



Corporate Responsibility Report

FY2022

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Message From Jaxon Lang, President and CEO

Welcome to AFL's inaugural Corporate Responsibility report! We are pleased to celebrate and share the journey we've been on through each facet of Corporate Responsibility – Environmental, Social, and Governance (ESG).

AFL's Core Values – Customers First, Integrity, Innovation, Collaboration and Accountability, Environment Health and Safety, and Community Engagement – are the backdrop to all we do. Living the AFL Way inherently means we're addressing many Corporate Responsibility issues to ensure AFL is a great place to work for and with. However, we realized that a more intentional and focused Corporate Responsibility strategy is an opportunity to drive innovation, engage our associates, reinforce our investment in customer relationships, and demonstrate our dedication to the communities in which we live and work, all of which have additional positive impacts on our financial performance.



So, we're doing just that. In FY22, our Executive Committee endorsed our inaugural materiality assessment, identifying the Corporate Responsibility priorities that make sense for our business. We also formalized our ESG Committee and identified resources to create a dedicated ESG Core team. These groups collaborated to set goals and objectives based on our priorities, all of which present exciting challenges.

In rising up to these challenges, our teamwork and progress has been substantial and swift.

For example, it's taken only two years from calculating our first corporate carbon footprint to setting emissions reduction targets in our operations and value chain aligned with climate science. Our circular economy efforts that center around innovative products and packaging reduce energy, material use and waste, while also increasing convenience and efficiency for our customers. These activities show we're a willing partner to help them achieve their own sustainability goals.

On the people front, employee health and safety and community engagement continue to be a cornerstone for our activities. AFL wants everyone to go home in the same or better condition that they showed up to work, and my fellow company leaders and I are underscoring that message more strongly than ever. Meanwhile, I can't say thank you enough for the generosity of our associates – in raising \$776,000 for our community through the Imagine That! Campaign and volunteering over 1,500 hours during UNITE, our annual month of service, we're showing our communities every day that we care.

All this is happening even while we strengthen our governance approach, including staying on top of continually evolving regulations and bolstering our expectations and policies. As an international company, integrity and ethics must be front of mind so that we are an asset to the protection of global human rights.

Our SAFER™ solution, combined with our Corporate Responsibility progress, results in greater innovation and actions to meet the needs of our customers – which will also help transition our society toward a more sustainable future.

This has been quite the journey of dynamic learning, and our progress is a sign of what we're capable of doing both on and off the field. As the needs of our communities and people evolve, AFL is committed to being right there with them.

This report is a testament to what's possible through the strong work of associates across AFL. Read on and see how we are doing better, now and every day going forward.

A handwritten signature in black ink, appearing to read 'Jaxon Lang'. The signature is stylized and fluid.

Jaxon Lang

President and CEO



About this Report

America Fujikura Ltd. (AFL) is pleased to publish this inaugural Corporate Responsibility report to describe our commitment to responsible and sustainable business practices. AFL's ESG committee is responsible for overseeing the development of the company's annual [Corporate Responsibility](#) report and responding to stakeholder requests, with input and oversight from subject matter experts across the company and key leadership. This report is publicly available electronically on AFL's Corporate Responsibility page. Please direct questions related to this report and its contents to AFLSustainability@AFLglobal.com.

Unless otherwise stated, this report covers AFL's fiscal year 2022 (April 1, 2022 – March 31, 2023) and 100 percent of the operations of AFL, a wholly owned subsidiary of Fujikura Ltd. of Japan, with operations in North America, Europe, Asia and Australia. Our report references the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosures (TCFD) Standards and recommendations. Going forward, we intend to publish annual Corporate Responsibility reports describing our ongoing progress and performance.

AFL Company Overview

AFL has a rich history in the fiber optic industry, dating back to our founding in 1984. We provide industry-leading end-to-end solutions, products and services to the energy, service provider, enterprise, industrial, and hyperscale markets as well as a number of emerging markets.

We manufacture, engineer and install fiber optic products and associated equipment. Our [services](#) portfolio includes market-leading positions with the foremost communications companies supporting data center, outside plant, wireless, and enterprise applications.

As a subsidiary of [Fujikura Ltd.](#) of Japan, AFL employs over 6,300 people worldwide.

Our core values drive our [culture](#) and priorities and provide a framework in which decisions are made.



75% NA
20% EU
5% APAC



Strong Growth Position in

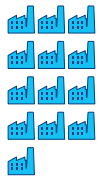
Fiber Optic Products, Conductor Accessories, and Services



75%
Products



25%
Services



13
Global Manufacturing Locations



130+
Countries Sold to

25
Languages Spoken

1
Globally Unified Team



Mission Statement

To connect our customers around the world with innovative technologies, exceptional products, and high-quality services.

Core Values



Customers First



Integrity



Innovation



Collaboration & Accountability



Environment, Health & Safety



Community Engagement

ESG Materiality and Program Management

Our ESG Priorities

AFL's commitment to our values is a Corporate Responsibility. We see a strategic imperative to invest in the three facets of corporate responsibility – **Environment, Social, and Governance (ESG)** – while keeping **Financial** performance and customer experience a top priority.

In 2022, AFL conducted our first materiality assessment to identify the ESG topics that matter the most to our company and stakeholders, including our parent company Fujikura, the communities in which we operate, our customers, and our employees. The process involved benchmarking peers and engaging multiple AFL stakeholders for endorsement, ultimately leading to approval from our Executive Committee. From these, AFL developed a comprehensive plan with specific goals by developing mid-term and near-term objectives and measurable targets.

While we have already begun to integrate several high-priority topics into our culture and processes, we are pursuing intentional actions to improve our performance in other areas by making formal commitments and goals in both the near-term and long-term.



Environment

- GHG emissions
- Operational energy
- Waste management
- Circular economy
- Water conservation



Social

- Diverse and inclusive workforce
- Employee health and safety
- Responsible procurement
- Top talent recruitment
- Secure supply chain
- Community partnerships



Governance

- Governance and risk management
- Data security
- Integrity and ethics
- Export control
- Regulatory compliance



Financial

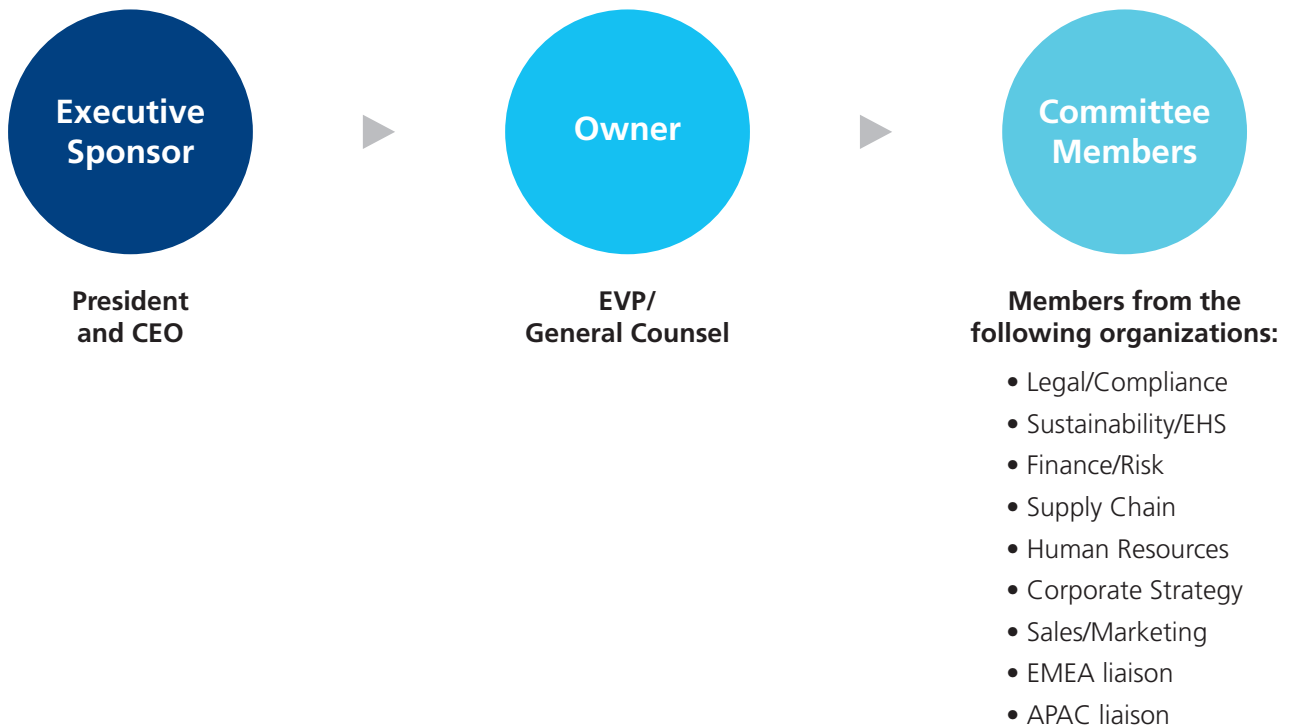
- Achieving the mid-term 2025 and 2030 vision
- Customer centricity
- Connecting society and network reliability

ESG Program Management

In 2021, AFL formed an ESG Task Force to develop a program that captures existing initiatives and identifies areas of opportunity to address the growing expectations of both our internal and external stakeholders. With AFL's rapid development of and investment in the program, including creation of an ESG Core team with dedicated hires responsible for progressing on our ESG priorities, in 2022 the Task Force transitioned to a formal ESG Committee. The Committee, comprised of multi-departmental representatives, now oversees the Corporate Responsibility program and advises AFL's leadership team on our ESG strategy and performance.

Supported by the ESG Core team, the Committee guides and monitors our ESG strategy, targets, and progress. The Committee meets quarterly and presents regular updates to the Corporate Responsibility program and its progress to the Executive Committee, enabling their communication of this information to AFL's Board of Directors. The Committee now oversees the company's annual reporting and responses to stakeholder requests.

Committee Structure



Financial Performance

AFL's mission is to connect our customers around the world with innovative technologies, exceptional products, and high-quality services. Our vision is to positively impact communities by delivering superior solutions. We plan to achieve our financial performance objective by focusing on the following areas:



Achieving the Mid-term 2025 and 2030 Vision



Customer Centricity



Connecting Society and Network Reliability

Achieving the Mid-term 2025 and 2030 Vision

AFL enhances corporate and social value through our three strategic pillars and five market segments. We seek to create new value through innovation to ensure our products and services are always at the forefront of technology.

