

# Benchmark SASB Fact Sheet

## **BENCHMARK ELECTRONICS**

(“**BENCHMARK**”) is a worldwide provider of innovative product design, engineering services, technology solutions, and advanced manufacturing services. Since 1979, our company and our people have steadfastly focused on delivering shareholder value while at the same time meeting the needs of our various stakeholders— our employees, communities, customers, and investors. Indeed, Benchmark’s sustainability journey has evolved over time to become more comprehensive across our business. We are committed to furthering our sustainability efforts throughout the organization. To that end, Benchmark’s focus on sustainability and the tenets of Environmental, Social, and Governance (ESG) is a strategic imperative for the company. Going forward our focus will remain the same— we will continue to develop environmentally and socially conscious solutions for our employees, communities, customers, and investors.

## **COMMITMENT TO SUSTAINABILITY**

As part of Benchmark’s commitment to implementing best-in-class sustainability policies, practices, and programs, we are committed to operating our company with the highest standards of ethics and integrity, ensuring diversity and inclusion, supporting our communities, and safeguarding the health and safety of our employees. We express this commitment through transparency, engagement, and consistent communication of our ESG strategies, and programs to gain the trust of our stakeholders.

## **WE VALUE DIVERSITY AND EXPECT OUR LEADERS TO EMBRACE ALL PEOPLE REGARDLESS**

**OF GENDER, RACE, CLASS, OR CREED.** We recognize that welcoming diverse viewpoints fosters innovation and results in better decision making and financial results. Benchmark’s Board of Directors is a diverse and experienced group of leaders attentive to the value of diversity in background, thought, experience, and perspective. But we are also keenly aware that as a society we can always do better. Thus, we are continuously focused on ensuring that Benchmark has an optimal Board structure and composition. In 2021, we plan to recruit more diversity to our Board with an eye toward adding racially and ethnically diverse backgrounds as we continue to evaluate our leadership structure. We plan to go about this recruiting campaign thoughtfully, confident that a more expansive approach will add the right skills, experiences, and perspectives to our company leadership.



## OUR ESG JOURNEY TO DATE

Benchmark has been monitoring emissions and tracking energy reduction plans since 2012. Historically, the Company's tracking and progress reviews have been held internally across various sites and within functions. We are evolving this process with the goal of consolidating reporting for all our internal programs under ESG as one of our top enterprise wide initiatives.

In 2020, we established our ESG/Sustainability Council, which is responsible for leading our ESG/Sustainability strategy and monitoring our corporate social responsibility and environmental sustainability initiatives. This ESG/Sustainability Council meets frequently and shares relevant information regarding ESG/Sustainability best practices and reinforces stakeholder interests. In addition, the ESG/Sustainability Council oversees Benchmark's sustainability disclosures, including the production of this SASB Fact Sheet as well as the ESG/ Human Capital Management (HCM) summaries included in the annual report and proxy statement.

The ESG/Sustainability Council includes leaders representing Finance, Operations, Strategy, Human Resources, Facilities, Supply Chain, Marketing and Investor Communications, Regulatory Compliance, and Legal. Additionally, seven work groups have been established across the organization to work on ESG/ Sustainability areas enterprise-wide and across business lines. The Nominating/Governance Committee of our Board of Directors oversees these efforts and will assess our performance against our agreed to objectives. Our senior leadership team is also tasked with driving results in these areas given the strategic importance of our ESG/Sustainability initiatives.

## WHERE WE ARE GOING

Against this backdrop, we have, with the assistance of outside ESG expertise, performed an assessment of material indicators and engaged with our internal and external stakeholders on ESG topics to help further inform our future direction and priorities.

### FIVE TENETS OF OUR ESG STRATEGY



## SASB REPORTING

Our objective is to provide continued transparency as we further enhance our performance in areas within the framework of these five tenets. To support transparent and clear communication, we have engaged in robust data gathering and reporting, using the investor focused disclosure standards developed by the Sustainability Accounting Standards Board (SASB). SASB is an independent standard setting organization with a similar structure to the Financial Accounting Standards Board (FASB) and other accounting standards organizations.

Working with investor stakeholders, SASB has developed industry specific standards to provide standardized disclosure on the industry specific issues most important to investors. Because of our commitment to sustainability and transparency, Benchmark is proud to publish this first SASB Fact Sheet which highlights our current performance against the technical requirements for the EMS/ODM industry within the SASB framework (see Appendix A).

