in next generation technology education by 2030 through our community partnerships.

## PERFORMANCE DATA



**38,000+**

employee volunteer hours



**\$5.6M**

donated by TE and the TE Connectivity Foundation



**1,300+**

charities across 100+ communities supported worldwide by TE and its employees



### Grants Breakdown by Category

- 40% Education and Technology
- 60% Health and Human Services

## Our Community Work in China

In fiscal year 2019, TE employees in the Greater China Region contributed around 8,000 volunteer hours and donated more than \$300,000 to community causes.

### Supporting Healthy Communities

TE volunteers bring vital equipment like wheelchairs and air-conditioners to nursing homes, rehabilitation centers and schools for the children of migrant workers.

### Protecting Local Environments

TE volunteers partnered with a local environmental protection association to improve awareness of the need to protect local wildlife.

### Certifying Sustainability in China

In fiscal year 2019, TE Shanghai was recertified by the Office of Pudong CSR-System-Setting Joint Conference as a Corporate Social Responsibility-authenticated enterprise. It highlights the work TE is doing in China to pursue the most robust sustainability performance in our operations.

### Nurturing Youth

TE employees support schools for children from destitute villages by donating books and sports equipment as well as sponsoring educational scholarships.

## SPOTLIGHT

# TE Connectivity Foundation

The TE Connectivity Foundation works to strengthen global communities by enabling greater access to technology and engineering education for women and minorities.



## **FIRST® Global**

In 2019, the third annual *FIRST®* Global Challenge was held in Dubai, United Arab Emirates. With support from the TE Foundation, *FIRST®* Global brought together robotics teams from 191 countries, impacting more than 2,500 youth around the globe. Sixty percent of those teams were founded or organized by women. The TE Foundation's contribution also enabled teams from typically underrepresented countries and communities to participate and learn about robotics.

## **Girl Up™**

In 2019, Girl Up™ launched its second year of STEM for Social Good programming, an innovative approach to closing the gender gap in STEM. Funding from the TE Foundation supports international STEM Tour events, partnerships with STEM-focused nonprofits around the world, and translation of Girl Up™'s signature *STEM for Social Good Toolkit*, into Spanish and French with more languages to come. Pre- and post-participant surveys of the STEM Tour revealed a 39 percent increase in understanding of how STEM is used to advance social causes and a 28 percent increase in plans to pursue STEM majors/careers.

## **SMASH**

In 2019, the TE Foundation funded the SMASH Academy's summer program at Wharton at the University of Pennsylvania, which welcomed its second cohort of underrepresented high school students of color. The TE Foundation also helped SMASH expand its alumni programs, SMASH Rising and SMASH Alumni Conference Strategy, designed to help students in their first or second year of college continue to build the skills and confidence they need to thrive in the workplace. In 2019, the number of students able to participate doubled from the prior year.

# Upholding Good Governance and Ethics

Our continued success depends on demanding the highest ethical standards of ourselves and our partners. Our core values—Integrity, Accountability, Teamwork and Innovation—define how we lead and grow our business. We are directed by our Guide to Ethical Conduct (the Guide), the keystone of TE's Ethics & Compliance Program. The Guide is available in 17 languages and contains real-world examples to drive ethical decision-making and educate our employees on key TE policies on anti-corruption, fair treatment, conflicts of interest, whistleblowing procedures and protections, and environmental health and safety. Employees are trained annually on the Guide and are required to recommit to its principles, promoting compliance as a competitive advantage and business enabler.



## PERFORMANCE DATA

99%+

of employees certified their compliance to our Guide to Ethical Conduct in FY2019



153,000+

ethics and compliance trainings completed in FY2019

## Compliance Liaison Program

In fiscal year 2019, the Ethics and Compliance team deployed its pilot Compliance Liaison Program at 14 TE sites throughout China. Employees are selected to serve as compliance liaisons based on their employment tenure, exposure to compliance work and passion for driving our core values. They serve as compliance liaisons in addition to their regularly assigned job/function, and their responsibilities include:

- Serving as compliance champions and promoting a positive ethical culture.
- Supporting our annual Guide training and commitment campaign.
- Acting as local resources to address employee questions and receive reports of alleged misconduct.
- Contributing to our enterprise risk assessment by raising red flags or concerns.
- Suggesting training topics and providing employee feedback to improve training content.

As we assess the Compliance Liaison Program from its inaugural year, we will leverage these learnings for continuous improvement to our compliance initiatives.



Our values are essential to the success of our business, the strength of our customer relationships and our engagement with our employees and all stakeholders. I'm proud to serve as Chief Compliance Officer of a company committed to a values-based culture of compliance, driving wins in our markets and our communities by doing things the right way."

**La-Toya Hackney**, Vice President and Chief Compliance Officer



# Transparency and Accountability

## Office of Ombudsman

TE's Office of Ombudsman is an independent, impartial and confidential resource for employees, suppliers, investors, customers and other third parties to report concerns or violations of law, TE policy, process or procedures, or our Guide to Ethical Conduct. The Ombudsman reports directly to the Chair of the Audit Committee of the TE Board of Directors and meets regularly with our executive leadership to discuss key reporting themes and trends. Through identification of these themes, trends and related root causes or contributing factors, management can respond proactively to matters that could otherwise disrupt operations or hinder employee morale and confidence.

