

# CREATING A **CONNECTED** FUTURE



2023 SUSTAINABILITY REPORT



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For over a decade, Samtec has been a member of the United Nations Global Compact (UNGC). Once again, we renew our support for the UNGC’s 10 Principles and 17 Sustainable Development Goals (SDGs), with the intent to create a more sustainable future for all. Through innovative technology, environmental efforts, social impacts, and governance practices, we remain aligned with the UNGC’s global mission.

Here are some key areas where we’ve made a difference:

- 1. ENVIRONMENTAL EFFORTS:** We’ve continued to minimize our ecological footprint through energy efficiency, waste reduction, and water conservation. Our global energy mix now relies more on renewable sources, and our efforts to monitor and reduce greenhouse gas emissions have yielded positive results.
- 2. SOCIAL IMPACT:** Our associates are at the heart of our success. Through training, development, and equal opportunity practices, we empower them to thrive. Beyond our walls, we invest in local communities, supporting educational initiatives and social projects.
- 3. GOVERNANCE PRACTICES:** We prioritize ethical conduct globally and comply with laws and regulations in all areas where we operate. Our comprehensive policies extend to suppliers, emphasizing shared values and strong relationships.

While we celebrate these achievements, we recognize that sustainability is an ongoing journey.

Thank you for your time and interest regarding this report and Samtec’s global sustainability efforts. Should you have any questions, please reach out to the Samtec Corporate Sustainability team at [corporatesustainability@samtec.com](mailto:corporatesustainability@samtec.com).

John Shine, President and CEO





# ABOUT THE REPORT

The Samtec Sustainability Report is developed annually and represents a 12-month reporting period. Beginning at the end of each calendar year, data is collected and processed into this final report. Samtec has published a Sustainability Report on an annual basis since 2012, and this will be our 12th report. This year's report covers the 2023 calendar year and was submitted in July 2024.

As we have done in previous years, there are some indicators which might have corrections or restatements. This is most likely because we have modified our methodology to monitor and collect data tied to these items. Items which have corrections or restatements will be clearly

noted in the sections where their content is represented.

The data presented in this report has been generated by our internal management systems and has not been assured by an external agency.

Samtec continues its promise to the United Nations Global Compact. This pledge is demonstrated through Samtec's willingness to support and follow the 10 Principles of the UNGC, as well as our efforts to support the 17 Sustainable Development Goals (SDGs). Our sustainability approach also utilizes guidance and resources provided by the Global Reporting Initiative (GRI), EcoVadis, CDP and the Greenhouse Gas Protocol.

During the past year, Samtec has continued to evolve and expand upon our sustainability initiatives globally. We believe these efforts are leading to larger, more impactful engagements with our facilities, our associates, and the local communities where they are located.

Samtec is excited to highlight many of the initiatives from this past year along with several new goals for 2024 in this year's report. Please direct any comments or questions about this report or Samtec's Sustainability efforts to [corporatesustainability@samtec.com](mailto:corporatesustainability@samtec.com).





# APPROACH TO SUSTAINABILITY

**A**t Samtec, we uphold a comprehensive approach to sustainability, acknowledging the equal significance of Environmental, Social, and Governance pillars. Our commitment extends globally, where we strive for a balanced approach to supporting each pillar. Recognizing that sustainability solutions cannot be one-size-fits-all, we prioritize understanding the landscape and crafting tailored plans that resonate with our organization and stakeholders' expectations.

Guiding our sustainability endeavors are globally recognized frameworks such as the United Nations Global Compact (UNGC), the Global Reporting Initiative (GRI), and the Greenhouse Gas Protocol. We also subject our efforts to rigorous evaluation by independent assessors like the Carbon Disclosure Project (CDP) and EcoVadis, ensuring accountability and continuous improvement. **We're proud to announce that our recent corporate scores in these evaluations meet or surpass both industry and global averages.**



Our sustainability team collaborates closely with stakeholders across the organization to assess, develop, and execute initiatives that align with their needs, corporate expectations, and sustainability goals. We maintain transparent communication with upper management, holding regular meetings to strategize high-level projects and long-term sustainability efforts.

By fostering collaboration, adhering to recognized frameworks, and prioritizing tailored solutions, we remain steadfast in our commitment to sustainability at Samtec.

**VISION STATEMENT**

To be a leader in the electronic connector industry who leverages our Sudden Service® philosophy, while being stewards of the Environmental, Social, and Governance pillars of sustainability.

- Our Footprint:** conservation, environmental education, and carbon neutrality.
- Our Community:** philanthropy and volunteerism.
- Our People:** development, education, and training.

**VALUE STATEMENT**

We want our efforts and initiatives to be Successful, Credible and Impactful.

- Successful** - It meets the expectations of regulatory frameworks and key stakeholders.
- Credible** - Our practices are defensible and auditable.
- Impactful** - It helps our associates and our communities.

**SAMTEC SUSTAINABILITY GOALS (SSGs)**

A new effort championed by the sustainability team in 2023 was the development of five Areas of Focus for Samtec Sustainability. The newly defined areas of focus are what we call our Samtec Sustainability Goals (SSGs) which we intend to use as drivers for sustainability efforts now and into the future. The five areas of focus are defined as Environmental, Equal Opportunity, Ethical Business, Innovation and Quality of Life.

The intent of this effort was to define key focal points for our sustainability program and be able to communicate them in a simple yet effective manner to our key stakeholders globally.

**What We Did**

- Created five key Areas of Focus for our sustainability program which are built from the 17 UN Global Compact's Sustainable Development Goals (SDGs) and 10 Principles.
- These five Areas of Focus are what we now call Samtec Sustainability Goals (SSGs). The SDGs serve as the framework and foundation of our SSGs.

**Why We Did It**

- Re-branded and revitalized sustainability messaging internally in a simple yet impactful way, which allows us to engage with internal stakeholders in a more effective manner.
- Allows us to move forward while meeting the needs and expectations of external stakeholders.

**Next Steps**

Using strategic data and insights gained from our recent Materiality Assessment, we intend to use this revamped framework to drive and implement sustainable initiatives on a global scale.

Through this process, we haven't lost traceability to the UN's 17 Sustainable Development Goals needed to align with international standards and meet the expectations of external stakeholders. This has also helped to simplify our approach to sustainability and narrow our focus when engaging with our internal stakeholders. We see this as a real win-win solution.

Next steps of this effort include using this new framework to engage with key stakeholders, create consistent communications, and ultimately implement data-driven initiatives that move forward our Samtec Sustainability goals.

**Materiality Assessment**

Another key effort undertaken by the Samtec Sustainability Team in 2023 was a formal Materiality Assessment to identify and prioritize the Environmental, Social, and Governance issues that impact our business and are important to our key stakeholders.

During this assessment, we had three main goals, which included:

**Interact** - Engage stakeholders in a strategic and non-intrusive manner.

**Identify** - Pinpoint the issues that are most material to Samtec.

**Implement** - Utilize insights gained to make decisions and drive efforts.

We engaged with four stakeholder groups that we felt were vital to our business including both internal and external partners. These groups included our global associates, key customers, suppliers to our business, and significant community groups in areas where we have operations.

Engaging with these groups in the Materiality Assessment allowed us to gain unique insights and a vital perspective of which sustainability topics were most important to them and thus most critical to our business interest.

We scanned six globally recognized sustainability frameworks and identified what topics they reference and produced a list of 50+ general topics to consider in our Assessment. We then narrowed this to the top 20 most frequently referenced topics across the frameworks. The assumption was that the most frequently referenced topics are the ones that are most important and should be the focus of our assessment and engagement with stakeholders.

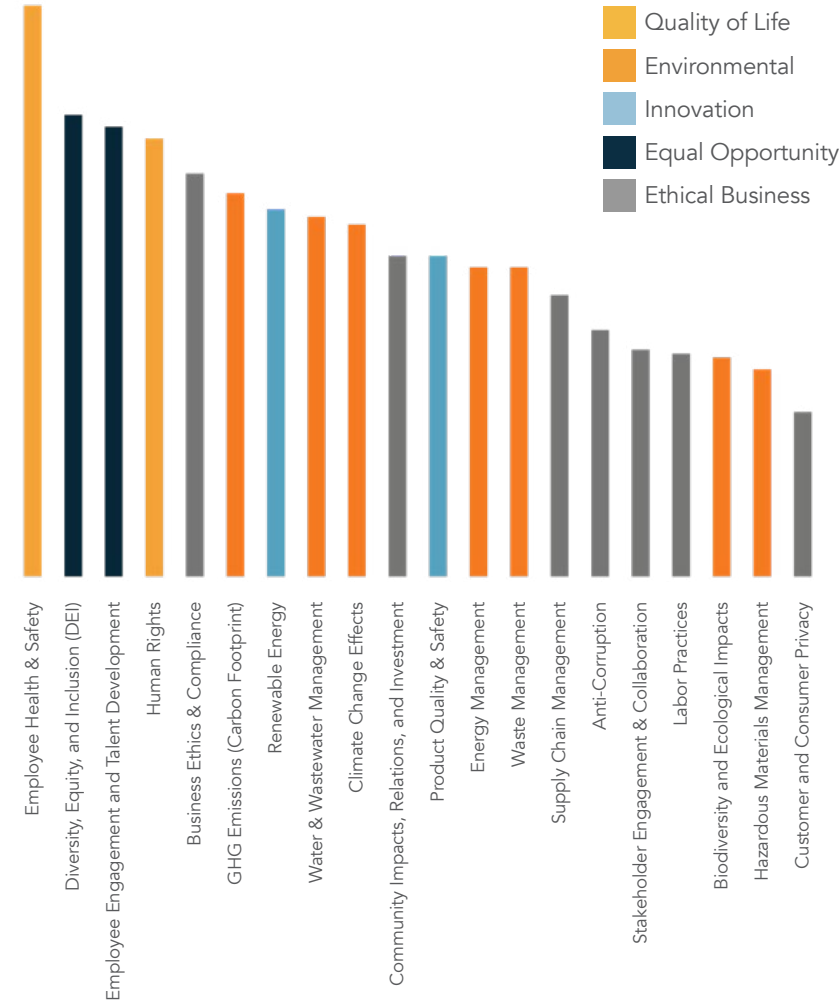
We felt it was important to tie these topics and this assessment in with our new sustainability framework, so we grouped the top 20 topics into the most appropriate Samtec Sustainability Goal (SSG) grouping.

Through our engagement with stakeholders, we asked specific questions that would allow us to gain insights on which Samtec Sustainability Goals (SSG) and specific sustainability topics were most relevant to stakeholders. The chart is a sampling of the data we collected during the materiality assessment\*.

Data detailed in the chart is an aggregated representation of insights obtained from all stakeholders.

Ultimately, we believe this assessment will help drive our sustainability program forward and the data / insights gained from it will help Samtec to implement sustainable initiatives that are accountable, authentic, and actionable.

Sustainability Topics - Materiality Findings



\*Through this assessment, we acquired a unique data set:  
 • Topic Score = total response rate by topic



# COMPANY OVERVIEW

**H**uman connections can be transformative and powerful. In high-tech industries, hardware connections – or interconnects – enable critical and sometimes lifesaving systems such as those in industrial, medical, automotive, communications, and aerospace/defense applications. Samtec combines its exceptional industry-leading interconnect technologies across these industries with its commitment to human connections and putting people first. We believe that taking care of our customers, our environment, and our employees is fundamental to how we make business decisions. This belief has become deeply ingrained throughout Samtec since its founding in 1976, and it means that we deliver exceptional service, quality products, and technologies that serve our customers’ needs.

Headquartered in New Albany, Indiana, USA, Samtec is a privately held company with 6,500+ employees in more than 40 global locations. Our work environment is friendly, flexible, family-oriented, and fun. Our benefits reflect this as well, offering associates a range of options and versatility to tailor what is most suitable for them.

Because Samtec’s technology teams are not limited by the boundaries of traditional business units, they are able to work in a fully integrated capacity that enables collaboration and “cross pollination,” resulting in uniquely innovative products and technologies. This business model enables Samtec to provide high-level design assistance and engineering support

to our customers, both at the component and system level. Our holistic approach helps ensure full system optimization for our cable and connector customers – from bare die and packages to the PCB, and back again.

Samtec products are used to design systems that demand previously unimaginable transmission speeds, bandwidths, frequencies, and densities. These system designs are distinguished by challenging tradeoffs in scalability, power, thermal management, and cost. Successfully supplying products to these demanding systems requires next-level thinking, a deep understanding and participation in industry standards, and continuous innovation.

From standard cataloged products to unique high-performance design, Samtec’s solution blocks support any interconnectivity need, regardless of application, performance requirements, or environment. Our silicon-to-silicon™ solution blocks include high-speed board-to-board, high-speed cable, optics, and RF. Our board-to-board solutions include rugged/power and flexible stacking.

Samtec serves customers all over the world, and we take our commitment to Sudden Service® seriously. With 24 sales offices, 13 design centers, and 14 operations/inventory locations across the globe, Samtec’s Sudden Service® supports a broad customer base, spanning well known global tech giants to universities and small start-ups. We sell directly to customers as well as through highly respected distribution partners.