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## FUTURE REPORTING

The disclosures within the SASB framework were prepared with the goal of developing future qualitative and quantitative reporting that will also align with the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (SDGs), and the Task Force on Climate-Related Financial Disclosures (TCFD). By mapping our organizational programs against the SASB framework, Benchmark's sustainability efforts are now part of a broader set of organizational goals.

Benchmark believes it is making meaningful progress within these SASB topics and plans to harvest countless other benefits indirectly resulting from improvements in these material ESG areas. Benchmark has included an ESG section in our 2020 Annual Report and will also include ESG disclosures in our 2021 Proxy. In 2022, Benchmark expects to release a stand-alone Sustainability Report. Please continue to track Benchmark's progress on enhanced disclosures of the company's ESG efforts on the Benchmark sustainability website, <https://www.bench.com/sustainability>.

## FIVE TENETS OF OUR ESG STRATEGY



## ENVIRONMENTAL RESPONSIBILITY

- We demonstrate corporate leadership by setting rigorous goals and taking purposeful action. We are minimizing our environmental impact by reducing our waste sent to landfills through recycling, purchasing environmentally responsible products, and reducing energy and water consumption.
- We are committed to reusing and recycling materials, purchasing recycled materials when feasible, utilizing recycling collection bins for aluminum, plastic, and paper in our offices, and recycling toner cartridges and electronic equipment.
- We have had an Energy Management and Saving Guidelines procedure in place since 2012; the Company is continuously researching and designing innovative ways to boost efficiency, such as utilizing high efficiency electrical equipment including LED lighting and high efficiency HVAC units.
- We are committed to water efficiency and conservation by, among other things, utilizing hands-free faucets, toilets, and water fill stations to limit water usage and reduce the risk of viral transmission.
- All Benchmark manufacturing facilities are either currently certified or undergoing certification to achieve ISO 14001, the international standard that specifies requirements for an effective environmental management system.
- We provide support to our customers to understand international environmental laws and regulations on content, packaging, labeling and similar issues concerning the environmental impact of their products, including: “RoHS” (EU Directive 2011/65/EC on Restriction of certain Hazardous Substances); “WEEE” (EU Directive 2002/96/EC on Waste Electrical and Electronic Equipment); and “REACH” (EC Regulation No 1907/2006 on Registration, Evaluation and Authorization of Chemicals).



## OUR PEOPLE

- We believe in upholding the principle of human rights, worker safety and observing fair labor practices within our organization and within our supply chain.
- Benchmark is committed to the health and safety of our employees and tracks safety metrics in each of our manufacturing locations every day.
- We are committed to ensuring ethical organizational governance, promoting business ethics and integrity, and embracing diversity and inclusion in the board room and throughout the organization.
- We embrace diverse viewpoints and perspectives, recognizing that greater inclusion fosters innovation and achieves better decision making and financial results. Thus, we are strengthening our diversity, equity, and inclusion programs through a planned set of actions around organizational training, systems and policy review, refreshed company values, and a revitalized diversity recruiting strategy.



## OUR PEOPLE CONTINUED.

- We will demonstrate this commitment to our people by providing equal and equitable opportunities to all employees through training, education, and an inclusive culture.

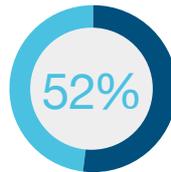
- As of December 31, 2020,

22%

of our board members  
are female



of the members of the Executive Leadership Team are diverse in the categories of gender, race or ethnicity



of our workforce are women and hold 20% of our senior leadership roles



## OUR COMMUNITY

- We endorse the Responsible Business Alliance (RBA) which provides guidance in five critical areas of corporate social responsibility (CSR) performance, including labor, health and safety, environment, management systems, and ethics.
- Benchmark also seeks the same RBA endorsement from our business partners, requesting that each adhere to the RBA Code of Conduct or its equivalent at initial engagement and flowing these requirements through our commercial contracts to our business partners and supply chain.
- We also endorse EcoVadis, a provider of sustainability ratings, intelligence and collaborative performance improvement tools for global supply chains which evaluates criteria across four themes: environment, fair labor practices, ethics/fair business practices and supply chains.
- Benchmark also supports Rule 13p-1 under the Exchange Act (Conflict Minerals Law) and efforts to avoid sourcing conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) and in adjoining countries.
- We also work hard to address issues important to our business and our communities in which our employees live and raise families. We strengthen our communities by supporting individual employees who volunteer and direct company or foundation participation in philanthropic initiatives focused on making a positive impact through charity and fundraising, educational sponsorship, and local community development through various support groups, food drives, and partnerships with local universities.
- Through our ONE Benchmark Foundation (<https://www.bench.com/one-benchmark-foundation>), which is funded by employee and company donations, we have distributed over \$320,000 in seven countries to charities and employees in need since 2017.



