

BIG ON COMMUNITY

EASY ON ENVIRONMENT



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LETTER FROM THE PRESIDENT

This is our fourth year as a member of the United Nations Global Compact (UNGC), and we are pleased to have increased our reporting indicators from 10 in 2014 to 25 this year; including the 10 UNGC principles. We submit our Samtec Sustainability Report for 2015 along with over 12,000 signatories from more than 170 countries in supporting the UNGC's ten universally accepted principles in the areas of human rights, labor, the environment and anti-corruption. Our report's theme for the 2015 fiscal year is again, "Big on Community, Easy on the Environment", which reaffirms our continued focus on improving technology while simultaneously improving the communities in which we do business. We must develop products and people. It is imperative that our own global workforce knows the implications of everything we do here, and our ability to leave the world a better place.

Samtec is committed to conducting business across the globe by respecting local customs and practices while

requiring our Associates and our agents, service providers and suppliers to abide by applicable laws and socially and environmentally conscious practices. These standards have been committed to by Samtec and supported by our Associates. We expect our suppliers to meet these standards as well with their own business activities and in relation to their employees.

We plan to continue our mission to do more for the greater good of the world. Even as our business and the climate of the electronics industry changes, we will stay committed to our UNGC efforts. In 2014, we reported on 10 indicators. This year, we are reporting on 25 indicators, almost tripling the amount of indicators previously reported on.

Thank you for your continued interest in our company and our efforts to make our business socially and environmentally sustainable for years to come.

A handwritten signature in black ink, appearing to read "John Shine". The signature is stylized and fluid, with a large initial "J" and "S".

John Shine, President

COMPANY PROFILE

SALES
\$625,000,000

HEADCOUNT
3,786

PRODUCTS
600+ SERIES
Which results in 108+ trillion
part number options

Headquartered in New Albany, Indiana, USA, Samtec is a global company with locations in 18 countries. Samtec is the service leader in the electronic interconnect industry. Founded in 1976, we are a privately held, \$625,000,000 global manufacturer of a broad line of electronic interconnect solution blocks, including Silicon-to-Silicon Interconnects (IC-to-Board, Optics High Speed Board-to-Board, High Speed Cables), and Core Board-to-Board connectors and cables (Flexible Stacking and Micro/Rugged). Samtec is "Sudden Service®" providing an unparalleled customer service experience. Our underlying philosophies that we call DNA are Speed, Innovation, Flexibility and Win/Win. Much more than just another connector company, Samtec puts people first with a commitment to exceptional service, quality products and web tools.

In 2015, we further defined our differentiation in the interconnect industry with the intergration of Service and Products underpinned by global infrastructure.

Sudden Service - core service, technical support, web tools and system service

Global Infrastructure – sales, engineering, operations, quality and information technology

Building on the positive momentum of our Signal Integrity "Silicon-to-Silicon" products and services, we focused the past year on our global Technology Centers: Advanced Interconnect Design, High Speed Cable Plant, Microelectronics/IC Packaging, Optical Group, Signal Integrity Group and Teraspeed® Consulting. We are experiencing an ongoing tech surge and expanding our "Technology Centers" by increasing capabilities, resources and partners around the world. Individually, our Technology Centers enable great capabilities, but collectively and collaboratively, they create synergy. Integration leads to innovation, and this meshing of capabilities creates the power of "one Samtec".

