

Samtec, Inc.
Privacy Notice

Samtec, Inc. and its subsidiaries and affiliates (collectively, “Samtec,” “we,” or “us”) are committed to protecting the personal data you provide to us and that we receive from third parties. We want to be sure you understand our privacy practices so you are well-informed about what happens to the personal data you provide to us or that we receive from third parties.

This Notice is intended to address our obligations concerning privacy-related items and explains the types of personal data we collect, why we collect it, how we use it, and the rights of data subjects associated with their personal data. Please refer to the attached addendums for information specific to your location, including California and Vietnam.

We may update this Notice from time to time. When we change this Notice in a material way, we will highlight the changes on our website and post the updated Notice.

1. Who Is Responsible for Data Processing and How Can I Contact Them?

If you have any questions about Samtec’s processing of personal data, please contact our Data Privacy Team by email at Privacy@samtec.com.

2. What are the Types of Personal Data We Use and Why Do We Use It?

We process personal data that we obtain from our customers and vendors in the context of our business relationships, as well as from individuals who use our website. We also process, insofar as necessary to fulfill business and legal obligations, personal data that third parties provide to us.

Personal Data of Website Users

While you are on our website, we collect and process certain of your personal data. We collect your IP address and use cookies, which are small files that are placed on your computer, to track your navigation while on our website. The information we gather allows us to improve the features and pages on our website in order to create a website that is easier to use. Cookies can be managed and maintained by referencing and updating your web browser settings.

If you choose to create a My Samtec account, we will process only the information you provide to us, namely your login email address and password. We process this personal data to communicate directly with you, as necessary. If you or your company become a customer of Samtec, we will further process your personal data as described below under “Personal Data of Customers. We do not process any personal data about your Internet browsing or search history outside of our website.

Personal Data of Customers

If you download information, such as product models, from our website, we may process personal data including your name, mailing address, email address, telephone number, and product purchasing history, in order to evaluate and/or explore further business opportunities with you. We may also share such information with third parties including distribution partners in order to follow up on your interaction with us or our website.

If you place an order with us and thereby consent to processing of personal data provided in association with the order, we will process certain personal data in order to fulfill the order and maintain a business relationship with you and your company. We process certain personal information (such as contact name, address, email address, phone number and other contact details) to communicate with you directly. We process other data (including your order history and payment details, including credit card number and related information, bank name, and bank account number) to fulfill orders you place with us. We also use the personal data described above, including your email address, to send to you marketing and sales information on Samtec products that you may be interested in. You can opt out of receiving marketing communications by clicking [here](#) or by opting out at the time you receive the marketing communication.

If you place an order or otherwise contract with us, you may receive additional details about the purposes of data processing in connection with the particular order or contract; these additional details may be found in the relevant contract documents and terms and conditions or may be provided at the time you receive your order. A copy of Samtec's current Terms and Conditions of sale can be found at <https://www.samtec.com/about/legal#samtecterms> and the terms applicable to consulting services can be found at <https://www.samtec.com/about/legal#teraspeedterms>.

Personal Data of Vendors

If you or your company provide goods or services to us, we will process personal data to fulfill the contract and maintain a business relationship with you. We process certain personal information (such as contact name, address, email address, phone number and other contact details that you may provide to us) to communicate with you directly.

3. On What Legal Basis Do We Process Personal Data?

We process personal data in accordance with applicable law in the locations where we conduct business, including, but not limited to, United States federal, state, and local data privacy laws, the European Union's General Data Protection Regulation (GDPR), China's Personal Information Protection Law (PIPL), and Vietnam's Decree 13/2023/ND-CP on Personal Data Protection (VN Decree 13).

Lawful Basis for Processing Personal Data of Website Users

We process the personal data of our website users as described in this Notice based on our

legitimate interests in performing the essential functions of our website and to communicate with you in response to any inquiry or request you make of us. You have the right to object to processing of your personal data by submitting your request to our Data Privacy Team. You may submit a request by email to Privacy@samtec.com.