TE's Employee Relations Center of Excellence (the ER function) also reports to the Office of Ombudsman. The ER function is responsible for handling workplace-related concerns reported to the Office of Ombudsman so that cases can be addressed efficiently, confidentially and consistently across TE. The ER function also analyzes workplace-related case data for themes, trends and root causes, and shares findings with key human resources stakeholders.

TE's Reporting and Investigations Program, including the **ConcernLINE** and **ConcernNET** resources, is overseen by the Office of Ombudsman and helps to ensure that TE employees live our values and conduct business ethically. In addition to publicizing the program by using physical posters in all TE facilities and convenient links on TE's internal and external websites, the Office of Ombudsman also conducts town hall and employee outreach sessions at multiple TE sites every year. Due to the promotion of the

speaking-up culture and the company's strong non-retaliation policy, we have seen an increase in reports received through our reporting channels during the last several years.

In fiscal year 2019, the Office of Ombudsman received approximately 1,000 cases. Of cases closed during fiscal year 2019, approximately 46 percent were substantiated, and appropriate actions were taken to address those matters. Of the unsubstantiated allegations, approximately 19 percent led to additional corrective actions even though unsubstantiated, enabling TE to change a business process, rectify an inefficiency or clarify a policy.

## Engaging with Governments

As a global corporation, we have a responsibility to use our economic power, reach and assets to our communities, which we do through our Global Government Affairs (GGA) team. The GGA team engages with local business, community and government partners to build community programs and enact public policy that serves not only the company, its shareholders and its employees, but also the larger good.

The GGA team works strategically with government officials to shape public policies and political decisions that affect TE's business objectives and the global marketplace. These networks enable TE to respond rapidly to an ever-evolving public policy landscape and help us foresee and mitigate risk globally to achieve business resiliency. Around the world, TE is actively involved in policies that maximize our ability to innovate, contribute to the company's growth strategy, strengthen the global economy and support competitiveness.

In the U.S., TE participates in the political process and makes political contributions through its employee-driven Political Action Committee (TEPAC). Contributions are steered by the TEPAC Board of Directors and are made in compliance with applicable federal and state laws; details can be found at [www.fec.gov](http://www.fec.gov).

## Our Board

Our Board of Directors continues to set the tone for the company's commitment to personal and professional integrity. The Board is responsible for aligning our management with the best interests of shareholders in a manner that is consistent with being a responsible company. In addition to providing oversight of, and guidance for, the financial aspects of the business, the Board oversees the implementation of governance policies that ensure our values are embedded throughout our operations. Biographies for our Board members and corporate officers can be found at <http://investors.te.com>.

## Executive Compensation

TE's executive compensation philosophy is designed to achieve two objectives: (1) reward executives meeting individual and corporate performance objectives; and (2) attract, motivate and retain leaders who increase shareholder value and play an integral role in advancing our strategic priorities. Our Board's Management Development and Compensation Committee oversees the compensation and benefits programs for TE executives. A comprehensive discussion of executive compensation can be found in TE Connectivity's definitive Proxy Statement at <http://investors.te.com>.

# About this Report

At TE Connectivity, we believe that sustainable success demands adherence to a strong set of core values and ethics. Our four core values — Integrity, Accountability, Teamwork and Innovation — define how we lead and grow our business, and our company performance is wholly dependent on leveraging responsibility and sustainability across our operations.

This Corporate Responsibility Report describes our progress in managing the issues of greatest importance to our company, our shareholders, our employees and other stakeholders. Unless otherwise stated, the data and information provided in this report reflect our performance in TE Connectivity's fiscal year 2019, which ended September 27, 2019.

The TE Connectivity Foundation operates on a calendar year basis. References in this report to the TE Connectivity Foundation are to its 2019 calendar year.

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

This is our 10th Corporate Responsibility Report and has been prepared in accordance with the GRI Standards at the Core level. Our full GRI Index is available beginning on page 35.

Our most recent prior report covering our fiscal year 2018 was published on July 18, 2019 and can be found [at this link](#).

Deloitte & Touche LLP provided a review of our Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal. Their assurance statement is available [via this link](#).

Since 2011, TE has been a proud signatory of the [UN Global Compact](#). Through our commitment, we have developed our thinking around our broader impact and how our operations, products and engagement can help to meet the UN Sustainable Development Goals.

We welcome feedback from our stakeholders on both our reporting and our performance. Please visit [www.te.com/responsibility](http://www.te.com/responsibility) or write to us at: [TECorporateResponsibility@te.com](mailto:TECorporateResponsibility@te.com).

# Engaging with Stakeholders

We engage with our stakeholders to gather their views and interests about TE, our performance, our culture and our community engagement. This is particularly valuable in understanding and addressing the issues that are most material for our stakeholders and, therefore, to our business. It also informs our corporate responsibility strategy and reporting.