Our business model relies on providing a global, seamless customer experience. We want to provide the "And", not "Or", in all facets of our business:

- Service and Quality and Cost
- Big and Small Customers
- Silicon-to-Silicon Interconnects and Core Board-to-Board Connectors
- Mainstream Engineering and New Ventures
- Hand-fill Manufacturing for Flexibility and Automation for Speed
- Synchronized for Sudden Service with Optimal Efficiency

Samtec is ISO/TS 16949, ISO 9001, ISO 14001 and ITAR registered with a 5-A1 Dun and Bradstreet rating, the highest available for a corporation this size. We employ over 3,700 people at nine primary manufacturing locations: New Albany, IN, Scottsburg, IN, Colorado Springs, CO, Wilsonville, OR, Costa Rica, Huizhou, China, Johor, Malaysia, Penang, Malaysia and Singapore with sales and support offices spread throughout 18 countries. Global manufacturing and sales locations allow redundant customer service, manufacturing, component sourcing, molding, stamping and assembly in both hemispheres. This manufacturing location strategy optimizes cost and delivery. With our global presence and special working groups in optics, packaging, cable design and signal integrity, we are never far from the most talented people in the electronics industry.

ABOUT THIS REPORT– SOCIAL



This, our fourth annual Social Responsibility Report, covers activities that have occurred since our last UNGC submission in December of 2014. Our reports are published on an annual basis. This 2015 Social Responsibility Report has been prepared referencing the Global Reporting Initiative (GRI) G4 guidelines for reporting at the core level. The guidelines define specific reporting topics and a process for determining the significant economic, environmental and social metrics on which an organization should report. The GRI G4 aspects relevant to the organization were prioritized by information gleaned from customer audits and various surveys throughout the year. The final selections of material aspects for this report were then validated by a cross-functional team including representatives from Communications, Human Resources, Quality, Environmental Health and Safety and Learning and Development departments.

We have recently updated our Quality, Environmental and Social policy to further complement our technology surge and company differentiation while still being a good, corporate citizen. The newly updated policy was emailed to all Associates worldwide and updated on our web site. Policy Cards were also given to each Associate as well to reinforce commitment to our policy.

The following is a list of material aspects by category (as defined by the GRI):

Social:

Employment, Supplier Assessment for Labor Practices, Supplier Human Rights Assessment, Anti-Corruption and Corporate Local Impact and Involvement.

This report has been prepared according to the principles for defining report quality with a focus on presenting material in a clear and accurate manner that is conducive to regular annual comparisons. While the material aspects serve as the foundation for the information provided in this report, we also present specific examples to highlight the many ways our facilities and people have demonstrated a commitment to impact over the course of the past year.

Stable management

- 90% of supervisors – greater than 5 years at Samtec
- 67% of managers – greater than 7 years at Samtec
- 20% of managers – home grown from Samtec

Career Path

- 72% supervisors have been groomed and grown from operators
- 64% of managers are degree funded by Samtec

Note: Samtec complies with the California Transparency in Supply Chains Act and the UK Modern Slavery Act of 2015. The Policy and Disclaimers area on our website was recently updated with this information.

ABOUT THIS REPORT– ENVIRONMENT



Environment:

Energy, Water, Emissions, Waste & Recycling.

Electricity reduction

2014 – 10,625

2015 – 8,938

Recycling

2014 – 153,079

2015 – 216,645

- Plastic, aluminum cans, paper, cardboard and polystyrene

Domestic water reduction

2014 – 8.86%

2015 – 5.96%

Samtec Costa Rica achieved the Bandera Azul Ecologica, or Blue Flag Ecological, award in 2015 for their volunteering efforts and involvement to protect Costa Rica's diverse and fragile coastal ecosystem. They are naming each month based on a special environment day. In celebration of International Water Day on March 22, March was deemed the Water Month. In recognition of Global Earth Day, Associates in Costa Rica are referring to April as Earth Month.

The data presented in this report has been generated by our internal management systems and have not been assured by an external agency. Please direct and comments or questions about this report to social.responsibility@samtec.com.

