Corporate Responsibility Report

FY 2024



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Letter from the CEO

I'm proud to share AFL's FY2024 Corporate Responsibility Report representing a snapshot of the remarkable progress we've made throughout the fiscal year. During FY2024, AFL celebrated our 40th anniversary and in recognition set records for both growth and community impact. Looking forward, I see our company continuing to evolve as we become stronger in our markets, closer to our customers, and more deeply committed to our role as a responsible business.

Guided by our core values Customer Focused and Community Centered, we remain dedicated to doing business the right way, building a company that is not only strong and innovative, but also more sustainable, inclusive, and resilient. Among our proudest milestones was the launch of The AFL Foundation with an initial $10 million investment, expanding our community impact while building on more than four decades of giving. Our Imagine That! Annual Giving Campaign and UNITE Month of Service both exceeded previous highs, and during a time of hardship for our community, we supported Hurricane Helene relief with over $1 million in donations.

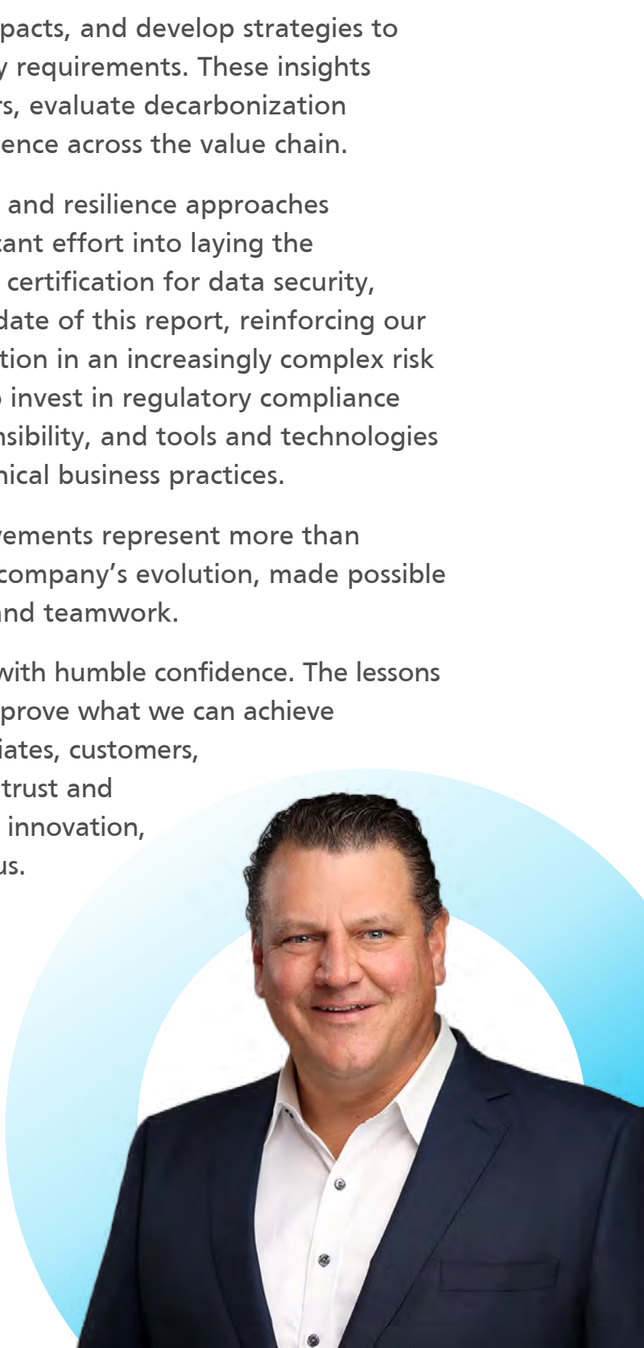
We also invested in what matters most: our associates, who continually demonstrate generosity and collaboration. Expanded recognition and development initiatives during the year underscored our commitment to their growth and well-being, reinforcing that our success depends on aligned teams working together.

At the same time, we advanced efforts to meet the evolving environmental sustainability expectations of our customers. Our lifecycle assessment (LCA) and greenhouse gas (GHG) inventory work help us identify product improvement opportunities to strengthen our SAFER (Sustainable, Accessible, Flexible, Expandable, Reliable) solutions, communicate product impacts, and develop strategies to meet both customer and regulatory requirements. These insights also guide how we engage suppliers, evaluate decarbonization opportunities, and extend our influence across the value chain.

Building our operational excellence and resilience approaches remained a priority. We put significant effort into laying the groundwork required of ISO 27001 certification for data security, and since achieved it as of publish date of this report, reinforcing our commitment to protecting information in an increasingly complex risk environment. We also continued to invest in regulatory compliance across markets, supply chain responsibility, and tools and technologies to underpin our expectations of ethical business practices.

Together, these outstanding achievements represent more than isolated successes - they signal our company's evolution, made possible only through extraordinary effort and teamwork.

As we reflect on FY2024, we do so with humble confidence. The lessons learned guide us, and the successes prove what we can achieve together. I am grateful to our associates, customers, partners, and communities for your trust and engagement. AFL's best in business, innovation, and responsibility still lies ahead of us.



Jaxon Lang,
President and CEO

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AFL Company Overview

AFL connects people and solutions to the communities we serve

AFL's rich history in the telecommunications industry dates back to our founding in 1984. We provide industry-leading end-to-end solutions, products and services to the energy, service provider, enterprise, industrial, data centers and AI markets.

Our products are in use in over 130 countries and include fiber optic cable and hardware, transmission and substation accessories, outside plant equipment, connectivity, test and inspection equipment, fusion splicers, and training. AFL also offers a wide variety of services supporting data centers, enterprise, wireless and outside plant applications. As a subsidiary of Fujikura Ltd. of Japan, AFL employs 11,000+ people worldwide.

Our core values drive our culture and priorities and provide a framework in which decisions are made. In FY2024, we narrowed our core values to highlight our "Customer Focused" and "Community Centered" philosophies. We believe our customer and community focused culture reflects AFL's truly unique value proposition that has bolstered our company's growth.

AFL - Who We Are

Mission

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

Core Values





1984
AFL founded

11,000+
Worldwide team members

130+
Countries sold to

25
Languages spoken

1
Globally unified team



Strong growth position

In fiber optic products, conductor accessories and network service



85%
North America

5%
Europe, Middle East, and Africa

10%
Asia–Pacific

Why AFL

Foundational strength
40+ Years in U.S. Electric Grid. Infrastructure provider to Energy, Data Center, and Broadband markets.

Financial stability
Resources, tools, and a stable economic history lower risk in business decisions.

Innovative solutions
Products, services, and strategic thinking to build a lasting partnership.

Business integrity
Transparent, consistent, and high levels of accountability to solve your business needs.

Growth engines
Broadband, Modernization of the Grid, Large Venue/Campus Wireless, Hyperscale, and GenAI Data Centers.

17
Global manufacturing locations

ISO
AFL facilities are certified for various ISO standards

3,000+
Global products

17
Unique North American Services

Core market segments

Broadband



Data Centers



Energy

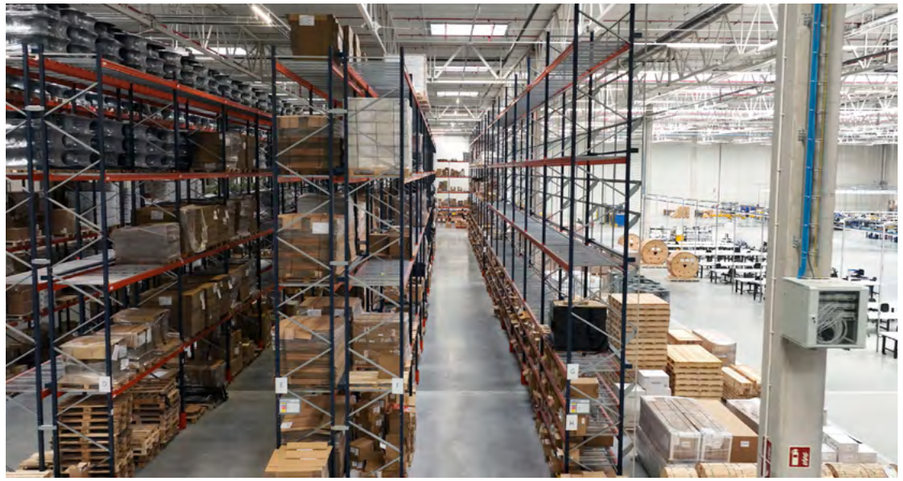


Materiality and Program Management

Our Priorities

AFL's commitment to the three pillars of corporate responsibility – Environment, Social, and Governance – is a strategic imperative. As the landscape continuously evolves, we see the focus on corporate responsibility as a necessity, even while keeping Financial performance and customer experience a top priority.

In FY2024, AFL continued to strengthen engagement with internal AFL team members across the company as well as external partners across the value chain. These collaborations help us to track progress, share insights, and communicate expectations related to our priorities.





Financial

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



Governance

- Corporate governance and risk management
- Business integrity and ethics
- Data security and privacy
- Regulatory and legal compliance



Social

- Community involvement and partnership
- Attracting and retaining top talent
- Employee health and safety
- Responsible procurement and secure supply chain
- Diverse and inclusive workforce



Environment

- Reducing greenhouse gas (GHG) emissions
- Operational energy efficiency
- Circular economy and raw material efficiency
- Waste management
- Water conservation

Program Management

AFL's Corporate Responsibility program is owned by our General Counsel, who also serves on the Board of Directors and Executive Committee. Oversight is provided by our Corporate Responsibility Committee – a cross-functional group of representatives from across the company – that advises AFL's leadership on program strategy and performance.

Our rapid investment in the program built a strong foundation of sustainability at AFL, including the creation of a dedicated Corporate Responsibility Core team tasked with responsibility for progressing our priorities and administration of our day-to-day efforts. The cross-functional management approach allows us to maintain awareness of the growing expectations of our internal and external stakeholders.

Supported by the Corporate Responsibility Core team, the Committee guides and monitors our program strategy, goals, and progress. It meets biannually and provides regular updates to the Executive Committee, which communicates key developments to the Board of Directors. The Committee also oversees annual reporting and responses to stakeholder inquiries.

The Corporate Responsibility Core team provided training and worked closely with teams across the organization – including Leadership, Operations, Product, Services, Commercial, Finance, and regional teams – to embed sustainability into the business. This stakeholder engagement is crucial to fulfill customer requests, support data collection and reporting, product sustainability, operational efficiency and regulatory compliance, helping to advance our corporate responsibility goals companywide.