Our unique service culture is driven by four major characteristics, which we call the “Samtec DNA”: **SPEED** (make things happen; recover quickly), **FLEXIBILITY** (embrace change; create solutions that fit the situation), **INNOVATION** (learn; grow; have fun; think creatively), and **WIN/WIN** (be responsible; take ownership).

Samtec’s award-winning Sudden Service® encompasses design, sales, and delivery. In the design stage, customers can visit the Samtec website to access product specifications, characterization/test reports, detailed white papers and application notes, interactive web design tools, and 3D models. Specialized technical support is also readily available directly from engineers in the Samtec Signal Integrity Group, Interconnect Processing Group, and Application Support Group. For sales support, Samtec offers MySamtec™ real-time account access, personal account managers, and quotes within 24 hours. Sudden Service® shipping



**Founded in 1976**



**Headquartered in New Albany, IN**



**6,500+ Associates**



**2023 Revenue \$918 Million**



**D&B Rating 5-A1**

Artificial intelligence (AI) is the pathway to realizing self-driving vehicles. To make AI possible, supercomputers continuously process vast amounts of image and video data provided by the vehicle. This data is used to enable autonomous vehicles to rapidly react to situations on the road.



In order to handle massive amounts of data, these high-performance computers require flexible interconnect systems optimized for digital and thermal performance. Samtec’s interconnect solutions, such as AcceleRate® and SEARAY™ equipped with Samtec twinax cable and Flyover® technology, meet the high-performance and signal integrity needs of deep learning for autonomous vehicles, and are being deployed by Samtec customers around the world.

includes more than 200,000 parts that ship within one day, free samples within 24 hours, and two-day shipping to all major markets.

The Samtec service culture also extends into community involvement. Our community stewardship incorporates our Samtec Cares Giving Program and being a member of the UN Global Compact. Samtec Cares Giving Program includes a grant program, corporate giving, sponsorships, volunteering, and an associate’s foundation. Our philanthropic areas of focus are Community Development, Health and Social Services, Arts and Culture, Education, STEM, and the Environment. As part of our commitment to education, Samtec offers a multi-year internship program, providing college students with valuable on-the-job experience and a chance to make meaningful contributions to Samtec initiatives. Samtec also sponsors an engineering capstone project at Penn State Harrisburg, supporting students in their research and presentations.

**AWARDS**

- [Six Samtec Authors Win DesignCon Best Paper Awards](#)
- [Bishop European Customer Survey: Samtec #1 Again, 12th Time](#)
- Schneider Electric Preferred Supplier Award (October 2023)
- PK Components Best Supplier of 2023
- SPEDI Award 2023 (Syndicat Professionnel de la Distribution Electronique Industrielle)
- Rohde & Schwarz top supplier
- [Sager Electronics Diamond Confidence award for Overall Top Supplier Performance \(2022, 2023\)](#)
- [Colorado Springs Best Workplaces \(2021, 2022, 2023\)](#)

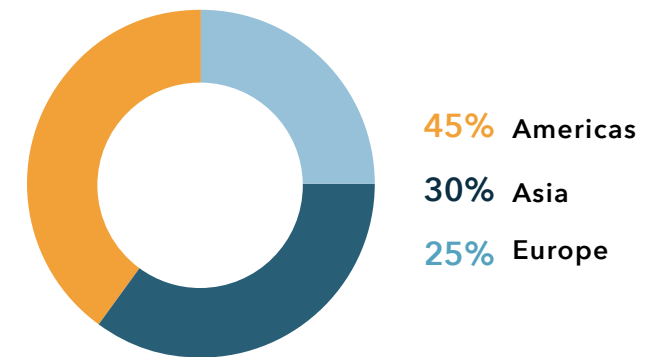
**MEMBERSHIPS & ASSOCIATIONS**

- One Southern Indiana
- Junior Achievement
- Metro Manufacturing Alliance
- Leadership Southern Indiana
- FORGE | From Prototype to IMPACT ([forgeimpact.org](http://forgeimpact.org))
- Partnerships with universities on Engineering Capstone projects targeted at enriching final year engineering programs with more practical, in-depth design experiences using our connectors.
- Samtec provides products that interact with many types of hardware and software, which drives our need to adhere to a variety of Industry Standards. The majority of Industry Standards we engage address transmission protocols, hardware, interconnection and sub-systems including 12G-SDI, SOSA™, PC/104™, PCI Express®, PICMG and VITA. See our [Industry Standards and Protocols](#) webpage for more information.

**CERTIFICATIONS**

- Many Samtec locations have various levels of ISO and IATF Certifications and undergo regular and routine audits to retain their certifications.
- Certifications include ISO-9001, 14001, and 50001; and IATF-16949.
- [Compliance and Quality Information | Samtec](#)

**Shipments by Region**



**Markets Served | Percent of Sales**

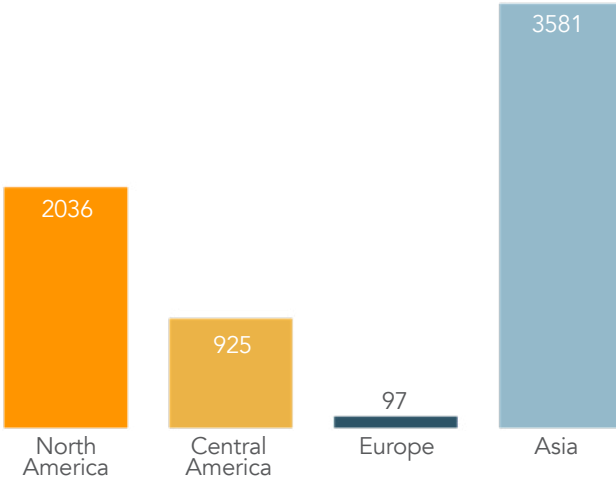




# GLOBAL WORKFORCE

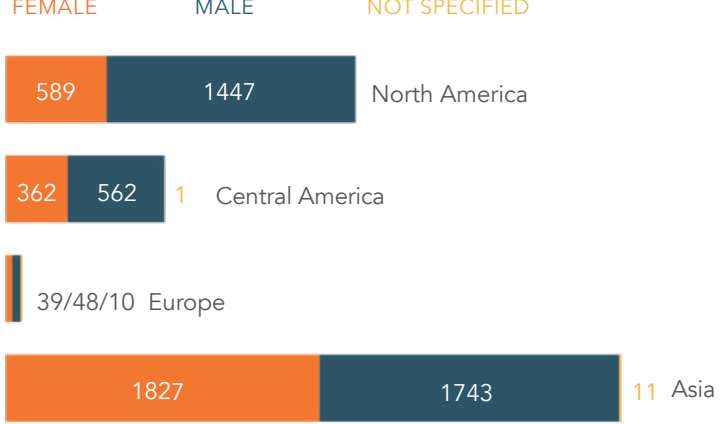


Workforce by Region



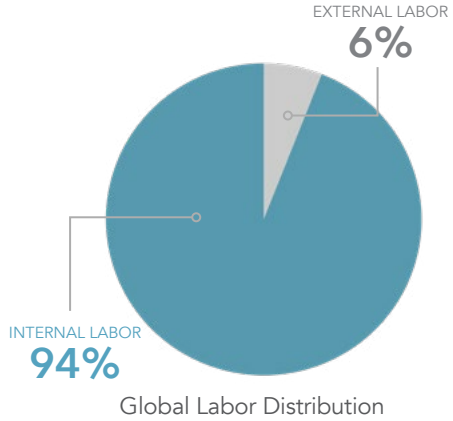
\* South America included in Central America and Australia/New Zealand included in Asia

Gender Distribution by Region



\* South America included in Central America and Australia/New Zealand included in Asia

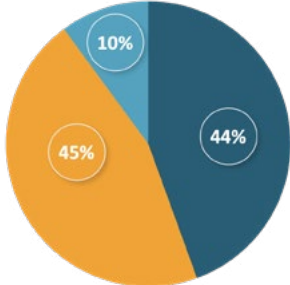
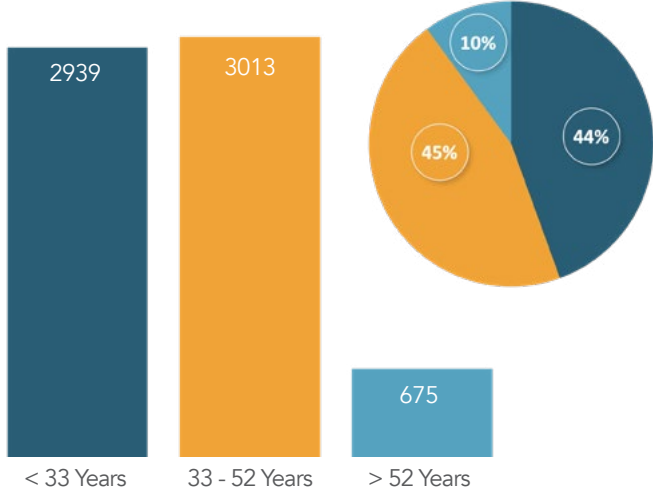
Gender Labor Breakdown by Region



COUNTRIES	INTERNAL LABOR			EXTERNAL LABOR	
	Female	Male	Not Specified	Female	Male
North America	584	1418	0	5	29
Central America	362	560	1	-	2
Europe	39	48	10	-	-
Asia	1722	1517	11	105	226
<b>Total</b>	<b>2707</b>	<b>3543</b>	<b>22</b>	<b>110</b>	<b>257</b>

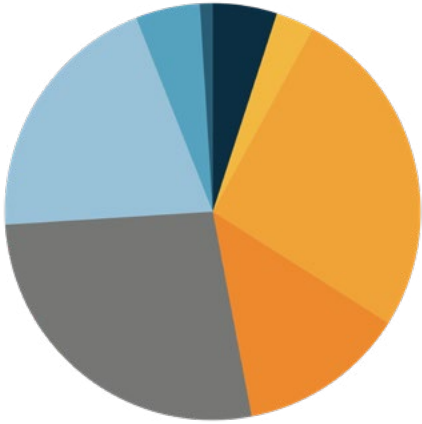
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Associate by Age

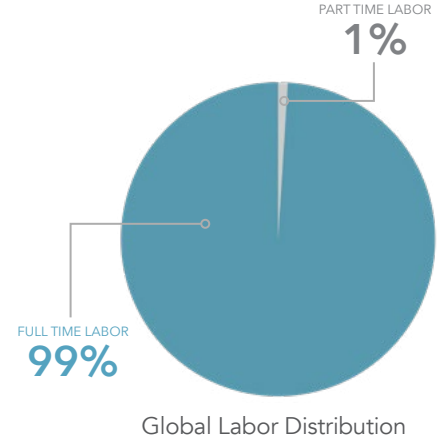


Associate Length of Service

- 5% 0-90 days
- 3% 3-12 mos
- 26% 12-36 mos
- 13% 36-60 mos
- 27% 5-10 yrs
- 20% 10-20 yrs
- 5% 20-30 yrs
- 1% 30+ yrs



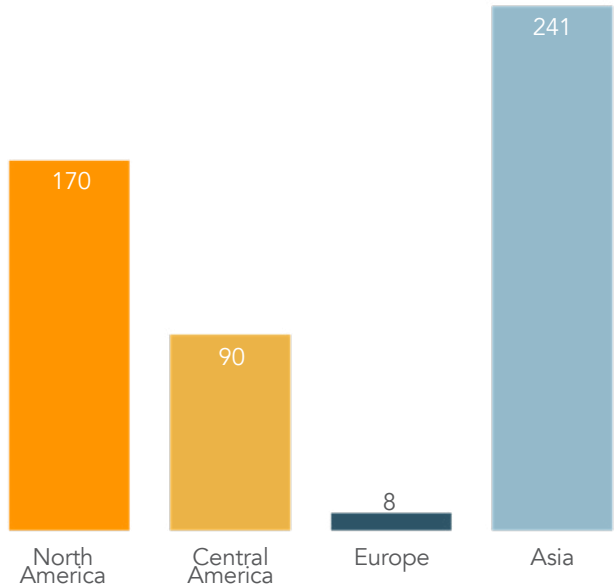
Gender Part Time / Full Time Breakdown by Region



REGION	PART TIME		FULL TIME	
	Female	Male	Female	Male
North America	19	61	570	1386
Central America	0	0	362	562
Europe	7	0	32	48
Asia	0	1	1827	1742
<b>Total</b>	<b>26</b>	<b>62</b>	<b>2791</b>	<b>3738</b>

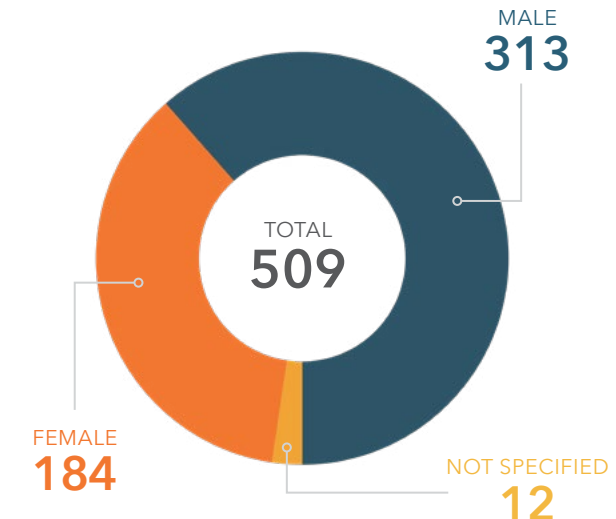
\* South America included in Central America and Australia/New Zealand included in Asia