DEMOGRAPHICS – WORKFORCE

TOTAL GLOBAL WORKFORCE



50.9%
DIRECT LABOR

49.1%
INDIRECT LABOR

75% —
50% —
25% —
0% —



ASIA CENTRAL AMERICA NORTH AMERICA

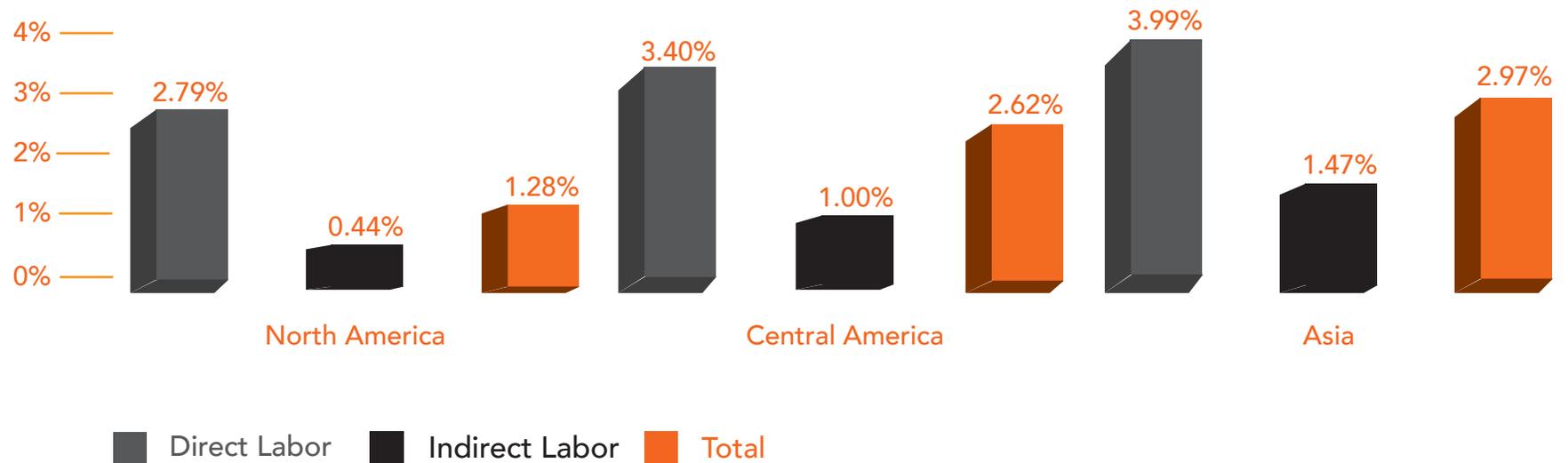
DEMOGRAPHICS – TURNOVER

TOTAL GLOBAL TURNOVER

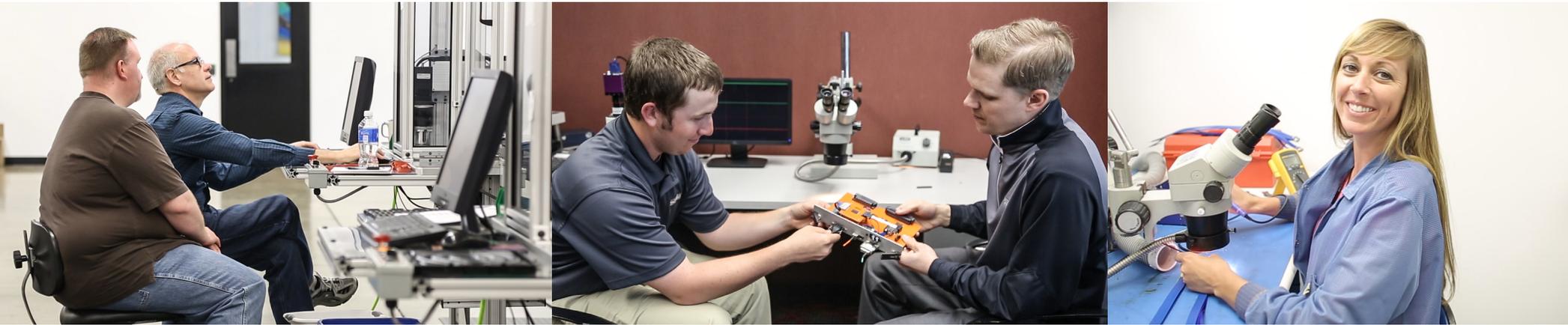
3.49%
DIRECT LABOR

0.84%
INDIRECT LABOR

TURNOVER BY REGION



PEOPLE MATTER



At Samtec, "Service" isn't just for our customers. We seek to service our global Associates in every capacity that we can including career growth opportunities, on-the-job training, educational expenses and countless opportunities to improve their physical and financial well-being.