Committee Structure:



Members from the following teams:

- Legal/Compliance
- Sustainability
- EHS
- Finance/Risk
- Supply Chain
- Human Resources
- Corporate Strategy
- Sales/Marketing

The combined efforts of our Corporate Responsibility Core team to manage sustainability progress, and various teams to support implementation, have been recognized within just a few short years. We are proud to have received a B "Management" score on our FY2024 CDP Climate Change questionnaire, demonstrating our proactive approach to governance and management of climate change. We also earned our first EcoVadis "Bronze" medal for our FY2024 responses, evaluating topics across Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. And finally, as members of the Sustainable Supply Chain Alliance, we received a score of 89% on the Sustainability Core questionnaire as part of The Sustainability Project (TSP). The score was benchmarked against responses from over 1400 companies to evaluate sustainability practices in the industry segment.



Collaboration and Partnerships

AFL is actively involved with multiple collaborative groups and affiliations to network, contribute, and remain at the forefront of current technologies and trends. These collaborations also support our progress against our Corporate Responsibility Goals. To name just a few, AFL is a member of these groups:

Business Ethics Leadership Alliance (BELA):
A community of leading enterprises that share best practices and expertise in ethics and compliance.

Fiber Broadband Association (FBA):
A trade association dedicated to advancing the deployment of fiber-optic broadband networks in North and Latin America; AFL participates in its sustainability working group.

South Carolina Manufacturers Alliance (SCMA):
A trade association advocating for manufacturing in South Carolina through policy leadership in workforce development, environmental stewardship, and good governance to align with sustainable economic growth.

Sustain SC:
A network of cross-sector organizations in South Carolina bringing commerce and conservation needs together.

Sustainable Supply Chain Alliance (SSCA):
An organization of utilities and suppliers working to advance sustainable supply chain practices.

Women in Manufacturing (WiM):
An association focused on supporting, promoting, and inspiring women in manufacturing careers.

We also sponsor organizations within our communities in support of our environmental and social efforts. By enhancing our learning through membership in multi-stakeholder initiatives, as well as providing both financial and in-kind support and sponsorships, we are expanding our network, growth, and collective progress.

AFL Supports Sustain SC's Land and Water Action Platform (LAWAP)

As a corporate member of Sustain SC for three years, AFL has the opportunity to support its myriad initiatives to promote sustainability in South Carolina. One exciting example is the relaunch of the Land and Water Action Platform (LAWAP). LAWAP is an innovative platform connecting the corporate sector with environmental organizations to provide funding for critical projects that conserve land, improve water quality, and protect wildlife habitats. These conservation projects protect nature while also empowering local communities and economies. AFL contributed an early investment in LAWAP, helping create momentum toward Sustain SC's fundraising goals for the program.



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. Our approach to achieve financial performance objectives focuses 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

As AFL navigates rapid growth in the market – such as AI advancement, broadband expansion, and grid modernization – we are also evolving our strategy and operations to stay resilient and responsive. Of note, in FY2024 we realigned our business to mirror our growth pillars, which better reflects how our customers interact with AFL and therefore enabling us to support them more effectively.

We believe this strategic reorganization will drive progress toward our financial performance goals and reinforce our mission to create new value through innovation. It positions our products and services at the forefront of technology, meeting the evolving needs of our customers and the communities they serve.

Our Mid-term 2025 vision and our 2030 goals reflect this commitment to innovation, sustainability, and social impact, driving long-term success while building a more equitable and prosperous world.

Our Purpose:

Customer Focused, Community Centered

Leading through understanding and solving challenges in the markets we serve and the communities where we live.

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.

Grid Modernization

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

Supporting next-generation applications – such as generative AI, immersive collaboration, and real-time analytics – require businesses to evolve their digital infrastructure. Shifting compute-intensive workloads to cloud and edge environments is essential for performance, scalability, and sustainability. Emerging use cases – from AI model inference and federated learning to autonomous systems and precision healthcare – are accelerating demand for high-density data centers and intelligent edge deployments.

Core Market Segments:


Broadband


Data Centers


Energy

Customer Centricity

At AFL, "Customer Focus" is a core value that drives our business and sustainability efforts. Our associates do what it takes to exceed customer expectations around the globe. With over 40 years in business, our solutions and services have enabled fruitful partnerships with our customers including utilities, network service providers, and hyperscalers – while also providing benefit to their own customers. These connections are vital to maximize our respective contributions to corporate responsibility and sustainability even while society's resource demands increase over time.

AFL regularly engages key customers to understand their sustainability priorities and determine alignment with our own. In FY2024, we found that even as regulatory landscapes shift across the globe, our customers' commitments remained steadfast. Simultaneously, we are proud to have continued investing in our corporate responsibility program and have realized significant value alongside our efforts to be part of the solution.

In FY2024, we engaged with our commercial, engineering, product line, operations, and packaging teams to share customer-specific opportunities to innovate our products and reduce our impact, while also continuing to strengthen our internal collaboration approaches. For example, we continued building our Life Cycle Assessment (LCA) tool to evaluate the greenhouse gas footprint of our products, as well as pursued our first Environmental Product Declaration, requiring input from multiple teams. These efforts, alongside our ongoing sustainability progress, were shared via regular customer reporting to demonstrate transparency as well as our willingness to be part of the solution – culminating in AFL responding to over 50 customer requests during the year.



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Connecting Society and Network Reliability

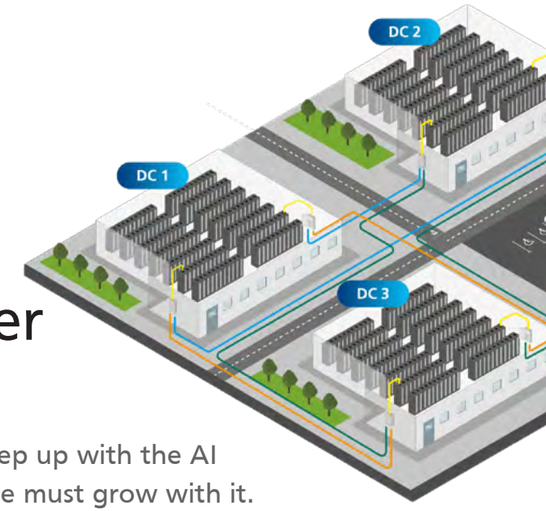
AFL plays a pivotal role in enabling the expansion of broadband access, bridging the digital divide, promoting grid modernization and achieving digital transformation. Our investment in developing SAFER (Sustainable, Accessible, Flexible, Expandable, and Reliable) network infrastructure is essential for building a more connected, equitable, and sustainable world.

"The decisions we make today in fiber infrastructure will have lasting consequences. By embracing the SAFER approach, we are not just laying fiber — we are laying the foundation for generations to come, both technological and societal, ensuring our networks can support the complexities of tomorrow's interconnected world."

– Josh Simer
Market Strategy and Innovation Manager



AFLglobal.com
1 (800) 235-3423



AI-driven Data Center Interconnect (DCI)

As data centers grow and proliferate to keep up with the AI phenomenon, the global data infrastructure must grow with it. Data centers need to be connected to each other across campuses, cities, and globally. They also need to reach their customers with more direct, low-latency, high bandwidth connections.

AI-driven Data Center Interconnect (DCI) leverages fiber-based optical systems to provide scalable, low-latency, high-bandwidth connectivity between data centers – ranging from short-reach links within campuses to long-haul connections across regions for workload replication, disaster recovery, and global content delivery. AFL's solutions help data center operators and broadband providers support these needs. For long-haul data center interconnects, our solutions reduce material usage, costs, and site visits, while minimizing installation demands and enabling faster, lower-impact future upgrades.

In 2024, AFL's DCI solution was recognized with the Data Center Physical Connectivity Innovation of the Year award at the DCS Awards. This recognition underscored the standout features of our connectorized and spliced DCI solutions, which include seamless load balancing, centralized resource sharing, and simplified high-speed data transfers across multiple data center facilities.

AFL takes a total cost approach that directly ties to environmental impact and emissions – by lowering total cost, we are better able to mitigate our carbon footprint.

AFL's SAFER Solution

As data generation and storage grow exponentially in today's environment, operators must build high-performing networks that can stand the test of time. AFL's SAFER solution addresses this challenge head-on, prioritizing five considerations that collectively extend the lifespan of our products, minimize obsolescence, reduce environmental impact, and actively contribute to the circular economy. SAFER is also a philosophy that drives our commitment to corporate responsibility and sustainability. By embedding these principles into our design and manufacturing processes, we're building networks that not only connect people but also protect the planet. This transformative approach requires collaboration and buy-in across AFL, fostering a culture of innovation and environmental stewardship.

The "Digital Divide" continues to be a topic of great concern in our society, as many areas – especially rural ones – remain underserved by Broadband. A number of Federal and State programs seek to help close this divide. AFL firmly stands behind the principle of "Internet for All," championed by the National Telecommunications Infrastructure Administration (NTIA). We support broadband providers both large and small, co-ops, and municipalities in realizing their goals.

In addition to supporting "Internet for All," AFL is committed to creating domestic jobs in our communities. In FY2024, AFL continued to expand our fiber optic cable manufacturing operations in South Carolina, supporting the domestic supply chain for broadband infrastructure projects. We also announced our self-certification with the NTIA of products compliant with Build America, Buy America (BABA) requirements. This self-certification underscored our commitment to expanding broadband across the US while also providing confidence in our position as a key supplier for government and privately funded broadband projects.

SAFER

SUSTAINABLE | ACCESSIBLE | FLEXIBLE | EXPANDABLE | RELIABLE

Sustainable:
AFL's solutions are manufactured in a sustainable manner while also helping our customers achieve their sustainability goals.

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

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

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

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Governance

AFL integrates ethical principles and governance best practices into the way we do business, concentrating on the following core areas:

- Corporate Governance and Risk Management
- Business Integrity and Ethics
- Data Security and Privacy
- Regulatory and Legal Compliance

Corporate Governance and Risk Management

AFL's corporate governance and management approach enables us to grow sustainably, enhance corporate value, and address corporate risks and opportunities. As a privately-held subsidiary of Fujikura Ltd. of Japan, we are committed to supporting strong group-wide governance through close collaboration with our parent company. At the same time, our governance structure allows for independent decision-making tailored to AFL's operations and business priorities, even while enabling transparent information sharing with Fujikura to promote alignment and support informed oversight across the organization.

Our leadership team models the values and behaviors we want to see throughout the organization, while encouraging growth, health, and innovation. Our values and behaviors are embedded in a wide range of resources that are shared with our associates via a centralized policy management tool, allowing for enhanced dissemination, tracking, and ongoing management of corporate policies.

In FY2024, AFL enhanced our internal audit program and risk assessment approach. We reorganized our internal audit function to create a more independent structure, with the team now reporting to the board through a newly formed Nominating and Corporate Governance Committee. To further strengthen our risk oversight, we engaged a third-party consultant to conduct a corporate-wide integrated risk assessment. The assessment engaged the extended leadership team to ensure representation of all businesses and regions and to prioritize identified risks. AFL also utilized the Responsible Business Alliance's Self-Assessment Questionnaire (SAQ) to evaluate risk in alignment with customer expectations. Based on our completion of the SAQ, AFL continued to hold a Low Risk Rating for the second year.