Hires by Region

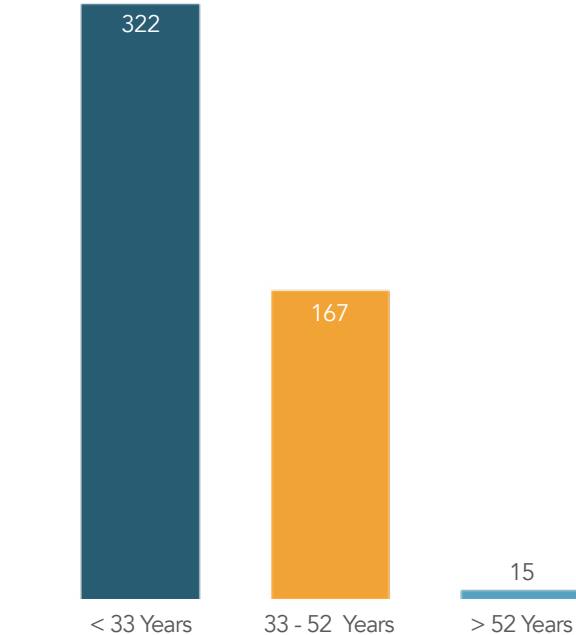


\* South America included in Central America and Australia/New Zealand included in Asia

Hires by Gender



Hires by Age



Samtec 2023 Annualized Turnover (TO) Rate

2.25% Samtec TO Rate

3.05% Direct TO Rate

1.04% Indirect TO Rate





# PEOPLE MATTER

**A**t Samtec, we hold a profound belief: our people are our greatest asset. Our associates, with their diverse technical expertise and global perspectives, are the cornerstone of our success. Without them, we wouldn't possess the esteemed culture, reputation, or service excellence for which Samtec is renowned.

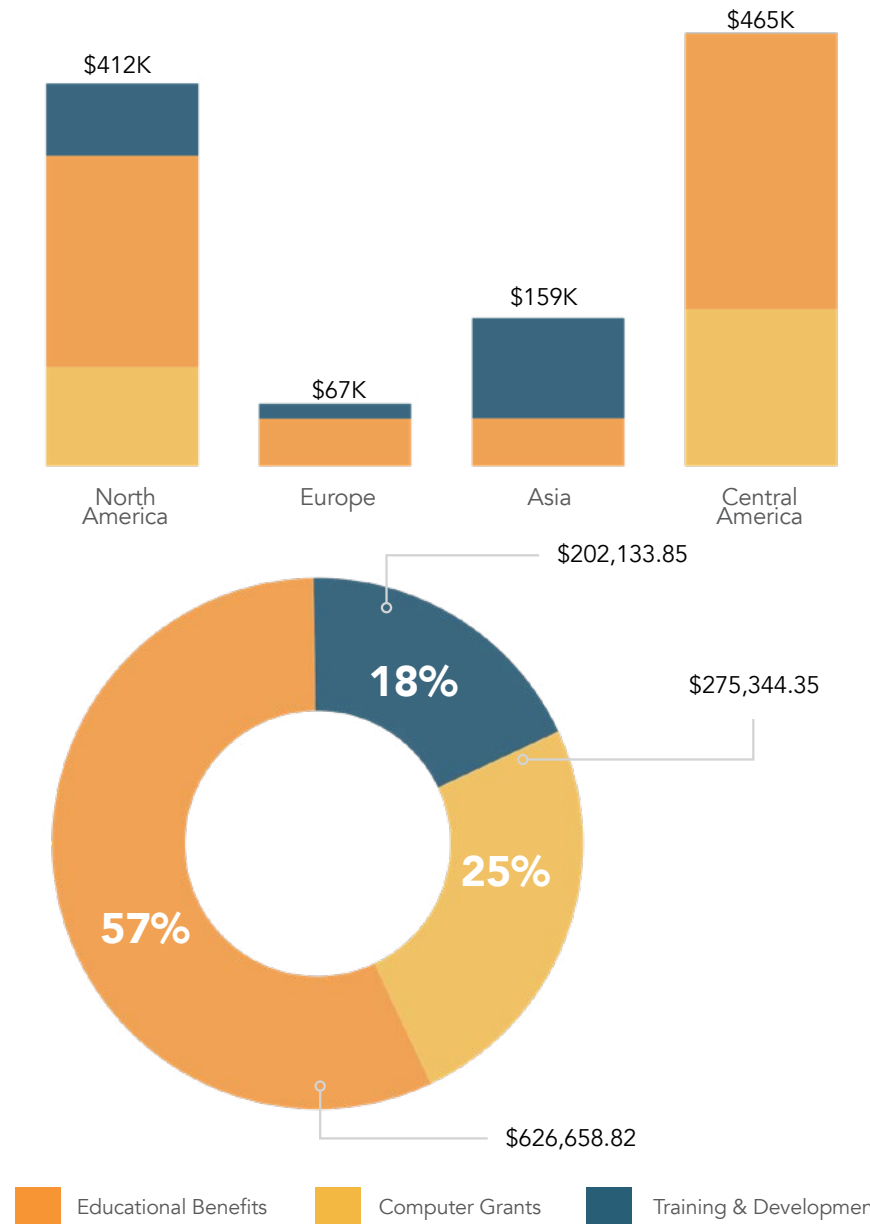
Recognizing their significance, we prioritize the well-being of our associates. We are committed to nurturing them, offering unwavering support, and providing resources to empower them to thrive.

To ensure our associates enjoy a fulfilling work-life balance, Samtec offers an array of benefits, perks, and opportunities worldwide. These include:

- Computer Grants
- Educational Assistance
- External Training & Development Opportunities
- Expansive & Robust Retirement and Health Care Plans (US; International have government mandated plans)
- Counseling / Mental Wellness (EAP) (New Albany)
- Physical Wellness Screenings
- Vaccination Clinics
- Financial & Estate Planning (New Albany)
- Maternity / Paternity Leave
- Samtec Associate Foundation

This is just a glimpse of our commitment to our associates. At Samtec, we continually strive to enhance the experience of our associates, fostering a workplace where they can excel both personally and professionally. Because when our associates thrive, so does Samtec.

### 2023 Investments by Region



### GLOBAL BENEFITS & PROGRAMS

#### RETIREMENT & HEALTH CARE BENEFITS

For qualifying associates, Samtec offers up to 12% contribution by the company to our retirement plan. 100% of eligible associates (i.e. US associates only) participate in the plan, with an average contribution by employees of 7%.

Samtec offers exceptional healthcare coverage plans (PPO, HSA, FSA) with the company contributing to HSA plans. 30% of Samtec's global workforce is eligible for Samtec Health Benefits (full-time US associates only) with 90% participation.

Many of our international locations have government mandated retirement and health plans.

#### PERSONAL & PROFESSIONAL DEVELOPMENT

Samtec offers associates a variety of opportunities for continued personal and professional development, including tuition assistance, computer grants, educational support, and job skills training.



**PARENTAL LEAVE**

Global Total	Male	Female	Total
Total # of Employees Entitled to Parental Leave	2636	2341	4977
Total # of Employees that Took Parental Leave	217	203	420
Total # of Employees who Returned to Work after Parental Leave Ended	215	172	387
Total # of Employees that Returned to Work after Parental Leave Ended Still Employed 12 Months After Return to Work	175	151	326
Return to Work Rate	99.08%	84.73%	92.62%
Retention Rate	81%	74%	78%

All data reflective of 2023 calendar year, unless otherwise noted.

**SAMTEC ASSOCIATES FOUNDATION**

The Samtec Associates Foundation is our 501(c)3 nonprofit entity organized to allow Samtec associates to help other Samtec associates in times of great need and/or disasters, such as severe financial hardship due to a fire or flood, catastrophic medical bills, or the death of a loved one. The foundation is funded through payroll deductions and other fundraising. All requests for assistance are kept private and confidential.

**REGIONAL BENEFITS, INITIATIVES & PROGRAMS**

**NORTH AMERICA**

To ensure all our associates’ mental health needs are met, Samtec New Albany provides on-site counseling free-of-charge. Samtec works to enhance our family-oriented culture and commitment to work/life balance on a regular basis.

Throughout the year, Samtec North America associates organize and participate in a wide variety of fun, educational, and community-related events. In 2023, these included:

**HEALTH & WELL-BEING**

- Nutrition & Disease Prevention Seminars
- Wellness Biometric Screening
- Wear RED Day for Heart Month
- Bike-to-Work Day (Colorado Springs, CO)

**HOLIDAYS & EVENTS**

- St. Patrick’s Day
- Earth Day Celebration / Tree Giveaway
- Memorial Day
- Kid’s Halloween “Treats Along the Trail”
- Veterans & Memorial Day Appreciation
- Thanksgiving Luncheon
- Christmas Luncheon & Gifts

**COMMUNITY OUTREACH**

- Green Oak Ranch donation (Vista, CA)
- On-Site Blood Drives
- Samtec Associates Foundation Fundraisers

**FUN STUFF**

- March Madness, Kentucky Derby, and Super Bowl Events
- Summer Cookout
- Local Sports, Arts & Entertainment Ticket Giveaways
- Book Fairs and Craft Bazaars



**CENTRAL AMERICA**

Samtec Costa Rica offers a variety of benefits and programs to help support the educational, emotional, physical, and financial well-being of our associates. Some of the key programs include:

**SCHOOL START SUPPORT**

This initiative takes place every February when the school year begins and involves a series of expenses related to the purchase of school supplies (uniforms, notebooks, shoes, among others). Support is provided to all associates for their children or relatives.

- 1,170+ packages donated to associates
- 91 packages donated to a public school
- 21 associates received extra help



**SCHOLARSHIP PROGRAM**

Scholarships are awarded to all associates who meet the requirements established by a local scholarship committee. The scholarships may be to learn a language (English), earn a high school degree, or an academic degree (bachelor, technician, diploma) in areas of knowledge related to Samtec. This effort provides the opportunity for associates to improve academically and for Samtec to have better trained personnel.

- 190 associates benefited per month
- 30 language scholarship graduates
- 15 technical scholarship graduates
- 9 university scholarship graduates

**INTERNAL SOCIAL HELP**

Our Samtec family truly matters to us; that’s why it is so important to help our CR associates in case of extreme emergency, by supplying for their basic needs when they are facing difficult situations at home.

- 50+ cases of delivered groceries

**SECRET SAMTEC FOR CHRISTMAS**

This initiative consists of donating Christmas gifts to the children of our low-income associates. All the gifts were donated by other associates and the social responsibility committee. This brings the joy of Christmas to our associates with our own version of Secret Santa.

- 21 families benefited
- Over 80 gifts given



**COMPREHENSIVE WELLNESS**

A counseling program is offered through sessions with a psychology professional for associates who are going through a situation that affects their mental health. Our program focuses on promoting the psychological and emotional well-being of our associates.

- 65 associates participated

**ANNUAL HEALTH PLAN**

The objective of the program is to provide medical services and promote accessible health options.

- Blood Donation Campaign - 65 people donated
- Influenza Vaccination Campaign - 730 associates vaccinated
- World Breast Cancer Day - 17 associates received mammograms
- World Day for the Prevention of Prostate Cancer - 21 associates received prostate antigen tests

## PEOPLE MATTER

### EUROPE

Samtec European facilities continued focus on the health and well-being of associates by supporting:

- Urban sports (gym membership)
- Corporate benefit program
- Retirement plan (direct insurances)
- Capital forming benefits

### ASIA PACIFIC

Samtec Asia facilities offer and participate in a variety of health and community related initiatives. Key highlights from 2023 include:

#### JOHOR BAHRU

- Doctor and staff from a private clinic administered influenza flu vaccines to 324 associates. Associates from both the connector and plating facilities participated.

#### HUIZHOU

- All new hires received a physical examination.
- 504 associates received an annual physical examination.
- 699 associates received occupational hazards factor detection, occupational health examination, and PPE, such as ear plugs and masks, were issued to associates.

- Social insurance was purchased for all associates. This includes endowment insurance, medical insurance, unemployment insurance, employment injury insurance, and maternity insurance.
- Purchased Business Insurance, including accident and serious disease, for all associates.
- Handled accident insurance claim for seven associates, resulting in \$36,000.
- Held public welfare promotion for all associates three times.
- Provided 16 associates' children with free education due to company application to government.
- Held 16 Safety and Environment emergency drills.

#### DONGGUAN:

- All new hires and 94 current associates received a physical examination.
- Purchased Business Insurance, including accident and serious disease, for all associates and dealt with accident insurance for four associates.
- Purchased social insurance for all associates, including endowment insurance, medical insurance, unemployment insurance, employment injury insurance, and maternity insurance.
- Conducted occupational hazards factor detection and occupational health examination for 31 associates.
- 3 associates received the company's Bursary.

- 3 associates received the government's Bursary.
- Held public welfare promotion for all associates three times.
- Conducted fire emergency drill twice.

