

CREATING A **CONNECTED** FUTURE



2025 SUSTAINABILITY REPORT

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Samtec’s 2025 Annual Sustainability Report highlights the meaningful progress we have made, and the priorities that will guide us, as we continue advancing our commitment to responsible operations and long-term value creation across our environmental, social, and governance pillars. We reaffirm our support for the UN Global Compact and the 17 UN Sustainable Development Goals, which continue to shape our strategy and expectations throughout our value chain.

Environmental Efforts

We are reducing our environmental footprint through improved energy efficiency, waste reduction, and water optimization initiatives. Our use of renewable energy continues to expand, including the addition of a new solar grid at our Alajuela, Costa Rica facility. We have also broadened our tracking of key Scope 3 emissions categories to strengthen data completeness. This year, we earned an EcoVadis Bronze Medal and received CDP scores at or above industry averages—demonstrating our commitment to transparency and continuous improvement.

Social Impact

Our people remain at the heart of Samtec’s success. Guided by our Sudden Service® philosophy, we are dedicated to fostering a safe, respectful, and supportive workplace. We also invest in the communities where our associates live and work, supporting education, health, and wellness initiatives that create meaningful and lasting impact.

Governance Practices

We uphold strong governance practices and maintain high ethical standards across all regions. Our policies and training programs reinforce compliance and responsible decision-making, and we expect the same level of ethical conduct from our suppliers to ensure resilient, transparent partnerships.

Thank you for your continued support and interest in Samtec’s sustainability efforts. We invite you to explore the full report to learn more about our progress and priorities. For questions or feedback, please contact our Corporate Sustainability team at corporateustainability@samtec.com.

John Shine, President and CEO





ABOUT THE REPORT

Samtec publishes its Sustainability Report annually, covering a 12-month reporting period aligned with the calendar year. Data for this report is collected and consolidated following the close of each reporting year and reflects information available at the time of publication. Samtec has produced an annual Sustainability Report for more than a decade, and this represents our fourteenth consecutive report. This edition covers performance and activities for the 2025 calendar year and was published in July 2026.

As with prior reports, certain data points may include corrections or restatements. These updates typically result from enhancements to data collection processes, refinement of methodologies, or improved data availability. Any corrections or restatements are clearly identified

within the relevant sections of the report or summarized in the Global Reporting Initiative (GRI) Content Index.

The information presented in this report is derived from Samtec's internal management systems and has not been independently assured by a third party. Samtec remains committed to the principles of the United Nations Global Compact (UNGC) and continues to align its business practices with the UNGC's Ten Principles on human rights, labor, environment, and anti-corruption. Our sustainability efforts also support the United Nations Sustainable Development Goals (SDGs). In developing this report, Samtec has drawn upon recognized frameworks and guidance, including the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), EcoVadis, CDP,

and the Greenhouse Gas Protocol.

Over the past year, Samtec has continued to strengthen and expand its global sustainability initiatives. These efforts are intended to drive meaningful engagement across our operations, support our associates, and contribute positively to the communities in which we operate.

This report highlights key sustainability initiatives undertaken during the reporting period, progress against Samtec's 2025 goals, and newly established goals for 2026. Questions or feedback regarding this report or Samtec's sustainability program may be directed to corporateustainability@samtec.com.





APPROACH TO SUSTAINABILITY

At Samtec, sustainability is embedded in our business strategy and guided by a holistic approach that reflects the interconnected nature of Environmental, Social, and Governance (ESG) considerations. We recognize the equal importance of each pillar and seek to advance them in a balanced and integrated manner across our global operations. Acknowledging that effective sustainability solutions are not one-size fits-all, we focus on developing programs and initiatives that are aligned with our business, responsive to stakeholder expectations, and relevant to the communities in which we operate.

Our sustainability efforts are informed by internationally recognized frameworks and standards, including United Nations Global Compact (UNGC), Global Reporting Initiative (GRI), and the Greenhouse Gas Protocol. In addition, our performance and practices are evaluated by independent third-party organizations such as CDP and EcoVadis, which provide benchmarking, transparency, and accountability. In 2025, Samtec's performance met or exceeded industry and global averages across several assessments. Notably, our EcoVadis score improved from 57 to 64, and our CDP water score increased to a B, reflecting continued progress in strengthening our sustainability management systems and disclosures.



Samtec's sustainability program is implemented through close collaboration across functions and regions. Our sustainability team works with internal stakeholders to assess risks and opportunities, develop initiatives, and support implementation in alignment with corporate objectives and long-term sustainability goals. We maintain regular engagement with senior leadership to provide visibility into progress, guide strategic decision-making, and support the integration of sustainability considerations into broader business planning.

Through collaboration, adherence to recognized frameworks, and a focus on practical and tailored solutions, Samtec remains committed to advancing sustainability in a manner that supports our business, our people, and our stakeholders.

VISION STATEMENT

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

Our Footprint: conservation, environmental education, and carbon neutrality.

Our Community: philanthropy and volunteerism.

Our People: development, education, and training.

VALUE STATEMENT

We want our efforts and initiatives to be **Successful**, **Credible** and **Impactful**.

Successful – Meeting the expectations of regulatory frameworks and key stakeholders.

Credible – Practices are defensible and auditable.

Impactful – Benefiting our associates and our communities.

SAMTEC SUSTAINABILITY GOALS (SSGs)

Samtec's sustainability strategy is guided by five core Areas of Focus, collectively referred to as the Samtec Sustainability Goals (SSGs). These focus areas are designed to provide a clear and enduring framework for directing our sustainability efforts across the organization, both now and into the future. The five SSGs are Environmental Stewardship, Equal Opportunity, Ethical Business, Innovation, and Quality of Life. The SSGs were developed with reference to the United Nations Global Compact's Ten Principles and the United Nations Sustainable Development Goals (SDGs). These globally recognized frameworks

served as the foundation for defining priority focus areas that are relevant to Samtec's operations and value chain. By anchoring our sustainability program in these principles, we aim to effectively communicate our commitments and progress to stakeholders across our global footprint.

To support the successful implementation of the SSGs, Samtec refreshed its internal sustainability messaging to strengthen engagement and alignment across the organization. This enhanced communication approach helps ensure that our sustainability priorities are clearly understood and that our initiatives are responsive to the expectations of both internal and external stakeholders. As a result, Samtec is able to advance a more focused, consistent, and impactful sustainability strategy.

Insights gained through our materiality assessment have been instrumental in refining the SSG framework and prioritizing initiatives that address the most significant impacts, risks, and opportunities for our business and stakeholders. This data-driven approach enables Samtec to deploy resources effectively, drive global implementation of sustainability initiatives, and maintain alignment with the United Nations' 17 Sustainable Development Goals. By streamlining our focus areas and strengthening cross-functional engagement, we create long term value for both the organization and its stakeholders.

ALIGNMENT WITH THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

In response to increasing global sustainability and climate-related reporting expectations, Samtec has continued to enhance its alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This year's Sustainability Report is structured to reference key elements of the TCFD framework, including metrics and disclosures across the four core pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

To support transparency and ease of reference, a TCFD Content Index is included at the end of this report. The index highlights where Samtec addresses the eleven recommended disclosures and demonstrates our continued progress toward more robust climate-related reporting and risk management.

MATERIALITY ASSESSMENT

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

Goals of the Assessment:

Interact - Engage stakeholders strategically and non-intrusively.

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

Implement - Utilize insights gained to make decisions and drive efforts

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

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

To integrate these topics with our sustainability framework, we grouped the top 20 topics into the most appropriate Samtec Sustainability Goal

(SSG) categories. Through our engagement with stakeholders, we asked specific questions to gain insights on which SSGs and specific sustainability topics were most relevant to them. The data collected during the materiality assessment represents aggregated insights obtained from all stakeholders.

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

We recognize that the sustainability landscape is dynamic and continues to evolve. To ensure our strategy remains responsive and relevant, Samtec believes it is essential to conduct materiality assessments on a recurring basis. Regular assessments enable us to better understand emerging risks and opportunities and to remain closely aligned with the issues that matter most to our global stakeholders. In support of this approach, Samtec plans to conduct its next materiality assessment during the third and fourth quarters of 2026.

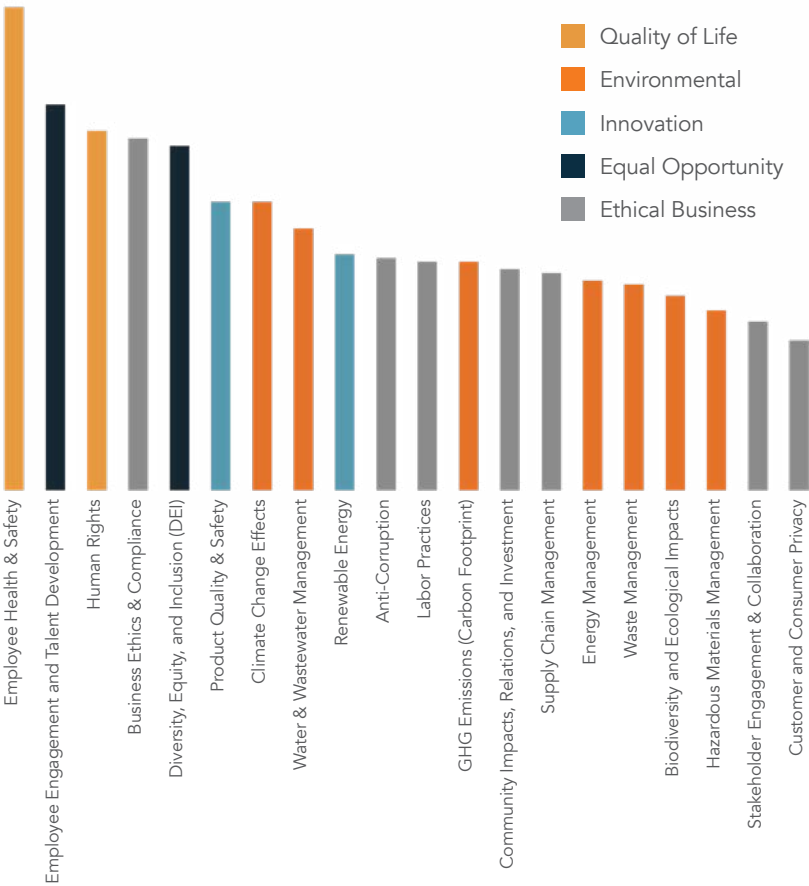
PROGRESS AND IMPACT

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

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



Sustainability Topics - Materiality Findings



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



COMPANY OVERVIEW

Human connections are transformative and powerful, just like hardware connections in high-tech industries. Samtec excels in interconnect technologies across various sectors including industrial, medical, automotive, communications, and aerospace/defense applications. Since its founding in 1976, Samtec has prioritized customer care, environmental responsibility, and employee welfare.

Headquartered in New Albany, Indiana, with over 9,000 employees in more than 45 global locations, Samtec offers a friendly and flexible work environment along with versatile benefits for its associates.

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

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

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

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

MEMBERSHIPS & ASSOCIATIONS

- FORGE | From Prototype to IMPACT (forgeimpact.org)
- Junior Achievement
- Leadership Southern Indiana

AWARDS

Excellence Partner of the Year 2025 - IP&E EL MECH Manufacturer
We were considered all around the best key supplier for GPV in 2025 (participation in their supplier program, lead time, overall support, etc.)

CERTIFICATIONS

- Many Samtec locations have various levels of ISO and IATF Certifications and undergo regular and routine audits to retain their certifications.
- Certifications include ISO-9001, 14001, and 50001; and IATF-16949.
- [Compliance and Quality Information | Samtec](#)
- EcoVadis
- CDP

Global Networking



Founded in 1976



Headquartered in
New Albany, IN



9,000+ Associates



2025 Revenue
\$995 Million



D&B Rating 5-A1

NEW PRODUCT SPOTLIGHTS

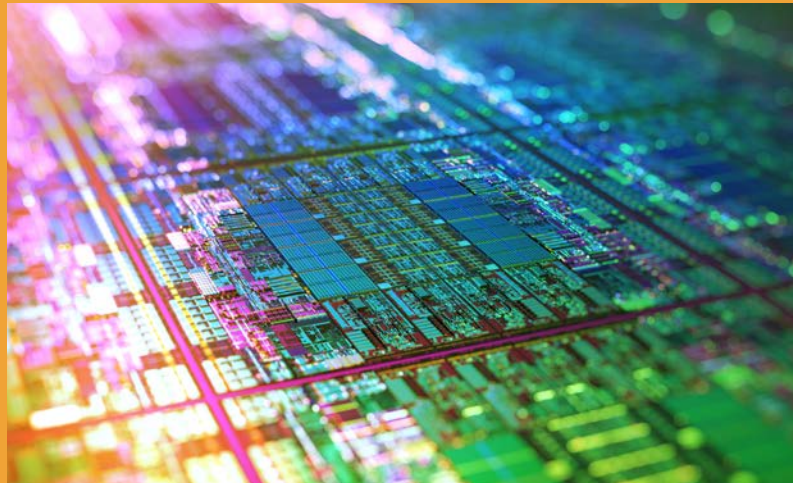
SPOTLIGHT: SEMICONDUCTOR MANUFACTURING

Samtec’s industry-leading interconnects and cutting-edge cable technology can provide optimal solutions for the semiconductor manufacturing market. Connectors used in semiconductor manufacturing equipment must meet exceptionally demanding requirements due to the precision, cleanliness, and reliability expected in these environments. These connectors play a critical role in maintaining uninterrupted signal transmission, power delivery, and system integrity across complex tools such as lithography machines, EUV scanners, laser scanners, etchers, deposition systems, wafer processing, SEMs, and metrology, among others.

