



# SOCIAL RESPONSIBILITY 2021 REPORT



WE THINK GLOBAL AND ACT LOCAL.



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## OUR SUSTAINABILITY VISION

It is important for Samtec to make sustainable business decisions that will better serve the interests of our associates, customers, communities, and the environment. Samtec's goal is to continue to be a **leader in the electronic interconnect industry** who leverages our **Sudden Service** philosophy, while being stewards of the Environmental, Social, and Governance pillars of Sustainability as measured by globally recognized standards.

*We intend to carry out this vision by efforts and investments in:*

- **Our Footprint:** Conservation, Environmental Education, and Carbon Neutrality
- **Our Community:** Volunteerism and Philanthropy
- **Our People:** Development, Education, and Training

Becoming a more sustainable company does not have a one size fits all approach, but by working responsibly and collaborating with stakeholders who share our common interests, we will achieve this vision and help leave our communities and the world in a better position.

# LETTER FROM THE PRESIDENT

This is our 10th year as a member of the United Nations Global Compact (UNGC), and Samtec, Inc. is excited about the progress we have made during the past year in our commitment to making a better world for all of us through our actions.

We submit our Samtec Sustainability Report for 2021 in support of UNGC's ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption and the 17 Sustainable Development Goals. This year, Samtec is pleased to report initiatives tied to all 17 Sustainable Development Goals (SDGs), along with 43 Global Reporting Index (GRI) Metrics during this reporting cycle.

Samtec is privileged to have associates who share our values and are committed to Samtec's success not only in business, but also in making better communities which support a better world. We continue to invest in our associates as they are our most valuable resource by providing on-going training, education support and computer grants along with many other benefits such as retirement, estate and will planning, health insurance and parental leave.

Since its inception in 2018, our Samtec Cares Program has granted more than \$3M to over 125 nonprofit organizations in support of their missions. The Samtec Cares Program focuses on three central pillars: Community Development, Health & Social Services and Arts & Culture. In 2021, Samtec Cares provided Grants to over 50 nonprofits which amounted to nearly \$800,000. These initiatives support the areas covered in SDGs, while also providing growth and services to the community.

At Samtec, we understand that being a good corporate citizen also means giving back and supporting organizations in our local communities. We encourage our associates to support those organizations that they are passionate about via giving of their time and talent. Samtec associates spent thousands of hours in 2021 volunteering in their communities which support the SDGs. Our Sponsorship program supports community organizations, schools, and sports leagues which our associates are involved. In 2021, this program provided nearly \$280,000 in funding to over 130 local organizations.

Samtec has made efforts to improve the impact we have on the environment. A few examples of these efforts include monitoring and reducing our Carbon footprint. Samtec is now able to report on both Scope 1 and 2 Emissions as defined under the GHG (Green House Gas) Protocol; previously, we had only reported our Scope 2 emissions. Recently, Samtec has made several improvements which have resulted in better service being offered to our customers while also reducing our overall carbon footprint.

The look of our global workforce continues to change. Although rooted within the United States, Samtec has become a company with more associates now located outside of the US resulting in a culturally diverse associate base scattered around the globe. We are excited to welcome associates to our new plating facility in Johor Bahru which was brought online this past year. The health and safety of our associates remains the top priority for our company as we continue operations during the pandemic. The COVID-19 task force, which was created in early 2020, continues to meet on a regular basis to discuss and implement guidelines that are needed to keep our associates healthy and safe while at work. Because of these efforts, we have been able to continue production without interruption during these times of uncertainty to support our customers when they needed us the most.

In 2021, Samtec continued our efforts to support organizations who are working to end the pandemic while also providing relief to those who are battling challenges brought on by it. Some of these efforts include both monetary and material (i.e., masks, hand sanitizers, vaccinations, etc.) donations. As we have seen in recent years, our business, the industries we serve, and the world will continue to evolve and face challenges over time. Samtec is committed to the United Nations Global Compact's Principles and Sustainable Development Goals and our similarly shared sustainability efforts during uncertain times. Being a good corporate citizen carries with it responsibility, and Samtec understands the impact of this role as we look to do more for the greater good of our associates, our neighboring communities, our environment, and our world.

Thank you for your continued interest in our company and our efforts to make our business socially and environmentally sustainable for years to come. Please direct any comments or questions about this report to [social.responsibility@samtec.com](mailto:social.responsibility@samtec.com).



John Shine, President



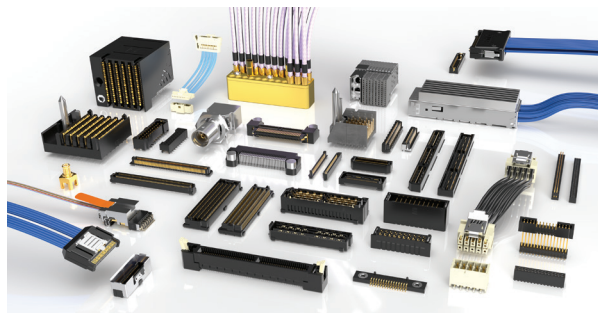
# COMPANY PROFILE

Founded in 1976, Samtec is a privately held, \$952 million global manufacturer of a broad line of electronic interconnect solutions, including High-Speed Board-to-Board, High-Speed Cable, RF, Flexible Stacking and Micro / Rugged connectors and cables. Samtec is headquartered in New Albany, Indiana, with more than 40 locations strategically placed around the world employing more than 8,000 associates globally.

Much more than just another connector company, Samtec puts people first with a commitment to exceptional service, quality products and innovative technologies. This is enabled by our unique, fully integrated business model which allows for true collaboration and innovation without the limits of traditional business models. Samtec has grown from a commodity component manufacturer into a company that develops leading edge solutions for the most demanding electronics applications in the world.

Samtec serves more than 50,000 customers (25,000 direct and 25,000 digital) in more than 125 countries spanning all industries, from well-known global tech giants to small start-ups, and everyone in between. 51% of Samtec sales come from the Americas, 36% Asia and 23% Europe.