Lawful Basis for Processing Personal Data of Customers and Vendors

We process personal data of our customers and vendors for the legitimate interests of addressing our contractual obligations with them. Our processing of personal data allows us to provide or receive goods and services pursuant to these contracts or to carry out pre-contractual measures that occur as part of a request by a customer or vendor.

In addition, Samtec has a legal obligation to ensure that it does not sell products to or contract with individuals or entities with whom it is not legally allowed to contract. Samtec processes personal data of such individuals and entities, particularly the name and location of the individual or entity, in order to fulfill this legal obligation.

Other Legitimate Interests

Where required, we process your personal data beyond the actual fulfillment of the relevant contract or purchase order for the purposes of other legitimate interests pursued by us or a third party. Such legitimate interests include the following:

- Reviewing and optimizing procedures for client needs assessments for the purpose of direct client discussions;
- Internal marketing or market and opinion research;
- Asserting legal claims and defenses in legal disputes;
- Evaluating additional opportunities to conduct business with you; and
- Measures for business management and further development of Samtec services and products.

4. Who Receives My Data?

Within Samtec, every Samtec entity that requires your personal data to fulfill our contractual and legal obligations will have access to it. Service providers and agents appointed by us may also have access to data for these purposes.

With regard to transferring data to recipients outside Samtec, we may share your personal data if necessary in the context of the applicable lawful bases and legitimate interests set forth in this Notice, or if legal provisions demand it. Recipients of personal data may be, for example:

- Public entities and institutions, upon providing a legal or official obligation;
- Other Samtec companies in order to carry out a business relationship with you, including providing customer support, or to address legal or other official obligations;
- Third parties, including distribution partners, to which we transfer your personal data in order to evaluate and/or explore opportunities to conduct business with you; and
- Other third parties which may be necessary for us to carry out our business relationship

with you, as necessary depending on your contract, purchase order or request.

Some laws, including California's CCPA, consider the sharing of personal information to be a "sale" under certain circumstances. If you would like to opt out of the sale of your personal information, [click here](#) for more information.

5. Will Data Be Transferred to a Third Country or an International Organization?

Regardless of which Samtec legal entity you contract with, your personal data will be transferred to and stored on servers located in the United States.

In addition to its operations in the United States, to date Samtec has legal entities based in Brazil, China, Costa Rica, France, Germany, Hong Kong, India, Israel, Italy, Japan, Malaysia, Mexico, Scotland, Singapore, South Korea, Sweden, Taiwan, and Vietnam. As mentioned in Section 4 above, each Samtec company, including those located outside of the European Union, will have access to your personal data. Your personal data is made available to other Samtec companies because the transfer is necessary to carry out our business relationship with you, such as to provide customer support.

Each Samtec company has agreed to standard data protection clauses in order to suitably safeguard your personal data. Other third parties, such as distribution partners, may be located in other countries. If you would like to request a copy of the specific safeguards applied to the export of your personal data, send your request to Privacy@samtec.com.

6. For How Long Will My Data Be Stored?

If you are a prospective or current customer or vendor, we will process and store your personal data beginning on the date you provide it to us and continuing until the completion of our business relationship with you, in compliance with Samtec's Records Retention Policy. If required by law or by a legal order, we may process and store your personal data for a longer period consistent with the law or legal order or our contractual rights. For example, we may need to keep your personal data longer if necessary to fulfill obligations to preserve records under tax law or if we are obligated to hold information because of a legal prohibition against removing or deleting the data. For more details about Samtec's retention of information specific to your location, please contact Privacy@samtec.com.

7. What Data Privacy Rights Do I Have?

Subject to some exceptions, you have several rights, including:

- The right to access, which allows you to obtain a copy of your data, on request;
- The right to rectification, which requires Samtec to change incorrect or incomplete data about you;
- The right to restrict and object to processing, which requires Samtec to limit or stop

processing your data;

- The right to erasure, which requires Samtec to erase your data; and
- If applicable, the right to data portability, which allows you to transfer your personal data from Samtec to another individual or entity.