One of the most important attributes is high reliability. Semiconductor fabrication operates continuously, so connectors must withstand repeated mating cycles, vibration, and thermal fluctuations without degradation.

Signal integrity is another key requirement. Connectors must minimize electrical noise, crosstalk, and signal loss, especially in high-frequency applications. Controlled impedance and shielding are often incorporated into connector designs to maintain performance consistency.

Finally, compactness and modularity are valued due to the dense and complex layout of semiconductor equipment. Connectors should allow for easy integration, maintenance, and scalability without compromising performance.



SPOTLIGHT: INDUSTRIAL AUTOMATION

Systems designed for industrial automation include programmable logic controllers (PLCs), human-machine interfaces (HMI)s, sensors, actuators, and industrial communication networks. Samtec’s high-performance interconnects are designed and tested to provide reliable and secure connections in these industrial systems.

Electronic connectors used in industrial automation must deliver consistent performance under harsh and highly variable operating conditions. These systems depend on connectors to ensure reliable transmission of power, data, and control signals across interconnected components.

Durability is a primary requirement. As a result, connectors are typically designed with secure locking mechanisms and high ingress protection (IP) ratings to prevent environmental damage.

Connectors must also support stable power delivery and maintain signal integrity across both low and high-frequency applications. This includes compatibility with industrial communication protocols such as Ethernet/IP and fieldbus networks. Shielding and proper grounding minimize electromagnetic interference (EMI).

Flexibility and scalability are also important considerations. Connectors should support modular system designs, allowing for easy expansion or reconfiguration of equipment.



SPOTLIGHT: SMART CITIES, GRIDS, FACTORIES

Multidirectional data networks used in smart cities, smart grids, and smart factories are quickly replacing traditional networks, providing greater value and efficiency. Wireless connectivity between all system assets provides smart grids with real-time control, and positions smart factories more competitively in the market.

Smart cities, grids, and factories integrate infrastructure with technology, bringing together IIoT, robotics and automation, industrial control, as well as artificial intelligence (AI). Samtec’s high-speed performance solutions provide the reliability, performance, efficiency, and scalability needed to support these networks as they collect and process data in real time.

Reliability is essential; connectors must sustain stable electrical and mechanical performance despite vibration, thermal cycling, moisture, and contamination. In smart infrastructure, failures can disrupt entire networks, so Samtec’s designs ensure long service life with minimal maintenance.

Signal integrity is equally critical. Connectors must support high-speed data rates with strong shielding against electromagnetic interference, low signal loss, and consistent impedance to prevent errors in real-time monitoring and control applications.

Power efficiency enables connectors to safely manage rising energy demands. Efficient designs reduce energy loss, prevent overheating, and enhance overall system safety and sustainability.

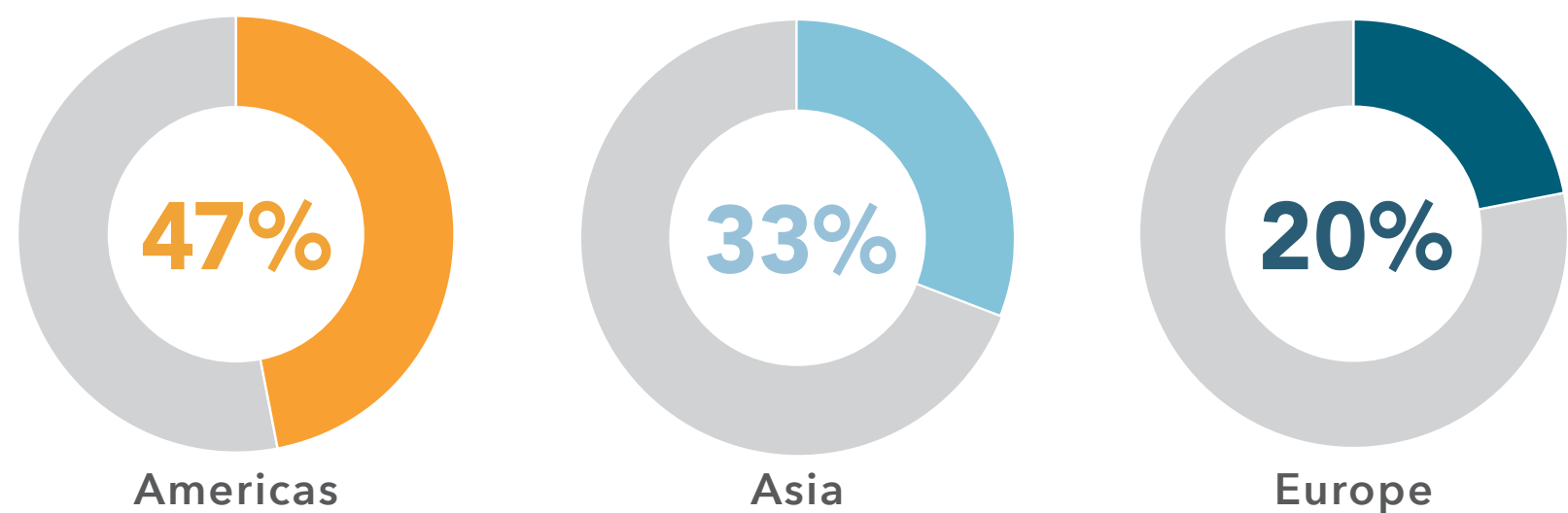


SAMTEC OVERVIEW & STATISTICS

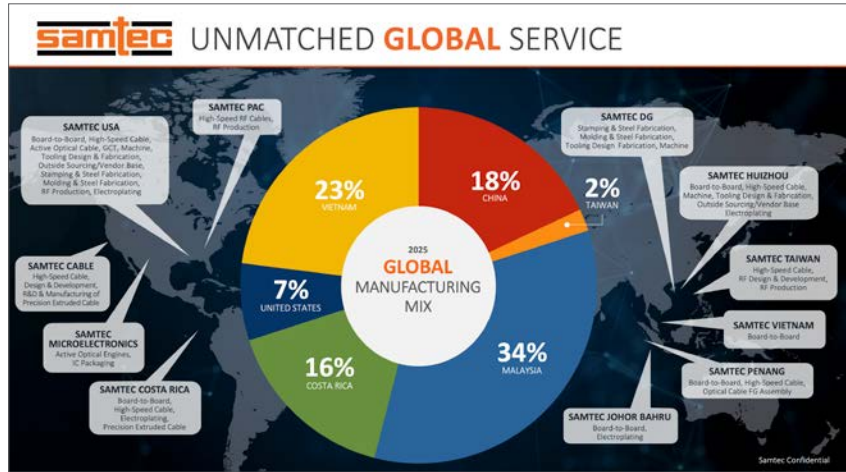
Company Business Model



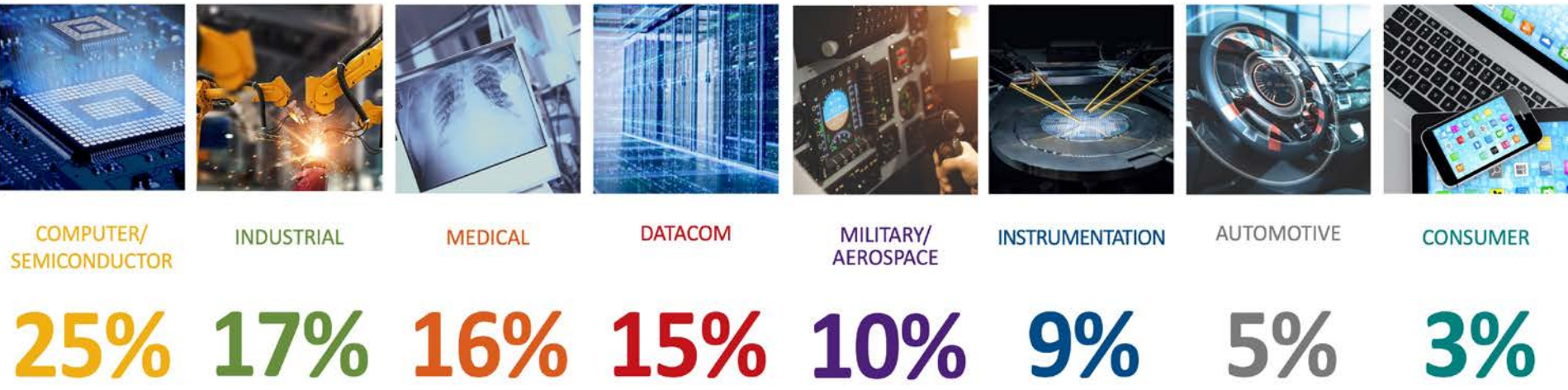
Shipments by Region



Company Global Manufacturing



Global Markets Served | Percent of Sales





GLOBAL WORKFORCE

Since our founding in 1976, Samtec has evolved from a small startup into a global technology leader. As of 2025, we operate in more than 45 locations worldwide and support customers in over 130 countries, reflecting the continued expansion of our global reach.

Our workforce mirrors this international footprint. More than 75% of Samtec associates now work outside North America, and over half speak English as a second language. This diversity strengthens our culture, broadens our perspectives, and enhances

our ability to serve a global customer base. The data throughout this section highlights how our people continue to shape Samtec’s global identity.

We remain committed to investing in the communities where we operate. Whenever possible, we prioritize local hiring within a 50-mile radius of our facilities. This approach supports regional economic development, builds cultural alignment, and fosters long-term employee engagement.

In 2025, over 82% of senior management roles were held by leaders who are local to their respective sites. These positions are defined by scope and responsibility rather than tenure, and they play a critical role in shaping global strategy across product development, sales, finance, and operations. Our senior leaders collaborate across regions to integrate local expertise with Samtec’s global vision, ensuring consistent direction, innovation, and operational excellence across all markets.



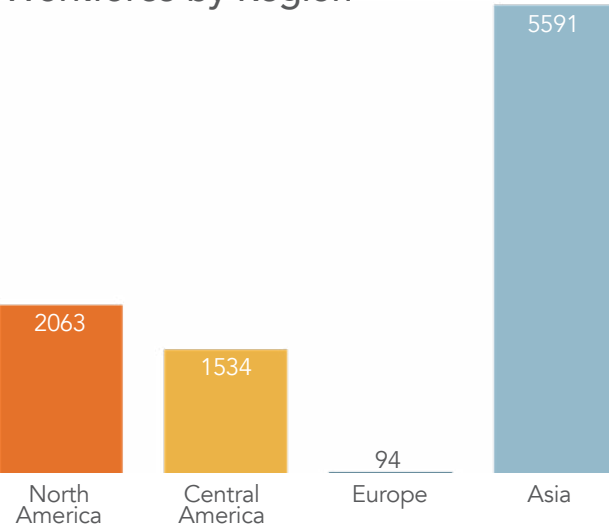
13 DESIGN CENTERS | **14** OPERATION FACILITIES | **24** SALES OFFICES | **125+** SALES SUPPORT | **9K+** GLOBAL EMPLOYEES

