

# CREATING A **CONNECTED** FUTURE



2022 SUSTAINABILITY REPORT

# TABLE OF CONTENTS



LETTER FROM THE CEO	3	
ABOUT THE REPORT	4 - 5	
APPROACH TO SUSTAINABILITY	6 - 7	
COMPANY OVERVIEW	8 - 10	
GLOBAL WORKFORCE	11 - 14	
PEOPLE MATTER	15 - 19	
TRAINING & DEVELOPMENT	20 - 21	
COMMUNITY INVOLVEMENT	22 - 25	
HEALTH & SAFETY	26 - 28	
ETHICS & GOVERNANCE	29 - 31	
SUPPLY CHAIN	32 - 33	
ENVIRONMENTAL	34 - 39	
UNGC & SDG	40 - 41	
GRI INDEX	42 - 43	

I am excited to present our annual sustainability report, which highlights the significant strides we have made as a company in our ongoing commitment to sustainability over the past year.

From the relationships we develop with our employees, customers, communities, and business partners to the technological advancements we create; powerful and transformative connections are at the core of everything we do.

### ENVIRONMENTAL STEWARDSHIP

Samtec remains committed to minimizing our ecological footprint and advocating for greater awareness on environmental topics. Through energy efficiency measures, waste reduction strategies, water conservation, and Sustainability Spotlights, we have continued to drive positive change on both fronts. Additionally, our commitment to monitoring and reducing greenhouse gas emissions has resulted in greater visibility of our impacts globally, an increase in energy reductions initiatives at several facilities, and a greater reliance on renewable energy across our global energy mix.

### SOCIAL IMPACT

At Samtec, we recognize the importance of developing our associates while creating a diverse and safe workplace for everyone. Through training programs, professional development initiatives, and equal opportunity practices, we empower our employees to thrive and reach their full potential.

Our commitment extends beyond our own walls. By partnering with local organizations, supporting educational initiatives, and investing in social projects, we strive to make a positive and lasting impact on our local communities.

### TECHNOLOGICAL INNOVATION

By constantly pushing the boundaries of what is possible, we foster an environment of creativity and innovation that drives progress.

Furthermore, we recognize the transformative power of our technology in addressing global challenges. Samtec's products enhance the capabilities of electronic devices whether it be lifesaving medical devices, Artificial Intelligence, or the telecommunications that connect the world. We use our technology, people, and footprint to create solutions that positively impact society and contribute to a sustainable future for all.

### ETHICAL PRACTICES

At Samtec, we prioritize ethical practices that protect and promote the interests of our company globally. We demonstrate this commitment through a comprehensive set of policies and procedures that are expected to be followed and supported by all Samtec associates regardless of their position.

Moreover, we extend these policies and expectations to our suppliers, emphasizing the importance of ethical conduct. We actively cultivate

strong relationships with our suppliers, working together to uphold global standards and share our corporate values.

### LOOKING AHEAD

Within this report Samtec is pleased to highlight our sustainable efforts and initiatives which align with the United Nations Global Compact (UNGC), its principles, and help contribute to the Sustainable Development Goals set forth by the Compact.

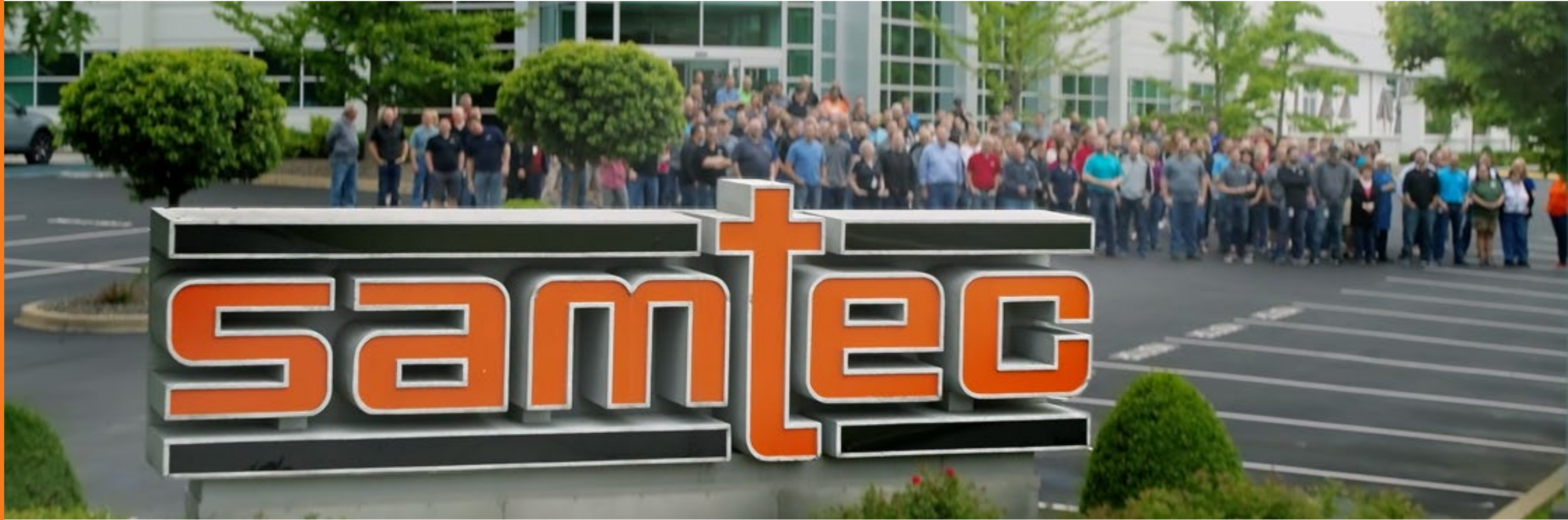
As we celebrate our achievements, we also acknowledge the journey towards sustainability is ongoing. We will continue to challenge ourselves, seeking new ways to integrate sustainability into our business.

Should you have any questions regarding this report or our Sustainability efforts, please reach out to the Samtec Sustainability team via [social.responsibility@samtec.com](mailto:social.responsibility@samtec.com).

**John Shine, President and CEO**







# ABOUT THE REPORT



**T**he Samtec Sustainability Report is developed annually and represents a 12-month reporting period. Beginning at the end of each calendar year, data is collected and processed into this final report. Samtec has published a Sustainability Report on an annual basis since 2012, and this will be our 11th report. This year's report covers the 2022 calendar year and was submitted in June 2023.

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

noted in the sections where their content is represented.

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

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

2022, Samtec earned EcoVadis Silver Status and was at or above industry averages in our annual CDP assessments.

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

Samtec is excited to highlight many of the initiatives from this past year along with several new goals for 2023 in this year's report. Please direct any comments or questions about this report or Samtec's Sustainability efforts to [social.responsibility@samtec.com](mailto:social.responsibility@samtec.com).







# APPROACH TO SUSTAINABILITY

**A**t Samtec, we take a comprehensive approach to sustainability, recognizing the equal importance of the Environmental, Social, and Governance Pillars. We strive to balance our sustainability efforts and initiatives globally to support each pillar equally. We also acknowledge that a one-size-fits-all approach does not apply to sustainability. Instead, we focus on understanding the landscape and developing a tailored plan that aligns with our organization and meets the expectations of our stakeholders.

To help guide our sustainability program, we rely on globally recognized frameworks; additionally, we engage independent evaluators to assess and quantify the impact of our global sustainability efforts. Notably, we participate annually in evaluations conducted by the Carbon Disclosure Project (CDP) and EcoVadis. We are pleased to announce that our recent corporate scores in these evaluations have improved overall and meet or exceed industry averages in all categories.

**22 ECOVADIS SCORE:**

EARNED SILVER STATUS RATING



Score: 59 (meets or surpasses industry averages in all categories)

**22 CDP SCORES:**

- Climate Change – Score C (Meets global, industry, and North America averages)
- Water – Score B (at or above global, industry, and North America averages)

Our Sustainability team at Samtec works closely with key stakeholders across our organization to evaluate, develop, and implement initiatives that align with their needs and interests, as well as corporate sustainability expectations. We maintain open communications with upper management on relevant topics and hold regular meetings to discuss high-level projects and long-term efforts related to our sustainability program.

In 2022, our Sustainability team collaborated with key stakeholders within our organization to establish Sustainability Vision and Value Statements. These statements provide additional structure, context, and validity to our corporate sustainability program.



**VISION STATEMENT**

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

**Our Footprint:** conservation, environmental education, 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.

In 2023, we plan to conduct a comprehensive Materiality Assessment to gain a deeper understanding of our stakeholders and their needs. This assessment will include both internal and external stakeholders and will help us identify the most significant sustainability topics that align with our stakeholders’ interests and our organization as a whole. The findings from this assessment will help guide future sustainability efforts now and into the future.





# COMPANY OVERVIEW



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

Headquartered in New Albany, Indiana, USA, Samtec is a privately held company with 7,500+ employees in more than 40 global locations. Our work environment is friendly, flexible, family-oriented, and fun. Our benefits reflect this as well, offering associates a range of options and versatility to tailor what is most suitable for them.

Because Samtec's technology teams are not limited by the boundaries of traditional business units, they are able to work in a fully integrated capacity that enables collaboration and "cross pollination," resulting in uniquely innovative products and technologies. This business model enables Samtec to provide high-level design assistance and engineering support to our customers, both at the component and system level. Our

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

Samtec products are used to design systems that demand previously unimaginable transmission speeds, bandwidths, frequencies, and densities. These system designs are distinguished by challenging tradeoffs in scalability, power, thermal management, and cost. Successfully supplying products to these demanding systems requires next-level thinking, a deep understanding and participation in industry standards, and continuous innovation. For example, a selection of our interconnect solutions is designed to exceed today's connectivity needs, enabling the path to 224 Gbps performance and beyond.

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

Samtec serves customers in approximately 125 countries with revenues exceeding \$1 billion, and we take our commitment to Sudden Service® seriously. With 24 sales offices, 13 design centers, and 14 operations/

inventory locations across the globe, Samtec's Sudden Service® supports a customer base of 50,000+, spanning well known global tech giants to universities and small start ups. We sell directly to customers as well as through highly respected distribution partners.

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

Samtec's award-winning Sudden Service® encompasses design, sales, and delivery. In the design stage, customers can visit the Samtec website to access product specifications, characterization/test reports, detailed white papers and application notes, interactive web design tools, and 3D

With more than 50,000 direct and indirect customers, spanning all industries, Samtec serves the well-known global tech giants, small start-ups, universities, and everyone in between. Our customer based combined with the diversity of our product line provides an opportunity to connect with people in many ways. Our products are found in door cameras, hair dryers, high-performance computers, embedded computing modules, MRI equipment, heart monitors, prosthetic limbs, to name a few.

