



March 2026

Child Labour Due Diligence Report for TE Connectivity

This is the second annual report for the TE Connectivity plc group of companies domiciled in Switzerland¹ (**TE Swiss Entities**), related to the due diligence and reporting obligations covering child labour prepared in accordance with Art. 964j-I of the Swiss Code of Obligations and Section 221.433 - the “Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.” This report covers the period October 1, 2024 to September 30, 2025 (**FY2025 or Reporting Period**).

Commitment to Human Rights

TE is committed to fostering a culture of corporate compliance and ethical behaviour and to protecting the human rights of workers across our value chain. We are committed to taking actions to prevent modern slavery and human trafficking within our operations and supply chains.

Our commitment is grounded in internationally recognized human rights frameworks, including the United Nations (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ILO Fundamental Conventions, ILO Declaration of Principles concerning Multinational Enterprises and Social Policy, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. TE has been a signatory to the UN Global Compact since 2011 and reports annually on our progress through our Corporate Responsibility Report and other country-specific reports available at [Disclosures | Corporate Responsibility | TE Connectivity](#).

In June 2024, TE joined the Responsible Business Alliance (RBA), further strengthening our environmental, social, and governance (ESG) efforts and promoting responsible, sustainable practices across our global supply chain.

1. Organisational Structure, Operations and Supply Chains

The TE Swiss Entities are direct or indirect wholly owned subsidiaries of our global parent company, TE Connectivity plc (**TE**), and are subject to the TE Global Policies (as defined below) and processes, which are explained in the following paragraphs, to provide a common enterprise-wide approach to managing human rights and related compliance.

TE is organized under the laws of Ireland and is a public company listed on the New York Stock Exchange. TE is a global industrial technology leader creating a safer, sustainable, productive, and connected future. Our broad range of connectivity and sensor solutions enable the distribution of power, signal and data to advance next-generation transportation, energy networks, automated factories, data centers enabling artificial intelligence, medical technology and more to ensure that EVERY CONNECTION COUNTS.

TE manufactures products in over 25 countries worldwide. Our manufacturing sites focus on various aspects of our manufacturing processes, including our primary processes of stamping, plating, molding, extrusion, beaming, and assembly. As of the end of the Reporting Period, we had 105 manufacturing facilities in three geographic regions including EMEA, Asia-Pacific and Americas.

¹ The TE entities domiciled in Switzerland include TE Connectivity Solutions GmbH, TE Connectivity Switzerland Ltd., TE Connectivity MOG Sales GmbH, TE Connectivity Atlantic Switzerland GmbH, Tyco Electronics (Schweiz) Holding II GmbH, and ERNI International AG. Tyco Electronics Finance Alpha GmbH merged into TE Connectivity Solutions GmbH effective 9 July 2025.



TE sells products into approximately 130 countries primarily through direct selling efforts to manufacturers. During the Reporting Period, our direct sales represented approximately 75% of total net sales. We also sell our products indirectly via third-party distributors.

At the end of the Reporting Period, TE employed approximately 93,000 people worldwide, including 13,000 contract employees. Approximately 34,000 were in the EMEA region, 34,000 were in the Asia–Pacific region, and 25,000 were in the Americas region. Of our total employees, approximately 55,000 were employed in manufacturing and include 10,000 engineers.

In the Reporting Period, TE’s global supply chain included approximately 28,876 suppliers (including 8,488 direct material suppliers and 20,388 indirect material or services suppliers) providing raw materials, commodities, components, and services required to support operations.

The TE Swiss Entities distribute connectivity and sensors solutions for the Energy, Aerospace and Automotive industries among others across Switzerland. Product offerings include a variety of electronic components, such as connectors, antennas, sensors, cables, switches, wires, fiber optics and application tooling.

Human Rights Governance Structure

TE’s Human Rights Program is governed by our Human Resources (HR) and Legal functions, which oversee policies, training, and due diligence.