Pillars of Growth

These key pillars of growth are redefining the world in which we live. AFL is uniquely positioned to serve the industry in these areas:



Broadband Access and 5G

The delivery of high-speed broadband is critical to connect businesses, homes, schools, and hospitals. The deployment of Converged Access Networks will bring together wireline and wireless into a single holistic network solution. Smart Technology venues (e.g. stadiums, parking garages) will drive the need for Distributed Antenna Systems (DAS), cabling infrastructure investments and on-premise edge computing.



Digital Divide and Grid Modernization

Closing the Digital Divide is critical for long-term economic health and prosperity of the communities in which we live. The need for a resilient, reliable and modernized electric grid is critical to providing consistent and safe electric power. Electric Utilities and Co-Operatives will deploy fiber products and solutions along with new conductor accessory innovations to improve efficiency and reliability.

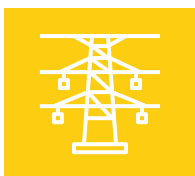


Digital Transformation and Edge Computing

Enabling applications like work-from-home, e-learning, and telehealth requires businesses to transform their digital infrastructure. Transitioning part or all of their digital footprint to the cloud is key to efficiency and sustainability. Advanced application such as Artificial Intelligence, Machine Learning, Augmented Reality will drive high performance computing, cloud services, and data centers at the user edge.

Key Solution Segments

AFL focuses on five key market segments across three foundational regions. Across the globe, AFL provides solutions which connect businesses and people to make a difference in our economy and our world.



Energy



Enterprise



Hyperscale



Industrial



Service Provider



Customer Centricity

At AFL, it started with a focus on customers. We are committed to the customer experience and creating value for our customers (and their customers) through innovative and sustainable solutions. We are a trusted business partner with a long history of supporting our customers.

Connecting Society and Network Reliability

AFL helps to enable the expansion of broadband access, bridge the digital divide, promote grid modernization and achieve digital transformation. By doing this, we provide a SAFER™ (Sustainable, Accessible, Flexible, Expandable, and Reliable) network infrastructure which leads to a more sustainable and prosperous future.

S A F E R™

SUSTAINABLE | ACCESSIBLE | FLEXIBLE | EXPANDABLE | RELIABLE

AFL's SAFER™ Solution

AFL's SAFER solution is a key contributor to our Corporate Responsibility progress and requires collaboration across the company to successfully implement. SAFER describes five critical considerations for our products. These aspects complement each other by aiming to increase the lifespan of products by building with growth in mind and minimizing obsolescence, while simultaneously reducing the products' environmental footprint and enabling our participation in the circular economy. SAFER summarizes the value that AFL solutions bring to networks, making them:



Sustainable

AFL solutions are manufactured with sustainability in mind while also helping our customers achieve their sustainability goals.



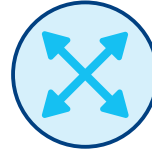
Accessible

AFL solutions allow technicians and contractors the ability to readily implement network changes quickly and in a cost-effective manner.



Flexible

AFL solutions allow our customers to accommodate moves/adds/changes, new technologies, new business cases and revenue opportunities, and more.



Expandable

AFL solutions provide capacity to accommodate future growth in data traffic, growth in the number of connection points, new business and usage cases, and more.



Reliable

AFL solutions are able to endure and perform through a wide range of environments and conditions, for many technological and even human generations.



Enabling Grid Modernization

Building a SAFER network can ensure the resilience of the grid for future energy demands. As the world evolves, a multitude of power sources with varying generating properties such as renewable energy, more distributed power generation, and increasing energy demands create a more complicated electrical grid. This, in turn, requires a very robust communications infrastructure to manage. AFL got our start with our optical ground wire product – the backbone of the communications infrastructure supporting electrical grids. Now, our innovative fiber solutions enhance network efficiency, are suitable for low-latency applications, and are long-lasting. With our robust history and experience, AFL is at the forefront of enabling grid modernization and moving society toward a more sustainable future.



Communication is Key

AFL is uniquely positioned to contribute to the broader issue of sustainability of society, including that of human connection and quality of life. Communication is critical to the ability transmit and exchange data, from something as simple as video-calling with family and friends, to supporting work-from-home for a better work-life balance, to enabling swift communication of potential human rights risks in a global supply chain. Our products and innovations help us connect as individuals, from near and far, toward a globally intertwined community.

Governance

AFL conducts our business activities with a firm commitment to corporate governance best practices and ethics, with a focus on the following key areas:



Corporate Governance and Risk Management

- Protect intellectual property
- Enhance third-party due diligence



Data Security and Privacy

- Establish robust information security program



Business Integrity and Ethics

- Promote Code of Conduct and a Speak-up Culture
- Strengthen ethics messaging at all levels of the company



Regulatory and Legal Compliance

- Comply with export control laws, sanctions and regulations
- Standardize materials compliance program



“AFL’s commitment to corporate responsibility and ESG ensures that we are not only doing the right thing for our employees, customers, and the planet – we are also positioning our businesses for long-term success. Our investments in these areas pay off through stronger relationships with stakeholders, enhanced ability to attract and retain top talent, and measurable reduction of our exposure to risks.”

Grant Burns, Executive Vice President and General Counsel

Corporate Governance and Risk Management

AFL’s business structure and management organization enables us to manage risk, grow sustainably, and maintain and improve corporate value. Our [leadership team](#) provides constant support to our associates, modeling the values and behaviors we want to see while encouraging growth, health, and innovation. Still, we recognize opportunities to strengthen and provide structure to our governance approach, which has been identified as a priority for FY2023.

As business continues to be impacted by the global supply chain challenges, including AFL, we are enhancing our [third-party due diligence programs](#) to reduce our risk exposure. We finalized our [Supplier Code of Conduct](#) for implementation in FY2023 in order to set our expectations for alignment with aspects of our Corporate Responsibility program. Looking forward, we will integrate formal ESG questions into our existing on-site Supplier auditing process for critical suppliers. Additionally, we plan to integrate ESG into the new vendor onboarding and approval process; this will help us identify upfront risks and opportunities and ensure effective plans are in place to promote continuous improvement across our value chain.



Business Integrity and Ethics

AFL respects our employees, values our customers and business partners, works hard to prevent bribery and other forms of corruption, and is committed to doing the right thing. Our [Code of Conduct](#) lays out our expectations for conducting business ethically and is provided in multiple languages appropriate to the geographies where we operate.

Our goal is to strengthen ethics messaging at all levels of the organization and foster a Speak-up Culture. First and foremost, we encourage an open-door policy for associates to feel supported in communicating their concerns. All new employees complete Code of Conduct training during onboarding, while existing employees refresh their training every two years. In FY2022, our ethics and compliance training reached 2,375 associates, with 11 courses assigned with a 94 percent completion rate. We continuously offer messaging to our associates through posters, newsletter articles, and regular references by leadership and management regarding the Code, our hotline and focused topics. As we continue to strengthen our approach, we will benchmark our performance in external programs and surveys to gauge our progress.

As stated by our Code of Conduct to underscore our Speak-up Culture, all known or suspected misconduct, including potential conflicts of interest, must be disclosed through one of the reporting channels (AFL Managers, Human Resources (HR), Compliance Officer and the Legal Department). Our third-party [Whistleblower hotline](#) is also available to anonymously report concerns.

Every incident is tracked and reported to our Compliance Committee, comprised of representation from business divisions as well as our EVP and General Counsel, CFO, and HR. AFL's Compliance Officer has the ultimate responsibility to evaluate potential conflicts of interest. This governance structure fosters constant dialogue on compliance activities from senior management all the way up to our Executive Committee, to guide monitoring of our hotline metrics, conflict of interest disclosures, and our training and communication strategy.

AFL is proud member of BELA, a community of leading enterprises that share best practices and expertise in ethics and compliance.





Data Security and Privacy

AFL continually works to ensure that security is a key consideration in network management, that our company is in compliance with all data protection laws, and that the protection of the rights and freedoms of individuals whose information AFL collects and processes is in accordance with privacy laws around the globe. Our approach to data privacy is formalized in our [Code of Conduct](#) and [Privacy Notice](#), and awareness is supported through a dedicated intranet site available to our associates.

In FY2022, AFL invested heavily in data security and privacy. Our approach included implementing new technologies, bolstering our security operations teams, instituting third-party managed detection and response services, holding training and awareness programs, and strengthening our policies and procedures.

As the No. 1 defense for cybersecurity is our people, ongoing training helps our users identify threats. Our security awareness program leveraged our corporate town halls, intranet, and social engineering simulations to train our associates on cybersecurity and privacy best practices and to recognize risk. Our curated interactive learning system offers microlearning sessions throughout the year as well as during onboarding, supplemented with special campaigns on specific threats as appropriate.

On the data privacy side, in partnership with a privacy expert, we held four live “Privacy 101” training sessions with multiple corporate shared-services groups to share job-specific training on data privacy; we were proud of the participation and results, with attendance from 229 associates and a corresponding increase in feedback and sharing of concerns. We also obtained third-party advisory support to understand if and how new privacy regulations emerging across the globe could impact our approach. And with seven privacy-related articles posted on our intranet in FY2022 alone, we communicate to our associates on an ongoing basis to maintain awareness.

We’re also strengthening our data governance programs identifying critical assets to make sure we protect our own and our customers’ data. To reassure our customers that we are treating their information just like we treat ours, we are enhancing our controls to maintain compliance with their policies alongside our own, thus ensuring we consider best practice as well as contractual requirements. Additionally, suppliers are assessed to determine if they have the technical and organizational security measures in place to protect personal and other sensitive data from inappropriate use.



Regulatory and Legal Compliance

AFL conducts our business in compliance with all applicable laws and regulations. As a global company, we continually stay aware of developments across all countries in which we operate, as well as those we engage with both directly and tangentially, to ensure continued compliance.

For example, AFL is committed to complying with all applicable export, import, and trade compliance laws in all countries in which AFL does business. With export regulations as a specific objective, we maintained a robust screening program to evaluate business partners – including customers – against various sanctions lists, other government lists, and other areas of concern. This ensures our products do not reach areas of the world where there are embargoes and that our products are not sold in regions contrary to United States foreign policy, with particular regard to dual-use technology and being mindful of who the end user is.