Samtec's integrated approach provides high-level design and development of advanced interconnect systems and technologies, along with industry-leading expertise, that allows us to offer effective strategies and support for optimizing the entire signal channel of high-performance systems. We work in a fully integrated capacity, and the collaboration by our technology teams results in uniquely innovative products.



Samtec is Sudden Service® providing an unparalleled customer service experience. We received the highest overall rating in the latest Bishop + Associates U.S. Customer Survey of the Electronic Connector Industry.

This was the 18th time Samtec has been rated as the #1 Connector Company in North America. Samtec was also ranked #1 in the Europe report and the last Asia report as well.

Samtec is also proud to have received the following awards in 2020 and 2021:

Rohde & Schwartz - Top Supplier

Fujitsu - Supplier Appreciation

SpaceX - Supplier Appreciation

Sager - Supplier Excellence

Samtec's underlying philosophies, our DNA, are Speed, Innovation, Flexibility and Win / Win. We believe that taking care of our customers, and our associates, is paramount in how we approach our business. This belief is deeply ingrained throughout Samtec and means that you can expect exceptional service coupled with technologies that take the industry further faster.



Founded in 1976



Headquartered in  
New Albany, IN



8,000+ Associates



2021 Revenue  
\$952 Million



D&B Rating 5-A1



ISO-9001  
Certified



IATF 16949  
Certified



ISO 14001  
Certified



ITAR  
Registered



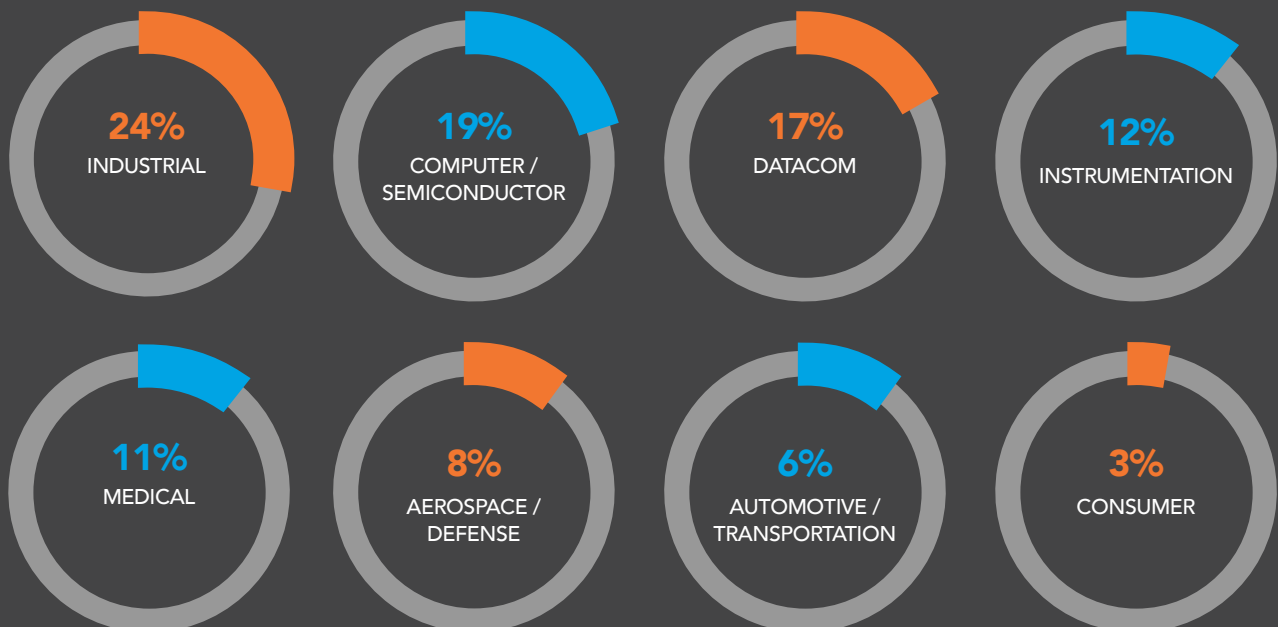
# COMPANY PROFILE

40+ LOCATIONS • OVER 8,000 ASSOCIATES



With more than 50,000 (direct and digital) customers in more than 125 countries and spanning all industries, Samtec serves the well-known global tech giants, small start-ups, universities and everyone in between.

## CUSTOMER SEGMENTS



# ABOUT THE REPORT

The Samtec Sustainability Report is generated annually and represents a 12-month reporting period. Beginning at the end of each calendar year, data is collected and eventually processed into this final report. Samtec has generated a Sustainability Report on an annual basis since 2012, and this will be our 10th report. This year's report covers the 2021 calendar year and will be submitted in May 2022.

With this year's report, Samtec has continued its efforts to become better aligned with the GRI metrics. Internal stakeholders have been strategically identified within all major departments allowing us to better track, record and gather data and results. Discussions with each stakeholder are held to determine Materiality Aspects and priorities for each group and Samtec as a whole.

As we have done in previous reports, many of the indicators will be re-stated to begin the process of creating year-to-year tracking to establish a trend history line. Also, some indicators and locations are still in the process of coming online, so some indicators will show new data not previously available in the years before.

