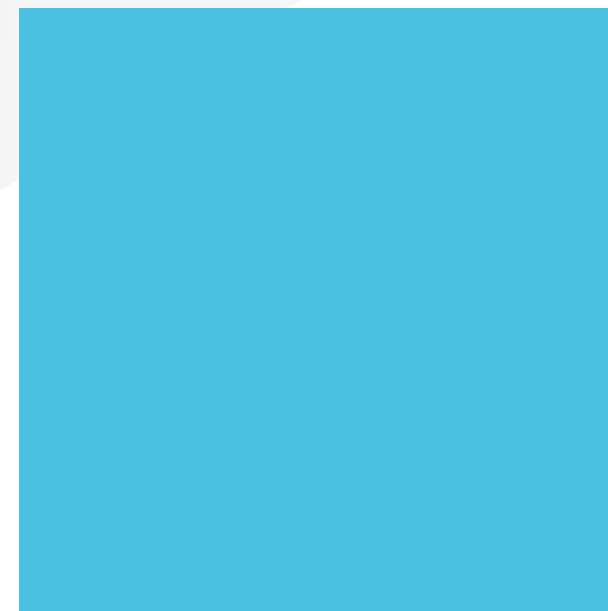


2022

► Benchmark[®]

Sustainability Report



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LETTER FROM THE PRESIDENT AND CEO

I am pleased to launch Benchmark's annual Sustainability Report, focusing on our efforts and results in 2022. As this report details, Benchmark is expanding our long history of operational excellence into our overall approach to ESG.

ESG is both a strategic and operational imperative at Benchmark. In the past two years we have formalized our commitment to sustainability by establishing an executive-level ESG/ Sustainability Council and making sustainability oversight a primary responsibility of one of our Board Committees. We also established an Inclusion Council that is focused on supporting Diversity, Equity, and Inclusion (DEI) activities, efforts, and learning events, to foster Benchmark's DEI culture.

The report builds on last year's inaugural report and demonstrates our continued commitment to publishing high quality sustainability disclosure across key ESG reporting frameworks. Also included are updates on important measures of our ESG progress, such as greenhouse gas (GHG) emissions, energy and water usage, and human resource metrics. We have also published for the first time a 3 year reduction target for our GHG emissions, to provide

near term goals for the organization and visibility for investors.

In 2022, we built on our ESG efforts by:

- Sharpening our strategy to focus on four key tenets: Environmental Responsibility, Our People, Our Community, and Governance
- Using our baseline data to set a reduction target for our Scope 1 and Scope 2 GHG emissions
- As of 2022, Benchmark received an MSCI ESG Rating of AA
- Earning a C grade on our first Company-wide response to the CDP (formerly the Carbon Disclosure Project) Climate Change questionnaire, demonstrating our awareness of the key issues affecting our company, and informing our efforts to manage these important topics
- Adding sustainability risks to our annual enterprise risk assessment and management plans
- Implementing three-year DEI goals, creating a new VP Talent Attraction and Inclusion position, and launching an employee resource group (ERG) for women

- Enhancing wellness offerings for employees

Our core values – acting with integrity, valuing inclusion, being committed to customers, promoting ingenuity, and demonstrating that we genuinely care – are the hallmarks of our organization and also serve as the moral compass for how we promote sustainability.

Today, as one Benchmark team, we continue to build sustainable processes and solutions to positively impact the environment, engage our people, support our local communities, and continue advancing our vision with our customers.

We appreciate the support of all Benchmark stakeholders as we continue raising ambition for our ESG strategy and look forward to continuing to report on our progress.

Sincerely,

Jeff Benck

President and Chief Executive Officer



LETTER FROM THE BOARD CHAIR

I am pleased to support Benchmark's second annual Sustainability Report. The Board of Directors and Management are committed to operating the Company in a sustainable manner for the long-term benefit of all our stakeholders. This commitment is shared by our Board members, our management team, and countless others across the Company who have worked together to carry out Benchmark's Environmental, Social, and Governance (ESG) strategy.

We are proud of Benchmark's culture of accountability and transparency, and the Company has worked hard in 2022 to increase its ability to track and report on progress against ESG objectives. We intend to continue disclosing ESG data on a regular basis to support stakeholders in evaluating the Company's progress towards our shared sustainability goals.

OUR VALUES:

2022 SUSTAINABILITY REPORT ► **Benchmark.**



We act with integrity

by doing what we say we are going to do, exhibiting accountability, and building trust at all times.



We value inclusion

by respecting diverse opinions to collaborate effectively.



We are committed to customers

both internally and externally, with a dedication to excellence in every encounter.



We promote ingenuity

by proactively attacking challenges, creating innovative solutions, and constantly learning to drive continuous improvement.



We genuinely care

for each other, our customers, and our communities.

The Board of Directors' Nominating, Sustainability and Governance Committee has direct oversight of the Company's ESG strategy, policies and programs. We are proud of the progress achieved in concert with our management team and our ESG/ Sustainability Council in 2022.

We look forward to continuing to make progress on our sustainability journey and are grateful for

the support of our employees, customers, investors, and all of our other stakeholders.