We like to provide healthy challenges to our Associates around the globe to become better people in all aspects of their career. We encourage Associates to consider Global Assignment for cross cultural integration. An Associate from Costa Rica recently moved with his family to take a position in our Colorado Springs, Colorado facility, and one of our Operations Managers from our corporate headquarters in New Albany, Indiana has moved with his family to Penang, Malaysia. We currently have several Associates from Asia and Malaysia training at corporate headquarters as well.

We have recently implemented Town Hall meetings to give Associates an opportunity to provide feedback and input in an informal, but structured setting. Recently, the Communications Department initiated a Communication Cascade Project to interview and survey Associates on how they feel about communication at Samtec and give them another vehicle to voice their opinions.

The Women's Leadership Network at Samtec (WLNS) was created as a forum and platform for women at Samtec to share ideas on leadership and professional growth and encourage networking with other women. Topics discussed this past year include Work Life Integration, Confidence, What Matters Most and Taking Risks. Providing this type of support helps us achieve a very high return to work rate after parental leave at all facilities with a 100% retention rate in Samtec North America.

To encourage personal development, Samtec Huizhou has an Associate Scholarship program and has made donations to the school building. Our Associates in Costa Rica can take advantage of our All Aboard educational program to complete their studies as well.

By keeping an open and flat organizational structure, Samtec sees an unmatched global sharing of ideas related to operations processes, work environment improvements, associate recognition methods and global communication tools. We treat each other like family as we know that by helping each other, we help our company, our customers and the communities in which we live, play and operate.

TRAINING



Tuition Reimbursement

To further encourage Samtec Associates to complete training outside of Samtec, we offer tuition reimbursement up to \$5,600 per year.

Computer Grants

We also offer grants to Associates to assist them in purchasing a new home computer. In 2015, over \$67,000 in grants were made to over 160 Associates.

COMMUNITY INVOLVEMENT



Around the Globe

Samtec supports global projects and initiatives that enable economic development and stimulate economic growth around the world like water purification systems in third world countries, alternative energy solutions, advanced agricultural technology, low cost housing refurbishment, life skills development training, support of entrepreneurial start-ups, and so much more.

Samtec Costa Rica

As part of our unique culture of service and care, Samtec Costa Rica's Social Responsibility Committee (RSES) is committed to promoting education for Associates and encouraging Associates to be aware of the consequences of their actions in the environment and community. During 2015, Samtec Costa Rica supported social welfare campaigns developed by the Costa Rica Government and programs by Non-Profit Foundations such as the Foundation for Palliative Care Unit (for children who have special needs and/or are in a terminal phase of their illness). Our Associates have raised funds during their Ocho Horas de Amore, or 8 Hours of Love, program to support the Children's Party that we sponsor each year. Samtec CR plans to introduce a new project in 2016, Comprehensive Wellness, and work with our Associates, their families, and the immediate community in the hope to positively impact their life.

Samtec Huizhou

Associates in Huizhou China visited the elderly in local Nursing Homes and donated to the Boluo Shiwan Charity for Poverty Relief.

Samtec Malaysia

Samtec Malaysia donated to the Malaysian Red Crescent Society for the victims of the nation-wide flood in Malaysia as well as donated to Pusat Rawatan Darussyifa Bertam, a non-profit organization that provides free medical consultation and medicine throughout Malaysia.

