

OUR

VISION.


OUR

IMPACT.

OUR

WORLD.





As Molex embarks on what promises to be an exciting new year for the electronic products industry, we reflect on the ways we were able to work towards our vision to make a positive impact in the world during FY11.

Building on the excellent foundation of the ecocare initiative, our global Corporate Social Responsibility Council advanced key policies to minimize the environmental, occupational health and safety impact of Molex business operations, products and services. We leveraged the expertise of our valued employees to strengthen diversity and inclusion initiatives within our Molex family. And through local community involvement, we pursued opportunities to empower individuals to “give back” to the communities we serve throughout the world. For more information or to share your thoughts and suggestions, please email us at ecocare@molex.com.

ecocare™

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Molex Presents Our Second Annual Sustainability Report

We are privileged to present the second annual Molex Sustainability Report. The report's theme for the 2011 fiscal year, "Our Vision, Our Impact, Our World", reaffirms the fact that we are a global company whose operations touch the lives of many people and communities all over the world. We believe it is critical that Molex, our employees, and our business partners operate in a transparent and responsible manner.

Our ecocare initiative formalized our focus on protecting the environment, creating safe and healthy workplaces and a commitment to being an exemplary global citizen. In the past year we improved internal procedures to more effectively measure and monitor performance against standard environmental metrics. We expanded corporate social responsibility audits to assess environmental, labor, and ethics management systems at a majority of our manufacturing plants. We also continued to make a positive impact in our global communities by lending support to educational and charitable programs, including disaster relief efforts in the aftermath of the earthquake and tsunami in Japan. At Molex, we believe that acting with integrity in all geographies is a fundamental value, which generates long-term success.

Looking ahead, we realize that our sustainability priorities will evolve with the ever-changing global marketplace and ecocare will serve as the foundation for our actions. We recognize companies are increasingly being asked to think beyond their environmental footprint and consider additional global issues, such as corporate ethics and transparency, employee working hours, sourcing of conflict minerals, and increased commodity cost and scarcity. Molex will continue to meet these challenges through our commitment to developing innovative products as well as eliminating supply chain risks. We demonstrate this commitment by expanding our product portfolios in areas such as LED lighting, solar power and, more recently, through the availability of connectors made from bio-based resins.

Throughout this report, you will find Policy in Action examples from our facilities that are demonstrating how thoughtful and innovative changes in the way we conduct business truly create safer workplaces, reduce our environmental footprint, and positively impact local communities. Thank you for your interest in the progress Molex has made to achieving our ecocare vision and in helping to make our world more socially and environmentally sustainable both today and for future generations.



MARTIN P. SLARK
Vice Chairman and
Chief Executive Officer



LIAM G. MCCARTHY
President and
Chief Operating Officer

Company Profile

Molex Incorporated is headquartered in Lisle, IL, USA. We employ approximately 33,000 people and operate 39 manufacturing locations in the following geographic regions:

- **Americas: Mexico and United States**
- **Asia-Pacific: Australia, China, India, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, Thailand and Vietnam**
- **Europe: Ireland, Italy and Poland**

Our core business is the manufacture and sale of electronic components that are used by a large number of leading original equipment manufacturers (OEMs) throughout the world. Our product portfolio is composed of more than 100,000 products, which serve the telecommunications, infotech, consumer, industrial, automotive, medical, military and aerospace industries.

The Molex global organizational structure comprises three product-focused divisions and one worldwide sales and marketing organization. This structure enables us to work effectively as a global team to meet customer needs, as well as leverage our design expertise and our production centers around the world. The worldwide sales and marketing organization structure enhances our ability to sell any product, to any customer, anywhere in the world.

More information on Molex can be found in our [annual financial report](#).

About the Report

This is our second annual sustainability report detailing activities that occurred during the 2011 fiscal year (FY11) that ended on June 30, 2011. The aim is to provide internal and external stakeholders, including shareholders, employees and customers, with information on how our business practices relate to society and the environment. When choosing content for the report, we have considered and

incorporated Global Reporting Initiative (GRI) guidelines, stakeholder values, and current and future regulatory requirements with our Molex internal ecocare program expectations.

In an effort to increase transparency of our environmental performance, we have expanded this year's report to include data in key areas, such as energy use, GHG emissions, water consumption and waste generation. The consolidated figures include our global manufacturing sites, as well as primary distribution centers, major design centers and the Molex corporate headquarters. Excluded sites within our operational control are sales centers, as these facilities do not contribute significantly to the overall environmental footprint of Molex. In addition, figures include employee travel planned through the corporate travel department.