Sincerely,

David W. Scheible
Chair of the Board



ABOUT OUR COMPANY

Benchmark Electronics, Inc. (“Benchmark”) is a leading global provider of innovative product design, technology solutions, and advanced engineering and manufacturing services to Original Equipment Manufacturers (OEMs) in a broad range of industries, including aerospace and defense, advanced computing and communications, complex industrials, medical technologies, and semiconductor capital equipment.

We leverage our highly skilled workforce of 13,475 people, our global supply chain, and world-class manufacturing facilities to help customers accelerate time-to-market and time-to-volume production of high-quality products. Benchmark’s common shares trade on the New York Stock Exchange under the symbol BHE, and our global headquarters is located in Tempe, Arizona.

Our mission is to be our customers’ trusted partner, providing comprehensive solutions across the entire product lifecycle, leading through our innovative technology and engineering design services, leveraging our optimized global supply chain, and delivering world-class manufacturing services.

OUR VISION:

We positively impact lives by solving complex challenges with our customers, creating innovative products that no one imagined were possible.

PROFILE	RESULTS	SERVICES	TALENT *
<div>40+</div> <div>YEARS</div> <div>Founded in 1979</div>	<div>\$2.89B</div> <div>Revenue in 2022</div>	<div>21</div> <div>GLOBAL</div> <div>Manufacturing Locations</div>	<div>13.5K</div> <div>Global Team Members</div>
<div>8</div> <div>COUNTRIES</div> <div>Serving Global Customers</div>	<div>>20%</div> <div>Revenue Growth in 2022</div>	<div>2</div> <div>TECHNOLOGY</div> <div>Solutions Centers</div>	<div>400+</div> <div>Product Design Engineers</div>
<div>>50%</div> <div>Americas Manufacturing Footprint</div>	<div>~50%</div> <div>Revenue Mix in the U.S. in 2022</div>	<div>7</div> <div>GLOBAL</div> <div>Design Centers</div>	<div>1K+</div> <div>Manufacturing Test Engineers</div>

* Full Time Equivalents



ESG STRATEGY AND PRIORITIES

Benchmark has a long history of operational excellence, and we are extending this same level of rigor to our pursuit of Environmental, Social, and Governance (ESG) imperatives. Benchmark is committed to furthering our sustainability efforts across our entire business operations. To accomplish this, we must consider the interests of our stakeholders in our everyday actions. While our core competencies are innovative product design, engineering services, technology solutions, and advanced manufacturing services, ultimately our business is about people – our customers, employees, investors, and communities.

It is with this in mind that we have sharpened our focus on four key tenets of our ESG Strategy: Environmental Responsibility, Our People, Our Community, and Governance.* These four tenets guide our sustainability journey, and our approach to each is reflected throughout this report.

* In 2022, we updated our ESG Strategy to focus on four tenets instead of five, removing “Our COVID-19 Response.” Remaining COVID-19 response activity is now most closely related to the topics covered under “Our People,” and is subsumed in the social dimension of our ESG activities.

THE FOUR TENETS OF OUR ESG STRATEGY



ENVIRONMENTAL RESPONSIBILITY

- Protecting the environment through well-developed environmental management systems (EMS)
- Developing, implementing, and continually improving sustainability efforts



OUR PEOPLE

- Upholding the principles of worker safety and observing fair labor and employment practices
- Supporting diversity, equity, and inclusion through our business practices and expanding our innovative workforce to ensure our organization reflects the communities in which we operate



OUR COMMUNITY

- Upholding the principles of human rights, fair treatment, and dignity within our organization and across our supply chain
- Actively participating in the development of our surrounding community while continuing to provide value to our shareholders



GOVERNANCE

- Practicing fair and transparent operating practices
- Ensuring ethical governance practices throughout the organization in compliance with applicable legal requirements