We are proud of the part we play in impacting lives every day and making our world better for all.



Founded in 1976



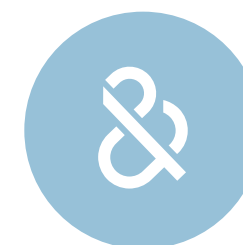
Headquartered in  
New Albany, IN



7,500+ Associates



2022 Revenue  
\$1 Billion



D&B Rating 5-A1


models. Specialized technical support is also readily available directly from engineers in the Samtec Signal Integrity Group, Interconnect Processing Group, and Application Support Group. For sales support, Samtec offers My Samtec™ real-time account access, personal account managers, and quotes within 24 hours. Sudden Service® shipping includes more than 200,000 parts that ship within one day, free samples within 24 hours, and two-day shipping to all major markets.

In 2023, we continue our operations expansion efforts in support of Sudden Service®. For example, a new cable manufacturing facility is in the qualification phase in Pennsylvania (USA), expansions of the Vietnam and Costa Rica manufacturing facilities are underway with expected completion this year, and a Singapore Distribution Hub has been completed and is fully operational. Later in 2023, Samtec plans a grand opening of our Taiwan Design Center.

The Samtec service culture also extends into community involvement. Our community stewardship incorporates our Samtec Cares Giving Program, and being a member of the UN Global Compact. Samtec Cares Giving Program includes a grant program, corporate giving, sponsorships, volunteering, and an associate's foundation. Our philanthropic areas

of focus are Community Development, Health and Social Services, Arts and Culture, Education, STEM, and the Environment. Samtec's technical associates also partner with local universities to engage with students and participate in engineering capstone projects. Recently, these programs took place at the University of South Carolina, University of Boulder, and Penn State Harrisburg.

AWARDS

- [Samtec Engineers Win DesignCon Best Paper Award \(April 2023\)](#)
- [Global Excellent Supplier Award from Anritsu \(January 2023\)](#)
- [Samtec Ranked #1 for 18th Time in Bishop Customer Service Survey \(2022\)](#)
- EcoVadis Silver Award (2022) 
- Sager Electronics Diamond Confidence award for Overall Top Supplier Performance (2022)
- Best Delivery Award from Shennan Circuit (Samtec Shanghai; 2022)

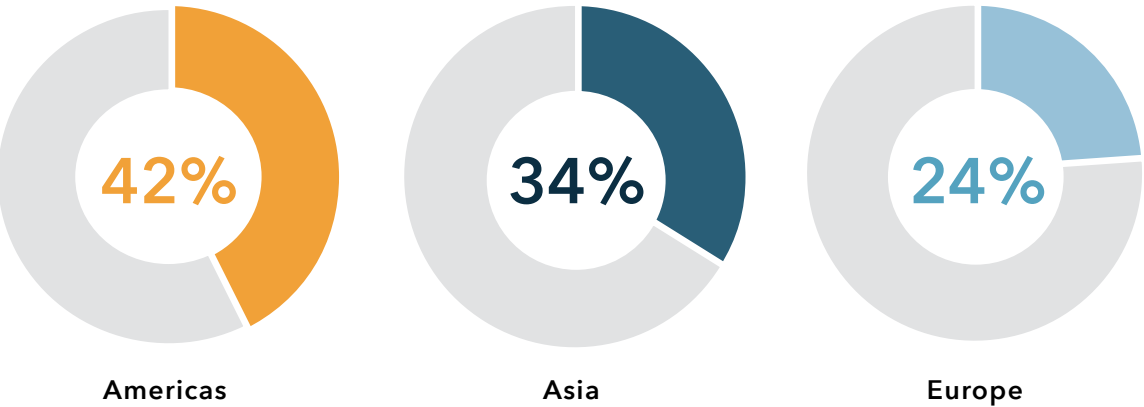
- Outstanding Engagement Award from Arrow Asia (Samtec Shanghai; 2022)
- [DesignCon Engineer of the Year: Richard Mellitz of Samtec \(2022\)](#)
- [Colorado Springs Best Workplaces \(2021 & 2022\)](#)



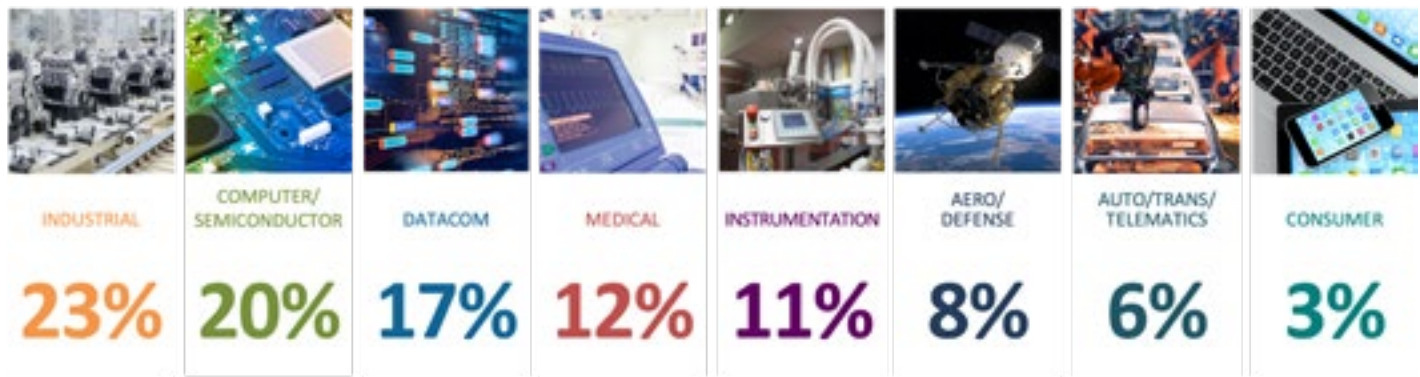
MEMBERSHIPS & ASSOCIATIONS

- One Southern Indiana
- Metro Manufacturing Alliance
- Leadership Southern Indiana
- FORGE | From Prototype to IMPACT (forgeimpact.org)
- Partnerships with universities on Engineering Capstone projects targeted at enriching final year engineering programs with more practical, in-depth design experiences using our connectors
- [Industry Standards and Protocols | Samtec](#)

Shipments by Region



Markets Served | Percent of Sales







# GLOBAL WORKFORCE

Samtec has seen tremendous growth and expansion since being established in 1976. We now have over 40 locations spread across the globe, which serve customers in 125 countries.

Today, nearly 70% of our workforce is located outside of North America and over half speak English as a second language. We are proud of our growth and diversity, and highlight elements of this in the data presented in this section of the report.

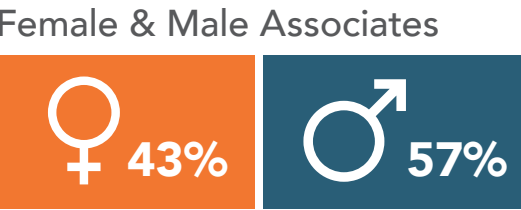
Over 80% of our senior management positions are local to the specific facility. We hire locally when we can - within a 50 mile radius of a specific location.

- Senior management is primarily defined by the level of responsibility, and not necessarily by tenure.

- Senior managers have global responsibility in terms of establishing direction or priority within their area of expertise.
- Senior managers work cross-functionally with other areas of the company to establish strategic direction related to the core elements of our business: product design, sales strategy, financial management, operational tactics, etc.



Total Workforce **7,774**  
\*as of December 31, 2022



**13** DESIGN CENTERS

**14** OPERATION FACILITIES

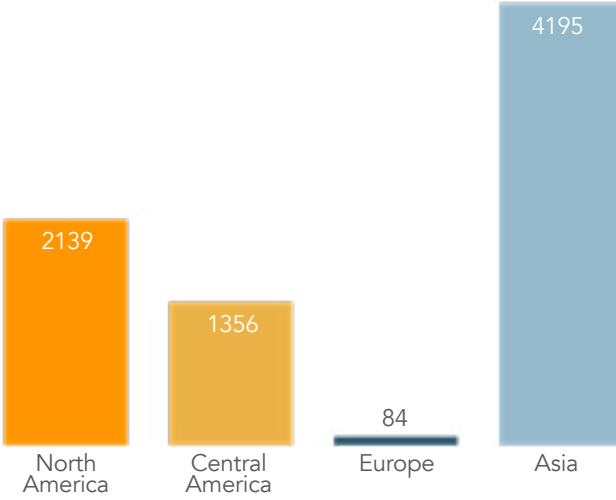
**24** SALES OFFICES

**125+** SALES SUPPORT

**7.5K+** GLOBAL EMPLOYEES

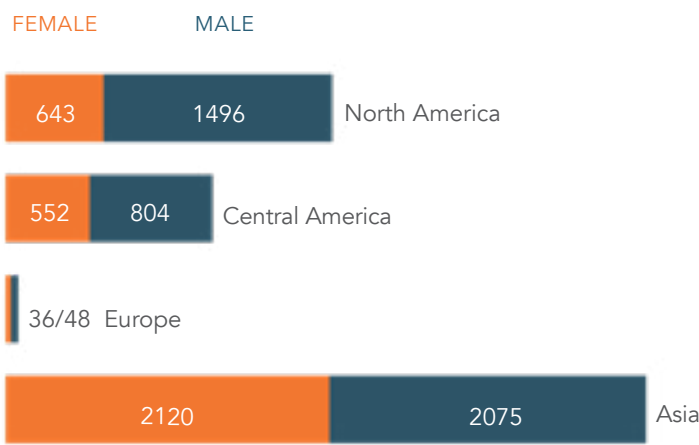


Workforce by Region



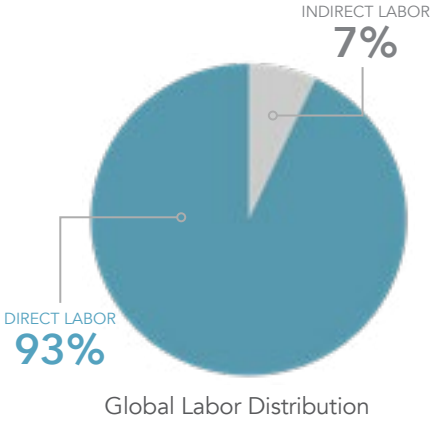
\* South America included in Central America and Australia/New Zealand included in Asia