We also continued building our third-party due diligence programs to reduce our risk exposure to global supply chain challenges. Our Supplier Code of Conduct (SCOC), implemented in FY2023, and newly launched Responsible Procurement Policy formalize our expectations of suppliers to align with ethical business practices. To proactively ensure full understanding of these policies, we subsequently deployed a Supplier Code of Conduct acknowledgment survey and a Supplier ESG Questionnaire as part of our formal vendor onboarding process. The data received provides valuable insights into upfront risks and opportunities for improvement across our value chain.

Grant Burns,

Executive Vice President and General Counsel of AFL

Received the Legal Professional of the Year Award at the 2024 South Carolina Manufacturing Summit. These recognitions are a source of pride and an opportunity to build trust in AFL leadership among our associates and our industry.



Data Security and Privacy

AFL continually works to fortify our data security and privacy defenses. We ensure that security is a key consideration in network management, that our company is compliant with 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.

Cybersecurity at AFL is led by the Senior Manager of Cybersecurity, who oversees the company's security program and team. Program performance, risks, and initiatives are regularly reviewed with the Cybersecurity Steering Committee, which provides strategic oversight and ensures alignment with AFL's business objectives and risk management priorities.

In FY2024, AFL continued laying the foundation for ISO 27001 certification, which we subsequently achieved in June of 2025. To do so, we undertook a comprehensive implementation effort focused on documentation, training, tooling, and cross-functional collaboration. Following this framework allows us to better anticipate threats, address potential gaps, and maintain an environment where security and trust thrive.

Alongside implementation, we introduced new Key Performance Indicators (KPIs) to track performance such as phishing simulation results, reporting rates, and click-through rates. While achieving certification will mark a key milestone for AFL, we consider it a starting point for ongoing improvement and long-term information security maturity.

The activities we took toward certification were multifold:

- Developed and rolled out formal documentation, including 28 new policies and over 100 new supplementary documents including processes and procedures, registers, and lists.
- Developed new training plans and user groups across multiple systems, coordinating with key teams such as IT operations and development, HR, and vendor risk management teams to ensure consistent policy implementation.
- Gathered and maintained audit-ready evidence and records to meet certification expectations
- Introduced new supporting tools such as data loss prevention (DLP) software and organization-wide privileged access management.
- Began data classification and discovery using data security posture management tools.

AFL actively promotes a culture of data privacy by maintaining consistent employee communication on the importance of protecting personal information and corporate confidential data. This included publishing six data security and privacy-related articles on our dedicated intranet site, leveraging our IT services portal, messaging during corporate town halls, curated interactive learning system, and social engineering simulations. Our network of compliance ambassadors also supported this messaging.



CYBER DEFENDER

Report . Protect . Defend

In October 2024, to celebrate Cybersecurity Awareness Month, AFL launched our "Cyber Defender" campaign. Each week, associates received messages highlighting a different cybersecurity topic, accompanied by phishing simulations and optional training. To encourage participation, we held prize drawings and awarded two associates who either completed all weekly trainings or successfully reported each phishing simulation.

A highlight of the awareness program was the creation of practical "job aids" to reinforce the importance of data privacy. A well-received job aid highlighted how data privacy responsibilities vary across roles – from HR and finance to supply chain, customer service, and sales – underscoring that everyone plays a part. A second job aid shared specific guidance on secure external communications, including best practices for emailing sensitive information using secure file links or password-protected attachments. Additionally, associates were reminded of when and how to contact the privacy team for support or to report concerns.

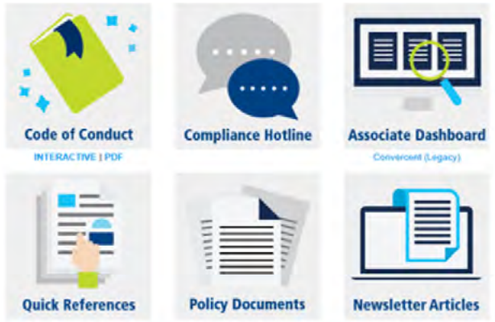
AFL's data governance programs identify and protect critical assets that safeguard both our own and our customers' data. We regularly evaluate our controls for compliance with their policies alongside our own, thus ensuring we align with industry best practices as well as contractual obligations. Additionally, we assess our suppliers to verify if they have appropriate technical and organizational security measures in place to protect personal and other sensitive data from inappropriate use.



Business Integrity and Ethics

AFL respects our associates, values our customers and business partners, works diligently to prevent unethical behavior, and is committed to doing the right thing. Our Code of Conduct outlines expectations for ethical business conduct and is provided in multiple languages to reflect the geographies where we operate. To maintain alignment with our Code of Conduct, we give our associates the tools and information to understand our expectations, while simultaneously fostering a "Speak-up Culture" and open-door policy to encourage associates to communicate concerns.

As stated by our Code of Conduct, all known or suspected misconduct, including potential conflicts of interest, must be disclosed through one of the Reporting Channels (AFL Managers, Human Resources, Compliance Officer, and/or the Legal Department). We also offer a third-party Whistleblower hotline to anonymously report concerns. In FY2024, our compliance hotline submissions exceeded benchmark* rates for substantiated reports.



As a member of the Business Ethics Leadership Alliance (BELA), we benchmarked our program against the World's Most Ethical Companies honorees to identify gaps and opportunities, guiding upcoming initiatives, and investments to strengthen our program.

*Source: Navex 2025 Whistleblowing and Incident Management Benchmark Report

All new associates are automatically assigned to complete the required Code of Conduct training during onboarding, and all associates refresh their training every two years. In FY2024, we distributed key global policies for associates' review and acknowledgment, along with related training assignments. These were supplemented with over 5600 hours of ethics and compliance training, covering important topics such as Code of Conduct, Conflicts of Interest, Cyber Security, Data Privacy, Harassment Prevention, and Modern Slavery.

A team of compliance ambassadors share resources with advisors and managers across all of AFL's operations on how to engage with associates sharing their concerns; these ambassadors also help disseminate print materials and posters in manufacturing environments and common areas for the rest of their associates.



We continue to publish a monthly compliance article and legal article in our associate newsletter, supplemented with videos, references to policies and where to find them within our policy library, infographics on behavioral recommendations, and other ways to enhance learning – all reinforced by regular positive messaging by leadership.

All reported incidents are tracked and reported to our Compliance Committee, which includes representatives from business divisions as well as our General Counsel, CFO, and HR. AFL's Compliance Officer has the ultimate responsibility for evaluating potential conflicts of interest. This governance structure fosters regular dialogue on compliance activities from senior management through to our Executive Committee, supporting management of our hotline metrics, conflict of interest disclosures, and our training and communication strategy.

Regulatory and Legal Compliance

AFL conducts our business in compliance with all applicable laws and regulations. As a global company, we closely monitor geopolitical and regulatory developments in every country in which we operate or engage, directly and indirectly, to ensure continued compliance amidst rapid growth and company transformation.

Our Governance and Compliance team works closely with our Corporate Responsibility Core team to track global sustainability regulations that may impact both AFL and our customers. These include the Corporate Sustainability Reporting Directive (CSRD) and Omnibus in the EU, California Senate Bills and other state proposals, as well as a range of international trade and materials sourcing requirements. We also provide semiannual briefings to our Executive Committee on these key sustainability compliance trends. By maintaining awareness of these existing and emerging regulations, AFL can proactively bolster our own programs while also meeting the needs of our customers who are often impacted by these developments.

In FY2024, we expanded our focus on material compliance, recognizing its increasing connection to sustainability. For example, the increasing obligations around materials transparency, packaging, circularity, and supply chain responsibility are likely to influence product design as well as our sustainability disclosures. We also deepened our understanding of shifting customs and export regulations, many of which now include environmental and social considerations.

Our robust trade compliance program ensures adherence with all applicable export, import, and sanctions laws. We conduct thorough screenings of business partners – including customers – to ensure our products are not sold in embargoed regions or to unauthorized end users, particularly where dual use technologies are involved and where foreign policy considerations apply. This commitment reflects our dedication to ethical global operations and responsible value chain management.



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Social

AFL focuses on five key areas of social responsibility in support of our belief that individuals and organizations should act in a way that benefits our communities and makes a positive difference in the lives of others.

- Community Involvement and Partnership
- Attracting & Retaining Top Talent
- Employee Health and Safety
- Responsible Procurement and Secure Supply Chain
- Diverse and Inclusive Workforce

Community Involvement and Partnership

AFL's extensive Outreach Program has been making a positive difference in our community for decades. Through volunteer projects, scholarships, grants, and associate giving, AFL has reinforced our culture of community engagement on a global scale.

In September 2024, Hurricane Helene struck Southeast United States, leaving widespread damage in its wake. To support our associates, customers, and community through the resulting challenges, AFL donated $1 million toward Samaritan's Purse, an emergency assistance nonprofit facilitating the restoration and rebuilding of the South Carolina and Western North Carolina regions. Our generous associates also raised over $60,000 in donations toward both Samaritan's Purse and the American Red Cross, which AFL matched dollar-for-dollar.

"We are deeply thankful for AFL's donation to support our work in response to Hurricane Helene. We've provided heaters, generators, fuel, solar lights, blankets, winter clothing, food, water, and much more for these people who have lost so much."

- Franklin Graham
President of Samaritan's Purse

In celebration of our 40th anniversary, AFL established The AFL Foundation to honor our legacy with a bold $10 million initial commitment. By partnering with the Spartanburg County Foundation in South Carolina to facilitate charitable administration, we can more readily maximize our global philanthropic impact even at a time of rapid company transformation. The AFL Foundation complements our existing efforts, continuing to embed philanthropy into our corporate identity and future growth trajectory.

"We are pleased and honored to facilitate the corporate philanthropy of The AFL Foundation through their fund at the Spartanburg County Foundation. This collaboration reflects AFL's dedication to a culture of giving and making a positive difference in the lives of others. This partnership further enhances The AFL Foundation's ability to direct resources where they can have the greatest impact."

- Troy M. Hanna
President and CEO, Spartanburg County Foundation

AFL FOUNDATION · EST 2024 ·

AFL's Outreach Program

Our Community Outreach efforts connect our associates to the areas in which we live, work, and play.

Grants and Sponsorships

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

Volunteering and Service

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

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

Environment

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.