ASSESSMENT OF PRIORITIES

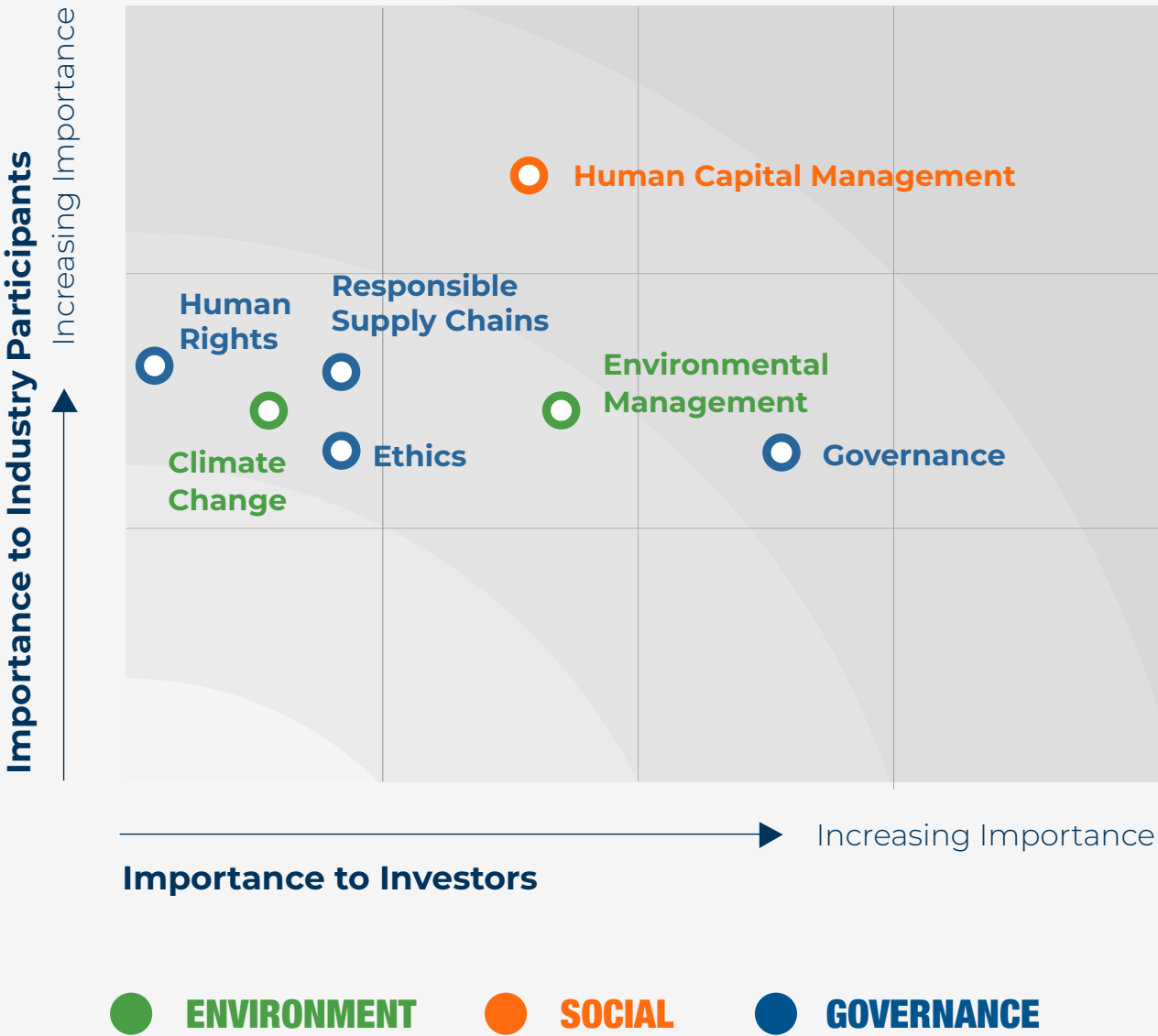
The tenets of our ESG Strategy arose from a priority-based approach to ESG disclosure, in line with best practices. Benchmark’s initial assessment of ESG priorities was conducted in 2021 with the assistance of the Governance & Accountability Institute, Inc. (G&A), a highly respected advisor on ESG issues.

The priority analysis reflects the Global Reporting Initiative (GRI) Standards, the 17 United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing 2018 Sustainability Accounting Standard, and other ESG topics important to our stakeholders. The analysis was also informed by an assessment of peers and clients in our industry who have been highly rated on ESG criteria. The process yielded seven non-financial topics that are most impactful to the business. These are reflected in the priority matrix to the right.

Each section is mapped to the SDGs, and a full SDG mapping is available in our GRI Content Index.



PRIORITY MATRIX



The priority matrix shows the relative weight of our seven topics from two perspectives. The X-axis shows each topic’s importance to investors with investor-focused ESG data providers taken as a proxy, while the Y-axis shows each topic’s importance to other industry participants. These topics are mapped to our tenets to provide a solid foundation for our ESG strategy.



2022 ESG HIGHLIGHTS

CHAPTER 1: CORPORATE GOVERNANCE

Ethics and Integrity:

96%

of employees completed training on ethics and compliance.

CHAPTER 2: RISK MANAGEMENT



Responsible Supply Chain Management:

Maintained our Silver Sustainability rating from EcoVadis and improved our overall score.

CHAPTER 3: HUMAN CAPITAL MANAGEMENT

Occupational Health and Safety (OHS):

Received a national award for excellent OHS practices at our Korat, Thailand facility, for the fourth consecutive year.

Diversity, Equity, and Inclusion (DEI):

Created a new DEI officer position and launched an Employee Resource Group (ERG) for women, the Women's Inclusion Network (WIN) @ Benchmark.

CHAPTER 4: OUR COMMUNITY

Responsible Manufacturing:

Our Ayutthaya and Korat sites in Thailand received responsible manufacturing awards from Thailand's Ministry of Industry, Department of Industrial Works, in recognition of achievements in human rights, labor practices, and community involvement, among other principles.

CHAPTER 5: ENVIRONMENTAL MANAGEMENT



All but one of our manufacturing facilities are certified to ISO 14001:2015. *

CHAPTER 6: CLIMATE CHANGE TARGETS SET

for reducing Scope 1 and Scope 2 GHG emissions, covering all sites under our operational control.

* Our Moorpark facility, the only facility without an ISO 14001:2015 certification, will discontinue operations by March 31, 2023.



Benchmark is committed to achieving excellence in our governance practices, which we believe establishes a strong foundation for the Company's long-term success. To that end, we emphasize a culture of accountability and conduct our business in a fair, ethical, and responsible manner to earn our stakeholders' trust, including customers, employees, investors, partners, and regulators. We also maintain robust risk management programs to ensure compliance with applicable laws and regulations governing ethical business practices.