Social

AFL believes that individuals and organizations have a responsibility to act in a way that benefits our communities and makes a positive difference in the lives of others. We are particularly focused on the following key areas of social responsibility:



Attracting and Retaining Top Talent

- Continually explore new ways to attract talent
- Focus on employee recognition



Diverse and Inclusive Workforce

- Promote inclusion across the company



Employee Health and Safety

- Provide employees with attractive and supportive health and wellness benefits
- Provide collaborative workspaces to accommodate various working structures



Responsible Procurement and Secure Supply Chain

- Align our operations and supply chain with global modern anti-slavery and human rights standards
- Maintain a responsible supply chain
- Monitor and minimize supply chain risks



Community Involvement and Partnership

- Foster and maintain a culture of employee giving and service in our local communities
- Provide grants to support community in focus areas



"AFL's products and services are forward thinking and designed with the future in mind. That philosophy extends to a commitment to help design and build a sustainable future through our corporate responsibility and ESG efforts."

Lisa Gunton, Vice President Human Resources



Attracting and Retaining Top Talent

AFL recruits qualified candidates from all sources, websites, schools, and networks available. We focus on skill sets that match our needed roles and responsibilities, and we seek passionate candidates who want to learn and grow with a thriving organization and industry.

AFL is creating an environment where people know they can make a difference, and where their experience is so rewarding that they will want to shout it from the rooftops. To foster a whole-person experience for our associates, we invest in them through comprehensive benefits packages, professional development, and culture-building efforts.

AFL's [benefits](#) packages are designed to meet the health and financial needs of our associates and their loved ones. These types of decisions are often complicated. Our four different coverage tiers simplify how to choose the option most suitable for individual circumstances. We also offer access to onsite wellness clinics and health coaches to help our associates make informed decisions to protect and improve their health. AFL facilitates regular services at no cost – regardless of enrollment in specific programs – for episodic care, chronic care, and preventative/wellness, such as mammography and seasonal flu shots. The convenience of access means more opportunities for AFL associates to stay healthy.

Understanding that flexibility is important to our current associates and to our potential hires, we implemented a hybrid schedule which allows professional associates to work three days per week in the office and two days per week from a remote location. Additionally, we introduced a Flexible Time Off (FTO) schedule for our professional associates, replacing our traditional vacation policy.

AFL Benefits*:

- Medical and Pharmacy
- Dental
- Vision
- Health and Wellness coaches
- 401(k) savings plan
- Health Savings Account (HSA)
- Health Reimbursement Arrangement (HRA)
- Health Care Flexible Spending Account (FSA)
- Dependent Care FSA
- Life insurance
- Short-term disability
- Long-term disability
- AD&D insurance
- Pet insurance
- Wondr Health™ behavior change program
- Associate discounts

*AFL's benefits vary across regions and countries



Quality training helps us feel connected to our jobs and invested in our career paths. The best incentive for participation is to keep training relevant and exciting. The number of touchpoints with the Learning and Development (L and D) team increased in five years from approximately 7,000 to over 30,000 in FY2022, demonstrating high engagement and interest in the opportunities we provide.

Each year, we conduct a survey after the performance review process – when career development is top of mind – to help inform the next year’s programming. We’re proud of our multifaceted approach to meet our associates’ needs, including:

- Leveraging an online Learning Management System database to curate on-demand trainings that align with associate requests;
- Hosting global peer-to-peer “15@4” weekly events, where associates present 15 minutes at 4 p.m. ET on a topic relevant to them and the company;
- Offering a five-month Core Management Program for existing or future managers, with both self-directed and live training components;
- Supporting individuals to access career-relevant external training, such as our partnership with Sustain SC’s [Sustainability Leadership Initiative](#);
- Partnering with departments to develop and disseminate technical, job-specific trainings;
- Hosting a weekly podcast with a brief training; and
- Providing 1:1 coaching and assessments on an as-needed basis to support individuals with problem-solving and team development.



As a member of Sustain SC, AFL is demonstrating our commitment to sustainable development and collaboration in South Carolina. We support participation of our associates in the [Sustainability Leadership Initiative](#) (SLI) program.

Lauren Trapp, AFL's Global Environmental Sustainability Specialist, graduated from the SLI's Class of 2022-2023.



Number of learning activities available from HR Performance and Development including all delivery methods (self-directed online, live webinar and classroom sessions):

FY2021	FY2022
1,307	2,334

Employee Participation – the number of times employees accessed/used an HR Performance and Development learning activity:

FY2021	FY2022
16,462	33,629

We're also partnering with organizations and educational institutions to expand our outreach for new talent. Our recruiters regularly visit local career fairs and schools to network and share the highlights of joining AFL. Our internship programs are full spectrum, from high school apprenticeships to tech scholars partnering with community colleges, to internship and co-ops for four-year degree programs. In FY2022, we hosted over 35 college co-ops and interns across our United States footprint as well as over 15 high school apprentices and vocational school co-ops. Over the last eight years, AFL has hosted over 300 college and high school co-ops.

Looking forward, AFL is excited to create succession planning and clarity on career paths for our associates. As part of that effort, we are curating a high potential development program through Harvard ManageMentor®. We also plan to host an annual L and D summit to share progress and gain more insight into the needs of our team.

Diverse and Inclusive Workforce

As a global leader of innovation in our industry, diversity and inclusion are an asset to our company. We are committed to being an [equal opportunity employer](#) in each of our locations worldwide. Our parent company, Fujikura, adopted a [Declaration of Promoting Diversity](#) in 2016, and AFL makes this culture come to life every day. We want the wide diversity of our customers to be represented and diverse opinions fostered through inclusion within the walls of our company. At AFL we are always striving to do more, and that includes doing more to embrace, celebrate, and grow diversity and inclusion.

Our [employee resource groups](#) help create a sense of belonging for various identities. More than 475 associates are members of WeConnect (Women Everywhere Connect), AYP (AFL Young Professionals), MERG (Military Employee Resource Group), and our Active Living Team. In FY2022, these groups held a collective 20+ events attended by over 225 associates. Members of these groups plan and/or attend both internal and external events and functions. These events include networking, professional development, talent recruitment, mentoring at-risk children, bicycling, running, and a myriad of other activities.

AFL also sponsors and attends community and national events that are focused on diversity and inclusion. Examples are the Men of Color Summit associated with Clemson University, Women in Manufacturing (WiM), and the Diversity Leadership Initiative associated with Furman University, among others.

We are also thinking about what diversity looks like in our supply chain. Our [Supplier Diversity](#) statement lays forth that all other business considerations being equal, AFL endeavors to select diverse and/or local suppliers.

As members of WiM, Japan-American Association of South Carolina (JAASC), European American Chamber of Commerce (EACC – Carolinas), and the UK Mindful Employer Network, AFL intentionally expands our knowledge and promotion of diversity and inclusion. We also encourage our associates to get involved, and keep the doors open to other membership opportunities.



AFL's Women Everywhere Connect (WeConnect) Group Gives Back

During WeConnect's December gathering to celebrate the holiday, the group donated a truckload of items including clothing, household goods, art supplies and more to Project R.E.S.T. Formerly known as Safe Homes Rape Crisis Coalition, Project R.E.S.T. is a nonprofit organization based in South Carolina that provides services to victims of domestic violence in Spartanburg, Cherokee and Union Counties, and victims of sexual assault in Spartanburg and Cherokee Counties.

Employee Health and Safety

AFL has a proven commitment to environment, health and safety (EHS). We take a proactive approach, focusing on leading indicators to reduce risk across operations and reduce injuries. Our goal is that all of our associates complete their workday without incident or injury and are engaged in programs designed to continuously improve safety performance; efforts to meet these goals are expanded upon in our [EHS Policy and Principles](#). Even with strong performance in this area, we look for new opportunities to help our associates go home in the same or better condition than when they came into work.

We are proud that our injury rate steadily decreased over the last eight years. In FY2022, our total recordable incident rate (TRIR) was 1.22, compared to 4.82 in 2015. AFL's exemplary performance has been recognized by organizations around the world, including the South Carolina Manufacturers Alliance. In fact, AFL's Accessories division reached a record-breaking milestone in October of 2022 as they reached seven million safe work hours – more than 22 years without a lost time accident.

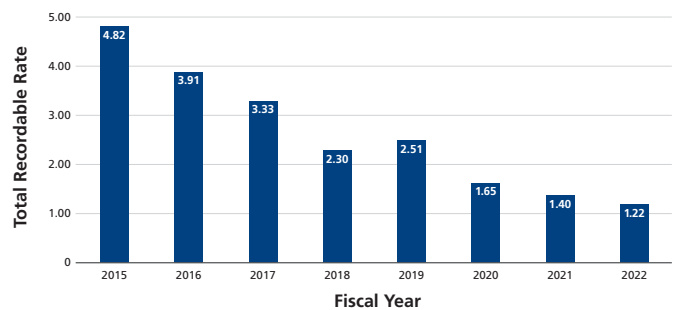
In recent years, AFL focused on strengthening and integrating our systems with document control, incident reporting-tracking-closure, and near-miss reporting. Additionally, each location has a proactive, multi-faceted plan in place to reduce risks in the workplace. A number of our manufacturing facilities use an employee hazard recognition program, including Hazard Hound, to facilitate and incentivize communication of safety and health suggestions. In FY2022, 1,467 Hazard Hound reports were submitted at our Duncan, South Carolina facilities. Several of our locations have access to an onsite nurse practitioner and Employee Assistance Program (EAP) that also support employee health and wellness. Additionally, 431 associates held CPR/First Aid certifications in FY22 and a total of 2,247 hours of certification training was recorded.

These efforts are driven by constant communication. Safety has a focus from the top, with leadership consistently communicating the need for diligence and improvement. This messaging is spread broadly, often being the first item on the agenda during business unit meetings with support functions. Our Safety Committees review incidents, identify potential issues, share knowledge, and prepare for regulatory inspections.

Starting in April 2019, AFL launched Safety Pledge Days to reinforce how safety incidents can be impactful not just to individuals, but their loved ones and community. During Safety Pledge Days AFL shares information most recently focused on hand safety, slips trips and falls, manual material handling and ergonomics, and mental health.