	Grants and Sponsorships	Volunteering and Service	Giving	Environment
FY2024 KPIs	**28** grants **56** sponsorships **50+** organizations **$170,000** grants **$254,500** sponsorships	**2,596** volunteer hours **600+** associates **208** initiatives supported	AFL's Angie Myers recognized as United Way of the Piedmont's Employee Campaign Coordinator of the Year, and accepted SCMA's Outreach Award Finalist reward on AFL's behalf **$760,000** raised **$178,000** in matching contributions	Provided 900 trees in FY2024, for a total of 20,600 trees Sustain SC's LAWAP inaugural supporter Volunteered with three environmentally-focused community projects.
FY2023 KPIs	30 grants 53 sponsorships 50+ organizations $176,000 grants $240,000 sponsorships	2,037 volunteer hours 500+ associates 90 initiatives supported	Nominated for the 2023 United Way of the Piedmont Award $581,000 raised $178,000 in matching contributions	Added three new environmentally-focused community projects.
FY2022 KPIs	25 grants 59 sponsorships 50+ organizations $172,000 grants $171,000 sponsorships	1,586 volunteer hours 500+ associates >12 initiatives supported	Received the 2022 United Way of the Piedmont Award $588,000 raised $183,000 matching contributions	Goal to plant or provide 20,000 trees from 2005-2025 19,700 tracked as of FY2022



AFL's Milton Keynes team completed an 11 km walk around three Parks Trust lakes, raising funds for Mind BLMK (Bedfordshire, Luton and Milton Keynes) to support mental health awareness.



In collaboration with @carecornersg and The Food Bank Singapore, AFL's APAC team in Singapore assembled and distributed 50 food bundles to local community members.



AFL's Canadian Services team volunteered with the Greater Vancouver Food Bank, the Surrey Food Bank, and the Veterans Association Food Bank in Calgary to sort and distribute food and pack program kits for children and seniors.

Attracting and Retaining Top Talent

During a time of rapid growth, AFL's Human Resources efforts are designed to equip our associates with the skills and tools needed to help our company succeed. Having grown our employee base 47% from FY2023 to FY2024, it is vital to create regular touchpoints with each individual associate to demonstrate our investment in their success, wellness, and belonging within the company.

We conducted an Employee Engagement survey in February 2025, building on the results of the FY2023 survey, to validate our approach. While pleased that the earlier survey reflected the majority of associates felt engaged and enabled, we recognized opportunities for improvement and formed multiple teams to address five specific focus areas from survey feedback. The February survey results demonstrated improvements in all five focus areas, with four areas showing statistically significant improvement.

HR Focus areas:

- **Performance-based pay**
- **Associate development**
- **Career advancement**
- **Competitive compensation**
- **Trust in leadership**

Trust in leadership: Jaxon's World Tour

FY2024 wasn't just another year – it was AFL's 40th anniversary. With much to celebrate, Jaxon Lang, AFL's CEO, visited every brick-and-mortar location to spend purposeful time with our well-deserving associates. Jaxon understood the importance of being seen and present, soliciting unedited feedback about the organization while also sharing AFL's objectives and goals – and in some regions, fitting in volunteer efforts! Jaxon's tour kicked off concerted efforts to increase interaction between leadership and all associates. Opening these lines of communication reinforced Trust in Leadership, one of the five HR focus areas, and contributed to a score increase of 12% from the previous survey.

Japan



Australia



Mexico



Texas, US



Washington, US



Poland



AFL's benefits packages are offered at four different coverage tiers, giving our associates the ability to choose the tier most appropriate for their personal circumstances. Ranging from healthcare to work-life balance, our benefits cover a breadth of offerings that care for our associates as well as their families.

Monterrey Cafeteria Implementation

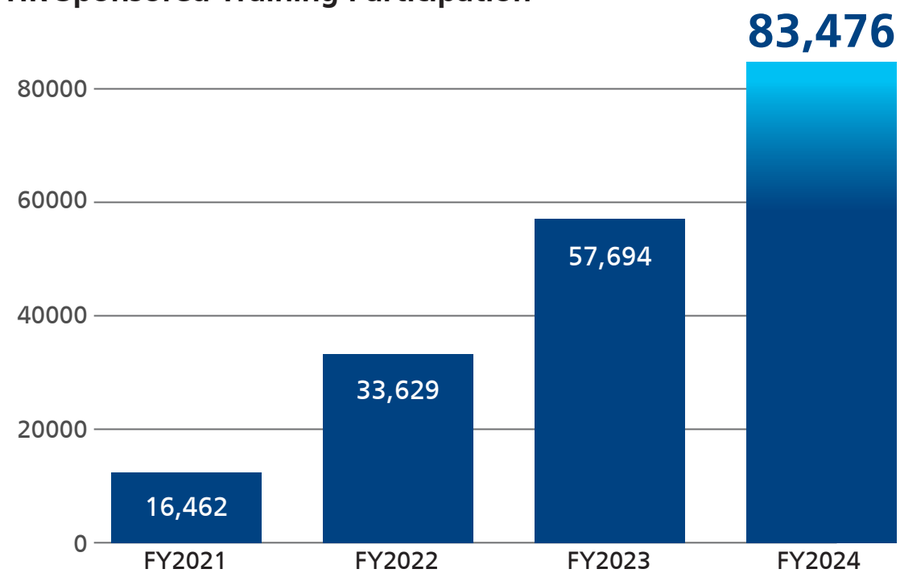
We also consider the unique circumstances of our associates – whether they work in a production environment or in an office capacity. In FY2024, AFL built a cafeteria at our Monterrey Mexico plant. Serving all shifts daily, the cafeteria is a subsidized benefit that offers comfort, healthy foods, and convenience for our associates, and has helped reduce monthly turnover by 35%.



Learning & Development

Our Learning & Development (L&D) program is a point of pride for AFL. By encouraging our associates to be active in their own career development, we can collectively be more adaptable and motivated in the midst of organizational transformation. Our L&D activity increased 45% from FY2023 to FY2024, and the number of individuals participating in L&D increased by 88%. The continued rapid growth in engagement built upon an already consistent historical trend, made possible through providing AFL associates access to more than 2,500 learning activities, including self-directed online courses, live webinars, classroom sessions, and more.

HR-Sponsored Training Participation*



*Data reflects global participation through the United States L&D program

Learning & Development Highlights and Offerings

Online Learning Management System database and analytics to curate on-demand trainings relevant to associates' needs

Global "15@4" weekly podcasts, where associates and learning specialists present 15 minutes of content at 4 pm Eastern US Time on a relevant topic; sessions are presented live and also recorded for the online learning management system

Longer-term, internal training offerings such as our five-module Core Management program for existing or future managers, with both self-directed and live training components

Internally developed "60s" 60-minute interactive webinars covering topics requested by associates

Support for individuals to access career-relevant external training, such as our partnerships with Sustain SC's Sustainability Leadership Initiative, the Women in Manufacturing (WiM) Empowering Women in Production Program, and the South Carolina Manufacturers Alliance

Partnership with departments and global regions to develop and disseminate multilingual, technical, job-specific trainings

Annual performance reviews, supplemented with trainings to provide clarity on the process; each associate is expected to design three-to-five performance goals tied directly to company performance and two development goals focused on their own skills growth

Development of a new Products Extended Leadership Team webinar series to support collaboration and communication

AFL Leadership Academy, a high potential associate program, whereby 60 associates were identified as potential future senior leaders through a rigorous review process to participate in an in-depth training program

Voluntary Leadership with Intentionality and Transparency (LIT) program where managers and leaders participate in facilitated discussions covering challenges specific to their leadership roles

One-to-one coaching and assessments on an as-needed basis to support individuals with problem-solving and team development

Thorough on-the-job training for operators and technicians, designed by departments

Awards and Recognition

While professional development is one way to invest in our associates, we also appreciate the importance of award programs and peer recognition. AFL holds multiple opportunities to celebrate, including our annual Employee Appreciation Day, Manufacturing Day, Champion's Club, and Patent Hall of Fame – each offering a different lens to recognize associates for their hard work. We also continued to expand the Star Award after launching it in manufacturing operations in FY2023, with peers nominating colleagues who go beyond the call of duty and leadership subsequently choosing an awardee.



Brianna Woodsby
Executive Director,
Compliance & Governance

Completed OneSpartanburg, Inc.'s Leadership Spartanburg program.



Nancy Rice
Public Relations Specialist

Graduated from the Greenville Chamber's Leadership Greenville program

Comprehensive benefits, professional development, and recognition initiatives are also crucial for our talent attraction efforts. Our multifaceted recruitment strategy helps us to attract passionate candidates with opportunities to grow in a rewarding career, within a supportive culture and flourishing industry. In FY2024, we hosted more interns and co-ops than the prior year, with over 50 college co-ops and interns across our US footprint and over 15 high school apprentices and vocational school co-ops – bringing us to a total of over 350 college and high school co-ops over the last nine years.

Local career fairs and schools are vital to AFL's networking efforts, and we continuously strive to increase onsite participation and visibility in the community. To support our participation, business units identify recruitment needs and partner with HR to create associated job descriptions as well as attend the fairs. In June 2024, AFL was proud to sponsor the Career Fair at the BMW Charity Pro-Am presented by TD SYNNEX.



Our goal is to continuously show our responsibility for our people and alignment with our values. We do this by making our approaches more candidate friendly, aligned with the market, and responsive to feedback – demonstrating our appreciation for the time and dedication our associates invest in the organization.

Diverse and Inclusive Workforce

Representation of identities and opinions fosters a more meaningful experience at work. As an equal opportunity employer, we are aligned with the Declaration of Promoting Diversity adopted in 2016 by our parent company, Fujikura. We demonstrate our commitment through internal culture-building efforts, community involvement, organizational memberships, and recognition of Supplier Diversity.

AFL encourages engagement in organizations and events that are focused on diversity and inclusion. For example, AFL sponsors Upstate International, a South Carolina based nonprofit, with our associates participating in various programs including the World Affairs Council, Global Upstate Business Conference, and other special events focused on celebrating and raising awareness of cultural diversity. We also continued to sponsor the Diversity Leadership Initiative associated with Furman University, among others.

In February 2025, AFL helped sponsor the first Women in Manufacturing (WiM) International Women's Network event, held at our Monterrey, Mexico location. Interactive leadership presentations, panel discussions, plant tours were offered alongside interactive networking opportunities. As members of WiM, as well as the Japan-American Association of South Carolina (JAASC), European American Chamber of Commerce (Carolinas - EACC), and the UK Mindful Employer Network, AFL encourages associate involvement in these rewarding opportunities.



AFL employee resource groups strengthen inclusion and belonging by creating spaces for connection for hundreds of associates. Through events and outreach, they help raise awareness, build community, and amplify diverse voices across the company.

WeConnect (Women Everywhere Connect): Fosters professional education, personal growth and enrichment opportunities via continuous learning, sharing, and networking.

AYP (AFL Young Professionals): Organizes professional development opportunities, community outreach, and social events for young professionals to boost job satisfaction, encourage workplace collaboration, and foster a learning-centric work environment.

MERG (Military Employee Resource Group): Focuses on three areas — recruiting transitioning service members, providing ongoing support for AFL's current workforce, and providing a forum for AFL's veterans to collaborate in support of community service activities.