You may exercise any of these rights by sending an email indicating your request to Privacy@samtec.com. Furthermore, if you believe your rights under the GDPR are being infringed, you have the *right to lodge a complaint* with a data privacy regulatory authority located in the member state in which you live, where you work, or where any alleged infringement has occurred.

If we process your personal data based on your consent, you can withdraw consent at any time.

Please note that withdrawal of consent applies only to future actions. Processing that was carried out before the withdrawal of consent is not affected.

8. Am I Obligated to Provide Data?

In the context of establishing a business relationship with us, you must provide all personal data that is required for accepting and carrying out the business relationship and fulfilling the accompanying contractual obligations. Without this data, we are not able to execute a contract or fulfill an order for you or your company.

9. To What Extent Is There Automated Decision-Making?

In the general course of establishing and carrying out a business relationship, we do not use any automated decision-making. If we do so in connection with an individual transaction, we will inform you of the automated decision-making in connection with that transaction.

10. Will Samtec Use My Personal Data for Marketing?

If you are a prospective or current customer, we process some of your personal data with the goal of assessing certain personal aspects of your preferences. For example, we process your data to notify you and advise you regarding available products, which allows for Samtec communications and marketing to be tailored to you and your company. You can opt out of receiving marketing communications by clicking [here](#) or by opting out at the time you receive the marketing communication. Additionally, Samtec may share your personal information with other third parties, such as distribution partners, for the purpose of following up on your interaction with Samtec or our website.

California Privacy Notice Addendum

The California Consumer Privacy Act of 2018 and the California Privacy Rights Act (together, the “CCPA”) require businesses to disclose certain information about their data collection and disclosure policies and practices to residents of California. Samtec, Inc., and its subsidiaries and affiliates (together, “Samtec” or “We”), provides the following information in compliance with the CCPA in order to be sure California residents are well-informed about (i) the types of information Samtec collects, and (ii) what Samtec does with that information. The information in this California Privacy Notice Addendum is provided as a supplement to Samtec’s Privacy Notice, and is only applicable to individuals located in California or individuals are otherwise subject to Samtec’s processing activities in California.

We may update this California Privacy Notice from time to time. The latest version of this notice will be posted on our website. This Notice was last reviewed in October 2023, and the current version is effective as of October 10, 2023.

I. Your Rights Under the CCPA

The CCPA provides certain rights to consumers who are residents of California, including, but not limited to:

- The right to know what categories and specific types of personal information Samtec collects and maintains,
- The right to know what Samtec does with your personal information,
- The right to request that Samtec delete your personal information, and
- The right to receive a copy of your personal information which Samtec maintains in a format that is readily usable and allows transmission to another entity without hindrance.

Samtec does not knowingly solicit or collect personal information online from minors under the age of 18. If you have any questions about the types of personal information that Samtec collects and what Samtec does with the personal information it collects, or to request deletion of personal information Samtec has collected from you, please contact us at 1-800-726-8329 or via email at Privacy@samtec.com.

II. Categories and Specific Types of Personal Information Collected by Samtec

Samtec may collect the following categories and types of personal information when you visit our web site or when you provide it to us voluntarily:

<u>Category</u>	<u>Specific Type</u>
Identifiers	Name, alias, postal address, online identifier, Internet Protocol address, email address, telephone number, account name
Financial Information	Bank account information, and credit or debit card information

Commercial Information	Products or services purchased, purchasing and consuming histories and tendencies
Internet Activity	Browsing history, search history, information regarding your interaction with specific web sites, applications, or advertisements
Other Personal Information	Geolocation data, professional or employment-related information

In addition, Samtec may collect the following additional categories and types of personal information from job applicants and/or employees:

<u>Category</u>	<u>Specific Type</u>
Biometric Information	Fingerprint information may be collected for employees to use time clocks
Protected Classification Characteristics	Information related to age, race, gender, national origin, citizenship, marital status, disability, and/or sex
Personal Information Under California State Law	Name, signature, Social Security number, address, phone number, passport number, driver's license number, insurance information, bank account number, education and employment history, or medical information
Professional Information	Current or past job history or performance evaluations
Non-public Education Information	Education records related to a student maintained by an educational institution or an individual

