

Samtec, Inc.

Climate-Related Financial Risk Disclosure Report

Prepared in alignment with the TCFD 2017 Recommendations and California Health & Safety Code § 38533 (SB 261).

June, 2026

Executive Summary

Samtec, Inc. has prepared this Climate-Related Financial Risk Disclosure Report to align with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and to support compliance with California Senate Bill 261 (Climate-Related Financial Risk Act). This report covers calendar year 2025 and summarizes Samtec's governance, strategy, risk management, and performance metrics related to climate change. Key highlights include: a 25.3% reduction in Scope 1 and 2 emissions intensity vs. the 2019 baseline; renewable energy at 21.5% of total electricity consumption; an initial Scope 3 baseline established for Categories 1 and 6; and a 20% water recycling rate within manufacturing operations. The report identifies water quality and severe weather as primary physical risks; evolving regulation and customer expectations as primary transition risks; and outlines measures adopted to reduce and adapt to these risks. Samtec will continue to advance its climate disclosures and intends to refine quantitative scenario analysis and assurance in future reporting cycles.

Introduction

Samtec Inc. has prepared this report to align with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and to support compliance with the requirements of California Senate Bill 261. This report describes the company's governance, strategy, risk management processes, and performance metrics tied to climate-related risks and opportunities.

Samtec, Inc. is a global manufacturer founded in 1976 and headquartered in New Albany, Indiana. Operating in more than 40 locations worldwide, the company designs and supports advanced interconnect technologies that enable high-speed data transmission, offering solutions such as board-to-board connectors, high-speed cable systems, and more. Samtec emphasizes innovation, customer service, and responsible business practices as core components of its long-term strategy.

This disclosure covers the period from January 1, 2025 through December 31, 2025 and reflects climate-related activities, data, and processes applicable to Samtec Inc.'s operations within the reporting boundary established for this disclosure. Samtec intends to update this disclosure on a biennial basis, while continuing to refine underlying data, processes, and risk evaluation methods as its climate-related program matures.

Governance

Samtec Inc. is a privately held company and does not maintain a board of directors or an equivalent governing body. Accordingly, oversight of strategic priorities, including climate-related matters, is maintained by executive management. As Samtec is privately held with no board of directors, the TCFD recommended disclosure regarding board oversight is fulfilled through the executive management oversight structure described below.

The Corporate Director of Global Compliance leads environmental and sustainability initiatives and reports to executive leadership. Regulatory developments, customer expectations, and materiality assessment results are evaluated to inform priorities, strategic direction, and related action plans. The Sustainability Team serves as the internal ESG governance body and supports implementation through data management, reporting, and coordination across global facilities.

The Sustainability Team provides regular updates to the Corporate Director of Global Compliance and meets semiannually with the President (CEO) and Chief Operating Officer (COO) to review significant developments, progress against current objectives, potential future targets, regulatory changes, and evolving customer expectations. The team also prepares an annual report aligned with the UNGC and GRI frameworks, which is made publicly available through the Samtec website and summarizes the company's sustainability, environmental, and governance efforts, including associated targets. In addition, annual management review processes provide executive management and relevant risk-related functions, including audit, with visibility into key sustainability matters.

Executive management, as well as all other Samtec associates, completes annual safety and environmental training to strengthen awareness of regulatory obligations, support informed decision-making, and reinforce accountability for environmental and workplace safety performance. Environmental, compliance, and operational performance considerations may be reflected in management performance evaluation and company incentive structures, as applicable.

Strategy

Samtec's approach to climate-related strategy is informed by its broader sustainability program, materiality assessment, and operational risk evaluations. Samtec assesses climate-related risks and opportunities across three defined time horizons: short term (0–3 years), medium term (4–9 years), and long term (10+ years). These horizons support a structured, enterprise-level view of climate risk; however, individual functions may operate on differing planning horizons to reflect the unique nature of their activities and decision-making processes.

The company considers a range of both transition and physical risks associated with climate change, as well as opportunities that support long-term value creation and operational resilience.