An external agency was not used to audit the content of this report. We welcome your impressions and feedback. Please send comments or questions to ecocare@molex.com.

In 2006, Molex introduced the global ecocare initiative to demonstrate our dedication to environmental protection and the establishment of environmental, health and safety (EH&S) management systems throughout our organization. In FY11, our ecocare efforts were expanded into the corporate social responsibility (CSR) arena as well. As a global company, we expect this trend to continue in future reporting. Through ecocare, Molex is committed to:

- e** establish and implement effective environmental, health and safety management systems;
- c** comply with all relevant environmental, health and safety legal and other requirements;
- o** operate our facilities in a way that considers the efficient use of natural resources and provides a safe and healthy workplace; develop products that minimize environmental impact;
- c** continually improve our environmental, health and safety performance and operations;
- a** advise Molex employees and business partners of the importance of adhering to this policy;
- r** reduce or eliminate emissions and discharges through pollution prevention activities; prevent injury and illness through management practices; and,
- e** educate employees to work in an environmentally responsible and safe manner.

Throughout this document, we provide information on the processes Molex employs to ensure global conformance with ecocare. The Policy in Action sections highlight specific examples of continual improvement activities included as part of our management systems, each intended to reduce our impact on the environment, or create a healthy and safe workplace. Molex strives for transparency through stringent operational audits and reporting, including updates on ecocare initiatives and product-related environmental information readily available via www.molex.com.

EH&S Global Governance

Our global manufacturing footprint includes a long-established presence on several continents, with dedicated manufacturing capabilities in key regions for optimal deployment of resources. While investing to increase innovation and productivity, corporate social responsibility remains paramount to the Molex core mission.

Molex maintains extensive ethics and corporate governance structures. We are setting and achieving high standards for operational excellence and employing best practices that are responsive to diverse geographies and people. We are committed to evaluating our business practices and those of our suppliers in light of the values and principles that are important to Molex. We provide training around and enforce a comprehensive **Code of Business Conduct and Ethics** for all Molex employees worldwide. This includes providing numerous communication channels through which employees can report possible code violations.

Molex has two governing bodies which oversee environmental health and safety issues for the company — the Environmental Council and the Corporate Social Responsibility Committee. Each is composed of senior management from key functional areas of the business. The Environmental Council's efforts are focused on product and process EH&S

compliance, internal system development (technical and administrative), environmental policy development, internal and external communications, and supplier management. The Corporate Social Responsibility Committee provides leadership in the areas of labor and employment, business ethics, and other CSR developments, as well as monitoring the advancement of management systems designed to ensure enterprise-wide compliance with Molex policies, procedures and programs.

Corporate Social Responsibility (CSR)

We are committed to fully complying with the laws, rules and regulations of the countries in which we do business. Under the direction of our CSR Committee, we are strengthening our global CSR management systems. These systems will ensure company-wide compliance

with Molex policies and programs, while ensuring sound CSR performance — regardless of the geography.

Our CSR audit process is one of the ways we continue to ensure consistency at every manufacturing site. In the past year, we significantly increased the number of internal CSR audits, which evaluate site-level labor, ethics, occupational health, and safety practices against our global CSR policies and procedures, internationally recognized standards, and applicable legal requirements.

Audits were conducted at facilities located in India, Korea, Malaysia, Singapore, Taiwan and Vietnam. Audited sites are required to develop action plans to drive improvement activities and implement best practices. Additionally, we conducted verification audits at previously inspected locations in China, Mexico and Thailand. Verification audits assess implemented corrective actions to ensure they are effective and consistent with corporate expectations. Results indicate our sites continue to effectively close out findings, and that our CSR management systems continue to improve.



Supplier Responsibility

Our commitment to corporate citizenship extends to our valued supply chain partners. Molex holds our suppliers to the same standards as we hold for ourselves, requiring sound labor practices and protecting human rights in the workplace. The goal is to ensure that all Molex suppliers operate ethically and responsibly. To ensure conformance to the requirements established in our Supplier Code of Conduct and supporting policies, Molex initiated a supplier CSR audit program in FY10. This past year, our supplier audit program efforts expanded significantly. In FY11, supplier self-assessment questionnaires

were distributed to a large number of global suppliers to assess their overall CSR performance. All of these self-assessment responses were reviewed by Molex management and on-site audits were scheduled. Supplier audit results and corrective actions are closely monitored to ensure necessary actions are taken to resolve any identified issues.