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

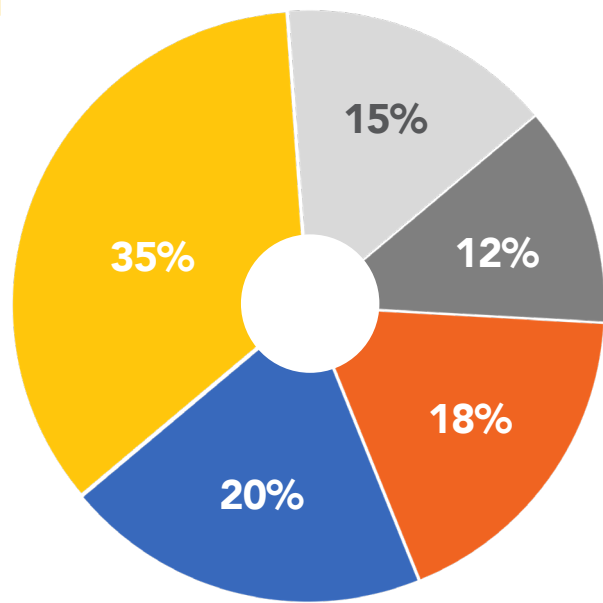
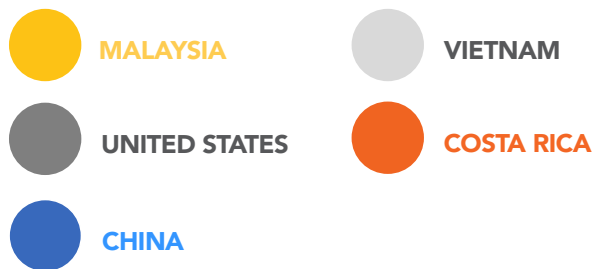
Samtec continues its promise to the United Nations Global Compact. This pledge is demonstrated through Samtec's willingness to support and follow the 10 Principles of the UNGC and our efforts to support each of the 17 Sustainable Development Goals (SDGs).

Please direct any comments or questions about this report to [social.responsibility@samtec.com](mailto:social.responsibility@samtec.com).



# MANUFACTURING

Almost 90% of our products are manufactured in low cost regions. We aim to source at least 35% of our BOM in Asia and 65% in the United States.



MANUFACTURING MIX

# MANAGEMENT

We care about the communities in which we live. We strive to make our communities better places to live, work, play and raise our families. We find ways to lend a hand – both in time and money. Our efforts span philanthropic activities with charities around the world, environmental initiatives, health and safety projects and stringent ethics and social responsibility policies.

## Over 80% of our senior management positions are local to the specific facility.

- Senior management is primarily defined by the level of responsibility, and not necessarily by tenure.
- Senior managers have global responsibility in terms of establishing direction or priority within their area of expertise.
- Senior managers work cross-functionally with other areas of the company to establish strategic direction related to the core elements of our business: product design, sales strategy, financial management, operational tactics, etc.

## We hire locally when we can - within a 50 mile radius of a specific location.

- Samtec has one of the best-in-class combined 401K/pension plans contributing up to 12% of a qualifying US associate's salary into a retirement fund.
- 100% of Samtec US associates participate in the company's retirement plan.
- Samtec international locations have government mandated health and retirement plans.



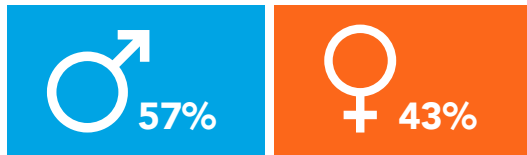
# GLOBAL WORKFORCE DEMOGRAPHICS

Total Workforce

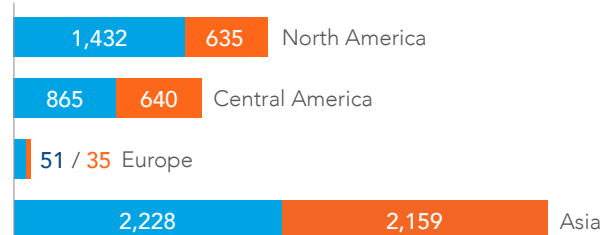
**8,052**

\*as of April 12, 2022

Male & Female Associates

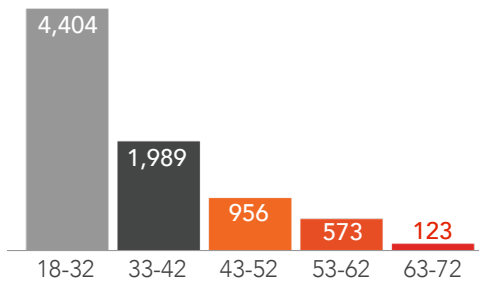


Gender Breakdown by Region



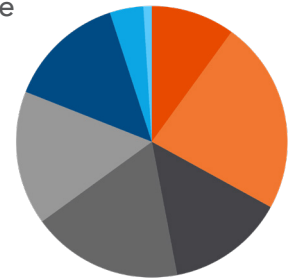
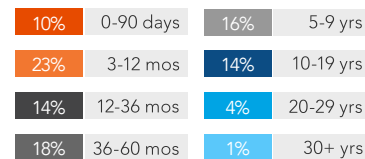
\*South America included in Central America and Australia/New Zealand included in Asia

Associates by Age

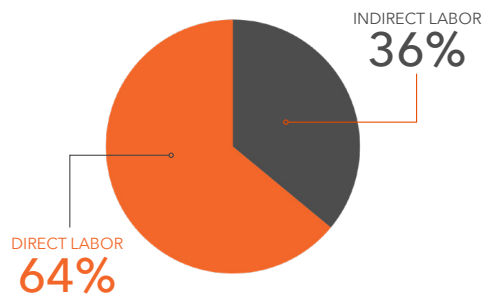


\*Over half of our associates are under 37 years old.