## GOVERNANCE

- We maintain a robust oversight program that seeks to promote the operation of our business in a manner that is responsible and protective of stakeholders.
- Benchmark is committed to conducting its business fairly, ethically and responsibly and strives to achieve governance practices that ensure compliance with all applicable laws and regulations.
- We implemented a “Speak Up!” campaign with a helpline in over 150 native languages designed to promote a positive and ethical organizational culture. We believe that each team member, regardless of position, shares in this responsibility, and we encourage all of them to “Speak Up!” with questions or concerns about actual or potential ethical issues, questions about company policies, suggestions about how we can make our organization better and to address any other concerns.
- Our Board of Directors regularly reviews and, as appropriate, updates various corporate governance and other key policy documents considering current regulations and best practices.
- Our Board of Directors is focused on and devotes substantial attention to matters of corporate responsibility and ESG, with direct oversight and sponsorship by the Nominating/ Governance Committee.
- Our Corporate Governance Guidelines emphasize the importance of considering potential director candidate’s diversity, including geographic, age, gender, and ethnic diversity, among other factors.
- The average tenure of our Board as of December 31, 2020, is 5 years.



## OUR COVID-19 RESPONSE

- We believe that the single greatest asset of our company is our people. Our commitment to the safety and health of our workforce and their families, as well as our customers, guides us as we address the unprecedented challenges of the global pandemic.
- In 2020, Benchmark’s Leadership created a COVID-19 Task Force, a cross-functional advisory team of Company leaders committed to promoting the health and safety of our employees in accordance with Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO) guidelines and ensuring that our employees’ safety remains a constant focal point.





## OUR COVID-19 RESPONSE CONTINUED.

- The COVID-19 Task Force has promulgated policies, procedures, protocols, and guidelines relating to sustaining a safe workplace, symptom awareness and contact tracing, remote work requirements, effective hygiene practices, travel restrictions, temperature screening and visitor protocols, social distancing, facial mask requirements, enhanced cleaning protocols, and decontamination procedures.
- Benchmark also provided additional transportation to allow for social distancing, increased available paid time off for employees whose families were impacted by COVID-19 illness, and established a vaccine policy that includes paid time off and reimbursement for vaccine expenses.
- We engaged our employees globally through structured confidential surveys to identify and respond to current COVID-19 concerns.
- We have created a Business Continuity Planning Group, which has enhanced our continuity plans and associated responses during an emergency or natural disaster to ensure contingency planning is in place and our teams are prepared.

### APPENDIX A - BENCHMARK ASSESSMENT

#### SASB MATRIX – ELECTRONIC MANUFACTURING SERVICES (EMS) & ORIGINAL DESIGN MANUFACTURING (ODM) INDUSTRY

SASB TOPIC	SASB METRIC	SASB CODE	2020 DATA	NARRATIVE RESPONSE AND COMMENTS
<b>ENVIRONMENT: Water Management</b>	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<b>TC-ES-140a.1</b>	(1) a. 539,579.2 m <sup>3</sup> (1) b. 32.2% (2) a. 26,979.0 m <sup>3</sup> (2) b. 32.2%	Since water is becoming a scarce resource around the globe, water management is a material risk to the Electronic Manufacturing Services (EMS) sector, which can reduce operating costs, regulatory issues, and cost of capital.  Six Benchmark locations fall within High Baseline Water Stress regions; none are located within Extremely High Baseline Water Stress regions.
<b>ENVIRONMENT: Waste Management</b>	Amount of hazardous waste from manufacturing, percentage recycled	<b>TC-ES-150a.1</b>	(1) 1,049.1 metric tons (2) 54.2%	The manufacturing of electronics requires chemicals that generate waste. The handling and disposal of wastes incurs operating costs and capital expenditures. Benchmark's ability to reuse and recycle wastes can help facilitate lower costs and reputational risks.