III. Categories of Sources from Which Personal Information Is Collected by Samtec

Samtec may collect the personal information outlined above from various sources, including, but not limited to, the following:

- Individuals and businesses, including consumers, customers, vendors, job applicants, and employees
- Commercial business validation services
- Credit reporting agencies
- Social networking services

The information collected from a web site user will be associated with the user upon acceptance of cookies or upon logging into an account. If you do not accept cookies on our web site, the information collected from your use of our web site will not be associated with you.

IV. Samtec's Use of Personal Information Collected

Samtec may use the personal information it collects for any one or more of the following business

purposes:

- Fulfillment of or meeting the reason the information is provided, including processing orders for, or returns of, goods and services
- Performing pre-contract measures, such as providing quotations for orders
- Performing Samtec's legal obligations, including, but not limited to, export compliance
- Creating, maintaining, customizing, and securing your account with us
- Reviewing and optimizing procedures for client's need assessments and for direct client discussions
- Internal marketing or market and opinion research
- Asserting legal claims and/or defenses in legal disputes
- Measures for business management and further development of Samtec products and services
- Other purposes as requested by you

Samtec may also use personal information of job applicants and employees to enable Samtec to comply with applicable laws, to administer employee payroll and benefits, workers' compensation claims management, and/or for employee development.

V. Third Parties with Whom Samtec Shares Personal Information Collected

The information collected by Samtec may be stored in Samtec's internal systems and in systems maintained by third party software vendors, provided that the information is only used by Samtec, and not such third party software vendors, for the purposes outlined above. Samtec's service providers and agents may also have access to data that contains personal information as required to enable them to fulfill their obligations to Samtec. Samtec shares data that contains personal information with other Samtec affiliated entities as required to fulfill contractual or legal obligations. In addition, Samtec may share information with distribution partners in order to enable Samtec or a distribution partner to further engage with you, or to fulfill its legal, compliance, or contractual obligations. Under the CCPA, this type of sharing may be considered a "sale" of your personal information. If you would like to opt out of the sale of personal information, please [click here](#) for more information.

VI. Right to Know

You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months. Once we receive your request and confirm your identity, we will disclose to you:

- The categories of personal information we collected about you.
- The categories of sources for the personal information we collected about you.
- Our business or commercial purpose for collecting that information.
- The categories of third parties with whom we shared that personal information.
- If we sold or disclosed your personal information for a business purpose, two separate lists disclosing (a) sales, identifying the personal information categories that each category of

recipient obtained, and (b) disclosures for a business purpose, identifying the personal information categories that each category of recipient obtained.

- The specific pieces of personal information we collected about you.

VII. Right to Delete

You have the right to request that we delete any of your personal information that we collected from you and retained, subject to certain exceptions. Once we receive your request and confirm your identity, we will review your request to see if an exception allowing us to retain the information applies. We may deny your deletion request if retaining the information is necessary for us or our service providers to:

- Complete the transaction for which we collected the personal information, provide a good or service you requested, take actions reasonably anticipated within the context of our ongoing business relationship with you, fulfill the terms of a warranty or recall conducted in accordance with law, or otherwise perform our contract with you.
- Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, or prosecute those responsible for such activities.
- Exercise rights or comply with obligations provided for by law.
- Enable solely internal uses that are reasonably aligned with consumer expectations based on your relationship with us.
- Make other internal and lawful uses of that information that are compatible with the context in which you provided it.

We will delete or deidentify personal information not subject to one of these exceptions from our records and will direct our service providers to take similar action.

VIII. Exercising Your Rights to Know, Delete, and/or Opt-Out of Sales of Personal Information

To exercise your rights to know or delete as described above, please submit a request by either:

- Calling us at +1-800-726-8329, or
- Emailing us at Privacy@samtec.com.