Active Living Team
Plans and/or attends both internal and external events including networking, professional development, talent recruitment, mentoring at-risk children, bicycling, running, and more.

Employee Health and Safety

AFL is committed to improving the health and safety of our associates and protecting the environment. Environment, Health and Safety (EHS) is an integral part of AFL's DNA. Our vision is to become a leader in EHS, not only in our industry, but across all industries. Our goal is to achieve an injury-free workplace so that our associates go home in the same or better condition than when they came into work. We will achieve this by engaging all our associates in our safety efforts. Our approach to EHS is detailed in our EHS Policy and Principles.

Our AFL Manufacturing Excellence (AME) program, piloted in FY2023 to drive manufacturing performance and quality, includes EHS as one of several pillars. A primary goal of AME is to have EHS owned by all team members, with a particular focus on our manufacturing and services associates. In FY2024, our newly formed Corporate Safety Steering Team, sponsored by AFL's CEO, set the structure and guidance for implementation of our safety pillars. Safety Committees have stood up at a majority of our manufacturing locations to review incidents, identify hazards, share knowledge, and implement projects that reduce operational risk.

The EHS pillar efforts are planned for implementation at all sites, with several Duncan, South Carolina, locations serving as the pilot. Highlights from these pilots included programs to engage 100% of associates in the identification of hazards, improved compliance, safety promotion, and reduction of significant operational risks. In FY2024, AFL successfully adopted KPIs for risk and safety. With a planned global rollout in the coming years, the AME process will continue to drive safety improvements across our manufacturing and services operations.

Total Hazard Hound Report



At our South Carolina sites, an employee hazard recognition program called **Hazard Hound** enables associates to recognize and report operational risks and empowers them to launch risk-reduction activities. Sites use both participation rates and the number of submissions as KPIs. Total number of Hazard Hound reports increased 12% from 1,643 in FY2023 to 1,839 in FY2024. This program is a fundamental component of our EHS strategy, striving for 100% associate participation in near-miss reporting. Additionally, our annual Safety Pledge Days are opportunities to share insights and training on safety-related topics, while reinforcing the importance of maintaining our EHS processes.

In FY2024, AFL reduced our Total Recordable Incident Rate (TRIR) by 82% over the past decade and by nearly 28% compared to the previous year.

In FY2024, AFL focused on multiple initiatives to advance our safety culture. We launched an effort to identify Significant Injury and Fatality (SIF) potential events. This effort is meant to identify and understand where safety controls need additional rigor to prevent fatalities and life altering injuries. One outcome of this effort is that all SIF potential events are formally classified as such with a heightened level of investigation and cross collaboration to identify root causes and contributing factors. Findings are reviewed by senior leaders and actions tracked to completion.

We also introduced safety moments for all meetings where there are five or more associates present. Safety moments are meant to shape our culture and place safety at the forefront of our thinking. Associates are asked to share safety insights, near misses, or incidents from AFL or elsewhere with the intent of applying learnings for work, home, or play.

In late 2024, AFL conducted an assessment of our physical security for people and assets. The result of this assessment is a prioritized plan for investments in technology, physical barriers, and behavioral imperatives that will enhance the security of our people and assets.

For our Services teams, we implemented the Serenity app to digitize safety forms and inspections, as well as pilot field-level hazard assessments. This digitization and access to metrics are supporting our safety performance, even while leading to operational efficiencies.

SOUTH CAROLINA MANUFACTURERS ALLIANCE

In 2024, five AFL manufacturing locations in Spartanburg were awarded the South Carolina Manufacturers Alliance (SCMA) Plant Safety Award. Our plants achieved this award by incurring a lower incident rate than the statewide average for their North American Industry Classification System Code (NAICS) code.



Responsible Procurement and Secure Supply Chain

AFL's policies and procedures aim to protect those in our supply chain by addressing compliance with regulations aimed at preserving human rights as well as materials-related rules and regulations.



AFL's work to formalize our supplier engagement strategy has gained momentum. Our Supplier Code of Conduct (SCOC), implemented in FY2023, has since been supplemented by a Responsible Procurement Policy that, in tandem, establish expectations for ethical behavior across our supply chain. These foundational elements, as well as corresponding training for the Supply Chain team, will promote high ethical standards, integrity and compliance with applicable laws, rules, and regulations across our supply chain.

A SCOC acknowledgement survey was incorporated into our vendor onboarding process in FY2024 along with a Supplier ESG Questionnaire aimed at obtaining data related to supplier sustainability programs to assist with the proactive identification of potential risks. We have already started receiving responses to the Questionnaire, allowing us to risk rank the results and begin identifying areas of opportunity.

Our Slavery and Human Trafficking Statement sets the expectation of AFL's zero-tolerance approach to modern slavery. Our supplier qualification process includes prequalification as well as potential requalification 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 comply 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.

Our Materials Compliance Program provides an improved framework and structure to manage compliance related to REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances Directive), Conflict Minerals, TSCA (Toxic Substances Control Act), Prop 65, and more. In FY2024, our North America Connectivity business began automating our materials compliance requests process and also started developing a certificate database that will be available to other regions. These process improvement efforts will support information accessibility and reduce our response time to customers.

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. As a global company, these policies and programs are a necessity to help us maintain awareness of existing and emerging rules, regulations, and directives.

Overview
Financial Performance
Governance
Social
Environment
Appendices



Environment

AFL's solid foundation in environmental compliance has paved the way for a strategic and proactive approach to sustainability. In FY2024, we've accelerated our efforts to address our most material environmental impacts – from energy use and waste to packaging and product design. These initiatives are helping us achieve measurable progress and embed a culture of environmental responsibility across the organization, while simultaneously responding to the needs of our customers.

- Reducing Greenhouse Gas (GHG) Emissions
- Operational Energy Efficiency
- Circular Economy and Raw Material Efficiency
- Waste Management
- Water Conservation

Resource Management Approach

At the most foundational level, AFL aligns with the ISO 14001:2015 environmental management system to help maintain our compliance with regulations and implement environmental best practices for continuous improvement; in FY2024, 11 sites were certified to the standard and no major environmental violations were reported.

AFL's Energy Team leads efforts to monitor and reduce our environmental impact, facilitated by our Energy Management System built on ISO 50001 standards and the Environmental Protection Agency's ENERGY STAR® guidelines. The system leverages EnergyCAP to automate data collection and analysis, which, when supplemented by the associated greenhouse gas emissions calculations, informs our GHG reduction efforts. These automation efforts allowed the Energy Team to reallocate both time and resources toward other impactful sustainability-related projects.

To bolster our tracking and accountability, the Energy Team rolled out KPI dashboards in FY2024 to monitor energy and fuel consumption across the business. Along with providing a corporate level view, the dashboards are customizable by facility, business unit, and geography. These dashboards give plant managers and other stakeholders better access to data and supplement their existing reports to identify trends and hotspots. These tools help us to improve transparency, prepare for verification, and track progress against targets.

We are strengthening our approach to resource management by updating our environmental targets to better align with our decarbonization strategy and Manufacturing Excellence initiatives. In the past, our corporate goals for energy, water, and landfill diversion were based in intensity metrics. After a thorough review of the data within the context of our fast-scaling operations, we found that this target structure did not provide meaningful insight into our actual performance, often resulted in conflicting signals, and proved difficult to establish stable corporate baselines.

As a result, we're shifting from our corporate intensity targets to action-oriented goals that directly incentivize program development, auditing, and efficiency projects. Business unit and plant-level intensity metrics will continue to be tracked internally to inform investments in these actions while supporting broader environmental goals. This shift allows AFL to hone our efforts where they matter most: reducing emissions, driving operational efficiency, and advancing continuous improvement.

"The past two years have been focused on building a strong foundation establishing the systems, data, and partnerships needed to drive real change. We're now seeing that groundwork turn into measurable progress, and it's just the beginning. Our energy strategy is evolving from planning to performance, and we're excited about the impact ahead."

- Brandon Money
Corporate Energy Manager



Reducing Greenhouse Gas (GHG) Emissions

AFL's ambitious emissions reduction targets are aligned with guidance from the Science Based Target initiative, demonstrating alignment with the latest climate science. We are also setting the stage to develop our long-term GHG emissions reduction roadmap.

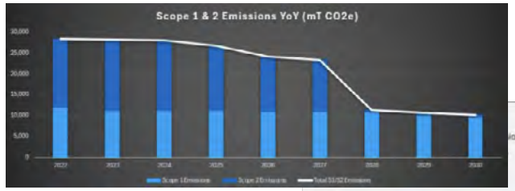
Scope 1 & 2 Emissions: Focus on Operational Energy Efficiency

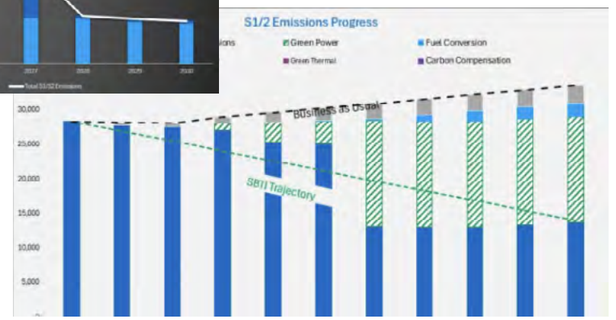
From the outset, AFL identified four levers to progress against our target to reduce absolute Scope 1 and 2 emissions: 1) energy efficiency, 2) investment in renewable energy, 3) electrification, and 4) as a last resort, carbon offsets in markets with limited options for renewable energy installation or program participation, or to address emissions that cannot be reduced or avoided.

Our initial focus on capital investment projects to improve operational energy efficiency resulted in significant impact mitigation even while our company's operations have grown. However, we recognized the additional opportunities presented by our remaining decarbonization levers. As a next step, in FY2024 AFL's Energy Team developed a Scope 2 decarbonization plan to more strategically guide our efforts. The plan outlines business case and carbon-free scenarios and emphasizes the significant role renewable energy procurement can play in meeting our targets.

In alignment with our plan, we are investigating multiple pathways to expand renewable energy use across our operations, focusing on quality, additionality, and practicality. Along the way, we have encountered two main challenges: most of our Scope 2 emissions are concentrated in utility markets with limited renewable energy options, and our load size is not competitive for individual virtual power purchase agreements. As a result, we are focusing on utility-provided green tariff programs that deliver bundled renewable energy credits tied to new renewable generation. This approach provides a scalable and reliable way to reduce our Scope 2 emissions while staying aligned with our long-term decarbonization goals.

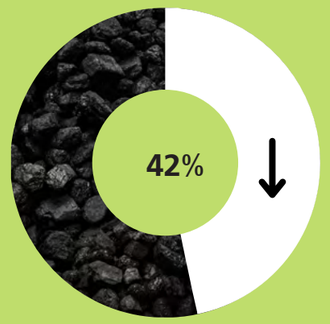
In FY2024, we enrolled five facilities in green tariff programs, with six more planned for FY2025. We also completed a solar feasibility study that identified priority sites well suited for potential onsite solar projects. Together, these opportunities strengthen our renewable energy strategy and provide an actionable path toward achieving our operational SBTi reduction target.