SASB TOPIC	SASB METRIC	SASB CODE	2020 DATA	NARRATIVE RESPONSE AND COMMENTS
<b>HUMAN CAPITAL: Labor Practices</b>	(1) Number of work stoppages and (2) total days idle	<b>TC-ES-310a.1</b>	(1) 0 work stoppages* (2) 0 days idle * Non-COVID-19 related	Electronic Manufacturing Services (EMS) are highly sensitive to labor costs and production deadlines. As such, EMS companies can be exposed to work stoppages and production issues, which can impact revenue.
<b>HUMAN CAPITAL: Labor Conditions</b>	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	<b>TC-ES-320a.1</b>	See narrative response	The maintaining and improving of worker rights, working conditions, environmental responsibility, and workforce health and safety in the Electronic Manufacturing Services (EMS) is of growing importance to stakeholders. The industry relies heavily on securing labor, which can heighten a company's exposure to reputational risks and impacts on short- and long-term costs and sales.  While these metrics are not reported at the corporate level, they are tracked on a site level. We will implement the systems needed to report these figures at an aggregated level in the future.
	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	<b>TC-ES-320a.2</b>	See narrative response	No facilities were audited in 2020.
	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	<b>TC-ES-320a.3</b>	See narrative response	Benchmark is not a Responsible Business Alliance (RBA) member but chooses to voluntarily endorse the RBA Code of Conduct including annual self-assessment questionnaires. Benchmark also seeks the same endorsement from our business partners, requesting that each business partner adhere to the RBA Code of Conduct or its equivalent at initial engagement and flowing these requirements through our commercial contracts to our business partners and supply chain. Benchmark also conducts a supply chain monitoring system to assess adherence in these areas with regard to our supply chain partners.

SASB TOPIC	SASB METRIC	SASB CODE	2020 DATA	NARRATIVE RESPONSE AND COMMENTS
<b>BUSINESS MODEL &amp; INNOVATION: Product Lifecycle Management</b>	Weight of end-of-life products and e-waste recovered, percentage recycled	<b>TC-ES-410a.1</b>	See narrative response	<p>Benchmark and its peers face increasing challenges associated with environmental factors attributed to product manufacturing. The industry's products commonly contain waste materials, making safe end-of-life disposal a critical aspect to manage. Through efficient end-of-life product innovation, EMS manufacturers can realize cost savings and mitigate risks.</p> <p>Based on the fact that the majority of the products we manufacture are for other companies, our clients have the responsibility for end-of-life products and recycling. This is outlined in our typical contract arrangement.</p>
<b>BUSINESS MODEL &amp; INNOVATION: Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials	<b>TC-ES-440a.1</b>	See narrative response	<p>Companies in the Electronic Manufacturing Services (EMS) rely on critical materials as key inputs for finished products. Many of these inputs have few or no available substitutes, some of which are subject to uncertainty due to geopolitical, environmental, or land use risks. Failure to effectively manage this issue can lead to an inability to access necessary materials and/or higher costs of capital.</p> <p>Our materials strategy focuses on leveraging our procurement volume company-wide while providing local execution for maximum flexibility. We employ a full complement of electronic data interchange transactions with our suppliers to coordinate forecasts, orders, reschedules, and inventory and component lead times.</p> <p>Our enterprise resource planning systems provide product and production information to our supply chain management, engineering change management and floor control systems.</p> <p>Our information systems include a proprietary module that controls serialization, production, and quality data for all of our facilities around the world using state-of-the-art statistical process control techniques for continuous process improvements. To enhance our ability to rapidly respond to changes in our customers' requirements by effectively managing changes in our supply chain, we utilize web-based interfaces and real-time supply chain management software products, which allow for scaling operations to meet customer needs, shifting capacity in response to product demand fluctuations, reducing materials costs and effectively distributing products to our customers or their end-customers.</p>
<b>CONTEXT CONSIDERATIONS Activity Metrics</b>	Number of manufacturing facilities	<b>TC-ES-000.A</b>	22 manufacturing facilities	As of December 31, 2020
	Area of manufacturing facilities	<b>TC-ES-000.B</b>	3,751,000 square feet	
	Number of employees	<b>TC-ES-000.C</b>	11,234 employees	