You may submit a request to know up to twice within a 12-month period. Only you, or someone legally authorized to act on your behalf, may make a request to know or delete your personal information. In addition, your request to know or delete must provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information. We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. We will only use personal information provided in the request to verify the requestor's identity or authority to make it. You do not need to create an account with us to submit a request to know or delete.

We will confirm receipt of your request within ten (10) business days. We endeavor to

substantively respond to a verifiable request within forty-five (45) days of receipt, but we will inform you if we require more time. If applicable, we will explain the reasons we cannot comply with a request.

To specifically opt out of any sales of personal information, please contact us at Privacy@samtec.com.

IX. Non-Discrimination

We will not discriminate against you for exercising any of your rights under the CCPA. This means that, unless permitted by law, we will not deny you goods or services, charge you different prices for goods or services, provide you with a different level or quantity of goods or services, or suggest that you receive a different price for, or quality of, goods or services, as a result of you exercising your rights. In addition, Samtec will not discriminate against job applicants or employees for exercising any rights under the CCPA.

California Privacy Notice Addendum Rev 1023

Vietnam Privacy Notice Addendum

This Vietnam Privacy Notice Addendum shall complement and supplement the Samtec Privacy Notice. This Addendum only applies to (1) Vietnamese citizens and (2) users that are subject to Samtec's processing activities in Vietnam.

If you are in one of the two groups mentioned above, the Privacy Notice shall continue to apply to you, except for the parts that are irreconcilable with the below. In that case, this Addendum shall prevail on the Privacy Notice, but only to the extent needed for the changes made by this Addendum to have effect.

We will notify you of any changes to the Privacy Notice or to this Addendum that could impact the validity of your consent and will obtain new consent from you before any such changes are implemented.

A. What are the Types of Personal Data We Use and Why Do We Use It?

1.1. Processing purposes

In addition to the processing purposes listed in the Privacy Notice, we may process your Personal Data to process and evaluate applications for positions as an employee or contractor with us.

1.2. Type of personal data

Under the laws of Vietnam, personal data is defined as any data in the forms of symbols, letters, figures, images, sounds or similar forms in the electronic environment that is associated with a particular person or may lead to the identification of a particular person and is classified as basic and sensitive data.

We collect the following basic personal data when you use our websites:

- Identifiers and contact information (such as name, email, phone number, mailing address, IP address, account name, etc.);
- Demographic data (such as age, gender, citizenship, etc.);
- Commercial data (such as product purchasing history, purchasing and consuming histories and tendencies);
- Professional, employment-related, or education data;
- Cookies and tracking technologies;
- Other basic personal data related to our processing purposes as stated in the Privacy Notice.

We may also collect sensitive personal data. Sensitive personal data is defined as data associated with an individual's privacy that when violated will directly affect the individual's legitimate rights and interest. Examples of sensitive personal data under Vietnamese laws are:

- Geolocation data
- Payment data (including bank account information, debit or credit card information, etc.)
- Biometric information (including fingerprint information that may be collected for employee's time clocks)
- Political opinions, religious opinions
- Health status and private data recorded in the health record, excluding the data about blood type
- Data relating to racial origin, ethnic origin
- Other sensitive personal data related to our processing purposes as stated in Section I.

1.3. Processing

We will be processing your personal data from the moment we collect it and until the end of the retention period as stated in the Privacy Notice.

1.4. Processing Activities

Our processing activities of your personal data as stated in Section 2 above refers to one or multiple activities including collection, recording, analysis, confirmation, storage, rectification, disclosure, combination, access, traceability, retrieval, encryption, decryption, copying, sharing, transmission, provision, transfer, deletion, destruction or other relevant activities.

B. On What Legal Basis Do We Process Personal Data?

We process your personal data in accordance with applicable Vietnamese laws, including Vietnam's Decree 13/2023/ND-CP on Personal Data Protection.

We process personal data based on your consent, to the extent it is required by applicable law.

You may agree to the above processing purposes in full or in part by ticking boxes applicable at the time you provide consent for the specific purpose.

C. Who Receives My Data?

Within Samtec, every Samtec entity that requires your personal data to fulfill our contractual and legal obligations will have access to it. Service providers and agents appointed by us may also have access to data for these purposes.