Gender Distribution by Region



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

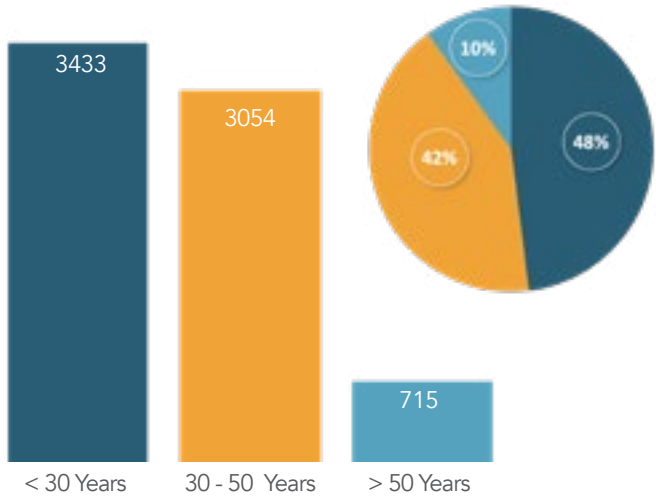
Gender Labor Breakdown by Region



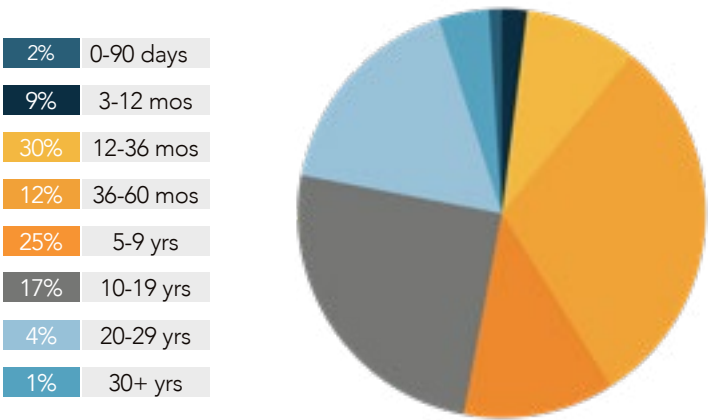
COUNTRIES	DIRECT		INDIRECT	
	Female	Male	Female	Male
North America	641	1473	2	23
Central America	508	763	44	41
Europe	36	48	-	-
Asia	1971	1807	149	268
Total	3156	4091	195	332

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

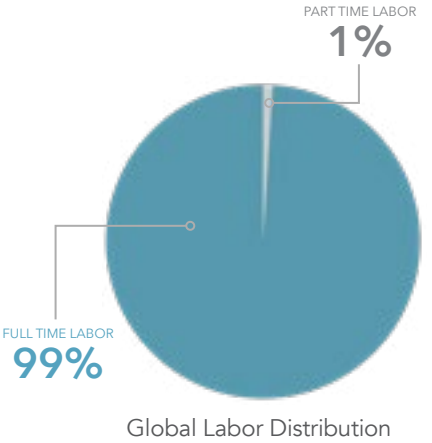
Associate by Age



Associate Length of Service



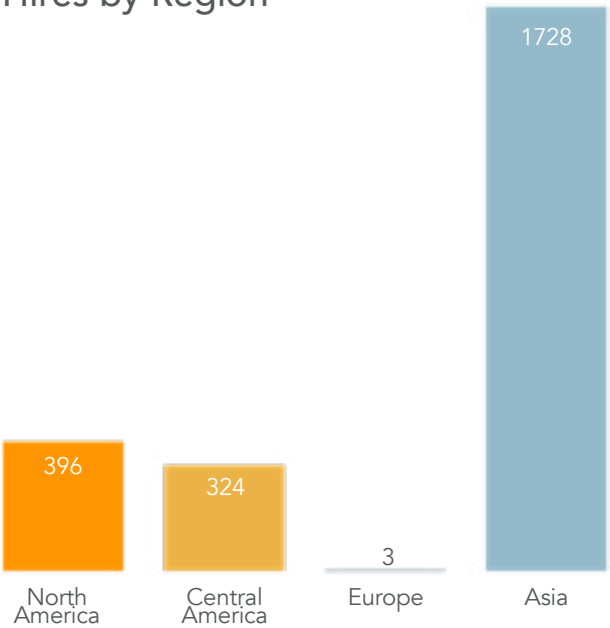
Gender Part Time / Full Time Breakdown by Region



REGION	PART TIME		FULL TIME	
	Female	Male	Female	Male
North America	14	39	639	1447
Central America	0	0	546	810
Europe	9	0	27	48
Asia	0	2	2116	2077
Total	23	41	3328	4382

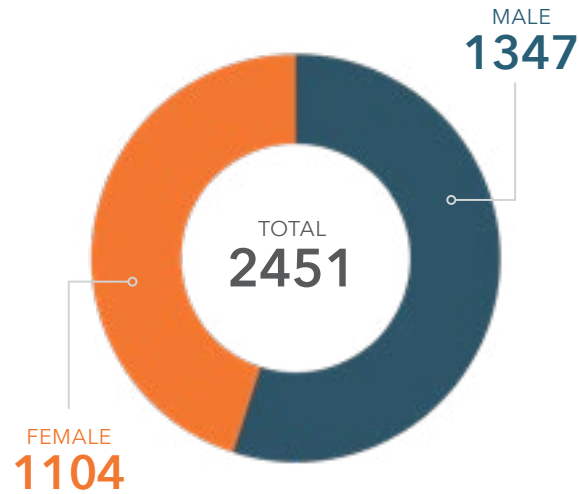
\* South America included in Central America and Australia/New Zealand included in Asia

Hires by Region

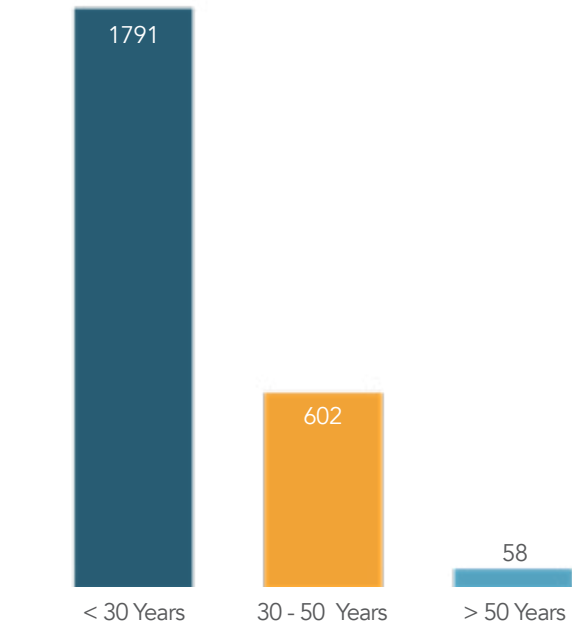


\* South America included in Central America and Australia/New Zealand included in Asia

Hires by Gender



Hires by Age



Samtec 2022  
Annualized Turnover (TO) Rate

**2.67%** | Samtec TO Rate

**3.54%** | Direct TO Rate

**1.18%** | Indirect TO Rate







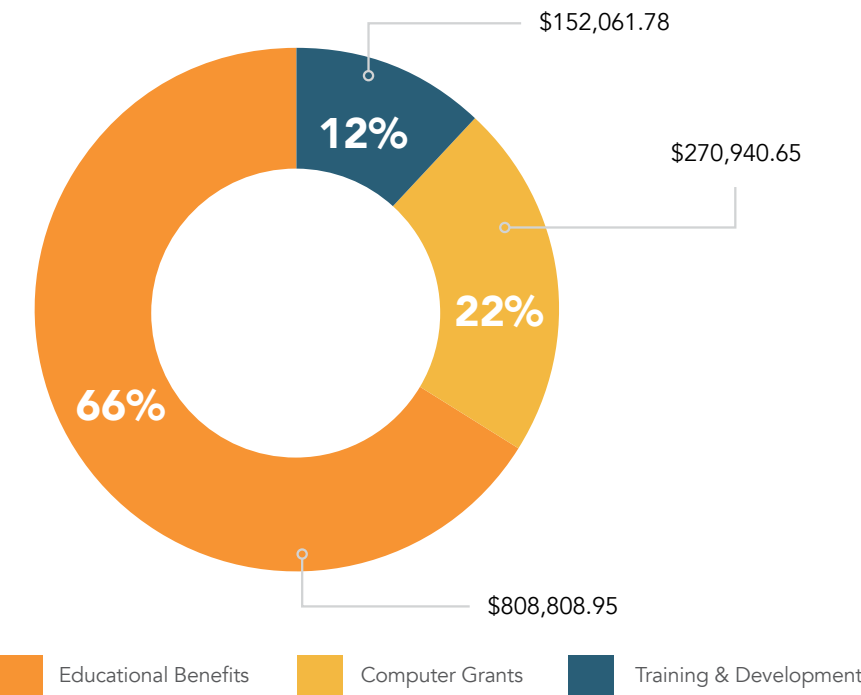
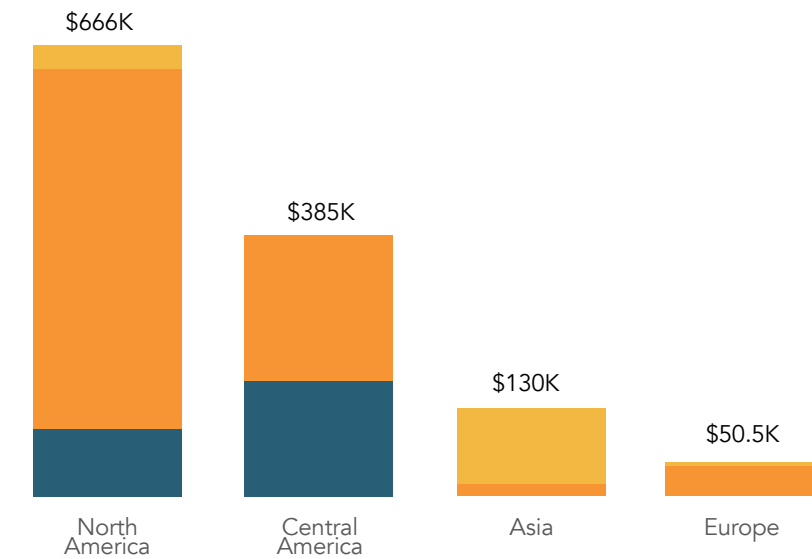
# PEOPLE MATTER

Samtec puts people first. Taking care of our associates and our customers is paramount in how we approach our business. We recognize that our associates are the most critical and valuable resource that Samtec possesses. Without our technically skilled and globally diverse team, we would not be the company we are today, and would not have the world-renowned service, culture, and reputation for which Samtec is known.

