

Empowering Our People

Inclusion & Diversity Report 2023



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WELCOME

A message from our Chief Human Resources Officer

At TE Connectivity (TE), our employees are crucial to our success, and we are committed to a welcoming and supportive workplace that enables all employees to thrive.

We center our work around four key pillars: Employee Experience — with a focus on building inclusion into every part of the employee journey; Employer Brand — which focuses on recruiting the best and most diverse talent; Community Impact — which focuses on how we give back to our communities; and Business Partnership — where we focus on expanding our diverse supplier base and impacting policies and processes to increase inclusion across TE. This way, our focus on inclusion and diversity is felt at every level of the organization. I am proud of the progress that TE has made on all these fronts.

In this, our inaugural Inclusion & Diversity (I&D) report, we share details of how far we've come in our inclusion and diversity journey in 2023, and how we remain motivated by the opportunities we see to further our goals.

— Malavika Sagar, CHRO



STATE OF I&D

Empowering People Across the Globe

By building a workplace where all team members know they belong, we not only hire and retain top talent, but also better serve our customers and deliver on our company purpose.

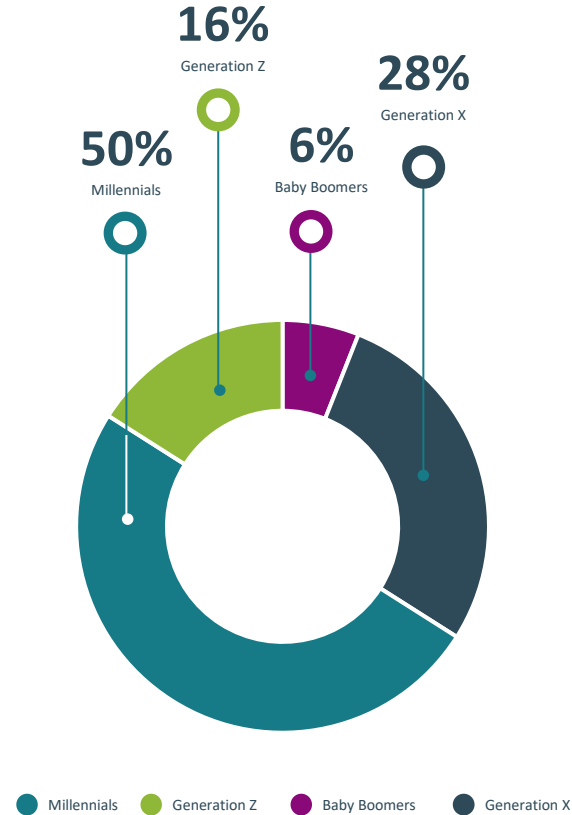
We believe that as a global company, TE Connectivity should reflect the customers we serve. That's why we are committed to building a workforce reflective of all our global markets. To unlock the innovation needed to solve today's complex problems, we recruit top talent from all dimensions of diversity. This allows for a wide spectrum of age, disability, ethnicity, experience, gender, gender identity, gender expression, nationality, race, religion, sexual orientation, and veteran status.