- a. **ESG Governance Model.** TE developed an ESG Governance Model which includes:
 - i. **Executive Oversight:** The Executive Vice President and General Counsel and Chief Human Resources Officer have executive responsibility to implement policies and procedures related to human rights and provide regular Human Rights Program updates to TE’s Board of Directors.
 - ii. **ESG Leadership Network:** Includes executive sponsors from different functions including Legal, HR, Operations, Supply Chain, Finance and is led by Global Government Affairs and Corporate Responsibility. This team provides quarterly briefings to the Executive Vice President and General Counsel and Chief Human Resources Officer.
 - iii. **Cross-Functional Core Team:** Consists of functional owners, working group leaders and segment/sector/business unit sustainability leaders who coordinate our ESG strategy and workstreams across business units.
 - iv. **ESG Regulatory Impact Assessment Task Force:** Monitors the regulatory landscape and assigns compliance ownership.
- b. **TE Human Rights Committee.** This enterprise-wide committee is a sub-committee of the Cross-Functional Core Team and includes representatives from several functions, including HR; Government Affairs; Procurement; Supply Chain Compliance; Operations; Environmental, Health & Safety (E&HS); Ombudsman and Legal. This committee further drives TE’s Human Rights Program and its responsibilities include:
 - Identifying human rights risks and gaps;
 - Developing action plans;
 - Reviewing and updating policies;
 - Enhancing due diligence processes; and
 - Evaluating emerging human rights issues.



- c. **Supply Chain Compliance & Risk (SCCR)**. This team is part of our Global Procurement function and manages the Supplier Responsibility Program (as detailed below) and Responsible Sourcing Program. In the Reporting Period, this team added a new Director of Supply Chain Compliance and two new Responsible Sourcing Leaders to further strengthen these programs and support our global Human Rights Program within our supply chain.

2. Organisational Policies on Human Rights and Child Labour

TE, including the TE Swiss Entities, are committed to upholding responsible business practices and addressing human rights and child labour through our foundational human rights policies, including the following (collectively **TE Global Policies**).

- a. [TE Connectivity Guide to Ethical Conduct \(Ethical Conduct Guide\)](#) outlines TE's commitment to human rights, social responsibility, and global corporate citizenship. It prohibits all forms of forced, trafficked or child labour, and any activity that violates individual dignity, and prohibits any form of physical punishment, abuse and harassment. All TE employees are required to comply with the Ethical Conduct Guide as a condition of their employment.
- b. [TE Connectivity Supplier Code of Conduct \(TEC-1015\) \(Supplier Code\)](#) aligns with leading international frameworks, standards, and legislation on responsible business conduct, including the latest RBA Code of Conduct. It sets clear expectations for ethical behaviour, sustainability and social responsibility across TE's value chain and outlines the principles required of suppliers and sub-suppliers, consistent with TE's Core Values. It outlines TE's labour and human rights expectations, including:
- freely chosen employment
 - prohibitions on child labour
 - working hours
 - wages and benefits
 - humane treatment
 - non-discrimination
 - freedom of association
 - responsibly sourcing minerals / materials
 - preventing adverse environmental impacts on local people
 - prohibition of unlawful land eviction
 - prohibiting violent security forces

The Supplier Code also prohibits suppliers from retaining workers' documents or requiring workers to pay recruitment fees and requires these expectations to be flowed down to the supplier's employees, agents, subcontractors, and sub-tier suppliers, when conducting business with or on behalf of TE. The Supplier Code was last updated in June 2024 and is reviewed every five years to align with the latest RBA Code of Conduct. However, if critical topics arise, they will be considered for an out-of-cycle update.

The Child Labour section of our Supplier Code requires that "Child labour is not to be used in any stage of manufacturing . . . Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs."