There is always room to do more. In FY2022, we formed the AFL Manufacturing Excellence (AME) program, to create the foundation of continuous improvement within our factories, including safety as a foundation. With pilot implementation starting in FY2023, we look forward to leveraging the AME process to drive safety improvements across global operations and services. We also have plans to enhance our driver and vehicle safety policies and procedures through defensive driver training, and vehicle and driver monitoring with a focus on increased accountability.

AFL Total Recordable Rate History Globally



Accessories Division Celebrated 7 Million Safe Work Hours





Responsible Procurement and Secure Supply Chain

Responsibility isn't limited to our operations. AFL's policies and procedures aim to protect those in our supply chain as well. These address compliance with regulations aimed at preserving human rights as well as materials-related rules and regulations.

Our [Slavery and Human Trafficking Statement](#) sets the expectation of AFL's zero-tolerance approach to modern slavery in its various forms. Our supplier qualification process includes prequalification as well as potential re-qualification and auditing based on our risk assessment processes. We also use a self-assessment questionnaire, whereby suppliers must certify that their materials or product components are in compliance with anti-slavery or human trafficking laws. Where feasible, AFL is adding or expanding "Right to Audit" clauses in supplier contracts to allow for evaluation of modern slavery concerns, particularly in areas identified as high risk. All new employees are required to acknowledge our Modern Slavery Policy as part of orientation, while procurement and supply chain associates receive annual training on how to identify and mitigate supply chain risks.

Using AFL's Core Values and internal Code of Conduct as the guiding principles, the [Supplier Code of Conduct \(SCOC\)](#) has been developed to establish expectations for ethical behavior across our supply chain. Looking forward, our SCOC and [enhanced vendor management approach](#) will bolster our efforts to incorporate ESG into supplier expectations and performance.

As a global company, we must maintain awareness of existing and emerging rules, regulations, and directives. Our Materials Compliance Program provides an improved framework and structure to manage compliance on multiple fronts, including REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances) Directive, Conflict Minerals, TSCA (Toxic Substances Control Act), Prop 65 and more. While several directives aim to reduce the use of unnecessary harmful chemicals in products to increase their safety, some relate to avoiding negative impacts in high-risk regions through sourcing decisions. Our [Conflict Mineral Policy](#) demonstrates our pledge to work with our customers and suppliers to avoid sourcing minerals used in our products from conflict zones.

Community Involvement and Partnership

Community engagement is a celebrated, fundamental aspect of working at AFL. Our [Outreach Program](#) consists of several initiatives – from grants to volunteering and employee giving – that aim to make a positive difference in the lives of others. Our outreach gives our associates the opportunity to not only give, but to serve. That is what connects our associates to the areas in which we live, work and play.

Associates are encouraged to discover and share causes that mean something to them, and to find ways to support those causes alongside their teammates. Volunteering and sponsorships are encouraged year-round; for example, the iAct grant rewards \$500 to any nonprofit where an associate undertook 40 hours of verified volunteer service. Grant cycles are conducted twice a year, with associates representing multiple departments comprising a Community Grant Committee that reviews applications submitted by their team members to determine rewards for proposed programs. To kick off each fiscal year, associates have the opportunity to give in the spring through our annual Imagine That! Campaign, and serve in the fall during UNITE, our annual month of service.

AFL's Outreach Program – FY2022

Grants and Sponsorships



- 25 grants and 59 sponsorships
- 50+ organizations
- Total \$172,000 of grants and 171,000 sponsorships

Our grant program targets three areas: STEM education, youth development and LEAP (Life Enrichment and Advancement Program).

Volunteering and Service



- 1,586 volunteer hours
- 500+ associates
- >12 initiatives supported

Every September, AFL associates take part in UNITE, our annual month of service, to share in a company-wide effort to volunteer toward local causes.

Our ACT (AFL Community Team), iACT (Individual Action), and Volunteers Choose programs encourage associates to volunteer in their local communities.

Giving



2022 United Way of the Piedmont "Large Business Partner of the Year" Award for philanthropic giving – \$776,000 raised

AFL's annual Imagine That! Giving Campaign encourages our associates to make local donations, supplemented by a matching grant from AFL, to multiply their impact.

Environment



Goal to plant or provide 20,000 trees from 2005-2025. 19,700 tracked as of March 2023

Our Thrive program efforts help preserve our environment through action, including tree planting to beautify our communities while removing carbon from the atmosphere, as well as sponsoring regular cleanup of roadways in South Carolina.

Environment

Since our founding, AFL has focused on environmental stewardship while achieving our business goals. With our solid foundation of compliance, we are defining our role as a globally responsible business in sustainability and going beyond simply managing our environmental impacts to reduce or eliminate them wherever possible.

From a FY2022 Base Year:



Reducing Greenhouse Gas (GHG) Emissions

By FY2032:

50.4% Scope 1 and 2

30% Scope 3

- Reduce AFL's absolute Scope 1 and 2* GHG Emissions
- Reduce AFL's absolute Scope 3* GHG Emissions from Supply Chain
- Long-term Scope 1-2-3 Net Zero vision
- Support biodiversity through environmental conservation



Operational Energy Efficiency

By FY2027:

10% Intensity Reduction

- Manage our energy consumption and continuously improve AFL's Energy Management System



Circular Economy and Raw Material Efficiency

By FY2023:

More Sustainable
Products and Packaging

- Reduce embodied carbon in products and packaging throughout life cycle



Waste Management

By FY2027:

5% Landfill
Intensity Reduction

- Manage our waste generation and continuously improve AFL's Waste Management Systems



Water Conservation

By FY2027:

5% Intensity
Reduction

- Manage our water consumption and continuously improve AFL's Water Management Systems

* Greenhouse gas emissions are categorized under three Scopes:

- **Scope 1:** Direct GHG emissions from fuels used in all AFL owned or operated buildings and vehicles
- **Scope 2:** Indirect GHG emissions from purchased electricity used in all AFL owned or operated buildings
- **Scope 3:** Indirect GHG emissions occurring in AFL's value chain

An overarching responsibility of our environmental efforts is ensuring regulatory compliance through implementation of our environmental management system, aligned with ISO 14001:2015. As of FY2022, 12 sites are certified to the standard. Alongside compliance, a component of the program is to ensure we can access and reliably track our energy, water, and waste consumption and targets for reduction. Having reliable, repeatable data with an established baseline is a key priority to establish baselines against which to set targets and track progress.



Reducing Greenhouse Gas (GHG) Emissions

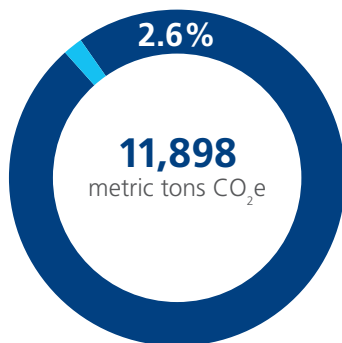
AFL is committed to doing our part to limit global warming and has set ambitious targets in our operations and value chain for climate action in line with the [Science Based Target initiative](#). We also will continue fine-tuning our long-term GHG emissions reduction road map toward achieving Net Zero.

OUR TARGETS:

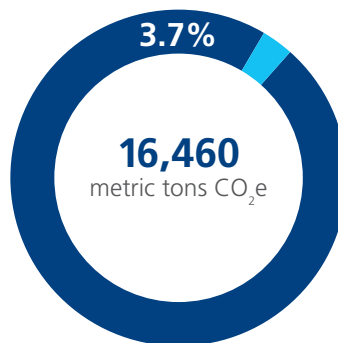
- Reduce absolute Scope 1 and 2 GHG emissions 50.4% by FY2032 from a FY2022 base year.
- Reduce absolute Scope 3 GHG emissions from relevant categories* 30% by FY2032 from a FY2022 base year.

(*Purchased goods and services, fuel and energy related activities, and upstream transportation and distribution)

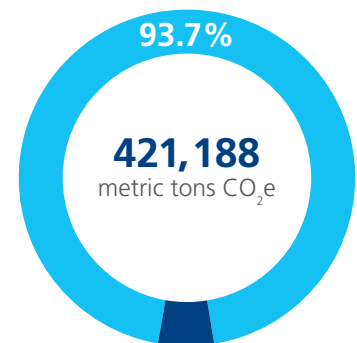
Our Carbon Footprint: FY2022



Scope 1
Direct Emissions



Scope 2
Indirect Emissions



Scope 3
Indirect Emissions

AFL Participates in the Fiber Broadband Association's Sustainability Working Group

As a long-standing member of the Fiber Broadband Association (FBA), AFL also participates in the Fiber Broadband Sustainability Working Group. This is a newly formed working group comprised of FBA members who are working to study the lifecycle environmental and carbon impacts of fiber-based technologies and identify best practices. The group is championing efforts to recycle legacy cable and network equipment, reduce energy consumption, and reduce truck rolls among a range of sustainability initiatives to increase efficiencies and reduce the industry's environmental impacts.

Providing a product engineering lens to the discussions, AFL's Engineering Director of Cable sits on two Task Forces within the Sustainability Working Group, focused on:

- 1) Network Infrastructure and Equipment Removal and Recycling Analysis
- 2) Manufacturing of Network Infrastructure Analysis.





Scope 1 and 2 Emissions: Focus on Operational Energy Efficiency

To reduce absolute Scope 1 and 2 emissions 50.4 percent in 10 years, AFL will initially focus on improving operational energy efficiency through capital investment in projects. Our progress will be tracked against a 10 percent energy intensity reduction target by FY2027 against an FY2022 baseline. We are also investigating options to reduce the GHG impact of our fleet such as alternative fuels, electric vehicles, and operational efficiency improvements.

While electrification is one piece of the puzzle, the electricity itself needs to come from clean sources to successfully reduce GHG emissions. AFL, therefore, plans to invest in renewable, clean energy. As a last resort, AFL will explore renewable energy credits and carbon credits to address any remaining emissions to achieve our GHG reduction goals.



Energy Efficiency



Conversion



Green Power



Carbon Compensation



At AFL's USAC manufacturing facility in South Carolina, four inefficient 30-year-old scrubber systems were used to control emissions in the drawing process. In FY2022, AFL removed the outdated emissions control equipment and replaced it with an improved central vacuum system. Removal of systems still maintained air quality within regulations. Still, it saved an estimated annual 233 MWh of electrical usage, 60.3 metric tons of carbon dioxide equivalent (CO₂e), 120,000 gallons of sewer system discharge, and 168 hours by eliminating preventative maintenance downtime.

