

CREATING A **CONNECTED** FUTURE



2024 SUSTAINABILITY REPORT



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As we look back on the past year, I am pleased to share with you Samtec's 2024 Annual Sustainability Report. This report outlines our continuing commitment to responsible business practices and our evolving efforts to create positive, measurable impacts across environmental, social, and governance dimensions.

At Samtec, sustainability isn't just an initiative, it helps guide us as we find new ways to grow. This past year, we've advanced our sustainability journey by aligning our actions with our Samtec Sustainability Goals (SSGs) and the priorities identified in our Materiality Assessment. Our efforts continue to align with the UN Global Compact and its principles, serving as a foundation for our broader global impact.

Environmental Action

We've made great strides in reducing our environmental impact. This includes enhancing our energy efficiency, minimizing waste, and optimizing water usage. A growing portion of our energy now comes from renewable sources, and we continue to strengthen our emissions tracking by expanding into Scope 3 categories and enhancing the accuracy and scope of our data. We're proud to have been awarded an EcoVadis Bronze Medal and to have improved our CDP score, demonstrating our commitment to sustainability and transparency.

Commitment to People and Communities

At Samtec, our Service philosophy has always been at the heart of our success, service to our customers, and to our associates who make Samtec what it is. We actively support the communities where we live and work, focusing on education, well-being, and causes that reflect our values and create meaningful, lasting impact.

Strong Governance and Ethical Standards

We are committed to upholding ethical standards across all regions where we operate, ensuring full compliance with local laws and regulations. Our policies also extend to our suppliers, reflecting our dedication to shared values and building strong, trusted partnerships.

Looking Ahead

While we're proud of our progress, we recognize that sustainability is an ongoing pursuit. In the year ahead, we will continue to innovate, collaborate, and enhance our practices in alignment with global frameworks. Our focus remains on building systems and solutions that are not only sustainable but scalable, delivering long-term value for our business and society.

Thank you for your continued support and interest in Samtec's sustainability efforts. We invite you to explore the full report and connect with our Corporate Sustainability team at corporatesustainability@samtec.com.

John Shine, President and CEO





ABOUT THE REPORT

The Samtec Sustainability Report is developed annually and covers a 12-month reporting period. 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 for over a decade, and this will be our 13th report. This year's report covers the 2024 calendar year and was published in July 2025.

As in previous years, some indicators may have corrections or restatements. This is likely due to modifications in our methodology for monitoring and collecting data related to these items. Corrections or restatements will be clearly noted in the relevant sections or in the GRI table at the end of the report.

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

Over the past year, Samtec has continued to evolve and expand our sustainability initiatives globally. We believe these efforts are leading to more significant and impactful engagements with our facilities,

associates, and the local communities where they are located.

Samtec is pleased to highlight many of the initiatives from this past year, along with the achievements related to our 2024 goals and newly established goals for 2025, which are first published in this year's report. Please direct any comments or questions about this report or Samtec's sustainability efforts to corporatesustainability@samtec.com.



At Samtec, we embrace a holistic approach to sustainability, recognizing the equal importance of Environmental, Social, and Governance (ESG) pillars. Our global commitment ensures balanced support for each pillar. Understanding that sustainability solutions must be tailored, we focus on crafting plans that align with our organization and stakeholders' expectations.

Our sustainability efforts are guided by globally recognized frameworks, including the United Nations Global Compact (UNGC), the Global Reporting Initiative (GRI), and the Greenhouse Gas Protocol. Independent assessors like the Carbon Disclosure Project (CDP) and EcoVadis rigorously evaluate our initiatives, ensuring accountability and continuous improvement. We are proud to announce that our recent corporate scores meet or exceed industry and global averages. Notably, we increased our EcoVadis score from 57 to 64 and our water CDP score to a B. We are very proud of these achievements, which reflect our ongoing commitment to enhancing our sustainability practices and transparency.



Our sustainability team works closely with stakeholders across the organization to assess, develop, and implement initiatives that meet their needs and align with corporate expectations and sustainability goals. We maintain transparent communication with upper management through 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)

Our sustainability team has established five key Areas of Focus for Samtec Sustainability, known as Samtec Sustainability Goals (SSGs). These goals are designed to guide our sustainability efforts now and into the future. The five areas of focus are Environmental, Equal Opportunity, Ethical Business, Innovation, and Quality of Life.

These Areas of Focus were developed based on the 17 UN Global Compact's Sustainable Development Goals (SDGs) and 10 Principles, which served as the foundation for our SSGs. This initiative was aimed at defining essential focal points for our sustainability program and effectively communicating them to our key stakeholders globally.

We revitalized our internal sustainability messaging to better engage stakeholders, ensuring our efforts meet the needs and expectations of external stakeholders. This approach allows us to move forward with a clear and impactful strategy.

Leveraging strategic data and insights from our Materiality Assessment, we have refined our framework to drive and implement sustainable initiatives globally. We remain aligned with the UN's 17 Sustainable Development Goals, meeting international standards and stakeholder expectations. This streamlined approach enhances our sustainability efforts and focuses our engagement with internal stakeholders, creating a win-win solution.

MATERIALITY ASSESSMENT

The Samtec Sustainability Team conducted a comprehensive Materiality Assessment to identify and prioritize the **Environmental, Social, and Governance (ESG)** issues that impact our business and are important to our key stakeholders.

Goals of the Assessment:

Interact - Engage stakeholders strategically and non-intrusively.

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

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

We engaged with four vital stakeholder groups: global associates, key customers, suppliers, and significant community groups in our operational areas. This engagement provided unique insights into which sustainability topics were most important to them and critical to our business interests.

We reviewed six globally recognized sustainability frameworks to identify relevant topics, producing a list of over 50 general topics for consideration. We then narrowed this list to the top 20 most frequently referenced topics across the frameworks, assuming these are the most important and should be the focus of our assessment and stakeholder engagement.

To integrate these topics with our sustainability framework, we grouped the top 20 topics into the most appropriate Samtec Sustainability Goal (SSG) categories. Through our engagement with stakeholders, we asked specific questions to gain insights on which SSGs and specific sustainability topics were most relevant to them. The data collected during the materiality assessment represents aggregated insights obtained from all stakeholders.

This assessment continues to drive our sustainability program forward, enabling Samtec to implement initiatives that are accountable, authentic, and actionable. By using these insights, we ensure our efforts are aligned with both internal and external expectations, fostering a sustainable future for our organization.

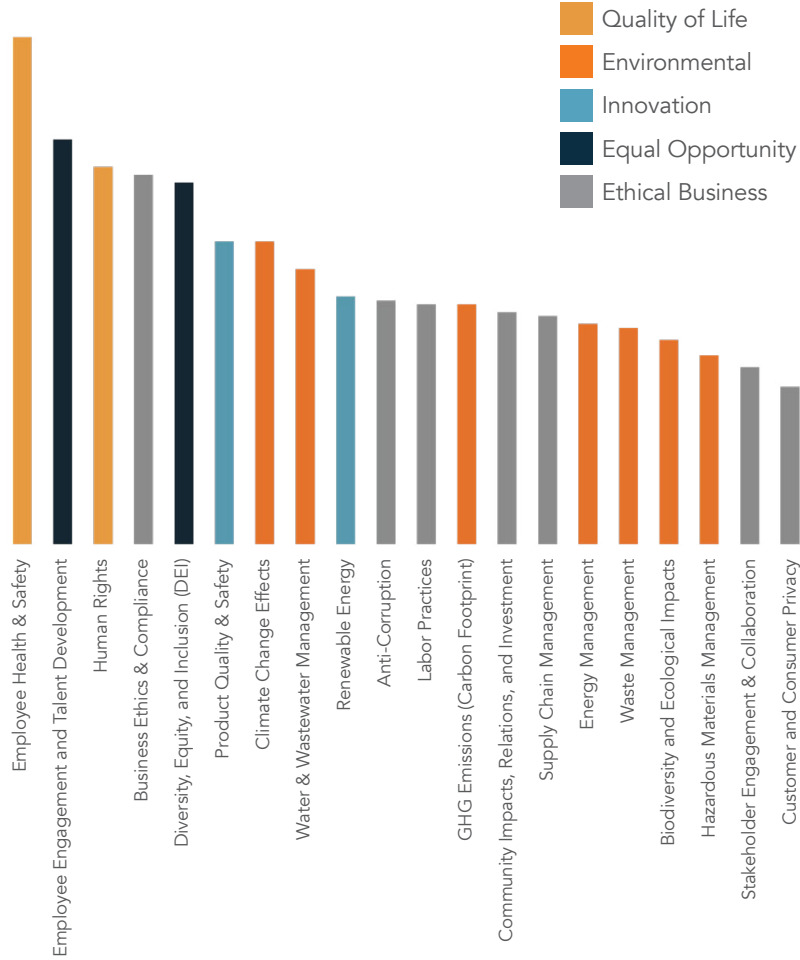
PROGRESS AND IMPACT

To illustrate our commitment and progress, we have compiled visual data that reflects how our initiatives align with our SSGs and the insights from our Materiality Assessment. This data highlights our achievements and demonstrates the impact of our sustainability efforts.

By presenting this information, we aim to provide a clear and transparent view of our efforts, showing how they contribute to our overall mission and focus. This approach not only reinforces our dedication to sustainability but also ensures that our stakeholders are well-informed about our ongoing initiatives and their outcomes.



Sustainability Topics - Materiality Findings



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



COMPANY OVERVIEW

Human connections are transformative and powerful, just like hardware connections in high-tech industries. Samtec excels in interconnect technologies across various sectors including industrial, medical, automotive, communications, and aerospace/defense applications.

Since its founding in 1976, Samtec has prioritized **customer care**, **environmental responsibility**, and **employee welfare**.

Headquartered in New Albany, Indiana, with over 7,000 employees in more than 40 global locations, Samtec offers a friendly and flexible work environment along with versatile benefits for its associates.

Samtec’s integrated technology teams collaborate freely, fostering innovation in product development. The company provides comprehensive design assistance and engineering support, ensuring full system optimization from bare die to PCB and back.

Samtec designs systems that demand high transmission speeds, bandwidths, frequencies, and densities while addressing scalability, power, thermal management, and cost. Their solutions include high-speed board-to-board, high-speed cables, optics, RF, rugged/power, and flexible stacking.

The Samtec **Sudden Service**® model supports customers worldwide through numerous sales offices, design centers, operations and

inventory locations. Services include **MySamtec**™ account access, custom quotes within 24 hours, and rapid shipping of parts and samples.

MEMBERSHIPS & ASSOCIATIONS

- AMCHAMs (Malaysia, Costa Rica, Taiwan, China, etc)
- FORGE | From Prototype to IMPACT (forgeimpact.org)
- Indiana Chamber of Commerce
- National Association of Manufacturers NAM
- One Southern Indiana
- Silicon Crossroads Microelectronics Commons Hub
- 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](#)
- EcoVadis
- CDP



Founded in 1976



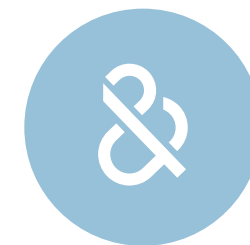
Headquartered in New Albany, IN



7,000+ Associates



2024 Revenue \$875 Million



D&B Rating 5-A1



NEW PRODUCT SPOTLIGHTS

SPOTLIGHT: MEDICAL IMAGING

Medical imaging, including MRIs, PET Scans, CT Scans, and high-resolution ultrasounds, requires high-precision, high-data-rate electronics that quickly transmit large volumes of data from the device's detector to the processing unit. These data rates are crucial to provide enhanced image quality and resolution, improved diagnostic accuracy, and increased efficiency for both patients and healthcare providers.

While there is a wide range of electronic medical applications, many share the same requirements for their interconnects: high-speed performance, reliability, ruggedness, high mating cycles, protocol compliance, and small form factors. Samtec's catalog of high-speed, high-power, and RF interconnects are ideally suited to serve the medical market. For applications that require it, Samtec offers a range of rapid customization options.



SPOTLIGHT: AVIONICS COMMUNICATIONS

Aviation communication systems are evolving rapidly, driven by increasing demand for in-flight connectivity, enhanced safety, and advanced air traffic management. Key trends include the integration of satellite communications for broader coverage, the rise of AI for predictive maintenance and data analysis, and the development of software-defined radios to adapt to different communication standards and protocols.