- c. [TE Global Human Trafficking and Modern Slavery Policy \(TEC-01-71\)](#) reinforces TE's commitment to maintaining a work environment and value chain free from human trafficking, forced labour, slavery and unlawful child labour. The policy:
- i. prohibits all forms of human trafficking, forced labour and unlawful child labour across TE's operations and supply chain;
 - ii. requires appropriate training including annual training for third-party contractor personnel and TE employees with direct responsibility for TE's operations and supply chain management.



- iii. establishes consequences for non-compliance, allowing TE to take disciplinary or corrective action, up to and including termination of employment or contract.
 - iv. requires communication of policy expectations to suppliers, subcontractors and agents.
- d. [**TE Connectivity Global Human Rights Policy \(TEC-04-37\)**](#) broadly defines how TE respects human rights in our operations, supply chain, and the communities in which we operate. TE has identified the following human rights issues as most salient for our operations due to the industry and locations of our business:
- i. Child labour;
 - ii. Forced labour and human trafficking, including all forms of slavery;
 - iii. Health and safety;
 - iv. Harassment-free workplace, including equal treatment;
 - v. Equal opportunity; and
 - vi. Respect and civility

In the Reporting Period, the Human Rights Committee updated this policy to ensure ongoing relevance and reflect the maturity of our Human Rights Program. This policy update is expected to be rolled out in FY2026.

- e. [**TE Connectivity Reporting and Investigating Misconduct Policy \(TEC-01-57\)**](#) establishes procedures and responsibilities for reporting alleged violations of applicable laws or regulations, the Ethical Conduct Guide, TE policies and procedures, and for the investigation and any corrective action related to those reports. The policy also includes prohibition against retaliation and enhanced whistleblower protection.

In addition to these foundational human rights policies, TE maintains other policies that may impact human rights related to the following areas:

- f. **Health and Safety.** TE is committed to the well-being of our employees by upholding rigorous occupational health and safety standards. We also ensure full compliance with applicable environmental, health, and safety regulations throughout our global supply chain, protecting both our employees and the environment. [*Environment, Health, Safety and Environmental Sustainability Policy \(TEC-12-02\)*](#)
- g. **Harassment-Free Workplace.** TE provides a professional and harassment-free environment including equal treatment and respect for one another, our customers and business partners. [*Harassment Free Workplace Policy \(TEC-04-07\)*](#)
- h. **Equal Employment Opportunity.** TE provides a work environment that prohibits discrimination in employment, based on age, citizenship status, color, disability, ethnicity, gender, gender identity, gender expression, national origin, race, religion, sex, sexual orientation, veteran status or any other status classification protected by applicable law or regulation. [*Equal Employment Opportunity Policy \(TEC-04-13\)*](#)
- i. **Respect and Civility.** TE maintains a professional work environment in which all employees conduct themselves with respect and consideration for one another, our customers and business partners. [*Global Workplace Respect and Civility Policy \(TEC-04-34\)*](#)
- j. **Environmental Sustainability.** TE recognizes that our environmental performance of our own operations and of our supply chain has an impact on human rights, such as use of natural resources, forests, responsible production, and pollution. TE is committed to protecting individuals and communities affected by our operations, and avoiding unlawful eviction or deprivation of



homes, lands, or waters. TE's [Environment, Health, Safety and Environmental Sustainability Policy](#) (TEC-12-02) outlines our approach to environmental management. TE also has environmental requirements for suppliers available on the [TE Supplier Portal](#) including:

- i. [EHS Requirements for Contractors](#) (TEC-124-115),
 - ii. [Supplier Requirements for Product Environmental Compliance](#) (TEC-138-702),
 - iii. [Total Quality Management Requirements for Suppliers](#) (TEC-1005), and
 - iv. [Supplier Requirements, Product Carbon Footprint \(PCF\) Calculation Specification of Materials](#) (TEC-16-03).
- k. **Working Hours.** TE is committed to equal pay, fair wages and ensuring transparent compensation practices globally through its [Fair Pay Policy](#) (TEC-04-38). TE also has regional working hours and pay policies to meet local regulatory requirements as needed.
- l. **Responsible Sourcing.** TE is committed to sourcing minerals and materials used in our products responsibly in alignment with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* and expects the same of our suppliers. [Responsible Minerals and Materials Policy](#) (TEC-01-56)

3. Assessing and Managing Risk

TE is committed to further developing appropriate processes for assessing and managing human rights risks in its business and supply chains. TE continues to improve its human rights risk assessment maturity, transitioning from saliency mapping to structured risk evaluations across our operations and supply chains.