AGE RANGE OF WORKFORCE

2023



GLOBAL STATISTICS

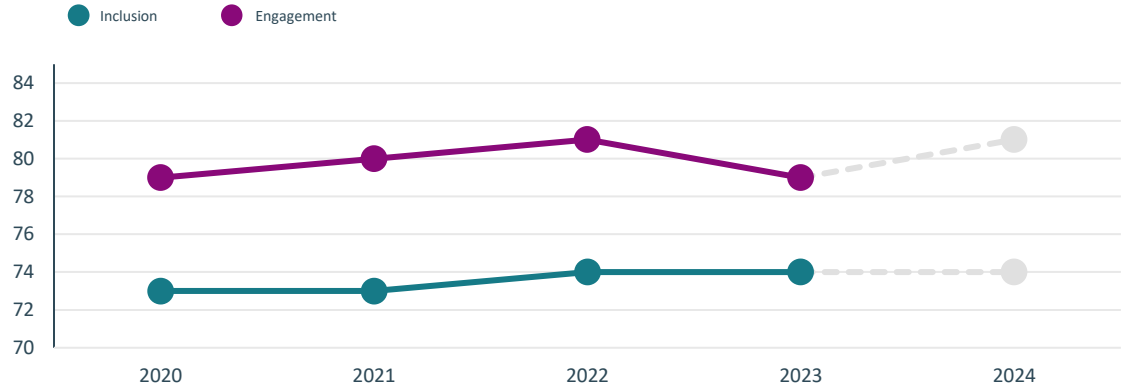
2023



TE CONNECTIVITY INCLUSION & ENGAGEMENT INDEX

2020 — 2024

These are measured and indexed using results from TE's annual Every Voice Counts survey of all employees. Each year we aspire to have an engagement score of 80 or higher and an inclusion score of 75 or higher at all levels of the organization.



"Increasing female representation at all levels of leadership is a critical enabler of TE's long-term success. It's essential to building a more inclusive, equitable, and innovative workforce that reflects the diversity of our stakeholders."

Aaron Stucki
President, Communication Solutions



Women Representation

▲ Increase ▼ Decrease

	FY	Female Leaders	Board of Directors	Total Female
	2023	28%	33%	41%
4Y Change % increase from FY19 to FY23		▲ 21.7%	▲ 43.5%	

"When women are at the table and empowered to speak their minds, we make better, more innovative decisions."

Jeanne Quirk
Senior Vice President, Mergers and Acquisitions



STATE OF I&D

Currently, 248, or 28% of TE's leaders (director level or higher), are women. We aspire to grow representation year over year until our team represents the markets where we operate.

To achieve this, we will:

- Increase dedicated talent management, advocacy, and sponsorship programs for female leaders at the VP level and higher
- Encourage engagement through mentorship and our Employee Resource Group, [Women In Networking](#)
- Focus on building allies, equipping leaders with the necessary knowledge and tools to increase opportunities for mobility and inclusion

Employee Resource Groups

Employee Resource Groups (ERGs) are a critical part of TE's culture in fostering inclusion around the world.

Our eight ERGs are voluntary and employee-led, with grassroots creation by diverse employees with shared experiences.

These groups create value for TE by providing insights that drive better outcomes for its members, offering development opportunities for empowerment, and fostering employee engagement through celebration and community outreach. We see opportunity to continue to expand membership, particularly in APAC, and are looking to build additional awareness in FY2024.

Each ERG is sponsored by an executive leadership team member, is provided a budget and sets annual goals.

We're proud of how our ERGs make impact on our communities. Some examples this past year include:

THRIVE

Improving accessibility through disability and mental health initiatives led to the revamp of our Outlook signature templates to enhance color contrast.

ALIGN

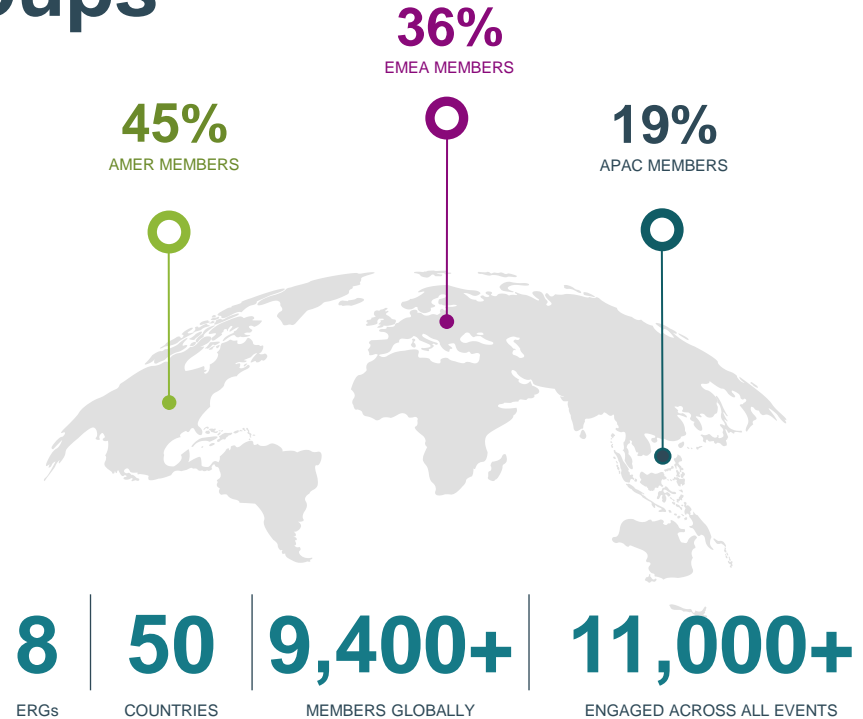
A dedication to eradicating discrimination on the LGBTQ+ community resulted in TE signing the U.N. Standards of Conduct for Business.