Governance

GOVERNANCE



1 CORPORATE GOVERNANCE

To foster our culture of accountability and transparency, Benchmark has comprehensive corporate governance policies and structures in place. These policies and structures guide employees in maintaining the highest standards of ethics and integrity, and operating our business in compliance with all applicable laws and regulations, including anti-corruption, anti-bribery, and antitrust.



Our directors bring a diversity of perspectives, skills, and backgrounds to their roles



GOVERNANCE OVERSIGHT

Benchmark's Board of Directors, consisting of eight independent directors and one management director, is responsible for oversight of the strategic direction of the Company and its business for the long-term benefit of our stakeholders. The Board sets the tone for our Company and operates under a set of published [Corporate Governance Guidelines](#), which are based on best practices that are designed to meet or exceed the existing standards of the New York Stock Exchange and requirements of the U.S. Securities and Exchange Commission.

Our corporate governance policies and practices include, among other things, annual election and majority voting for directors; annual evaluations of the Board and its committees; continuing director education; limits for our directors in serving on other public company boards; and proxy access and stock ownership guidelines for all directors and named executive officers.

Each year an independent third-party administers a self-assessment of directors, at both the Board and committee levels, in which members

may choose to participate anonymously. Results are shared with Board members annually. Questionnaires monitoring directors' potential related-party transactions and other possible conflicts of interest are also administered on a regular basis. The questionnaire responses undergo a thorough review as outlined in our Corporate Governance Guidelines.

Benchmark currently separates the roles of Board Chair and Chief Executive Officer to align the Board Chair role with our independent directors and further enhance the Board's independence from management. The Board believes that this structure streamlines decision-making and promotes accountability in the management of the Company.

Benchmark's directors bring a variety of perspectives and skills to their roles based on their diverse personal backgrounds, extensive executive leadership and corporate strategy experience, and varied professional roles in international operations, finance, and technology. Three of our directors bring experience specifically in the development of corporate strategy and policy initiatives relating to ESG.



Our Board of Directors includes three standing committees:

The Audit Committee, the Human Capital and Compensation Committee, and the Nominating, Sustainability and Governance Committee. The membership of these standing committees is comprised entirely of independent directors.



The Nominating, Sustainability and Governance Committee oversees Benchmark's ESG strategy and initiatives and receives regular updates from the Company's ESG/ Sustainability Council

The Audit Committee is primarily responsible for assisting the Board in fulfilling its responsibility to oversee management's conduct of the Company's financial reporting process, including the integrity of the Company's financial statements and performance of the internal audit function. The Committee has oversight of compliance with legal and regulatory requirements and ethical standards and evaluates the qualifications and independence of the Company's outside auditors. The Committee is also responsible for reviewing the Company's policies, guidelines, and processes concerning risk assessment and management, including major financial reporting or cybersecurity risk exposures and the steps management has taken to monitor and control any such exposures. The Committee receives quarterly cybersecurity updates from the Company's Chief Information Officer and, starting in 2023, Chief Information Security Officer. The Committee reviews an enterprise risk assessment of the Company annually.

The Human Capital and Compensation Committee oversees the Company's human capital practices and management compensation philosophy, including incentive compensation and equity-based plans for executives. The Committee also reviews and makes recommendations on executive and director compensation as informed by engagement with shareholders and third-party pay advisors. The Committee's responsibilities also include diversity, equity, and inclusion oversight.

The Nominating, Sustainability and Governance Committee is responsible for identifying and recommending individuals qualified to become Board members and makes recommendations to the Board concerning committee appointments. In assessing the appropriate composition of the Board, the

Committee and the Board believe that directors should reflect diversity in the broadest sense, including geography, gender, ethnicity, viewpoint, education, skills, and professional experience.

The Committee annually reviews and updates the Corporate Governance Guidelines. The Committee also has direct oversight of the Company's ESG policies and programs, including reviewing and evaluating ESG plans and practices, reviewing the annual sustainability report, and overseeing the development and use of future ESG metrics. As the highest governing body overseeing ESG within the Company, the Committee receives regular updates and information on ESG initiatives and plans.