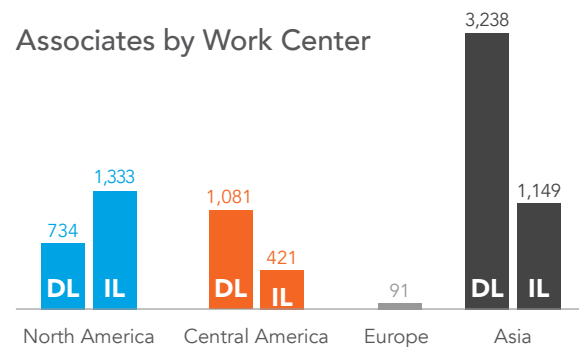
Percentage Length of Service



Direct / Indirect Labor

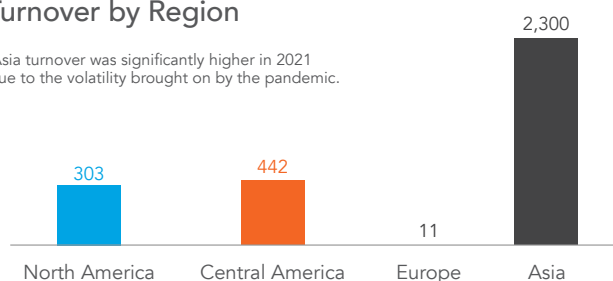


Associates by Work Center

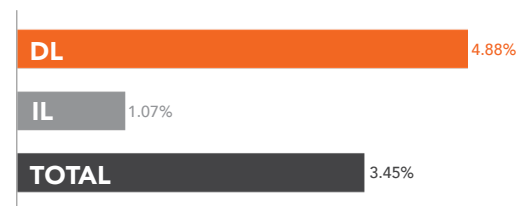


Turnover by Region

\*Asia turnover was significantly higher in 2021 due to the volatility brought on by the pandemic.



Overall Turnover

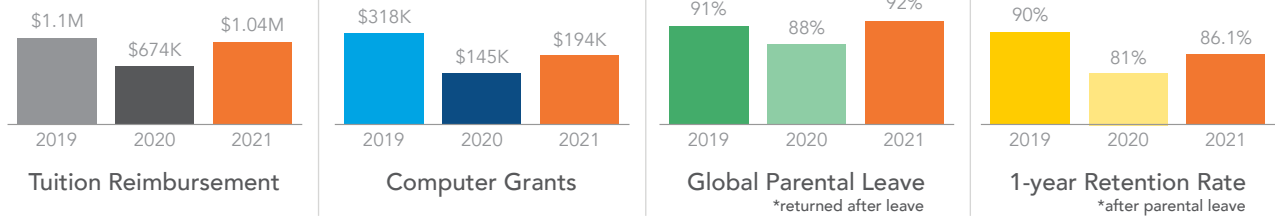


# PEOPLE MATTER

Samtec puts people first and taking care of our associates, and our customers, is paramount in how we approach our business. We believe our associates are our most valuable resource, so we want to invest in them by providing career growth opportunities, on-the-job training, education support, computer grants, financial planning, estate planning, counseling, maternity as well as paternity leave and many more perks and benefits.

Samtec understands the importance of work / life balance and that it is essential to a happy and healthy associate. We also understand that sometimes we need a helping hand to stay healthy, both physically and mentally. Free annual health examinations are offered to all associates worldwide as well as access to the flu and COVID-19 vaccine.

## ASSOCIATES BENEFITS



## North America

To make sure all our associates mental health needs are met, Samtec New Albany provides on-site counseling free-of-charge. They also support associates while they are at work by offering yoga, dry cleaning, a hair salon, massage therapy, car detailing, weight watcher's virtual meetings and an errand service. Associates participated in several community outreach events including a Thanksgiving food drive for Kentucky Harvest and a donation drive for victims of a tornado in nearby communities. To increase engagement and show our appreciation for all the hard work throughout the year, Samtec New Albany provided pizza on Associate Appreciation Day, Food Truck Fridays, March Madness Celebration, Summer Cookout, Treats Along the Trail for Halloween, various ticket giveaways for local activities and so much more.



## Central America

Samtec Costa Rica offers its associates a counseling program with access to a psychology professional. Costa Rica also has an initiative to assist associates with expenses related to their children's schooling such as school supplies, uniforms and shoes. Samtec Costa Rica's All Aboard Education program is in its 8th year, and over 50 associates have taken part in this program to complete their High School academic education. Associates are eligible to receive scholarships towards a language degree or a technical diploma, and ten associates have graduated with degrees. Samtec Costa Rica created an agricultural greenhouse which is used to grow tomatoes and lettuce in a sustainable manner. The bicycle parking lot was doubled to encourage associates to use bikes as a means of ecofriendly transportation and healthy living.



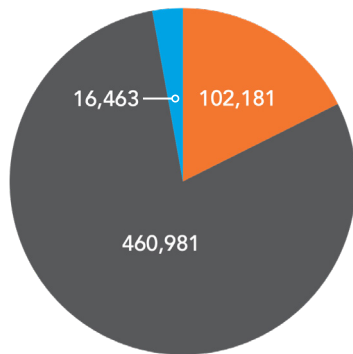
## Asia

In Dongguan, two associates received Education aid. In Huizhou, seven associate's children received free education, and over 1,200 mooncakes were sent to associates and their families to thank them for their continued hard work.



# TRAINING & HIRING

TRAINING HOURS BY TYPE

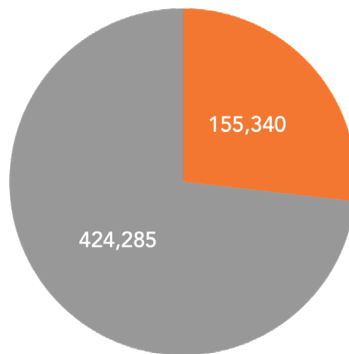


JOB-RELATED - 79.5%

COMPLIANCE - 17.6%

PROFESSIONAL - 2.8%

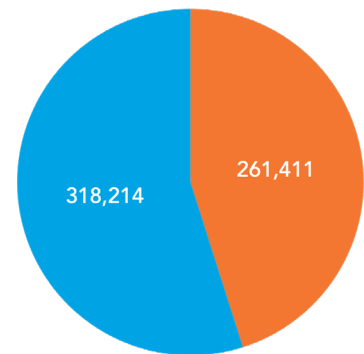
TRAINING HOURS BY JOB



DIRECT - 73.2%

IN-DIRECT - 26.8%

TRAINING HOURS BY GENDER



MALE - 54.9%

FEMALE - 45.1%

**JOB-RELATED** – Training required to perform the functions of the job.

**COMPLIANCE** – Compliance or mandatory training dictated by Samtec policy, industry regulations, customer requirements, or the laws of the countries in which Samtec operates.