Samtec Singapore

Samtec Singapore donated 550 face masks to aid the victims of the Nepal Earthquake.

Samtec New Albany

Samtec encourages involvement at each of its locations around the world and routinely hosts donation drives and invites non-profits into our various facilities to encourage participation. Samtec NA's philanthropy-minded Social Solutions Association (SSA) was recently incorporated. A board of directors was established, and procedures along with a tracking system were created. SSA produces several fundraisers throughout the year. The money raised in these fundraisers help fund donations to various charities and individuals in need at Samtec and within the communities that we live.

Being a good corporate citizen of a community carries with it responsibility. Since the majority of Samtec Associates come from surrounding towns and cities, Samtec plays a big impact. Throughout the year, Samtec strives to make our communities better places to live, work, play and go to school by finding ways to lend a hand – both in time and money.

ETHICS & SUPPLY CHAIN

Samtec is constantly evaluating factors such as location of operation, types of products and services provided, child labor avoidance practices, working hour management, pay and compensation practices, as well as ethics management policies and engagement. We continue to expand awareness and understanding across all our global facilities as well as our supply chain.

Since Samtec's culture reflects, for the most part, a "learning organization", we have tried to remove many of the barriers of organizational learning. We are in the process of updating our New Hire and on-going Training programs to better communicate our values to all Associates worldwide. Samtec Associates are also asked every year to review our Sexual Harassment, Workplace Violence, C-TPAT, Diversity and Company Policy e-learning modules for yearly compliance. Associates are also given the opportunity to choose their own Samtec sponsored training courses during the year. We have completely updated our Associate Handbook this past year and are in the process of making even more updates.

Because of the United Nations Global Compact and our desire to continually improve our accountability of our business practices, we review and update our policies as needed. Our Quality, Social and Environmental Policy was just updated. These objectives are to ensure a safe and secure environment for our customers, Associates and the community through an Environmental Management System (EMS) that is continually improving.

Our high standards extend beyond Samtec to include the suppliers we depend on and engage with every day. We rely on a global supply chain to support the manufacturing of our products in each of our locations. We survey all our vendors yearly in regards to quality, environmental consciousness, and social responsibility.

Samtec Associates comply with the limitations of the Foreign Corrupt Practices Act (FCPA) and similar laws of the countries where we operate. We require Suppliers to provide information regarding their own suppliers and subcontractors to verify that the extended supply chain related to Samtec products operates in a manner consistent with Samtec's expected code of conduct and commitment to its environmental and social principles.

Samtec has a regular audit schedule of its Supplier base, which must allow 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. We currently have zero suppliers who are a significant risk for incidents of child labor or are involved in human trafficking, and all of our suppliers have undergone human rights screening.

We train our Associates to use these standards in our own operations and in evaluating our suppliers. If Samtec determines through audits or otherwise that a Supplier is not meeting the requirements and expectations set forth in our standards, Samtec will offer guidance with respect to matters requiring correction or that need improvement if the facts allow.

Samtec will not tolerate Human Trafficking and/or Slavery crimes within Samtec or the suppliers with which we do business. We comply with the California Transparency in Supply Chains Act and the UK Modern Slavery Act of 2015.

The use of harsh or inhumane treatment is not allowed at Samtec or by our suppliers. The following acts/behaviors are not tolerated: coercion (mental or physical), sexual harassment, and other forms of harassment, including but not limited to verbal abuse, bullying, and threats or violence. We require yearly training for all Associates worldwide in regards to this policy.

Samtec is committed to providing a positive work environment for all Associates and to being a preferred employer. We have a long and rich history of treating our Associates with dignity and respect, providing competitive wages and benefits, having open and honest communications and providing an open door policy that ensures all Associates can raise issues without fear and retaliation. In conformance with local law, the rights of association of Associates will not be abridged.

Samtec has never been subjected to legal action and/or fined for grievances related to discrimination, human rights, environmental regulations, child labor, anticompetitive behavior, anti-trust or monopolistic practices.