AFL Partners with EPA's ENERGY STAR® Program

In FY2022, AFL announced our partnership with the Environmental Protection Agency's (EPA) ENERGY STAR program. Participating in the program will support our climate strategy in multiple ways, including:

- Measuring and tracking the energy performance of our facilities where possible
- Creating awareness about the importance of energy efficiency to our staff and community
- Developing and implementing a plan consistent with the ENERGY STAR Guidelines for Energy Management to achieve energy savings

AFL's Energy Core Team is responsible for the Energy Management System, developed per ISO 50001 standards and the ENERGY STAR guidelines. The Energy Management System will focus on gathering and reporting energy data through EnergyCAP software solutions for automated collection and analysis, load minimization, energy intensity reduction, renewable energy investment, and fleet GHG reductions. Through implementation of the Energy Management System, the Energy Core Team can involve each business unit to gain alignment, conduct audits, and implement identified opportunities.



"AFL's partnership with ENERGY STAR demonstrates our commitment to environmental stewardship through efficiency improvements and increasing our utilization of renewable energy sources at the facilities we operate."

Geoff VanderVeen, EHS Director

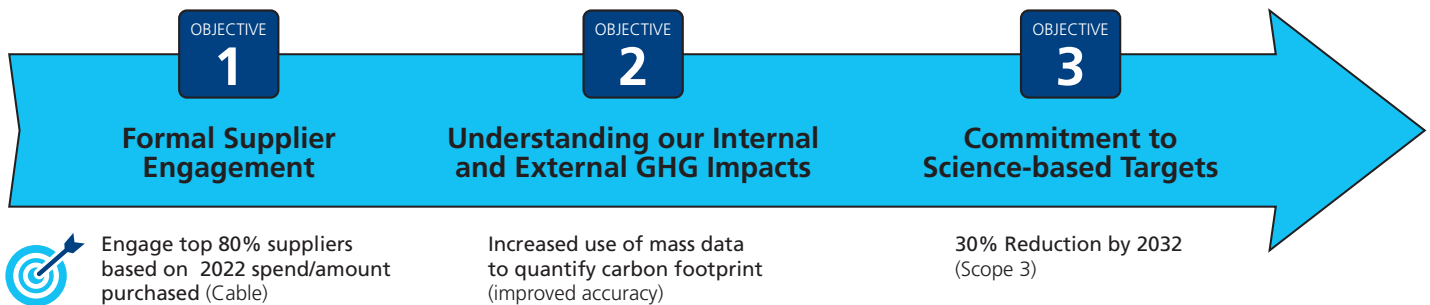


AFL Pursues In-Region Manufacturing

Meeting our customers' needs can serve multiple purposes. As AFL expands operations to engage in more local manufacturing, we can avoid outsourcing from longer distances. The resulting reduction in transportation distances translates to lower emissions, decreased energy consumption, and a more sustainable approach to production. Our new Poland facility being built to BREEAM (Building Research Establishment Environmental Assessment Method) standards supports in-region manufacturing efforts while also implementing innovative technologies and processes to optimize resource usage, reduce waste generation and enhance energy efficiency.

Scope 3 Emissions: Focus on Value Chain

Since environmental impacts result from many different activities including resource extraction, raw material manufacturing, transportation, and upstream energy-related activities, there are endless ways to reduce risk and environmental impact across our value chain. Greenhouse gas emissions from these value chain activities are included in Scope 3 emissions. To achieve our goal to reduce absolute Scope 3 emissions by 30 percent in 10 years, we are focusing on the areas with the greatest opportunity: emissions associated with our purchased goods and services, the upstream emissions associated with energy production, and upstream transportation of raw material and goods. AFL has established a formal Scope 3 reduction strategy with three core objectives to build on and drive continuous improvements across our value chain: 1) formal supplier engagement, 2) understanding our internal and external GHG impacts, and 3) commitment to science-based targets.



"Sustainability is becoming a more important factor in how we do business. Consideration of Scope 3 emissions will influence supplier selection and how we move materials around the world. We intend to partner with key customers and suppliers to drive end-to-end sustainability benefits for our industry."

Stephanie Buccolo, Chief Supply Officer

Scope 3, Category 1 – purchased goods and services – make up 75 percent of AFL’s Scope 3 emissions. For this category’s FY2022 footprint, we shifted our methodology from spend-based to mass-based, which is a more accurate way to calculate impact. Seventy percent of our FY2022 Scope 3 Category 1 GHG emissions are now based on mass-based emission factors, which were applied to the majority of cable manufacturing raw materials. Continued refinement of our GHG inventory data will be essential to more objectively understand opportunities we can control and add value to meet our Scope 3 targets.

Supplier prioritization and engagement are major aspects of our emissions reduction strategy for this Scope 3 category. To start, we developed a Supplier Sustainability/Environmental Questionnaire to obtain consistent and objective data from our key suppliers for deployment in FY2023. We will use this data to risk rank suppliers and develop future engagement strategies that focus on improvement initiatives and enable mutual benefit. The initial focus will be on suppliers that provide raw materials for our Cable products. Eventually, we will conduct recurring meetings to facilitate mutual learning, refinement of data, and progress against objectives. This engagement process will supplement our [Supplier Code of Conduct and new vendor management approach](#).

Even though this process is still under development, AFL is already pursuing opportunities to reduce our Scope 3 emissions. For example, we partnered with Fujikura to establish a process to collect empty plastic optical fiber spools, repack them in their original boxes, and send them back for re-use. These efforts will keep materials in service longer, reducing upstream raw material extraction, waste generation, and energy usage, all of which support the principles of a circular economy and reduce environmental impacts.

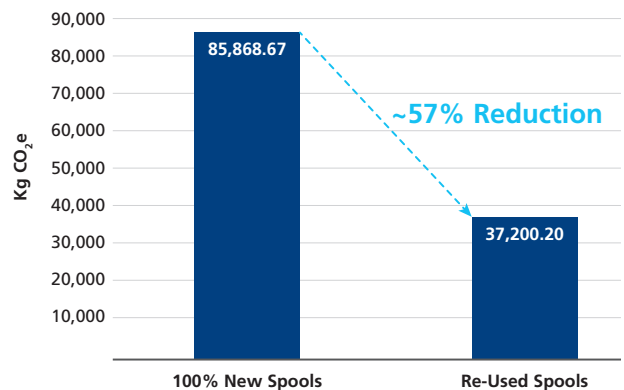
VALUE CHAIN IMPROVEMENT

Items sent back to Fujikura through Q1 FY 2023

Item	Quantity	Mass (lbs.)
Empty Spools	6,480	41,472
Carboard Boxes	6,480	23,004
Wooden Pallets	360	14,400
Total		78,876



Kg CO₂e Comparison for New Spools vs. Re-Used Spools



Key Assumptions/Inputs/Qualifications

- Calculations based on spools returned through Q1 FY2023.
- DEFRA 2021 CO₂e Impact Factors used for transport emission estimates and Eco-Invent emission factor used for the manufacture of new plastic spools.
- Re-Used Spools values assumes 75% re-use/25% new and includes transportation emissions for transport back to Fujikura.

Circular Economy and Raw Material Efficiency



From our products to our packaging, AFL is proactively developing ways to participate in the circular economy while engaging our partners in the process. For example, vendors support our efforts by providing better equipment or tooling to reduce scrap, while customers can be involved through our returnable reel programs. By engaging beyond our walls to create a longer life for the materials used, we are making this work part of every partner's sustainability story.

Packaging

AFL has made great strides to enable more efficient use of packaging materials, from their initial journeys to end-of-life. Some highlights:

- We introduced a packaging engineer role, offering development opportunities related to sustainable packaging and material selection.
- We partnered with [Sonoco's EcoReel® Recycling Program](#) to provide a free removal service for customers in the U.S. The program facilitates the pick-up, repair, and refurbishing of reels before returning them into circulation.
- For our ASCEND® Modular Platform products, we replaced empty plastic gap-filling blister packs with more easily recyclable corrugated carton inserts; we also replaced the ASCEND panel packaging boxes (white) with kraft boxes (brown) containing 39% recycled material.
- Our Trident® Hardened Drop Cables were consolidated to pack 24 reels to a pallet versus 12 – potentially halving the shipping impact without affecting the product.
- We replaced the wooden reels used for 144F-864F cable assemblies with 32", 36", and 42" reels made with recycled High-density polyethylene (HDPE) plastic that can be disassembled and shipped back to AFL for reuse. Though the program is currently only available in North America, plans for a global rollout are underway.
- AFL offers a long-standing program for customers to return four sizes of steel reels to AFL for reuse (60", 72", 84", and 96"); the program will soon include the three-flange 72" and 96" steel reels for cable assemblies of 2880F and 3456F.
 - Steel reels returned in FY2022: **1,730**
 - Total weight: **433.3 metric tons**
 - Estimated avoided CO₂e emissions from steel production: **2,260 metric tons** (*5.22 kg CO₂e/kg factor from EcolInvent)

New reusable reels



Existing wooden reel:

- Cable assemblies – 2880F and 3456F
- Rough edges on the flanges
- Flanges may splinter
- Nails may protrude
- Difficult to dispose

New steel reel:

- Cable assemblies – 2880F and 3456F
- Sustainability
 - Made from steel
 - Return to AFL for reuse
- Reel Size – 72" and 96"

More recycled content in ASCEND packaging



ASCEND white boxes were replaced with kraft boxes increasing the percentage of recycled material to 39% in our corrugated cartons.

While our first priority is to reduce packaging, we consider reusability, recyclability, and use of recycled materials to increase landfill diversion. We are also evaluating bulk packaging options, as well as kitting and consolidation opportunities that decrease transportation-related emissions by allowing tighter packing on the truck.

To formalize our approach while gaining efficiency, we plan to develop a global packaging standard with regional considerations. When designing and developing new products, engineers can reference the standard to identify different configurations of sustainable materials covering all aspects of packaging, including tapes, dunnage material such as bubble wrap, shipping envelopes, inks, and outside packaging. The standard will provide the team with a roadmap on how to design with and select more sustainable materials.