## Customers

- Annual customer satisfaction survey
- Participation in customer audits and surveys
- TE.com website, including customer service and e-commerce
- Partnering with distribution partners
- Working with government officials, regulators and [key trade associations](#) on policy development and issues of importance
- Close collaboration to help suppliers adhere to the [Guide to Supplier Social Responsibility](#)

## Shareholders

- Regular meetings with investors
- Annual meeting of shareholders
- [Annual Report](#)
- [Proxy Statement](#)
- Corporate Responsibility Report
- Sustainability investment indices
- [Investor Relations website](#)

## Employees

- Regular informal engagement through team meetings
- Internal communications
- Employee mobile application
- Quarterly town hall meetings within business units and functions
- Annual leadership and sales meetings
- Employee engagement survey
- Annual ethics training and certification to [Guide to Ethical Conduct](#)
- Community investments through corporate giving and through the TE Connectivity Foundation
- Employee volunteering and participation in their local communities

# Minding What Matters

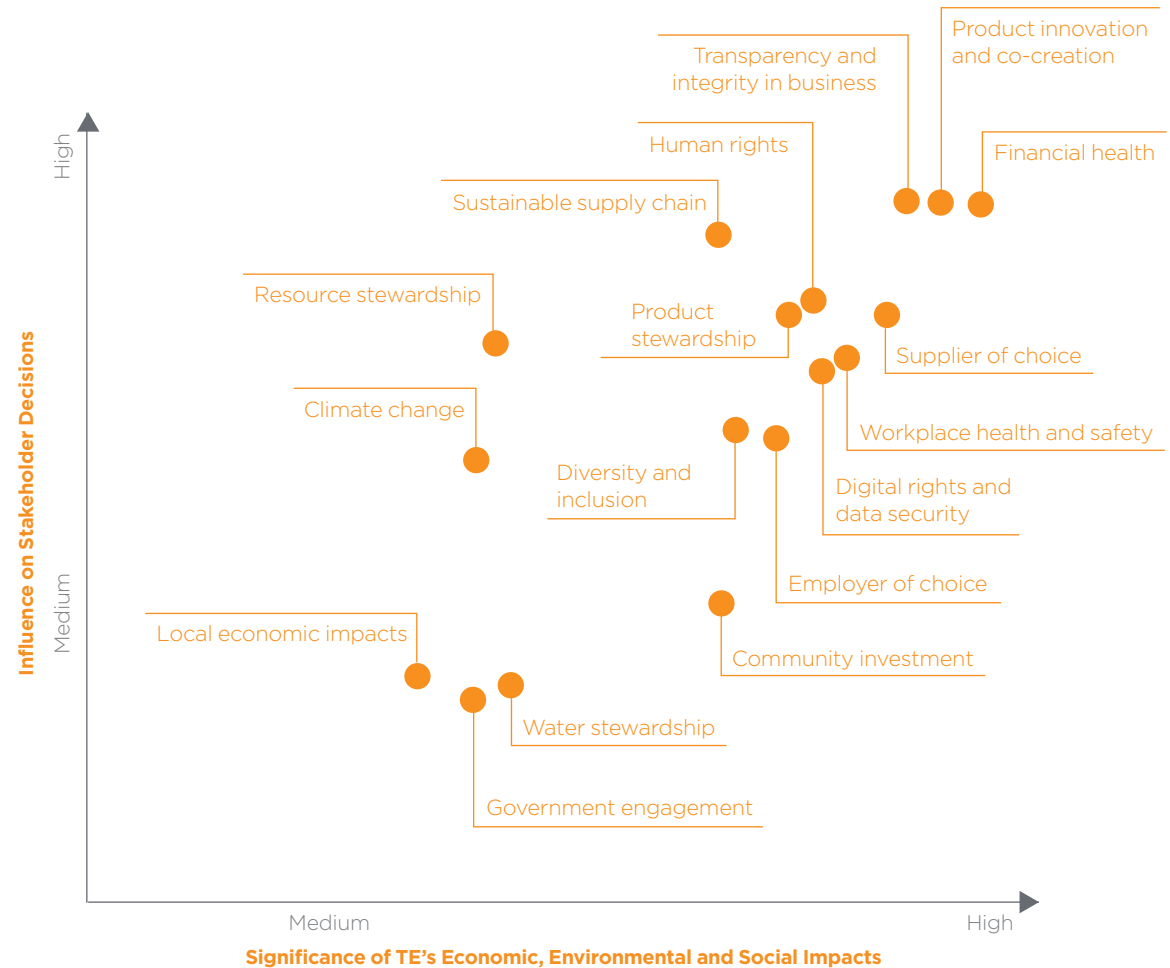
Our work impacts the world around us. As a company with a complex global value chain, knowing where to focus our corporate responsibility efforts for optimum positive impact is crucial to industrial technology leadership. To make sure we're truly minding what matters, in fiscal year 2018 we completed our most robust materiality assessment to date.

We partnered with third-party experts and included desk-based research covering reviews of industry standards and peer benchmarking. We also conducted more than 20 internal and external stakeholder interviews, including with TE managers across different functions as well as representatives from NGOs, investors, government and customers. As a result of the analysis, we identified a total of 17 potential material issues for TE.

While some of these issues are more urgent or more challenging, we have developed or are developing internal initiatives and programs to address them all.

Determining our materiality provided yet another value opportunity to listen to our customers, investors, employees and other stakeholders. That input has been crucial as we continue to develop our enterprise-level corporate responsibility strategy and the ambitious targets that will embed corporate responsibility more deeply into TE than ever.

Corporate responsibility at TE is a journey, but with a clearer understanding of our material issues and how they will help us develop subsequent goals, we believe that we haven't just taken another step — we've made a leap forward.