Our comprehensive supplier audit program continues to demonstrate our commitment to being an outstanding corporate citizen and directly supports our customers' requirements and industry expectations.





Philanthropy in Action

Molex Employees Worldwide:
WALK FOR CHILDREN

Since 2004, Molex Interconnect GmbH (MIG) has organized the annual “MIG Walk,” which draws employees from around the world to the Netherlands in a global fundraising effort. This year, participants of the event completed a 5-mile (8 km) or 25-mile (40 km) course through Eindhoven, earning pledges based on the distance they walked. A portion of the funds raised in 2011 supported the local Ronald McDonald House, which serves families of children at the Maxima Children’s Hospital in nearby Veldhoven. The remainder of the proceeds contributed to a project through the Save the Children organization designed to assist children in need following the Japanese natural disasters.

Diversity and Inclusion

Building a globally diverse and inclusive culture positions Molex to multiply our successes and drive high performance in a changing world. This is achieved with exceptional people, enriching decision making through an engaged workforce, and welcoming and leveraging new and different ideas and perspectives. In FY11, Diversity and Inclusion (D&I) became a distinct focal point in our strategic business plan. The following actions were taken to support this goal:

- D&I awareness sessions were conducted with our Global Leadership Team, as well as divisional and functional lead teams
- A cross-functional, regional and divisional D&I task force was established with a charter of shaping and informing our D&I initiative
- A global D&I cultural assessment was conducted to understand the top priorities of our employees
- A D&I intranet site, available to all employees, was created to demonstrate our commitment in an informative and interactive manner
- D&I education was designed and piloted with plans to deliver the new program to all Global Managers in FY12

We have made tremendous progress in the past year and are committed to continually expanding Diversity and Inclusion engagement at Molex.



Community Involvement

Acting with integrity is a core value at Molex, one we strive to uphold not only within, but also outside the workplace. We believe that improving the quality of life in communities where we live and work is an important responsibility. Philanthropic outreach allows us to make a positive impact on people throughout our world. Whether it is through time, money or resources, Molex and its employees have a long tradition of giving back. In the aftermath of the Japan earthquake and tsunami, we responded swiftly with donations to the Japan Relief Fund. Molex strongly encourages community involvement and recently held a “Pay it Forward” day at its corporate headquarters. This event brought together representatives from local charitable organizations and individuals looking to be directly engaged in volunteer activities. From school supplies to backpacks and bicycles for children in need, Molex provides beyond charitable donations. Many hours have been spent volunteering and participating in blood drives, walkathons, recycling programs, and a multitude of other community activities. Our annual philanthropic efforts reflect the enormous diversity of our employees and business interests globally.



Philanthropy in Action Juarez, Mexico: SCHOOL IMPROVEMENT

Our Molex Juarez employees have demonstrated their dedication to outstanding corporate citizenship by sponsoring a local elementary school. Efforts at the Tlacaélel Elementary School focused on fixing broken water pipes, performing maintenance on air conditioning units in all classrooms, and refurbishing desks. Volunteers then transformed a previously desolate recess area

into an enjoyable playground equipped with basketball courts and soccer fields. Molex further supported this effort by donating computers for student use. The volunteers are now raising money through an aluminum recycling program to construct a security wall that will protect the school and the children of Juarez.

Operational Responsibility

Implementing world-class EH&S processes and policies — with the intent to minimize our environmental impact and create a safe and healthy workplace — is the foundation of operational responsibility efforts under ecocare. During FY11, Molex made substantial progress on improving the management processes necessary to support our ecocare initiatives. Many global sites continued to implement third-party-certified EH&S management systems. To date, 87% of our global manufacturing sites are certified to International Organization for Standardization (ISO) 14001 environmental management system, and 43% of our sites are certified to the Occupational Health and Safety Assessment Series (OHSAS) 18001 health and safety management systems. In the past year, Molex sites in China, Mexico, Taiwan, Thailand and the United States all obtained third-party certification to OHSAS 18001.

As part of our ecocare initiative, it is imperative that we accurately measure and manage our EH&S performance data across our global operations. In FY11, we implemented a comprehensive global

environmental and energy management software solution to help us do so more effectively. The software allows us to efficiently meet both internal and external reporting requirements, while more effectively tracking and assessing our environmental and energy strategies. The information managed in the new solution allowed us to report our corporate climate change data in this year's Carbon Disclosure Project (CDP) Report with more granularity. In addition, we benefit from the ability to easily identify improvement

opportunities, share EH&S best practices and establish global reduction goals around key environmental indicators.