**PROFESSIONAL** – Training provided for individual and professional growth. Professional Training is offered through Samtec University and LinkedIn Learning; each platform gives associates access to free classes and seminars catered toward professional and business skill development.

Total Training Hours in 2021

**579,625**

Average Training Hours per Associate

**69.6\***

**395**

NUMBER OF NEW JOBS ADDED

**29,078**

NUMBER OF JOB APPLICATIONS

**73**

AVERAGE NUMBER OF APPLICANTS PER OPENING

**263**

NUMBER OF EXISTING JOBS WITH NEW HIRES

**55**

NUMBER OF JOBS OR POSITIONS FILLED INTERNALLY



# COMMUNITY INVOLVEMENT



## Samtec North America

Samtec's philanthropic focus includes grant making to non-profit organizations, corporate donations to national charities such as the Red Cross as well as one-time sponsorships to local schools, clubs, walks, golf scrambles and other similar fundraising events.

The Samtec Cares Grant program was established in 2018 to positively impact and assist charitable organizations within our community with a focus on Community Development, Health and Social Services and Arts and Culture. It has granted over \$3M to date to more than 125 local nonprofits. During the 2021 Samtec Cares Grant Cycle, Samtec Cares granted almost \$800,000 to over 50 worthy nonprofits in our local community.

Samtec's outreach extends to a myriad of organizations in our local community. In 2021, nearly \$280,000 was given to over 130 organizations ranging from little league teams and school academic teams to national organizations. Samtec associates also participated in various donation drives, canned food drives, yearly angel tree sponsors, tree planting and so much more. We also participate as a company in events such as the American Heart Association "Heart Walk" and the American Foundation for Suicide Prevention's "Out of the Darkness Walk."

Samtec associates spent thousands of hours volunteering their time and talent with local organizations such as Big Brothers Big Sisters, Junior Achievement, Habitat for Humanity and many more every year.

## Samtec Central America

For 13 years in a row, associates at Samtec Costa Rica have supported the 8 Hours of Love campaign which features associates donating 8 hours of their payroll to the Palliative Care Association of the CR National Children's Hospital that supports children with terminal illness diagnosis. 335 associates participated in the campaign raising almost \$10,000 for the hospital.

Associates in Costa Rica also helped with the Pacific Beach cleaning initiative. 47 associates volunteered their time, and 1074 pounds of garbage was collected.



# COMMUNITY INVOLVEMENT



## Samtec Asia

Associates in Samtec Huizhou donated boxes of tissues, coffee, milk and mineral water to a local hospital.

Samtec Johor donated face masks and mineral water to local hospitals. They also donated food and drinks to the local police department as well. Samtec Johor contributed isolation gowns, boot covers, head covers, face shields and face masks to the local Health Department. Samtec Penang held a blood drive collecting a total of 41 packets of blood and raised money for the flood victims in Malaysia. They also donated medical equipment to help the local hospital cope with the rising number of ICU patients due to COVID-19.

Samtec Taiwan donated clothes for individuals suffering from mental and physical disabilities and shoes for kids in Africa.

Samtec Vietnam donated gifts for residents of the local ward and necessary items for the impoverished affected by COVID.

## Samtec Europe

Associates in the UK participated in a Cash for Kids charity event supporting children and young people affected by poverty, abuse, neglect and illness. The charity raised £21.4 million across the UK supporting over 522,000 children. Samtec UK associates participated in a bike ride to raise awareness of Down's Syndrome in Scotland. Care packages were collected and sent to fellow associates in Vietnam who had to stay onsite for many weeks due to local COVID-19 lockdown rules.

Contributions to the local Diabetes Foundation in Spain were made to support research to find a cure for diabetes.

Samtec Germany participated in a charity event to support the homeless and needy in the Munich area. Besides financial support, Samtec Germany provided and distributed 500 Christmas bags in the community.



# HEALTH & SAFETY



The health and well-being of our associates is Samtec's number one priority.

The health and safety of our associates continues to be of utmost concern. Samtec's COVID-19 Response Team meet as necessary to provide health and safety guidelines to all associates regarding the pandemic including cleaning procedures as well as policies regarding face masks, quarantine, travel, etc.

Workplace safety rules created in accordance with applicable laws are communicated to our associates around the world to ensure their well-being. Samtec associates are expected to follow these rules, perform their duties in a safe manner and advise a manager of an unsafe situation in the workplace.

Practices, policies, and protocols continue to protect our associates, customers, and communities. As an essential business who has customers in the medical, telecommunication and other vital industries, Samtec was able to continue production without interruption in a time of uncertainty when the world needed us the most.

## North America

Samtec New Albany Travel Guidelines are available in our HR Portal where we post any global areas or regions of concern for our associates before they make travel plans. Samtec New Albany also works very closely with the Red Cross and hosts company wide blood drives every three months. Free flu shots and COVID vaccines are also offered to all associates. "Active Shooter Situation" training, as well as fire, earthquake, and tornado drills, biometric health screenings and heart health campaigns, are all performed yearly.

## Central America

Samtec Costa Rica promotes healthy living through nutrition talks as well as an internal influenza prevention campaign. Samtec Costa Rica provides free flu and COVID-19 vaccinations for all associates. A comprehensive wellness initiative features an on-site counseling program to assist in the healthy emotional and psychological well-being of associates. Yearly blood drives are also held.