We understand the importance of work/life balance and that it is essential to a happy and healthy associate. We also understand that sometimes we need a helping hand to stay healthy, both physically and mentally. Samtec is committed to investing in our associates by providing career growth opportunities, on-the-job training, educational support, computer grants, financial planning, estate planning, counseling, maternity / paternity leave, and many more perks and benefits. Some of these include, and are not limited to:

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

2022 Investments by Region



GLOBAL BENEFITS & PROGRAMS

RETIREMENT & HEALTH CARE BENEFITS

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

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

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

PERSONAL & PROFESSIONAL DEVELOPMENT

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





PARENTAL LEAVE

Global Total	Female	Male	Total
Total # of Employees Entitled to Parental Leave	2900	3364	6264
Total # of Employees that Took Parental Leave	250	254	504
Total # of Employees who Returned to Work after Parental Leave Ended	240	251	491
Total # of Employees that Returned to Work after Parental Leave Ended Still Employed 12 Months After Return to Work	210	228	438
Return to Work Rate	96%	99%	97%
Retention Rate	84%	90%	87%

SAMTEC ASSOCIATES FOUNDATION

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

REGIONAL BENEFITS, INITIATIVES & PROGRAMS

NORTH AMERICA

To ensure all our associates’ mental health needs are met, Samtec New Albany provides on-site counseling free-of-charge. Samtec works to enhance our family-oriented culture and commitment to work/life balance on a regular basis. In 2022, this included the installation of a “Mamava Pod” at our Colorado Springs facility to provide a pleasant and private space for nursing mothers.

Throughout the year, Samtec North America associates organize and participate in a wide variety of fun, educational, and community-related events. In 2022, these included:

HEALTH & WELL-BEING

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

HOLIDAYS & EVENTS

- Earth Day Celebration / Seed Giveaway
- Veterans & Memorial Day Appreciation
- Kid’s Halloween “Treats Along the Trail”
- Thanksgiving Luncheon
- Employee Appreciation Day Pizza Party
- Christmas Luncheon & Gifts

COMMUNITY OUTREACH

- Thanksgiving Food Drive for Kentucky Harvest
- Donation Drive for Victims of a Nearby Tornado
- On-Site Blood Drives
- Samtec Associates Foundation Fundraisers

FUN STUFF

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



**CENTRAL AMERICA**

Samtec Costa Rica offers a variety of benefits and programs to help support the educational, emotional, physical, and financial well-being of our associates. In addition, associates have participated in several initiatives with environmental and sustainability efforts in mind, such as creating an agricultural greenhouse used to grow tomatoes and lettuce in a sustainable manner, and a bicycle parking lot to encourage associates to use bikes as a means of eco-friendly transportation and healthy living. Some other key programs include:

**HEALTH & WELL-BEING**

- Comprehensive Wellness Program
- Annual Health Plan
- Blood Donation
- COVID-19 Vaccination Campaign
- World Breast Cancer Awareness Day
- World Day for Prevention of Prostate Cancer

**HEALTHY FINANCES EDUCATION TALKS**

- Support for associates struggling with financial issues
- Tools and strategies for better financial management
- 10 Talks in 2022 attended by 53 associates

**ALL ABOARD EDUCATION PROGRAM – IN ITS 8TH YEAR!**

- Alliance with the Ministry of Education helps associates complete their High School education
- More than 50 associates have taken part
- Two Samtec graduates in 2022 and 40+ currently active

**SCHOOL START PROGRAM**

- This initiative assists associates with expenses related to children’s schooling such as supplies, uniforms and shoes
- 1,400 packages have been delivered to associates to support relatives and cases of need in the community



**SCHOLARSHIP PROGRAM**

- Associates are eligible to receive scholarships towards a language or academic degree or diploma
- Scholarships: 5 language, 15 technical, 25 university

**SAMTEC EUROPE**

Samtec United Kingdom introduced a new benefit to its health and well-being offerings in 2022. The Well-Being Fund is structured to allow associates to tailor the benefits to their specific needs.

**UK WELL-BEING FUND**

- Fund provides financial support toward associates’ wellness initiatives
- Examples include activities, classes, equipment, and certain treatments
- Benefit may be tailored to the individual’s needs



**ASIA PACIFIC**

Samtec Asia facilities offer and participate in a variety of health and community related initiatives. Key highlights from 2022 include:

**SAMTEC VIETNAM**

- 41 children of associates were awarded gifts for achieving positive educational results
- 243 employees received support for illnesses or complications with delivery
- 777 associates participated in an annual health check



- Samtec provided gifts to associates in celebration of Traditional Tet (Lunar New Year)

**SAMTEC TAIWAN**

- 20 associates took part in Health-Wise Presentations on Cardiovascular Health

**SAMTEC HUIZHOU**

- All new hires received a physical examination and nucleic acid test
- 949 associates received an annual physical examination



**SAMTEC DONGGUAN**

- All new hires and 108 current associates received a physical examination

**SAMTEC JOHOR BAHRU**

- Roughly 400 associates received flu vaccinations and health exams







# TRAINING & DEVELOPMENT



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

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

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

Since Samtec’s culture reflects a “learning” organization, many of the traditional barriers to organizational learning have been removed. Samtec University course content and format attempts to reinforce the existing culture and encourage maximum associate involvement.

Samtec University offers courses intended to support the professional development of Samtec associates. Course topics include conflict and negotiation, emotional intelligence, leadership, performance management, accountability, Samtec culture, presentation skills, and time management, to name a few.

In addition, Samtec University offers a wide variety of technical courses designed specifically for our products and processes, as well as courses on systems, computer applications, etc.

Samtec University courses are added based on company focus and need. Associates are encouraged to make content suggestions for ongoing improvement directly to the Learning & Development team.

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

Samtec associates take part in regular trainings, which are tied to job responsibilities, professional development, and compliance. Some of these are mandatory; others are selected at the employee’s discretion.

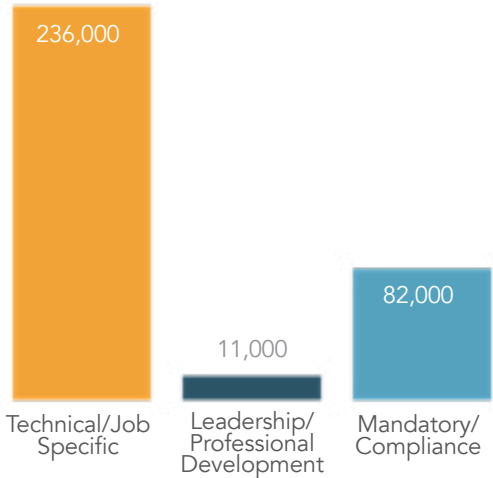
The average Samtec associate globally receives roughly 46 hours of training each year.

PERFORMANCE REVIEWS

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

These reviews are conducted by the associate’s supervisor, and they include factors such as the quality and quantity of work performed by the associates, attendance record, knowledge of the job, initiative, and attitude.

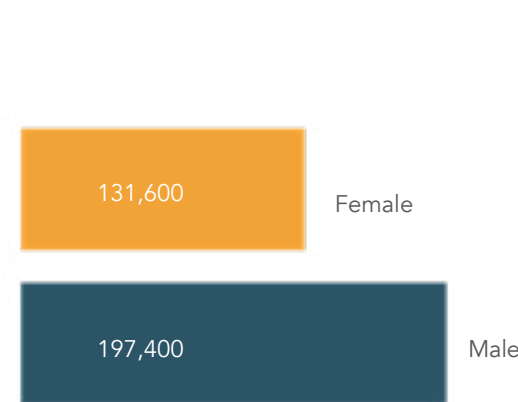
Training Hours by Type



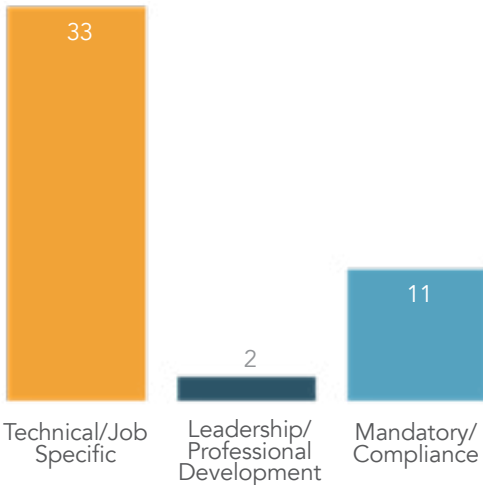
Training Hours by Labor Type



Training Hours by Gender



Average Training Hours per Associate







# COMMUNITY INVOLVEMENT



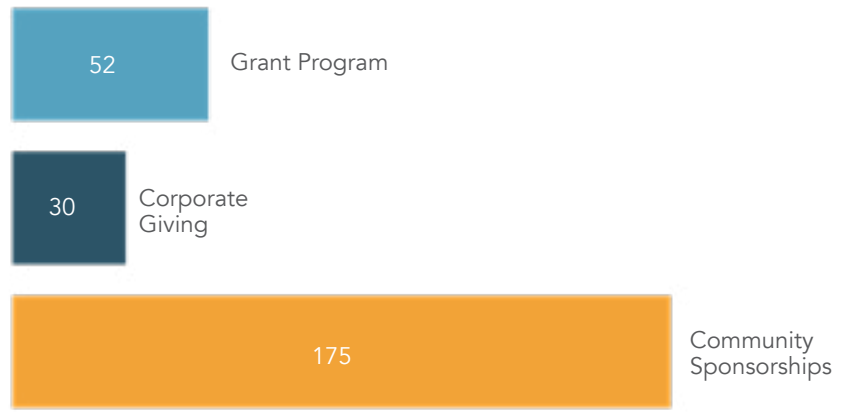
Throughout its history, Samtec has enjoyed supporting various charities and causes as well as encouraging community involvement at our locations around the world. We routinely host donation drives and invite nonprofit groups into our facilities to learn about their missions and ways to help.

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

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

- Grant Program
- Corporate Giving
- Community Sponsorships
- Volunteering

Organizations Supported via Samtec Cares Programs



GRANT PROGRAM

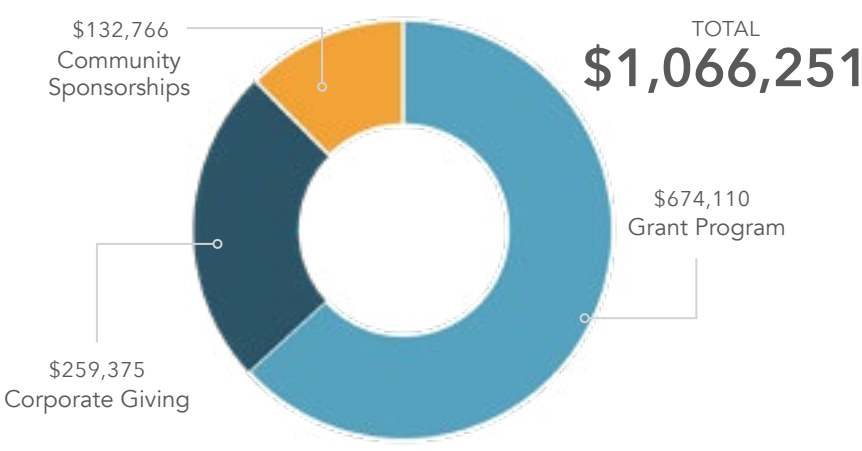
The Grant Program was created to positively impact and assist charitable organizations within the communities where our employees live using rotating areas of focus that are important to our employees worldwide.

