

May 5, 2022

## **STATEMENT REGARDING HUMAN TRAFFICKING, FORCED LABOR, AND MODERN SLAVERY**

Samtec, Inc. (“Samtec”) is a manufacturer of electronic connectors and markets and sells its products globally. Samtec is committed to conducting business in an ethical and socially conscientious way and expects the same from our suppliers and vendors (collectively “Suppliers”). As part of Samtec’s corporate policies and standards (“Standards”), we recognize the tragedy involved in human trafficking, forced labor, and modern slavery, as described in the **UK MODERN SLAVERY ACT OF 2015, U.S. UYGHUR FORCED LABOR PREVENTION ACT (“UFLPA”)**, as well as in other applicable U.S. import and tariff regulations. Samtec will not tolerate any economic involvement and/or support of these crimes within Samtec or by the Suppliers with which we do business.

Samtec knows its key Suppliers and their practices well and is confident that such operations are free of slavery and human trafficking. Samtec takes a number of steps to verify adherence to our Standards and expectations on the part of both our key Suppliers, as well as our smaller and more infrequent Suppliers. Our due diligence processes in this regard involve:

- Internal training of Samtec Associates regarding Samtec’s Standards and expectations, including information upon our intolerance of slavery and human trafficking in any aspect of our business, including the supply chain;

- Annual audit questionnaire to our Supplier base seeking verification of compliance with Samtec’s Standards and expectations;

- Annual scoring of all Suppliers and assigning each a Risk Priority Number (“RPN”) which helps rank Suppliers in an order of need for further observation and assessment; and

- On-location audits of select Suppliers based both upon standard visit schedules and random audits based upon RPN scoring.

Further, as related to the UFLPA, Samtec hereby rejects and refuses to receive from any Suppliers any parts and/or materials mined, produced, or manufactured wholly or in part in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the “poverty alleviation” program or the “pairing-assistance” program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region.

At Samtec, we continue to strive to ensure the total absence of any slavery and human trafficking within the supply chain which allows us to produce our products. We are dedicated to the continuance and expansion of these important efforts.

Yours truly,

SAMTEC, INC.

John B. Shine, President