Samtec interconnects are designed to meet and exceed the demanding, well-defined requirements of avionics electronics. Their connector systems are rugged, reliable, temperature-resistant, able to withstand high shock and vibration applications, provide low loss for RF signals, and are compact enough to fit into tight spaces.



SPOTLIGHT: HPC/SUPERCOMPUTING

High-Performance Computing is a rapidly evolving field with several significant trends shaping its future. Trends include AI and Machine Learning, Exascale Computing (can perform one quintillion calculations per second), cloud-based computing (more accessible and cost-effective), quantum computing, energy efficiency, and edge computing (bringing computation closer to the data source to improve speed and performance).

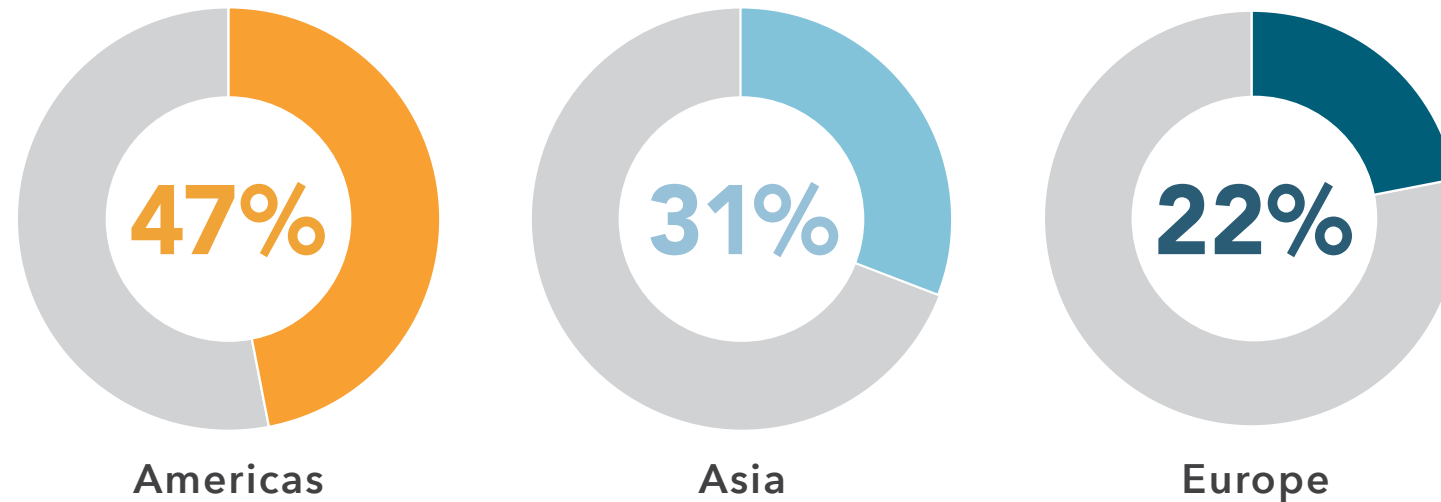
Handling massive amounts of data, high-performance computers and supercomputers require flexible interconnect systems optimized for digital and thermal performance. These intensive computer tools are deployed by scientists, engineers, and researchers across a range of applications, including weather forecasting, oil/gas exploration, machine learning, and artificial intelligence. Samtec products enable HPC/supercomputing applications from the backplane-to-cable and from board-to-board, making high-performance, complex designs possible. Samtec offers full-system optimization support with industry-leading signal-integrity design expertise; characterization and development assistance; and online design and development tools.



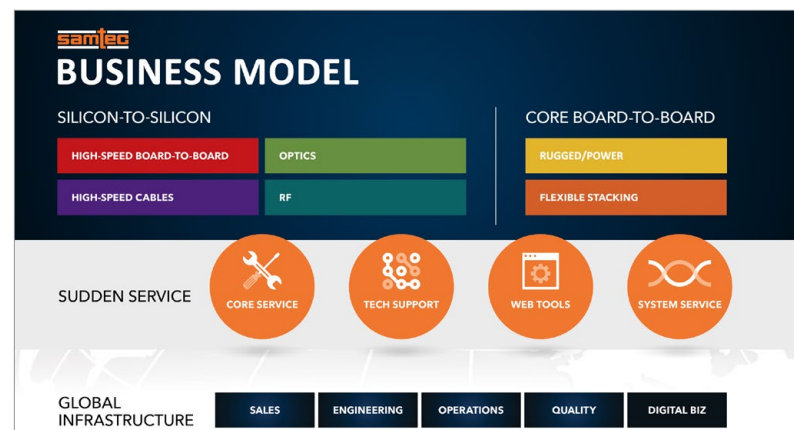
AWARDS

- Zoll Medical Supply Chain Hero Award for our commitment to helping them deliver life-saving medical devices
- [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 \(2021, 2022, 2023, 2024\)](#)

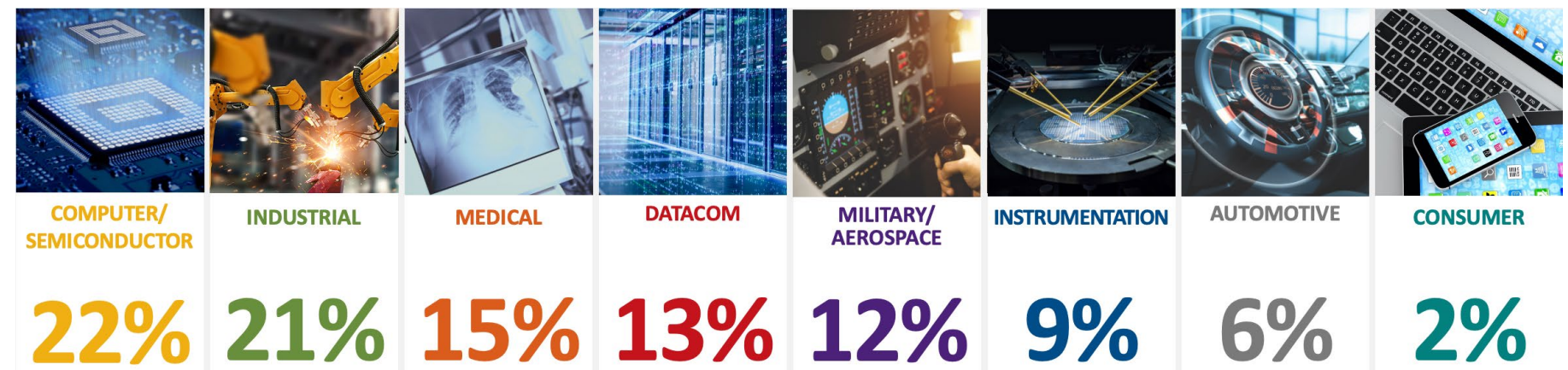
Shipments by Region



Company Business Model



Global Markets Served | Percent of Sales





GLOBAL WORKFORCE

Since our incorporation in 1976, Samtec has grown from a small operation into a truly global organization. Today, we operate in more than 40 locations and serve customers across 125 countries.

Our global footprint is also reflected in our workforce: over 70% of Samtec associates are based outside of North America, and more than half speak English as a second language. This diversity is a core strength of our business and is further illustrated in the data provided throughout this section of the report.

We are deeply committed to supporting the communities in which we operate. Whenever possible, we prioritize hiring locally, typically within a 50-mile radius of our facilities. This approach not only strengthens local economies but also fosters cultural alignment and long-term employee engagement.

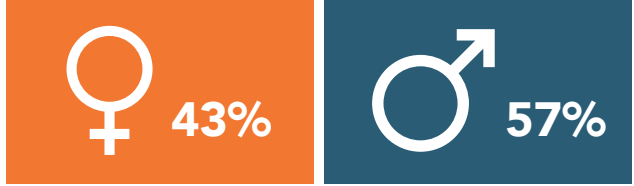
More than 80% of our senior management roles are held by individuals local to their specific sites. These leadership positions are defined by the scope of responsibility, not tenure, and

carry global influence in shaping strategies across key business functions including product development, sales, finance, and operations. Our senior leaders work cross-functionally to align local expertise with Samtec’s global vision, ensuring consistent direction, innovation, and excellence across all regions.



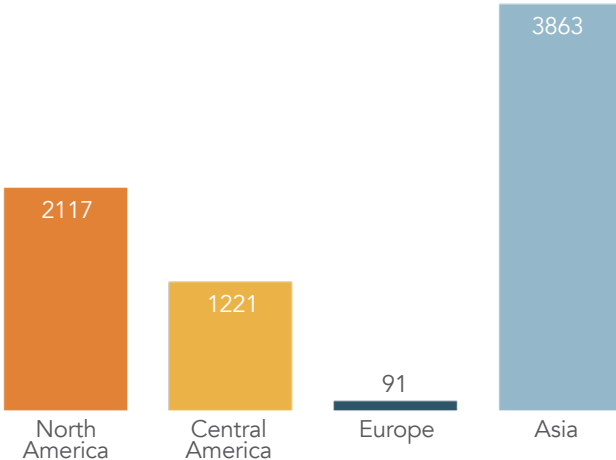
Total Workforce **7,292**
*as of April 8, 2025

Female & Male Associates



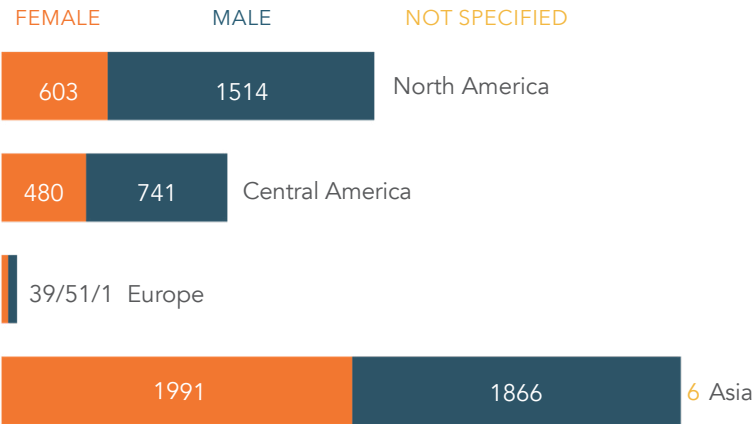
13 DESIGN CENTERS	14 OPERATION FACILITIES	24 SALES OFFICES	125+ SALES SUPPORT	7K+ GLOBAL EMPLOYEES
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Workforce by Region



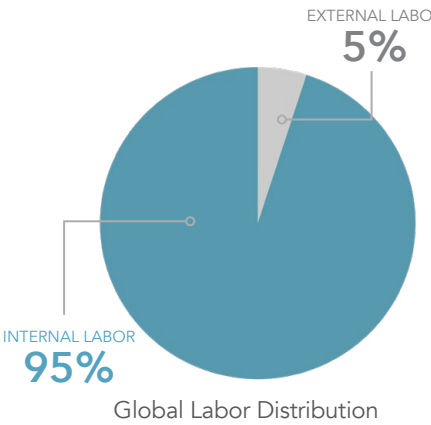
* South America included in Central America and Australia/New Zealand included in Asia

Gender Distribution by Region



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

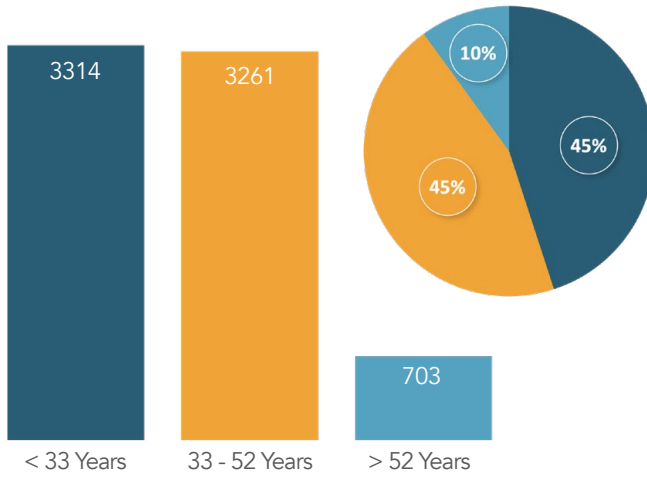
Gender Labor Breakdown by Region



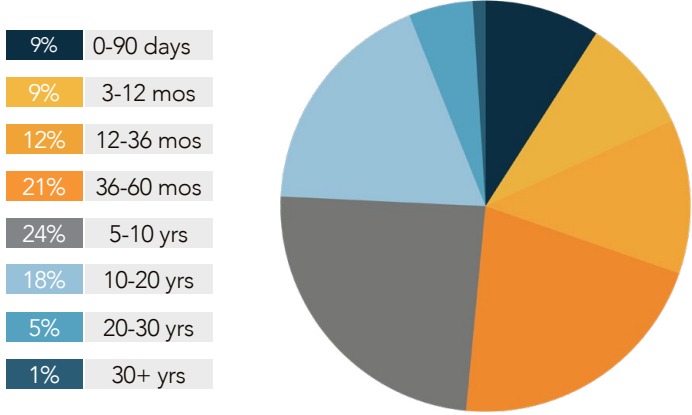
COUNTRIES	INTERNAL LABOR			EXTERNAL LABOR	
	Female	Male	Not Specified	Female	Male
North America	602	1497	0	1	17
Central America	480	739	0	0	2
Europe	39	51	1	0	0
Asia	1863	1664	6	128	202
Total	2984	3951	7	129	221