Areas of Focus include:

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

In 2022, \$674,110 was awarded to 52 organizations, in varying amounts.

Total Giving Tied to Samtec Cares Programs



COMMUNITY INVOLVEMENT

CORPORATE GIVING

Samtec is committed to making our communities better places to live, work, play, and go to school. Our Corporate Giving provides philanthropic funding support to charities such as the American Heart Association, American Foundation for Suicide Prevention, American Red Cross, Big Brothers and Big Sisters, Blessings in a Backpack, Dare to Care, Volunteers of America, and so many more.

Samtec donated approximately \$260,000 to 30 organizations in 2022.

SPOTLIGHT

In 2022, the Louisville Waterfront Botanical Gardens (LWBG) received a grant to fund Educational programs and the Samtec Cares Courtyard.

LWBG’s Educational programs host age-appropriate workshops about nature and the environment. Children are taught to practice age-appropriate sustainable behaviors and actively change lifelong attitudes and behaviors towards plants and the environment. The workshops are held in the Courtyard and outdoors in the Gardens.

The success of the programming during its first year was measured by attendance and feedback. Attendance in the educational programs increased to 2,843 in 2022. The LWBG had approximately 38,000 visitors during 2022.



\* Data was provided to Samtec by Louisville Waterfront Botanical Gardens.

COMMUNITY SPONSORSHIPS

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

Community Sponsorship giving totaled nearly \$133,000 to 175 different organizations in 2022.

VOLUNTEERING

We understand that being a good corporate citizen also means giving back and supporting organizations in our local communities. We encourage our associates to support those organizations that they are passionate about via giving of their time and talent. Samtec associates spent thousands of hours volunteering in their communities with organizations such as Big Brothers Big Sisters, Junior Achievement, Habitat for Humanity, and many more.



SAMTEC NORTH AMERICA

Samtec New Albany and Scottsburg have a long partnership with Habitat for Humanity of Clark and Floyd counties in Indiana. In conjunction with Samtec Cares, associates volunteered time during the build of a Habitat home in Charlestown, Indiana.

Southern Indiana associates extended their generosity across the Ohio River by donating \$7,800 to victims of the Western Kentucky tornado and supported The Salvation Army Angel Tree program by adopting 100 angels.

Samtec Microelectronics donated old centrifuges to the Colorado School of Mines and helped fund The Exodus Road’s domestic TraffickWatch program.

Samtec Wilsonville participated in multiple business networking and outreach events, including the Wilsonville Business Summit hosted by Clackamas Community College and the city of Wilsonville, a site tour/ outreach for the Clackamas Community College and Work Source Oregon, and a STEM Educators/Industry Speed Networking event. These events strengthen partnerships with local business leaders and educators, identify common goals and challenges for the future workforce, and provide opportunities for classroom involvement.

A Wilsonville associate raised funds for the American Lung Association by participating in Reach the Beach, a 100-mile bike ride. The Samtec Associate Foundation sponsored \$300 toward the \$500 goal.

Samtec Erie associates donated to THON, a student-run philanthropy on the Penn State main campus, benefiting children with cancer by supporting research and costs the families incur during treatment.

SAMTEC CENTRAL AMERICA

Each year the Palliative Care Association of the CR National Children’s Hospital seeks the help of Samtec Costa Rica and associates to support the 8 Hours of Love campaign for children with terminal illness. Approximately \$13,000 was raised by the 113 participating associates.

Samtec Costa Rica associates benefited 90 children living on site at the Roblealto Association, a nonprofit organization dedicated to children who are socially vulnerable and require specialized care for comprehensive development. Fifteen associates volunteered to restore the biblical home play area.

Additionally, 20 computers were donated to the Sayú Foundation, an organization dedicated to socio-cultural and socio-economic projects for at risk citizens.





**SAMTEC EUROPE**

In Scotland, Samtec made a generous donation to help support and fund the Cumbernauld Netball Club, the only netball club in the area that offers young girls the opportunity to participate in the sport. The donation reduced monthly fees, ensuring girls and families were not excluded in the midst of inflation.

An associate in Spain received a donation from Samtec to support the work of DiabetesCERO, an organization working to find a cure for Type 1 diabetes.

**SAMTEC ASIA PACIFIC**

Samtec Vietnam donated 20 Tet gifts to the poor of Tam An commune, Long Thành ward, Dong Nai province; 106 donations were made during a blood drive, and 17 associates participated in a marathon charity run.

Samtec associates in Huizhou, China, donated boxes of coffee to a local hospital, 1,158 books and tissues to a local library, and 17 boxes of

mooncake and 10 boxes of milk to a local bead house.

Penang associates, working with the Malaysian National Welfare Foundation, also prepared packs of food, drinks, and toiletries to be distributed to the homeless and needy.



- BLOOD DRIVES**  
*More than 400 units of blood donated*
- |            |             |
|------------|-------------|
| New Albany | Vietnam     |
| Scottsburg | Johor Bahru |
| Costa Rica | Penang      |



- SCHOOL SUPPLIES**
- |                  |
|------------------|
| Colorado Springs |
| Costa Rica       |



- CHRISTMAS DRIVES**
- |                  |             |
|------------------|-------------|
| New Ablany       | Wilsonville |
| Scottsburg       | Erie        |
| Colorado Springs | Harrisburg  |



**BIG BROTHERS BIG SISTERS OF KENTUCKIANA (BBBSKY) AND SAMTEC SCHOOL TO WORK PROGRAM**

Since 2016, the Big Brothers Big Sisters of Kentuckiana (BBBSKY) and Samtec School to Work program has connected high school students (Littles) with Samtec employee mentors (Bigs). Samtec School to Work cohort provides high school students from Clark County, Indiana, with the opportunity to visit Samtec offices and spend quality time with their Samtec employee mentors. BBBSKY staff and school personnel accompany students to monthly sessions, and the BBBSKY team coordinates hands-on activities to engage students and mentors.

During the 2022-2023 school year, 19 Samtec associates took part in the program. These associates were matched with and mentored 19 students from the schools in Clark County.

*\*(data provided from BBBS organization and represents regional data)*







# HEALTH & SAFETY



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

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

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

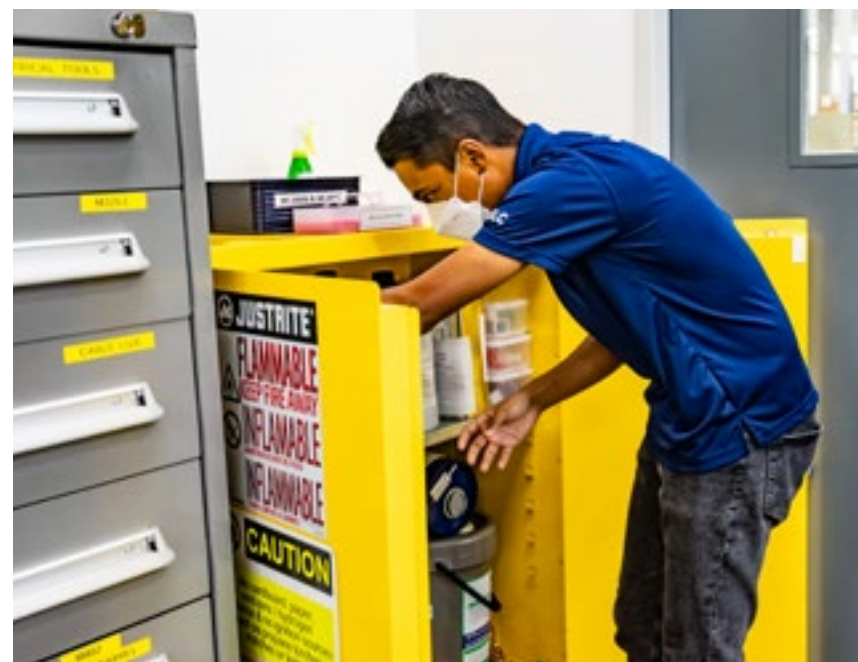
All these items working together ultimately protect Samtec associates, customers, and its community while promoting the Samtec brand and reputation globally.

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

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

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

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



## OCCUPATIONAL HEALTH AND SAFETY TRAINING

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

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

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

**SAFETY COMMITTEES AND FIRST RESPONDER TEAMS**

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

**SAFETY DRILLS**

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

**ACCIDENT / INCIDENT REPORTING**

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

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

Nearly all Samtec locations have injury rates at or below the average industry rates. The injury rates for the industry are the average rate for connector manufacturers according to the Bureau of Labor Statistics. Some injuries were ergonomic related and many of our facilities have undergone or will undergo a formal risk assessment. Facilities who have already completed an assessment are working on efforts to reduce injury rates based on the feedback.

	Recordable Injuries	Work Related Ill Health	Fatalities	Injury Rate	Injury Rate for Industry	DART Cases (Days Away/Restricted)	DART Rate	First Aids	ER Visits
New Albany	7	7	0	1.02	2.2	5	0.36	7	1
Scottsburg	4	0	0	1.1	2.2	3	0.83	13	2
Samtec Tool	0	0	0	0	2.2	0	0	0	0
Samtec Cable	2	0	0	1.8	2.2	1	0.9	0	0
Samtec Microelectronics	0	0	0	0	2.2	0	0	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	18	0	0	2.4	2.2	8	1.08	114	0
Huizhou	3	0	0	0.31	2.2	0	0	0	0
Singapore	0	0	0	0	2.2	0	0	0	0
Johor Bahru	3	0	0	0.42	2.2	2	0.28	5	0
Johor Bahru Plating	1	0	0	1.17	2.2	0	0	0	0
Penang	6	0	0	0.83	2.2	1	0.14	1	0
Vietnam	1	0	0	0.14	2.2	1	0.14	4	0
Taiwan	0	0	0	0	2.2	0	0	0	0
Dongguan	0	0	0	0	2.2	0	0	0	0





# ETHICS & GOVERNANCE

**S**amtec is committed to the highest standards of ethical conduct. We expect our associates to support the following principles:

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



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

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

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

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

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

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

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



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

## BUSINESS ETHICS AND COMPLIANCE TRAININGS, COMMUNICATIONS, FINDINGS

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

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



**FINDINGS AND INCIDENTS**

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

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



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

**OPEN DOOR POLICY**

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

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

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

**CODE OF CONDUCT**

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

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

**FOREIGN CORRUPT PRACTICES ACT (FCPA)**

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

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

**HUMAN TRAFFICKING**

Samtec will not tolerate Human Trafficking, Child Labor, or other acts of Slavery within Samtec operations or the operations of the suppliers with whom we conduct business.