Total Workforce **9,282**
*as of April 14, 2026

Female & Male Associates

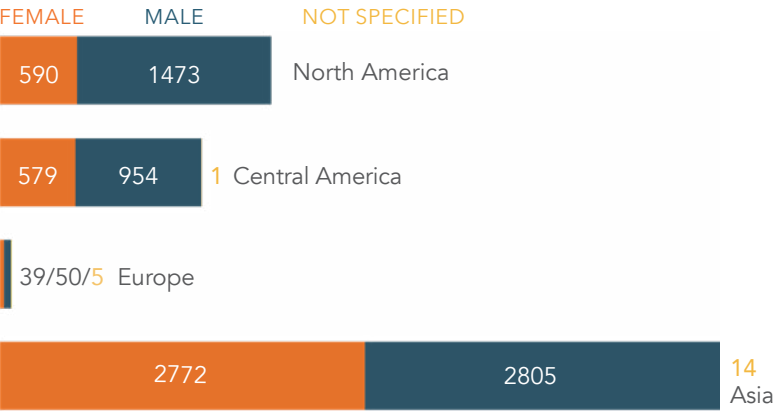


Workforce by Region



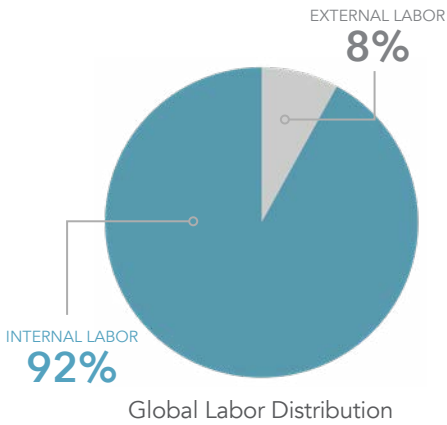
* South America included in Central America and Australia/New Zealand included in Asia

Gender Distribution by Region



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

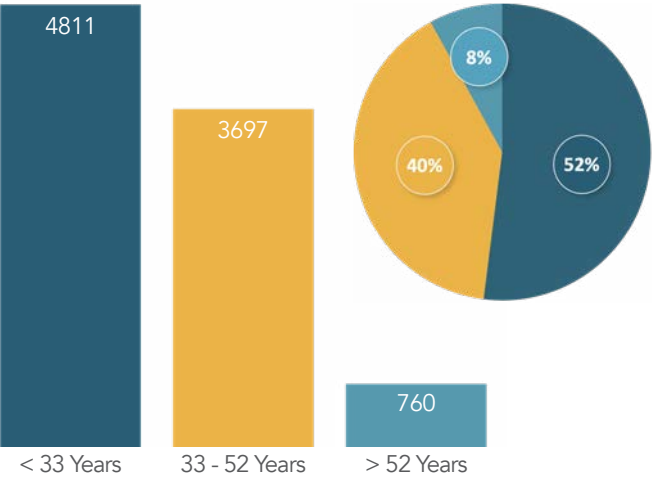
Gender Internal/External Labor Breakdown by Region



REGION	INTERNAL LABOR			EXTERNAL LABOR	
	Female	Male	Not Specified	Female	Male
North America	588	1461	0	2	12
Central America	578	951	1	1	3
Europe	39	50	5	0	0
Asia	2414	2418	14	358	387
Total	3619	4880	20	361	402

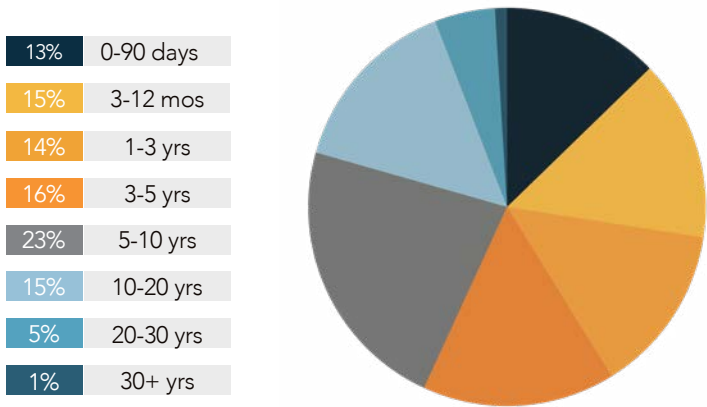
* South America included in Central America and Australia/New Zealand included in Asia

Associates by Age

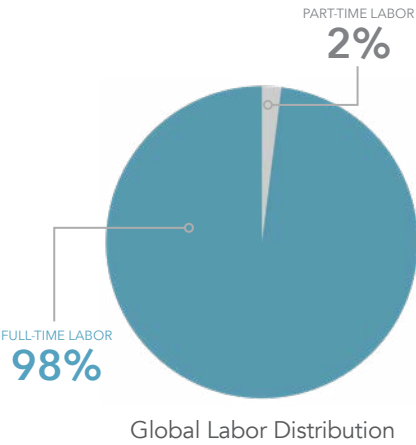


All data reflective of 2025 calendar year, unless otherwise noted.

Associate's Length of Service



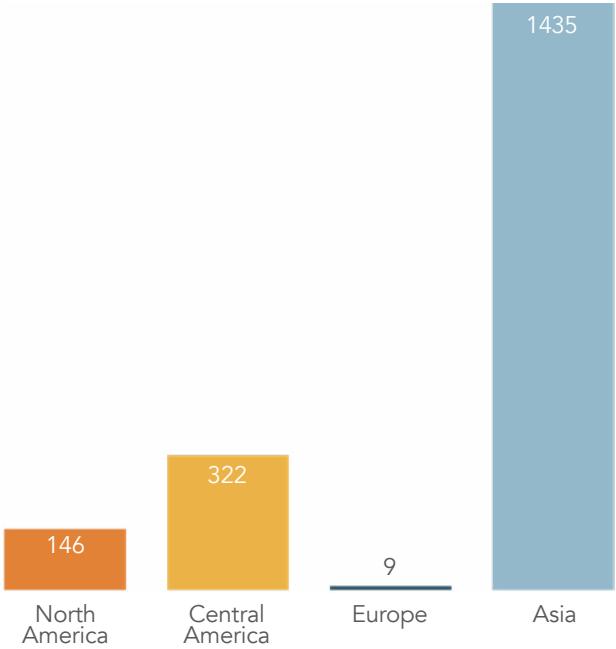
Gender Part-Time / Full-Time Breakdown by Region



REGION	PART-TIME			FULL-TIME		
	Female	Male	Not Specified	Female	Male	Not Specified
North America	28	96	0	562	1377	0
Central America	5	15	0	574	939	1
Europe	1	1	2	38	49	3
Asia	1	7	0	2771	2798	14
Total	35	119	2	3945	5163	18

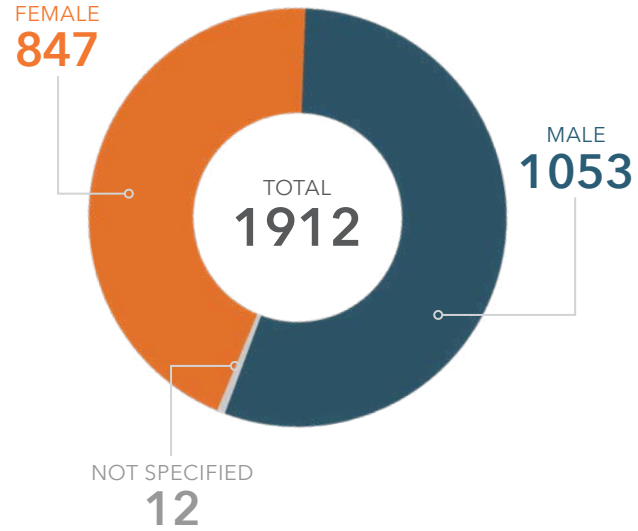
* South America included in Central America and Australia/New Zealand included in Asia

Hires by Region

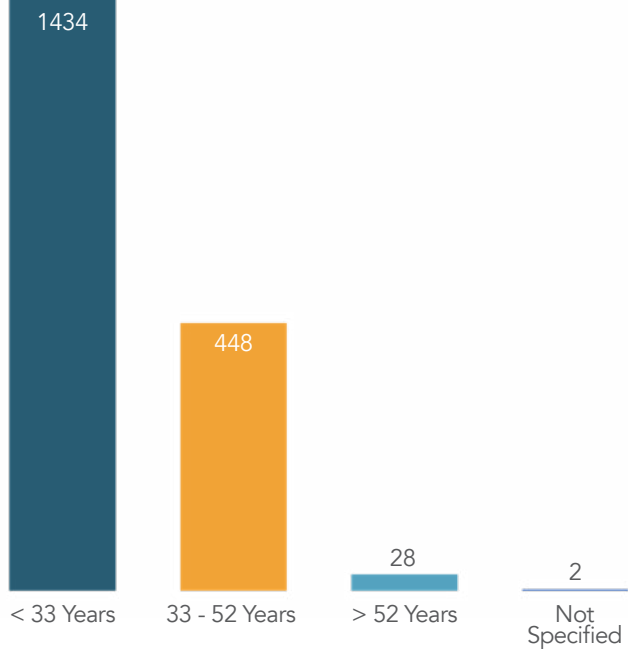


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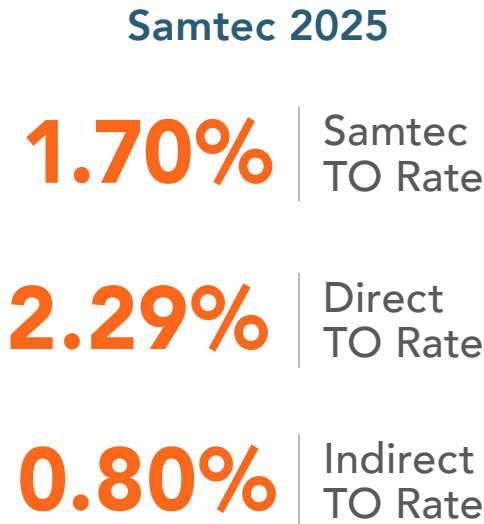
Hires by Gender



Hires by Age



Annualized Turnover (TO) Rate





PEOPLE MATTER

At Samtec, our success is driven by our people. Associates across our global organization bring a wide range of technical expertise, experiences, and perspectives that shape our culture, strengthen our reputation, and enable the high level of service our customers expect. Their dedication and collaboration are fundamental to who we are as a company.

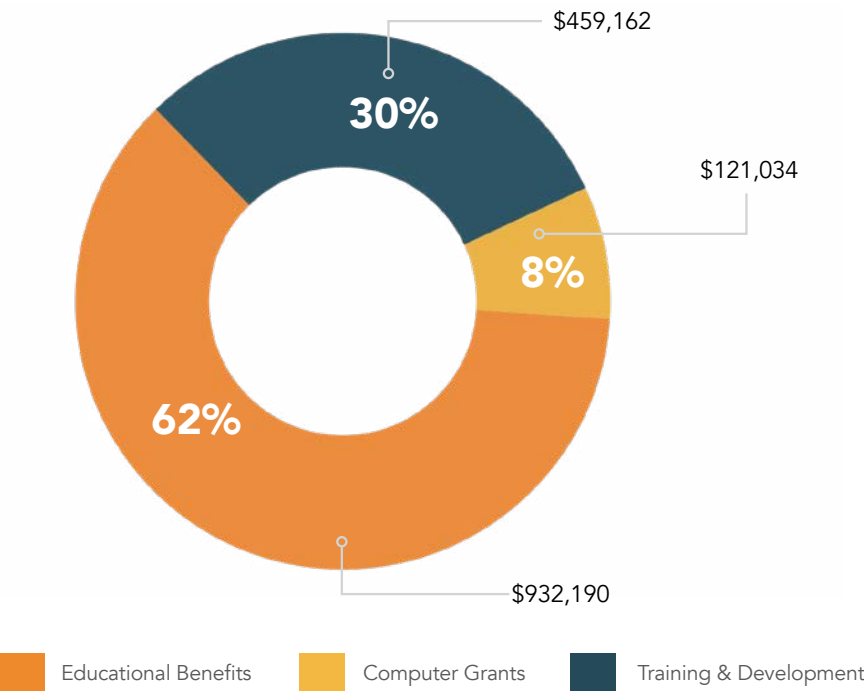
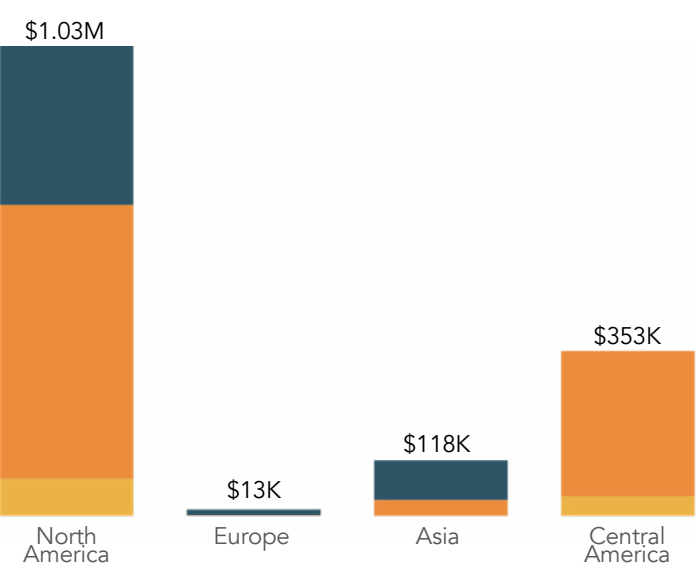
Because our associates play such a critical role, their well-being is a top priority. Samtec is committed to supporting, developing, and investing in our workforce by providing the resources and environments needed to help associates succeed and grow both professionally and personally.