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

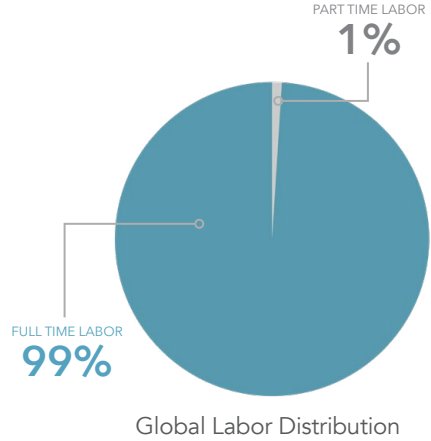
Associate by Age



Associate Length of Service



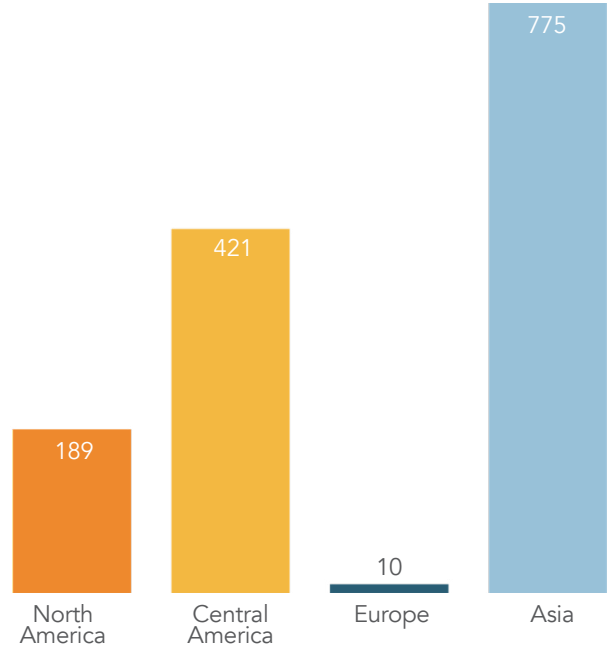
Gender Part Time / Full Time Breakdown by Region



REGION	PART TIME		FULL TIME	
	Female	Male	Female	Male
North America	20	55	583	1459
Central America	4	17	476	724
Europe	2	1	37	50
Asia	1	8	1990	1858
Total	27	81	3886	4091

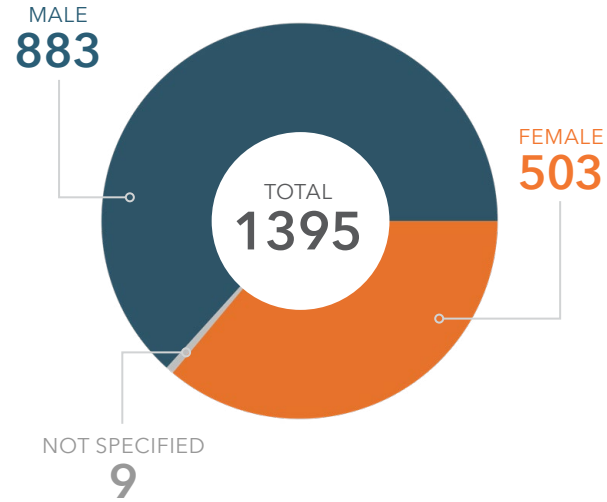
* South America included in Central America and Australia/New Zealand included in Asia

Hires by Region

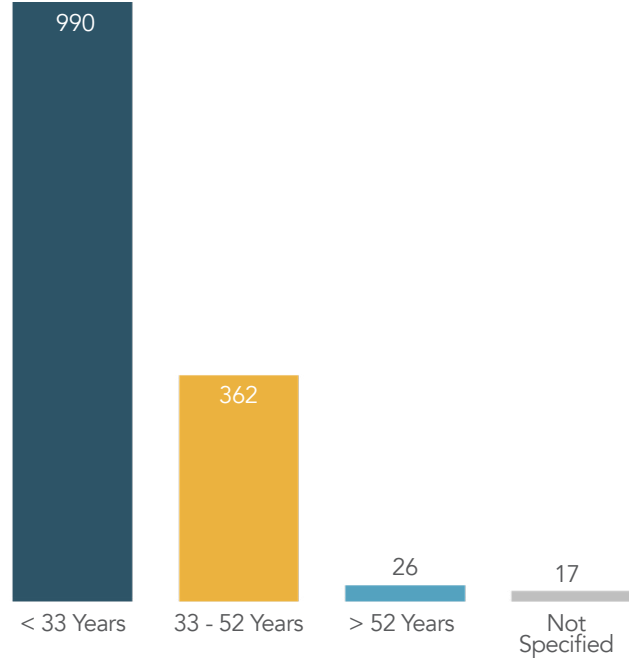


* South America included in Central America and Australia/New Zealand included in Asia

Hires by Gender



Hires by Age



Samtec 2024 Annualized Turnover (TO) Rate

1.36% | Samtec TO Rate

1.72% | Direct TO Rate

0.85% | Indirect TO Rate





PEOPLE MATTER

At Samtec, we believe that our people are the heart of everything we do. Their diverse skills, global perspectives, and dedication to excellence are what drive our innovation, customer service, and company culture forward. Simply put our success wouldn't be possible without them.

That's why we invest in our associates' well-being, growth, and overall experience. From providing the tools to support professional development to offering benefits that promote work-life balance and personal wellness, we're committed to helping our team thrive.

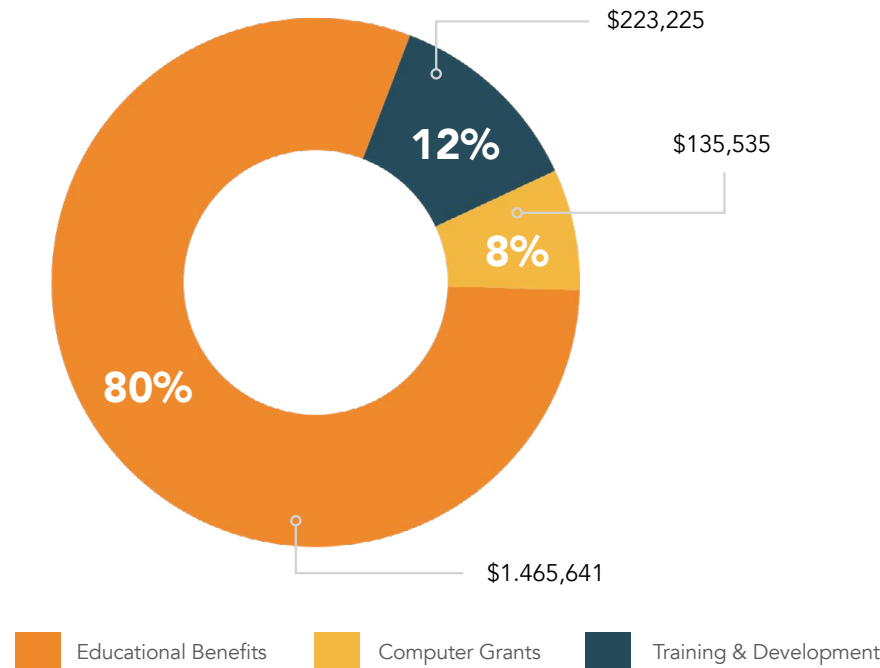
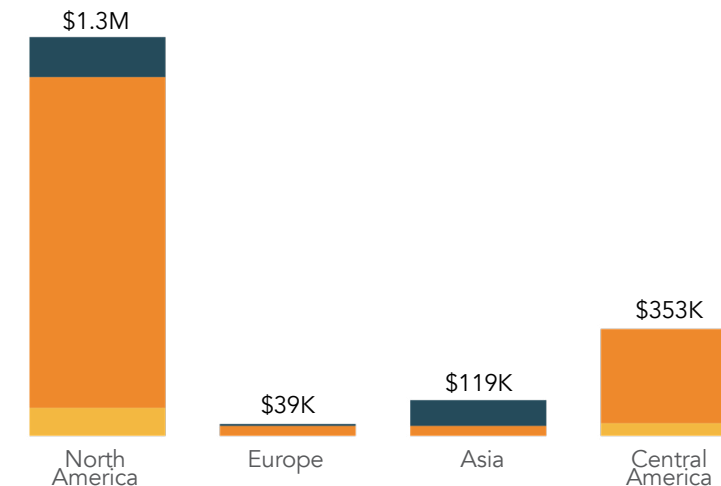
Recognizing that our associates are integral to the company's continued success, we offer a broad array of benefits and programs designed to support their personal and professional growth. Our global approach ensures that every associate, regardless of location, has access to valuable resources to improve their work and life balance. This is an integral part of our culture, where we foster a workplace where associates feel valued, supported, and empowered.

GLOBAL BENEFITS & PROGRAMS

- Computer Grants
- Tuition & Educational Assistance
- External Training & Development Opportunities
- Comprehensive Retirement & Health Care Plans (US & International Associates receive plans in accordance with local government requirements)
- Mental Wellness / Counseling (EAP) (New Albany)
- Physical Wellness Screenings & Vaccination Clinics
- Financial & Estate Planning (New Albany)
- Maternity / Paternity Leave
- Support through the Samtec Associate Foundation

These programs are a reflection of our ongoing commitment to providing a supportive and empowering environment for all associates, enabling them to thrive both personally and professionally.

2024 Investments by Region



PERSONAL & PROFESSIONAL DEVELOPMENT

We're committed to fostering continuous learning and professional development. We understand that supporting our associates in their growth leads to stronger teams and a more innovative company. To that end, we offer a variety of resources and opportunities to help associates reach their full potential, including:

- Tuition Reimbursement
- Educational Grants
- Job Skills Training
- External Learning Opportunities

Our goal is to equip every associate with the tools and resources needed to excel in their current roles and reach their future career aspirations. Whether they're advancing in their current role or exploring new opportunities within Samtec, we ensure associates have the support they need to grow professionally.

RETIREMENT & HEALTHCARE BENEFITS

Samtec offers a competitive retirement plan along with comprehensive healthcare coverage. International associates are covered in accordance with the health and retirement regulations mandated by their respective governments.

PARENTAL LEAVE

Global Total	Male	Female	Total
Total # of Employees Entitled to Parental Leave	2459	2131	4590
Total # of Employees that Took Parental Leave	168	184	352
Total # of Employees who Returned to Work after Parental Leave Ended	168	150	318
Total # of Employees that Returned to Work after Parental Leave Ended Still Employed 12 Months After Return to Work	161	136	297
Return to Work Rate	100%	81.52%	90.34%
Retention Rate	96%	74%	84%

All data reflective of 2024 calendar year, unless otherwise noted.

SAMTEC ASSOCIATES FOUNDATION

The Samtec Associate Foundation is a 501(c)(3) nonprofit established to support associates facing unexpected personal hardship or crisis. Whether it's a natural disaster, significant medical bills, or the loss of a loved one, the foundation provides confidential assistance funded by contributions from associates and company-sponsored initiatives.

The Foundation embodies our culture of care and reflects our commitment to standing by our associates when it matters most.

REGIONAL BENEFITS, INITIATIVES & PROGRAMS

EDUCATION AND SCHOOL SUPPORT

Samtec is committed to supporting the educational journey of associates and their families. In Costa Rica, the School Start Support program provided assistance at the beginning of the school year, donating 875 school supply packages to associates and offering additional help to 21 associates facing greater financial need. The Scholarship Program in Costa Rica also played a significant role, supporting 60 associates each month in pursuing academic growth, resulting in five language scholarship graduates, seven technical scholarship graduates, and six university scholarship graduates. Similarly, in Vietnam, Samtec celebrated the academic achievements of employees' children through a special recognition program, awarding gifts to 64 families whose children achieved good or excellent school results. These initiatives reflect Samtec's broader commitment to empowering associates and their families through learning, development, and academic success.