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

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

**PRIVACY**

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



# SUPPLY CHAIN

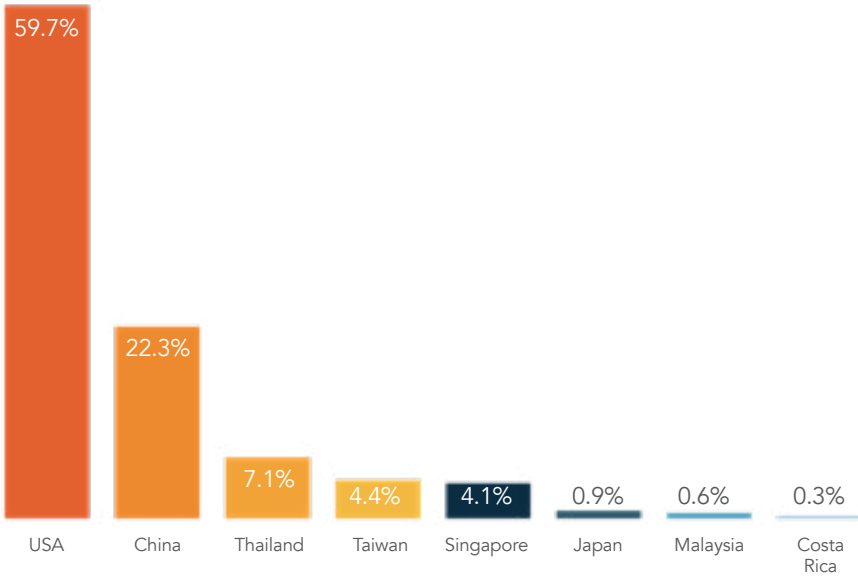


Samtec relies on an expansive and diverse supply chain to support our vertically integrated global operations.

Approximately 59% of materials and components used in Samtec products are sourced from suppliers in North America, 40% is sourced from suppliers in Asia, and the remaining 1% via suppliers in other markets (Europe, South America, etc.). Whenever possible, Samtec attempts to source materials local to our significant operations. From a sourcing standpoint, the definition of “local” is equal to the same hemisphere as the Samtec manufacturing location(s).

Samtec suppliers are evaluated annually regarding quality, environmental consciousness, and social responsibility. These evaluations help to ensure compliance with Samtec expectations along with global standards and regulations. In addition, our most critical and strategic suppliers regularly undergo audits overseen by Samtec’s Global Audit Team.

Supplier Spend by Country

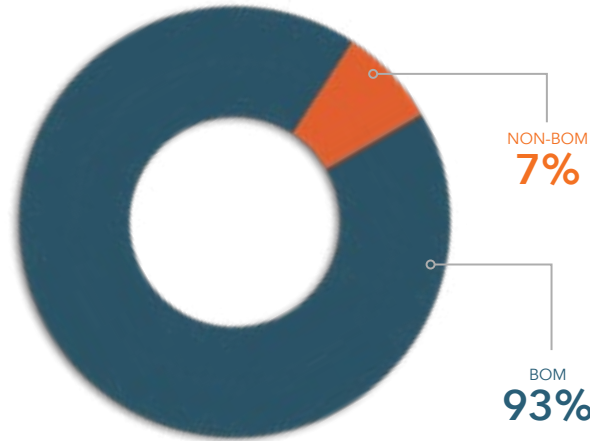


Samtec has a regular audit schedule of its supplier base, which allows Samtec and its agents (including third parties) to engage in assessment activities to confirm compliance with these standards. We reserve the right, when the standards are not met and/or corrected in a timely fashion, to cancel outstanding orders, suspend future orders or terminate our relationship with the supplier, as circumstances demand.

One hundred percent of our suppliers fully comply with Samtec’s standards, and 100% of new suppliers go through extensive onboarding and screening processes.

The New Supplier Screening process includes a variety of topics ranging from quality, environmental consciousness, and social responsibility. Questions tied to these topics evaluate suppliers on their awareness of and actions (policies, procedures, etc.) tied to addressing these topics.

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



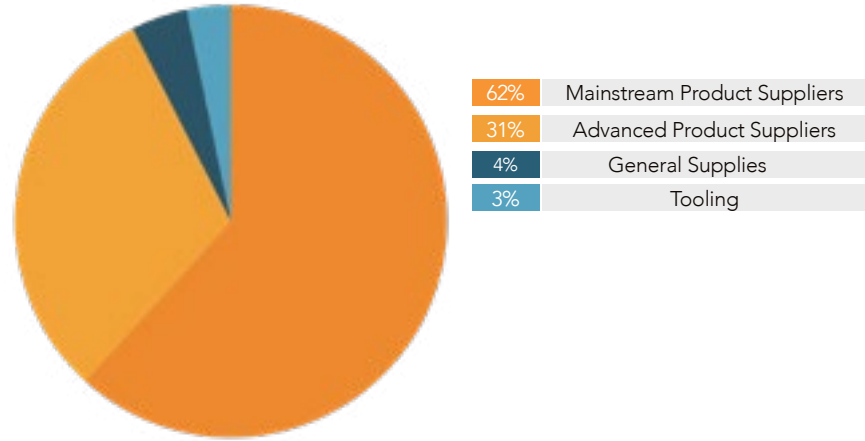
Purchase Orders, Component Prints, the [Supplier Quality Assurance Manual \(SQAM\)](#), and the [Terms and Conditions](#) found on our corporate website summarize our policies for transparency with our customers and suppliers.

Samtec requires its suppliers to roll down requirements to their vendors and contractors, while ensuring they not only meet our values and standards but also global laws and regulations.

Samtec’s Legal, Compliance, and Procurement Teams work in concert with each other to ensure that our suppliers are adhering to Samtec’s expectations and meeting global standards and regulations.

We currently have zero suppliers who are a significant risk for incidents of child labor or are involved in human trafficking.

Distribution of Annualized Spend  
By Supplier Category





# ENVIRONMENTAL



Samtec is excited to announce several environmental goals tied to 2023. We feel these are strategic opportunities that allow us to continue our expansion of Sustainability programs while also being more intentional and proactive in our environmental efforts.

**GOAL 1: REDUCE EMISSION INTENSITY BY 10% VS. '22 BASELINE NUMBERS. (SCOPE 1&2 EMISSIONS)**

Samtec has developed a strategic and diversified approach to addressing our footprint, and we aim to reduce our Scope 1 and 2 Emission intensity by 10% in 2023. Our approach to meeting this goal is a combination of methods which include internal reduction efforts, renewable energy credits (RECs), and Carbon Credit Projects (CCPs).

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

We see the value and WIN/WIN opportunities that Renewable Energy can bring to our organization from both an environmental and return on investment (ROI) perspective. We are currently identifying locations where Renewable Energy makes sense and offers the greatest impact.

**GOAL 3: COMPLETE A FORMAL GREENHOUSE GAS (GHG) SCOPE 3 SCREENING TO IDENTIFY CATEGORIES WHICH ARE MOST MATERIAL TO OUR ORGANIZATION**

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

We anticipate Scope 3 will be the biggest contributor to our global carbon footprint.

This year, we plan to complete a formal Scope 3 screening. Through this, we intend to identify categories that have the most impact on our operations, ones we have the most control over, and the categories which are not material to our organization. We intend to address the most material categories based on what we learn from this screening.

In addition to the previously announced goals for 2023, we are excited to highlight other key environmental efforts and initiatives that took place in 2022 across Samtec’s global network.

**RENEWABLE ENERGY PROGRAMS AND ENERGY EFFICIENCY UPDATES**

**NORTH AMERICA**

SAMTEC MICROELECTRONICS (SME), Colorado Springs, CO

Our SME facility continued its green power agreement with Colorado Springs Utilities. Under this agreement, 100% of the electricity used by the facility is tied to solar energy and Certified Renewable Energy



Credits (RECs). In total, the facility utilized 2,500 MWh of energy.

In 2022, SME began moving to energy-efficient and cost-effective lighting by converting roughly 25% of the lighting to LEDs. Additionally, Xeriscape was installed during an outdoor beautification project in grass areas on the north side of the building. This will provide irrigation and maintenance savings, and supply associates with a much-improved outside break area.

**ASIA PACIFIC**

SAMTEC JOHOR BAHRU

Samtec’s first onsite renewable energy project is underway and scheduled for completion later in 2023 at our Johor Bahru facilities. We are in the process of implementing two separate solar grids. Once completed, the grids will be able to generate over 17% of the electrical energy currently used by these facilities.



**CENTRAL AMERICA**

**SAMTEC COSTA RICA**

Samtec Costa Rica replaced 25 exterior lighting fixtures in the parking lot and the backyard of the campus, eliminating the old metal arc bulbs and installing longer lasting and energy efficient LED lamps. This reduced energy usage by approximately 9602.2 kWh per year.

**ENVIRONMENTAL- ASSOCIATE ENGAGEMENT AND COMMUNITY ACTION**

**NORTH AMERICA - NEW ALBANY**

**Strategic Partnership for Good with the Sam Shine Foundation**

In 2022, the Samtec Sustainability team and the Sam Shine Foundation collaborated on several projects at our New Albany campus. The events served as strategic partnerships for good, with the intention of offering WIN/WINs for Samtec and the Sam Shine Foundation.

For Samtec, this provided an opportunity to engage with our associates on Sustainability topics and empower them to take sustainable action in their lives and communities. Furthermore, this collaboration provided the Sam Shine Foundation with a platform to introduce their organization and expand their outreach to a broader audience.

The Sam Shine Foundation was established in 1996 by Sam Shine, the founder of Samtec, with a mission of long-term conservation and preservation efforts to improve and protect the world we inhabit. Through its efforts, the foundation focuses on restoring natural ecosystems by maintaining and enhancing native wildlife habitats that are associated with unique lands and waters.



A few initiatives tied to this partnership are listed below.

**Samtec Sustainability Speaker Series - Nature Conservation**

During this event, Allen Pursell, Director of Forest Programs at the Sam Shine Foundation, presented on the importance of Nature Conservation in Indiana and globally, and ways in which Samtec and its associates can play a role in being better stewards of the planet.



**Announcing the Trees for the Future Grant Program**

The Trees for the Future program is a new project for Samtec associates to have the opportunity to receive a tree to plant at their homes/property. The event kicked off in late 2022 and culminated with associates receiving their tree on Arbor Day 2023.