To promote balance and long-term well-being, Samtec offers a wide range of benefits, programs, and opportunities across its global locations. These offerings include, but are not limited to:

- Computer Grants
- Educational Assistance
- External Training and Development Opportunities
- Comprehensive Retirement and Healthcare plans (U.S. and International associates participate in government mandated programs)
- Counseling and Mental health support through an Employee Assistance Program (New Albany)
- Physical Wellness Screenings
- Vaccination Clinics
- Financial and Estate Planning support (New Albany)
- Maternity and Paternity Leave
- The Samtec Associates Foundation

These programs reflect just one aspect of Samtec’s ongoing commitment to its associates. We continually seek ways to enhance the associate experience and cultivate a workplace where individuals are supported, engaged, and empowered to thrive. When our associates succeed, Samtec succeeds alongside them.

2025 Investments by Region



GLOBAL BENEFITS & PROGRAMS

Retirement & Healthcare Benefits

Eligible associates in the United States benefit from a retirement plan that includes up to a 12% company contribution. Participation among eligible U.S. associates is 100%, with an average employee contribution rate of 7%.

Samtec also offers a range of healthcare coverage options, including PPO, HSA, and FSA plans, with company contributions provided for HSA plans. Approximately 30% of Samtec’s global workforce – full-time U.S. associates – is eligible for these health benefits, with a participation rate of 90%. Many international locations provide retirement and healthcare benefits through government mandated programs.

PERSONAL & PROFESSIONAL DEVELOPMENT

Samtec supports continuous learning and growth by offering associates a variety of development opportunities. These include tuition assistance, computer grants, educational support, and job related skills training designed to strengthen both technical and professional capabilities.

SAMTEC ASSOCIATES FOUNDATION

The Samtec Associates Foundation is a 501(c)(3) nonprofit organization established to help Samtec associates during times of significant hardship or crisis. Assistance may be provided in situations such as severe financial hardship caused by disasters, catastrophic medical expenses, or the loss of a loved one. The foundation is funded through voluntary payroll deductions and fundraising efforts, with all requests handled privately and confidentially.

EDUCATION AND SCHOOL SUPPORT

Samtec continues its commitment to supporting the educational journey of associates and their families across all regions. Programs such as school-year support, academic scholarships, and recognition of associates’ children for strong academic performance remained active throughout the year. These initiatives help ensure that associates and their families have access to the resources, encouragement, and opportunities needed to pursue learning and personal development.

HEALTH AND WELLNESS INITIATIVES

Samtec maintains a strong focus on associate health and well-being through a variety of global wellness programs. Annual health checks, vaccination campaigns, preventive screenings, and access to mental-health resources continue to be core components of this effort.

This year, Penang delivered its Influenza Vaccination Program across two internal sessions, supporting a healthier workplace by making preventive care easily accessible to associates. Similar wellness initiatives continued across other regions, reinforcing Samtec’s commitment to proactive, holistic health support.

EMERGENCY AND PERSONAL SUPPORT

Recognizing that associates may face unexpected personal or family challenges, Samtec continues to offer compassionate assistance through internal support programs. These efforts include providing help during medical or financial hardships, offering support during major life events, and leveraging regional resources such as Trade Union funds where available. Programs like community-driven raffles and internal aid initiatives remain an important part of Samtec’s culture of care, ensuring associates feel supported when they need it most.



Parental Leave

Global Total	Male	Female	Total
Total # of Employees Entitled to Parental Leave	2950	2530	5480
Total # of Employees that Took Parental Leave	176	191	367
Total # of Employees who Returned to Work after Parental Leave Ended	176	160	336
Total # of Employees that Returned to Work after Parental Leave Ended Still Employed 12 Months After Return to Work	149	128	277
Return to Work Rate	100%	83.77%	91.55%
Retention Rate	85%	67%	75%

All data reflective of 2025 calendar year, unless otherwise noted.

FESTIVE AND RECOGNITION PROGRAMS

Samtec continues to foster a sense of belonging and celebration through festive events and recognition programs across global locations. Holiday gift initiatives, cultural celebrations, and recognition of associates’ family milestones help strengthen community bonds and reinforce Samtec’s family-oriented culture. These programs ensure associates feel valued both personally and professionally, contributing to a positive and inclusive workplace environment.





TRAINING & DEVELOPMENT

Samtec supports associate development through structured learning and development programs intended to strengthen role-relevant capabilities, support career progression, and maintain organizational readiness as business needs evolve. Delivery methods include digital learning and workplace-based coaching to promote consistent access to learning across the global workforce.

LEARNING PLATFORMS

Samtec University is Samtec’s global learning platform and is available in associates’ native languages to support accessibility and consistent learning across locations. The curriculum includes professional skills (e.g., leadership, communication, accountability, time management, and emotional intelligence) and technical content relevant to products, processes, and system applications. Course offerings are updated and expanded based on business priorities, platform usage, and associate feedback.

COACHING, MENTORSHIP, PROFESSIONAL GROWTH

Samtec encourages coaching and mentorship to support capability building and leadership development. Job-specific training, professional development, and compliance training are integrated into applicable roles and processes, and a portion of learning offerings is elective to enable role- and goal-aligned development. On average, Samtec associates worldwide complete approximately 27 hours of training each year. The training-hours figure covers Samtec’s global associate population and is reported as the average annual training hours per associate for the reporting period.

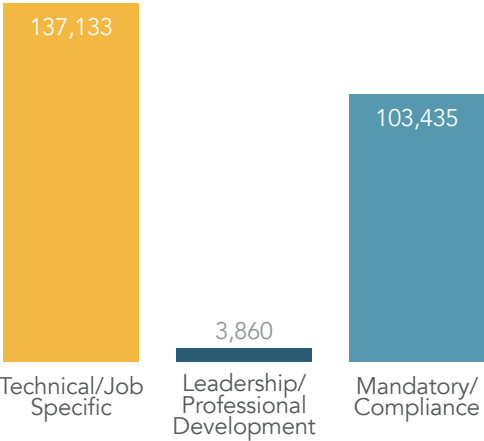
PERFORMANCE REVIEWS

Performance reviews are used to communicate expectations, document performance, and identify development priorities. Reviews are typically conducted annually and include a structured discussion between the associate and supervisor regarding performance outcomes, goal alignment, and development planning.

Performance may be assessed using criteria that include work quality and output, attendance, job knowledge, initiative, and professional conduct. For certain roles, feedback may also be collected through 360° surveys incorporating input from peers, managers, and direct reports.

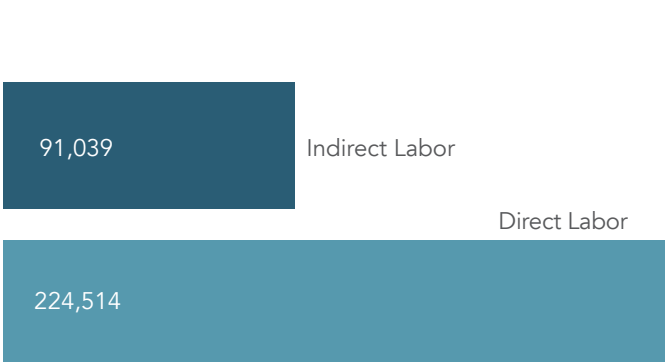
The performance review process is intended to support ongoing performance management and continuous improvement by reinforcing strengths, clarifying priorities, and establishing development actions aligned with business needs and individual career development.

Training Hours by Type

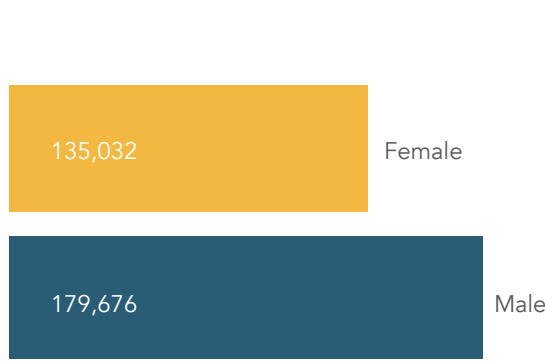


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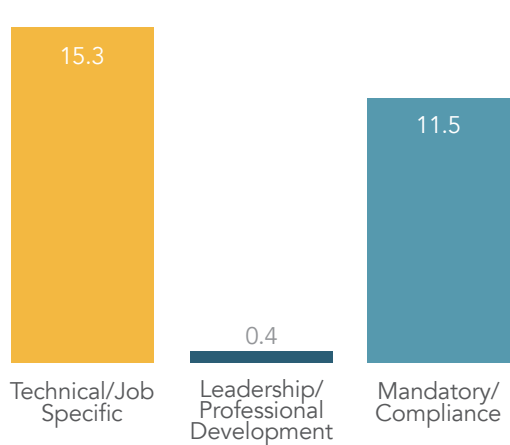
Training Hours by Labor Type



Training Hours by Gender



Average Training Hours per Associate





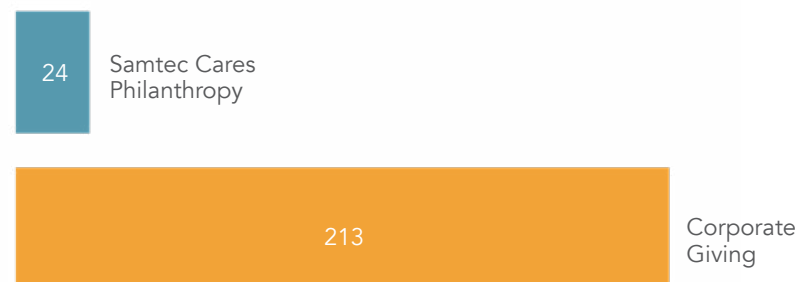
COMMUNITY INVOLVEMENT

At Samtec, corporate responsibility is woven into our identity. Our service-oriented culture encourages associates to give back through their time, skills, and financial support, reinforcing our commitment to the communities where we operate. Giving is not a standalone activity at Samtec – it is a shared value that reflects who we are and how we engage with the world around us.

From our earliest days, Samtec has actively supported organizations and initiatives that align with our values, while promoting a culture of service across our global footprint. Through donation drives, organized volunteer opportunities, and partnerships with nonprofit organizations hosted at our facilities, we aim to build strong community relationships and foster meaningful engagement among our associates.

Our community involvement is guided by Samtec Cares, a company-wide framework that directs our giving and engagement efforts across two key focus areas: Samtec Cares Philanthropy and Corporate Giving.

Samtec Supported Organizations



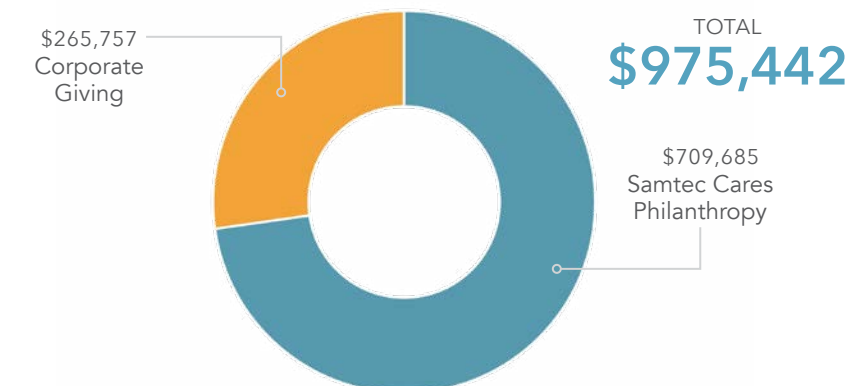
SAMTEC CARES PHILANTHROPY

Through Community Sponsorships, Samtec provides support to grassroots organizations that hold personal significance for our associates. These efforts range from funding local STEM programs and youth sports teams to supporting theater productions and charitable fundraisers. We believe that locally driven initiatives, supported by modest but intentional contributions, can create meaningful and lasting impact.

This year, Samtec’s philanthropic efforts supported many organizations through dedicated funding. These contributions reflect meaningful investment in organizations aligned with our Sustainability Goals, especially Innovation, Environmental Impact, Equal Opportunity, and Quality of Life.

Our charitable giving emphasizes support in the following areas: community development initiatives that enhance quality of life where Samtec operates; health and social service organizations that promote well-being and provide assistance to those in need; and arts

Samtec Corporate Giving



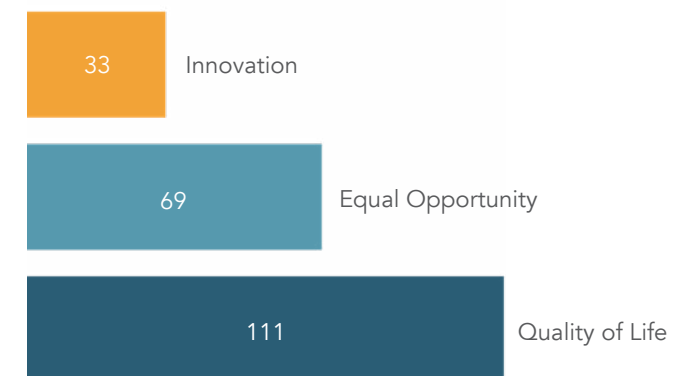
COMMUNITY INVOLVEMENT

and cultural programs that expand access to creative and cultural experiences.