HEALTH AND WELLNESS INITIATIVES

Samtec places a strong emphasis on supporting the health and well-being of its associates globally. In Costa Rica, the Annual Health Plan delivered important services, including an Influenza Vaccination Campaign where 600 associates were vaccinated, and a World Breast Cancer Day initiative that provided mammogram screenings to 17 associates. At the Huizhou facility in China, 1,069 associates received comprehensive physical health examinations, while in Vietnam, associates also benefited from an annual health check to ensure proactive healthcare. Samtec's commitment to mental health is visible at SME and New Albany locations, where associates have access to Employee Assistance Program (EAP) resources that provide confidential counseling support. In Costa Rica, 60 associates participated in the Comprehensive Wellness Program, which offers professional counseling

sessions aimed at promoting psychological and emotional well-being. In addition, Samtec enhances healthcare access through a personalized healthcare navigation app that empowers associates to manage their health benefits and find the care they need more easily.

EMERGENCY AND PERSONAL SUPPORT

Recognizing that life's unexpected challenges can place strain on associates, Samtec offers direct support through compassionate initiatives. In Costa Rica, the Internal Social Help program provided essential aid, assisting 58 associates through grocery purchases and supporting three associates facing urgent medical or health needs. In Vietnam, Samtec extended support to 399 associates through a sick leave and childbirth assistance program, helping employees manage significant personal life events with dignity and care. Across several locations, including Vietnam and others, Trade Union funds are also used to provide additional emergency support for associates facing serious illness, hospitalization, or family emergencies. To further strengthen this culture of care, Samtec hosts programs like the Associate in Need Raffle, where associates come together to raise funds and offer direct help to colleagues in difficult situations.



FESTIVE AND RECOGNITION PROGRAMS

Fostering a sense of celebration, belonging, and recognition is central to Samtec's culture. In Costa Rica, the Secret Samtec for Christmas initiative brought holiday cheer by delivering 85 Christmas gifts to associates' children, benefiting 56 families and spreading joy during the festive season. In Vietnam, Samtec honored cultural traditions by gifting Tet (Vietnamese New Year) presents to associates, ensuring employees felt celebrated during this important national holiday. Other programs across regions recognized the educational achievements of employees' children and celebrated family milestones, reinforcing Samtec's commitment to building a supportive, family-oriented environment where associates feel valued both professionally and personally.

Through a holistic and heartfelt approach, Samtec strengthens the lives of its associates and their families across all global locations. These initiatives are a few of many that demonstrate a consistent focus on education, health and wellness, emergency support, and cultural celebration. These efforts reinforce Samtec's unwavering dedication to building a vibrant, resilient, and thriving community where associates and their families can flourish.





TRAINING & DEVELOPMENT

At Samtec, we believe that our associates are our greatest asset, and we are committed to continually investing in their professional and personal growth. We aim to foster a culture of continuous learning where associates are empowered to develop their skills and advance their careers.

LEARNING PLATFORMS

One key initiative supporting this vision is Samtec University, a global learning platform accessible to every Samtec associate in their native language. Samtec University is designed to eliminate barriers to education and inspire associates to pursue both technical expertise and interpersonal development. The curriculum spans a wide range of topics, including conflict management, emotional intelligence, leadership, time management, accountability, Samtec culture, and effective communication. Specialized technical courses focus on our products, processes, and system applications to ensure associates have the tools they need to excel. New courses are regularly introduced based on company priorities and associate feedback, with content tailored through data-driven insights. Associates are encouraged to contribute suggestions, ensuring that the learning experience continues to evolve and remain relevant to their needs.

EXTERNAL LEARNING OPPORTUNITIES

Beyond Samtec University, associates have free access to LinkedIn Learning, offering more than 16,000 courses across diverse professional and technical areas. When applicable, Samtec also provides financial support for associates to attend external courses and conferences, further reinforcing our commitment to lifelong learning and professional growth.

COACHING, MENTORSHIP, PROFESSIONAL GROWTH

Coaching and mentorship opportunities are actively promoted to help associates identify their strengths, build leadership capabilities, and enhance their overall career trajectories. Regular job-specific, professional development, and compliance trainings are an integral part of the Samtec experience, with many courses designed to be elective to allow associates to customize their development paths. On average, Samtec associates around the world engage in approximately 37 hours of training annually, demonstrating the company's strong investment in continuous education.

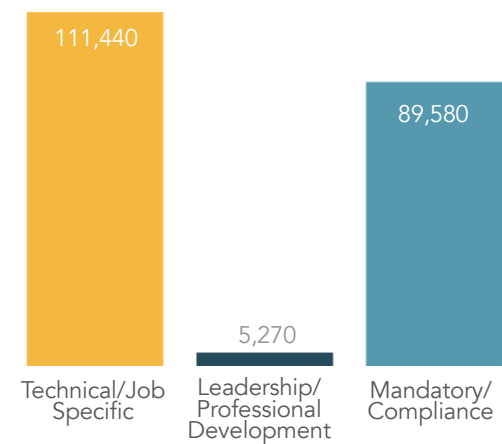
PERFORMANCE REVIEWS

Performance reviews at Samtec are a vital part of how we support associate growth and recognize achievements. Typically conducted on an annual basis, these reviews provide an opportunity for associates and supervisors to reflect on performance, set goals, and identify development opportunities.

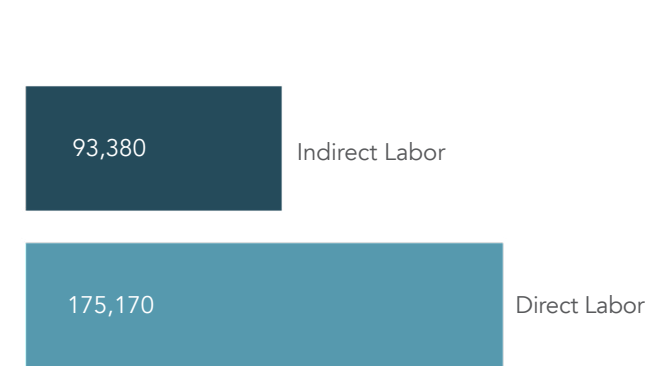
Each review assesses a range of key factors, including work quality and output, attendance, job knowledge, initiative, and professional attitude. Supervisors conduct evaluations through direct feedback while associates may also receive input via 360° surveys, which collect perspectives from peers, managers, and direct reports. This multi-source feedback model fosters greater self-awareness and promotes a culture of continuous improvement.

The review process is designed to be a collaborative dialogue, not just a formal evaluation, ensuring associates are aligned with team objectives, organizational goals, and their own career aspirations. Samtec remains committed to providing meaningful performance discussions that empower associates to realize their full potential.

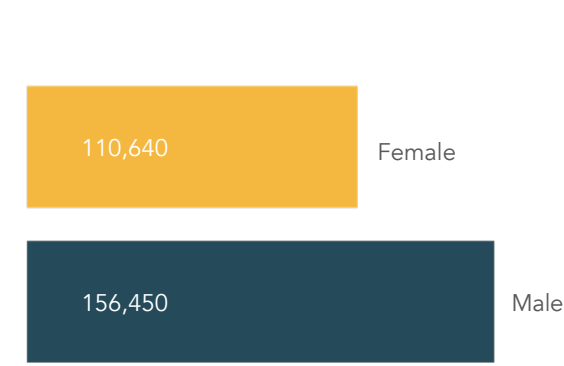
Training Hours by Type



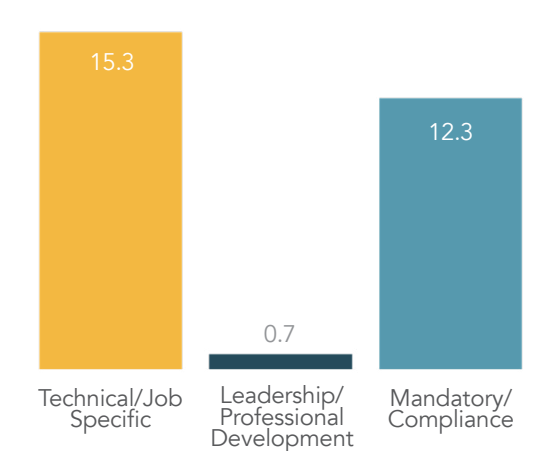
Training Hours by Labor Type



Training Hours by Gender



Average Training Hours per Associate



All data reflective of 2024 calendar year, unless otherwise noted.



COMMUNITY INVOLVEMENT

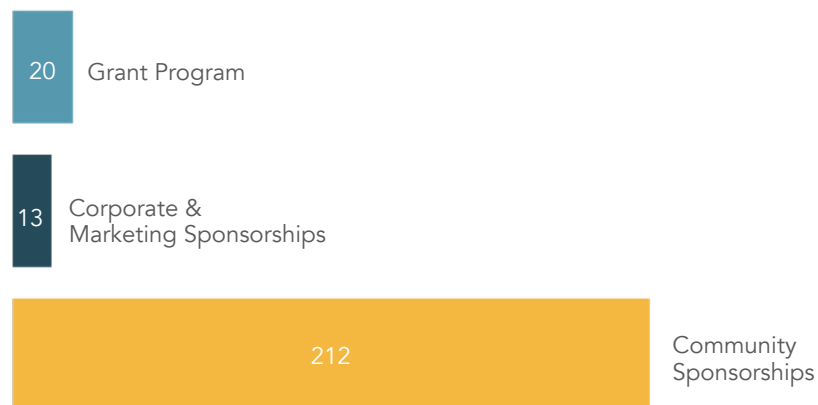
At Samtec, being a good corporate citizen is foundational to who we are. Our service-driven culture creates an environment where giving—whether through time, talent, or financial contributions—is a shared value, aimed at strengthening the communities where we live and work.

Since our founding, Samtec has been proud to support causes and organizations that align with our values, while fostering a spirit of service across our global locations. We regularly organize donation drives, volunteer efforts, and host nonprofit groups at our facilities to build deeper connections and encourage meaningful involvement.

Our approach to community giving is formalized through Samtec Cares, which focuses on four core areas of engagement:

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

Organizations Supported via Samtec Cares Programs



GRANT PROGRAM

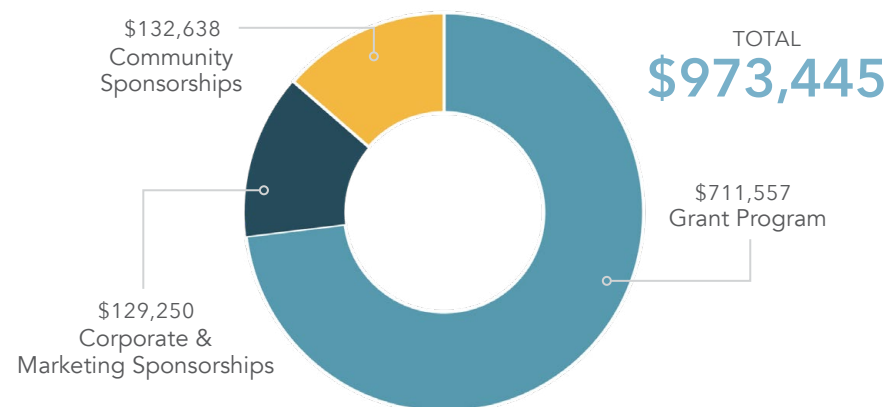
The Samtec Cares Grant Program exists to create measurable impact by supporting charitable organizations that make a difference in the lives of our associates and their neighbors. Each year, we rotate focus areas based on the priorities that matter most to our teams around the world.

Areas of focus include:

- **Community Development:** Strengthening the places where Samtec operates by supporting organizations that enhance the quality of life.
- **Health and Social Services:** Backing nonprofits that promote public health and provide aid to those in need.
- **Arts and Culture:** Enriching communities by funding programs that deliver creative and cultural opportunities.

In 2024, Samtec awarded more than \$710,000 in grants to 20 organizations, helping to catalyze positive change across a wide range of causes. Since launching the program in 2018, Samtec Cares has invested more than \$4.5 million in communities worldwide.