AFRICAN HERITAGE

Fostering a deeper understanding of African Heritage led to TE commemorating Juneteenth by adding two floating holidays to the U.S. annual calendar.

WIN

TE observes other annual celebrations such as International Women's Day and Pride Month, with keynote speakers, employee panels, and virtual tours organized by ERGs.



EMPLOYEE EXPERIENCE

Pay Transparency and Equity

At TE Connectivity, we view pay transparency and pay equity as critical aspects of an inclusive and equitable work environment.

As part of our dedication to both, we regularly publish pay gap reports in various countries where we operate, including but not limited to the United Kingdom, Ireland, Japan, and France. These reports help emphasize our commitment to pay transparency and provide us an opportunity to highlight our progress from year to year.

We also invest our resources in creating a workplace that is fair, inclusive, and accurately values every individual's contribution.

Our compensation programs and policies are thoughtfully designed to ensure both competitive and equitable pay, grounded in the responsibilities of individual roles, company performance, and individual achievements—and agnostic of gender, race, ethnicity, or other individual demographics.

Our commitment to a proactive and strategic approach to preventing pay disparities includes:

1

Continuous Reviews:

We constantly monitor our pay practices, job classifications, and performance and talent management processes to ensure that all employees are paid fairly and competitively.

2

Third-party Expertise:

We engage unbiased experts to conduct pay equity analyses, to keep pace with the ever-evolving regulatory landscape and industry best practices, as well as ensure that our methodologies align with the latest accepted standards.

3

Addressing Disparities:

We are deeply committed to addressing the underlying root causes of pay gaps, so that we can take swift and decisive action to rectify any disparities when they are identified.

4

Prevention Mechanisms:

Our primary objective is to have policies and programs in place that prevent pay inequities from arising in the first place. Continuous reviews of our processes help, but so do unbiased performance evaluation practices, as well as ongoing diversity and inclusion training.



TE team members posing to 'Embrace Equity'—the theme at International Women's Day 2023

EMPLOYER BRAND

Recruiting the Best

We're focused on maintaining an engaging and inclusive environment where all employees thrive and encourage all hiring managers to participate in inclusive hiring training and to identify a diverse hiring panel of TE Connectivity employees. This helps reach a diverse slate of talent and mitigates unconscious bias.

To further increase the diversity of our talent pools, we also work with key partners including:

- Society of Women Engineers (SWE)
- National Association of Black Accountants (NABA)
- National Society of Black Engineers (NSBE)
- herCAREER



TE Connectivity team members at an SWE Conference in 2022

1 out of 5

CANDIDATES INTERVIEWED AT THESE PARTNER RECRUITING EVENTS WAS HIRED IN 2022 AND 2023

REACHING TALENT EARLY WITH OUR ERGs

We want candidates to be able to connect with a TE Connectivity employee of similar identity during the hiring process if they wish to. Our Insider Program lets our ERG leadership get involved in these efforts, and we look forward to implementing it throughout 2024.



COMMUNITY IMPACT

Partnering for Change

TE Connectivity (TE) is committed to creating positive change in the populations and communities we serve.

While we provide development and support to all our employees, we also ensure that our diverse communities and populations are well supported.

Our ERGs work with our Corporate Social Responsibility team to identify organizations to support—such as the National Hispanic Institute, Out & Equal, or Mental Health Europe.

We also partner with nonprofits and school programs that are focused on growing the STEM skills of today's youth. To date, our TE foundation has provided more than \$6.3 million in grants to global partner organizations.

Girl Up

To date, our partnership with **Girl Up**—which focuses on providing the training, tools, and opportunities young women need to become leaders in their community—has reached more than 12,000 youths, and it has held five STEM bootcamps where TE engineers served as mentors to participants.