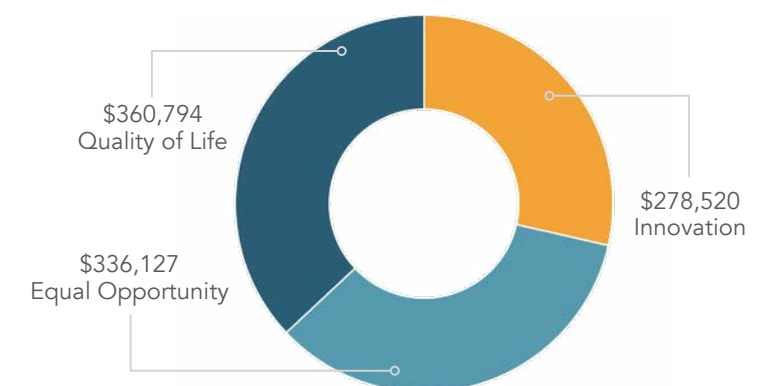
In 2025, Samtec contributed nearly \$710,000 to 213 organizations worldwide. Since the launch of Samtec Cares in 2018, the program has directed nearly \$5.5 million toward strengthening communities across our global locations.

SAMTEC SUSTAINABILITY GOALS

Organizations per Sustainability Goal



Giving per Sustainability Goal



SAMTEC COMMUNITY SPONSORSHIP

Samtec’s Corporate and Marketing Sponsorships are designed to advance community impact while reinforcing our brand in ways that reflect our values. These strategic partnerships support larger-scale initiatives and events that align with our commitment to responsible leadership and community engagement.

In 2025, Samtec provided more than \$260,000 in sponsorship support to 24 organizations, including partners such as the Kentucky Derby Festival Foundation, Big Brothers Big Sisters, and Junior Achievement, among other respected organizations.



VOLUNTEERING

In addition to financial contributions, Samtec recognizes the importance of giving time and expertise. We encourage associates to volunteer with organizations they care about and actively support their efforts to serve their communities.

Throughout 2025, Samtec associates contributed thousands of volunteer hours, with strong participation in organizations such as Big Brothers Big Sisters and Habitat for Humanity, alongside many other local initiatives around the world.

At Samtec, success is defined not only by business performance, but by the positive difference we make in the communities we touch. Through our community giving and volunteer efforts, we remain committed to building stronger, healthier, and more resilient communities – today and for future generations.

OTHER COMMUNITY INVOLVEMENT EFFORTS

Giving back is a global value at Samtec, expressed through a wide range of associate-led initiatives that reflect our culture of care. The examples that follow highlight just a portion of the impactful efforts undertaken across our global sites during 2025.



COMMUNITY INVOLVEMENT



UNITED STATES

In Royersford, associates supported the local community through a Back-to-School Supply Drive for Franklin Elementary School, organized as a friendly competition between employee teams (17 volunteers; 1,297 items collected including school supplies, toys, clothes, and books). The site also advanced workplace well-being through Facility EHS and visual harmonization, addressing safety items such as molding flooring, eye wash stations, trip hazards, and AEDs while aligning with Samtec visual standards – improving associate health and safety, facility uptime, and associate pride.

In Wilsonville, the annual Giving Tree through Toy & Joy/Compassion in Action adopted underserved families through local support agencies, and provided holiday gifts along with grocery and gas gift cards. The effort included 25 volunteers, 24 hours, and \$830 donated. It supported 3 families (16 people total) during the holiday season.

ASIA PACIFIC

Within China, community outreach included a Huizhou Mid-Autumn Festival visit to an elderly care facility, where volunteers spent time with residents and donated food items such as moon cakes, milk, and fruit. The effort involved 3 volunteers for 6 hours and approximately \$90 in donated items, providing companionship and support to elderly community members.

At Samtec Dongguan, multiple community volunteer efforts were carried out to support local needs. These included well-wishing and volunteer services for the local disability association (5 volunteers, 15 hours), volunteer service in a local park (5 volunteers, 15 hours) to strengthen community ties and reputation, and a care-for-children outreach program (4 volunteers, 16 hours) supporting youth in the community. In addition, a farmer income support and elderly care activity engaged parent-child families in vegetable picking at a local farm, followed by assembling and delivering rice/oil care packages to 10

elderly households receiving subsistence allowances (17 participants, 34 hours), creating benefits for families, farmers, and seniors.

Samtec Huizhou’s Associate Relations and Extracurricular Activities program organized table tennis, badminton, and basketball to enrich leisure time and support physical fitness. The initiative drew 112 players with strong spectator participation, boosting enthusiasm for exercise, improving physical health, and creating a communication platform that supported collaboration.

In Penang, the Blood Donation Program ran twice (February and October), engaging 120 associates across both drives and contributing 120 volunteer hours to support community health.

In Vietnam, company representatives joined a firefighting competition alongside other companies in the industrial park, involving 7 participants and 56 volunteer hours. The activity strengthened safety awareness while also reinforcing community engagement.

In Taiwan, associates participated in a soap-making workshop organized with the Down Syndrome Foundation, combining hands-on learning with awareness-building and support through charity sales. The event included 15 participants and 3 volunteer hours, increasing understanding and support for the Down syndrome community.





HEALTH & SAFETY

In 2025, Samtec continued to prioritize the health, safety, and well-being of associates across all global operations. Our Environmental, Health, and Safety (EHS) management system remains aligned with OSHA and EPA regulations in the United States and with the most stringent applicable regulations internationally. All associates across all locations are covered under these standards. Safety Officers are present at each global manufacturing facility, and EHS points of contact support U.S. sites outside New Albany. Corporate EHS provides global oversight to ensure consistency and alignment across the organization.

ENGAGEMENT, COMMUNICATION, AND SAFETY CULTURE

Safety is deeply embedded in Samtec's culture and reinforced through active associate participation. Safety committees that are required at certain locations (based on local regulations) meet monthly and include representatives from EHS, management, supervision, and production teams. Quarterly safety walks are conducted across all departments, with supervisors, managers, and associates participating to identify hazards and reinforce safe behaviors. Associates also have access to Safety Concern Reports through the HR SharePoint site, with the option to submit anonymously, ensuring open communication and timely reporting.

HAZARD IDENTIFICATION AND RISK MANAGEMENT

Samtec maintains a comprehensive approach to identifying and mitigating workplace hazards. Machine Safety risk assessments are performed at all locations by site Safety Officers and Machine Safety teams, addressing machine hazards, ergonomics, and Lock Out/Tag Out procedures. Job Hazard Assessments determine required PPE for each department, and PPE is maintained locally with guidance from EHS. Industrial Hygiene sampling including noise, air quality, and lead exposure is conducted by third-party consultants, with results and corrective actions reviewed by local EHS teams. Machine Hazard



Assessments are completed prior to releasing any equipment for use, ensuring that safety, environmental, and ergonomic risks are addressed before operations begin.

OCCUPATIONAL HEALTH SERVICES AND EMERGENCY PREPAREDNESS

Samtec provides a range of occupational health services to support associate safety. AEDs and First Aid equipment are maintained monthly by a third-party provider. Our medical emergency response group includes more than 100 associates from various departments who have completed CPR, First Aid, and AED training, ensuring rapid and informed response capabilities. SDS sheets are maintained through our third-party SDS management system (Sphera), ensuring timely updates and accessibility. Personal health information is securely maintained by HR and Safety Specialists to protect associate privacy.

Emergency preparedness remains a core component of our global safety program. Fire, severe weather, evacuation, and scenario-based drills are conducted throughout the year at all Samtec facilities, with post-drill evaluations used to refine procedures and strengthen readiness.

TRAINING AND WORKFORCE PREPAREDNESS

Training and education continue to play a critical role in maintaining a safe workplace. Samtec provides comprehensive training to associates and contractors on general safety awareness, job-specific hazards, and regulatory requirements. Contractor safety is supported through required annual training on Contractor Safety & Environmental Responsibilities, along with Safe Work Plans and Pre-Authorization requirements outlined in our Contractor Safety Program. Additional details on associate training programs are maintained by the training team.

INCIDENT REPORTING & CONTINUOUS IMPROVEMENT

Incident reporting and continuous improvement are supported through the Gensuite platform, which centralizes documentation of incidents, near misses, corrective actions, and root-cause analyses. Accident and incident investigations follow established procedures, ensuring consistency and transparency across all locations. Insights from incident data inform engineering controls, training priorities, and policy updates, reinforcing our commitment to continuous improvement.

WORK-RELATED INJURIES AND ILLNESSES

In 2025, Samtec’s work-related injury and illness data continued to reflect strong performance. Injury rates are calculated using the standard OSHA method based on 200,000 hours worked, and no worker groups are excluded from reporting. While the overall number of work-related injuries remains minimal, electrical hazards and hazardous chemicals continue to represent the highest risk categories across operations. These risks are managed through job hazard assessments, PPE requirements, and annual online and in-person training. Work-related ill-health is tracked using the same methodology and systems as work-related injuries, ensuring consistent reporting and oversight.

EMPLOYEE WELLNESS AND PREVENTIVE HEALTH

Samtec’s wellness initiatives continue to support associate health and resilience. Health screenings, vaccination clinics, and educational programs focused on nutrition, disease prevention, and mental well-being are coordinated through HR and wellness leadership. These programs contribute to a healthier, more engaged workforce and reinforce Samtec’s commitment to holistic well-being.

	Recordable Injuries	Work Related Ill Health	Fatalities	Injury Rate	Injury Rate for Industry	DART Cases (Days Away/ Restricted)	DART Rate	First Aids	ER Visits
New Albany	11	0	0	0.8	1.2	1	0.7	17	1
Scottsburg	3	0	0	1.2	1.2	0	0	3	1
Samtec Tool	0	0	0	0	1.2	0	0	0	0
Samtec Cable	3	0	0	1.8	1.2	2	1.2	11	0
Samtec Microelectronics	2	0	0	1.3	1.2	1	0.7	3	0
Samtec Optical	0	0	0	0	1.2	0	0	0	0
Samtec Signal	0	0	0	0	1.2	0	0	0	0
Samtec South Carolina Design	0	0	0	0	1.2	0	0	0	0
Costa Rica	7	0	0	0.5	1.2	7	0.5	35	1
Huizhou	1	0	0	0.1	1.2	1	0.1	1	0
Singapore	0	0	0	0	1.2	0	0	2	0
Johor Bahru	8	0	0	0.8	1.2	8	0.8	11	0
Johor Bahru Plating	3	0	0	2.5	1.2	3	2.5	4	0
Penang	2	0	0	0.2	1.2	2	0.2	1	0
Vietnam	1	0	0	0.7	1.2	1	0.7	6	0
Taiwan	0	0	0	0	1.2	0	0	1	0
Dongguan	1	0	0	0.6	1.2	1	0.6	0	0



ETHICS & GOVERNANCE

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

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



GROWTH AND COMPLIANCE FRAMEWORK

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

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

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

EVALUATION AND BEST PRACTICES

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



EXPANDING AWARENESS

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

BUSINESS ETHICS AND COMPLIANCE TRAINING

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

FINDINGS AND INCIDENTS

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

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



OPEN DOOR POLICY

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

CODE OF CONDUCT

The Samtec Code of Conduct training is assigned to all new associates on the first day of employment. We are proud to report that 100% of associates have completed the new hire Code of Conduct training.

FOREIGN CORRUPT PRACTICES ACT (FCPA)

All Samtec associates are trained and expected to comply with the Foreign Corrupt Practices Act and similar laws in the countries where we operate. Specific training on the FCPA is provided both online and in-person as needed.

HUMAN TRAFFICKING

Samtec has a zero-tolerance policy for human trafficking, child labor, or other acts of slavery within our operations or those of our suppliers. Training to identify these acts and acknowledgment of awareness is provided to our associates. Our stance and expectations regarding these issues are communicated to our suppliers through our [Supplier Quality Assurance Manual](#) and during the onboarding process.

PRIVACY

Samtec is committed to protecting the reasonable privacy expectations of personal information for everyone we do business with, including our suppliers, customers, and associates. We comply with privacy and

information security laws and regulatory requirements when personal information is collected, stored, processed, and transmitted. We expect the same level of commitment from our suppliers.