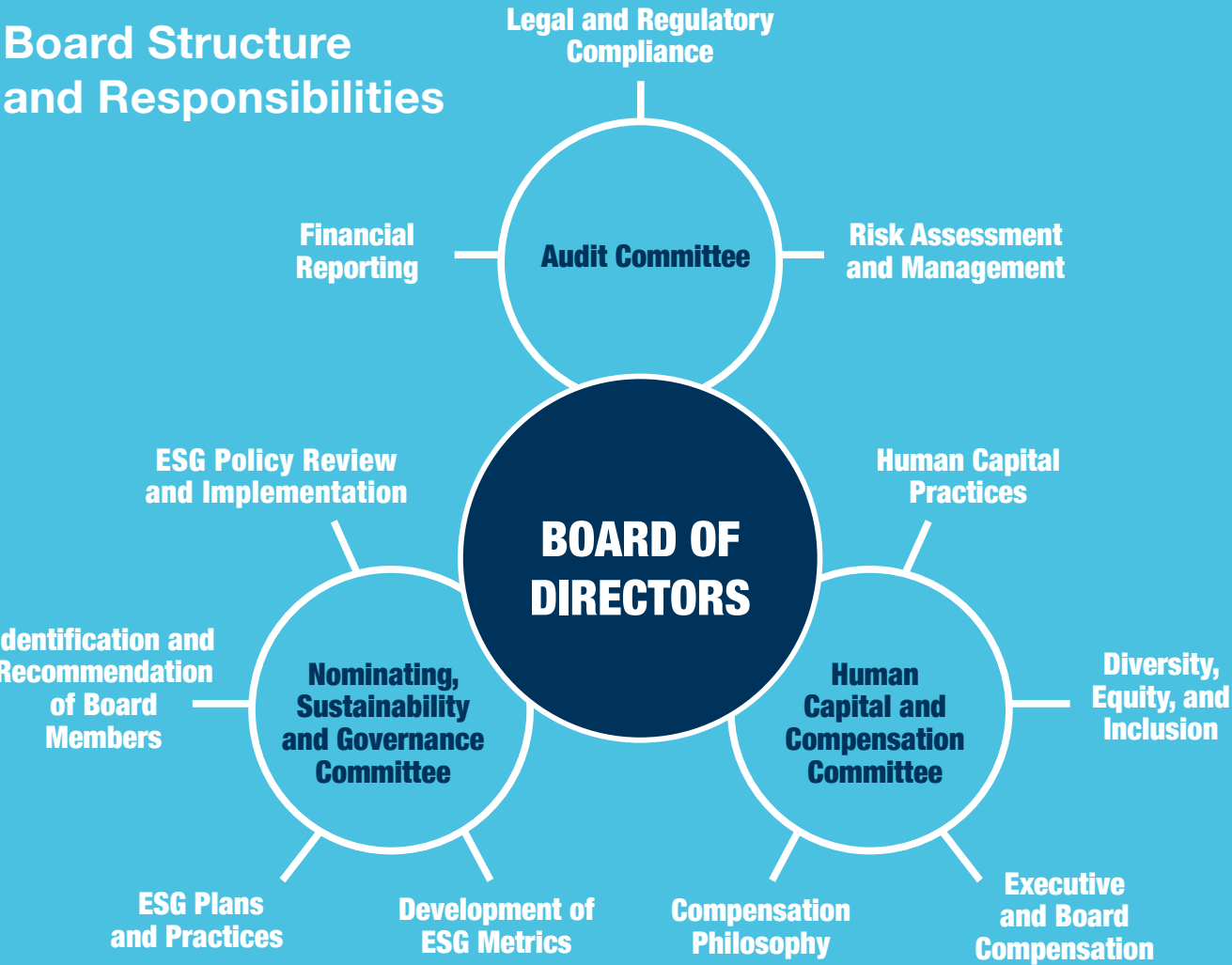
ESG MANAGEMENT

Benchmark continues to advance its ESG strategy and is implementing and managing long-term, strategic sustainability initiatives. This effort is led by the Company’s ESG/Sustainability Council, and is overseen by the Nominating, Sustainability and Governance Committee. Established in 2020, the ESG/Sustainability Council includes a cross-functional team of leaders representing operations, human resources, supply chain, quality and regulatory compliance, finance, marketing communications, investor relations, facilities, and legal.

The ESG/Sustainability Council is currently sponsored by Benchmark’s General Counsel and Chief Legal Officer. Through the General Counsel and Chief Legal Officer, the ESG/Sustainability Council presents regular updates to the CEO and Board on ESG initiatives and any related feedback from stakeholders including shareholders, employees, and customers. Potential ESG-related risks as identified in Company-wide risk assessments are also presented and discussed.

In 2022, Benchmark continued to build the Inclusion Council that was established in 2021. This Council includes 16 team members selected by the Company’s senior leadership team. The Council meets regularly to discuss the Company’s Diversity, Equity, and Inclusion (DEI) initiatives and to provide advice to integrate, inform, and shape the DEI strategy at Benchmark. To ensure a coordinated, collaborative approach between DEI and ESG initiatives, the Our People Work Group Leader of the ESG/Sustainability Council, Chief Human Resources Officer, VP Talent Attraction and Inclusion, and Inclusion Council Chair meet and share information on a regular basis.

Among other ESG initiatives in focus for Benchmark in 2022, we embarked on a process of establishing ESG site teams for each of our facility locations. To achieve this, we are utilizing site contacts already in place with responsibilities for collecting and sharing information on employee engagement and diversity, equity, and inclusion, and we are also leveraging site teams to effectively gather both climate information and other ESG data as well.





The Code reflects standards that we must adhere to, not simply aspire to

ETHICS AND INTEGRITY

At Benchmark, we commit to acting ethically and honestly in all that we do. Benchmark’s **Code of Conduct** defines the standards for how we do business and is grounded in our commitment to operating our business with the highest ethical standards, using strong compliance programs and effective whistleblower protections.

To ensure adherence to ethics and compliance standards, the Board’s Audit Committee receives regular reports from our Chief Compliance Officer. Reports address compliance with the Company’s Code of Conduct, the completion of mandatory ethics training for all full and part-time and temporary employees, and any complaints received through the Company Helpline, among other topics.

We conduct annual training on ethics and compliance topics such as anti-corruption, require employee acknowledgment of the Code of Conduct, and employ methods, such as a Code of Conduct survey, to gauge potential ethics concerns or conflicts of interest. In 2022, 96% of Benchmark employees around the world completed this training. To address challenges with employees having limited, or at times no, access to email, human resources, in partnership with site managers, have set up kiosks where employees can complete the course. Similarly, in cases where translation is needed, human resources supports employees in completing the course.