#### VIETNAM

- 55 associates received annual health checks.
- Provided gifts to 800 associates in celebration of Traditional Tet.
- 287 care packages delivered to associates when sick.
- 43 gifts given to children of associates for receiving positive educational results.





# TRAINING & DEVELOPMENT

Samtec’s most valuable asset is our associates, and we understand how important it is to both develop and invest in them while they are a part of the Samtec family.

Samtec has implemented several programs which are designed to create learning opportunities for our associates while also allowing them to grow professionally and build their skill sets. One example of this is Samtec University.

Samtec University is made available to every Samtec associate worldwide in their native language. The focus of Samtec University is to create an environment where the barriers to learning are removed and where higher aspirations for individuals are achievable both on technical and interpersonal levels.

Samtec University course content and format attempt to reinforce the existing culture, encourage maximum associate involvement, and support the professional development of Samtec associates. Course topics include conflict management and negotiation, emotional intelligence, leadership,

performance and time management, accountability, Samtec culture, and presentation skills, to name a few. Also available are technical courses designed specifically for our products and processes, as well as courses on systems, computer applications, etc.

Samtec University courses are added based on company focus and need, and supported by data-driven reporting. Associates are encouraged to make content suggestions for ongoing improvement directly to the Learning & Development team.

Supplemental to all that Samtec University provides, Samtec has a subscription to LinkedIn Learning with over 16,000 courses, which is available at no cost to Samtec associates. When appropriate and applicable, funding is available for external courses and conferences.

Coaching and mentorship opportunities help associates recognize their strengths, identify areas for improvement, and enhance leadership skills.

Samtec associates take part in regular trainings, which are tied to job

responsibilities, professional development, and compliance. Some of these are mandatory; others are selected at the employee’s discretion.

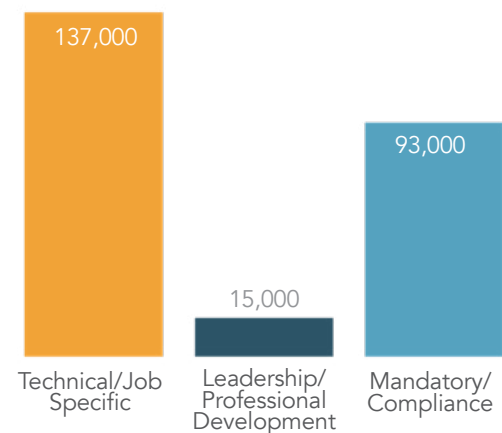
The average Samtec associate globally receives roughly 37 hours of training each year.

**PERFORMANCE REVIEWS**

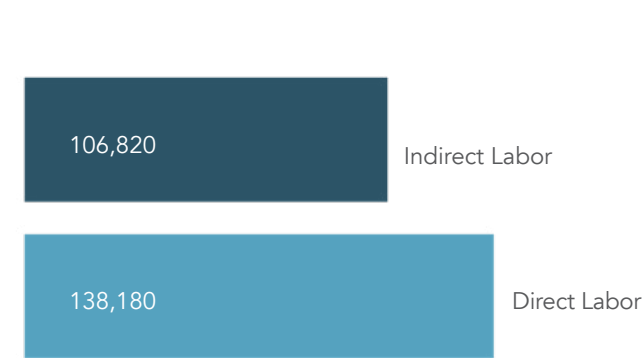
Associate performance reviews are typically conducted on an annual basis for the purpose of assessing both their progress and growth.

These reviews are conducted by the associate’s supervisor, and they include factors such as the quality and quantity of work performed by the associates, attendance record, knowledge of the job, initiative, and attitude. Additionally, 360° surveys are also available for associates to gain feedback from multiple sources with a focus on fostering self-awareness and continuous improvement.

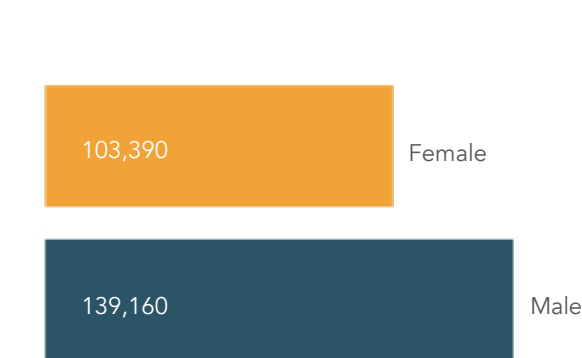
Training Hours by Type



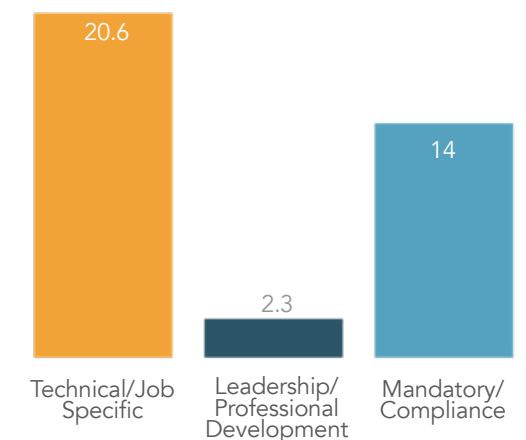
Training Hours by Labor Type



Training Hours by Gender



Average Training Hours per Associate



All data reflective of 2023 calendar year, unless otherwise noted.



# COMMUNITY INVOLVEMENT

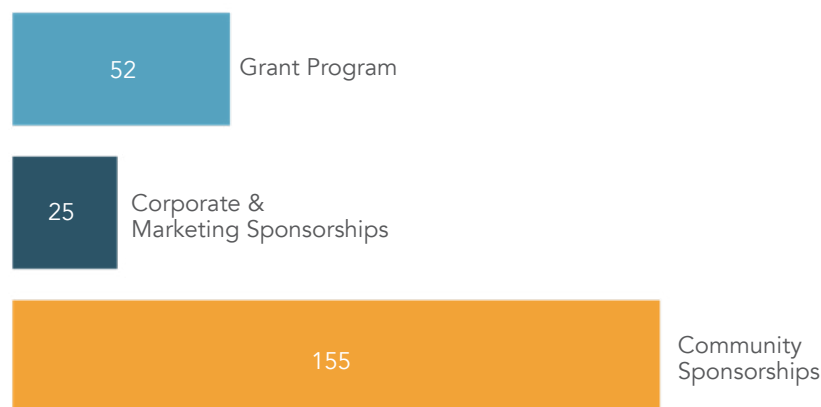
Samtec is committed to being a good corporate citizen. Our service-oriented culture fosters an environment for giving, by any means necessary, whether it be time, talent, or monetary donations, with the intent to improve the quality of life in the communities where we are located.

Throughout its history, Samtec has enjoyed supporting various charities and causes that align with our values and priorities, as well as encouraging community involvement at our locations around the world. We routinely host donation drives and invite nonprofit groups into our facilities to learn about their missions and ways to help.

We accomplish this via Samtec Cares, our core organizational approach to community giving and involvement. Samtec Cares consists of four main components:

- Grant Program
- Community Sponsorships
- Corporate & Marketing Sponsorships
- Volunteering

### Organizations Supported via Samtec Cares Programs



### GRANT PROGRAM

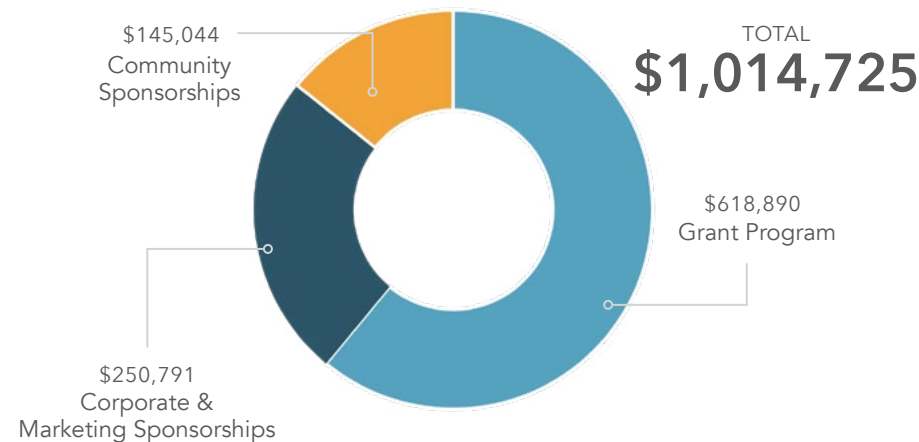
The Grant Program was created to positively impact and assist charitable organizations within the communities where our employees live using rotating areas of focus that are important to our employees worldwide.

Areas of focus include:

- **COMMUNITY DEVELOPMENT** To better the places where Samtec operates, we look for organizations that improve the quality of life for our employees and neighbors.
- **HEALTH & SOCIAL SERVICES** Our goal is to support the health of communities and aid organizations that assist those in need.
- **ARTS & CULTURE** We support organizations in our communities that provide unparalleled creative arts experiences and opportunities.

In 2023, \$618,890 was awarded to 52 organizations, in varying amounts, catalyzing change and providing support for a broad range of services in our communities. Since its founding in 2018, Samtec Cares has awarded \$4,500,000 in total grants to date.

### Total Giving Tied to Samtec Cares Programs



### COMMUNITY SPONSORSHIPS

The mission of our Community Sponsorships is to provide a little to a lot. Our charitable contributions, donations, and sponsorships are particularly focused on those organizations where we have an associate connection. Types of sponsorships include STEM and robotics clubs, school sports, the arts and theaters, yearbook ads, academic teams, and charitable fundraisers including galas, golf scrambles, and the like.

Community Sponsorship giving totaled nearly \$145,000 to more than 150 different organizations in 2023.

#### SPOTLIGHT: KENTUCKY DERBY FESTIVAL FOUNDATION

The Kentucky Derby celebrates tradition, athleticism, and community spirit, highlighting the importance of involvement and innovation. Local businesses, like Samtec, connect with their community beyond visibility, fostering meaningful relationships.

The Samtec Great Bed Race embodies this spirit, showcasing creativity and engagement. Samtec’s participation emphasizes relationship-building and engineering prowess.



**CORPORATE & MARKETING SPONSORSHIPS**

Corporate and Marketing Sponsorships serve to strengthen our brand presence and support events and organizations aligned with our values and goals. These sponsorships play a vital role in furthering our commitment to community engagement.

Samtec donated more than \$250,000 to 25 organizations in 2023 through Corporate and Marketing Sponsorships, including partnerships with the Kentucky Derby Festival Foundation, Junior Achievement and other notable entities.

**VOLUNTEERING**

We understand that being a good corporate citizen also means giving back and supporting organizations in our local communities. We encourage our associates to support those organizations that they are

**SPOTLIGHT: JUNIOR ACHIEVEMENT**

For over 100 years, Junior Achievement has prepared students with the skills and confidence to pursue economic success. Samtec is proud to support Junior Achievement Kentuckiana with a Samtec storefront in BizTown.

The JA BizTown program immerses elementary school students in a simulated town environment, combining classroom instruction with hands-on experiences.

Samtec’s integration into JA BizTown enriches the program as it serves 11,000 students annually across the Kentuckiana area. Part of Samtec’s JA sponsorship funds the students at Scottsburg Elementary School with both classroom programs and trips to JA BizTown.

passionate about via giving of their time and talent. Samtec associates spent thousands of hours volunteering in their communities with organizations such as Big Brothers Big Sisters and Habitat for Humanity.

**OTHER COMMUNITY INVOLVEMENT EFFORTS**

**NORTH AMERICA**

Samtec New Albany and Scottsburg have a long partnership with Big Brothers Big Sisters School to Work program. Approximately 20 associates mentored students during the school year (January - April and September - December 2023), with lunch provided by Samtec.

Southern Indiana associates extended their generosity across the Ohio River by donating \$3,663 to the Louisville Strong Benefit for families of the shooting victims at Old National Bank in Louisville, KY. Additionally, associates participated in five blood drives with the American Red Cross, organized a Valentines Day luncheon to collect donations for the American Heart Association, and supported The Salvation Army Angel Tree program by adopting 100 angels.

Samtec Colorado Springs is a partner with The Exodus Road, an organization fighting human trafficking, by helping to fund the domestic TraffickWatch program.

Colorado Springs associates donated food supplies to the Care and Share food bank, as well as toys and school supplies for children in need in Southern Colorado, and raised \$1,046 for the American Heart Association.

Samtec Wilsonville associates raised over \$600 to adopt a family of 5 from Toy and Joy/Compassion in Action, gifting children’s bicycles and Christmas gifts. Associates also donated individually to the family. Diapers and food items were donated to the Wilsonville Community Share/Food

**SPOTLIGHT: BIG BROTHERS BIG SISTERS**

Big Brothers Big Sisters of America is a nonprofit youth mentoring organization with a mission to create and support one-to-one mentoring relationships that ignite the power and promise to achieve their full potential. Big Brothers Big Sisters of Kentuckiana serves 10 counties between Kentucky and Indiana, including Clark and Floyd counties.

Since 2017, Samtec has participated in BBBS of Kentuckiana’s School to Work program that connects high school students with local business partners. Students visit Samtec once a month for a three-hour interactive session for exposure to professional workplace environments while also learning skills such as relationship building, responsible decision making, financial education, and overall college and career readiness.