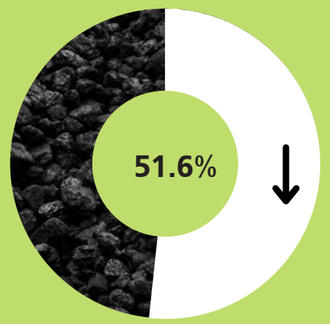
We conducted four energy audits during the year, whereby teams used guidelines focusing on quick-win projects that can be implemented with minimal time and cost investment. An astounding 100% of these projects were completed in FY2024: we installed LED lighting, addressed air leaks, and installed high-efficiency equipment, resulting in a cumulative estimated savings of over 1,800 MWh of energy.

Our Targets



Scope 1&2

Reduce absolute Scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year.



Scope 3*

Reduce Scope 3 GHG emissions 51.6% per kilometer of cable and cable assemblies sold from relevant categories* by FY2030 from a FY2023 base year.

**purchased goods and services, fuel and energy related activities*

Our Emissions Reduction Levers:

- Energy Efficiency
- Conversion
- Green Power
- Carbon Compensation



Our Carbon Footprint*

	FY2023	FY2024
	386,596 metric tons CO_2e	461,461 metric tons CO_2e
Scope 1 Direct emissions	3% **11,210** metric tons CO_2e	2% **10,870** metric tons CO_2e
Scope 2 Market-based	4% **16,317** metric tons CO_2e	4% **16,263** metric tons CO_2e
Scope 3 Indirect emissions	93% **359,069** metric tons CO_2e	94% **434,328** metric tons CO_2e

*Certain previously reported emissions figures have been restated to reflect updated data and methodology improvements. Further detail is provided in the Environmental Metrics Table.

In October 2024, AFL held our first-ever Global Energy Contest in recognition of National Energy Awareness Month. We received 97 energy and sustainability ideas from 46 AFL associates, with 10 winners receiving energy-saving tools as prizes to celebrate their participation. Associates put forth a variety of ideas, ranging from doing laundry using cold water at home to rapid roll-up doors, equipment idling, and shutdown processes while at work.



After announcing expansion of our manufacturing operations in South Carolina in December 2024, we began a several-month project to upgrade our corporate offices to facilitate operational efficiency alongside associate comfort. The new and improved building offers a state-of-the-art building automation system, window tinting, HVAC flow balancing and rescheduling, and a complete LED lighting upgrade – now using over 30% less energy than before with an approximate $30,000 in annual energy savings.

Alongside these efficiency upgrades, we also modernized employee cubicles and private offices to enhance collaboration, comfort, and well-being. These updates have already made a noticeable impact on quality of work life, offering brighter, quieter, and more ergonomically friendly environments.

This project demonstrates how facility investments can drive both sustainability and employee experience. AFL remains committed to expanding these efforts across our operations in the years ahead.

Scope 3 Emissions: Focus on Value Chain

AFL is committed to reducing our climate impact. In light of our recent growth amid market transformation, we are updating our Scope 3 emissions target from an absolute reduction goal to an intensity-based target – managing our emissions relative to kilometers of cable and cable assemblies sold. As most of AFL's production and revenue is tied to bulk cable and cable assemblies, this production unit is most strategically representative to measure progress.

This shift reflects a more realistic approach to achieving progress during a period of significant scale-up. Our intensity target ensures we continue driving down emissions per unit of output, and demands meaningful engagement on an ongoing basis in our supply chain. This approach enables us to balance business growth with climate responsibility and keep pace with evolving customer expectations, market standards, and data availability.

Our long-term ambition remains aligned with science-based climate action. As our operations stabilize and we enhance our value chain emissions data, we aim to revisit our Scope 3 target approach with the intent of reintroducing an absolute Scope 3 reduction goal that reflects both growth and impact.



AFL's Scope 3, Category 1 purchased goods and services represent the majority of our Scope 3 emissions and remains the primary focus of our revised target. We are pursuing scrap reduction through more efficient raw material processing and designing denser, smaller cables that require less material. Integrated Business Planning, a process for improving demand forecasting and aligning supply with production needs, will help us minimize purchases while maintaining output. Together with ongoing supplier engagement, these efforts round out our key Scope 3 decarbonization levers.

We quickly realized the importance of refining our data and using a mass-based calculation approach as much as possible to inform material substitution, efficiency improvements, and supplier engagement – all of which are harder to act on using spend-based data. We engage with product engineers and key suppliers to obtain mass data and are also gradually implementing mass per unit of measure to automate extrapolation in our global purchasing systems where data is unavailable. The majority of our FY2024 Scope 3 Category 1 GHG emissions utilized a mass-based calculation approach, including nearly 100% of production raw materials for both our Cable and Accessories business units.

We also continued our efforts to distinguish between recycled, secondary, and primary sourcing for key materials. This extensive exercise helps us identify priority suppliers for raw material-specific lifecycle data and understand opportunities to collaborate more closely on continuous improvement.

Additionally, our Supplier ESG Questionnaire gathers consistent and objective data from key suppliers. These data points give a more holistic view of our supplier base and where our raw materials come from, helping us to understand both risk and opportunities in our supply chain. We are proactively engaging prioritized suppliers to facilitate mutual learning, refine data, and progress against objectives, supplementing our Supplier Code of Conduct and new vendor management approach.

In FY2024, the Logistics team collaborated with both customers and logistics providers to shift 68 shipments from air to expedited sea, avoiding approximately 4,000 $mtCO_2e$ associated with transportation of our raw materials. These efforts require the identification of raw materials that are routinely sent via air and engaging with stakeholders. Considering the overall scale of possible shipments, the cumulative impact would be considerable.

Better Data = Improved Supplier Mapping and Engagement

Scope 3 Category 1 calculation refinement to prioritize **mass-based EFs**

More accurate identification of critical suppliers to engage and Identify OFIs

Top suppliers and materials represent **~80% of Scope 3 Category 1 GHG emissions**

Metal (aluminum/steel) **Optical Fiber** and **plastics** largest contributors

Internal Engagement Reduced raw materials through **product design** (i.e., high-density, less jacketing, etc.)

Internal Engagement Improved **scrap reduction** through **Operational Excellence** programs at plants

Supplier Engagement Assess options and feasibility for use of **recycled content** in raw materials

Supplier Engagement Obtain **product level carbon data (LCA/EPD)** from top suppliers to identify largest areas for reductions



In April 2024, AFL's Michael Smith attended the third annual MX.0 Media Southeast Event, featuring Sustainable Manufacturing & Supply Chains, as a panelist on the Sustainability track. In his presentation, Michael shared AFL's progress regarding supplier engagement and how strategically leveraging data can play a key role in enhancing impact.

Circular Economy and Raw Material Efficiency

AFL engages in the circular economy through multiple avenues, including operational efficiency improvements, collaboration with vendors and customers, and innovation in product and packaging design. Our goal is to connect with stakeholders across all stages of the product lifecycle to drive mutual benefit.

Packaging

AFL considers packaging from sourcing to end-of-life. When we are unable to reduce packaging, we consider reusability, recyclability, and use of recycled materials to increase landfill diversion. We also evaluate opportunities that decrease transportation-related emissions by allowing tighter packing for shipping.

FY2024 highlights include:

Our US-based customers can utilize our Sonoco EcoReel partnership to send back reels for refurbishing; 108 reels (approximately 10,043 kg) were returned in FY2024.

Our Monterrey, Mexico facility offers a pallet reuse program, with three suppliers utilizing these pallets to deliver purchased materials. In FY2024, we reused 1,479 wood pallets (16,269 kg). In addition, the facility offers a permanent initiative in place to recycle wood reels, wood pallets, and cardboard.

Cable assembly 32", 36", and 42" reels made with recycled HDPE plastic, designed for disassembly and return to AFL for reuse in North America; introduced a new middle flange fixture option for 32" reels.

After designing plastic reels without metal hardware in FY2023 for a customer, we started leveraging the innovation for other markets' product portfolios in FY2024.

Our Connectivity business launched a double-stack program to configure product shipments vertically during transport, increasing the efficiency of intracompany truckloads from Monterrey to Laredo, Texas.

Our APAC team continued our Go-Green DC initiative to reduce plastic waste via reel optimization, reel reuse, innovation pulling, and packaging optimization. These efforts reduced waste by approximately 53,810 kg, a 45% increase from 29,820 kg in FY2023.

AFL offers a long-standing program for customers to return four sizes of steel reels to AFL for reuse (60", 72", 84", and 96").

Steel reels returned:

FY2023:1,559
FY2024: 658

Total weight:

FY2023: 405 metric tons
FY2024: 166 metric tons

Avoided CO_2e emissions from steel production:

FY2023: 934 metric tons
FY2024: 383 metric tons **

** Avoided emissions calculations are representative estimates; appropriate emission factor sourced from ecoinvent

We continued our partnership with Fujikura to collect empty plastic optical fiber spools, repackage them in their original boxes, and send back for reuse

19,840
Cardboard boxes totaling:

31,942 kg

1,102
Wooden pallets totaling:

19,995 kg

19,840
Empty spools totaling:

57,585 kg



FY2024
149
$mtCO_2e$

INCEPTION
293
$mtCO_2e$

In total:

109,522 kg

Of packaging materials were returned to Fujikura for reuse

Assuming 75% of the spools were reused and including the transportation impacts of shipping them back to Fujikura, we estimate a reduction of 149 $mtCO_2e$ emissions* compared to manufacturing and transporting new spools; since the inception of the process in FY2023, approximately 293 CO_2e has been avoided.

*Avoided emissions calculations are representative estimates; appropriate emission factors sourced from DEFRA and ecoinvent

Single-use pulling of each cable replaced by reusable multi-cable pulling



Single-use pulling of each cable

Reusable multi-cable pulling, up to 6 cables at a time



Our APAC region's multi-cable pulling design reduces single-use plastic.



Our APAC region redesigned reels use corrugated plastic instead of solid plastic. The smaller and more compact design reduces the need for space and are also easier to dispose.

To advance sustainable packaging, our global standard outlines preferred materials and configurations such as tapes, bubble wrap, shipping envelopes, inks, and outer packaging. To support implementation, we offer a training course through our Learning Management System covering materials selection, regulations, and practical considerations. Engineers are expected to apply these principles by evaluating material sources, energy use, end-of-life impacts, and recovery potential in their packaging designs.

Product Sustainability

Embedding sustainability in product design is a strategic opportunity for AFL and our customers and is integral to our SAFER campaign approach. Understanding and addressing customer-use cases related to sustainability is critical to our partnerships and collective responsibility to the environment.