Within TE's Operations

We have taken the following steps to assess and manage risks of modern slavery and human trafficking within TE's own operations.

- a. **Saliency Assessment.** In FY2023, a third-party consultant conducted an Enterprise Human Rights Saliency Assessment, which identified key human rights issues including child labour, forced labour and human trafficking for our operations and supply chain. These salient issues are incorporated into our Human Rights Committee objectives to strengthen our Human Rights Program, due diligence and remediation processes, and are addressed through our foundational human rights policies as follows:
- i. **Child Labour.** TE strictly prohibits the use of child labour in our operations and expects the same of our suppliers. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs. The use of legitimate workplace apprenticeship or student programs, which comply with all laws and regulations, is supported.
 - ii. **Forced Labour and Human Trafficking.** TE strictly prohibits all forms of human trafficking, forced labour, bonded labour (including debt bondage), indentured labour, involuntary or exploitive prison labour, or physical abuse, including misuse of security forces in our own operations and expect the same of our suppliers. All employment will be voluntary, and workers should be free to leave upon reasonable notice. Workers will not be required to surrender government-issued identification, passports or work permits as a condition of employment, except for the purpose of legal status verification, in which case the documents must be promptly returned to the worker, unless otherwise required by law. Workers will not be required to pay recruitment fees or other related fees for their



employment.

- b. **RBA Corporate Self-Assessment Questionnaire.** In the Reporting Period, TE updated the RBA Corporate Self-Assessment Questionnaire (SAQ) improving its score from 89.9% to 93.2% over prior questionnaires resulting in a low-risk rating. This questionnaire helps us assess our current Human Rights Program and identify areas of improvement to manage risks.
- c. **Double Materiality Assessment.** In 2022, TE conducted a double materiality assessment, which can be accessed in our [Double Materiality Report](#). We revisited the materiality assessment in FY2024 and began a more comprehensive review in FY2025 and early FY2026.
- d. **Human Rights Committee.** In FY2025, the Human Rights Committee established subcommittees to focus on the following workstreams to strengthen assessing and managing human rights risks:
 - i. **Due Diligence in TE's Own Operations.** This subcommittee established an RBA-aligned structure by business unit for TE facilities to form Cross-Functional Customer Response Teams to address customer requirements—including questionnaires, audits, and assessments—through the RBA Online platform. The subcommittee evaluated human rights risks, reviewed customer audits and NGO assessments, and educated business units on the RBA-aligned structure to support ESG and social responsibility requirements. Moving forward, the subcommittee will continue building out the platform structure and educate other business units and facilities.
 - ii. **Stakeholder Engagement.** This subcommittee developed a stakeholder map and engagement strategy for human rights recognizing unique perspectives are essential to understanding the actual and potential human rights impacts of our operations. Engaging with stakeholders across our business and value chain helps inform our decisions, strengthen our practices, and drive meaningful progress. We identified and actively seek constructive dialogue with a wide range of stakeholders, including:
 - Employees and team members
 - Suppliers and their workforce
 - Customers and other business partners
 - Local communities where we operate
 - Civil society organizations and industry groups

We understand that many human rights challenges are complex and best addressed through collaboration. To advance our efforts, we participate in multi-stakeholder initiatives and partnerships focused on improving human rights outcomes across industries and geographies.
 - iii. **Enterprise and Local Grievance Mechanisms.** This subcommittee reviewed TE's current grievance mechanisms, accessibility, data collection, and compliance alignment. TE has multiple channels for reporting human rights concerns. Reporting and consolidation processes are well-established, but a gap in human rights awareness was identified. As part of the reporting structure, HR must report any internal human rights concerns to the Office of Ombudsman, TE's grievance mechanism, which is covered in more detail under section 4. The primary recommendation was to provide targeted training to strengthen human rights risk identification across the organization. See our Training section below regarding an in-depth human rights training being deployed in FY2026.