Samtec mentors discuss schoolwork with students, but are also there to be a friend. Samtec is proud to be a partner with BBBS of Kentuckiana to help shape the lives of youth in our community.

Bank, as well as school supplies in the KGW8 School Supply Drive.

A Wilsonville associate volunteered two hours a month with the Columbia-Willamette Manufacturing Partnership to help create a sustainable way of building people to support manufacturing in the Oregon/South Washington area.

Samtec Columbia partnered with the University of South Carolina by sponsoring an EE capstone project with a \$3,000 donation and associates providing mentorship to four senior students; additionally, three engineering associates participated on the EE Industry Advisory Board providing input around student curriculum.

A Columbia associate volunteered as a coach for NICA youth mountain biking. The Samtec Associate Foundation donated \$250 for nutrition after races and bike maintenance.

Samtec Vista associates donated \$100 and 121 pounds of food items to the Scare Away Hunger Food Drive, and served their community through blood donations at the San Diego Blood Bank.

Samtec Harrisburg associates donated money and food/hygiene items, raised through employee raffles, to the Pennsylvania Central Food Bank and Elizabethtown Food Bank.

**CENTRAL AMERICA**

Each year the Palliative Care Association of the CR National Children’s Hospital seeks the help of Samtec Costa Rica and associates to support the 8 Hours of Love campaign for children with terminal illness. Approximately \$7,300 was raised by the 188 participating associates.



Samtec Costa Rica helped promote the integration of 10 older adults into society through various activities at the Carlos Maria Ulloa Nursing Home.

Samtec Costa Rica associates provided 120 low income families at a coffee farm with tamales and candy during the holiday season. Additionally, associates were given 500 trees of native species in honor of Arbor Day to plant at their homes and/or in their communities.

**EUROPE**

An associate in France volunteered with their local police force, receiving a certificate of excellence and a letter of commendation for helping protect civilians and preventing crime.

In Israel, an associate and her son volunteered to help distribute groceries to people who are less fortunate.

Samtec Germany generously donated €2,000 (approximately \$2,400) to a customer in Turkey to help provide assistance after the February 2023 earthquake; warm clothes, blankets, food, radiators, diapers, kettles, etc. were collected and distributed throughout the affected region.

Donations were also made to Kicken-für-Kinder, founded and supported by a Samtec Germany associate and his family, to support children dependent on the help of others due to physical, mental, and emotional conditions through youth welfare and sport.

Additionally, Samtec Germany donated to the Kultur-Festival, a weekend event for children from pre-school to teenage, including theater performances by local cabaret artists and amateur actors and a village parade - one of the largest parades in southern Lower Saxony.

**ASIA PACIFIC**

Samtec Vietnam donated to the poor of Tam An commune, Long Thành ward, Dong Nai province. 15 chairs were donated to the Tan An People’s Committee & Dong Nai College of High Tech. In Tan Am, 20 gifts were given to local families of martyrs and scholarships were given to 60 local

students. 74 blood donations were made at local hospitals. Equipment and donations from associates were gifted to the Phuc Lam Orphanage and 23 associates participated in a charity run.

Samtec associates in Huizhou, China, donated 110 clothing items to primary school students in impoverished areas, and took opportunities to volunteer with their children at local activities.

Samtec Dongguan associates visited the elderly in nursing homes, gifting them fruits, milk, and mooncakes during the middle autumn festival.

Penang associates provided gift bags to every child cancer patient in the Oncology Ward at Penang General Hospital as moral support while going through treatment, and blood donations were given by 135 associates.

Samtec Johor Bahru partnered with the local government hospital for a blood donation campaign and provided snacks to participating associates; 183 associates registered with 135 successful blood donations.





# HEALTH & SAFETY

The health and safety of our associates continues to be of the utmost concern and importance to Samtec.

Numerous programs, policies, procedures, committees, and trainings make up Samtec's global occupational and safety management system.

These elements have been created, implemented, and refined throughout time in accordance with applicable laws, including OSHA and EPA standards, globally and in line with Samtec culture and values.

All these items working together ultimately protect Samtec associates, customers, and the community while promoting the Samtec brand and reputation globally.

Workplace safety requirements and best practices are regularly communicated to our associates across the globe in several ways. This can include formal trainings, employee review and acknowledgment, and corporate communications.

All Samtec associates are expected to follow these rules, perform their duties in a safe manner, and advise management of unsafe situations in the workplace should they arise.

Samtec takes extra care to ensure that all associates have the necessary equipment and materials needed to complete work responsibilities in the safest manner possible. This includes providing them with necessary PPE and ergonomic equipment, in addition to clean and modern working environments.

As an essential business to many critical markets such as medical, telecommunications, and more, Samtec has an obligation to continue production without interruption. Workplace safety practices and policies allow us to sustain operations even during times of great uncertainty, such as the recent COVID-19 pandemic.



## OCCUPATIONAL HEALTH AND SAFETY TRAINING

When it comes to occupational health and safety, Samtec provides many different training courses for our associates and contractors. Some of these are generic training, while some are tied to specific work-related hazards, hazardous activities, or hazardous situations.

Below are just a few of the safety courses and assessments offered to associates. The full set of training is not limited to items in the following categories:

- Basic Operator Machine Safety
- Lead Awareness
- Respirator Usage
- X-Ray Radiation
- Safety Data Sheet (SDS)
- Powered Industrial Equipment
- Hearing Protection
- Hazardous Spill Response
- DOT Hazmat
- Annual Health Training
- Risk Assessment
- Ergonomics Assessment
- Job Hazard Assessment
- First Aid, CPR, AED
- ESD Awareness
- Machine Guarding and Safety
- Industrial Ergonomics
- Electrical Safety
- Workplace Violence and Prevention
- Emergency Response
- Lock Out/Tag Out

**SAFETY COMMITTEES AND FIRST RESPONDER TEAMS**

Many Samtec locations have formal Safety and Emergency First Responder teams. These teams serve a vital role in keeping Samtec operations safe and our associates healthy while working. Regular safety walks are conducted by these teams to ensure practices and procedures are being followed and equipment, materials, and supplies used during safety procedures are fully stocked and in working order. These teams are diverse and made up of associates from across the organization and represent all levels of the organization. The teams meet on a regular basis to review responsibilities and best practices; many have formal certifications such as CPR, First Aid, etc.

**SAFETY DRILLS**

Fire, weather, and other workplace safety drills regularly take place at our facilities. All associates at every level in the organization take part in these drills. These drills are hosted at varying times during the year and are conducted jointly by our Safety and Facility teams.

**ACCIDENT / INCIDENT REPORTING**

Should a workplace accident take place, Samtec has a formal procedure for documenting and reporting the event. This includes and is not limited to Incident Report, Corrective Action Tracking, Near Miss Reports, and Post Event Debriefs. Samtec utilizes Gensuite to document and retain items tied to incidents, and formally track corrective actions.

**WORK-RELATED INJURIES AND WORK-RELATED ILL HEALTH**

Across our global network in 2023, injury rates were below the average industry rates for connector manufacturers according to the Bureau of Labor Statistics. Some injuries were ergonomic related and many of our facilities have undergone or will undergo a formal risk assessment. Facilities who have already completed an assessment are working on efforts to reduce injury rates based on the feedback. Similarly, Samtec tracks and addresses work-related ill health using standardized methods.

**WORK-RELATED HEALTH PROMOTION**

Wellness initiatives encourage employee health beyond safety measures including health screenings, vaccination clinics, and nutrition and disease prevention seminars.

	Recordable Injuries	Work Related Ill Health	Fatalities	Injury Rate	Injury Rate for Industry	DART Cases (Days Away/Restricted)	DART Rate	First Aids	ER Visits
New Albany	7	0	0	0.55	2.2	3	0.23	8	1
Scottsburg	4	0	0	1.35	2.2	1	0.34	14	0
Samtec Tool	0	0	0	0	2.2	0	0	0	0
Samtec Cable	2	0	0	1.76	2.2	1	0.85	2	0
Samtec Microelectronics	0	0	0	0	2.2	0	0	0	0
Samtec Optical	0	0	0	0	2.2	0	0	0	0
Samtec Signal	0	0	0	0	2.2	0	0	0	0
Samtec South Carolina Design	0	0	0	0	2.2	0	0	0	0
Costa Rica	10	0	0	1.4	2.2	10	1.4	33	0
Huizhou	0	0	0	0	2.2	0	0	1	0
Singapore	0	0	0	0	2.2	0	0	0	0
Johor Bahru	0	0	0	0	2.2	0	0	1	0
Johor Bahru Plating	0	0	0	0	2.2	0	0	0	0
Penang	4	0	0	0.74	2.2	4	0.74	0	0
Vietnam	1	0	0	0.17	2.2	1	0.17	6	0
Taiwan	0	0	0	0	2.2	0	0	2	0
Dongguan	0	0	0	0	2.2	0	0	0	0



# ETHICS & GOVERNANCE

**S**amtec is committed to the highest standards of ethical conduct and governance, ensuring that integrity, transparency, and accountability permeate every aspect of its operations. We expect our associates to support the following principles that foster a culture of responsibility and respect:

- **Strive** on a daily basis to conduct affairs in an ethical and honest manner.
- **Question** whenever a situation appears that could yield actions in conflict with Samtec's policies.
- **Never Engage** in any activity intended to defraud anyone of money, property, or honest services.
- **Avoid** situations in which there is, or may appear to be, a conflict of interest between your personal interests and the interests of the company.
- **Report** actions that violate these policies to management.



Over the last several decades, Samtec has seen tremendous growth. This includes greater diversification of our product offerings, expansions of existing facilities, and in some cases, the acquisition of new facilities. As product offerings grow, so does the number of customers and industries we serve globally.

This growth coupled with the ever-changing and expansive landscape of global regulations has led to the development and implementation of a compliance framework that encompasses Samtec's global footprint.

This compliance framework is made up of many policies, procedures, and associate trainings which are intended to keep Samtec, our locations, our associates, and our products in compliance with the laws and regulations where we conduct business.

The elements that make up this compliance framework have been carefully developed and strategically implemented over time as warranted with the intent to both protect and promote Samtec and its global interests.

Samtec's commitment to ethical business includes respecting local customs and practices while requiring our associates and suppliers to abide by applicable laws and socially and environmentally conscious practices. Our corporate [Policy Manual](#) does an excellent job of highlighting our policy commitments.

Samtec is constantly evaluating factors such as location of operations, types of products and services provided, and markets served, along with the best practices tied to running and operating a multinational entity.

Evaluation of the best practices can include, but is not limited to, child labor avoidance, working hour management, hiring and compensation practices, sustainable procurement, responsible consumption, and use of resources, as well as ethics management policies and engagement.



Samtec continues to expand this awareness and understanding across our global network and in turn we roll down similar expectations to our supply chain with whom we depend upon and regularly engage.

### **BUSINESS ETHICS AND COMPLIANCE TRAININGS, COMMUNICATIONS, FINDINGS**

Associates across our global network receive regular trainings, typically on an annual basis, tied to ethical business practices, diversity, and compliance. Along with these trainings, numerous communications regarding these topics and company expectations are sent to all associates.

Samtec associates are asked every year to review, complete, and acknowledge training modules which cover Sexual Harassment, Workplace Violence, CTPAT, Diversity, and the Samtec Policy Manual. These items are mandatory and part of yearly compliance procedures.

**FINDINGS AND INCIDENTS**

We are proud to report that no incidents of discrimination were reported in our global network.

- No incidents of violations involving rights of indigenous peoples.
- No incidents of non-compliance concerning the health and safety impacts of products and services.
- No political contributions were made directly or indirectly by Samtec.
- No incidents of non-compliance concerning product and service information and labeling.



- No incidents of non-compliance concerning marketing communications.
- No incidents of corruption were reported in our global network.
- No substantiated claims concerning breaches of customer data were reported.

**OPEN DOOR POLICY**

Samtec provides associates with various options to voice an opinion or discuss a problem with management without prejudice or fear of retaliation. Situations may occur that warrant investigating, sometimes correcting, and most importantly, explaining and resolving.

It is Samtec's belief that an "open door" policy will allow associates the opportunity to bring issues to the attention of management resulting in a win/win for everyone involved.

By encouraging the open door policy, we believe that issues will be addressed that might otherwise go undetected, unresolved, or would grow to an unnecessary level.

**CODE OF CONDUCT**

The Samtec Code of Conduct training is assigned to all new associates on the first day of employment.

100% of associates have completed the new hire Code of Conduct training.

**FOREIGN CORRUPT PRACTICES ACT (FCPA)**

All Samtec associates are trained and expected to comply with the limitations of the Foreign Corrupt Practices Act and similar laws of the countries where we operate.

Additionally, there is specific training on the Foreign Corrupt Practices Act (FCPA) delivered both online and in-person as needed.