By implementing strong management systems, analyzing operational performance data and establishing improvement goals and targets, we continue to advance Molex efforts to reduce our environmental impact and be an outstanding corporate citizen wherever we do business.

Environmental Performance

| ENERGY CONSUMPTION | |
|-------------------------|-----------|
| Natural Gas (m3) | 1,809,436 |
| Electricity (MWh) | 443,149 |
| Energy Consumption (GJ) | 1,664,636 |
| GHG EMISSIONS | |
| Scope 1 (tonnes CO2e) | 12,058 |
| Scope 2 (tonnes CO2e) | 280,314 |
| Scope 3* (tonnes CO2e) | 3,792 |
| Total (tonnes CO2e) | 296,164 |
| WATER | |
| Water Consumption (m3) | 2,638,425 |
| Water Discharge (m3) | 962,996 |
| WASTE | |
| Non-hazardous (tonnes) | 15,207 |
| Hazardous (tonnes) | 2,827 |

*Includes employee business travel for the Americas only



Policy in Action Dongguan, China: ENERGY AND WATER USE REDUCTION

The Molex Dongguan plant is a hub for the production of Molex membrane switch assemblies. This specialized manufacturing process uses a halftone ink printing process. Halftones are inherently challenging to clean, with traditional methods producing large amounts of industrial wastewater. Prior to 2010, the plant employed the industry-wide practice

of high-pressure water cleansing. In an effort to reduce the consumption of cleaning agents and water, they designed an innovative new process. Replacing the high-pressure spray system with a stainless steel immersion basin, the halftones are fully immersed prior to the final spray rinse cycle. This initial cleaning step removes the bulk of printing agents,

Product Responsibility

Global Management of Chemical Substances

In 2008, Molex implemented the Global Management of Chemical Substances (GMCS) system. GMCS is integrated into our enterprise resource planning system and allows us to manage and assess product bills of material quickly to ensure compliance with legal requirements. It also provides us the ability to systematically phase out substances of concern.

Our global specification sets strict environmental standards for each of our products that material and component suppliers must follow. On top of this, we routinely perform verification of incoming materials and products to assess conformance to our standards. Our website allows Molex customers to freely access standard environmental documents supporting the products we sell.

Each year Molex makes significant investments in product design, development and manufacturing to address product environmental requirements of the industry and our customers. As a corporate citizen, we are invested in remaining ahead of the curve by being well-informed of new developments and best practices in

product responsibility. We diligently monitor regulatory changes, participate in industry groups and surveys, and proactively engage in key industry conferences and events. These actions ensure we are prepared to quickly meet our obligations when legislative changes occur.

In 2011, we improved our management systems, with special emphasis on our internal customer environmental request (CER) system and supplier portal to build efficiencies and improve data quality. The supplier portal now makes it easier for our suppliers to obtain environmental requirements and submit completed product compliance documents required by Molex of all its suppliers. Many Molex customers have specific corporate environmental requirements, which may call for customized information to be made available. Throughout the past year we took measures to improve internal processes and our CER workflow system to ensure documents demonstrating environmental compliance are completed and delivered to the customer in a timely manner. While many of these system improvements are behind the scenes to the end user, the efficiencies gained are significant.

Conflict Minerals

One area of concern within the electronics industry is the mining of minerals from conflict-affected areas, such as in the eastern region of the Democratic Republic of the Congo (DRC), where the presence of armed conflict and human rights abuses exists. Gold, tin, tantalum and tungsten can be derived from minerals obtained from the conflict-affected areas. We are adopting a management system approach regarding the supply chain of minerals from conflict-affected areas based on the due diligence guidance provided by the Organization of Economic Co-operation and Development (OECD).

We intend to fully comply with the final reporting obligations adopted by the Securities and Exchange Commission (SEC) regarding conflict minerals. While the supply chain for electronics is complex and multi-layered, we will continue to investigate the source of minerals, and it is our intention to suspend or discontinue engagement with suppliers or other parties sourcing from conflict-affected areas.

thus limiting cleaning agents and water usage. The process improvement also has a beneficial side effect of mitigating the energy use associated with operating a high-pressure water sprayer. In FY11, the new halftone cleaning system reduced the plant's industrial wastewater output by over 10.7 tons, representing thousands of dollars in savings.

The Dongguan plant also targeted reducing energy consumption in other areas, including replacing higher energy consumption incandescent lights and purchasing two variable speed frequency conversion air compressors. In FY11, total energy reduction was 12.8%, compared with the previous fiscal year.