Short-Term Risks

In the short term, Samtec has identified declining water quality as a key physical risk that could impact manufacturing operations. Water is a critical input in several production processes, and deterioration in water quality has the potential to disrupt operations if

treatment capacity is exceeded or additional processing is required. This may result in temporary production constraints, increased operational costs, or reduced efficiency at affected facilities.

Transition risks in the short term are primarily regulatory in nature, driven by evolving environmental laws, climate-related disclosure requirements, and increasing expectations for corporate transparency. Non-compliance with these requirements could expose the company to financial penalties, increased reporting costs, and reputational impacts. Additionally, failure to meet stakeholder expectations related to sustainability performance may result in potential brand damage and reduced competitiveness in customer-facing markets.

Medium-Term Risks

Physical risks in the medium term include both acute and chronic climate-related impacts that may affect operations. Severe weather events, such as cyclones, hurricanes, and typhoons, have the potential to disrupt facility operations, damage infrastructure, and reduce production capacity at impacted locations. In addition, water stress represents a chronic physical risk, as reduced water availability could constrain manufacturing processes that rely on consistent water inputs. Together, these risks may lead to operational disruptions, reduced production capacity, and increased costs if not effectively managed.

In the medium term, transition risks are driven by evolving customer expectations and regulatory developments. Changes in customer behavior, including increased focus on sustainability performance and transparency, may influence purchasing decisions and supplier selection. At the same time, changes to environmental regulations and disclosure requirements could introduce new compliance obligations and associated costs. If these expectations and requirements are not effectively addressed, there is potential for reputational impacts and brand damage, which could affect customer relationships and overall competitiveness in key markets.

Long-Term Risks

Based on qualitative screening of chronic physical and transition risk drivers, Samtec has not identified additional material long-term risks beyond those described in the medium-term horizon. This assessment will be reassessed each reporting cycle as Samtec's scenario analysis capabilities mature. The company will continue to evaluate potential long-term risks as part of its ongoing climate risk assessment and monitoring processes.

In response to these risks, Samtec continues to identify opportunities to enhance operational efficiency and reduce environmental impact. These opportunities include expanding the use of renewable energy, improving water recycling capabilities within

manufacturing processes, and advancing operational efficiencies that reduce both energy consumption and emissions intensity.

Financial Impact

While not yet quantified, identified climate-related risks may translate to higher operating costs (e.g., water treatment, energy procurement, insurance premiums), increased capital expenditure for facility resilience, and potential supply-chain cost pressures. Samtec considers these factors qualitatively in annual capital and operational planning processes.

As of the reporting period, Samtec has not completed a formal quantitative climate scenario analysis. However, the company qualitatively considers potential transition and physical climate-related developments in evaluating operational resilience, regulatory exposure, and long-term planning priorities. As an initial step, Samtec has performed qualitative consideration of a below-2°C transition pathway (heightened policy pressure and customer-driven decarbonization) and a higher-than-2°C physical pathway (more frequent acute weather events and chronic water stress). Findings reinforce the strategic priorities described above; quantitative scenario analysis is identified as a future priority. Climate-related considerations are currently incorporated into selected sustainability, operational, and risk evaluation activities, though they are not yet fully embedded across all formal financial planning processes. Samtec views further integration of climate-related considerations into enterprise planning as an area for continued development.

Measures Adopted to Reduce and Adapt to Climate-Related Financial Risk

In response to identified risks, Samtec has adopted and continues to advance the following measures:

- Expansion of renewable energy procurement and on-site generation evaluation;
- Investment in water recycling and water-treatment capacity at manufacturing sites;
- Energy-efficiency upgrades and emissions-intensity reduction initiatives;
- Supplier engagement programs that include sustainability and decarbonization expectations;
- Facility resilience and business-continuity planning for acute weather events; and integration of climate considerations into management system reviews.

Risk Management

Samtec identifies climate-related risks through existing environmental management, compliance, operational continuity, and materiality assessment processes. Relevant inputs include ISO 14001 environmental management systems, facility-level operational reviews, business continuity planning, regulatory monitoring, and stakeholder feedback.