Please see our [2018 Corporate Responsibility Report](#) for full material issue definitions.

# Forward-Looking Statements

This Corporate Responsibility Report contains certain “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995.

These statements are based on management’s current expectations and are subject to risks, uncertainty and changes in circumstances, which may cause actual results, performance, financial condition or achievements to differ materially from anticipated results, performance, financial condition or achievements.

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

The forward-looking statements in this report include statements addressing our future financial condition and operating results and our environmental and sustainability goals, including our 2030 ambitions. In addition, the actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed or forecast in this report, may differ materially in the future.

Examples of factors that could cause actual results to differ materially from those described in the forward-looking statements include, among others, the extent, severity and duration of COVID-19 negatively affecting our business operations; business, economic, competitive and regulatory risks, such as conditions affecting demand for products in the automotive and other industries we serve; competition and pricing pressure; fluctuations in foreign currency exchange rates and commodity prices; natural disasters and political, economic and military instability in countries in which we operate; developments in the credit markets; future goodwill impairment; compliance with current and future environmental and other laws and regulations; and the possible effects on us of changes in tax laws, tax treaties and other legislation, including the effects of Swiss tax reform.

More detailed information about these and other factors is set forth in TE Connectivity Ltd.’s Annual Report on Form 10-K for the fiscal year ended September 27, 2019, as well as in our Quarterly Reports on Form 10-Q, Current Reports on Form 8-K and other reports we have filed with the U.S. Securities and Exchange Commission.



“TE Connectivity” and “TE connectivity (logo)” are trademarks. This report further contains other trademarks of ours and additional trade names and trademarks of other companies that are not owned by TE Connectivity. We do not intend our use or display of other companies’ trade names or trademarks to imply an endorsement or sponsorship of us by such companies, or any relationship with any of these companies.

© 2020 TE Connectivity Ltd. All Rights Reserved.



# Performance Summary

	Unit of Measure	FY2017	FY2018	FY2019
<b>Community</b>				
Charitable Giving: Corporate	USD \$ (Millions)	2.30	3.18	3.48
Charitable Giving: Education and Technology Focus	%	32	35	40
Charitable Giving: Health and Human Services Focus	%	31	65	60
Charitable Giving: TE Connectivity Foundation	USD \$ (Millions)	1.25	0.95	1.30
Charitable Giving: TE Matches of Employee Donations and Volunteer Hours	USD \$ (Millions)	1.20	0.92	0.82
Charitable Giving: Total Giving (Foundation, Corporate, TE Matches)	USD \$ (Millions)	4.75	5.05	5.60
Volunteer Hours by TE Employees	#	26,000	36,000	38,000
<b>Economic</b>				
Americas Region: Employees	#	23,000	25,000	25,000
Americas Region: Principal Manufacturing Sites	#	39	38	39
APAC Region: Employees	#	25,000	25,000	22,000
APAC Region: Principal Manufacturing Sites	#	21	22	24
EMEA Region: Employees	#	29,000	30,000	31,000
EMEA Region: Principal Manufacturing Sites	#	43	44	47
Manufacturing Employees Worldwide	#	49,000	51,000	49,000
Net Sales	USD \$ (Millions)	12,185	13,988	13,448
Net Sales by Segment: Transportation	USD \$ (Millions)	7,039	8,290	7,821
Net Sales by Segment: Industrial	USD \$ (Millions)	3,507	3,856	3,954
Net Sales by Segment: Communications	USD \$ (Millions)	1,639	1,842	1,673

	Unit of Measure	FY2017	FY2018	FY2019
Net Sales: Americas	USD \$ (Millions)	3,474	3,971	4,224
Net Sales: Americas	% of Total Net Sales	29	28	31
Net Sales: Asia-Pacific	USD \$ (Millions)	4,312	4,762	4,401
Net Sales: Asia-Pacific	% of Total Net Sales	35	34	33
Net Sales: EMEA	USD \$ (Millions)	4,399	5,255	4,823
Net Sales: EMEA	% of Total Net Sales	36	38	36
Patents Granted or Pending	#	14,000+	15,000+	15,000+
Research, Development and Engineering	USD \$ (Millions)	611	680	644
Total Employees	#	77,000	80,000	78,000
Total Engineers	#	7,000+	8,000+	8,000+

## Environment<sup>1</sup>

Energy Usage Absolute	Mwh	1,254,271	1,266,497	1,266,606
Energy Usage Intensity	Mwh/Net Sales in Millions	103	91	94
GHG Emissions Absolute	Metric Tons CO <sub>2</sub> Equivalent	535,574	567,831	568,352
GHG Emissions Intensity	Metric Tons of CO <sub>2</sub> /Net Sales in Millions	44	41	42
Direct GHG Emissions Scope 1	Metric Tons CO <sub>2</sub> Equivalent	77,494	71,312	67,048
SF <sub>6</sub> Gas Releases from Electron Beams	% Reduction Since FY2010	85	89	91
Indirect GHG Emissions Scope 2	Metric Tons CO <sub>2</sub> Equivalent	458,080	496,519	501,304
Other Indirect (Scope 3) GHG Emissions	Metric Tons CO <sub>2</sub> Equivalent	21,523	23,520	15,886
Waste Disposed Absolute	Metric Tons	24,509	17,518	18,197
Hazardous Waste Generated Absolute	Metric Tons	15,972	8,800	8,277
Materials Recycled/Reused Absolute	Metric Tons	80,884	74,532	79,790