Total Giving Tied to Samtec Cares Programs



COMMUNITY SPONSORSHIPS

Through our Community Sponsorships, Samtec supports grassroots initiatives that have a direct link to our associates. Whether it's a STEM club, a local sports team, a theater production, or a charitable fundraiser, we believe that small contributions can make a big difference.

In 2024, we contributed nearly \$135,000 across more than 210 organizations, continuing to foster a strong network of community connections wherever Samtec operates.

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

Our Corporate and Marketing Sponsorships are designed to both support our communities and strengthen Samtec’s brand in ways that reflect our values. These partnerships help fuel major initiatives and events that align with our mission of community engagement and responsible leadership.

In 2024, Samtec contributed over \$120,000 to 13 organizations through these sponsorships, supporting efforts such as the Kentucky Derby Festival Foundation, Big Brothers Big Sisters, Junior Achievement, among other prominent causes.

VOLUNTEERING

Beyond financial contributions, Samtec believes in the power of giving time and expertise to create lasting change. We encourage our associates to volunteer for causes they are passionate about and support their efforts to make a difference.

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.

In 2024, Samtec associates collectively contributed thousands of hours volunteering in their communities, with significant participation in organizations such as Big Brothers Big Sisters and Habitat for Humanity, among many others.

At Samtec, we know that true success is measured not just by business performance, but by the positive impact we leave on the world around us. Through our giving, we remain dedicated to building stronger, healthier, and more vibrant communities today and for generations to come.

OTHER COMMUNITY INVOLVEMENT EFFORTS

At Samtec, giving back is a global value expressed through a wide range of associate-led efforts that enhance lives, strengthen communities, and reflect our culture of care. The following examples highlight just some of the many impactful initiatives carried out across our global locations in 2024.

SUPPORTING STUDENTS AND EXPANDING ACCESS TO EDUCATION

Samtec teams around the world helped make education more accessible and equitable.

- In Vietnam, associates awarded scholarships to 60 underprivileged students in Tam An, contributing approximately \$1,173 USD.
- Associates in Huizhou assisted in securing free education for 18 children of team members through government partnerships.
- In Colorado Springs, associates organized a School Supply Drive to support local students in need.

These efforts reflect our global belief in education as a long-term investment in community wellbeing.

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.

ADVANCING COMMUNITY HEALTH AND WELLNESS

Beyond workplace wellness, Samtec associates took action to improve public health in their communities.

- Vietnam and New Albany hosted blood drives, with New Albany holding five events throughout the year, collecting an average of 37 units per drive, while Vietnam collected 35 units.
- Associates in Sweden participated in blood donations and CPR training, building life-saving knowledge and skills.

- In Italy, Alfio Valastro continued a 30-year tradition of blood donation, contributing each cycle.
- Wilsonville associates raised \$530 for the American Heart Association, reinforcing our commitment to heart health.
- These collective efforts underscore Samtec’s dedication to healthier communities worldwide.



CHARITABLE GIVING AND DISASTER RELIEF

- From fundraising to in-kind donations, Samtec associates responded with compassion to those in need.
- In Costa Rica, the “8 Hours of Love” campaign raised over \$10,700 for terminally ill children.
- In Vietnam, associates contributed nearly \$1,956 USD to Typhoon Yagi relief, and provided essential goods to the Phuc Lam orphanage and underprivileged families in Dong Nai Province.

- Associates also participated in charity runs such as the GEMADEPT Run and a Covid-19 support event, raising funds for various causes.
- In Germany, the team donated €1,000 to Aktion Brücke for a homeless outreach Christmas celebration and assembled holiday bags for over 100 children at a local kindergarten.
- These activities demonstrate our associates’ readiness to help in both everyday and emergency situations.

COMMUNITY ENGAGEMENT THROUGH VOLUNTEERING

Hands-on service remains at the heart of our global outreach efforts.

- In New Albany, associates adopted 100 angels through the Salvation Army’s Angel Tree program and supported toy drives, disaster relief donations, and an American Heart Association fundraiser.
- In Penang, associates visited a nursing home during the Mid-Autumn Festival, sharing snacks and companionship, and donated a laptop, printer, and supplies to a Special Children’s Centre.
- In Dōngguǎn (DG), associates organized inclusive holiday events for individuals with disabilities, bringing joy to often-overlooked groups.

GLOBAL ACTS OF KINDNESS

Samtec associates showed remarkable initiative with personal contributions that had global reach.

- In Spain, associates donated stuffed animals to ATADES, supporting volunteers assisting people with disabilities.
- In Israel, an associate and her son volunteered weekly, distributing groceries to families impacted by conflict.

- In the UK, Elizabeth Hilton and Bethany Findlay participated in charity runs and hikes, raising funds for HospiceCare, MacMillan Cancer Support, and Cancer Research UK, with Samtec providing sponsorship support.





HEALTH & SAFETY

At Samtec, the well-being and safety of our associates remain a top priority. We have developed a comprehensive global health and safety management system that includes a wide range of programs, policies, procedures, training initiatives, and dedicated safety committees. Our programs are thoughtfully designed and continuously refined to meet or exceed rigorous health and safety standards—such as those established by OSHA and the EPA—while remaining aligned with Samtec’s culture and values. This commitment to compliance spans all regions, with each location adhering to the most stringent applicable regulations, whether U.S.-based or international.

COMMITMENT TO PEOPLE AND PROTECTION

At Samtec, every component of our health and safety program is designed to safeguard not only our associates, but also our customers, partners, and the broader community. Our approach is global in scope and deeply rooted in our company values, supporting both our operational goals and our reputation as a responsible employer.

To foster a safety-first mindset, best practices and regulatory requirements are consistently communicated across our global workforce through formal training, employee evaluations, acknowledgment processes, and ongoing corporate communications. Every associate is responsible for following safety protocols, performing tasks with care, and reporting any potential hazards or unsafe conditions.

SAFETY COMMITTEES AND FIRST RESPONDER TEAMS

Across all global manufacturing locations, Samtec has designated Safety Officers, along with EHS (Environmental, Health, and Safety) points of contact at U.S. sites beyond our headquarters. Our Corporate EHS team provides centralized oversight and ensures alignment across all facilities.

Routine safety walks are conducted to verify compliance and to ensure that equipment, materials, and supplies are properly maintained. Safety committees are inclusive of diverse roles and departments and meet regularly to share insights, review responsibilities, and improve practices.



Additionally, over 100 associates from a variety of departments have completed CPR, First Aid, and AED training and serve as part of our emergency response teams. These responders play a crucial role in ensuring a safe, prepared, and responsive work environment.

OCCUPATIONAL HEALTH AND SAFETY TRAINING

Samtec provides comprehensive safety training to both associates and contractors, tailored to general safety awareness as well as specific workplace risks and tasks. Course offerings include:

- 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

These courses are regularly updated to reflect new risks, technology, and regulations.

IDENTIFYING AND CONTROLLING WORKPLACE HAZARDS

We are dedicated to equipping our associates with the tools, resources, and environments they need to work safely and effectively. This includes providing proper personal protective equipment (PPE), ergonomic tools, and maintaining clean, modern workspaces. As a critical supplier to essential industries like medical and telecommunications, uninterrupted operations are vital even during times of crisis. Our strong safety policies and preparedness allowed us to remain fully operational throughout events such as the COVID-19 pandemic. Central to this resilience is proactive planning: our Safety Officers and Machine Safety teams conduct comprehensive risk assessments on all machines and processes, using the hierarchy of controls to identify and mitigate potential hazards. These evaluations address machine safety, ergonomics, and Lock Out/ Tag Out procedures, and no equipment is released for use until it has passed a thorough safety review.

EMERGENCY READINESS & RESPONSE DRILLS

Emergency drills including fire, severe weather, and other scenarios are regularly carried out at Samtec facilities worldwide. Coordinated by our Safety and Facility teams, these drills are scheduled throughout the year and involve all associates, ensuring everyone knows how to respond quickly and effectively in the event of an emergency.

INCIDENT REPORTING, RESOLUTION, AND PREVENTION

In the event of a workplace incident, Samtec follows a structured, transparent process for documentation and resolution. This includes Incident Reports, Near Miss Reports, Post-Event Debriefs, and Corrective Action tracking—all managed through our Gensuite platform. This centralized system helps us identify root causes, implement corrective actions, and prevent future occurrences.

PROMOTING HEALTH, PREVENTING HARM

In 2024, Samtec’s global injury rates remained below industry averages for connector manufacturers, according to Bureau of Labor Statistics data. While some incidents involved ergonomic factors, many of our facilities have completed, or are in the process of completing formal ergonomic and safety assessments. These findings guide targeted improvements to reduce risk and enhance workplace health.

We also take a proactive, holistic approach to employee wellness. Our programs include health screenings, vaccination clinics, and educational seminars focused on nutrition, disease prevention, and mental well-being. By investing in the overall health of our associates, we foster a stronger, safer, and more resilient workforce.

	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	11	0	0	0.9	2.2	3	1.6	16	1
Scottsburg	2	0	0	0.8	2.2	0	0	6	0
Samtec Tool	0	0	0	0	2.2	0	0	0	0
Samtec Cable	6	0	0	4.24	2.2	1	1.15	6	0
Samtec Microelectronics	1	0	0	0.7	2.2	1	3.5	2	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	12	0	0	1.1	2.2	10	1.6	20	0
Huizhou	2	0	0	0.24	2.2	2	0.24	3	0
Singapore	0	0	0	0	2.2	0	0	3	0
Johor Bahru	0	0	0	0	2.2	0	0	2	0
Johor Bahru Plating	0	0	0	0	2.2	0	0	1	0
Penang	2	0	0	0.37	2.2	2	0.4	1	0
Vietnam	0	0	0	0	2.2	0	0	2	0
Taiwan	0	0	0	0	2.2	0	0	5	0
Dongguan	0	0	0	0	2.2	0	0	0	0



ETHICS & GOVERNANCE

At Samtec, we uphold the highest standards of ethical conduct and governance, ensuring that integrity, transparency, and accountability are integral to all our operations. Our associates are expected to adhere to the following principles to cultivate a culture of responsibility and respect:

- **Conduct** daily activities with honesty and ethical behavior.
- **Raise** questions whenever a situation arises that may conflict with Samtec's policies.
- **Refrain** from any activities intended to defraud others of money, property, or honest services.
- **Avoid** any situations that could present a conflict of interest between personal interests and the company's interests.
- **Report** any actions that violate these policies to management.



GROWTH AND COMPLIANCE FRAMEWORK

Over the past several decades, Samtec has experienced significant growth, including the diversification of our product offerings, expansion of existing facilities, and acquisition of new ones. As our product range expands, so does the number of customers and industries we serve globally.

This growth, along with the evolving landscape of global regulations, has necessitated the development and implementation of a comprehensive compliance framework that spans Samtec's global operations. This framework includes numerous policies, procedures, and training programs designed to ensure compliance with the laws and regulations in the regions where we operate.

The components of this compliance framework have been carefully developed and strategically implemented over time to safeguard and advance Samtec's global interests. Our commitment to ethical business practices includes respecting local customs and practices while requiring our associates and suppliers to comply with applicable laws and socially and environmentally responsible practices. Our corporate Policy Manual effectively highlights our policy commitments.

EVALUATION AND BEST PRACTICES

Samtec continuously evaluates factors such as operational locations, product and service types, and markets served, alongside best practices for managing a multinational entity. This evaluation includes, but is not limited to, child labor avoidance, working hour management, hiring and compensation practices, sustainable procurement, responsible resource consumption, and ethics management policies.



EXPANDING AWARENESS

We are dedicated to expanding awareness and understanding across our global network and extending similar expectations to our supply chain partners, with whom we regularly engage.

BUSINESS ETHICS AND COMPLIANCE TRAINING

Our global associates receive regular training, typically on an annual basis, covering ethical business practices, diversity, and compliance. In addition to these training courses, numerous communications regarding these topics and company expectations are sent to all associates. Each year, Samtec associates are required to review, complete, and acknowledge training modules on Sexual Harassment, Workplace Violence, CTPAT, Diversity, and the Samtec Policy Manual. These modules are mandatory and form part of our annual compliance procedures.

FINDINGS AND INCIDENTS

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

- No violations involving the rights of indigenous peoples.
- No non-compliance incidents concerning the health and safety impacts of products and services.
- No political contributions were made directly or indirectly by Samtec.
- No non-compliance incidents concerning product and service information and labeling.
- No non-compliance incidents concerning marketing communications.
- No reported incidents of corruption within our global network.
- No substantiated claims of breaches of customer data.