With regard to transferring data to recipients outside Samtec, we may share your personal data necessary to achieve the purposes set out above, based on your consent or in accordance with any applicable legal requirements.

Recipients of personal data may be, for example:

- Public entities and institutions, upon providing a legal or official obligation;
- Other Samtec companies in order to carry out a business relationship with you, including providing customer support, or to address legal or other official obligations;
- Third parties, including distribution partners, to which we transfer your personal data in order to evaluate and/or explore opportunities to conduct business with you; and
- Other third parties which may be necessary for us to carry out our business relationship with you, as necessary depending on your contract, purchase order or request.

The Vietnamese law prohibits the sale and purchase of personal data. We do not sell your personal information for money, but may use tracking technologies or work with third parties like ad networks which collect personal data via tracking technologies. We will obtain your prior written consent prior to using any such technologies that could be considered, under some personal data protection laws, as a “sale” of personal data. In all cases, the sale of personal data will only apply to the extent permitted by applicable law.

D. What Data Privacy Rights and Obligations Do I Have?

Subject to some exceptions, you have several rights, including:

1. The right to access your personal data;
2. The right to request a copy of your data, which is subject to you submitting a mandated form imposed by the government of Vietnam. Please contact us at: Privacy@samtec.com. to request the appropriate form to submit your request;
3. The right to rectification, which requires Samtec to change incorrect or incomplete data about you;
4. The right to restrict processing, which requires Samtec to limit processing your data;
5. The right to object processing, which requires Samtec to stop processing your data; and
6. The right to erasure, which requires Samtec to erase your data.

You may exercise any of these rights by sending an email indicating your request to Privacy@samtec.com.

Furthermore, if you believe your rights are being infringed, you have the right to lodge a complaint with a supervisory authority, to denounce and initiate a lawsuit, the right to claim damages and the right to self-defense.

If we process your personal data based on your consent, you can withdraw consent at any time. Please note that withdrawal of consent applies only to future actions. Processing that was carried out before the withdrawal of consent is not affected.

You have the obligation to protect your own personal data, provide complete and accurate personal data and to comply with any other personal data protection obligations you may have under the applicable laws.

E. Am I Obligated to Provide Data?

We process personal data based on your voluntarily, explicit and positive consent, to the extent it is required by applicable law.

Please note that if you do not consent to some/all of our processing activities as set out in the Privacy Notice, to the extent such consent is required by applicable law, you may be unable to access the website or to use some functions of the website, which may adversely affect your experience. For example, you may be unable to send any applications for any position as employee or contractor. In addition, we will not be able to enter into a contractual or business relationship with you (you will be unable to order, purchase or otherwise transact with us).

F. Will Samtec Use My Personal Data for Marketing?

If you are a prospective or current customer, we process some of your personal data with the goal of assessing certain personal aspects of your preferences, after obtaining your consent to the extent it is required by applicable laws. For example, we may process your data to notify you and advise you regarding available products, which allows for Samtec communications and marketing to be tailored to you and your company. We may communicate with you in the form of emails, text messages, phone calls, chatbot, or other means. We send communications that we deem are relevant and that are tailored to your interests. Our communications will remain reasonable, avoiding excessive or intrusive messaging.

You can opt out of receiving marketing communications by clicking [here](#) or by opting out at the time you receive the marketing communication. Additionally, Samtec may share your personal information with other third parties, such as distribution partners, for the purpose of following up on your interaction with Samtec or our website.

G. Is My Personal Data Secured?

We maintain reasonable technical, physical, and administrative security measures designed to help protect the security of your personal data against loss, misuse, unauthorized access, disclosure, or alteration (“**Data Incident**”). In the case of a Data Incident affecting your data, you may experience consequences or damages such as exposure of your personal data (which may include sensitive personal data), identity theft, financial harm, reputational damage, and increased vulnerability to targeted scams or fraud attempts.

You can raise a complaint by contacting us at Privacy@samtec.com.