	Unit of Measure	FY2017	FY2018	FY2019
Water Withdrawal Absolute - Total	Millions of Gallons	852	830	945
Water Withdrawal Absolute - Utility Municipal	Millions of Gallons	752	719	686
Water Withdrawal Absolute - Groundwater	Millions of Gallons	99	104	252
Water Withdrawal Absolute - Reuse/Recycle	Millions of Gallons	1	7	7
Water Discharge Absolute	Millions of Gallons	689	664	765

## Ethics and Compliance

Certifying Compliance with TE Guide to Ethical Conduct <sup>7</sup>	%	99	99+	99+
Ethics and Compliance Trainings Completed Companywide	#	130,128	132,410	153,845
Total Number of Matters Reported to the Office of the Ombudsman	#	764	895	Approximately 1,000

## People

Lost Time Recordable Incident Rate (Per 100 Employees)	#	0.14	0.11	0.12
Total Recordable Incident Rate (Per 100 Employees)	#	0.22	0.21	0.19
Manufacturing Plants Completed the Year with One Recordable Injury/Illness or Less	%	73	80	74
Employees by Gender: Female (All)	%	41	41	42
Employees by Gender: Female (Leadership)	%	19	19	21
Employees by Gender: Male (All)	%	59	59	58
Employees by Gender: Male (Leadership)	%	81	81	79
Women by Management Level: Top Management (Bands 0-2)	%	14	15	19
Women by Management Level: Middle Management (Bands 3-5)	%	27	28	29
Women in Leadership Positions Worldwide (Employee Bands 0-3)	#	121	128	144
Women in Revenue-Generating Positions (Sales, Operations Managers, Customer Services or Engineering)	%	13	12	13
ERG Membership	#	5,000	4,860	5,564

	Unit of Measure	FY2017	FY2018	FY2019
Average Hours of Training: Band 0 <sup>2</sup>	# Hours	0.83	0.83	1.25
Average Hours of Training: Band 1 <sup>2</sup>	# Hours	1.61	1.18	1.61
Average Hours of Training: Band 2 <sup>2</sup>	# Hours	2.18	1.39	6.76
Average Hours of Training: Band 3 <sup>2</sup>	# Hours	3.06	1.68	7.39
Average Hours of Training: Band 4 <sup>2</sup>	# Hours	3.80	1.98	6.71
Average Hours of Training: Band 5 <sup>2</sup>	# Hours	3.75	2.10	5.59
Average Hours of Training: Band 6 <sup>2</sup>	# Hours	3.19	1.57	2.25
Courses Offered on LEARN@TE	#	15,397	18,523	28,579
Total Hours of Training on LEARN@TE <sup>8</sup>	# Hours	138,023	111,190	92,411

## Supply Chain

Additional Certifications to TE's Guide to Supplier Social Responsibility <sup>3</sup>	#	5,085	5,344	5,621
Conflict Minerals Survey Supplier Response Rate <sup>4</sup>	%	99	67	65
Contributed to Local Economies Through Localization Efforts <sup>5</sup>	USD \$ (Millions)	2,284	2,599	2,400
Corrective Actions	#	432	593	772
Direct Material Suppliers	#	7,999	7,928	9,508
Indirect Material Suppliers	#	17,327	18,457	22,815
Total Direct and Indirect Suppliers	#	25,326	26,385	32,323
Site Audits and Quality Audits Conducted <sup>6</sup>	#	871	1,157	1,026

1. Data for all periods presented excludes facilities associated with our acquisitions of Alpha Technics in May 2019 and Kissling in May 2019. Data for all FY17 and FY18 excludes facilities associated with our acquisitions of ABB Entelec and Heat Shrink Innovations during FY2018. Data for FY2017 presented excludes facilities associated with our acquisitions of Intercontec (completed in September 2016) and MicroGroup and Hirschmann Car Communication (completed in April 2017 and August 2017 respectively).

Data for all periods presented excluded facilities associated with our divested Subsea Communications business which

sale occurred during the first quarter of FY2019.

Our water withdrawal by source includes groundwater and municipal/ other vendor water supplies. We do not have material surface water withdrawals. We do not use wastewater from another organization as a water withdrawal source. Rainwater and other sources are not material.

Scope 3 emissions only include business travel.

Hazardous wastes are defined per the legal or regulatory frameworks applicable within the jurisdictions where the waste is generated.

2. In FY2017 and FY2018, our hours of training by band only included online trainings. In FY2019, we were able to capture both online and in-person training, hence the increase in hours by band level.

3. Includes new and legacy suppliers (3,933 new/1,688 legacy for FY2019).

4. 2017's supplier response rate relied on multi-year supplier response data. In 2018, TE transitioned to an annual supplier survey cadence and the percentages set forth above for the 2018 and the 2019 campaigns reflect the supplier response rate for that year's respective campaign.

5. In our FY2018 report, we reported our localization efforts at the region level. In FY2019, we began reporting localization at the country level to reflect the contributions on local economies more accurately where materials were bought and consumed in the same country. We then re-cast our FY2017 and FY2018 numbers to reflect localization at the country level.