Within TE's Supply Chain

TE has the following supply chain compliance mechanisms in place to assess and manage risk within our supply chain. TE seeks to engage suppliers whose values and supply chain practices align with TE's commitment to complying with human rights and child labour obligations.

- e. **Supply Chain Contracts.** The Supplier Code is incorporated into TE's standard contract terms including our master supply chain contracts and Global Terms and Conditions of Purchase, which provide TE with the contractual right to conduct an audit for compliance with the Supplier Code and the right to terminate an agreement for non-compliance. In pertinent part, the contractual terms include the following: *"Supplier warrants that all performance under this Order [or Agreement] will comply with relevant Laws, including but not limited to product compliance, tax, environmental, animal protection, human rights, employment, labor, data protection, and health and safety laws. Supplier also warrants their understanding of, agreement to, and conformance to the TE Connectivity Supplier Code of Conduct ("TEC-1015") as well as all documents referred to therein, found at <https://supplierportal.te.com>. Supplier will also flow down these requirements to Subcontractors."*
- f. **Supplier Approval and Onboarding Processes.** As part of TE's process in determining whether to engage a new supplier, TE and the TE Swiss Entities follow an internal Supplier Onboarding Process, which is managed through a supplier set-up application. The Supplier Onboarding Process, among other things, involves following the guidelines set out in TE's internal Supplier Approval Policy which outlines that all TE suppliers agree to comply with the Supplier Code as referenced above or document a similarly robust code of conduct and processes.
- g. **Business Partner Risk Assessment / Screening.** TE maintains a process for assessing the risk posed by its business partners, including suppliers, in relation to human rights practices in its operations and supply chains. This process involves:
 - i. **Screening TE's Business Partners.** TE screens business partners, including suppliers, as part of the onboarding process and via an ongoing automated daily rescreening of our suppliers to determine if they are listed on any sanction or restricted party lists. We take a proactive risk management approach with certain material suppliers by monitoring their business conditions and using a commercial risk intelligence platform to receive alerts of potential associations with high-risk suppliers or third parties in their supply chain.
 - ii. **Business Partner Management.** We further utilize a Business Partner Management (BPM) program that provides a targeted due diligence and screening process based upon objective risk assessments to retain and manage certain in-scope business partners, ensuring their adherence to TE's Core Values and preventing potential harm to TE's brand and reputation by limiting our exposure to potential bribery and corruption. This process helps ensure that our business partners operate in a manner that is ethical, in accordance with the law and reflects our Core Values. We utilize this BPM process through our supplier onboarding and through continuous monitoring of our existing business partners.

4. Due Diligence and Remediation Approach

To uphold our human rights commitments, TE has implemented a range of due diligence processes and remediation approaches for addressing the social risks of human rights and child labour within TE's own operations and our supply chain. In the Reporting Period, the Human Rights Committee developed remediation procedures to provide a structured remediation approach and establish a defined plan if a child



labour or human rights concern is detected and prescribe guiding principles for remediation, which will be rolled out in FY2026.