**CENTRAL AMERICA - COSTA RICA**

**MARÍA AGUILAR INTERURBAN BIOLOGICAL CORRIDOR RESTORATION**



Established in 2009, the María Aguilar Interurban Biological Corridor (CBIMA), comprises five municipalities of the Greater Metropolitan Area (Costa Rica) with a total population of approximately 400,000 inhabitants. This corridor covers 39 km<sup>2</sup> of natural and modified habitats that interconnect the María Aguilar River basin and contains part of the only key biodiversity zone within an urban area of Costa Rica. Samtec Costa Rica established a goal to recover the interurban biological corridor by planting native trees on the banks of the María Aguilar River. This was accomplished with participation by 49 associates planting 236 trees.

**ASIA PACIFIC - TAIWAN**

**WAIABO BEACH CLEAN UP**

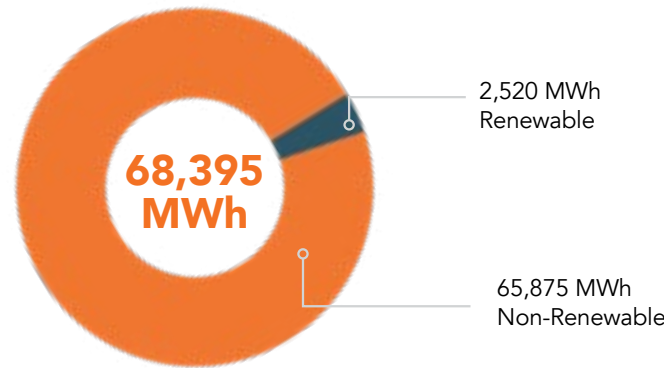
Waiao Beach, located on the east coast of Taiwan, near Yilan, is one of the few swimmable beaches in the area. Its popularity and crowds created the need for a cleanup. Seventy associates and families participated, benefiting both the environment and community.



ENERGY

Samtec understands energy usage directly impacts our global carbon footprint. It is vitally important to monitor and manage usage of our most significant operations globally while seeking opportunities to use energy more efficiently. The Samtec Sustainability team works with our global facility teams to identify where energy is being used and potential opportunities to decrease our total energy usage or increase our reliance on Renewable Energy.

In 2022, Samtec globally used just over 68,000 MWh. Roughly 3% was attributed to Renewable Energy sources, with the remaining tied to non-renewable sources.



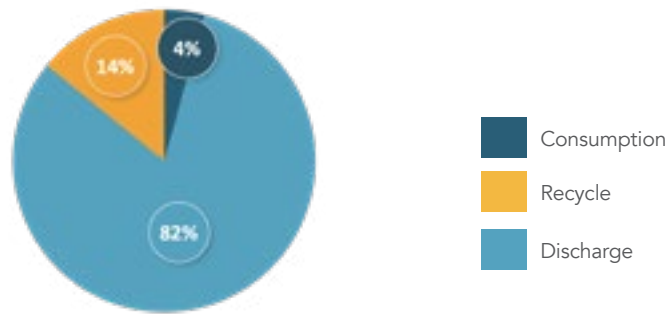
Recently Samtec calculated its global Energy Intensity Ratio. This ratio will be used to help monitor and understand our energy use over time. For 2022, Samtec had an Energy Intensity rating of 65.4. This ratio considers the electrical energy consumption within Samtec’s Global Network tied to its most significant locations.

Annual Sales (\$M)	MWh	Energy Intensity
1,046	68,395	65.4

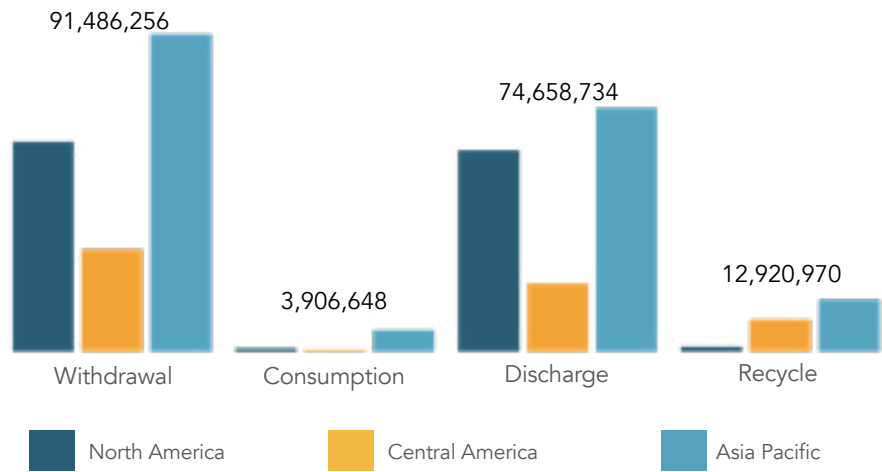
WATER

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

Global Water Distribution



Total Water Usage by Region (Gallons)



Whenever possible, Samtec attempts to reuse and recycle water during our manufacturing processes globally. Water used in our global plating operations is recycled at varying rates depending on the location and their capabilities. In total, Samtec estimates 14% of water used across our operations (manufacturing and non-manufacturing) is recycled; while 28% of water tied to manufacturing operations is recycled. Another effort to minimize our use of water is our endeavor to install modern efficient toilets and sinks at our locations.

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

Lastly, Samtec realizes everyone can play a part in being better stewards of both water and the environment. To that end, we have implemented our Sustainability Speaker Series and Sustainability Spotlights. These events serve as opportunities to engage with our associates on relevant sustainability topics with the intent to both educate and empower them to act in their daily lives and local communities.

One such event was our Sustainability Spotlight on World Ocean’s Day. With this spotlight, we aligned with SDG 14 and guidance tied to it. This provided both insights on the importance of our oceans and how our associates can play a part in keeping them healthy and clean.

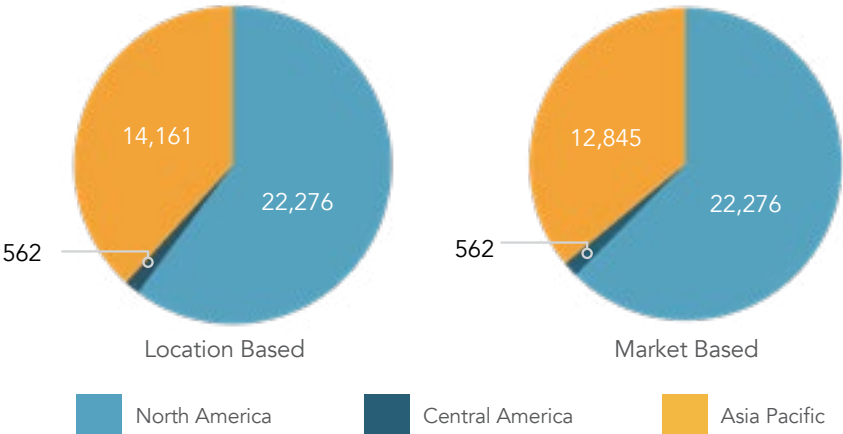


GHG EMISSIONS

In recent years, Samtec has made tremendous progress in identifying Scope 1 and 2 Emissions tied to our most significant operations. We also made great strides in implementing processes and procedures which allow us to better and more accurately quantify our Scope 1 and 2 footprints. While Samtec does not have a manufacturing presence within the European Union (EU), we do operate several smaller offices located within the EU region. Despite the relatively small carbon impact associated with these locations, we recognize the significance of including them in our overall carbon footprint representation. Therefore, starting from 2023, we are committed to incorporating our EU offices into our global carbon footprint assessment. By doing so, we aim to ensure a comprehensive and accurate reflection of our environmental impact.

In 2022, we calculated our footprints for Scope 1 and 2 using Location Based and Market based approaches. Below you can see examples of each broken down by region.

Carbon Footprint - Scope 1 & 2 (MT CO2e)



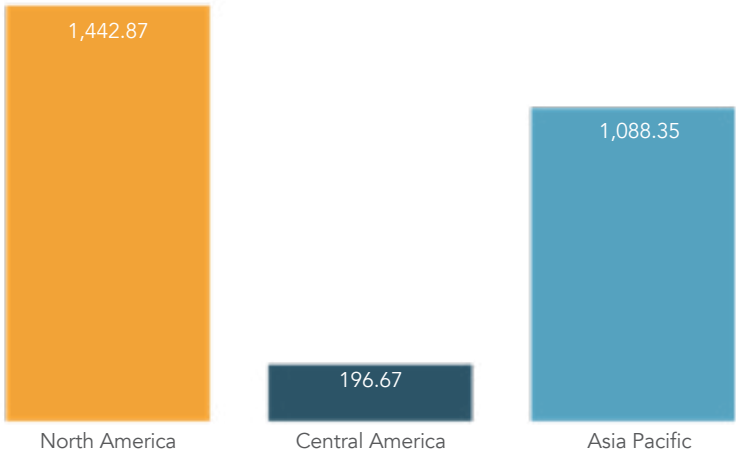
Direct (Scope 1) GHG Emissions

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

Energy Indirect (Scope 2) GHG Emissions

Emissions tied to Scope 2 Emissions will be the lion’s share of emissions when evaluating Scope 1 and 2 Emissions. Given the nature of Samtec operations, we use a lot of electricity in the manufacturing of our products. Over time, we intend to address this category of emissions via internal reduction efforts or investments, such as solar or energy efficiency improvements. In addition, we will rely heavily on Certified Renewable Energy Credits (RECs) to reduce the overall impact of Scope 2 Emissions.

Scope 1 Emissions by Region (MT CO2e)



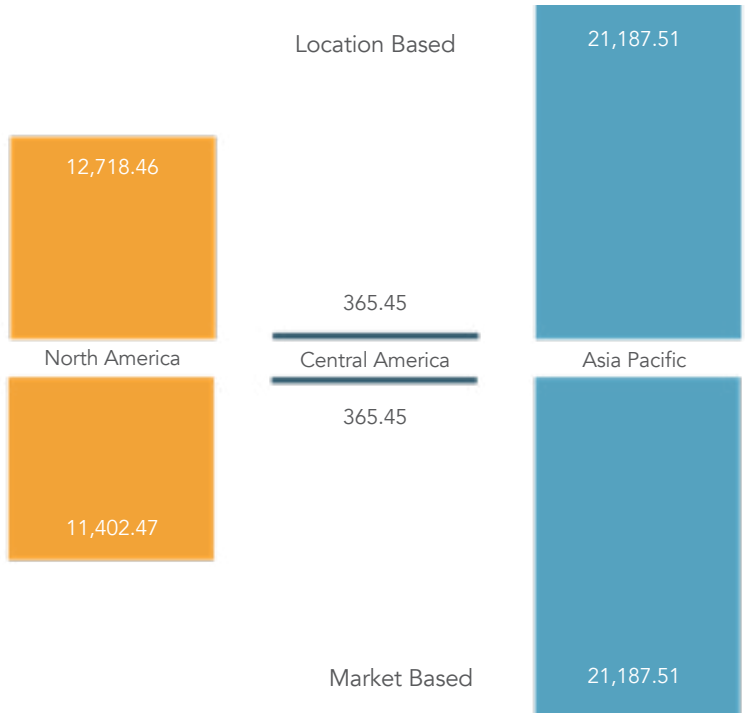
Below you can see tables which show our Market based and Location-Based Scope 2 Emissions.