6. In our FY2018 report, we previously reported only Supplier Guide to Social Responsibility (SSR) audits for FY2017 and FY2018. In this year's report, we changed our methodology to additionally include quality audits as part of this combined Site Audits statistic. We then

recast our FY2017 and FY2018 numbers to include this combined total and have reflected the combined total in our FY2019 number as well (SSR audits and quality audits).

7. 99+% of active employees at time of the Guide to Ethical Conduct campaign April - June 2019.

8. The FY2019 calculation does not include hours from other training systems and in-person training previously included in FY2018 and FY2017.

# GRI Index

This report is aligned with the GRI Standards at the Core level.

Disclosure	Description	Location of Information	Page No.	Omission
<b>General Disclosures</b>				
Organizational Profile				
102-1	Name of the organization	TE Connectivity Ltd.		
102-2	Activities, brands, products, and services	<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	1-5	
102-3	Location of headquarters	<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	Inside front cover	
102-4	Location of operations	<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	76	
102-5	Ownership and legal form	<a href="#">TE Connectivity Ltd. Annual General Meeting Proxy Statement</a>	all	
		<a href="#">Articles of Association – TE Connectivity Ltd.</a>	all	
102-6	Markets served	<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	1-5, 76	
102-7	Scale of the organization	<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	1-5	
		<a href="#">About TE Connectivity</a>	2-3	
102-8	Information on employees and other workers	<a href="#">About TE Connectivity</a>	2-3	We do not currently report gender breakdown by employment contract, employment type, region or for supervised workers.
		<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	5	
102-9	Supply chain	<a href="#">Moving Sustainability Forward</a>	16	
102-10	Significant changes to the organization and its supply chain	<a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	3-5	

Disclosure	Description	Location of Information	Page No.	Omission
102-11	Precautionary principle or approach	<a href="#">Safer Through Innovation</a>	11	We do not formally apply the precautionary principle to decision-making across all of our activities. However, it has influenced our thinking regarding issues such as climate change. In addition, we assess and manage environmental, safety, supply chain, operational and other risks as described throughout this report and our Form 10-K.
102-12	External initiatives	<a href="#">TE Connectivity Ltd. UN Global Compact</a>		
102-13	Membership of associations	<a href="#">Engaging with Stakeholders</a>	29	
		<a href="#">Technology Connects Humanity</a>	27	
		<a href="#">List of Trade Associations</a>		
Strategy				
102-14	Statement from senior decision-maker	<a href="#">CEO Message</a>	1	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	<a href="#">Technology Connects Humanity</a>	26	
Governance				
102-18	Governance structure	<a href="#">TE Connectivity Ltd. Annual General Meeting Proxy Statement</a>	15-25	
Stakeholder Engagement				
102-40	List of stakeholder groups	<a href="#">Engaging with Stakeholders</a>	29	
102-41	Collective bargaining agreements	<a href="#">TE Connectivity Guide to Ethical Conduct</a>		TE upholds the right to collective bargaining and freedom of association and works with trade unions in order to maintain employee rights.
102-42	Identifying and selecting stakeholders	<a href="#">Engaging with Stakeholders</a>	29	
102-43	Approach to stakeholder engagement	<a href="#">Engaging with Stakeholders</a>	29	
102-44	Key topics and concerns raised	<a href="#">Minding What Matters</a>	30	
		<a href="#">Engaging with Stakeholders</a>	29	

Disclosure	Description	Location of Information	Page No.	Omission
Reporting Practice				
102-45	Entities included in the consolidated financial statements	<a href="#">Form 10-K</a>	all	
102-46	Defining report content and topic boundaries	<a href="#">About this Report</a> <a href="#">Minding What Matters</a>	28 30	
102-47	List of material topics	<a href="#">Minding What Matters</a>	30	
102-48	Restatements of information	GRI Index		
102-49	Changes in reporting	<a href="#">About this Report</a> <a href="#">Minding What Matters</a>	28 30	
102-50	Reporting period	<a href="#">About this Report</a>	28	
102-51	Date of most recent report	<a href="#">About this Report</a>	28	
102-52	Reporting cycle	<a href="#">About this Report</a>	28	
102-53	Contact point for questions regarding the report	<a href="#">About this Report</a>	28	
102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">About this Report</a>	28	
102-55	GRI content index	GRI Index		
102-56	External assurance	<a href="#">About this Report</a>	28	
<b>Economic</b>				
Economic Performance				
103-1	Explanation of the material topic and its boundaries	<a href="#">Introduction</a> GRI Index	6	
103-2	The management approach and its components	<a href="#">Introduction</a>	6	
103-3	Evaluation of the management approach	<a href="#">Introduction</a>	2-3	
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Moving Sustainability Forward</a> <a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a> <a href="#">TE Connectivity Ltd. CDP Response</a>	14 5, 55	