Benchmark’s Code of Conduct

Each Benchmark employee, director, or other representative plays an important role in ensuring our integrity, reputation, and success. Because we cannot anticipate every issue or challenge we may face in the workplace, the Benchmark **Code of Conduct** provides general guidance as to the ethical standards we adopt, and introduces some of our Company policies. It is intended to be a statement of our Company principles and how we conduct ourselves in our interactions with others. The Code reflects standards that each of us must adhere to, not simply aspire to.

The Code sets out our Company’s vision, mission, and values, along with the Company’s expectations that all employees, directors, officers, consultants, representatives, and agents of Benchmark will “be ethical,” “be respectful,” “be sustainable,” “be compliant,” and “be responsible.” The Code includes an individual acknowledgement and pledge, to be signed upon hiring and then acknowledged annually, confirming that the employee will comply with the Code and observe the policies and procedures it includes.

The Code also details ways to report concerns or grievances, including contacting the Company’s Chief Compliance Officer, utilizing the Company Helpline, or speaking with a supervisor, human resources representative, or the Office of Ethics and Compliance.



Benchmark’s ongoing “Speak Up!” campaign aims to help foster a positive work environment for everyone in the organization by enabling the quick identification of potential ethics and compliance issues. The Company believes that all team members share in this responsibility, and the campaign encourages everyone to ask questions and express concerns about actual or potential ethical issues, Company policies, and ways to continually improve our organization. Posters, information cards, and other communication tools calling on all employees to “Speak Up!” are published in the eight languages primarily spoken within Benchmark. Plans are underway in 2023 to further refresh and update the “Speak Up!” campaign and our global anti-corruption campaign.

We maintain a confidential 24/7 Helpline, EthicsPoint, to report potential compliance and ethics issues around the globe. The EthicsPoint Helpline includes local phone numbers and language support in the eight languages primarily spoken within Benchmark, with the capacity to provide support in other languages as needed.

The EthicsPoint Helpline and a user-friendly web portal are managed by an independent third party. Employees are made aware of the EthicsPoint Helpline through proactive communications including a banner on the Benchmark Intranet homepage, letters sent out Company-wide, and the “Speak Up!” campaign, to ensure our team members know the Company Helpline is accessible, confidential, and anonymous.

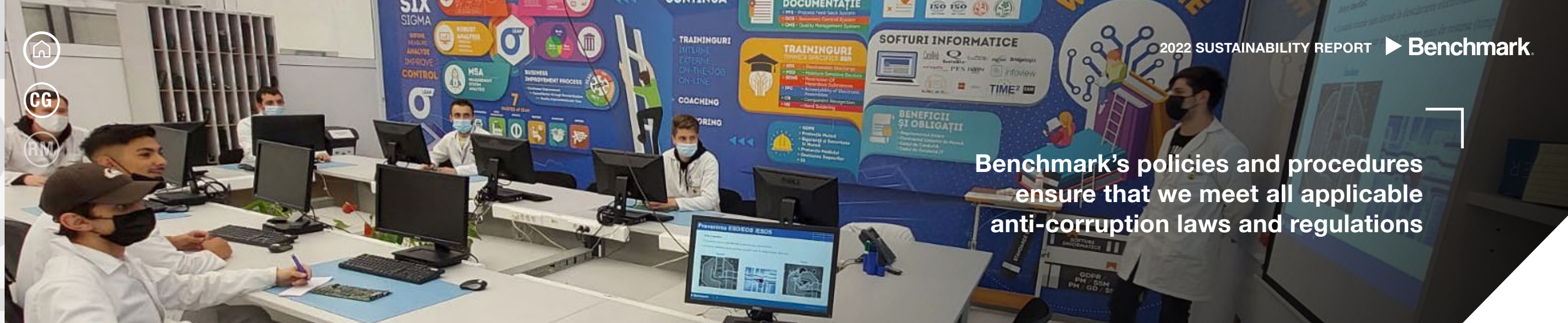
If you see something, say something.
EthicsPoint Helpline.

Concerns? Questions?
SPEAK UP ►

All reports are investigated, and if substantiated, anyone found to have violated the Code of Conduct is subject to disciplinary action, including employment termination.

The Board of Directors’ Audit Committee is updated quarterly regarding any grievances or questions received through the Company Helpline. The quarterly report includes the type of complaint and the status of investigations or other actions.

The Company has a zero-tolerance policy regarding retaliation, protecting whistleblowers who raise concerns in good faith or cooperate in an investigation.



Benchmark's policies and procedures ensure that we meet all applicable anti-corruption laws and regulations

ANTI-CORRUPTION, ANTI-BRIBERY, AND ANTITRUST

As part of our underlying commitment to operating our business ethically and fairly, Benchmark has policies and procedures in place to meet all applicable anti-corruption laws and regulations, including anti-bribery and antitrust laws and regulations.