Identified risks are evaluated qualitatively based on potential operational, regulatory, financial, and reputational impact, as well as the likelihood and timeframe of occurrence. Where relevant, climate-related considerations are escalated through management review processes and incorporated into broader environmental, compliance, and operational risk discussions.

While these processes provide a foundation for climate risk oversight, Samtec has not yet implemented a standalone climate-risk register or formal climate-specific scoring methodology. Further integration into enterprise risk management remains a future enhancement opportunity. Climate-related risks are escalated through the management review process and incorporated into the broader compliance and operational risk dashboards reviewed by executive management, ensuring climate considerations are integrated into Samtec's overall enterprise risk management framework.

Metrics and Targets

Samtec tracks its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol, using the operational control consolidation approach defined in the GHG Protocol Corporate Standard. Emissions are calculated and reported using both location-based and market-based methodologies to provide a comprehensive view of the company's emissions profile. The Scope 1 and Scope 2 figures presented herein also form the basis of Samtec's forthcoming SB 253 submission to the California Air Resources Board (CARB), currently anticipated to be due in the fourth quarter of 2026.

In 2025, the company reported Scope 1 emissions of 2,633 metric tons of CO₂ equivalent, representing direct emissions from controlled operations. Scope 2 emissions totaled 35,130 metric tons on a location-based basis and 33,229 metric tons on a market-based basis, reflecting the impact of renewable energy procurement strategies and contractual instruments such as renewable energy credits.

Combined Scope 1 and Scope 2 emissions amounted to 37,763 metric tons on a location-based basis and 35,862 metric tons on a market-based basis. As expected for a manufacturing-driven organization, electricity use remains the primary contributor to Samtec's emissions profile, reinforcing the importance of energy efficiency and renewable energy adoption.

In 2025, Samtec also established its first Scope 3 emissions baseline by evaluating Category 1 (Purchased Goods and Services) and Category 6 (Business Travel). These categories accounted for approximately 72,474 metric tons and 2,766 metric tons of CO₂ equivalent, respectively. This initial assessment provides critical insight into value-chain emissions and establishes a foundation for future expansion and reduction efforts.

2025 Targets

In 2025, Samtec made progress toward its stated environmental objectives, including:

- 25.3% reduction in Scope 1 and Scope 2 emissions intensity relative to the 2019 baseline;
- Increase in renewable energy usage to 21.5% of total consumption;
- Establishment of initial Scope 3 estimates for Categories 1 and 6; and
- 20% water recycling rate within manufacturing operations.

2026 Forward-Looking Targets

- Samtec is establishing the following preliminary targets, to be finalized and disclosed in the next reporting cycle:
- Continued reduction in Scope 1 and Scope 2 emissions intensity relative to the 2019 baseline;
- Increased share of renewable electricity in total consumption;
- Expansion of Scope 3 coverage to additional GHG Protocol categories; and
- Continued progress on water recycling within manufacturing operations.

Future priorities include improving emissions data quality, expanding Scope 3 emissions coverage, further evaluating climate-related metrics and targets, and continuing to assess opportunities for enhanced disclosure and assurance. A few examples of this in action include efforts to obtain third-party assurance of Scope 1 and 2 emissions and preliminary efforts to establish a product carbon footprint methodology.

TCFD Index

This Task Force on Climate-related Financial Disclosures (TCFD) Content Index has been prepared to highlight where Samtec addresses the TCFD recommended disclosures within this Sustainability Report. The index is intended to assist stakeholders in locating climate-related governance, strategy, risk management, and metrics disclosures.

TCFD Pillar	Recommended Disclosure	Pg. #
Governance	Describe the organization's governance around climate-related risks and opportunities.	3
Governance	Describe the board's oversight of climate-related risks and opportunities.	2-3
Governance	Describe management's role in assessing and managing climate-related risks and opportunities.	2-3
Strategy	Describe the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	3-5
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	3-5
Strategy	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	5
Strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	5
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	6
Risk Management	Describe the organization's processes for managing climate-related risks.	6
Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	6
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	6-7
Metrics and Targets	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	6-7
Metrics and Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	6-7