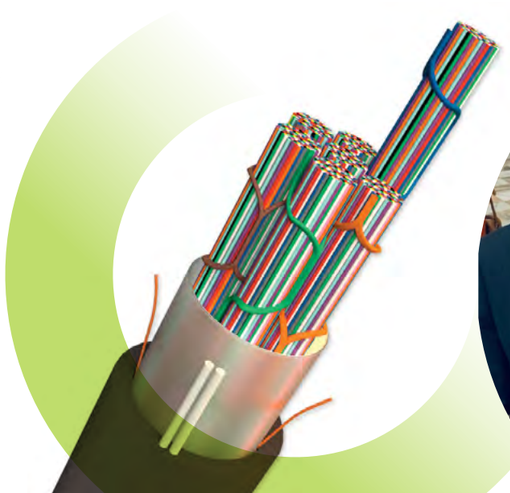
AFL's Life Cycle Assessment (LCA) tool, aligned with ISO 14040/14044 standards, was first launched in FY2022 and developed in partnership with a third-party consultant. Initially, the tool's functionality was limited to evaluating the GHG footprint of our Wrapping Tube Cable family of products across the entire lifecycle, from raw material extraction, manufacture of raw material, transportation to AFL, and AFL manufacture. Since then, we have significantly expanded the tool's functionalities, including:

- Integrated an expanded set of environmental impact categories for existing product families in the tool, as well as additional product families;
- Broadened the scope of the tool to enable assessments across most of AFL's manufacturing sites and product portfolio;
- Enabled entering supplier-specific emission factors and reductions into the tool that can be factored into the impact assessments;
- Enabled AFL associates to add emission factors into the tool themselves, such as optical fiber impacts from key suppliers; and
- Enabled AFL associates to change parameters for existing manufacturing locations, as well as add new locations when needed.

The updated tool enables more "plug-and-play" capabilities to understand how different inputs influence the environmental impacts of products across their lifecycle, improves transparency around environmental impacts across the lifecycle of much of AFL's product portfolio, and may also provide insight as to opportunities for regional sourcing to reduce transportation impacts.

Specifically, we recently used the tool to model an LCA and generate results for AFL's first Environmental Product Declaration (EPD) for our Patch Cord Fiber Optic Cable products. We also started training AFL associates on its use, with the goal of enabling a more efficient generation of future EPDs in response to increasing customer demand. We also foresee leveraging the tool in our new product development (NPD) process, to continuously build our product environmental-impact library and inform sustainable design.

In March 2025, AFL's ultra-high density SpiderWeb Ribbon® finished in the Top 4 in SCMA's 4th Annual Manufacturing Madness contest. This innovative technology is up to 73% lighter and packs up to 51% more fibers into the diameter of Wrapping Tube Cable than today's ribbon cables. The condensed design allows for less material to be used, and the lighter weight translates to lower transportation impacts.





Waste Management

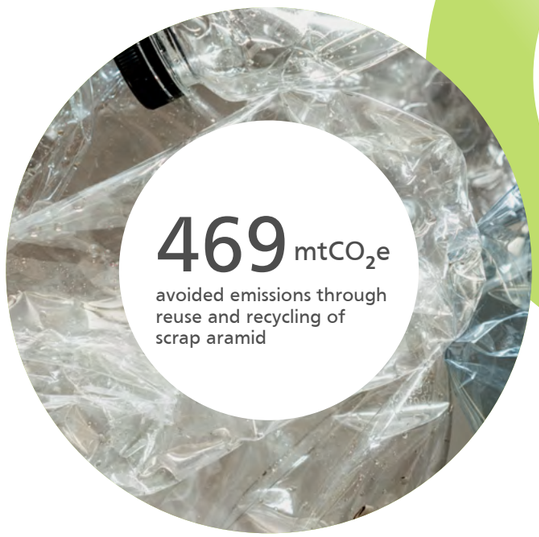
FY2023 was a year of significant progress to both reduce and reuse waste in standard manufacturing processes – where our waste is primarily generated. In FY2024, we maintained that momentum while expanding operations and investing in new equipment to support our growing services, with approximately 67% of our waste sent for reuse, recycling, or waste-to-energy. Despite the complexity of scaling, we continued to implement targeted initiatives that reinforced our commitment to sustainability and maintained awareness across teams. Highlights of our waste diversion efforts include:

- We use collapsible yet durable containers in our Accessories business unit to send scrap castings (478 in FY2023) for remelting at our foundry and returning them to manufacturing sites for finishing.
- We partner with a supplier to use heavy-duty containers that can be reused almost indefinitely to ship and store steel eyes for our inventory.
- As much as possible, we reuse packaging including crates, cardboard, and gaylords.
- In FY2024, we launched an improved office recycling initiative at our Duncan, South Carolina locations.
- In FY2024, we collected over 50,000 kg of scrap aramid fiber to be spliced for reuse or sent for recycling as an input to other products, resulting in an estimated 469 $mtCO_2e$ of emissions avoided*.

*Avoided emissions calculations are representative estimates; appropriate emission factor sourced from ecoinvent

- We continued participation in a program to send back HDPE plastic packaging material to a supplier for reuse and recycling. In FY2024, nearly 100,900 kg of plastic were returned to the supplier; assuming 75% of this material was reused, the program avoided approximately 216 $mtCO_2e$ of emissions*.
- Our plastic/PBT scrap reduction project continued at our 112 Hidden Lake facility, resulting in a projected avoidance of 219 $mtCO_2e$ in FY2024.

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



469 $mtCO_2e$
avoided emissions through reuse and recycling of scrap aramid

219 $mtCO_2e$
avoided emissions through plastic/PBT scrap reduction project

100,900 kg
HDPE plastic packaging returned to supplier for reuse and recycling

Water Conservation

AFL's water use is primarily tied to cooling during cable manufacturing. However, given that our Connectivity site in Monterrey, Mexico is in a water-stressed region, it is vital to implement water-saving initiatives wherever feasible. In FY2024, the site introduced an AC condensation water utilization system to reuse water for garden irrigation, complementing existing low-flow fixtures in toilets and sinks. These efforts have led to a 14% reduction in water use intensity *per person per shift at the site since FY2022.

Underscoring our efforts to reduce water use, we must maintain regulatory compliance. Supplementing our broader environmental policies, we abide by specific policies for wastewater and stormwater to meet regulations and minimize potential liability for water leaving our sites.





14%

Water use intensity reduction* in Monterrey since FY2022

AFL: Consolidated Report Appendices

Environmental Metrics

mt = Metric ton*

Climate[1]	Units	FY2022[2]	FY2023[3]	FY2024
Scope 1	$mtCO_2e$	11,898	11,210	10,870
Scope 2 (location-based)	$mtCO_2e$	16,649	14,794	14,858
Scope 2 (market-based)	$mtCO_2e$	16,460	16,317	16,263
Total Scope 1 and 2 (market-based)	$mtCO_2e$	28,358	27,527	27,133
Scope 3 - Total	$mtCO_2e$	421,188	359,069	434,328
Category 1– Purchased goods and services	$mtCO_2e$	314,306	259,072	282,978
Category 2– Capital goods	$mtCO_2e$	15,947	9,872	15,986
Category 3– Fuel- and energy-related activities	$mtCO_2e$	9,502	7,799	7,921
Category 4– Upstream transportation and distribution	$mtCO_2e$	30,689	36,577	75,818
Category 5– Waste generated in operations	$mtCO_2e$	2,656	2,363	2,181
Category 6– Business travel	$mtCO_2e$	2,649	3,566	4,056
Category 7– Employee commuting	$mtCO_2e$	14,521	12,919	20,645
Category 9– Downstream transportation	$mtCO_2e$	14,980	15,690	12,386
Category 12– End of life treatment of sold products	$mtCO_2e$	5,308	3,112	5,514
Category 15– Investments	$mtCO_2e$	10,631	8,098	6,842
Scope 3 (percent of Scope 1, 2, and 3)	%	94%	93%	94%
Total Value Chain (Scope 1, 2, and 3)	$mtCO_2e$	**449,546**	**386,596**	**461,461**
Energy Usage				
Total Energy Use	MWh	103,760	97,447	97,386
Fossil Fuels (natural gas, propane, oil, diesel, gasoline)	MWh	52,358	48,919	47,199

Climate[1]	Units	FY2022[2]	FY2023[3]	FY2024
Purchased Electricity	MWh	51,202	48,402	48,976
Purchased Electricity: Green Tariffs	MWh	0	0	216
Municipal Steam	MWh	172	100	996
Renewable Electricity (onsite generation)	MWh	28	26	0
Water Withdrawal				
Water Usage[4]	m^3	51,448	57,722	60,352
Municipal Supply (potable and grey water)	m^3	39,772	45,378	44,817
Groundwater	m^3	11,676	12,344	15,535
Waste				
Total Waste Generated[5]	MT	12,759	9,581	10,215
Recycled/Reused	MT	8,313	5,552	6,385
Landfill	MT	4,445	3,512	3,419
Waste to Energy	MT	N/A	515	408
Combustion/Incineration (non-energy recovery)	MT	1	2	3
Waste Diversion Rate	MT	65%	63%	67%

[1] Emissions were calculated in accordance with WRI/WBCSD's Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard and the Corporate Value Chain Standard, and utilize an operational control approach. 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) where feasible. The Scope 1 and 2 inventory utilized actual consumption data (e.g. from utility invoices) and a gap filling approach developed using primary data.

Our Scope 1 and 2 location-based emissions have been verified by GSI. 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. Scope 2 emissions include impacts from purchased electricity and steam.

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] AFL has chosen FY2023 as our base year due to significant methodology improvements made from FY2022. We are including FY2022 results as reference.

[3] Numerous methodology improvements were executed for FY2023 and FY2024 in preparation for our SBTi target submission. Accordingly, we have restated certain FY2023 emissions figures to reflect these updates to calculation methodologies and data quality enhancements. These revisions establish a more accurate and comparable FY2023 baseline to monitor target progress, while aligning with current best practices in greenhouse gas accounting. We expect to continue refining our methodologies, including but not limited to further transitioning Category 1 calculations from a spend-based to mass-based approach and evaluating alternative data sources to better capture inflation impacts, which may necessitate future updates to our FY2023 baseline figures.

[4] This includes actual water tracked and water estimated at facilities that do not track volumes.

[5] 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.