Disclosure	Description	Location of Information	Page No.	Omission
<b>Environmental</b>				
Materials				
103-1	Explanation of the material topic and its boundaries	<a href="#">Minding What Matters</a>	30	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a>	14-15	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a>	14-15	
301-1	Materials used by weight or volume	<a href="#">Moving Sustainability Forward</a> Performance Summary	14-15	We do not currently have a structure to evaluate, find or capture this information at this time.
Energy				
103-1	Explanation of the material topic and its boundaries	<a href="#">Minding What Matters</a> <a href="#">TE Connectivity Ltd. CDP Response</a> <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a>	30	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a>	14-15	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a>	14-15	
302-1	Energy consumption within the organization	Performance Summary <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a> <a href="#">Moving Sustainability Forward</a>	14	With our various fuels, we generally do not have separate metering for heating versus cooling. This is why we do not break down this energy usage.
302-3	Energy intensity	Performance Summary <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a> <a href="#">Moving Sustainability Forward</a>	14	



Disclosure	Description	Location of Information	Page No.	Omission
Water				
103-1	Explanation of the material topic and its boundaries	<a href="#">TE Connectivity Ltd. CDP Response</a> <a href="#">Moving Sustainability Forward</a> <a href="#">Minding What Matters</a>	14-15 30	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a>	14-16	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a>	14-15	
303-1	Water withdrawal by source	<a href="#">Moving Sustainability Forward</a> Performance Summary	14-16	
Emissions				
103-1	Explanation of the material topic and its boundaries	<a href="#">TE Connectivity Ltd. CDP Response</a> <a href="#">Moving Sustainability Forward</a> <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a> <a href="#">Minding What Matters</a>	14-15 30	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a>	14-15	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a>	14-15	
305-1	Direct (Scope 1) GHG emissions	<a href="#">Moving Sustainability Forward</a> <a href="#">Performance Summary</a> <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a>	14-15 33	
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Moving Sustainability Forward</a> <a href="#">Performance Summary</a> <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a>	14-15 33	We do not track gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent.

Disclosure	Description	Location of Information	Page No.	Omission
305-3	Other indirect (Scope 3) GHG emissions	Performance Summary		We only track indirect (Scope 3) GHG emissions for flights at this time.
305-4	GHG emissions intensity	<a href="#">Moving Sustainability Forward</a> Performance Summary <a href="#">Statement of Greenhouse Gas Emissions, Energy Consumption and Water Withdrawal</a>	14-15	CH <sub>4</sub> and N <sub>2</sub> O are not included in this calculation.
<b>Effluents and Waste</b>				
103-1	Explanation of the material topic and its boundaries	<a href="#">Minding What Matters</a> <a href="#">Moving Sustainability Forward</a>	30 14-15	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a>	14-15	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a>	14-15	
306-1	Water discharge by quality and destination	<a href="#">Moving Sustainability Forward</a> Performance Summary	14-15	We do not track the quality of water discharged or whether the water was reused by another organization.
306-2	Waste by type and disposal method	<a href="#">Moving Sustainability Forward</a> Performance Summary	14-15	We track hazardous waste generated, but we do not track the disposal categories.
<b>Environmental Compliance</b>				
103-1	Explanation of the material topic and its boundaries	<a href="#">Moving Sustainability Forward</a> <a href="#">Safer Through Innovation</a>	14-15 10	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a> <a href="#">Safer Through Innovation</a>	14-15 10	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a> <a href="#">Safer Through Innovation</a>	14-15 10	
307-1	Non-compliance with environmental laws and regulations	<a href="#">Form 10-K</a>	17	

Disclosure	Description	Location of Information	Page No.	Omission
Supplier Environmental				
103-1	Explanation of the material topic and its boundaries	<a href="#">Minding What Matters</a>	30	
		<a href="#">Moving Sustainability Forward</a>	16	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a>	16	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a>	16	
308-1	New suppliers that were screened using environmental criteria	<a href="#">Moving Sustainability Forward</a> Performance Summary	16	When a supplier is being set up in our system, we require them to acknowledge our Guide to Supplier Social Responsibility, which includes environmental criteria.
<b>Social</b>				
Occupational Health and Safety				
103-1	Explanation of the material topic and its boundaries	<a href="#">Introduction</a>	6	
		<a href="#">Safer Through Innovation</a>	9-11	
		<a href="#">Minding What Matters</a>	30	
103-2	The management approach and its components	<a href="#">Safer Through Innovation</a>	9-11	
103-3	Evaluation of the management approach	<a href="#">Safer Through Innovation</a>	9-11	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<a href="#">Safer Through Innovation</a> Performance Summary	8	We currently keep track of injury type, occupational diseases and lost days internally but we only report an aggregate statistic of TRIR externally. We do not track absenteeism. We have zero work-related fatalities.
Training and Education				
103-1	Explanation of the material topic and its boundaries	<a href="#">Safer Through Innovation</a>	11	
		<a href="#">Minding What Matters</a>	30	
		<a href="#">Enabling Extraordinary Productivity</a>	19-20, 22-26	
103-2	The management approach and its components	<a href="#">Enabling Extraordinary Productivity</a>	19-20, 22-26	