OPEN DOOR POLICY

Samtec offers various options for associates to voice opinions or discuss problems with management without fear of prejudice or retaliation. Situations may arise that require investigation, correction, and most importantly, explanation and resolution. We believe that an “open door” policy allows associates to bring issues to management’s attention, resulting in a win/win for everyone involved. By encouraging this policy, we aim to address issues that might otherwise go undetected, unresolved, or escalate unnecessarily.

CODE OF CONDUCT

The Samtec Code of Conduct training is assigned to all new associates on the first day of employment. We are proud to report that 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 Foreign Corrupt Practices Act and similar laws in the countries where we operate. Specific training on the FCPA is provided both online and in-person as needed.

HUMAN TRAFFICKING

Samtec has a zero-tolerance policy for human trafficking, child labor, or other acts of slavery within our operations or those of our suppliers. Training to identify these acts and acknowledgment of awareness is provided to our associates. Our stance and expectations regarding these issues are communicated 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 for everyone we do business with, including our suppliers, customers, and associates. We comply with privacy and information security laws and regulatory requirements when personal

information is collected, stored, processed, and transmitted. We expect the same level of commitment from our suppliers.

Extended Producer Responsibility (EPR) and Waste Electrical and Electronic Equipment (WEEE)

The European Advanced Recycling Network (EARN) was founded in 2003 by leading European recyclers. It specializes in helping manufacturers of electrical and electronic equipment (EEE) with take-back and recycling systems for e-waste, batteries, and packaging.

Samtec’s partnership with EARN ensures compliance with WEEE and packaging regulations across Europe. This includes registering as a producer of EEE and packaging waste with European authorities, providing arrangements for Samtec customers to send WEEE to EARN recyclers for treatment, reuse, or recycling, and joining collective recycling organizations in European countries to contribute to recycling costs.

By using EARN recyclers and promoting the reuse of Samtec products, Samtec supports the circularity of its products and minimizes environmental impacts through in-country treatment and recycling.

In 2024 alone, Samtec’s membership in collective recycling organizations across Europe helped collect, treat, recycle, and recover over 80,000 kg of WEEE and waste packaging. Since 2019, these strong EPR compliance efforts have led Samtec to commit over a quarter of a million dollars to handle more than 500,000 kg of EEE and packaging waste. This amount is equivalent to the take-off weight of an Airbus A380 or the weight of 70 African elephants, all diverted from landfills.





SUPPLY CHAIN

Approximately 57% of materials and components used in Samtec products are sourced from suppliers in North America, 41% from suppliers in Asia, and the remaining 2% from suppliers in other markets, including Europe and Latin America.

Efficient and Environmentally Conscious Sourcing

Samtec aims to utilize suppliers located near our assembly sites whenever feasible. This strategy not only enhances operational efficiency but also positively impacts the environment by reducing Scope 3 carbon emissions associated with the transportation of goods. By minimizing the distance materials travel to reach the final assembly site, we contribute to a more sustainable supply chain.

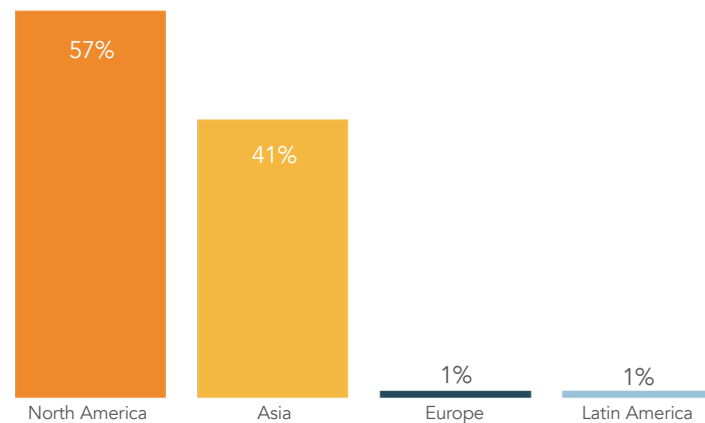
Proactive Supply Chain Management

Samtec takes a proactive approach to Supply Chain Management, ensuring the integrity of our supply chain through responsible sourcing, transparency, accountability, and adherence to ethical standards and global regulations.

Diverse and Expansive Supply Chain

Our diverse and expansive supply chain supports Samtec’s vertically integrated global operations. This complexity underscores the

Supplier Spend by Region



importance of managing suppliers across various regions and markets.

Responsibility in Sourcing

We emphasize responsible sourcing practices with a commitment to local procurement whenever feasible. “Local” is defined as within the same hemisphere as the Samtec manufacturing locations. This approach reflects our dedication to minimizing environmental impact and supporting local economies.

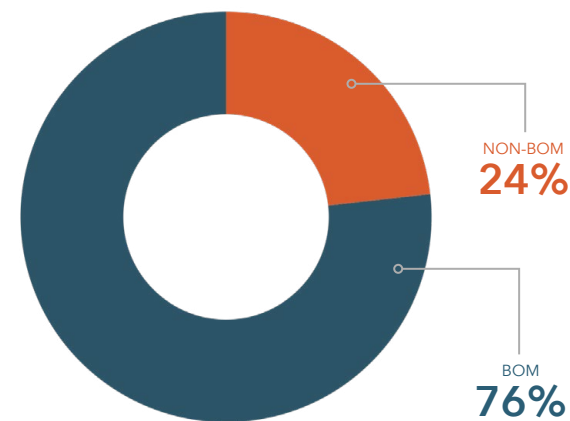
Supplier Evaluation and Compliance

Quality, environmental consciousness, and social responsibility are key criteria in Samtec’s annual supplier evaluations. We ensure that critical and strategic suppliers undergo regular audits to align with our expectations and adhere to global standards and regulations.

Transparency and Accountability

Transparency is fundamental to our supplier relationships. This is evident in our clear policies outlined in Purchase Orders, Component Prints, the Supplier Quality Assurance Manual (SQAM), and our Terms and Conditions. These measures foster transparency and accountability both internally and with our suppliers.

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



Supplier Accountability

Samtec holds its suppliers accountable for cascading our requirements and values to their vendors and contractors while ensuring compliance with global laws and regulations. Collaboration between our legal, compliance, and procurement teams ensures consistent adherence to Samtec’s expectations and global standards.

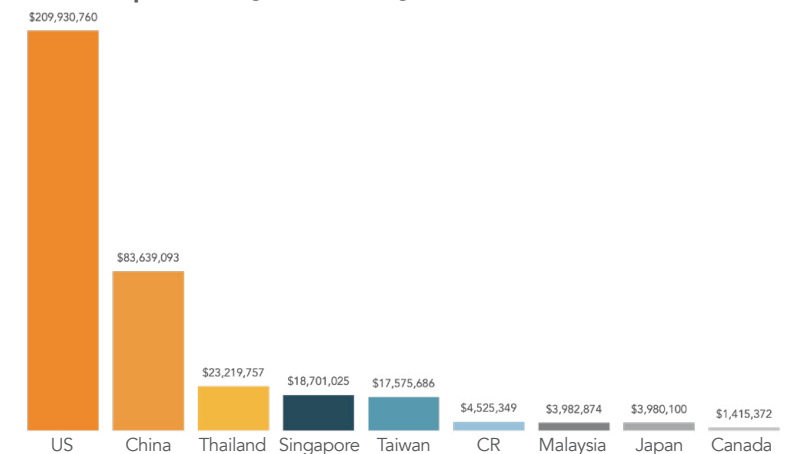
Positive Outcomes and Integrity

Our 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 our unwavering commitment to ethical sourcing practices and maintaining integrity throughout our supply chain.

Supplier Compliance

100% of our suppliers fully comply with Samtec’s standards. Additionally, 100% of new suppliers undergo extensive onboarding and screening processes, which include evaluations on quality, environmental consciousness, and social responsibility. This allows us to assess potential new suppliers on their awareness of and actions related to these critical topics.

Total Spend by Country





ENVIRONMENTAL

Environmental sustainability is an essential part of Samtec’s mission. As we navigate the challenges and opportunities of our rapidly changing world, we understand that sustainable practices are crucial for both the health of our planet and the long-term success and resilience of our business. By focusing on reducing our carbon footprint, increasing our use of renewable energy, and managing our environmental impact, we aim to create a sustainable future for generations to come. Our commitment to environmental stewardship is reflected in our goals and the progress we have made towards achieving a more sustainable world.

In this section, we report on our energy usage, carbon emissions, organizational waste, and water usage across our global footprint. In our previous report, we announced three environmental goals for 2024. This section provides an update on these goals and announces additional goals for 2025. Alongside data and goal updates, we highlight several environmental initiatives undertaken by key locations in 2024.



Update on 2024 Environmental Goals

In last year’s report, we published three environmental goals that our organization aimed to accomplish. Here is an update on each of these goals, where we landed, and what we learned.

GOAL 1: REDUCE EMISSION INTENSITY (SCOPE 1 & 2 EMISSIONS - BASELINE 2022)

This was Samtec’s first attempt at setting a reduction goal tied to our emission intensity using the base year of 2022. While we did not achieve the goal as anticipated, Samtec gained critical insights for future goal-setting. The first lesson learned was the importance of the baseline year; post-covid disruptions made the 2022 baseline less effective. We plan to adopt 2019 as our baseline since it more accurately represents a normal business year. Additionally, we consulted with key stakeholders and industry leaders who recommend using a pre-pandemic baseline year.

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

During 2024, Samtec increased its reliance on renewable energy from 7% to just under 10%. Globally, Samtec makes efforts to source or generate energy from renewable sources when feasible. For example, onsite solar grids at Samtec Johor Bahru account for approximately 25% of the electricity used at these facilities. Green power agreements at our Scottsburg and Colorado Springs sites cover 100% of the electricity used at those locations.

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

Samtec accomplished this goal and identified two key categories for initial focus. Scope 3 emissions usually constitute the majority of a company’s global emission footprint. Samtec recognizes the importance of monitoring these emissions and the opportunities for reduction.

During 2024, we reviewed each of the 15 Scope 3 categories through lenses of size (footprint proportion) and influence (control ability). This analysis informed the selection of categories 1 and 6 for initial estimation.

Announcement of Environmental Goals for 2025:

Samtec announces several environmental goals for 2025. These strategic goals allow us to expand our sustainability programs while being proactive in our environmental efforts.

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

Samtec aims to decrease our Scope 1 and 2 emission intensity by another 5% relative to the baseline year (2019), totaling a ~25% reduction. Our strategy includes 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 benefits of sustainability and investment returns, Samtec aims to increase our share of renewable energy to roughly 15% in 2025. We are adding a solar grid at our Costa Rica facility, expected to be operational later this year, and seek additional green power opportunities.

GOAL 3: COMPLETE ESTIMATE OF SCOPE 3 CATEGORIES 1 and 6

Samtec has a strategically selected two Scope 3 categories relevant to our business for initial estimation. In 2025, we plan to complete an analysis of categories 1 and 6, estimating the MTCO2e tied to each.

GOAL 4: INCREASE WATER RECYCLE RATE

Water is a critical resource, particularly during electroplating in our manufacturing processes. Recognizing its scarcity in many areas, Samtec aims to monitor and reduce water usage. In 2025, we intend to increase the recycling rate of water used in our global manufacturing operations.

In addition to the newly announced goals for 2025, the following pages highlight other key environmental efforts across Samtec’s global network in 2024.

GLOBAL ENVIRONMENTAL EFFORTS



Samtec’s environmental stewardship and volunteer activities have extended across its global network. At various Samtec locations, associates participated in efforts that supported the improvement of local environments; associates also engaged in educational opportunities to learn about Samtec’s environmental initiatives and how they can contribute to creating a greener world. Below are some highlighted efforts.

**NORTH AMERICA
NEW ALBANY, IN**

Strategic Partnership with the Sam Shine Foundation

Samtec’s Sustainability team and the Sam Shine Foundation collaborated and conferred with the Sam Shine Foundation on several projects at our New Albany campus.

For Samtec, this provided an opportunity to engage with associates on sustainability topics and encourage sustainable actions in their lives and communities.