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

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

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

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

In 2025 alone, Samtec’s membership in collective recycling organizations across Europe helped collect, treat, recycle, and recover nearly 100,000 kg of WEEE and waste packaging. Since 2019, these strong EPR compliance efforts have led Samtec to commit over a quarter of a million dollars to handle more than 600,000 kg of EEE and packaging waste. This amount is equivalent to the take-off weight of an Airbus A380 or the weight of 70 African elephants, all diverted from landfills.





SUPPLY CHAIN

Samtec’s supply chain is global and supports our vertically integrated operations. Based on our current sourcing profile, approximately 57% of materials and components used in Samtec products are sourced from suppliers in North America, 42% from suppliers in Asia, and the remaining 1% from Europe. We use this footprint to guide supplier engagement, risk management, and continuous improvement across quality, ethics, and environmental performance.

RESPONSIBLE AND EFFICIENT SOURCING

Where practical, we source materials closer to our manufacturing and assembly locations to support continuity of supply and reduce transportation impacts. This approach can help lower logistics-related emissions within our value chain and supports faster lead times and improved service to customers. In this report, “local” sourcing generally refers to suppliers located in the same broad region as the manufacturing location they support (for example, within the same continent or nearby trading region). When local sourcing is not feasible due to availability, technical requirements, cost, or customer needs,

we work with suppliers and logistics partners to optimize routes, packaging, and shipment modes when opportunities exist.

GOVERNANCE, RISK MANAGEMENT, SUPPLIER OVERSIGHT

We manage supply chain risk through cross-functional oversight and disciplined supplier management. Procurement, quality, compliance, and legal teams coordinate to help ensure continuity of supply, protect product quality, and reinforce expectations related to ethics, labor practices, and environmental responsibility. Depending on supplier criticality and risk, oversight activities may include qualification and performance monitoring, questionnaires, documentation reviews, scorecards, and on-site or remote audits. When issues are identified, we work with suppliers on corrective actions and monitor progress toward closure.

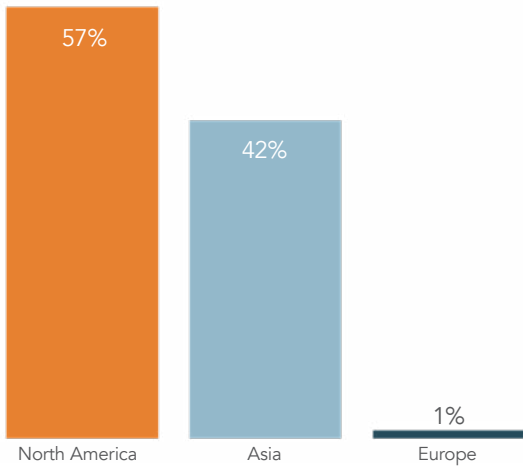
SUPPLIER REQUIREMENTS AND ACCOUNTABILITY

We expect suppliers and service providers supporting Samtec to comply with applicable laws and regulations and to meet our

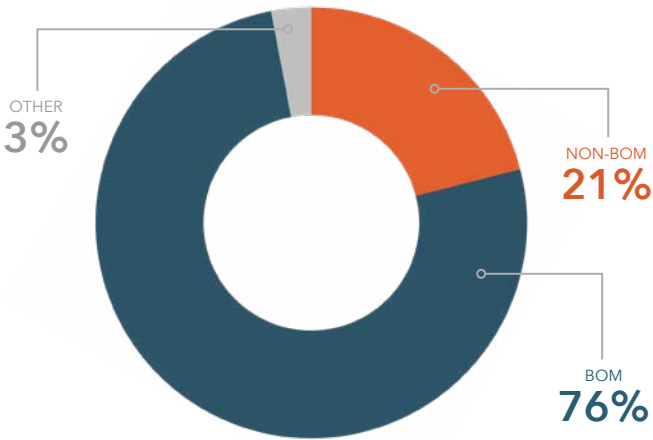
requirements for quality, delivery, and responsible business conduct. These expectations are documented through purchase order terms, component specifications (including prints where applicable), the Supplier Quality Assurance Manual (SQAM), and our Terms and Conditions. We communicate requirements during onboarding and throughout the supplier relationship, and we may require relevant acknowledgements or supporting documentation. Where appropriate, we also expect suppliers to cascade applicable requirements to their upstream partners.

Samtec has a zero-tolerance stance for human trafficking, child labor, or other forms of modern slavery within our operations and expects suppliers to uphold the same standard. Based on our supplier oversight activities to date, we have not identified incidents of child labor or human trafficking within our direct supplier base. We recognize these risks can exist in global supply chains, and we remain focused on prevention through clear requirements, awareness, and ongoing diligence.

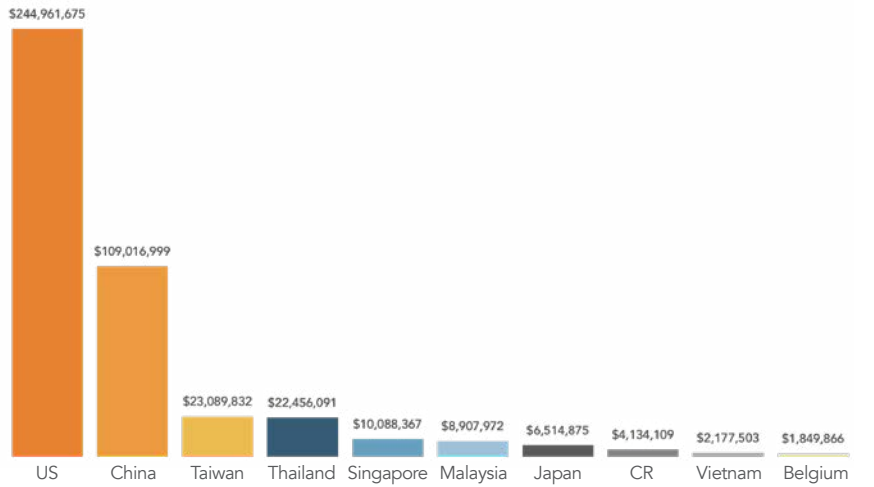
Supplier Spend by Region



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



Total Spend by Country





ENVIRONMENTAL

Environmental sustainability continues to be a core component of Samtec's mission and long-term business strategy. As global expectations evolve and environmental risks become more complex, we remain committed to reducing our impact while strengthening the resilience of our operations. In 2025, we advanced our efforts to lower emissions, expand renewable energy use, conserve water, and reduce waste across our global footprint. These initiatives support both the health of our planet and the sustainable growth of our business.

This section provides an overview of our 2025 environmental performance, including energy usage, carbon emissions, waste generation, and water consumption. It also includes updates on the goals we set for 2025, introduces new goals for 2026, and highlights key environmental initiatives across our global operations.



UPDATE ON 2025 ENVIRONMENTAL GOALS

In 2025, Samtec set four environmental goals aimed at strengthening our sustainability performance and building a more resilient operational foundation. We are pleased to report that we successfully achieved all three goals, demonstrating meaningful progress across emissions reduction, renewable energy adoption, and value-chain impact measurement.

GOAL 1: REDUCE EMISSION INTENSITY (SCOPE 1 & 2 EMISSIONS - BASELINE 2019)

Samtec achieved a 25.3% reduction in Scope 1 and 2 emission intensity relative to our 2019 baseline. This accomplishment reflects the combined impact of operational efficiencies, targeted energy-reduction initiatives, and increased use of lower-carbon energy sources across our global footprint. The 2019 baseline continues to serve as a stable and representative benchmark for long-term emissions tracking.

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

We exceeded our renewable energy target by increasing the share of renewables in our global energy portfolio to 21.5%. This progress was driven by expanded green power agreements, strategic procurement of renewable energy credits (RECs), and the advancement of on-site renewable projects, including the solar installation at our Costa Rica facility.

GOAL 3: COMPLETE INITIAL ESTIMATES FOR SCOPE 3 CATEGORIES 1 AND 6

Samtec successfully completed emissions estimates for Scope 3 Category 1 (Purchased Goods & Services) and Category 6 (Business Travel). Establishing these baselines enables us to better understand our value-chain emissions and identify opportunities for future reductions in collaboration with suppliers and partners.

GOAL 4: INCREASE WATER RECYCLING RATES IN MANUFACTURING

We achieved a 20% water recycling rate across our global manufacturing

operations. This accomplishment reflects significant progress in optimizing water use, particularly in water-intensive processes such as electroplating. Increasing water reuse strengthens both environmental stewardship and operational resilience in regions facing water scarcity.

ANNOUNCEMENT OF 2026 GOALS

GOAL 1: REDUCE SCOPE 1 & 2 EMISSION INTENSITY

Samtec aims to reduce Scope 1 and Scope 2 emissions intensity by an additional 5%, bringing the total reduction to approximately 30% from the baseline year. To achieve this, we will combine internal reduction initiatives with green power agreements, renewable energy credit (REC) investments, and continued use of our solar arrays.

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

Samtec is committed to increasing the share of renewable electricity in its global energy mix to approximately 23%. We plan to achieve this through a full year of generation from the solar array at our Costa Rica facility and by pursuing additional green power opportunities.



GOAL 3: CONDUCT AND ESTIMATE SCOPE 3 EMISSIONS (CATEGORIES 1 AND 6)

Samtec aims to expand the coverage of its Scope 3 greenhouse gas inventory by continuing to track Categories 1 and 6 and by developing emissions estimates for two additional categories. These categories will be selected using the same prioritization approach applied in 2025, with a focus on relevance, emissions impact, and our ability to influence reductions.

GOAL 4: INCREASE THE RATE OF RECYCLED WATER USED IN MANUFACTURING OPERATIONS

Samtec strives to increase the percentage of recycled water used in its manufacturing operations. We plan to achieve this by leveraging increased efficiencies at our international water-intensive manufacturing locations and by continuing to identify additional improvement opportunities across our global footprint.

GLOBAL ENVIRONMENTAL EFFORTS

Samtec's commitment to environmental stewardship and volunteerism extends across its global operations. Throughout the year, associates at multiple locations took part in activities aimed at enhancing local environments, while also engaging in educational opportunities to



better understand Samtec's environmental initiatives and their role in supporting a more sustainable future. Highlights from these efforts are outlined below.

NORTH AMERICA

NEW ALBANY, IN

Samtec's Sustainability Team partnered with the Sam Shine Foundation to support and collaborate on several initiatives at the New Albany campus. This collaboration created opportunities to integrate sustainability programming into on-site activities and community-focused projects.

Through this partnership, Samtec engaged associates in meaningful conversations around sustainability, encouraging environmentally responsible actions both at work and within their local communities.

SCOTTSBURG, IN

Samtec was the first business in the region to enter into a Green Power Agreement with the city of Scottsburg and Indiana Municipal Power Agency (IMPA). In 2025 we continued this agreement. The agreement established in 2023 ensures that 100% of the electricity used by Samtec's Scottsburg facility comes from renewable energy sources in the region. This helps to reduce emissions while financially supporting the development of a greener grid.

COLORADO SPRINGS, CO

Samtec's Colorado Springs facility continued its participation in a green power agreement with Colorado Springs Utilities. Originally established in 2020, the agreement ensures that all electricity consumed at the site is sourced from regional renewable energy. By maintaining this commitment, Samtec helps lower operational emissions while also supporting investment in a cleaner, more sustainable local energy grid.

SAMTEC VISTA, CA

This site pursued electronic waste gold recovery by extracting gold and copper from legacy project materials stored since 2005 (PCBs and high



gold-bearing components). The first batch was estimated to yield 4-5 oz of gold (valued at approximately \$5,000/oz at the time of estimate), reducing environmental impact versus new mining.

CENTRAL AMERICA

COSTA RICA

Samtec Costa Rica maintains ISO 50001 Energy Management System certification, which is valid through December 2027. The certification was successfully renewed following a comprehensive audit, during which no nonconformities were identified - underscoring the site's strong energy management practices.

In addition, Samtec Costa Rica completed a high impact renewable energy project with the installation of a rooftop solar system. Approved in late 2024 and brought online in the third quarter of 2025, the solar array is expected to generate approximately 2 million kWh of electricity annually. Once a full year of operation is reached, the system is projected to supply roughly 28% of the facility's electricity demand. Beyond its environmental benefits, the project also presents meaningful long term cost savings, delivering both sustainability and financial value for Samtec.

ASIA PACIFIC

PENANG

Environmental actions blended hands-on conservation with operational improvements. Associates partnered with the Department of Fisheries Malaysia to release 10,400 freshwater prawn seeds into a local river to support biodiversity and ecological balance (65 associates; 195 volunteer hours). The site also implemented several process and material optimizations that reduced emissions and costs: an optics cleaner alternative (8,905 kg CO₂ saved/year; \$65,000/year savings), an HDR ESD bag alternative supplier improving cost and environmental efficiency (28,707 kg CO₂ saved/year; \$49,753/year savings), and optics yield/scrap-reduction initiatives including RF test yield improvement (5,179 kg CO₂ saved/year; \$37,800/year savings) and over-voltage defect reduction (1,427 kg CO₂ saved/year; \$10,416/year savings).