Product Innovations

As part of AFL's [SAFER™ solution](#), our Research and Development team focuses first on reducing material and increasing density of products. To quantify these benefits, we worked with consultants on a Life Cycle Assessment (LCA) tool to evaluate the GHG footprint of our products from raw material extraction, manufacture of raw material, upstream transportation to AFL, and AFL manufacture. The tool aligns with ISO 14040/14044 standards as a best practice. We piloted the tool with our Wrapping Tube Cable (WTC) family of products, which uses SpiderWeb Ribbon® (SWR®) technology to increase density while reducing the size of the cable; this, in turn, uses less material and reduces its environmental footprint.

The LCA tool has allowed us to improve the accuracy of our Scope 3 raw material carbon footprint data, as well as target suppliers for engagement to reduce emissions from our supply chain. We are working on expanding the LCA tool across our entire cable portfolio and evaluating using the tool to consider carbon footprints in the new product design phase.

Further building customer-use cases and impacts into our DNA in terms of how we approach product solutions will be a critical part of our sustainability success.



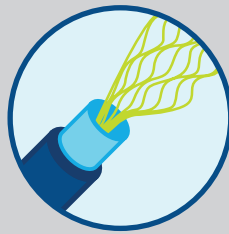
Switchblade® Fiber Containment Vault

FEATURES

- Folding, collapsible design
- Made of ~50% recycled material
- Low weight: high strength-to-weight ratio

SUSTAINABILITY IMPACT

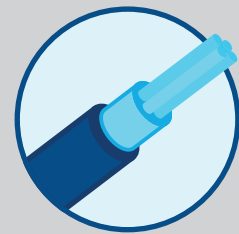
- Reduced shipping impacts in terms of space and fuel
- Less virgin raw materials used



High-Density Cables

- Award-winning WTC with SWR densely packed cables
- MicroCore® reduced diameter loose tube designs
- WTC is completely gel free
- LM200-Series OSP MicroCore integrates reduced diameter 200 µm fiber

- Less raw materials per meter
- Reduced shipping impacts in terms of space and fuel
- WTC gel-free design reduces waste



Flex-Span® ADSS

- Smaller and thinner cables
- Higher fiber counts in a very small diameter (<0.475")
- Lightweight
- Expedite preparation
- Maintain span length capability

- Fewer materials and additives used
- Gel-free option available creating less waste

Waste Management



AFL generates waste primarily in our manufacturing facilities during production of our products. Even as we target a five percent landfill intensity reduction by FY2027 from an FY2022 baseline, we are proud of the progress already underway. In FY2022, approximately 65 percent of AFL's waste was sent for reuse or recycling – a collective effort driven by our associates.

Scrap reduction is an important area for AFL to address. Currently, scrap aramid fiber is collected and either sent to be spliced for reuse or sent for recycling as an input to other products. In FY2022, over 94,000 kilograms of scrap aramid was reused or recycled, resulting in an estimated 875 metric tons (mt) CO₂e of emissions avoided from raw material production*. Also in FY2022, we conducted a scrap survey at our 112 Hidden Lake facility in Duncan, South Carolina, with associates scanning a QR code and sharing in real-time where in their processes they noticed excessive scrap. This feedback informed several new initiatives to drive down scrap waste.

We also participate in a program to send back plastic packaging to a supplier for reuse and recycling. In FY2022, over 1,000,000 pounds of plastic were returned to the supplier; assuming 75 percent of this material was reused, the program avoided approximately 1,900 mt of CO₂e of emissions from raw material production**. Looking forward, we will continue exploring opportunities such as these to divert our waste from landfills.

Our Industrial Waste and Hazardous Waste programs and policies provide guidelines to characterize our waste streams, including how to store them properly. The policies also support efforts to identify recycling opportunities or other means for proper disposal, as well as how to ship the waste for proper disposal. These policies are aligned with regulations in the regions where we operate to ensure compliance.

* Emission factor for nylon 6 production from EcolInvent, 9.29 kg CO₂e/kg

** Emission factor for HDPE production from EcolInvent, 2.32 kg CO₂e/kg

Water Conservation



AFL primarily uses industrial water for cooling manufactured cables. Supplementing our broader environmental policies, specific water and wastewater policies lay out our company-wide requirements for wastewater and stormwater to meet regulations and minimize potential liability for water leaving our sites.

To address our water consumption, we set a target to reduce water use intensity five percent by FY2027 from an FY2022 baseline. While we already utilize cooling systems with reduced and recycled water consumption, we plan to identify further water-related opportunities through ENERGY STAR Treasure Hunts as projects often offer multiple benefits. We also are improving our approach to data collection, with plans to meter water at line level rather than simply through utility bills.

Going forward, we plan to continue improving our internal reporting through more accurate data collection, identify further recycling and reduction opportunities, and continue meeting regulatory requirements.

AFL: Consolidated Report Appendices

FY2022 Environmental Metrics

Climate ¹	Units (MT = Metric Ton)	FY2022
Scope 1	MT CO₂e	11,898
Scope 2 (location-based)	MT CO ₂ e	16,649
Scope 2 (market-based)	MT CO₂e	16,460
Total Scope 1 and 2 (market-based)	MT CO ₂ e	28,358
Emissions Intensity (Scope 1 and 2 market based from buildings/square meter)	MT CO ₂ e/sq m	0.08
Scope 3 – Total	MT CO₂e	421,188
Category 1 – Purchased goods and services	MT CO ₂ e	314,306
Category 2 – Capital goods	MT CO ₂ e	15,947
Category 3 – Fuel- and energy-related activities	MT CO ₂ e	9,502
Category 4 – Upstream transportation and distribution	MT CO ₂ e	30,689
Category 5 – Waste generated in operations	MT CO ₂ e	2,656
Category 6 – Business travel	MT CO ₂ e	2,649
Category 7 – Employee commuting	MT CO ₂ e	14,521
Category 9 – Downstream transportation	MT CO ₂ e	14,980
Category 12 – End of life treatment of sold products	MT CO ₂ e	5,308
Category 15 – Investments	MT CO ₂ e	10,631
Scope 3 (percent of Scope 1, 2 and 3)	%	94%
Total Value Chain (Scope 1, 2 and 3)	MT CO₂e	449,546
Energy Usage		
Total Energy Use	MWh	103,760
Fossil Fuels (natural gas, propane, oil, diesel, gasoline)	MWh	52,358
Purchased Electricity	MWh	51,202
Municipal Steam	MWh	172
Renewable Electricity (Onsite Generation)	MWh	28
Water Withdrawal		
Water Usage	m3	51,448
Municipal Supply (potable and grey water)	m3	39,772
Groundwater	m3	11,676
Waste		
Total Waste Generated²	MT	12,759
Recycled/Reused	MT	8,313
Landfill	MT	4,445
Combustion/Incineration (non-energy recovery)	MT	1
Waste Diversion Rate	MT	65%

¹ Emission impacts were calculated in accordance with WRI/WBCSD's Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard and the Corporate Value Chain Standard. All relevant AFL operations and greenhouse gases (i.e. CO₂, CH₄, N₂O, HFCs) are included in the emissions calculations. CO₂e has been quantified based on GWPs published in IPCC's 6th Assessment Report (AR6).

Scope 1 emissions include impacts from fuels used in all AFL owned or operated buildings and company owned or operated vehicles. Fossil fuel emissions and energy are primarily associated with AFL fleet fuel usage.

AFL uses a hybrid approach to estimate Scope 3 emissions from our value chain, using both unit-based and spend-based accounting methodologies according to best available data. Scope 3 categories 8, 10, 11, 13, and 14 (upstream leased assets, processing of sold products, use of sold products, downstream leased assets, and franchises, respectively) are not applicable to AFL.

² Inclusive of hazardous and non-hazardous waste generated in global operations. This includes actual waste tracked and waste estimated at facilities that do not track waste volumes.

FY2022 Employee Data (*Data as of end of FY2022: March 31, 2023)

Region	Permanent						Total
	Female	%	Male	%	Other	%	
Australia	45	31%	100	68%	2	1%	147
Canada	124	20%	495	80%	0	0%	619
Asia	39	68%	18	32%	0	0%	57
Germany	10	9%	97	89%	2	2%	109
Mexico	1878	71%	762	29%	0	0%	2640
UK	104	39%	164	61%	0	0%	268
US	616	25%	1805	75%	0	0%	2421
Total	2816		3441		4		6261

Region	Temporary						Total
	Female	%	Male	%	Other	%	
Australia	3	43%	4	57%	0	0%	7
Canada	2	22%	7	78%	0	0%	9
Asia	0	0%	0	0%	0	0%	0
Germany	2	25%	4	50%	2	25%	8
Mexico	0	0%	0	0%	0	0%	0
UK	0	0%	0	0%	0	0%	0
US	6	22%	21	78%	0	0%	27
Total	13		36		2		51

Staffing Agencies
Other
0
0
0
5
0
8
105
118

Region	Full Time						Total
	Female	%	Male	%	Other	%	
Australia	41	29%	99	70%	2	1%	142
Canada	124	20%	497	80%	0	0%	621
Asia	39	68%	18	32%	0	0%	57
Germany	9	8%	98	89%	3	2%	110
Mexico	1878	71%	762	29%	0	0%	2640
UK	97	37%	162	63%	0	0%	259
US	612	25%	1805	75%	0	0%	2417
Total	2800		3441		5		6246

Region	Part Time						Total
	Female	%	Male	%	Other	%	
Australia	7	58%	5	42%	0	0%	12
Canada	2	29%	5	71%	0	0%	7
Asia	0	0%	0	0%	0	0%	0
Germany	3	43%	3	43%	1	14%	7
Mexico	0	0%	0	0%	0	0%	0
UK	7	78%	2	22%	0	0%	9
US	10	32%	21	68%	0	0%	31
Total	29		36		1		66

Region	# Hires	Turnover %
Australia	42	19%
Canada	124	26%
Asia	11	19%
Germany	13	11%
Mexico	5056	149%
UK	123	28%
US Manufacturing	467	18%
US Services	385	40%