Product Information

Advanced Electronics for Solar Power

Developing systems that produce energy at a scale and cost comparable to traditional energy sources is a global obstacle to widespread adoption of solar photovoltaic (PV) power — one that Molex is working diligently to help address. Junction boxes are among the most critical components of every solar panel and must be ruggedly constructed for protection against water and other elements. The Molex SolarSpec™ Smart Junction Box makes it easier for solar PV panel manufacturers to provide their products with a reliable connection and module-embedded safety and monitoring functions. Our latest SolarSpec series released in FY11 incorporates a proprietary optimizing chipset and enhanced features to facilitate lean manufacturing processes on a manual or automated assembly line — to further drive down solar energy manufacturing costs.

Expanding Our Mil-Green Portfolio

Today's military actively seeks energy-wise solutions. Highly specialized military applications demand equipment that withstands harsh environmental conditions, often subject to water, extreme temperature, wind, sand, vibration and impact. By migrating commercial and industrial electronic technologies into military applications, Molex helps military contractors strategically contain costs and energy, while ensuring superior performance on the frontline in mission-critical aerospace, defense and marine deployments. Our single- and multi-layer copper flex products meet the high-speed digital signal needs of advanced software defined radios. LED light modules reduce power consumption in ground and shipboard applications. High-power connectors for hybrid vehicles boost efficiency of military tactical vehicles.

Getting Smart on Smart Meters

Unlike traditional meters, a smart meter links utility customers and providers in real-time. Easy access to consumption data and the use of real-time pricing provides incentives for the customer to change consumption behaviors in order to save money, while conserving resources. Multiple smart meter pilot projects are already underway in China, Europe, the United States and other regions. Molex supports this initiative with a range of smart meter products from standard wire-to-board and board-to-board connectors to custom user interfaces, RF cable assemblies and antenna solutions.



Policy in Action Mooresville, Indiana: ENERGY USE AND WASTE REDUCTION

Constructed in 1997, the Molex RF Microwave Business Unit operates out of a 26,000 square foot facility with an operational focus on engineering and manufacturing military and aerospace antennas.

In support of the ecocare initiative, Molex Mooresville established an aggressive conservation goal of zero increase in energy use. To accomplish this strategy, the site implemented many small facility and process improvements. Through

close monitoring of thermostats, regular HVAC maintenance and leak prevention efforts, the Mooresville site has exceeded its goal. Between 2003 and 2010, no increase in natural gas consumption was experienced and electricity use dropped 18,000 KWh annually. As part of continual improvement efforts, next plan to replace overly abundant exterior, entry and fire exit lighting with energy efficient and aesthetically appealing LED lighting.

Empowering Next Generation Design Engineers

Empowering the next generation of innovative design engineers, Molex was pleased to renew its support of the University of Michigan Solar Car team (UMsolar) in its bid to win the October 2011 World Solar Challenge. A student-run organization, UMsolar designs and builds solar powered vehicles. Widely recognized as the most successful team in North America, the UMsolar team won the 2010 U.S. National Championship with sponsorship support from Molex. The 2011 world championship will be hosted in Australia, where UMsolar and rival teams aim to be the first to complete the 1,800-mile journey from Darwin to Adelaide running on solar power alone. This year's UMsolar vehicle, Quantum, features several advanced electronic components from Molex.



Solar Panel



Mil-Green



Smart Meter



Policy in Action

Thailand: National
HEALTH AND SAFETY AWARD

The Molex Thailand plant employs over 500 workers and over 50 pieces of advanced automated equipment involved in harness assembly and connector molding. In January 2011, the Thailand Department of Labor presented the plant with a national safety award for operating over one million hours without an employee injury.

The plant credits their 2010 Zero Accident Campaign, which implemented enhanced equipment inspections and a comprehensive review program to prevent worker injury. Daily shift inspections by operators ensure that appropriate machine safeguards are always in place. The Plant Safety Committee, comprised of line employees and supervisors, conducts bi-monthly and annual equipment inspections to assess machine conditions, maintenance and any potential operational concerns. All new plant equipment undergoes a thorough assessment to see that worker safeguards are in place before going "live" on the manufacturing floor. The equipment inspections, combined with employee training and awareness programs, have yielded numerous improvements in operating procedures, safety engineering controls, production efficiency and employee well-being. Since implementing the 2010 Zero Accident Campaign, Molex Thailand has received third-party certification to OHSAS 18001.



*For more information on Molex
ecocare initiatives, please visit:*

www.molex.com/ecocare