**HUMAN TRAFFICKING**

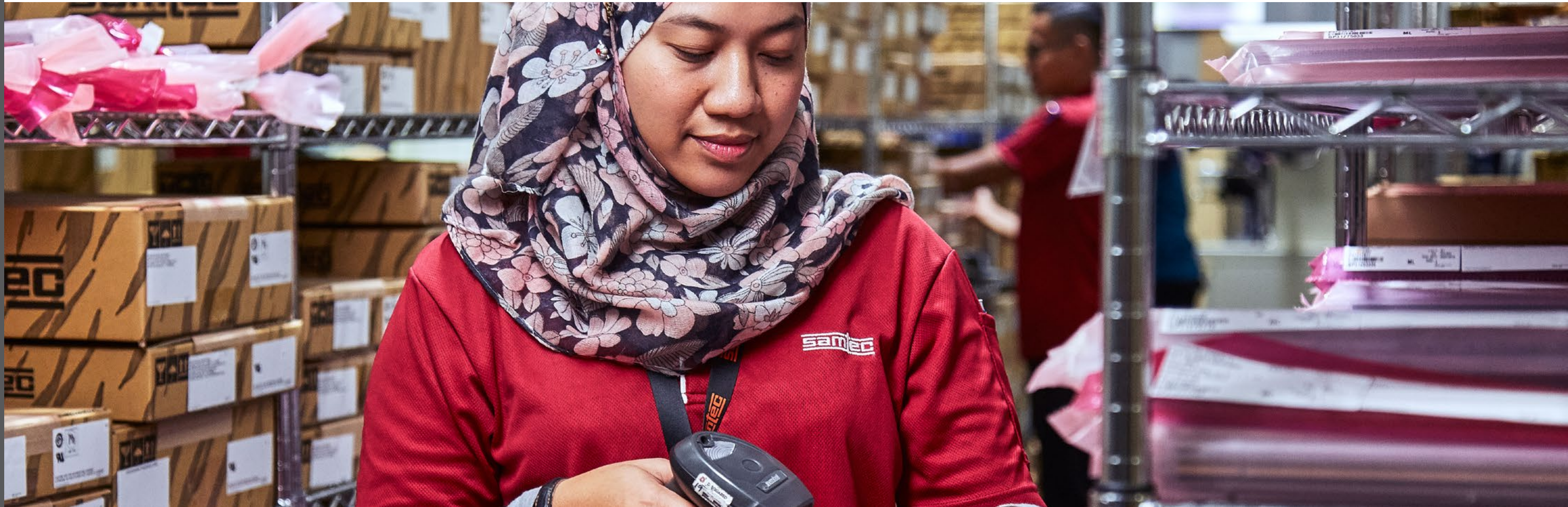
Samtec will not tolerate human trafficking, child labor, or other acts of slavery within Samtec operations or the operations of the suppliers with whom we conduct business.

Training to spot these acts and acknowledgment of awareness is provided to our associates.

Additionally, Samtec's stance and expectations regarding these topics is rolled down to our suppliers through our [Supplier Quality Assurance Manual](#) and during the onboarding process.

**PRIVACY**

Samtec is committed to protecting the reasonable privacy expectations of personal information of everyone we do business with, including our suppliers, customers, and our associates. Samtec complies with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, and transmitted. Samtec expects the same from its suppliers.



# SUPPLY CHAIN

Approximately 65% of materials and components used in Samtec products are sourced from suppliers in North America, 27% are sourced from suppliers in Asia, and the remaining 8% via suppliers in other markets (Europe, Latin America, etc.).

Samtec’s proactive approach to Supply Chain Management ensures the integrity of its supply chain, emphasizing responsible sourcing, transparency, accountability, and adherence to ethical standards and global regulations.

- **Diverse and Expansive Supply Chain:** Samtec relies on a diverse and expansive supply chain to support its vertically integrated global operations. This underscores the complexity and importance of managing suppliers across various regions and markets.
- **Responsibility in Sourcing:** Samtec emphasizes responsible sourcing practices with a commitment to local procurement whenever feasible. “Local” is equal to the same hemisphere as the Samtec

manufacturing location(s). This approach reflects the company’s dedication to minimizing environmental impact and supporting local economies.

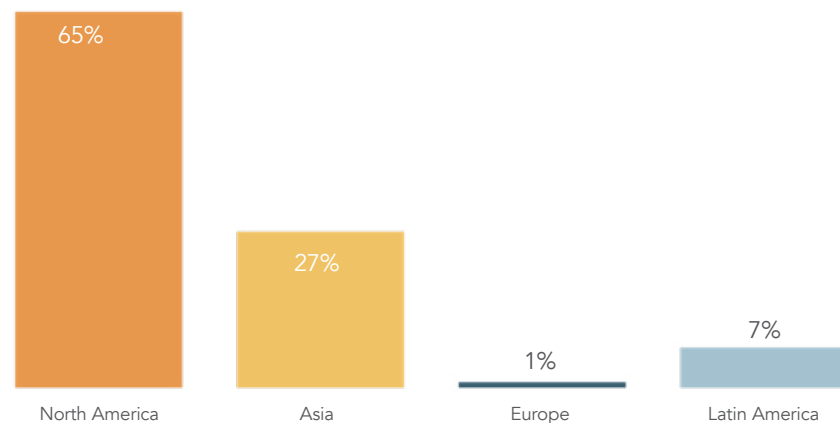
- **Supplier Evaluation and Compliance:** Quality, environmental consciousness, and social responsibility are key criteria in Samtec’s annual supplier evaluations. Samtec ensures that critical and strategic suppliers undergo regular audits to align with its expectations and adhere to global standards and regulations.
- **Transparency and Accountability:** Transparency is fundamental to Samtec’s supplier relationship, as evidenced by its clear policies outlined in Purchase Orders, Component Prints, the Supplier Quality Assurance Manual (SQAM), and our Terms and Conditions. This fosters transparency and accountability both internally and with suppliers.
- **Supplier Accountability:** Samtec holds its suppliers accountable for cascading its requirements and values to their vendors and

contractors while ensuring compliance with global laws and regulations. Collaboration between legal, compliance, and procurement teams ensures consistent adherence to Samtec’s expectations and global standards.

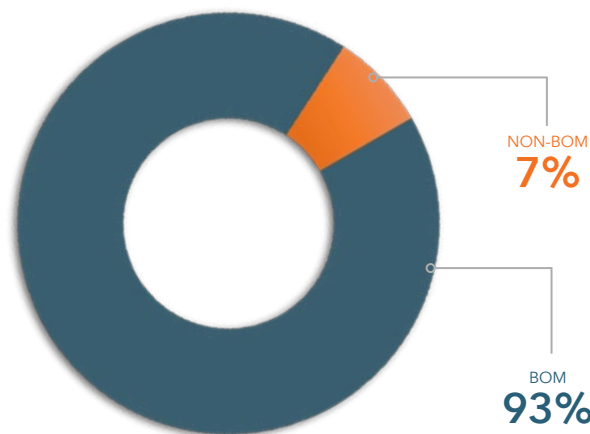
- **Positive Outcomes and Integrity:** Samtec’s stringent oversight has yielded positive results with no significant risk of suppliers being identified for incidents of child labor or involvement in human trafficking. This underscores the company’s unwavering commitment to ethical sourcing practices and maintaining integrity throughout its supply chain.

100% of our suppliers fully comply with Samtec’s standards. 100% of new suppliers go through extensive onboarding and screening processes with topics including quality, environmental consciousness, and social responsibility allowing Samtec to evaluate potential new suppliers on their awareness of and actions (policies, procedures, etc.) tied to addressing these topics.

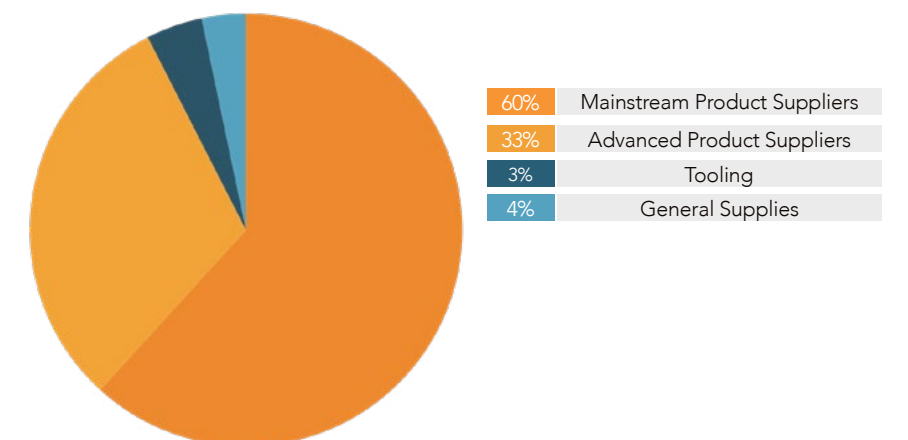
### Supplier Spend by Region

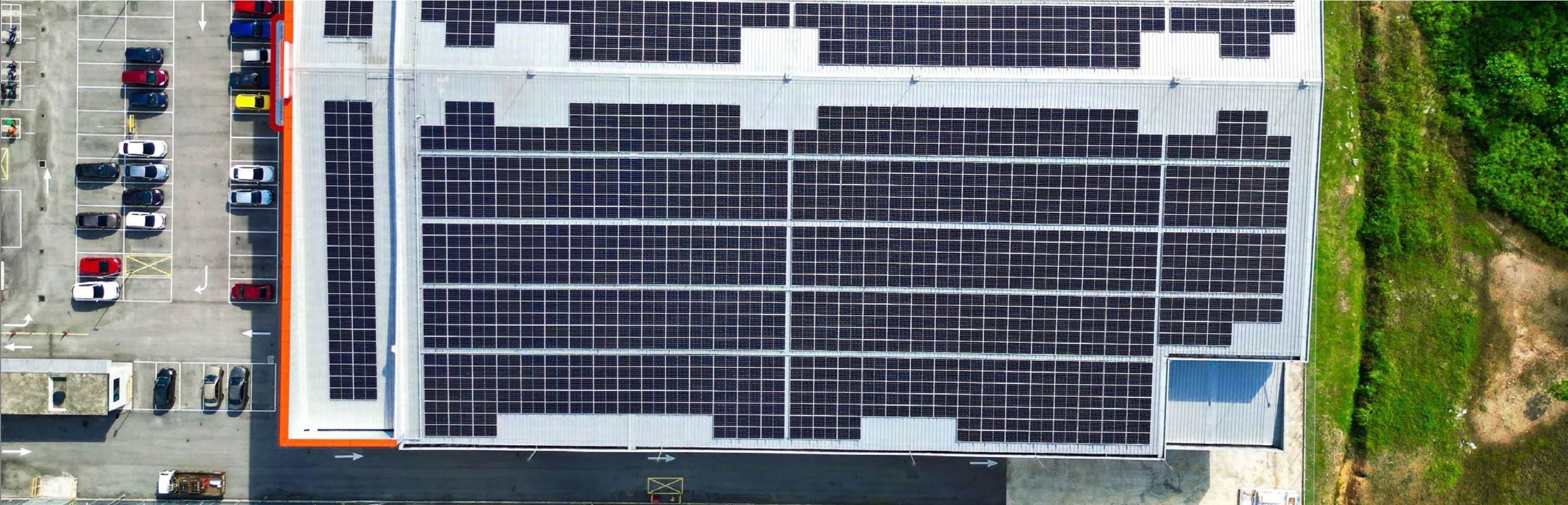


### Distribution of Spend Bill of Material (BoM) vs. Non-BoM Suppliers



### Distribution of Annualized Spend By Supplier Category





# ENVIRONMENTAL

**E**nvironmental sustainability is at the core of our sustainability mission at Samtec. As we navigate the challenges and opportunities of our rapidly changing world, we recognize that sustainable practices are essential not only for the health of our planet, but also for the long-term success and resilience of our business. By prioritizing the reduction of our carbon footprint, increasing our use of renewable energy, and managing our environmental impact, we are committed to creating a sustainable future for generations to come. Our dedication to environmental stewardship is reflected in our goals and the tangible progress we have made towards a greener, more sustainable world.

In this section, we are pleased to report on our global energy usage, carbon emissions, organizational waste, and water usage. Additionally, we announce our 2024 environmental goals and highlight several environmental initiatives undertaken by key locations in 2023.



### 2024 SUSTAINABILITY GOALS

Samtec is pleased to announce several environmental goals tied to 2024. We feel these are strategic opportunities that allow us to continue our expansion of Sustainability programs while also being more intentional and proactive in our environmental efforts.

#### GOAL 1: REDUCE EMISSION INTENSITY BY 5% (SCOPE 1 & 2 EMISSIONS)

Samtec is adopting a comprehensive strategy to decrease our Scope 1 and 2 emission intensity. In 2024, we aim to reduce our emission intensity rating by 5% relative to the baseline number that we set in 2022. Our approach integrates internal reduction efforts, green power agreements, investments in renewable energy credits (RECs), and participation in carbon credit projects (CCPs).

#### GOAL 2: INCREASE SHARE OF RENEWABLE ENERGY IN OUR GLOBAL ENERGY MIX

Recognizing the dual benefits of environmental sustainability and return on investment, Samtec is committed to expanding the share of renewable energy in our global energy portfolio. In 2024, we aim to increase our mix of renewable energy in our global energy mix to roughly 10%.