Within TE's Operations

Within our own operations, we have established the following due diligence processes:

- a. **Human Resources Internal Human Rights Survey.** TE conducts an annual human rights survey with key global and regional HR leaders, along with labor and employment attorneys. This survey helps confirm business practices align with our Ethical Conduct Guide and Global Human Rights Policy and that there are no violations of human rights, child labour or decent working conditions. In FY2025, we updated our questions and assessment process to align more closely with evolving regulatory requirements. The Human Rights Committee analysed the results of the survey and followed up with individual respondents to help identify areas of improvement including training opportunities. We concluded that there were no human rights concerns or violations that required remediation.
- b. **TE Facility Audits.** Our Environmental and Health & Safety (E&HS) teams lead third-party audits at each TE site every three years or, as determined, and internal inspections are conducted by site safety committees, supervisors, and plant managers to identify and correct hazards. Our E&HS teams also use a management system to track health and safety events with root cause analysis, corrective actions and remediation steps.
- c. **TE Customer Audits and Surveys.** As an RBA member, we assess the results of the audits performed by our customers at TE facilities. Third party auditors conducted six RBA Validated Assessment Program (VAP) audits at TE facilities in FY2025 to support customer due diligence and improve human rights processes in our operations. This allows TE to continue to enhance our due diligence by aligning remediation plans, including corrective actions, training and other measures to ensure best practices within our operations, to continually improve our Human Rights Program. In the Reporting Period, there were no child labour findings. TE also provides responses to various customer surveys or assessments to help customers understand our ESG performance, including the following portals: NQC, EcoVadis and Integrity Next.

Within TE's Supply Chain

To improve our due diligence processes, we continue to assess our current practices against new regulations and industry best practices and enhance our due diligence by aligning remediation plans, including corrective actions, audits, trainings, or other measures to ensure supplier compliance.

Our supply chain due diligence follows a risk-based approach, considering factors like geography, industry, commodity, and inherent risk indicators to ensure alignment with the Supplier Code and our Core Values. In FY2024, we developed a three-year roadmap to enhance supply chain due diligence; in FY2025, we progressed against this roadmap, introducing new systems to support supplier risk analysis. As detailed below, these risk analytic tools and the following processes will guide our due diligence, automate delivery of questionnaires to suppliers, and help identify which suppliers to audit.

- d. **Supply Chain Mapping.** Our Supplier Code includes supply chain mapping criteria. Due to increasing business continuity, sustainability and compliance requirements, TE requires its suppliers to conduct and support necessary supply chain mapping initiatives, including but not limited to efforts sufficient to meet the highest documentation standards that demonstrate 'Supply Chain Mapping Evidence' which comprises:



- i. the identity and location of suppliers' subcontractors and suppliers; and
- ii. the origin of its products and any component and raw materials in its products.

Supply Chain Mapping Evidence must meet applicable regulatory requirements, supply chain security programs, directives, or guidance from the applicable government authorities.

e. **Supply Chain Traceability Systems.**

- i. **Supplier Data Management System.** Names and addresses of all our Tier 1 suppliers, as well as the commodity codes of the goods or services they provide, are recorded systematically in a TE supplier data management procurement system. We maintain records of our monitoring activities including the BPM approval status for in-scope suppliers, the Supplier Code acceptance responses (as further described below), and other metrics for product compliance surveys. TE is in the process of strengthening our risk assessment process. As our process matures, we will continue to take the following risk criteria into account: geography, market, commodity, and spend.
- ii. **Supplier Risk Analytic Tools.** Since becoming an RBA member, we are leveraging the RBA Supplier Assessment Tool to identify geography and market risk. In FY2025, we uploaded our relevant suppliers, and we are in the process of learning how best to leverage this tool. Also, in the Reporting Period, we expanded the use of a third-party Supply Chain Risk Management System. We have uploaded over 20,000 relevant suppliers to this system to help identify and mitigate supply chain risks.

f. **TE Supplier Responsibility Program.** TE also has established practices to monitor, identify and assess potential adverse impacts as part of its due diligence efforts. These activities are managed by the SCCR team and overseen by the Vice President and Chief Supply Chain Officer through the TE Supplier Responsibility Program (SRP), which is our due diligence process for ensuring suppliers align with expectations around labour, human rights, health, safety and environmental responsibility, and includes the following:

- i. **Supplier Code of Conduct Acceptance.** To ensure our suppliers are aligned with our values and principles, we annually track and report the number of suppliers that accept the TE Supplier Code, as disclosed in our annual TE Corporate Responsibility Report. By accepting our Supplier Code, suppliers agree to align with the principles and implement programs to support conformance. During the Reporting Period, TE launched a new campaign requesting existing suppliers to re-acknowledge alignment with the updated June 2024 version of the Supplier Code, receiving approximately 6,950 acceptances. As part of our onboarding process, we also implemented an automated supplier deviation process for those suppliers who do not accept the Supplier Code. Suppliers with similarly robust policies are reviewed by our SCCR team for alignment with TE's requirements.
- ii. **Labor and Human Rights Survey.** TE conducts an annual human rights survey of suppliers identified through our risk-based approach. In the Reporting Period, we launched a new survey through our expanded third-party Supply Chain Risk Management System, which includes a data collection tool accessed by TE's suppliers. Supplier response to this survey is voluntary. In the Reporting Period, TE surveyed approximately 1,719 suppliers and received 318 responses, resulting in an 18.5% response rate during the 11-week campaign conducted from September 24, 2025 to December 12, 2025. From the responses received, there were no child labour issues or concerns.



- iii. **Supplier Audits.** We previously reported the social audits that TE performs. However, we also conduct quality audits at supplier facilities to confirm alignment with our Supplier Code and certifications, including ISO 9001 and IATF 16949. Social audits are performed by a third-party auditing firm with qualified auditors who specialize in corporate social responsibility assessments, while quality audits are conducted by TE quality teams. The social audits validate supplier's values and principles outlined in our Supplier Code and identifies areas of concern related to forced labour/human trafficking, child/young labour, discrimination, compensation, working hours, environment, health & safety, freedom of association, ethics and subcontracting. TE's third party auditors conduct detailed on-site audits and follow-up audits as needed to monitor corrective action plans. To verify compliance with international social, environmental, ethical, and health and safety standards, TE conducted 42 social audits in calendar year 2025 and 501 quality audits in FY2025.
- g. **Supplier Remediation.** Our Supplier Code states that remediation can include a number of activities including working together to create a corrective action plan for achieving compliance in a reasonable time frame, defining a roadmap for gradually increasing standards and expectations to enable capacity building with our suppliers, and up to termination of a supplier relationship when serious compliance issues are not remediated despite repeated notifications and attempts. Our Supplier Code also provides guidance on a management system that our suppliers should implement including risk assessment and risk management, audits and assessments, training, and a corrective action process among other elements. We also encourage our suppliers to promptly report any concerns of potential violation of laws, regulations, and TE policies via TE's grievance mechanism.
- h. **Grievance Mechanism.** TE's grievance mechanism is available to employees, suppliers, investors, customers and other third parties through the Office of Ombudsman, an independent, impartial and confidential resource, to anonymously ask questions or raise concerns. The Ombudsman reports directly to the Audit Committee of the TE Board of Directors and ensures that all reported issues are investigated, communicated to all affected stakeholders and resolved in an appropriate manner. Often, the post-investigation corrective actions enable TE to make process improvements or otherwise rectify an inefficiency for the benefit of TE or its employees.

The Office of the Ombudsman services all TE entities globally. Therefore, all TE employees or third parties are encouraged to use this service to report any actual or potential breaches or concerns of human rights obligations, including any child labour concerns. Information about the program is publicly available at [Office of the Ombudsman | TE Connectivity](#).

Our Office of Ombudsman continues to monitor any grievances related to human rights. In the Reporting Period, there were no human rights matters, including child labour, reported to the Ombudsman.