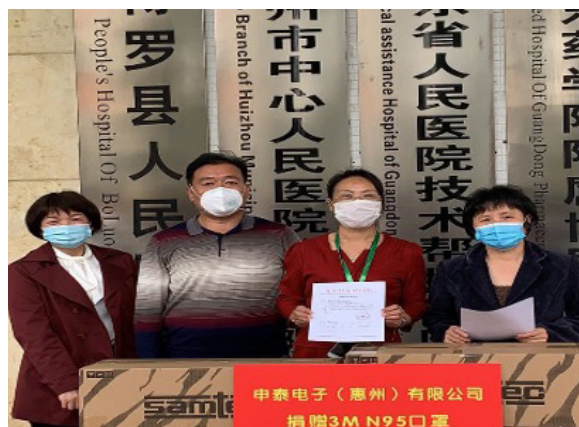
# HEALTH & SAFETY

## Asia

Samtec Huizhou and Dongguan continue to purchase business insurance, including accident and serious disease, for all associates. Physical examinations were provided to new and existing associates in Huizhou and Dongguan to help identify infectious diseases before they can be spread. Occupational hazards and health examinations were done in both cities, and PPE devices such as masks are issued to all associates. Both Samtec Huizhou and Dongguan have contingency plans for African Swine Flu (ASF) and now COVID-19 in place. On-site emergency drills for safety and environment were held.

Samtec Singapore is Bizsafe Certified by the Ministry of Manpower. This program recognizes organizations that excel in workplace safety and health capabilities. Singapore also continued its program to purchase hospital, surgical and personal accident insurance for all associates. Singapore offers a clinic provider and encourages associates and dependents to engage with the panel when unwell. All fees for consultations

and medications are borne by Samtec Singapore. Associates receive broadcasted information from the Ministry of Manpower regarding workplace safety measures, travel restriction and grants related to the pandemic.



SITE	RECORDABLE INJURIES	INJURY RATE	INJURY RATE FOR INDUSTRY	DART (DAYS AWAY / RESTRICTED)	DART RATE	FIRST AIDS	ER VISITS
New Albany	20	1.2	2.2	7	.53	10	1
Scottsburg	4	1.05	2.2	2	.52	12	0
Samtec Tool	0	0	2.2	0	0	0	0
Samtec Cable	0	0	2.2	0	0	0	0
Samtec Microelectronics	1	.73	2.2	2	1.47	2	0
Samtec Optical	0	0	2.2	0	0	0	0
Samtec Signal	0	0	2.2	0	0	0	0
Costa Rica*	17	2.3	2.2	15	1.02	21	0
Huizhou	3	.35	2.2	3	.35	3	0
Singapore	0	0	2.2	0	0	0	0
Johor Bahru	8	.82	2.2	8	4.52	7	0
Penang	3	.44	2.2	2	.3	2	0
Vietnam	4	.56	2.2	3	.42	3	1
Taiwan	0	0	2.2	0	0	2	0
Dongguan	0	0	2.2	0	0	0	0

The injury rates for the industry are the average rate for connector manufacturers according to the Bureau of Labor Statistics. This is a rate that OSHA would compare us to. Some injuries were ergonomic related, and we have since completed an ergonomic risk assessment from our insurance provider and have begun the process of replacing chairs and looking for opportunities to move work from presses to automation.

\*Costa Rica Regulations do not require a facility to include injuries when seen by an internal doctor, but US facilities are required to include those incidents. Costa Rica injuries are calculated using US OSHA Incident Rate.

# ETHICS & 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.



Samtec associates are asked every year to review our Sexual Harassment, Workplace Violence, C-TPAT, Diversity and Company Policy e-learning modules for yearly compliance. We are proud to report no discrimination incidents were reported.

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 that we depend on and engage with every day.

Samtec relies on a global supply chain to support the manufacturing of our products in each of our locations. We survey all our vendors yearly regarding quality, environmental consciousness, and social responsibility. Over 95% of our vendors comply fully with Samtec's standards. All new suppliers go through an onboarding and screening process. Existing suppliers are periodically evaluated based on risk to ensure they align with Samtec values and standards.

All Samtec associates are trained and expected to comply with the limitations of the Foreign Corrupt Practices Act (FCPA) and similar laws of the countries where we operate. Samtec requires its suppliers to roll down requirements and beliefs to their vendors and contractors to ensure they not only meet our values and standards but also global laws and regulations.

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.

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 have undergone human rights screening, are a significant risk for incidents of child labor or are involved in human trafficking.

Our Purchase Orders, Component Prints, Supplier Quality Assurance Manual and the Terms and Conditions found on the Legal / Compliance area of our website summarize our policies for transparency with our customers and suppliers.

Samtec does not allow Conflict Resources to be used within our products or supply chain or 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/or finished materials originating, sourced, and/or smelted from the Democratic Republic of Congo or adjoining countries.

In order to keep up with the demands of an ever-changing and increasingly complex world of legal requirements, our in house legal team consists of General Counsel, Associate General Counsel, Chief Patent Counsel, and Contract Administrator.

# ENVIRONMENT

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

This year Samtec was able to collect and incorporate both Scope 1 and Scope 2 emission types in its carbon footprint. In total, Samtec's Scope 1 greenhouse gas emissions were 196.18 metric tons of carbon, and our Scope 2 total carbon footprint for 2021 was 32,091 Metric Tons of CO<sub>2</sub>.

We are proud to report that Samtec once again had zero significant environmental breaches, nor have we received any fines and/or non-monetary sanctions for non-compliance with environmental laws and regulations.

## North America

Samtec New Albany associates have benefited from the recently renovated lake area which includes a walking path to enjoy the ponds and new trees.