Melissa Kilby (she/her/s)
Chief Executive Officer, Girl Up

“By equipping girls with the tools and knowledge to excel in STEM fields, we are not only fostering innovation, but also nurturing young leaders who are breaking barriers, shattering stereotypes, and propelling positive change worldwide as the next generation of trailblazers and problem solvers.”

African Heritage Scholarship Program

TE created the **African Heritage Scholarship Program** in 2022 to diversify our teams and bring new opportunities to top-performing Black and African-American students. Each student receives up to \$22,500 to put towards the next year of college upon completion of their internships at TE. We have committed \$3.5M for the program over a period of 5 years.



Jaren Tucker (he/him/his)
Global Senior
Talent Attraction Specialist

“Our African Heritage Scholarship Program and collaborations are an essential driver of innovation, creativity, and sustainable success. By embracing and celebrating difference, TE unlocks a treasure trove of unique perspectives, experiences, and ideas.”

Kiron Open Higher Education

Our partnership with **Kiron Open Higher Education**—which offers free online learning opportunities to refugees and underserved communities across 45 different countries—helps further the education and career development of Kiron students through mentorship.



Mikayla Garvin (she/her/s)
Manager Product
Engineering, TEYP

“This was my first mentoring opportunity, but I am so thrilled I did it. I had meaningful conversations with my mentee that gave me new insights about the injustices that refugees deal with even if they are given entry or asylum in a new country.”

BUSINESS PARTNERSHIP

Toward a More Diverse and Inclusive Marketplace

We are committed to diversifying our supplier base so that we can increase the creativity and agility of our solutions. In fact, our Global Supplier Diversity program, started in 2021, is growing rapidly.

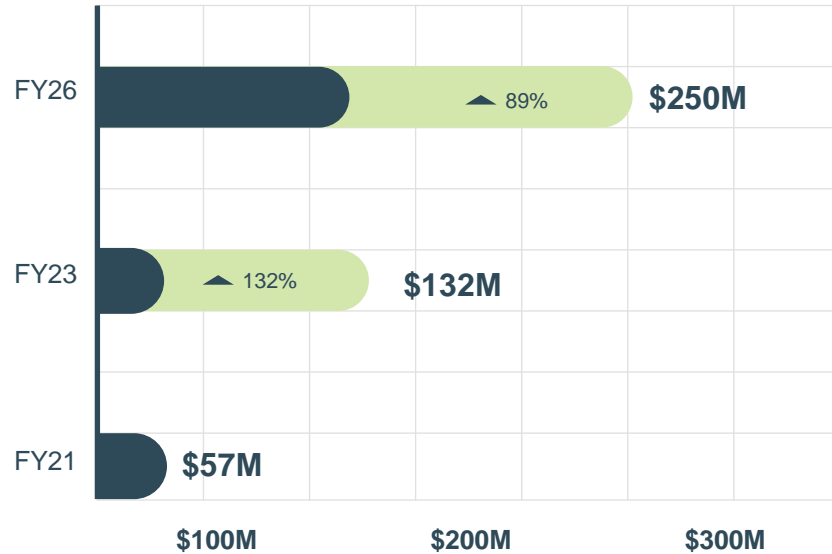
Between 2021 and 2023, we more than doubled our annual spend with diverse owned businesses. By 2026, we aim to increase this spend to \$250 million annually.

KEY NEXT STEPS

- Expand presence at Supplier Diversity Partner events (Disability:IN, NMSDC, WBENC)
- Host live Supplier Day
- Implement Tier 2 reporting program to measure the impact of diverse spend by TE's suppliers



FISCAL YEAR SPEND



Our Journey So Far

Global Supplier Diversity program announced



NOV 2021

Certification form added to TE's Supplier Portal so suppliers can be designated as diverse-owned



JAN 2022

Virtual Matchmaker event hosted by TE increasing awareness of current diverse-owned suppliers



FEB 2022

Attended 1st WBENC Expo as a Supplier Diversity Team to connect with women-owned businesses



JUNE 2022

Supplier Diversity logo created, exhibit booth for supplier diversity fairs designed, and new supplier showcase added to TE.com



SEP/OCT 2022

Recognized by *WEConnect International* as a Global Champion with their Silver award



MAY 2023



You
Belong
Here

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DIVERSITY
ENGAGEMENT
INCLUSION