GHG emissions intensity

Samtec has evaluated our Scope 1 and 2 Emission Intensity rating using total annual revenue as the business specific metric. This rating considers the emissions tied to our most significant operations within our global footprint.

For 2022, our Scope 1 and 2 Emission Intensity rating was 35.4 MT CO2e per \$1 Million in revenue. We also established this as our initial baseline.

Scope 2 Emissions by Region (MT CO2e)





Reduction of GHG Emissions

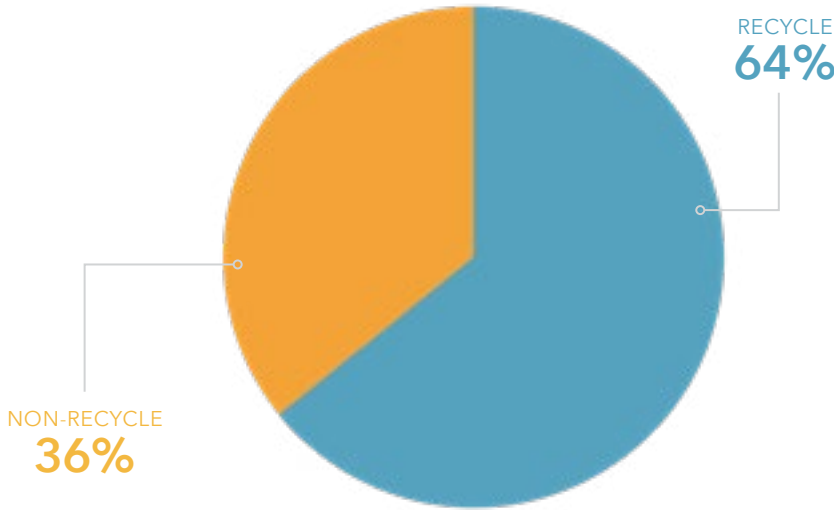
We are happy to announce our first corporate wide GHG reduction goal. This is a 2023 goal to Reduce Emission Intensity by 10% vs. 2022 vs. Baseline numbers (Scope 1 & 2 Emissions).

We have developed a strategic diversified approach to address our footprint and reach this goal. Tools at our disposal under this approach include internal reduction efforts, Renewable Energy Credits (RECs) and Carbon Credit Projects (CCPs).

WASTES

Samtec is aware of wastes generated in our operations and have processes in place for tracking wastes across our global network. We understand it is important to not only have awareness of the amount of waste generated in our operations, but to also understand the

Global Waste Recycle Rates

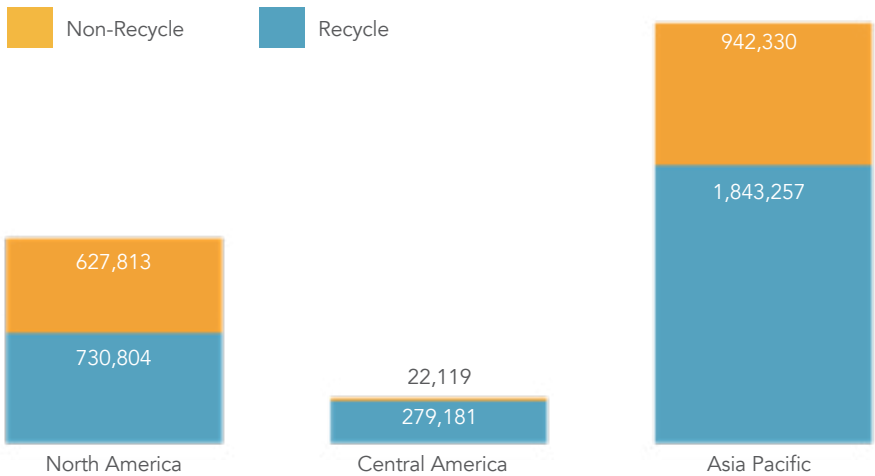


importance of looking for opportunities to create circular economies when and where it is feasible .

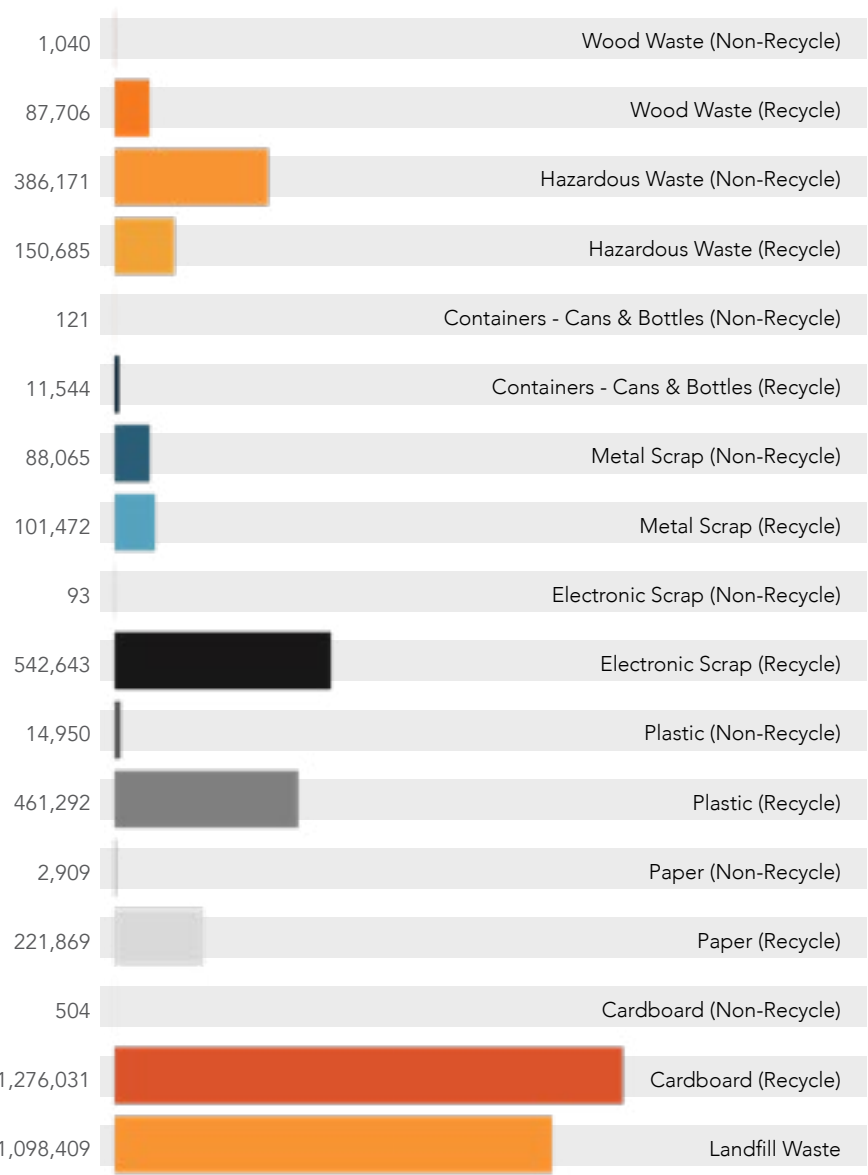
To that end, we have developed procedures used across operations to quantify, segregate, and whenever possible, recuse or recycle our waste. Moving forward as an organization, Samtec aims to better understand the wastes generated in our operations and seek opportunities to create circular economies. To help support this vision later in 2023, Samtec intends to complete a formal waste stream analysis for our largest locations to better understand the types of wastes from our operations and how they are generated.

In 2022, roughly 64% of the wastes tied to our operations globally were recycled by either Samtec or an approved waste hauler. Below you will find additional data and charts which provide insights on the wastes generated in our global operations.

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. 16 - 19, 23 - 25



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



PG. 16 - 19, 21, 23 - 25



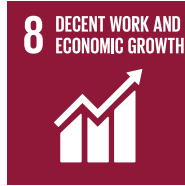
PG.13 - 14, 21, 23



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, 2022 thru December 31st, 2022 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	8-10	GRI 306: Waste 2020	306-3 Waste generated	39
	2-2 Entities included in the organization’s sustainability reporting	12		306-4 Waste diverted from disposal	39
	2-3 Reporting period, frequency and contact point	5		306-5 Waste directed to disposal	39
	2-4 Restatements of information	5	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	33
	2-7 Employees	11-14		308-2 Negative environmental impacts in the supply chain and actions taken	33
	2-14 Role of the highest governance body in sustainability reporting	7	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	13-14
	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	15-16
	2-23 Policy commitments	30		401-3 Parental leave	17
	2-24 Embedding policy commitments	30	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	26-28
	2-26 Mechanisms for seeking advice and raising concerns	31		403-2 Hazard identification, risk assessment, and incident investigation	26-28
	2-27 Compliance with laws and regulations	30-31		403-3 Occupational health services	26-28
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	16		403-4 Worker participation, consultation, and communication on occupational health and safety	26-28
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	12		403-5 Worker training on occupational health and safety	26-28
GRI 202: Market Presence 2016	204-1 Proportion of spending on local suppliers	32-33		403-6 Promotion of worker health	26-28
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	29-31		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26-28
	205-2 Communication and training about anti-corruption policies and procedures	29-31		403-8 Workers covered by an occupational health and safety management system	26-28
	205-3 Confirmed incidents of corruption and actions taken	31		403-9 Work-related injuries	26-28
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	31		403-10 Work-related ill health	26-28
GRI 302: Energy 2016	302-1 Energy consumption within the organization	37	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	21
	302-3 Energy intensity	37		404-2 Programs for upgrading employee skills and transition assistance programs	21
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	37		404-3 Percentage of employees receiving regular performance and career development reviews	21
	303-4 Water discharge	37	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	31
	303-5 Water consumption	37	GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	38	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	22-25
	305-2 Energy indirect (Scope 2) GHG emissions	38	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	33
	305-4 GHG emissions intensity	38		414-2 Negative social impacts in the supply chain and actions taken	33
	305-5 Reduction of GHG emissions	39	GRI 415: Public Policy 2016	415-1 Political contributions	31
			GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	31