Task Force on Climate-related Financial Disclosures (TCFD) Alignment

Disclosure	Response
Governance:	
Describe the board’s oversight of climate-related risks and opportunities	<p>AFL’s Executive Committee consists of the President and CEO, CAO, EVP and General Counsel, and Vice Chairman. The Executive Committee oversees and approves AFL’s Corporate Responsibility program comprising social, governance, and environmental issues including climate.</p> <p>ESG Materiality and Program Governance</p>
Describe management’s role in assessing and managing climate-related risks and opportunities	<p>AFL’s ESG Committee consists of multi-departmental representatives, charged with overseeing the Corporate Responsibility program including reviewing and guiding strategy, and setting and monitoring progress toward targets. The ESG Committee meets quarterly and presents updates on the progress of Corporate Responsibility program goals and objectives to the Executive Committee, enabling their communication of this information to the Board.</p> <p>In 2022, AFL, with the support of an external consultant, conducted a materiality assessment to identify the ESG topics that matter the most to AFL’s business and stakeholders. Based on the results, AFL developed strategic mid-term plans including goals, objectives, and targets to address ESG risks including those related to climate, which were approved by the Executive Committee in April 2023.</p> <p>ESG Materiality and Program Governance</p>
Strategy:	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	<p>AFL has identified medium-term climate-related risks including current and emerging regulation and climate-related standards within the countries we operate; these growing requirements could increase our operating costs to maintain compliance. Additionally, market and reputational risks related to changing customer behavior, such as increasing requests and requirements related to climate and target-setting, can also increase our operating costs as well as impact our revenues by reduced demand for our products should we not respond to their requirements.</p> <p>Many of these also represent opportunities for AFL. Investing in the climate transition, such as reducing building and fleet energy consumption, will help us manage bottom line costs and carbon emissions. Additionally, reducing the impacts of our products can help us partner with our customers for mutual benefit, and help them achieve their own carbon reduction targets.</p>

Continued >

Task Force on Climate-related Financial Disclosures (TCFD) Alignment (continued)

Disclosure	Response
<p>Strategy:</p> <p>Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning</p>	<p>Climate-related risks and opportunities have impacted all facets of AFL’s business and strategy, from operations to R&D and evolving our products and services, to our supply chain engagement approach.</p> <p>Overall Strategy</p> <p>AFL’s SAFER™ solution requires collaboration across the company to successfully implement. SAFER is composed of five key characteristics of our products – Sustainability, Accessibility, Flexibility, Expandability, and Reliability. These aspects complement each other by aiming to increase the lifespan of products by building with growth in mind and minimizing obsolescence, while simultaneously reducing the products’ environmental footprint and enabling our participation in the circular economy.</p> <p>Operations</p> <p>A focal point of AFL’s actions has been our commitment to reduce our carbon emissions in line with Science Based Target initiative guidance. AFL has also committed to an objective across global operations to pursue renewable and clean energy strategies.</p> <p>Research and Development; Products and Services</p> <p>AFL is implementing actions that can reduce our emissions through our products and services and Research and Development processes. We are piloting a newly created comprehensive, standardized Life Cycle Assessment (LCA) tool – aligned with ISO 14040/14044 – for our cable product portfolio to evaluate potential carbon footprint impacts throughout the product lifecycle and are evaluating the feasibility of using the tool in our new product design phase. Additionally, we are identifying opportunities to reduce packaging material, especially virgin single-use plastic, and improve returnability and recyclability.</p> <p>Supply Chain</p> <p>Purchased goods and services from suppliers make up the largest contribution to AFL’s Scope 3 emissions. Accordingly, and to meet our Scope 3 emissions reduction target, AFL is engaging the top 80% by spend of our suppliers that support AFL’s cable manufacturing business unit to reduce Scope 3 GHG emissions within the value chain.</p> <p>Financial Planning</p> <p>OPEX and CAPEX: AFL’s Energy Efficiency/CO₂ Reduction Projects policy establishes rules of practice and procedures for application and disbursement of funding for Energy Efficiency and CO₂ Reduction projects to support our carbon emissions reduction targets. The policy works in conjunction with existing capital expenditure policies and serves as a method for inclusion into fiscal year business planning.</p> <p>Environment</p>
<p>Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2-degree Celsius or lower scenario</p>	<p>AFL has not conducted climate scenario analysis and transition planning to evaluate and plan for the resilience of our business strategy. As our program grows, we will evaluate opportunities to undertake this work.</p>

Task Force on Climate-related Financial Disclosures (TCFD) Alignment (continued)

Disclosure	Response
<p>Risk Management:</p> <p>Describe the organization’s processes for identifying and assessing climate-related risks</p>	<p>In 2022, AFL conducted our first materiality assessment to identify the ESG topics that matter the most to our company and stakeholders, including our parent company Fujikura, the communities in which we operate, our customers, and our employees. The process involved benchmarking peers and engaging multiple AFL stakeholders for endorsement, ultimately leading to approval from our Executive Committee. Through this assessment, five key environmental issues of concern were identified as posing risks to AFL if not addressed: Greenhouse Gas Emissions, Operational Energy, Waste Management, Water Conservation, and Circular Economy and Raw Material Efficiency. Risks and opportunities were identified through disclosure to platforms including CDP, recommendations from reputable consulting organizations, and through engaging with networking groups aligned with these material issues.</p> <p>Since reporting year 2020, AFL annually discloses to CDP Climate Change Questionnaire and EcoVadis. AFL conducts an annual corporate-wide greenhouse gas inventory in accordance with the Greenhouse Gas Protocol. With feedback from disclosure platforms, and analysis of hot spots within our greenhouse gas inventory, AFL assesses gaps and areas of risk and opportunity to leverage in program planning.</p> <p>In 2022, AFL became partners with the Environmental Protection Agency's (EPA) ENERGY STAR® program and joined other sustainability professional networking organizations including Sustain South Carolina and Fiber Broadband Association's Sustainability Working Group, through which we stay up to date with peer trends and legal obligations related to climate change risks and opportunities.</p> <p>AFL communicates with multiple consulting organizations to stay abreast of new and pending climate-related regulations that may impact AFL.</p> <p>Finally, AFL responds to an increasing number of customer inquiries on the status of the Corporate Responsibility program. These requests are catalogued for reference in program planning, to ensure consideration of market risks.</p>
<p>Describe the organization’s processes for managing climate-related risks</p>	<p>Based on the results of our materiality assessment, AFL developed strategic mid-term plans including goals, objectives and targets to address environmental social and governance risks, which were approved by the Executive Committee in April 2023.</p> <p>The ESG Committee, comprised of multi-departmental representatives, oversees the Corporate Responsibility program and advises AFL's leadership team on our ESG strategy and performance. This includes the management of climate-related risks, such as reviewing and guiding strategy and setting and monitoring progress toward targets.</p>
<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management</p>	<p>Our ESG Committee, with the support of four dedicated associates comprising the ESG Core team, is part of the ongoing risk management process related to climate change. Through initiatives such as our 2022 materiality assessment and investment in our climate transition approach, the ESG Core team is continually staying informed as to potential climate-related risks and opportunities in partnership with external consultants with the relevant subject matter experience. Potential risks are shared with the ESG Committee during its quarterly meetings, which are then shared with the Executive Committee, who has final oversight over AFL's risk management program. The Executive Committee supports ongoing risk management and communication to the Board as appropriate.</p>

Task Force on Climate-related Financial Disclosures (TCFD) Alignment (continued)

Disclosure	Response
Metrics and Targets:	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	AFL currently prioritizes the use of GHG emissions, energy, waste, and water metrics to assess climate-related risks and opportunities, in line with the results of our materiality assessment. As we strengthen our program, we will consider additional metrics including transitional and physical risk metrics that can support our climate transition planning.
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	<p>Our FY2022 Emissions are as follows:</p> <p>Scope 1: 11,898 mt CO₂e Scope 2 (market based): 16,460 mt CO₂e Scope 3: 421,188 mt CO₂e</p> <p>Reducing Greenhouse Gas (GHG) Emissions</p> <p>FY2022 Environmental Metrics</p>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	<p>AFL's climate-related targets are as follows:</p> <ul style="list-style-type: none"> • Reduce absolute Scope 1 and 2 (market based) GHG emissions by 50.4% by FY2032 from a baseline of FY2022 • Reduce absolute Scope 3 GHG emissions from relevant categories* (*purchased goods and services, fuel and energy related activities, and upstream transportation and distribution) by 30% by FY2032 from a baseline of FY2022 • Reduce energy intensity by 10% by FY2027 from a baseline of FY2022 <p>Reducing Greenhouse Gas (GHG) Emissions</p>

SASB: Electronic Manufacturing Services

Topic	Accounting Metric	Code	Disclosure
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-ES-140a.1	FY2022 Environmental Metrics AFL has not yet evaluated our operations to determine regions with water stress; we plan to conduct a water risk assessment in the future.
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-ES-150a.1	FY2022 Environmental Metrics Less than 0.5% of waste generated by AFL is classified as hazardous.
Labor Practices	(1) Number of work stoppages, and (2) total days idle	TC-ES-310a.1	AFL did not experience any work stoppages in FY2022.
Labor Conditions	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	TC-ES-320a.1	1. TRIR: 1.22 2. NMFR: 2.2
	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-ES-320a.2	AFL does not currently audit suppliers in the RBA Validated Audit Process (VAP) or equivalent.
	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	TC-ES-320a.3	AFL does not currently audit suppliers in the RBA Validated Audit Process (VAP) or equivalent.
Product Lifecycle Management	Weight of end-of-life products and e-waste recovered; percentage recycled	TC-ES-410a.1	Circular Economy and Raw Material Efficiency AFL does not have take-back programs for products to determine product end-of-life weight, e-waste recovered or amount recycled. We currently calculate returns of steel reels; in FY2022, 1,730 steel reels were returned with an estimated weight of 433.3 metric tons
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-ES-440a.1	AFL has established procedures and processes to identify and audit critical suppliers. Formal supplier audits are completed to assess/quantify risk and drive continuous improvement and ensure effective risk management.