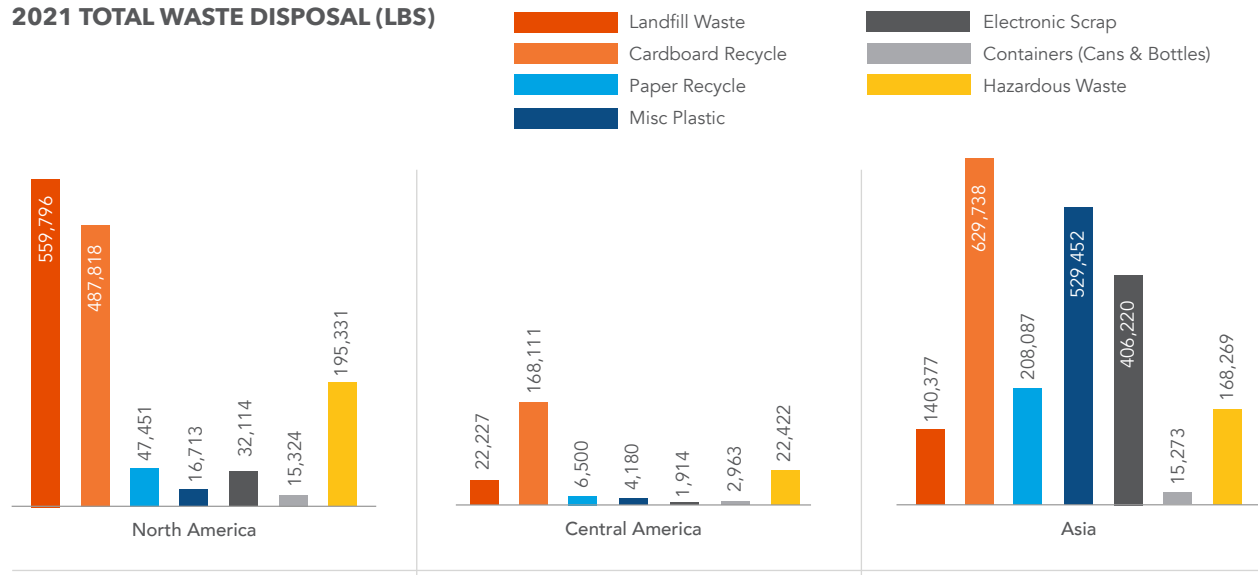
## Central America

Samtec Costa Rica participated in a Pacific Beach cleanup initiative to promote greater awareness in waste management and care for the environment. An agricultural greenhouse was established to grow tomatoes and lettuce in a sustainable manner. Samtec Costa Rica doubled the size of its bicycle parking lot to promote an ecofriendly means of transportation to and from work.

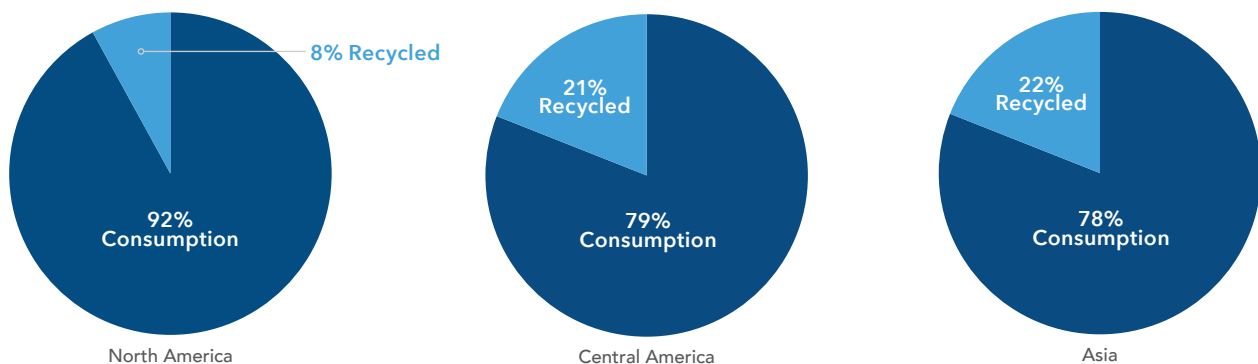
## Asia

Samtec Penang raised funds to assist with the flooding in Malaysia.

### 2021 TOTAL WASTE DISPOSAL (LBS)



### WATER RECYCLING (GAL) | Global: 16% Recycled, 84% Consumption





# CARBON REDUCTION EFFORTS

One of the traits that sets Samtec apart from our competitors is our dedication to “Sudden Service”. For decades, this commitment of providing quality products, and exemplary services has been embedded in the core values and DNA of Samtec.

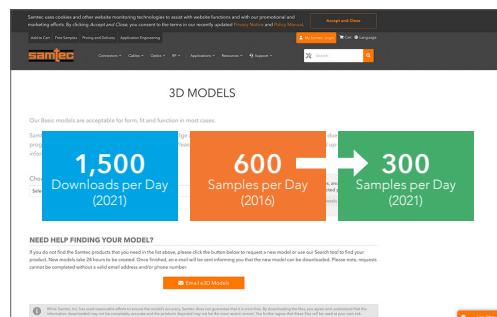
Through the years we have expanded on our service innovations which not only improved our “Sudden Service”, but also reduced the negative impact on our environment. These service innovations are important to Samtec because they are what we refer to as WIN/WIN opportunities.

By working with our global strategic distribution partners, Samtec has been able to reach more customers globally, and has been able to reduce the amount of energy, cost, and time associated with shipping products through Drop Shipping methods. Drop Shipping takes place when the product(s) purchased through an approved distribution partner are shipped directly to the customer versus going through distributor(s). Today, approximately 14% of our orders ship via Drop Shipping.

Samtec is known globally for its next-day sample program. This program is another service distinction for our company. As newer technology has evolved, we have seen a growing interest in 3D models. These models allow customers to instantly download specifications for most Samtec products. Now, instead of waiting a day or more for models, they have instant access from our website. In recent years we have seen the rate for downloadable 3D models increase drastically, while physical model request(s) has considerably decreased. We estimate that because of this change nearly 150,000 physical samples are now being sent via 3D models. Through this effort, Samtec has been able to provide a better service to our customers, while decreasing the number of materials used to produce and ship our products. This process results in lower carbon emissions.

Samtec has always looked out for our customers by considering their needs (and sometimes what they don’t need). One example of this mindset is how we strategically package and ship our products. Prior to products being shipped, Samtec takes into account our customer’s shipping needs, quantities, and type of product(s) that are being shipped. This is all done in an effort to safely ship our products while decreasing the total amount of packaging material. Thanks to advances in packaging we are now shipping many products via Tape and Reel structure or cut to size pocket packaging, which has resulted in 12,000+ fewer boxes being shipped in 2021. Together these efforts have reduced shipping cost, created happier customers, and most importantly, decreased waste and carbon emissions.