#### GOAL 3: CONDUCT A FORMAL GREENHOUSE GAS (GHG) SCOPE 3 SCREENING

In recent years, Samtec has made tremendous progress in developing formal processes for identifying and quantifying Scope 1 and 2 emissions, but we understand that the work does not stop there. We are now shifting our focus to Scope 3 emissions, which encompass 15 categories of indirect emissions.

In 2023, we began formal Scope 3 screening with the intent to identify

and prioritize the most impactful and controllable categories. In 2024, we plan to identify two to three Scope 3 categories to focus on and begin estimating their impact to our footprint.

In addition to the previously announced goals for 2024, in the pages that follow, we are excited to highlight other key environmental efforts that took place across Samtec’s global network in 2023.

### GLOBAL ENVIRONMENTAL EFFORTS

#### NORTH AMERICA

NEW ALBANY, IN

#### ESG Roundtable

Samtec and PSG Energy group sponsored an event about Onsite Renewable Energy opportunities. Forty people representing 15+ regional businesses and manufacturers attended. The day provided key insights on the benefits offered and complexities often faced when installing and investing in onsite renewable energy.



**Strategic Partnership with the Sam Shine Foundation**

In 2023, the Samtec Sustainability team and the Sam Shine Foundation collaborated on several projects at our New Albany campus.

For Samtec, this provided an opportunity to engage with our associates on sustainability topics and empower them to take sustainable action in their lives and communities.

Samtec Sustainability Speaker Series - World Water Day Efforts

Cassie Hauswald, Director of Freshwater Programs at the Sam Shine Foundation, led a speaker series event on the importance of World Water Day and the sustainable use of water. Through events such as the speaker series, Samtec emphasized the value and responsibility of water sustainability and conservation.

Trees for the Future Grant Program

The Trees for the Future Program continued in 2023 in partnership with the Sam Shine Foundation. More than 150 saplings and trees were distributed to associates to plant on their property.

**SCOTTSBURG, IN**

Samtec is one of the first businesses to enter into a Green Power Agreement (2023) with the city of Scottsburg and Indiana Municipal



Power Agency (IMPA). The newly established deal means that the Scottsburg facility will operate by regionally generated solar power.

**COLORADO SPRINGS, CO**

Samtec Microelectronics (SME) continued its Green Power Agreement with Colorado Springs Utilities. Under this agreement, 100% of the electricity (greater than two million KWh) used by the facility is tied to solar energy.

**CENTRAL AMERICA**

**COSTA RICA**

**Carlos Maria Ulloa Residence/Nursing Home**

Costa Rica employees participated in the reforestation project in the Río Torres Interurban Biological Corridor, located within the Carlos María Ulloa Nursing Home facilities. The 29 associates planted 52 trees.

**Arbor Day Celebration**

As part of the Arbor Day commemoration, 500 native trees were distributed to associates to plant at their homes or communities.

**ASIA PACIFIC**

**JOHOR BAHRU**

For the first time in company history, roof mounted solar grids were fully installed and energized by September 2023 at the facilities in Johor Bahru.



On an annual basis, the grids will generate approximately 20% of the electrical energy demand needed at this site and will reduce Johor Bahru’s electricity costs by 25%. The solar grids also will reduce Samtec’s global footprint by 1600 Metric Tons CO2e annually and Johor Bahru’s facilities total carbon footprint by 26%.

**VIETNAM**

Trees were planted in the Industrial Zone at the Le Trong Cay Tree Planting Ceremony.

**PENANG**

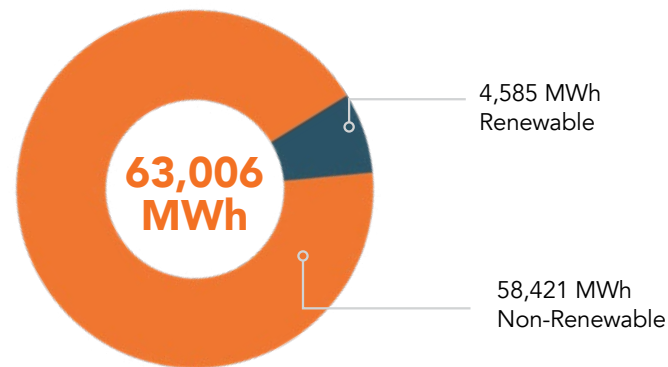
To enhance the value of a healthy ecosystem and environment among associates, Penang partnered with the Penang State Forestry Department to plant 300 Mangrove trees.

## ENERGY

Samtec understands energy usage directly impacts our global carbon footprint. As part of our commitment to environmental responsibility, we monitor and manage our energy consumption across our global operations.

Two key components make up our approach:

- 1. Efficient Energy Use:** Samtec seeks opportunities to enhance energy efficiency within our operations. By optimizing energy consumption whenever possible, we can decrease our environmental impact.
- 2. Renewable Energy Integration:** Samtec aims to incorporate renewable energy sources into our global energy mix. When feasible, we explore options for sustainable power generation.



To support these efforts, our Sustainability Team collaborates with Facility Teams globally. Together, we analyze energy usage patterns, identify areas for improvement, and work towards reducing our overall energy consumption. Our data collection aligns with industry standards, leveraging guidance from the Greenhouse Gas Protocol, Global Reporting Initiative, and the US EPA.

By prioritizing energy efficiency and embracing renewable sources, Samtec contributes to a more sustainable future.

In 2023, Samtec significantly increased its renewable energy mix globally, reaching over 7%, up from 2% in 2022. Overall, our operations consumed 63,006 MWh of energy, with approximately 4,585 MWh sourced from renewables. The remaining 58,421 MWh came from non-renewable sources.

Samtec calculated its global Energy Intensity Ratio, based on GRI criteria. This ratio assesses electrical energy consumption across Samtec’s global network and normalizes it using a business factor (revenue). Using total annual sales of \$897 million and total global electricity usage of 63,006 MWh, the 2023 Energy Intensity Ratio stands at 70.25 MWh per \$1 million in sales.

Annual Sales (\$M)	MWh	Energy Intensity
\$897	63,006	70.25

## WATER

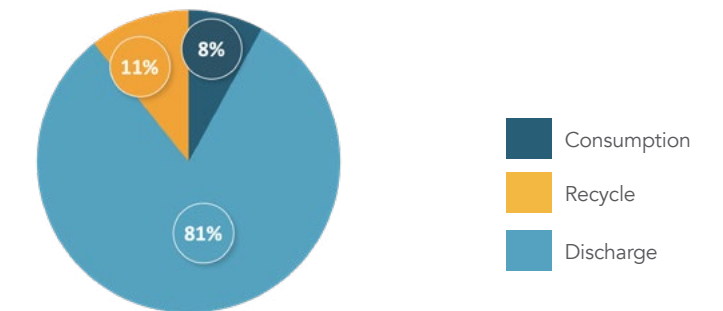
Samtec understands water is a critical resource serving a vital importance to everyday life. Further, we believe access to clean and sanitary water is a human right for people across the globe. To support this belief, Samtec monitors how and where water is used in manufacturing processes, the total amount of water used in our operations, and how we treat and return water after use.

Whenever possible, Samtec attempts to reuse and recycle water during our manufacturing processes globally. Water used in our global plating operations is recycled at varying rates depending on the location and their capabilities. In total, Samtec estimates 11% of water used across our operations (manufacturing and non-manufacturing) is recycled; while 15% of water tied to manufacturing operations is recycled. Additionally,

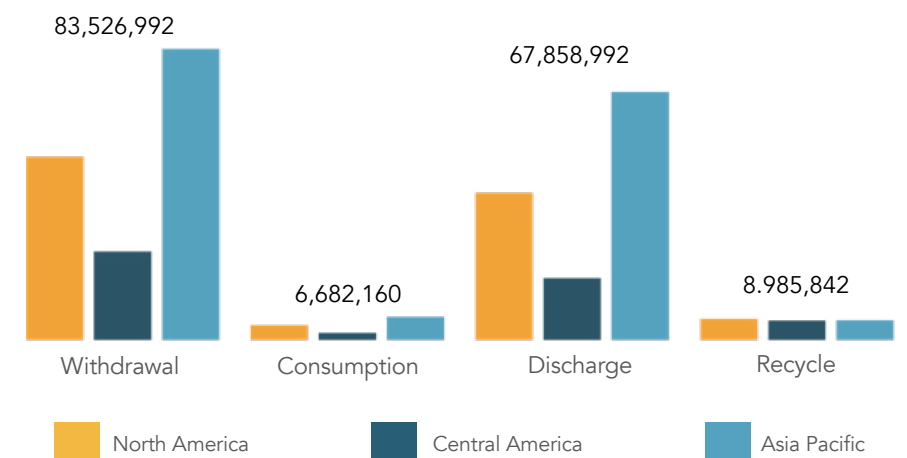
we invest in efficient toilets and sinks to reduce water consumption at our facilities globally.

Beyond being mindful of the amount of water we use globally, Samtec takes calculated measures to ensure any water going through our plating and manufacturing processes is cleaned to standards that meet or surpass local environmental regulations.

## Global Water Distribution



## Total Water Usage by Region (Gallons)



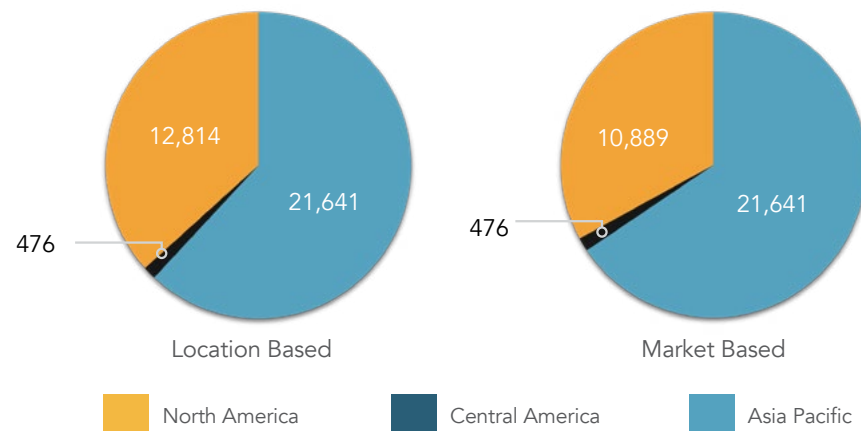
### GHG EMISSIONS

At Samtec, we recognize the importance of being mindful of our carbon footprint and the associated greenhouse gas emissions stemming from our operations. Going beyond just reporting, we have a steadfast commitment to diminishing our carbon footprint progressively over time.

Throughout 2023, we advanced our reporting capabilities while intensifying efforts to curtail Scope 1 and 2 emissions originating from our operations. In tandem with broadening our tracking parameters, significant headway has been made in instituting innovative processes and protocols, which have enabled Samtec to estimate our emissions more accurately.

Mirroring our initiative in 2022, we calculated our carbon footprints for Scope 1 and 2 using location-based and market-based approaches. Below you can see examples of each broken down by region.

Carbon Footprint - Scope 1 & 2 (MT CO2e)



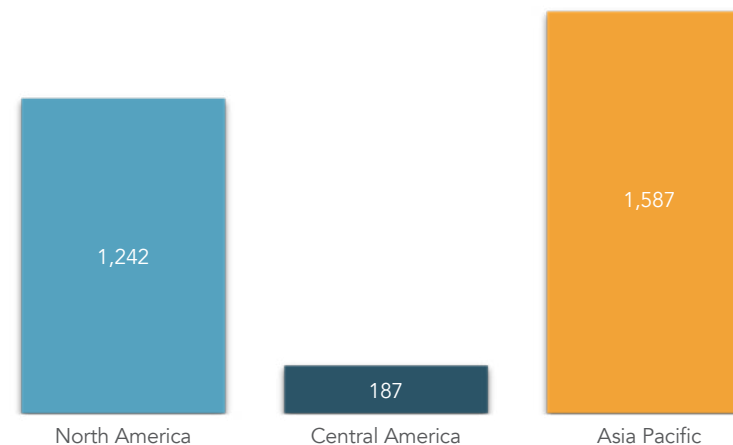
### Direct (Scope 1) GHG Emissions

When comparing our Scope 1 emissions to our Scope 2, it is certainly the smaller of the two categories, but they are still an important part of the narrative. Scope 1 emissions are intricately tied to our operations, over which Samtec has significant control. As we move forward in our greenhouse gas programming and reduction efforts, Samtec will evaluate and consider opportunities to reduce or mitigate impacts tied to this category of emissions.

### Energy Indirect (Scope 2) GHG Emissions

Scope 2 emissions continued to constitute most of the Scope 1 and 2 emissions. Given the nature of Samtec’s operations, electricity consumption in component manufacturing stands as the significant contributor to these emissions. Over time, we intend to address this category of emissions via internal reduction efforts or investments, such as solar or energy efficiency improvements. In addition, we will strategically leverage Certified Renewable Energy Credits (RECs) to mitigate the overall impact of our Scope 2 emissions.