Disclosure	Description	Location of Information	Page No.	Omission
103-3	Evaluation of the management approach	<a href="#">Enabling Extraordinary Productivity</a>	19-20, 22-26	
404-1	Average hours of training per year per employee	Performance Summary	34-35	We do not report training hours by gender.
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Technology Connects Humanity</a>	22-24, 26	
		<a href="#">Enabling Extraordinary Productivity</a>	19	
Diversity and Equal Opportunity				
103-1	Explanation of the material topic and its boundaries	<a href="#">Introduction</a>	5	
		<a href="#">Minding What Matters</a>	30	
		<a href="#">Technology Connects Humanity</a>	22-25	
103-2	The management approach and its components	<a href="#">Technology Connects Humanity</a>	22-25	
103-3	Evaluation of the management approach	<a href="#">Technology Connects Humanity</a>	22-25	
405-1	Diversity of governance bodies and employees	<a href="#">Technology Connects Humanity</a> Performance Summary <a href="#">TE Connectivity Ltd. Annual Report to Shareholders FY2019</a>	22-23, 27	We do report on our workforce by gender and geographic diversity. While we have a breakdown of workforce by ethnicity in the U.S. (U.S. ethnic diversity categories are based on EEO-1 Ethnicity definitions), we are a global company and it is illegal to track ethnicity in all of EMEA and some APAC countries/regions. We recognize we have opportunities to increase underrepresentation and are actively working toward increasing diversity within the organization to create a culture that is representative of all the many differences we share as one TE. Therefore, at this time, we have no plans to report our workforce by ethnicity publicly.
Human Rights Assessment				
103-1	Explanation of the material topic and its boundaries	<a href="#">Enabling Extraordinary Productivity</a>	18	
		<a href="#">Minding What Matters</a>	30	
103-2	The management approach and its components	<a href="#">Enabling Extraordinary Productivity</a>	18	
103-3	Evaluation of the management approach	<a href="#">Enabling Extraordinary Productivity</a>	18	

Disclosure	Description	Location of Information	Page No.	Omission
412-2	Employee training on human rights policies or procedures	<a href="#">Enabling Extraordinary Productivity</a> Performance Summary Human Trafficking	18, 26	All employees take training on and certify to the TE Guide to Ethical Conduct each fiscal year, which includes information on human rights.
Supplier Social Assessment				
103-1	Explanation of the material topic and its boundaries	<a href="#">Minding What Matters</a> <a href="#">Moving Sustainability Forward</a> <a href="#">Engaging with Stakeholders</a>	30 16, 18 29	
103-2	The management approach and its components	<a href="#">Moving Sustainability Forward</a> <a href="#">Engaging with Stakeholders</a>	16, 18 29	
103-3	Evaluation of the management approach	<a href="#">Moving Sustainability Forward</a> <a href="#">Engaging with Stakeholders</a>	16, 18 29	
414-1	New suppliers that were screened using social criteria	<a href="#">Moving Sustainability Forward</a> <a href="#">Engaging with Stakeholders</a> Performance Summary	16, 18 29	When a supplier is being set up in our system, we require them to acknowledge our Guide to Supplier Social Responsibility, which includes social criteria.
Public Policy				
103-1	Explanation of the material topic and its boundaries	<a href="#">Technology Connects Humanity</a> <a href="#">Engaging with Stakeholders</a>	27 29	
103-2	The management approach and its components	<a href="#">Technology Connects Humanity</a> <a href="#">Engaging with Stakeholders</a>	27 29	
103-3	Evaluation of the management approach	<a href="#">Technology Connects Humanity</a> <a href="#">Engaging with Stakeholders</a>	27 29	
415-1	Political contributions	<a href="#">Technology Connects Humanity</a>	27	

Disclosure	Description	Location of Information	Page No.	Omission
Customer Privacy				
103-1	Explanation of the material topic and its boundaries	<a href="#">Minding What Matters</a> <a href="#">Safer Through Innovation</a>	30 11	
103-2	The management approach and its components	<a href="#">Safer Through Innovation</a> <a href="#">Engaging with Stakeholders</a>	11 29	
103-3	Evaluation of the management approach	<a href="#">Safer Through Innovation</a> <a href="#">Engaging with Stakeholders</a>	11 29	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Safer Through Innovation</a>	11	TE has not identified any substantiated complaints concerning breaches of customer privacy and losses of customer data.

# SASB Alignment

TE Connectivity has utilized the SASB standard specific to our primary industry as identified in the [Sustainable Industry Classification System](#)<sup>®</sup> (SICS<sup>®</sup>): Resource Transformation Sector – Electrical & Electronic Equipment Sustainability Accounting Standard.

SASB Code	Accounting Metric	Unit	FY2019
Energy Management <sup>1</sup>			
RT-EE-130a.1	Total energy consumed	Gigajoules (GJ)	4,559,781
	Percentage grid electricity	%	84
Hazardous Waste Management <sup>2</sup>			
RT-EE-150a.1	Amount of hazardous waste generated	Metric tons (t)	8,277
RT-EE-150a.1	Percentage recycled	%	38
RT-EE-150a.2	Reportable spills	Kilograms (kg)	0
Business Ethics			
RT-EE-130a.1	Description of policies and practices for prevention of: 1) Corruption and Bribery and 2) Anti-Competitive Behavior	TE Connectivity's position on bribery, corruption and anti-competitive behavior can be found in our Guide to Ethical Conduct. TE Connectivity has been signatory of the UN Global Compact since 2011 and implements the tenth principle.	
RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$	0
RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	\$	0

1. For a comprehensive description of our energy management, please see our Statement on Greenhouse Gas Emissions which is third-party verified.

2. Hazardous wastes are defined per the legal or regulatory frameworks applicable within the jurisdictions where the waste is generated.