Our Code of Conduct, along with our Global Anti-Corruption Policy and our Gifts and Entertainment Policy, prohibits offering or giving anything of value to influence an action, obtain business, or secure an improper advantage of any kind. These policies also prohibit any improper international business practices and comply with all applicable laws, such as the U.S. Foreign Corrupt Practices Act (FCPA), similar laws of host nations, and related anti-bribery conventions. In 2022, we updated our policies further to support our commitment to compliance with these regulations. Such compliance is essential to protecting Benchmark's reputation for integrity in the global marketplace.

Our policies are part of our Benchmark Management System and are published through our internal platform (BenchConnect) where all employees can access them. In addition, all members of the Board of Directors are informed of anti-corruption and anti-bribery policies.

Benchmark is committed to competing fairly and honestly by complying with all applicable laws governing antitrust activities wherever we do business. The Company's Code of Conduct prohibits engaging in unfair and unethical activities including entering into agreements with competitors to fix prices or allocate customers or territories, boycotting specified suppliers or

customers, limiting the production or sale of products or product lines for anticompetitive purposes, or engaging in other anticompetitive behavior.

As part of the Company's annual risk assessment process, General Managers and Controllers at each Benchmark site are consulted to identify any significant risks related to corruption and compliance with the FCPA. We have established annual anti-corruption training through our Company-wide learning platform to further enhance our management of this topic. 100% of our operations are assessed for corruption risks through the enterprise risk management annual assessment.



2 RISK MANAGEMENT

Benchmark recognizes that effectively managing enterprise risks is critically important to the long-term success of our business. We have a robust enterprise risk management (ERM) program led by the Head of Internal Audit. The ERM program is overseen by the Audit Committee and the CFO, and reviewed by the CEO and his direct reports. The Audit Committee receives regular updates on risk management policies, procedures, and guidelines from the Company's internal audit team and outside auditors.

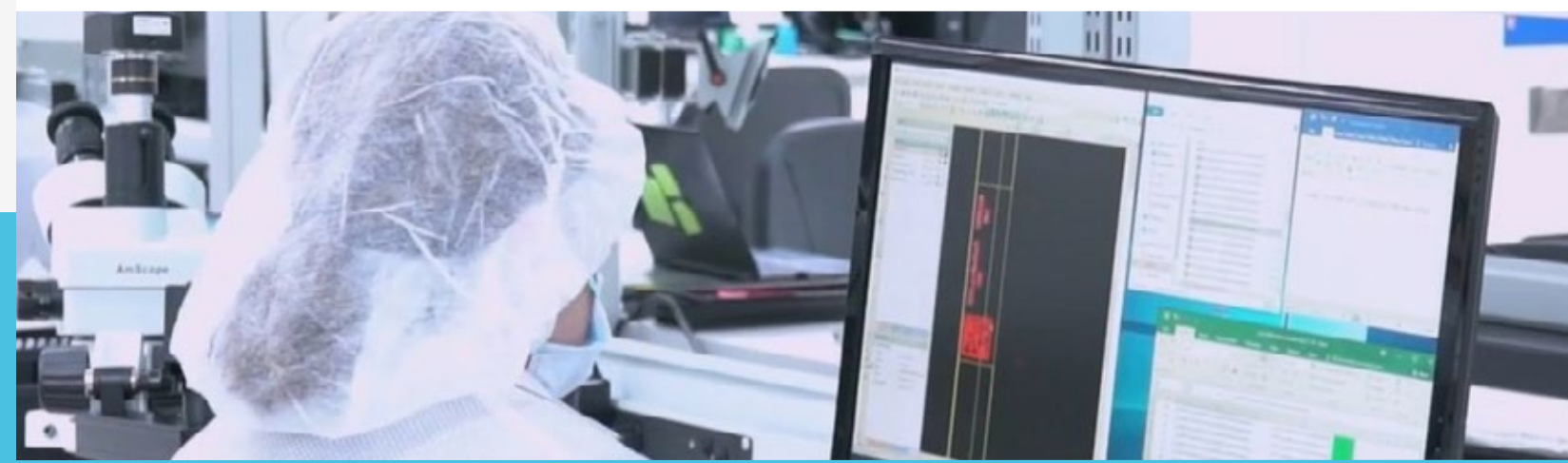


The Company's ERM program covers the entire Company globally. It includes annual surveys and interviews with corporate management and site managers worldwide to assess and score critical risks. The process is led by our internal audit team and identifies a set of potential risks, which is then narrowed by our senior leadership team to the ten most critical. Each critical risk is assigned to an executive owner who implements appropriate risk management plans that are reviewed periodically by the senior leadership team throughout the year. These top risks, and their management plans, are communicated to the Benchmark Board of Directors' Audit Committee by the Head of Internal Audit.

Our ERM program ensures that management is monitoring and controlling operational risks, such as business continuity, compliance risk, supply chain risk, reputational risk, and technology risks involving information security, etc.

Starting in 2020, as part of our increased focus on ESG issues, the ERM program included

sustainability risks, including climate change, supply chain, and diversity, equity and inclusion, in its assessment and scoring of critical risks. Plans and procedures to monitor and address any gaps identified are included in regular updates to the Board's Nominating, Sustainability and Governance Committee and the Audit Committee.



RESULTS OF 2022 RISK ASSESSMENT

In 2022, Benchmark conducted its annual risk assessment, ultimately identifying top risk categories for action.

Who: The 2022 risk assessment drew on surveys and interviews with 22 key leaders across the Company.