Scope 1 Emissions by Region (MT CO2e)

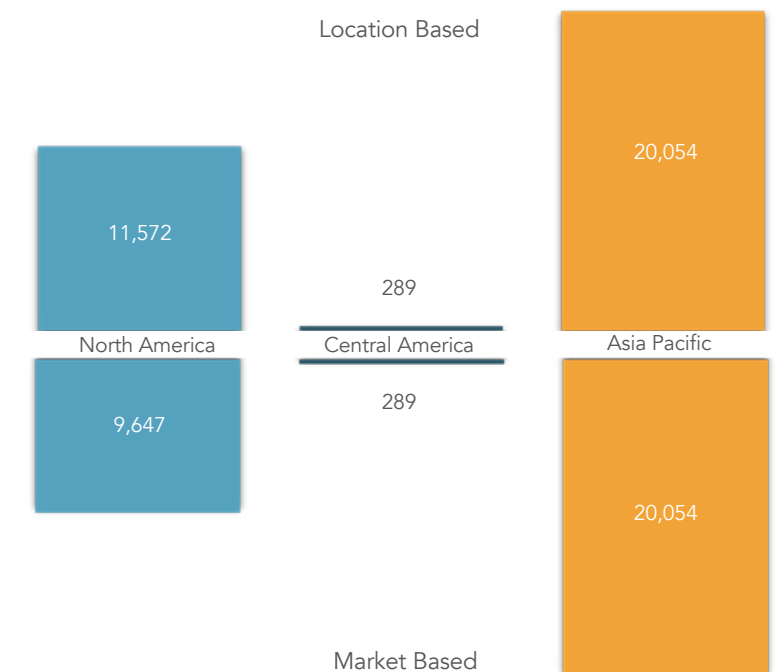


The charts below detail our market-based and location-based Scope 2 emission footprints. Having Green Power Agreements in Colorado Springs, CO, and Scottsburg, IN, as well as installing solar panels at the Johor Bahru facility in 2023 helped to decrease the Scope 2 emission footprint.

### GHG Emissions Intensity

Samtec has evaluated our Scope 1 and 2 Emission Intensity rating using total annual revenue as the business specific metric. This approach considers emissions associated with our most significant operations across our global footprint and normalizes it over time using revenue as a key business indicator.

Scope 2 Emissions by Region (MT CO2e)



Considering the nature of the components we produce, our business model, and the projected sales trajectory, we maintain that calculating and tracking our carbon footprint using a GHG intensity rating is the most suitable indicator and evaluation metric for our progress in estimating and, ideally, reducing our carbon footprint over time.

For 2023, our Scope 1 and 2 Emission Intensity rating was 36.8 MT CO<sub>2</sub>e per \$1 Million in revenue.

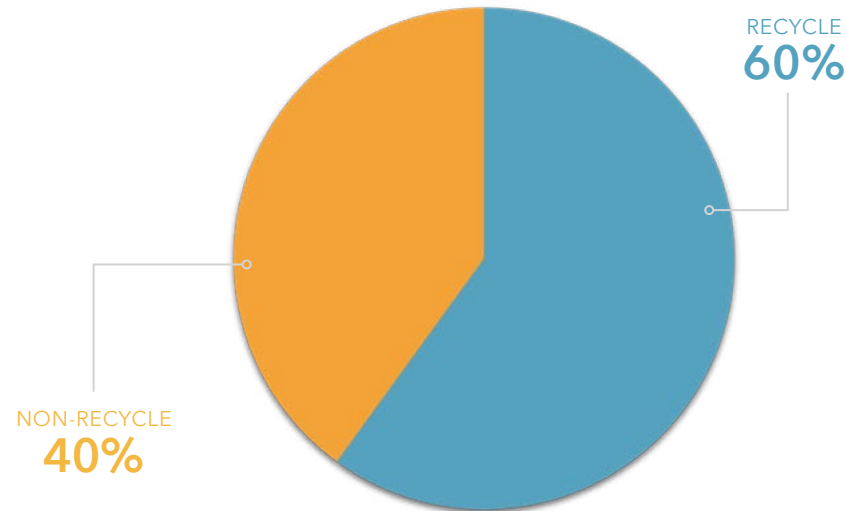
**WASTES**

Samtec acknowledges the waste generated within our operations and has established procedures for tracking wastes across our global network. Recognizing the significance of waste management, we emphasize not only awareness of waste volume, but also the importance of exploring opportunities for circular economies wherever feasible.

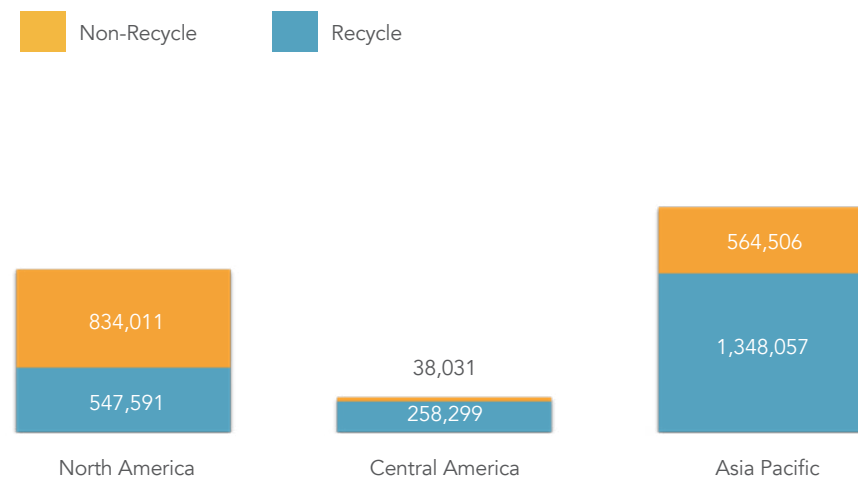
Consequently, we have implemented standardized procedures throughout our operations to accurately measure, segregate, and repurpose or recycle waste materials. As an organization committed to sustainability, Samtec is dedicated to gaining a comprehensive understanding of our operational waste and actively pursuing avenues for circular economic practices.

In 2023, roughly 60% of the wastes tied to our operations globally were recycled by Samtec or an approved waste management partner. For further insights into our global waste generation, please refer to the accompanying data and charts provided below.

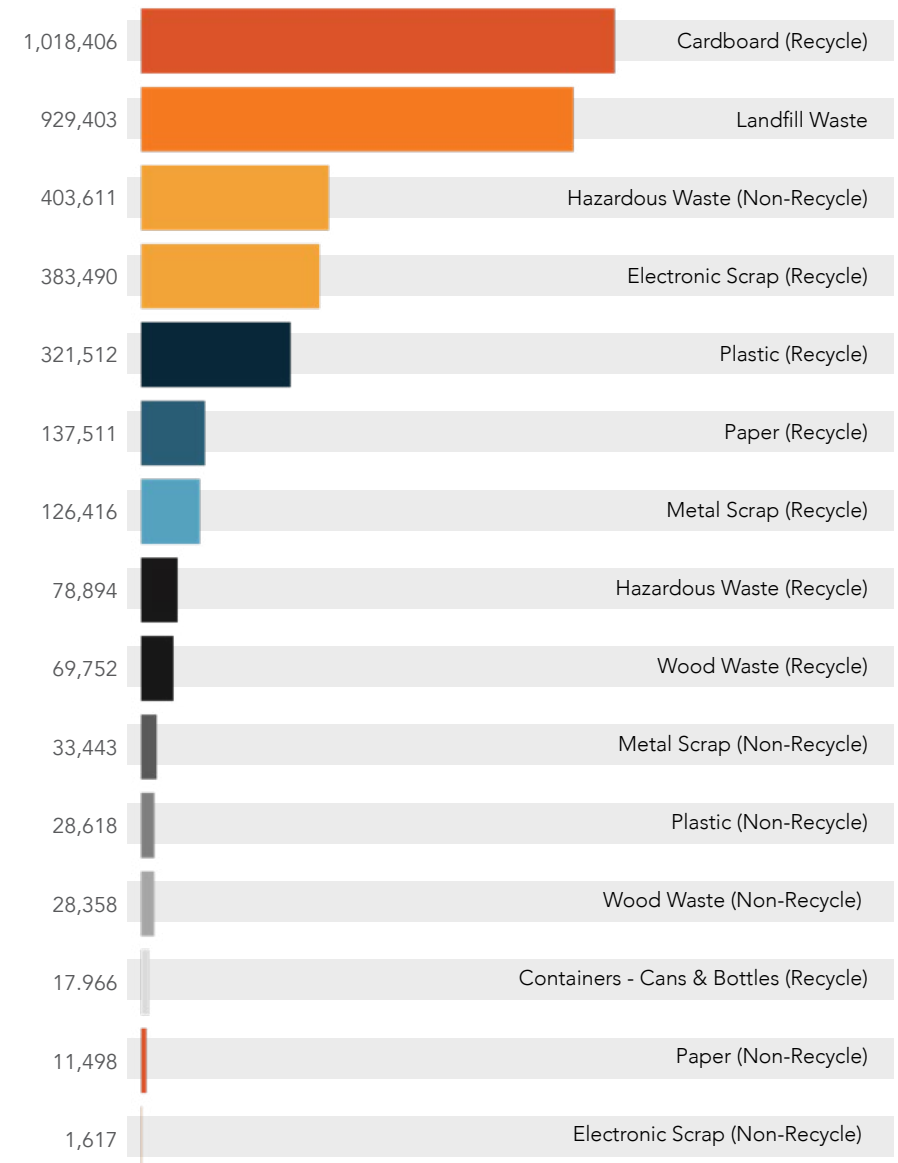
**Global Waste Recycle Rates**



**Global Waste Recycle Rates (lbs.)**




**Global Waste Total (lbs)**






# UNGC & SDG

## UNITED NATION GLOBAL COMPACT PRINCIPLES

 **HUMAN RIGHTS**  
PG. 28 - 29, 30 - 32, 34


1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human right abuses.

 **LABOR STANDARDS**  
PG. 13 - 15, 30 - 32, 34

3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The effective abolition of child labour.
6. The elimination of discrimination in respect of employment and occupation.

 **ENVIRONMENT**  
PG. 35 - 40

7. Business should support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.

 **ANTICORRUPTION**  
PG. 30 - 32, 34

10. Business should work against corruption in all its forms, including extortion and bribery.

## SUSTAINABLE DEVELOPMENT GOALS



PG. 17 - 20, 24 - 26



PG. 17 - 20, 24 - 26



PG. 17 - 20, 24 - 26, 28 - 29



PG. 17 - 20, 22, 24 - 26



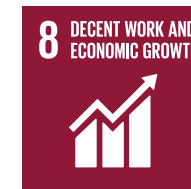
PG. 13 - 15, 22, 24



PG. 38



PG. 36 - 39



PG. 10, 11, 17 - 20



PG. 7, 8, 10



PG. 14 - 16, 22



PG. 24 - 26



PG. 40



PG. 36 - 37



PG. 36 - 40



PG. 36 - 40



PG. 31, 32



PG. 24 - 26, 36 - 37



# GRI INDEX

GRI

Statement of Use	Samtec Inc. has reported the information cited in this GRI content index for the period January 1st, 2023 thru December 31st, 2023 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD NUMBER	DISCLOSURE	PG.	GRI STANDARD NUMBER	DISCLOSURE	PG.
GRI 2: General Disclosures 2021	2-1 Organizational details	9-11	GRI 306: Waste 2020	306-3 Waste generated	40
	2-2 Entities included in the organization's sustainability reporting	13		306-4 Waste diverted from disposal	40
	2-3 Reporting period, frequency and contact point	5		306-5 Waste directed to disposal	40
	2-4 Restatements of information	5	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	34
	2-7 Employees	13-15		308-2 Negative environmental impacts in the supply chain and actions taken	30-32
	2-14 Role of the highest governance body in sustainability reporting	7	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	15
	2-22 Statement on sustainable development strategy	7		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	17
	2-23 Policy commitments	30-32		401-3 Parental leave	18
	2-24 Embedding policy commitments	32	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	27-29
	2-26 Mechanisms for seeking advice and raising concerns	32		403-2 Hazard identification, risk assessment, and incident investigation	27-29
	2-27 Compliance with laws and regulations	30-32		403-3 Occupational health services	27-29
	2-28 Membership associations	11		403-4 Worker participation, consultation, and communication on occupational health and safety	27-29
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	17		403-5 Worker training on occupational health and safety	27-29
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	13		403-6 Promotion of worker health	27-29
GRI 202: Market Presence 2016	204-1 Proportion of spending on local suppliers	34		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27-29
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	30-32		403-8 Workers covered by an occupational health and safety management system	27-29
	205-2 Communication and training about anti-corruption policies and procedures	30-32		403-9 Work-related injuries	27-29
	205-3 Confirmed incidents of corruption and actions taken	30-32		403-10 Work-related ill health	27-29
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30-32	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	21-22
GRI 302: Energy 2016	302-1 Energy consumption within the organization	38		404-2 Programs for upgrading employee skills and transition assistance programs	21-22
	302-3 Energy intensity	38		404-3 Percentage of employees receiving regular performance and career development reviews	21-22
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	38	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	30-32
	303-4 Water discharge	38	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	30-32
	303-5 Water consumption	38	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	23-26
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	39	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	34
	305-2 Energy indirect (Scope 2) GHG emissions	39		414-2 Negative social impacts in the supply chain and actions taken	34
	305-4 GHG emissions intensity	39	GRI 415: Public Policy 2016	415-1 Political contributions	30-32
	305-5 Reduction of GHG emissions	36	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	30-32