Samtec Sustainability Spotlights

Throughout the year, the Samtec Sustainability team sent email correspondence to all associates globally to bring awareness to important days. Sustainability Spotlights served to inform and empower associates to act more sustainably in their daily lives. *Examples include Spotlights on Clean Air Day, Recycling Day, and Wildlife Conservation Day.*

RENOVATION AND UPDATE OF NEW ALBANY WASTE WATER TREATMENT FACILITY

We are proud to announce the installation of a new wastewater treatment system at our New Albany location. This initiative represents significant strides towards enhancing both our environmental sustainability and operational efficiency.



- **Modernization and Upgrade:** The new system replaces our existing infrastructure, some components of which have been in use for 26 years. This upgrade ensures we are utilizing the latest technology for effective wastewater management.
- **Increased Capacity:** With the expansion of our wastewater treatment capabilities, we can now support the additional equipment being brought online as part of the Growth Capacity Expansion (GCE). This boosts our discharge and supply capacity, accommodating our growing operations seamlessly.
- **Environmental Impact:** Our current system is only able to recycle a very small percentage of the water used in operations. The new system, however, is designed to recycle up to 70% of the water used in our processes, significantly reducing our environmental footprint and promoting sustainability.

The new wastewater treatment system is expected to be fully operational by July, marking a key milestone in our commitment to sustainable development and environmental responsibility.

SCOTTSBURG, IN

Samtec was the first business in the region to enter into a Green Power Agreement with the city of Scottsburg and Indiana Municipal Power Agency (IMPA). In 2024 we continued this agreement. The agreement established in 2023 ensures that 100% of the electricity used by Samtec’s Scottsburg facility comes from renewable energy sources in the region. This helps to reduce emissions while financially supporting the development of a greener grid.

COLORADO SPRINGS, CO

Samtec Colorado Springs continued its green power agreement with Colorado Springs Utilities. The deal established in 2020 ensures that 100% of the electricity used by Samtec’s Colorado Springs facility comes from renewable energy sources in the region. This helps reduce emissions while financially supporting the development of a greener grid.

CENTRAL AMERICA

COSTA RICA

15 Samtec associates volunteered their time for reforestation efforts along a protected creek area adjacent to Samtec’s property. Over 100 native trees and suitable vegetation were planted to help restore the ecosystem.

Samtec Costa Rica’s ISO 50001 certification was renewed after an extensive audit with zero non-conformities.



Energy performance indicators for 2024:

- Plating: 0.81 (Goal: 0.97 or less)
- Facilities: 1 (Goal: 0.97 or less)
- Plant: 0.87 (Goal: 0.97 or less)

Several energy-efficient projects were continued this year, including adding wet bulb sensors on cooling towers for better temperature control and differential pressure sensors to cold water pumps for better speed.

An additional high impact project involves the installation of a rooftop solar grid at the Costa Rica facility. Approved late in 2024, it is scheduled for completion in Q3 2025. Once operational, the grid will generate roughly 2 million KWh of electricity annually, accounting for approximately 28% of the current electricity usage. Additionally, this project offers the potential of significant financial benefits for Samtec; a nice WIN/WIN.

ASIA PACIFIC

CHINA

Over 50 associates from Samtec Dongguan and Huizhou participated in recycling and tree planting activities during spring festivals for local communities. Each volunteer spent around four hours helping to clean up trash and plant trees in a local park.

MALAYSIA

Turtle Conservation Awareness Program - Samtec Penang organized a Turtle Conservation Awareness Program in collaboration with the Department of Fishery (DOF) Malaysia, at the Turtle Conservation and Information Center (TCIC). The objective was to create awareness among associates about the importance of protecting sea turtles and their natural habitats. As part of this program, associates participated in a beach cleanup and removed trash and debris from a local beachfront.

ADOPT A TIGER PROGRAM

Established in 2023, Samtec’s Adopt a Tiger Program allows participants to adopt a tiger mascot named Tessie, with Samtec making a monetary donation to the World Wildlife Fund (WWF) for tiger conservation. The program aims to raise awareness and support for tiger conservation efforts globally while establishing a connection to Samtec. Since its inception, over 1,500 tigers have been adopted in nearly 50 countries worldwide.

Now in its third year, the program seeks to deepen engagement with the mascot beyond it being a stuffed animal from trade shows. While tiger conservation is a key element, the program also aims to connect parents and coworkers with Samtec in a broader context than just connectors.

Program Impacts:

- **Conservation:** Supports habitat restoration, anti-poaching, and education.
- **Awareness:** Increases global tiger conservation awareness and action.
- **Engagement:** Involves participants in wildlife conservation efforts.

This initiative supports key conservation projects and connects those dedicated to protecting wildlife



ENERGY

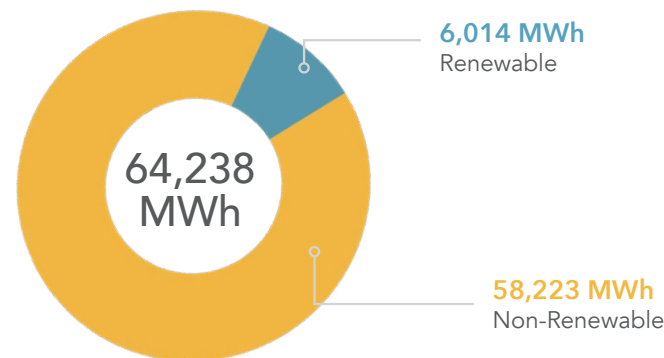
Samtec is dedicated to minimizing its global carbon footprint through the judicious management of energy consumption. Our strategy encompasses the following key areas:

- **Efficient Energy Use:** We continually strive to enhance the energy efficiency of our operations to mitigate environmental impact.
- **Renewable Energy Integration:** We are committed to incorporating renewable energy sources into our global energy portfolio.

Our Sustainability Team works in partnership with Facility Teams across the globe to analyze energy usage patterns, identify areas for improvement, and implement measures to reduce overall consumption. This approach is guided by industry standards, including the Greenhouse Gas Protocol, the Global Reporting Initiative, and the US Environmental Protection Agency. By prioritizing energy efficiency and the adoption of renewable energy sources, Samtec is actively contributing to a sustainable future.

In 2024, Samtec significantly increased its renewable energy mix globally, reaching nearly 10%, up from 2% in 2022 and 7% in 2024. Overall, our operations consumed 64,238 MWh of energy, with approximately 6,014 MWh sourced from renewables. The remaining 58,223 MWh came from non-renewable sources.

Global MWh Consumed



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 **\$866 million** and total global electricity usage of **64,238 MWh**, the 2024 Energy Intensity Ratio stands at **74.21 MWh per \$1 million in sales**.

WATER

Samtec recognizes that water is a vital resource necessary for daily life. Access to clean and sanitary water is considered a fundamental human right for individuals worldwide. To support this principle, Samtec monitors the usage and treatment of water within its manufacturing processes, including the total volume utilized in operations, and ensures proper treatment and return of water after use.

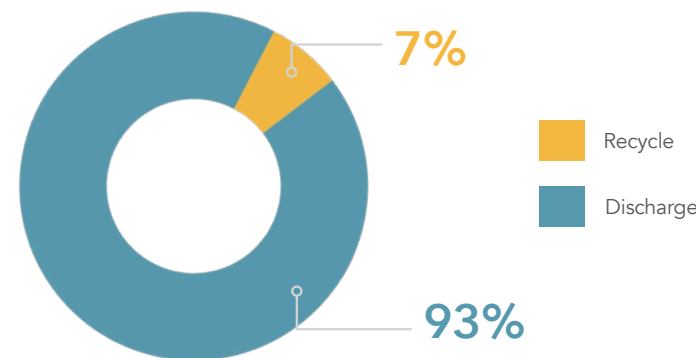
Where feasible, Samtec aims to reuse and recycle water during global manufacturing processes. Water used in global plating operations is recycled at varying rates depending on the location and their specific capabilities. Overall, Samtec estimates that 7% of water used across all operations, including both manufacturing and non-manufacturing activities, is recycled; whereas 17% of water associated specifically with manufacturing operations is recycled. Additionally, investments are made

in efficient toilets and sinks to minimize water consumption globally.

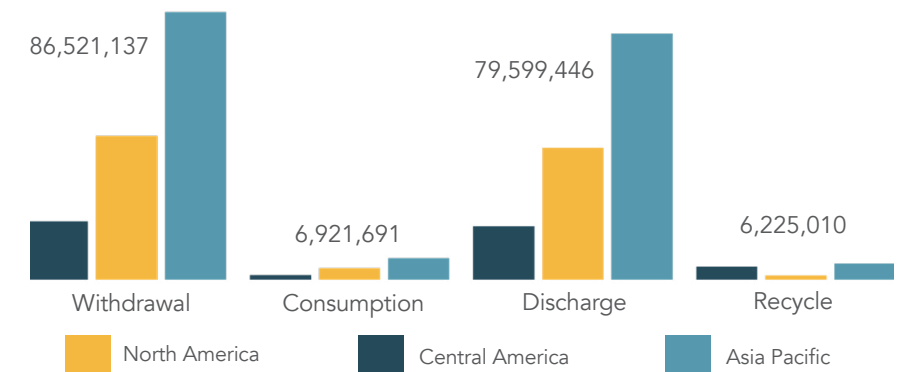
In late 2024, a significant capital investment project was initiated at Samtec headquarters linked to the plating wastewater treatment facility. Once completed, this renovation is expected to significantly improve the recycle rate at this location. It is estimated that the recycle rate could increase from approximately 3% to over 50%. This improvement will substantially enhance the overall recycle rate, considering that roughly 70% of the water used in manufacturing processes is tied to this location.



Global Water Distribution



Total Water Usage by Region (Gallons)



GHG EMISSIONS

At Samtec, we understand the importance of managing our carbon footprint and the associated greenhouse gas emissions from our operations. We are committed to gradually reducing our carbon footprint over time, beyond mere reporting.

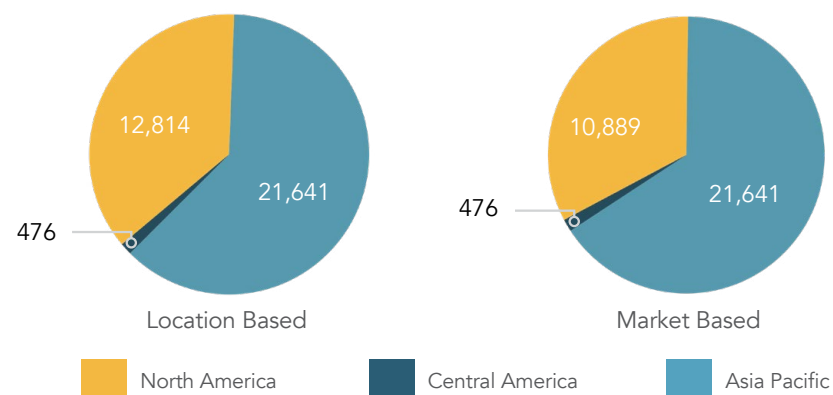
In 2024, we enhanced our reporting capabilities while intensifying efforts to reduce Scope 1 and Scope 2 emissions from our operations. By expanding our tracking parameters, significant progress was made in implementing innovative processes and protocols that have enabled Samtec to estimate our emissions more accurately.

As in previous years, we calculated our carbon footprints for Scope 1 and Scope 2 using location-based and market-based approaches. Below are examples of each broken down by region.

Direct (Scope 1) GHG Emissions

Although our Scope 1 emissions are smaller than Scope 2, they remain an important aspect of our environmental impact. Scope 1 emissions are closely linked to our operations, over which Samtec has substantial control. As we advance our greenhouse gas initiatives and reduction

Carbon Footprint - Scope 1 & 2 (MT CO2e)



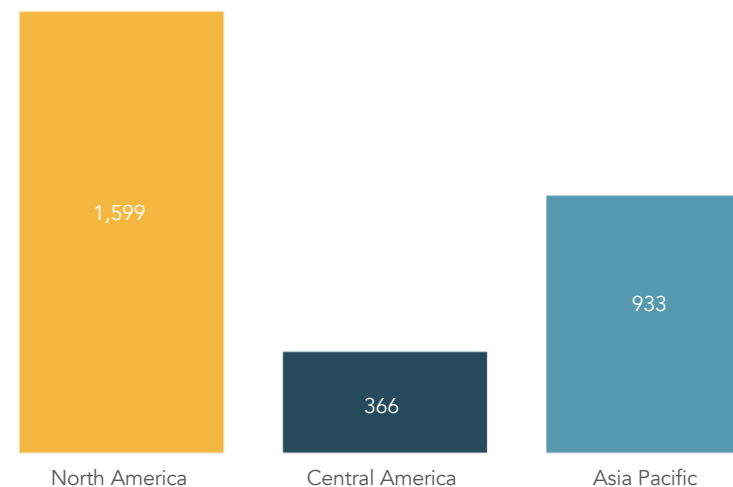
efforts, we will evaluate opportunities to reduce or mitigate impacts associated with this category of emissions.