VIETNAM

Environmental improvements focused on energy efficiency, material optimization, and reuse. An AHU (B28) optimization upgraded the system with an inverter and PLC auto-control to reduce energy consumption by 20-30% or 89.2 MW while improving equipment lifespan and temperature stability. Manufacturing changes also reduced scrap and emissions, including moving LSHM shield cutting from manual to automated (3,210 kg CO₂ saved/year; \$23,432/year savings), optimizing TSM pin BOM quantity by cutting pins prior to assembly (2,142 kg CO₂ saved/year; \$15,636/year savings), optimizing TMM pin BOM quantity by adjusting routing and cutting strip before filling finished goods (316 kg CO₂ saved/year; \$2,305/year savings), and piloting tube reclaim to reuse internal packaging tubes that would otherwise be disposed (27,132 kg CO₂ saved/year; \$68,000/year savings). The site also expanded green space through tree planting around Building 27, improving aesthetics and the local environment.

ADOPT A TIGER PROGRAM

Launched in 2023, Samtec's Adopt a Tiger Program invites participants to adopt a tiger mascot, Tessie, with each adoption supported by a financial contribution from Samtec to the World Wildlife Fund (WWF). Through this initiative, Samtec helps fund global tiger conservation efforts while creating a meaningful and recognizable connection to the company. To date, the program has seen strong global participation, with more than 1,500 tiger adoptions across nearly 50 countries.

Now entering its fourth year, the Adopt a Tiger Program continues to evolve beyond its origins as a trade show giveaway. While supporting tiger conservation remains central to the initiative, the program is also designed to foster stronger engagement with employees, coworkers, and families—broadening how Samtec connects with its community beyond its core products.



The program delivers impact across multiple areas. Conservation efforts supported through WWF focus on habitat protection, anti-poaching initiatives, and education. Increased awareness encourages participants around the world to engage with and support wildlife conservation, while the act of adoption itself provides a tangible way for individuals to participate in environmental stewardship. Through this initiative, Samtec helps advance critical conservation projects and build connections among those committed to protecting wildlife.

GHG EMISSIONS

At Samtec, we recognize the importance of actively managing our carbon footprint and the greenhouse gas emissions generated by our operations. Our commitment extends beyond measurement and reporting, with a focus on making steady, long term reductions to our overall impact.

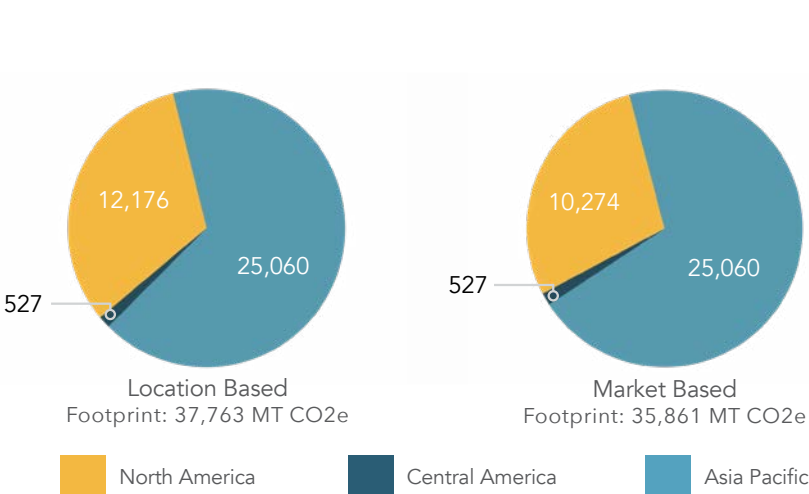
In 2025, we continued to strengthen our emissions reporting while advancing efforts to address Scope 1 and Scope 2 emissions across our operations. Expanded tracking boundaries and refinements to our data collection processes supported more precise emissions estimates and helped inform targeted improvements in our processes and protocols.

Consistent with prior reporting cycles, Samtec calculated its Scope 1 and Scope 2 carbon footprint using both location based and market based methodologies. The tables and figures below illustrate these emissions by geographic region.

Direct (Scope 1) GHG Emissions

While Scope 1 emissions account for a smaller portion of Samtec’s overall greenhouse gas footprint compared to Scope 2, they remain a meaningful component of our environmental impact. These emissions

Carbon Footprint - Scope 1 & 2 (MT CO2e)



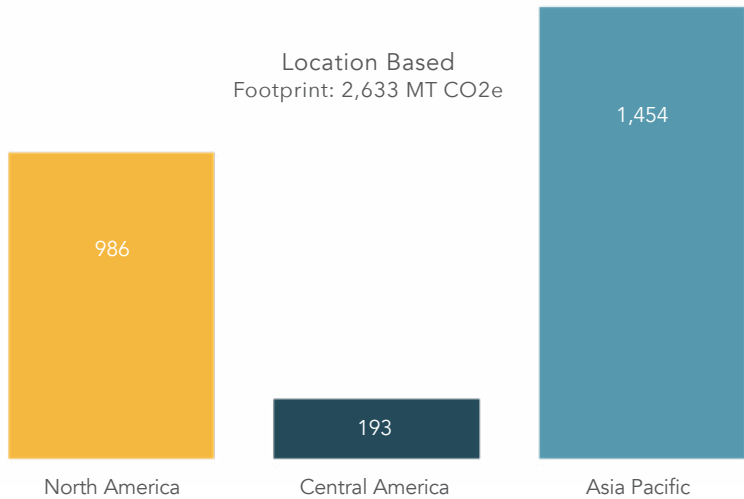
are directly tied to company-controlled activities, giving Samtec a high degree of influence over this category. As our greenhouse gas management efforts continue to evolve, we will assess and pursue opportunities to reduce or mitigate Scope 1 emissions where feasible through operational changes and targeted initiatives.

Energy Indirect (Scope 2) GHG Emissions

Scope 2 emissions continue to represent the majority of Samtec’s combined Scope 1 and Scope 2 greenhouse gas footprint. This is largely attributable to the electricity demands associated with component manufacturing across our operations. To address these impacts, Samtec is focused on reducing Scope 2 emissions through a combination of operational enhancements and strategic investments, including energy efficiency initiatives and the expansion of on-site solar generation. Certified Renewable Energy Credits (RECs) will also play a role in helping to mitigate residual Scope 2 emissions that cannot be reduced through direct actions.

The figures below present Samtec’s market based and location based Scope 2 emissions. The use of Green Power Agreements at our Colorado

Scope 1 Emissions by Region (MT CO2e)



Springs, CO, and Scottsburg, IN, facilities, along with the addition of solar installations at our Johor Bahru and Costa Rica sites, contributed to reductions reflected in the market based results.

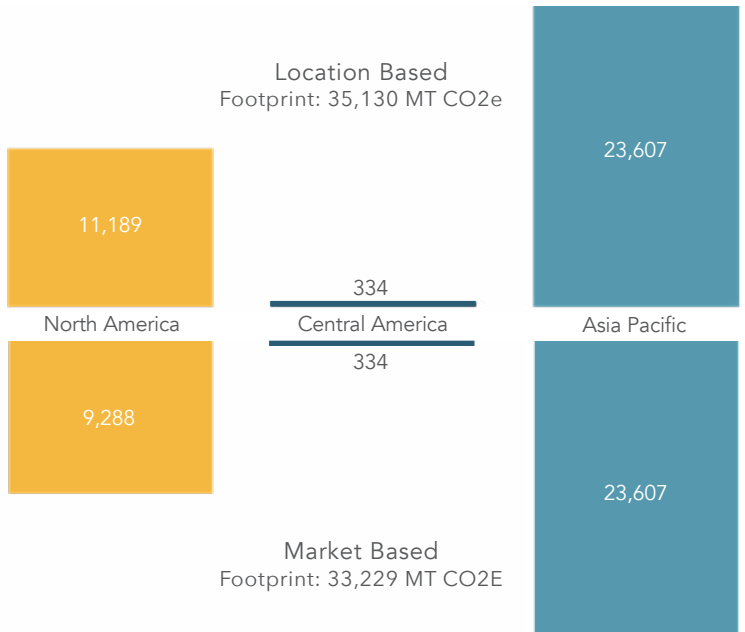
GHG Emissions Intensity

Samtec evaluates Scope 1 and Scope 2 emissions intensity using total annual revenue as the normalization factor. This method reflects emissions from our primary operations across the global footprint and enables year-over-year comparison on a revenue-adjusted basis.

Given our product profile, business model, and projected sales growth, an emissions intensity metric provides the most practical way to estimate performance and guide reductions in our operational carbon footprint.

For 2025, our Scope 1 and Scope 2 emissions intensity was 36.1 MT CO2e per \$1 million in revenue. This represents a 25% decrease from our 2019 baseline year.

Scope 2 Emissions by Region (MT CO2e)



Scope 3 Emissions

In 2025, Samtec began tracking Scope 3 emissions for the first time by estimating emissions for Category 1 (Purchased Goods and Services) and Category 6 (Business Travel) using a spend-based approach and EPA-approved emission factors. We prioritized these two categories after determining that they represented a significant share of our Scope 3 footprint and offered areas where we have meaningful influence and the ability to drive reductions over time. Based on this initial assessment, Category 1 accounted for 72,474.47 MT CO₂e and Category 6 accounted for 2,766.47 MT CO₂e.

Establishing this baseline strengthens our understanding of value-chain impacts and will help inform future efforts to improve data quality and identify reduction opportunities. In 2026, we plan to increase our Scope 3 emissions coverage by continuing to track Categories 1 and 6 and by adding two additional categories to be determined using the same prioritization considerations applied this year, with a focus on category size and our ability to influence reductions.

ENERGY

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

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

Our Sustainability Team works in partnership with Facility Teams across the globe to analyze energy usage patterns, identify areas for improvement, and implement measures to reduce overall consumption. This approach is guided by industry standards, including the Greenhouse Gas Protocol, the Global Reporting Initiative, and the US Environmental Protection Agency.

In 2025, Samtec significantly increased its renewable energy mix globally, reaching nearly 21%, up from 7% in 2023 and 10% in 2024. Overall, our operations consumed 67,181 MWh of energy, with approximately 14,453 MWh sourced from renewables. The remaining 52,728 MWh came from non-renewable sources, accounting for the RE found in the grid mix of the Energy from our CR facility energy use.

Samtec calculated its global Energy Intensity Ratio, based on GRI criteria. This ratio assesses electrical energy consumption across Samtec’s global network and normalizes it using a business factor (revenue). Using total annual sales of **\$995 million** and total global electricity usage of **67,181 MWh**, the 2025 Energy Intensity Ratio stands at **67.53 MWh per \$1 million in sales**.

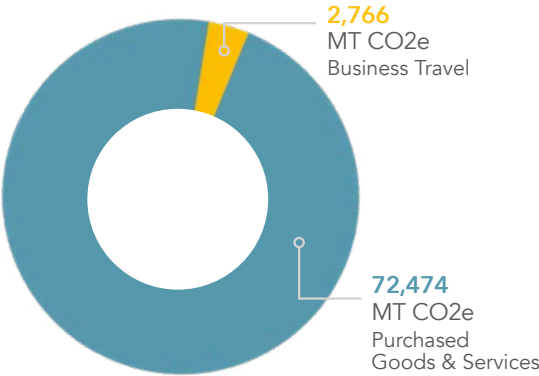
WATER

Samtec recognizes water as a critical resource that supports both daily life and long-term community well-being. Access to clean and safe water is widely recognized as a fundamental human right. In support of this principle, Samtec monitors water use throughout its manufacturing operations, including total withdrawal volumes, treatment processes, and the responsible return of water following use.

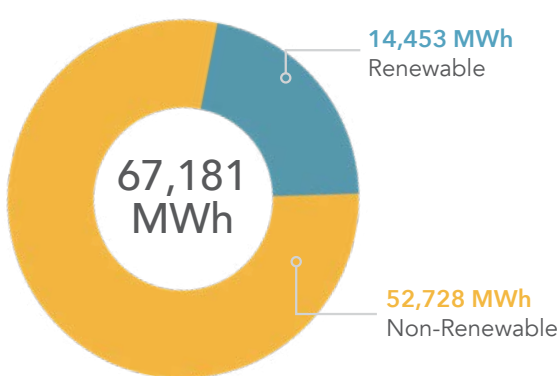
Where operationally feasible, Samtec seeks to reuse and recycle water across its global manufacturing footprint. Water utilized in plating operations is recycled at varying levels depending on facility specific capabilities and infrastructure. Across all operations including manufacturing and non-manufacturing activities – Samtec estimates that approximately 8% of total water use is recycled, while about 20% of water used specifically in manufacturing operations is recycled. We have increased our recycling rate for both of our water metrics. In addition to process-related reuse efforts, Samtec continues to invest in water efficient fixtures, such as low flow toilets and sinks, to help reduce overall water consumption across facilities worldwide.