Activity Metric	Code	Disclosure
Number of manufacturing facilities	TC-ES-000.A	13
Area of manufacturing facilities	TC-ES-000.B	185,488 m ²
Number of employees	TC-ES-000.C	FY2022 Employee Data Permanent employees as of year-end FY2022 (March 31, 2023): 6,261

GRI Content Index

Statement of use: AFL has reported the information cited in this GRI content index for the period FY2022 (April 2022 to March 2023) with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Requirements/Location(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>a. America Fujikura Ltd.</p> <p>b. Ownership and legal form: Wholly owned subsidiary of Fujikura Ltd. of Japan</p> <p>c. Headquarters: 170 Ridgeview Center Drive, Duncan, SC 29334</p> <p>d. Countries of operation: Australia, Canada, China, Germany, Hong Kong, Mexico, New Zealand, Singapore, United Kingdom, United States</p>
	2-2 Entities included in the organization's sustainability reporting	<p>a. All entities under AFL's operational control are included in our sustainability reporting.</p> <p>b. As a privately-held company, our financial information is not publicly reported.</p> <p>c. The information disclosed in this report is consolidated under the operational control approach.</p>
	2-3 Reporting period, frequency and contact point	<p>About this Report</p> <p>a. This report reflects information from FY2022 (April 2022 – March 2023) unless otherwise stated. We intend to publish reports annually.</p> <p>b. Our financial information is compiled on the FY basis, aligned with this report.</p> <p>c. This report was published in December 2023.</p> <p>d. AFLSustainability@AFLglobal.com</p>
	2-4 Restatements of information	As this is AFL's first ESG report, no restatements of information from previous reporting periods are being made.
	2-6 Activities, value chain and other business relationships	About AFL
	2-7 Employees	<p>FY2022 Employee Data</p> <p>While no significant fluctuations occurred during or between reporting periods, the nature of the business in Mexico may cause as much as a 10% difference from month to month.</p>
	2-8 Workers who are not employees	<p>FY2022 Employee Data</p> <p>Workers hired from staffing agencies perform the same work as permanent employees and are almost always full-time manufacturing operators. At times, AFL hires them permanently depending on the business need and their performance. The contracts are with the staffing agencies. AFL reports these workers as full-time equivalents at the end of each month. Between months, the number of workers hired from staffing agencies can fluctuate as much as 50%, according to AFL's need to manage business fluctuations.</p>
	2-9 Governance structure and composition	<p>Leadership Team (data reflects leadership as of the report's publish date)</p> <p>Corporate Responsibility</p> <p>AFL's Executive Committee consists of the President and CEO, CAO, EVP and General Counsel, and Vice Chairman. The Executive Committee oversees and approves AFL's Corporate Responsibility program including social, governance, and environmental issues.</p>

GRI Content Index (continued)

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GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Requirements/Location(s)
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	The Nominating and Governance Committee nominates candidates for AFL's board of directors using a process that prioritizes relevant qualifications, qualities, skills, and other expertise required to be a director and to develop and recommend to the Board for its approval criteria to be considered in selecting nominees for director.
	2-11 Chair of the highest governance body	Leadership Team (data reflects leadership as of the report's publish date.) AFL's Chairman also holds the role of President and CEO of Fujikura Ltd. headquartered in Tokyo, Japan. AFL's Executive Committee consists of the President and CEO, CAO, EVP and General Counsel, and Vice Chairman.
	2-12 Role of the highest governance body in overseeing the management of impacts	In accordance with AFL's bylaws, "the powers of the corporation shall be exercised, its business conducted and its property controlled by or under the direction of the Board of Directors."
	2-13 Delegation of responsibility for managing impacts	AFL Corporate Responsibility Our ESG Priorities
	2-14 Role of the highest governance body in sustainability reporting	AFL Corporate Responsibility ESG Materiality and Program Governance
	2-15 Conflicts of interest	AFL Code of Conduct Business Integrity and Ethics
	2-16 Communication of critical concerns	AFL Code of Conduct Business Integrity and Ethics A member of the Compliance Committee is designated to report to the Executive Committee quarterly Compliance updates which include metrics and information about the reporting channels.
	2-17 Collective knowledge of the highest governance body	Designated AFL staff educates the Executive Committee on material Corporate Responsibility matters on a quarterly basis, and ad hoc as important matters arise.
	2-18 Evaluation of the performance of the highest governance body	AFL does not currently have processes in place to evaluate leadership's oversight of AFL's ESG impacts. Currently, a report is delivered to the Executive Committee regarding status of objectives and impacts of the overall Corporate Responsibility program; while some evaluations are made with the support of independent consultants, the majority of evaluations are conducted internally at AFL.
	2-19 Remuneration policies	a. For senior executives, AFL benchmarks jobs using salary surveys for both fixed and variable pay to use as a guideline. If hiring a new executive, AFL also considers their current salary and long-term incentive stock or payment to inform potential salaries and sign-on bonuses as appropriate. Termination payments are based upon country regulation. Absent country regulation, AFL follows internal procedure to determine how much, if any, termination pay will be paid. There are no special or unique retirement benefits. We have recently formed a compensation committee who will review and recommend increases for the highest governance body. This committee will begin operating in FY2024. b. Performance is considered; however, currently there are no metrics around ESG.

GRI Content Index (continued)

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GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Requirements/Location(s)
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	AFL uses external salary surveys as described in 2-19, as well as an internal grade/salary structure. As stated in 2-19, AFL's newly formed compensation committee will recommend remuneration for the highest governance body and the recommendation will be taken to the Board of Directors for approval.
	2-21 Annual total compensation ratio	This information is confidential.
	2-22 Statement on sustainable development strategy	Message from our CEO
	2-23 Policy commitments	AFL Code of Conduct Business Integrity and Ethics AFL maintains a policy library and policy campaign tool in order to request attestation from employees for key policies.
	2-24 Embedding policy commitments	AFL Code of Conduct Business Integrity and Ethics
	2-25 Processes to remediate negative impacts	AFL Code of Conduct Business Integrity and Ethics
	2-26 Mechanisms for seeking advice and raising concerns	AFL Code of Conduct Business Integrity and Ethics
	2-27 Compliance with laws and regulations	AFL Code of Conduct Regulatory and Legal Compliance AFL reports on the status of Ethics and Compliance program using the "Compliance Dashboard" which includes metrics related to hotline reports, investigation status, fines/penalties imposed. This information is shared with the Executive Committee, senior leaders, and our parent company.
	2-28 Membership associations	Affiliations
	2-29 Approach to stakeholder engagement	ESG Materiality and Program Community Involvement and Partnership
2-30 Collective bargaining agreements	As of FY2022, 0% of workers are covered by collective bargaining agreements. Approximately 43% of our total population are covered by workers' councils in Mexico and Germany, which pose an opportunity for workers to be represented in a group akin to those that facilitate agreements (e.g. unions). For other countries, we follow the law and regulations for working conditions.	

GRI Content Index (continued)

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GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Requirements/Location(s)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	AFL Corporate Responsibility Our ESG Priorities
	3-2 List of material topics	AFL Corporate Responsibility Our ESG Priorities As the reported topics reflect the results of AFL's first materiality assessment, there are no changes to disclose.
	3-3 Management of material topics	AFL Corporate Responsibility Our approach to managing each material topic is described throughout this report.
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Task Force on Climate-related Financial Disclosures (TCFD) Alignment
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate Governance and Risk Management Regulatory and Legal Compliance Internal Audit also conducts a quarterly fraud risk survey.
	205-2 Communication and training about anti-corruption policies and procedures	AFL Code of Conduct Business Integrity and Ethics Anti-corruption training provided in FY2022: 742 employees, 1 hour each.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	AFL did not have any legal actions regarding anti-competitive behavior during the reporting period.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	FY2022 Environmental Metrics
	302-4 Reduction of energy consumption	Scope 1 and 2 Emissions: Focus on Operational Energy Efficiency
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Conservation
	303-2 Management of water discharge-related impacts	Water Conservation
	303-3 Water withdrawal	FY2022 Environmental Metrics
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	FY2022 Environmental Metrics
	305-2 Energy indirect (Scope 2) GHG emissions	FY2022 Environmental Metrics
	305-3 Other indirect (Scope 3) GHG emissions	FY2022 Environmental Metrics
	305-4 GHG emissions intensity	FY2022 Environmental Metrics Building emissions intensity calculated using FY2022 denominator of 249,840 square meters.
	305-5 Reduction of GHG emissions	Scope 1 and 2 Emissions: Focus on Operational Energy Efficiency In FY2022, AFL implemented five projects estimated to reduce emissions by 5,077 mt CO ₂ e.

GRI Content Index (continued)

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GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Requirements/Location(s)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	FY2022 Environmental Metrics
	306-4 Waste diverted from disposal	FY2022 Environmental Metrics
	306-5 Waste directed to disposal	FY2022 Environmental Metrics
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Procurement and Secure Supply Chain
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	FY2022 Employee Data Data is currently not tracked by gender or age. Mexico turnover is caused by rapid changes in the business, which is the nature of the business, that can fluctuate as much as 10% from month to month.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Safety
	403-3 Occupational health services	Employee Health and Safety AFL's Occupational Medicine Policy at certain sites describes AFL's approach to providing professional and competent medical treatment and health screening.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Safety
	403-5 Worker training on occupational health and safety	Employee Health and Safety Relevant training is determined based on regulations and job function. All new hires receive training and orientation for safety. Training varies by job function including job shadowing, online, and hybrid. Training addresses AFL's general approach to occupational health and safety as well as specific work-related hazards and actions including fire extinguisher, forklift, first aid, lockout/tagout, bloodborne pathogens, CPR, personal protective equipment, fall protection, and driver safety.
	403-6 Promotion of worker health	Attracting and Retaining Top Talent
	403-8 Workers covered by an occupational health and safety management system	Employee Health and Safety EHS Policy and Principles AFL's safety program covers all AFL employees, temporary employees, contractors, and visitors.
	403-9 Work-related injuries	Employee Health and Safety

GRI Content Index (continued)

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GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Requirements/Location(s)
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting and Retaining Top Talent
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	AFL's Leadership Team reflects the following diversity indicators as of the report launch date: Gender: 20% female, 80% male Race: 15% Japanese, 85% white Age: 85% over 50 years old; 15% 30-50 years old
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Responsible Procurement and Secure Supply Chain
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	FY22 AFL Slavery and Human Trafficking Statement Responsible Procurement and Secure Supply Chain
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Community Community Involvement and Partnership
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	FY22 AFL Slavery and Human Trafficking Statement Supplier Code of Conduct Responsible Procurement and Secure Supply Chain
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY2022, AFL received zero substantiated complaints concerning breaches of customer privacy, including from outside parties and from regulatory bodies. There were zero identified leaks, thefts, or losses of customer data.



Corporate Responsibility Report

FY2022

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