FY2024 Employee Data

*Data as of end of FY2024: March 31, 2025

Permanent							
Area	Female	%	Male	%	Other	%	Total
Australia	49	33%	98	67%	0	0%	147
Canada	129	24%	410	76%	0	0%	539
Asia	44	64%	20	29%	5	7%	69
Mexico	4431	76%	1427	24%	1	0%	5859
New Zealand	1	0%	4	0%	0	0%	5
Poland	330	6%	75	1%	10	2%	415
UK	58	45%	68	53%	2	2%	128
US	650	25%	1982	75%	0	0%	2632
Total	**5692**		**4084**		**18**		**9794**

Temporary						
Female	%	Male	%	Other	%	Total
6	50%	6	50%	0	0%	12
7	44%	9	56%	0	0%	16
0	0%	0	0%	0	0%	0
0	0%	0	0%	0	0%	0
0	0%	0	0%	0	0%	0
1	0%	0	0%	0	0%	1
0	0%	0	0%	0	0%	0
6	27%	16	73%	0	0%	22
20		**31**		**0**		**51**

Staffing Agencies
Other
0
0
0
0
0
0
0
0
140
140

Full Time							
Area	Female	%	Male	%	Other	%	Total
Australia	48	33%	98	67%	0	0%	146
Canada	134	24%	417	76%	0	0%	551
Asia	44	64%	19	28%	6	9%	69
Mexico	4431	76%	1426	24%	0	0%	5857
New Zealand	1	20%	4	80%	0	0%	5
Poland	331	79%	76	18%	11	3%	418
UK	52	43%	66	55%	2	2%	120
US	647	25%	1979	75%	0	0%	2626
Total	5688		4085		19		9792

Part Time						
Female	%	Male	%	Other	%	Total
7	54%	6	46%	0	0%	13
2	50%	2	50%	0	0%	4
0	0%	0	0%	0	0%	0
0	0%	0	0%	0	0%	0
0	0%	0	0%	0	0%	0
0	0%	0	0%	0	0%	0
6	0%	2	0%	0	0%	8
9	32%	19	68%	0	0%	28
24		29		0		53

Area	# Hires	Turnover %
Australia	24	13%
Canada	180	21%
Asia	13	6%
Mexico*	12116	188%
Poland**	488	50%
UK	30	11%
US	876	20%
Total	13727	

*Mexico is a country where many companies experience high turnover due to wage competition, career mobility, and opportunities in multinational companies.
**Turnover in Poland was relatively higher due to significant business ramp-up.

GRI Content Index

Statement of use	AFL has reported the information cited in this GRI content index for the period FY2024 (April 2024 to March 2025) 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	a. America Fujikura Ltd. b. Ownership and legal form: Wholly-owned subsidiary of Fujikura Ltd. of Japan c. Headquarters: 170 Ridgeview Center Drive, Duncan, SC 29334 d. Countries of operation: Australia, Canada, China, Hong Kong, Mexico, New Zealand, Poland, Singapore, United Kingdom, United States
	2-2 Entities included in the organization's sustainability reporting	a. All entities under AFL's operational control are included in our sustainability reporting. b. As a privately-held company, our financial information is not publicly reported. c. The information disclosed in this report is consolidated under the operational control approach.
	2-3 Reporting period, frequency and contact point	About this Report a. This report reflects information from FY2024 (April 2024 to March 2025) unless otherwise stated. We intend to publish reports annually. b. Our financial information is compiled on the FY basis, aligned with this report. c. This report was published in October 2025. d. CorporateResponsibility@AFLglobal.com
	2-4 Restatements of information	Certain FY2023 greenhouse gas emissions results have been restated; these are described in the accompanying footnotes in the Environmental Metrics Table.
	2-6 Activities, value chain, and other business relationships	About AFL
	2-7 Employees	FY2024 Employee Data 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. Please note that Poland is still in a start-up phase.
	2-8 Workers who are not employees	FY2024 Employee Data 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.

GRI STANDARD	DISCLOSURE	REQUIREMENTS / LOCATION(S)
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Leadership Team (data reflects leadership as of the report's publish date) Corporate Responsibility AFL's Executive Committee consists of the President and CEO, EVP and CFO, EVP and General Counsel, and Vice Chairman. The Executive Committee oversees and approves AFL's Corporate Responsibility program including social, governance, and environmental issues.
	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 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, EVP and CFO, 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 Priorities
	2-14 Role of the highest governance body in sustainability reporting	AFL Corporate Responsibility 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 quarterly Compliance updates to the Executive Committee 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 semiannual 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 sustainability 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. A compensation committee reviews and recommends remuneration increases for the Executive Committee (the highest governance body). b. Performance is considered; however, currently there are no metrics around AFL's sustainability impacts..
	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 Compensation Committee recommends remuneration for the Executive Committee that is taken to the Board of Directors for approval.

GRI STANDARD	DISCLOSURE	REQUIREMENTS / LOCATION(S)
GRI 2: General Disclosures 2021	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	Materiality and Program Community Involvement and Partnership
	2-30 Collective bargaining agreements	As of FY2024, 0% of workers are covered by collective bargaining agreements. Approximately 43% of our total population are covered by workers' councils in Mexico, 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 3: Material Topics 2021	3-1 Process to determine material topics	AFL Corporate Responsibility Our Priorities
	3-2 List of material topics	AFL Corporate Responsibility Our Priorities There are no changes to disclose from the previous reporting year.
	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	AFL plans to publish a dedicated climate risk financial report in alignment with the Task Force on Climate-related Financial Disclosures in 2025.
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

GRI STANDARD	DISCLOSURE	REQUIREMENTS / LOCATION(S)
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 201	302-1 Energy consumption within the organization	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	Environmental Metrics
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Metrics
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Metrics
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Metrics
	305-5 Reduction of GHG emissions	Scope 1 and 2 Emissions: Focus on Operational Energy Efficiency In FY2024, AFL pursued six types of initiatives estimated to reduce emissions by 418 MT CO_2e.annually.
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	Environmental Metrics
	306-4 Waste diverted from disposal	Environmental Metrics
	306-5 Waste directed to disposal	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	FY2024 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. Additionally, turnover in Mexico and Poland was relatively higher due to significant business ramp-up.
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

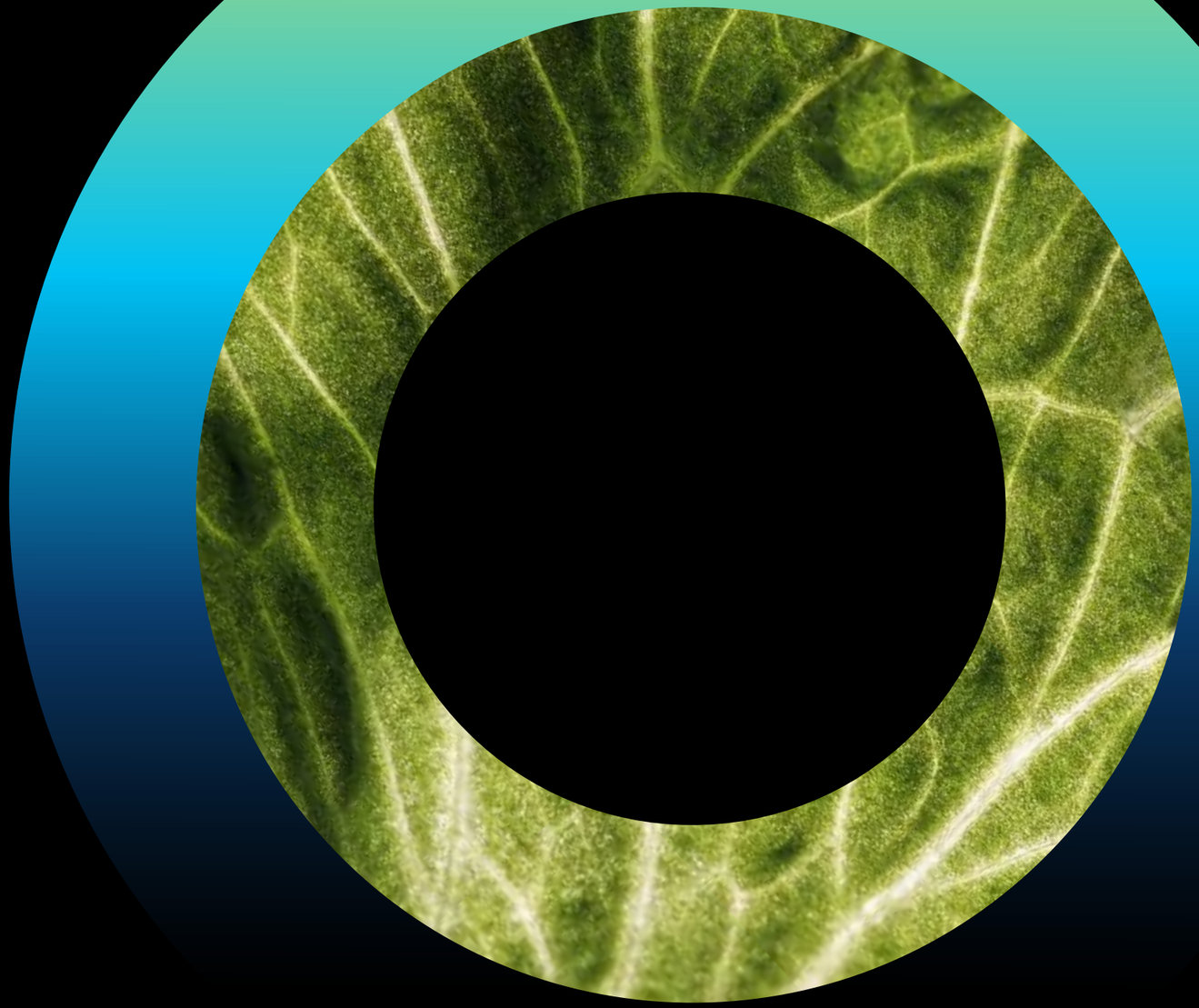
GRI STANDARD	DISCLOSURE	REQUIREMENTS / LOCATION(S)
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Employee Health and Safety AFL's Occupational Medicine Policy at certain sites describes AFL's approach to providing professional and competent medical treatment and health 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 Link to: EHS Policy and Principles AFL's safety program covers all AFL associates, temporary associates, contractors, and visitors.
	403-9 Work-related injuries	Employee Health and Safety
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 publish date. Gender: 24% female, 76% male Race: 14% Japanese, 86% white Age: 86% over 50 years old; 14% 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	FY2024 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	FY2024 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 FY2024, 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.

About this Report

America Fujikura Ltd. (AFL) is pleased to publish our third annual Corporate Responsibility report describing our commitment to responsible and sustainable business practices. AFL's Corporate Responsibility 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 key leadership and subject matter experts across the company. This report is publicly available electronically on AFL's Corporate Responsibility web page. Please direct questions related to this report and its contents to CorporateResponsibility@AFLglobal.com.

Unless otherwise stated, this report covers AFL's fiscal year 2024 (April 1, 2024 to March 31, 2025) and 100% of the operations of AFL, a wholly-owned subsidiary of Fujikura Ltd. of Japan, with operations in the US, Mexico, Canada, Europe, Asia, Australia, and New Zealand. Our report references the Global Reporting Initiative (GRI) framework. AFL's intention is to publish annual Corporate Responsibility reports communicating our progress and performance.





Corporate Responsibility Report
FY2024

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