HEALTH & SAFETY

The safety of our Associates is a primary goal, and this is accomplished by providing a safe and secure working environment. Workplace safety rules created in accordance with applicable law are communicated to Associates to ensure their well-being. Samtec Associates are expected to perform their duties in a safe manner at all times and to advise a manager of an unsafe situation in the workplace.

Samtec Huizhou currently has in place a H7N9 Contingency plan for the prevention of viral transmission of avian flu. Samtec Malaysia issues health advisories on an as needed basis when there is a high mosquito breakout that can lead to dengue fever.

Both Samtec facilities in Malaysia hold blood drives bi-annually. More than 300 packets were collected from both locations in total. Samtec New Albany sponsors blood drives with the Red Cross every 3 months.

Listed below is Samtec's Global Health and Safety statistics. Samtec North America's injury rate is 1.07 compared to the industry average of 2.2. Samtec North America's Days Away/Restricted (DART) ratio was 0.143 in 2015.



Samtec New Albany First Responders volunteer their time to attend an eight week course consisting of 6-7 hours each Saturday. At the end of the course, all Associates have to pass the State's written test and a hands-on skills proficiency test to be certified EMRs.



ENVIRONMENT

Samtec continually strives to reduce our environmental impact by integrating environmentally-conscious practices into our product design and manufacturing processes as well as the actions of our Associates.

Samtec Corporate headquarters in New Albany, Indiana is currently going through a significant remodel. To help with energy conservation, nearly every light fixture in the total 328,000 square feet space will be replaced with low-energy, ultra-bright LED lighting. The new lighting system alone is expected to result in over 30% savings in lighting energy use annually. More natural light is also being introduced throughout the building with additional windows and skylights.

In Huizhou China, we provide free bus shuttle services for all Associates to decrease daily traffic and the smog and omissions associated with it. We have also implemented solar water heaters in two of our dorms as well.

Samtec Costa Rica is very involved in the preservation of their surroundings. Our Associates have helped plant trees as a part of reforestation and have participated in the Matapalo Beach Investigation programs to protect and conserve marine turtles including patrolling beaches at night and collecting turtle eggs and moving their nests to safer places. Associates at Samtec Costa Rica recently achieved the Blue Flag "Bandera Azul" award for their effort and volunteer work in the pursuit of conservation and development, protection of natural resources, and the search for better sanitary conditions and the improvement of public health of the people of Costa Rica.

Our Environmental Management System (EMS) is an important aspect of manufacturing at Samtec — from the selection of the materials in our products, to the efficient use of natural resources and the careful control of facility wastes.

Samtec recognizes the situation that is occurring in various places globally, including the Democratic Republic of Congo, and does not allow the sourcing of any of the following materials that contain 3TG minerals (Tantalum (derived from Columbite-Tantalite), Tungsten (derived from Wolframite), Tin (derived from Cassiterite), and Gold) and/or finished materials originating, sourced, and/or smelted from the Democratic Republic of Congo or adjoining countries. Conflict Resources shall not be used within our products or supply chain.



Single Stream Recycling (lbs.)	2014	2015
Office Paper	125,841	93,913
Cardboard	200,742	246,621
Miscellaneous Plastic	7,690	18,126
Polystyrene	24,322	17,033
Plastic Bottle & Aluminum Cans	34,545	35,206

Water at Samtec New Albany is recycled at 350,000 gallons per month, and we discharge approximately 1,250,000 gallons per month at our New Albany Waste Water Treatment Facility. We are proud to report that we have had zero significant volume spills. In 2015, Samtec New Albany disposed of 338,276 pounds of landfill trash and 179,566 pounds of hazardous waste at EPA licensed disposal and recycling facilities.

Samtec has not received any fines and/or non-monetary sanctions for noncompliance with environmental laws and regulations.