In late 2024, Samtec initiated a major capital investment project at its headquarters related to the plating wastewater treatment system. Once fully completed, this project is expected to significantly increase the water recycling rate at this location.

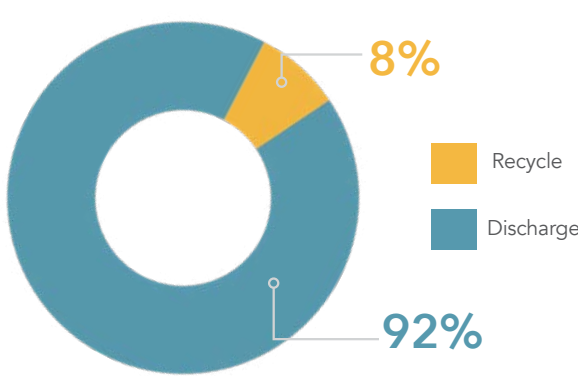
Scope 3 Emissions by Region



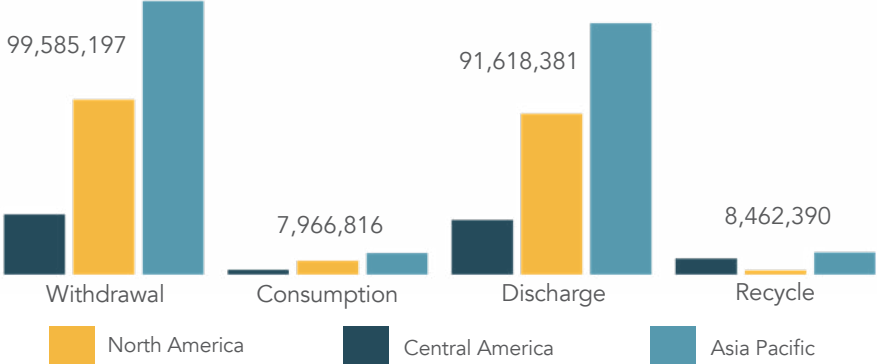
Global MWh Consumed



Global Water Distribution



Total Water Usage by Region (Gallons)



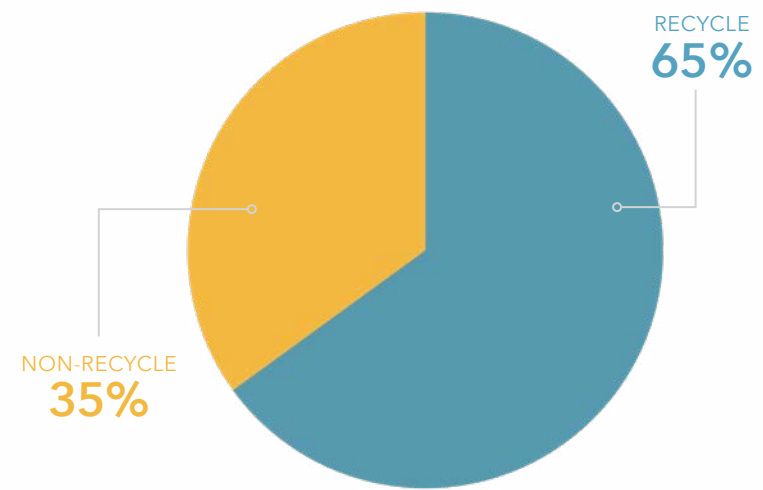
WASTES

Samtec monitors waste generation across our global operations and remains focused on responsible waste handling. Our priority is to prevent waste where possible and to support reuse and recycling solutions that keep materials in circulation.

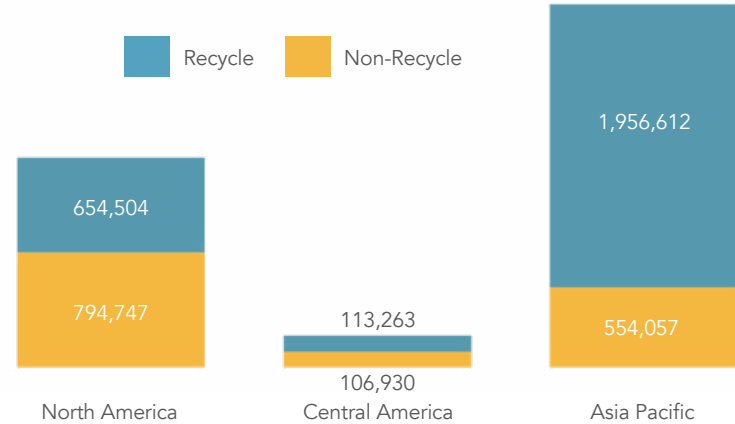
To support this effort, we follow consistent processes to track waste, separate key streams, and direct materials to recycling or beneficial reuse through Samtec programs and vetted partners. In 2025, approximately 65% of our operational waste was recycled. Additional details are provided in the data and charts below.



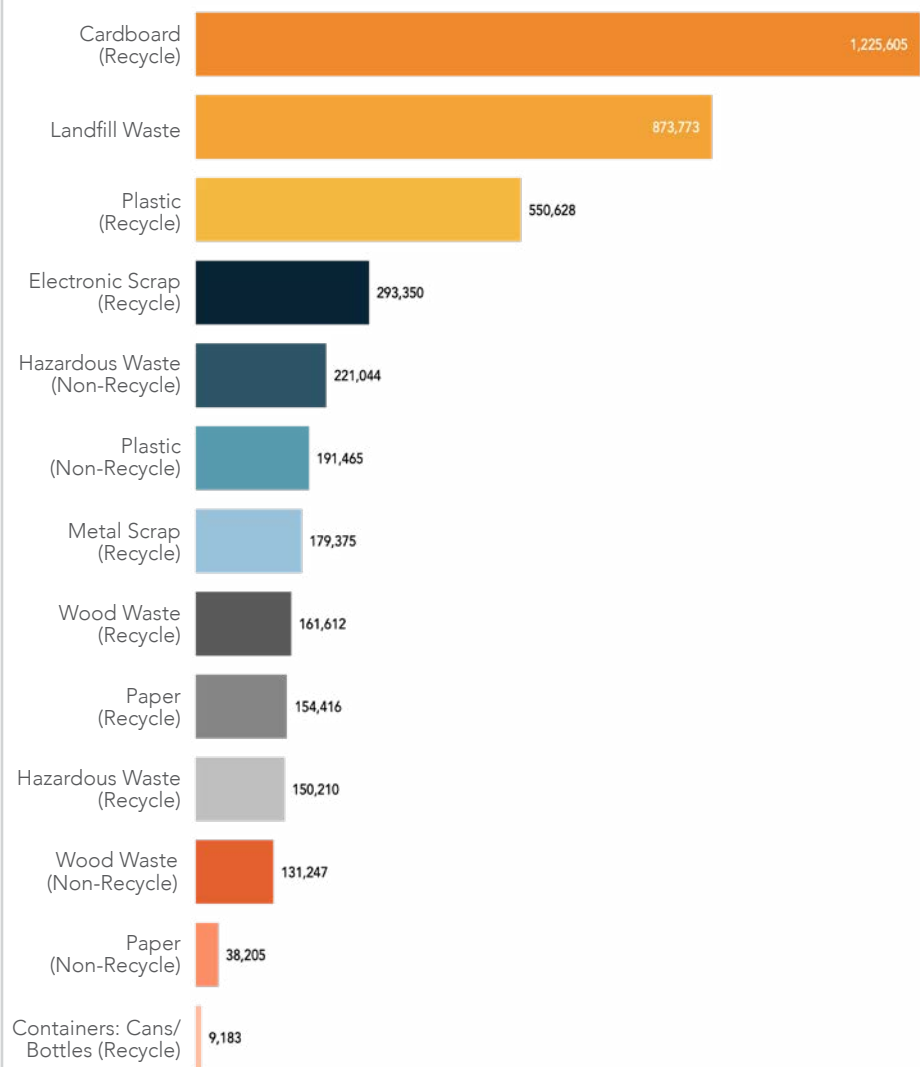
Global Waste Recycle Rates



Global Waste Recycle Rates (lbs.)



Global Waste Total (lbs)





UNGC & SDG

UNITED NATIONS GLOBAL COMPACT PRINCIPLES



HUMAN RIGHTS
PG. 27 - 34

- 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.



LABOUR STANDARDS
PG. 13 - 14, 30 - 34

- 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. 35 - 41

- 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.



ANTI-CORRUPTION
PG. 30 - 34

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

SUSTAINABLE DEVELOPMENT GOALS



PG. 18 - 20, 24 - 26



PG. 18 - 20, 24 - 26



PG. 18 - 20, 23 - 29



PG. 18 - 26



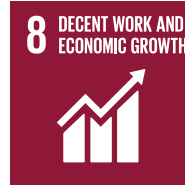
PG. 14 - 22



PG. 36 - 37, 40



PG. 36 - 40



PG. 9 - 12, 17 - 19



PG. 3, 9 - 12



PG. 13 - 16, 22, 24 - 26



PG. 23 - 26



PG. 41



PG. 35 - 41



PG. 35 - 41



PG. 35 - 41



PG. 10, 31 - 32



PG. 10, 24 - 26, 36 - 37



GRI INDEX

GRI	
Statement of Use	Samtec Inc. has reported the information cited in this GRI content index for the period January 1st, 2025 thru December 31st, 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD NUMBER	DISCLOSURE	PG.
GRI 2: General Disclosures 2021	2-1 Organizational details	10-12
	2-2 Entities included in the organization’s sustainability reporting	14
	2-3 Reporting period, frequency and contact point	5
	2-4 Restatements of information	5
	2-7 Employees	14-16
	2-14 Role of the highest governance body in sustainability reporting	7
	2-22 Statement on sustainable development strategy	7
	2-23 Policy commitments	30-32
	2-24 Embedding policy commitments	32
	2-26 Mechanisms for seeking advice and raising concerns	32
	2-27 Compliance with laws and regulations	31-32
	2-28 Membership associations	10
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	18-19
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	14
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	34
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	31-32
	205-2 Communication and training about anti-corruption policies and procedures	31-32
	205-3 Confirmed incidents of corruption and actions taken	31-32
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	31-32
GRI 302: Energy 2016	302-1 Energy consumption within the organization	39
	302-3 Energy intensity	39
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	40
	303-4 Water discharge	40
	303-5 Water consumption	40
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	39
	305-2 Energy indirect (Scope 2) GHG emissions	39
	305-4 GHG emissions intensity	39
	305-5 Reduction of GHG emissions	39

GRI STANDARD NUMBER	DISCLOSURE	PG.
GRI 306: Waste 2020	306-3 Waste generated	41
	306-4 Waste diverted from disposal	41
	306-5 Waste directed to disposal	41
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	34
	308-2 Negative environmental impacts in the supply chain and actions taken	31-32
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	16
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	18-19
	401-3 Parental leave	19
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	28-29
	403-2 Hazard identification, risk assessment, and incident investigation	28-29
	403-3 Occupational health services	28-29
	403-4 Worker participation, consultation, and communication on occupational health and safety	28-29
	403-5 Worker training on occupational health and safety	28-29
	403-6 Promotion of worker health	28-29
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28-29
	403-8 Workers covered by an occupational health and safety management system	28-29
	403-9 Work-related injuries	28-29
	403-10 Work-related ill health	28-29
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	22
	404-2 Programs for upgrading employee skills and transition assistance programs	22
	404-3 Percentage of employees receiving regular performance and career development reviews	22
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	31-32
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	31-32
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	24-26
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	34
	414-2 Negative social impacts in the supply chain and actions taken	34
GRI 415: Public Policy 2016	415-1 Political contributions	31-32
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	31-32



TCFD INDEX

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	PAGE NUMBER
Governance	Describe the organization’s governance around climate-related risks and opportunities.	30 - 32
Governance	Describe the board’s oversight of climate-related risks and opportunities.	30 - 32
Governance	Describe management’s role in assessing and managing climate-related risks and opportunities.	30 - 32
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.	6 - 8
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	6 - 8
Strategy	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	6 - 8
Strategy	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	6 - 8
Risk Management	Describe the organization’s processes for identifying and assessing climate-related risks.	6 - 8
Risk Management	Describe the organization’s processes for managing climate-related risks.	6 - 8
Risk Management	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	6 - 8
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.	35 - 41
Metrics and Targets	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	35 - 41
Metrics and Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	35 - 41