Energy Indirect (Scope 2) GHG Emissions

Scope 2 emissions continue to constitute the majority of our Scope 1 and Scope 2 emissions. Due to the nature of Samtec’s operations, electricity consumption in component manufacturing is the primary contributor to these emissions. Going forward, we intend to address this category through internal reductions or investments such as solar energy and efficiency improvements. Additionally, we will strategically leverage Certified Renewable Energy Credits (RECs) to mitigate the overall impact of our Scope 2 emissions.

These charts detail our market-based and location-based Scope 2 emission footprints. Green Power Agreements in Colorado Springs, CO, and Scottsburg, IN, along with the installation of solar panels at our Johor Bahru facility, contributed to lowering our Market based calculation.

Scope 1 Emissions by Region (MT CO2e)



GHG Emissions Intensity

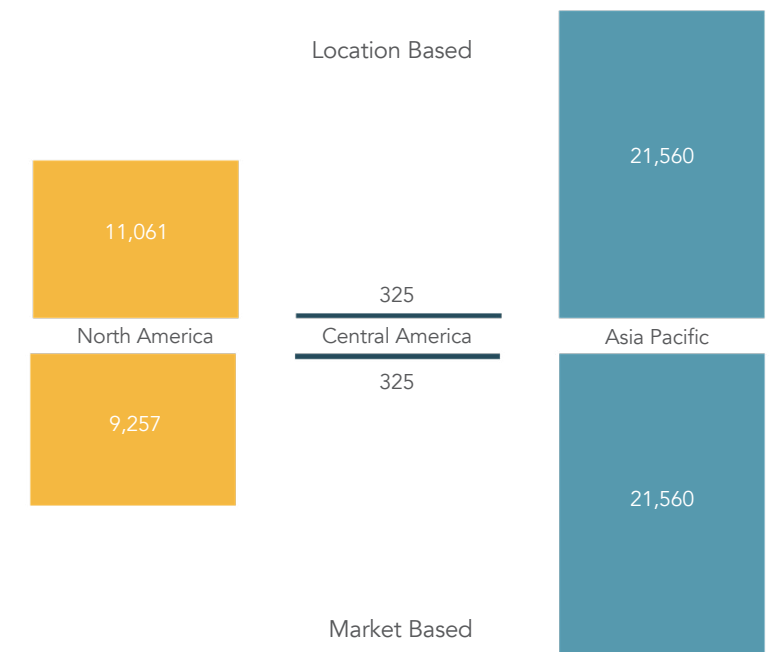
Samtec uses total annual revenue to evaluate our Scope 1 and 2 Emission Intensity. This method considers emissions from our major operations globally and normalizes them using revenue.

Given our product nature, business model, and sales forecast, tracking our carbon footprint with a GHG intensity rating is the best measure for estimating and reducing our carbon footprint.

For 2024, our Scope 1 and 2 Emission Intensity was 38.4 MT CO2e per \$1 million in revenue.

Samtec will adjust its Baseline year from 2022 to 2019, aligning with GHG Protocol recommendations and reflecting a more typical pre-pandemic year.

Scope 2 Emissions by Region (MT CO2e)



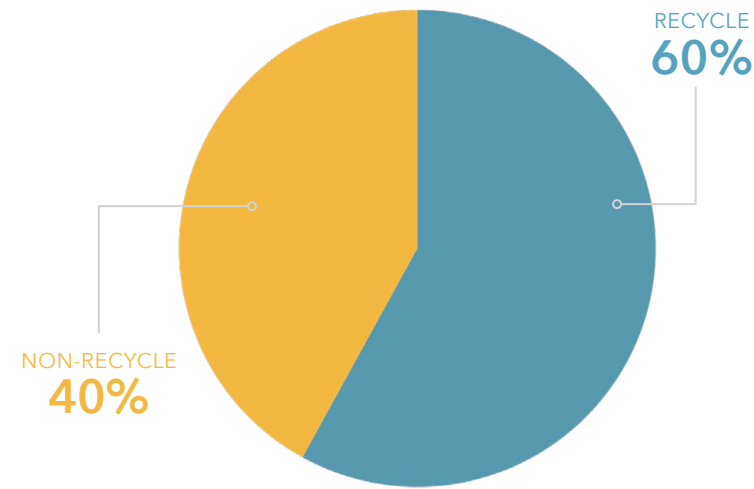
WASTES

Samtec tracks waste across its global operations and is committed to effective waste management. We focus on reducing waste volumes and promoting circular economies where possible.

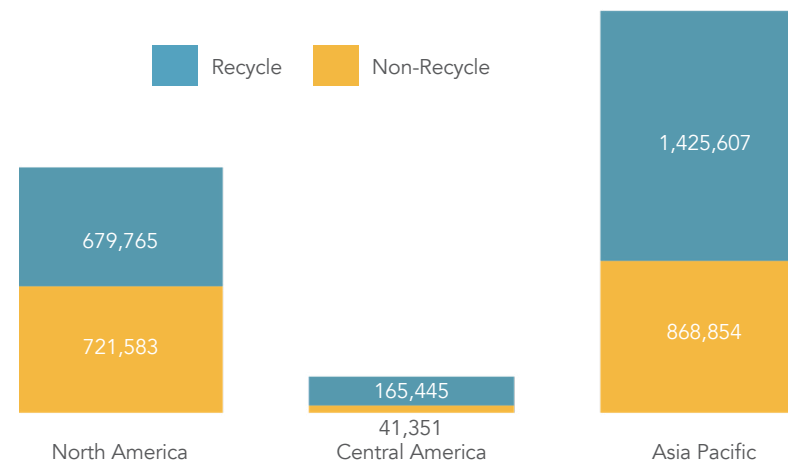
We have standardized procedures in place to measure, segregate, and recycle or repurpose waste materials. In 2024, about 58% of our operational waste was recycled by Samtec or approved partners. For more details, see data and charts.



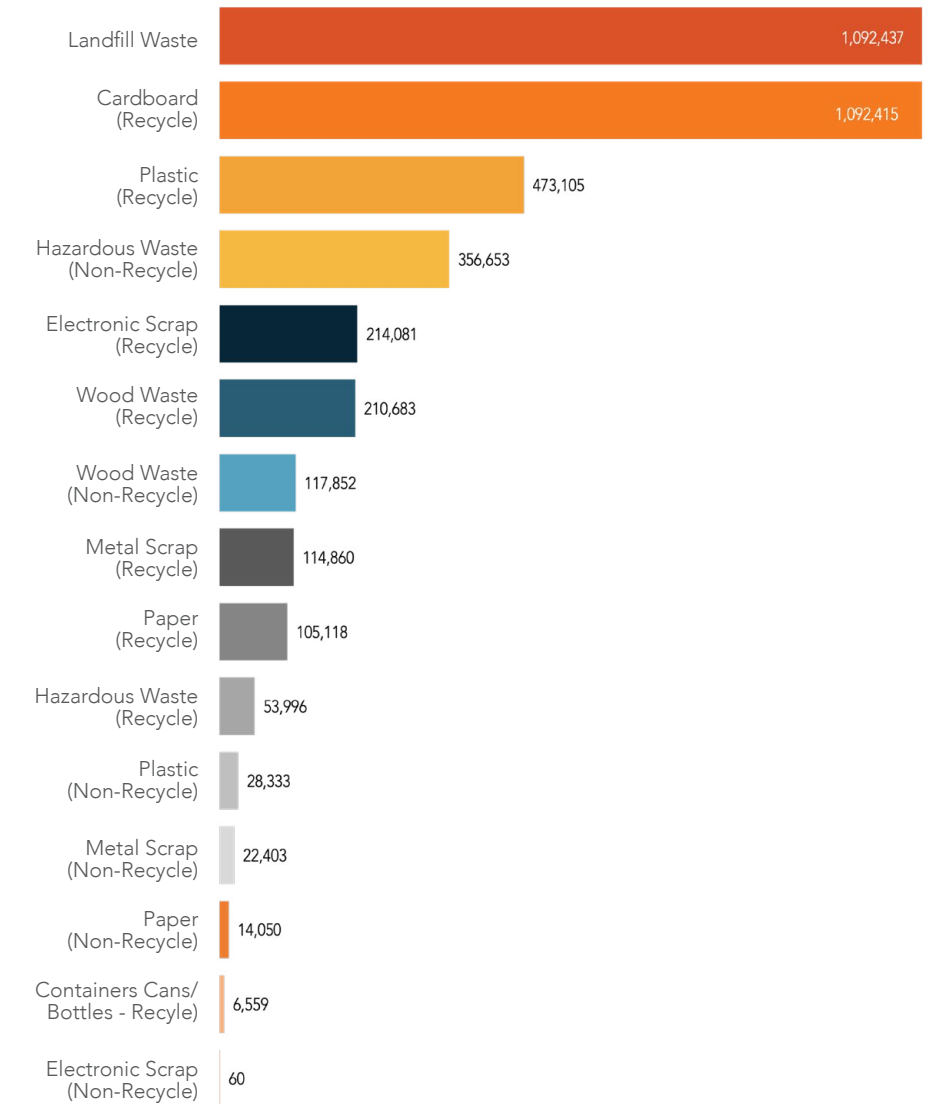
Global Waste Recycle Rates



Global Waste Recycle Rates (lbs.)



Global Waste Total (lbs)





UNGC & SDG

UNITED NATION GLOBAL COMPACT PRINCIPLES



HUMAN RIGHTS
PG. 27 - 28, 30 - 31,33

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 - 14, 30 - 31, 33

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. 34 - 39

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 - 31, 33

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

SUSTAINABLE DEVELOPMENT GOALS



PG. 16 - 19, 23 - 25



PG. 17 - 19, 23 - 25



PG. 16 - 19, 23 - 25, 27, 28



PG. 16 - 19, 21, 23 - 25



PG. 13 - 14, 21, 23



PG. 37



PG. 35, 37



PG. 9, 10, 16, 21



PG. 3, 9, 10



PG. 13, 14, 21, 23 - 25



PG. 22 - 25



PG. 39



PG. 35 - 39



PG. 36 - 39



PG. 35 - 39



PG. 10, 30 - 31



PG. 23, 25, 36



GRI INDEX

GRI

Statement of Use	Samtec Inc. has reported the information cited in this GRI content index for the period January 1st, 2024 thru December 31st, 2024 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	10-12	GRI 306: Waste 2020	306-3 Waste generated	41
	2-2 Entities included in the organization's sustainability reporting	14		306-4 Waste diverted from disposal	41
	2-3 Reporting period, frequency and contact point	5		306-5 Waste directed to disposal	41
	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	14-16		308-2 Negative environmental impacts in the supply chain and actions taken	31-32
	2-14 Role of the highest governance body in sustainability reporting	7	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	16
	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	18-19
	2-23 Policy commitments	30-32		401-3 Parental leave	19
	2-24 Embedding policy commitments	32	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	28-29
	2-26 Mechanisms for seeking advice and raising concerns	32		403-2 Hazard identification, risk assessment, and incident investigation	28-29
	2-27 Compliance with laws and regulations	31-32		403-3 Occupational health services	28-29
	2-28 Membership associations	10		403-4 Worker participation, consultation, and communication on occupational health and safety	28-29
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	18-19		403-5 Worker training on occupational health and safety	28-29
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	14		403-6 Promotion of worker health	28-29
GRI 204: Procurement Practices 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	28-29
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	31-32		403-8 Workers covered by an occupational health and safety management system	28-29
	205-2 Communication and training about anti-corruption policies and procedures	31-32		403-9 Work-related injuries	28-29
	205-3 Confirmed incidents of corruption and actions taken	31-32		403-10 Work-related ill health	28-29
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	31-32	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	22
GRI 302: Energy 2016	302-1 Energy consumption within the organization	39		404-2 Programs for upgrading employee skills and transition assistance programs	22
	302-3 Energy intensity	39		404-3 Percentage of employees receiving regular performance and career development reviews	22
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	39	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	31-32
	303-4 Water discharge	39	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	31-32
	303-5 Water consumption	39	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	24-26
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40	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	40		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	31-32
	305-5 Reduction of GHG emissions	40	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	31-32