GENERAL STANDARD DISCLOSURES

G4.1 Indicator	Description	Page Number
<u>Strategy and Analysis</u>		
1.1	Statement	3
<u>Organizational Profile</u>		
2.1	Name of the organization	4
2.2	Primary brands, products and/or services	4
2.4	Location of organization's headquarters	4
2.5	Number of countries where the organization operates	4
2.6	Nature of ownership and legal form	4
2.7	Markets served by the organization	4
2.8	Scale of the reporting organization	4
2.9	Significant changes during the reporting period	*
2.10	Awards received in the reporting period	**
<u>Report Parameters</u>		
3.1	Reporting Period	4
3.2	Date of most recent previous report	4
3.3	Reporting cycle	4
3.4	Contact point for questions	4
3.5	Process for defining report content	4
3.6	Boundary of the report	none
3.7	Any specific limitations on the scope or boundary of the report	none
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities	none
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reason for such re-statement	none
3.11	Significant changes from previous reporting periods	none

* Significant changes during the reporting period

Samtec is currently undergoing remodeling of corporate headquarters in New Albany, Indiana. In 2015, Samtec also remodeled facilities in California, Colorado and Penang, Malaysia as well as built a new manufacturing facility in Scottsburg, Indiana.

**Awards Received in the reporting period

First Time awarded Fasted Growing Indian Company Excellence award – presented by the International Achievers Conference summit
 Fortune.com's Best Places to Work in Manufacturing and Products - ranked #13 in the US
 Bishop and Associates Customer Survey of the Electronic Connector Industry Award - 1st for the 15th time in the US and for the 9th time in Europe
 Supplier Excellence Award – Schweitzer Engineering Labs
 Blue Flag "Bandera Azul" – rewards effort and volunteer work in pursuit of conservation and development and the improvement of public health of the people of Costa Rica

SPECIFIC GLOBAL REPORTING DISCLOSURES

United Nations Global Compact Principles/Description

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: the elimination of all forms of forced and compulsory labor

Principle 5: the effective abolition of child labor

Principle 6: the elimination of discrimination in respect of employment and occupation

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: undertake initiatives to promote greater environmental responsibility

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

SPECIFIC GLOBAL REPORTING DISCLOSURES

G4.1 Indicator/Description

Page Number

Economic Indicator

G4-EC9	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	12
G4-EC6	Procedures for local hiring and proportion of senior management hired from local community at locations of significant operations	6

Environmental

G4-EN10	Percentage and total volume of water recycled and reused	5
G4-EN22	Total water discharge by quantity	14
G4-EN23	Total weight of waste by type and disposal method	14
G4-EN24	Total number and volume of significant spills	14
G4-EN27	Initiative to mitigate environment impacts of products and services and extent of impact mitigation	14
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	14

Human Rights

G4-HR10	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening and actions taken	12
G4-HR2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations including the percentage of employees trained	10
G4-HR3	Total number of incidents of discrimination and corrective actions taken	12
G4-HR5	Operations and significant suppliers identified as having significant risk for incidents of child labor and measures taken to contribute to the effective abolition of child labor	12
G4-HR12	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms	12

Labor Practices

G4-10	Total workforce by employment type, employment contract, and region, broken down by gender	7
G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender	8
G4-LA6	Rates of injury, occupation diseases, lost days and absenteeism and number of work related fatalities by region and by gender	13
G4-LA7	Education, training, counseling, prevention and risk-control programs in place to assist workforce member, their families or community members regarding serious diseases	9
G4-LA9	Average hours of training per year per employee by gender and employee category	6
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age, minority group and other indicators of diversity	7
G4-LA3	Return to work and retention rates after parental leave, by gender	9

Product Responsibility

G4-PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements	4
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Society

G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	11
G4-SO4	Percentage of employees trained in organization's anti-corruption policies and procedures	12
G4-SO7	Total number of legal actions for anticompetitive behavior, anti-trust and monopoly practices and their outcomes	6
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	12,14

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