5. Training

- a. **Employee Training.** TE has a robust learning management platform (Learn@TE) with development resources and required trainings for our employees, which includes partnerships with several content library providers, enabling us to provide a broad range of learning content and capabilities in an accessible and sustainable way. The following highlights the various trainings that include human rights content:



- i. **Ethical Conduct Guide Training.** As part of TE’s global training on TE’s Ethical Conduct Guide, every TE employee is required to participate and certify annually in a training session, which includes protecting human-rights content such as anti-harassment and non-discrimination and how to report concerns. During the Reporting Period, TE again had a 99%+ completion rate for this training, which included active employees on TE payroll at the time of the commitment campaign.
 - ii. **Preventing Harassment and Promoting Respect.** In addition to the Ethical Conduct Guide Training, there is separate training focused on preventing harassment, sexual harassment and violence in the workplace, and to encourage employees to speak up without fear of retaliation. Approximately 5,400 employees completed this training in FY2025.
 - iii. **Health & Safety Training.** In the Reporting Period, TE launched a new E&HS Passport training course, which addresses key topics including office safety, manufacturing and laboratory site safety, machine safety and travel safety. More than 63,000 employees completed the training, strengthening their ability to protect themselves and their colleagues.
 - iv. **HR Training.** Our HR teams are also trained in the following topics: global inclusion, understanding and reporting misconduct through our grievance mechanism, pay transparency, and ethical leadership for managers.
 - v. **Human Rights Training.** In the Reporting Period, the Human Rights Committee developed an in-depth human rights training module to ensure employees understand our Human Rights Program, prohibition of child labour, forced labour indicators, and reporting human rights concerns in alignment with our Core Values. This training will be rolled out in FY2026.
- b. **Supplier Training.** In FY2025, our top 100 suppliers received live training on human rights regulations during our Supplier Day event. At our Supplier Day event, we invited our top 100 suppliers to focus on key compliance areas, including product environmental compliance, our Scope 3 GHG emissions and human rights. We emphasized clear expectations for suppliers to enhance transparency and due diligence, including adopting a Code of Conduct aligned with the RBA, implementing a grievance mechanism and building capacity within their supply chains.

6. Monitoring and Evaluation

In the Reporting Period, we strengthened our governance, due diligence processes, training, and reporting to support our responsibility to protect human rights. TE continues to monitor and evaluate these existing practices through a continuous improvement approach to our Human Rights Program. The Human Rights Committee establishes annual goals and projects to advance our commitment to ethical and responsible practices across our supply chain and operations. Some goals and strategies which TE is considering implementing over successive reporting periods include the following:

- a. TE intends to design and implement a framework to review the effectiveness of the controls it has implemented by:
 - i. Further developing and enhancing existing procedures and mechanisms; and
 - ii. Supplementing its cohesive response to human rights including child labour with additional policies, mechanisms and strategies, as it deems necessary.
- b. TE intends to continue advancing our risk-based due diligence to identify, prevent, and mitigate adverse impacts and risks related to supplier responsibility using technology-based risk analytic tools.



- c. TE intends to roll out updates to its Global Human Rights Policy and new remediation procedures.
- d. TE intends to continue to enforce and promote awareness of the Ethical Conduct Guide, Supplier Code and Global Human Rights Policy.
- e. TE intends to roll out in-depth human rights training for employees as referenced in the Training section above.
- f. TE intends to focus on developing clear metrics, key performance indicators and targets to assess the Human Rights Program's performance and effectiveness, ensuring continuous improvement and meaningful progress.

Conclusion

TE remains committed to ensuring that it complies with its human rights and child labour obligations across our operations and global supply chain. As described above, TE and the TE Swiss Entities take active steps to review and improve our human rights processes on an ongoing basis.

For transparency and reporting, our Ethical Conduct Guide, Global Human Rights Policy, Supplier Code and additional details about the TE Human Rights Program may be found in TE's Corporate Responsibility Report and country-specific reports available at [Disclosures | Corporate Responsibility | TE Connectivity](#).