Together these service innovations have led to a better and more sustainable business model for Samtec.



**14%** Orders Shipped Direct

**150K** Less Physical Samples

**12K** Fewer Boxes Shipped

# ENVIRONMENTAL SPOTLIGHT



In 2021, Samtec completed the last phase of the revitalization project for the lakes property which is located behind our main campus at our Corporate Headquarters. For many years, this 30-acre property, which is home to five lakes, served as a place associates could use at their leisure, however, in recent years, the property began to deteriorate and was slowly being overtaken by invasive species.

In 2020, the Facilities team recognized that the property needed attention. The team worked with nature specialists and landscape architects who together developed a vision to take the property and create a native vegetative environment that will attract and promote similar wildlife. To make this vision a reality, the Lake Project team developed a multiphase plan which included removal of invasive plant life, repair compromised dams, replacement of asphalt paths and addition of noninvasive plant species.

After months of hard work and dedication, the project reached its end. The vision set forth by the Lake Project team became a reality. This project included numerous improvements; here are just a few of them.

- In total, nearly eight acres of densely populated noxious invasive plant species were removed. Without removal, the biodiversity potential in these areas would be significantly limited.
- Over two acres of water bodies, holding about approximately 2.2 million gallons of surface water, were improved. These ponds now retain a healthier volume of water and are supporting a wider range of aquatic organisms.
- Approximately 120 new trees and four acres of wildflowers were planted. In addition to this, benches and trash receptacles were placed at strategic locations around the walking path.
- A strategic woodland stewardship plan was created that will be used to care for this area. Summer Interns will use this plan to conduct active woodlands management to enhance biodiversity and desirable native tree regeneration.

Beyond just being available for associate use, Samtec intends to use this revitalized property as a spot for company events and educational opportunities. In the summer of 2021, an educator from Purdue University, Gina Anderson, visited our lakes property and taught associates about our local pollinators and their importance. In the fall of 2021, Samtec hosted our annual Halloween event, Treats on the Trail, on the property.

Through this project, Samtec has revitalized a beautiful piece of property which will encourage both natural growth and rehabilitation, now and into the future. We have also created something Samtec associates, and their families, can embrace and enjoy in their daily lives.



# UNGC PRINCIPLES



## HUMAN RIGHTS PG. 15

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Make sure that they are not complicit in human right abuses.



## LABOR STANDARDS PG. 8, 15

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. 16, 17, 18

7. Business should support a precautionary approach to environmental challenges.
8. Undertake initiatives to promote greater environmental responsibility.
9. Encourage the development and diffusion of environmentally friendly technologies.



## ANTICORRUPTION PG. 15

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

# SUSTAINABLE DEVELOPMENT GOALS



PG. 11



PG. 11



PG. 9, 13



PG. 9, 10, 11



PG. 8, 15



PG. 16



PG. 16, 17



PG. 4, 7, 10, 15



PG. 4



PG. 8, 13



PG. 11



PG. 7, 15



PG. 16, 17, 18



PG. 16, 18



PG. 16, 17, 18



PG. 9, 11



PG. 16, 17, 18



# UNGC PRINCIPLES

GRI STANDARD NUMBER	GRI STANDARD TITLE	DISCLOSURE NUMBER	"DISCLOSURE TITLE INDIVIDUAL DISCLOSURE ITEMS ('A', 'B', 'C', ETC.) ARE NOT LISTED HERE"	PG.
GRI 102	Universal Standard	102-8	Information on associates and other workers	8
GRI 102	Universal Standard	102-46	Defining report content and topic Boundaries	6
GRI 102	Universal Standard	102-48	Restatements of information	6
GRI 102	Universal Standard	102-49	Changes in reporting	6
GRI 102	Universal Standard	102-50	Reporting period	6
GRI 102	Universal Standard	102-51	Date of most recent report	6
GRI 102	Universal Standard	102-1	Name of the organization	1
GRI 102	Universal Standard	102-52	Reporting cycle	6
GRI 102	Universal Standard	102-53	Contact point for questions regarding the report	6
GRI 102	Universal Standard	102-2	Activities, brands, products, and services	4
GRI 102	Universal Standard	102-3	Location of headquarters	4
GRI 102	Universal Standard	102-5	Ownership and legal form	4
GRI 102	Universal Standard	102-6	Markets served	5
GRI 102	Universal Standard	102-7	Scale of the organization	5
GRI 102	Universal Standard	102-14	Statement from senior decision-maker	3
GRI 102	Universal Standard	102-10	Significant changes to the organization and its supply chain	7, 15
GRI 102	Universal Standard	102-4	Location of operations	5
GRI 103	Management Approach	103-2	The management approach and its components	7
GRI 201	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	7, 9
GRI 202	Market Presence	202-2	Proportion of senior management hired from the local community	7
GRI 204	Procurement Practices	204-1	Proportion of spending on local suppliers	7
GRI 205	Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	15
GRI 206	Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	15
GRI 301	Engineering	301-2	Recycled input materials used	16
GRI 303	Water	303-3	Water recycled and reused	16
GRI 305	Environmental	305-1	Direct (Scope 1) GHG emissions	16
GRI 306	Effluents and Waste	306-1	Water discharge by quality and destination	16
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	16
GRI 306	Effluents and Waste	306-3	Significant spills	16
GRI 307	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	16
GRI 401	Employment	401-3	Parental leave	9
GRI 401	Employment	401-1	New associate hires and associate turnover	8, 10
GRI 403	Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	14
GRI 403	Occupational Health and Safety	403-3	Workers with high incidence or high risk of diseases related to their occupation	13, 14
GRI 404	Training and Education	404-1	Average hours of training per year per associate	10
GRI 405	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and associates	15
GRI 406	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	15
GRI 408	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	15
GRI 412	Human Rights Assessment	412-2	Associate training on human rights policies or procedures	10, 15
GRI 413	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	11
GRI 414	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	15
GRI 417	Marketing and Labeling	417-1	Requirements for product and service information and labeling	4
GRI 419	Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	15, 16