What: The assessment covered 55 types of risk, including three new types this year. This list of 55 was developed and approved by the senior leadership team and the Board's Audit Committee. The assessment survey and interviews yielded risk ratings for both the likelihood and impact of each type of risk.

How: Benchmark's senior leadership team identified the top risks based on the 37 risk factors described in Benchmark's 2021 10-K. They determined that 17 of the 55 risks were key risks, with these 17 risks consolidated into the final top ten risks to be addressed over the next year.

What's next: The senior leadership team developed action plans for each top ten risk, with the Head of Internal Audit facilitating this process. The action plans provide a timeline and an executive owner and incorporate any unresolved action items from the 2021 risk assessment.



INFORMATION SECURITY

We are committed to protecting, preserving, and managing the confidentiality, integrity, availability, and overall security of information and systems through our dedicated team members, operational practices, technologies and policies. Ensuring information security, including guarding against cyberattacks, is a high priority for Benchmark given the general heightened market sensitivity. We actively monitor our systems for cyber threats and have processes in place to detect and remediate vulnerabilities.

In addition, every quarter our Chief Information Officer provides an update regarding the Company’s cybersecurity prevention and monitoring activities to the Audit Committee.* Our information security policies and practices, including our Information Technology Disaster Recovery Plan, are designed to comply with several regulatory requirements including DFARS/NIST 800-171 controls, and for our defense customers, the upcoming U.S. Cybersecurity Maturity Model Certification (CMMC) program.

* Benchmark hired a Chief Information Security Officer in early 2023 who, along with the Chief Information Officer, will provide quarterly updates to the Audit Committee on the Company’s cybersecurity prevention and monitoring activities.



In 2022

100%

of our manufacturing sites worldwide completed the RBA Self-Assessment Questionnaire (SAQ)

HUMAN RIGHTS

We believe in upholding human rights principles by ensuring worker safety and fair labor practices within our organization and within our supply chain. We comply with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, involuntary prison, bonded labor, modern slavery, and human trafficking.

In addition to the Benchmark Code of Conduct, Benchmark endorses the Responsible Business Alliance (RBA) [Code of Conduct](#). The provisions of the RBA Code of Conduct derive from key international human rights standards including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

Benchmark is committed to completing the RBA Self-Assessment Questionnaire (SAQ) annually, and in 2022 all of our manufacturing sites worldwide have done so. We leverage best practices from high-performing sites to serve as models for others. Many of our customers value our commitment to this process and request access to our SAQs.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Benchmark is committed to working with suppliers who support our sustainability and human rights initiatives. We believe that managing a responsible supply chain includes a proactive approach to supplier onboarding combined with a diligent auditing process to assess potential supply chain risks.

As a contract manufacturer, our sourcing is often dictated by customer requirements and needs. While we do not always have full control over our supply chain or the suppliers we do business with, we exercise strong supply chain management practices. Among these practices, all new suppliers are required to acknowledge and agree to social and environmental responsibility expectations through a signed Declaration on Business Ethics and Compliance Letter. All suppliers must comply with these expectations. To evaluate adherence in these areas by our preferred and targeted suppliers, our supplier assessment includes questions on social and environmental responsibility, including human rights. Audit results are tracked in our internal database and are managed by supply chain leadership. When and to the extent possible, we engage suppliers to remedy problems.

Our aim is to leverage the magnitude of our supply chain to make a positive impact in our industry and communities. We strive to do this by monitoring our supply chain to ensure its compliance with our social and environmental standards that meet the RBA Code of Conduct. Through supplier screening, self-assessment questionnaires, onsite audits, and supplier training, we ensure the continuity and effectiveness of supplier social and environmental activities and mitigate potential risks.



We have audited 100% of our preferred suppliers within the last four years and will continue to audit each engaged business on a four-year cycle. Any instances of non-compliance are addressed with corrective actions, which the auditor manages.

To protect the sourcing of our materials and ensure traceability, Benchmark maintains policies on brokers and counterfeit mitigation. In addition, to bolster the resiliency of our supply chain, we require all of our preferred sources to maintain disaster recovery plans, and to prepare for and mitigate the impact of potential risks.

We request that all our supplier partners adhere to the RBA Code of Conduct or its equivalent before an initial engagement and then flow these requirements through our commercial contracts to our business partners and supply chain. The RBA Code of Conduct addresses expectations for fair labor and compensation practices, responsible sourcing of minerals, and many other responsible business practices. Access to a toll-free Ethics and Compliance Helpline is provided to suppliers as a mechanism for reporting issues and concerns about potentially unethical conduct by Benchmark employees or agents. See [Chapter 1](#) for more information.

We have audited

100%

of our preferred suppliers
within the last four years

Our Conflict Minerals Policy encourages suppliers to respect and protect human rights throughout the world. Benchmark supports Rule 13p-1 under the Exchange Act (Conflict Minerals Law) and works 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. Consistent with the Conflict Minerals Law and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance concerning conflict minerals, Benchmark has adopted the Responsible Minerals Initiative due diligence reporting process. Benchmark seeks to obtain conflict minerals content declarations from its suppliers, thereby promoting supply chain transparency. Benchmark does not directly source gold, tantalum, tin, or tungsten (3TG) from mines, smelters, or refiners and is, in most cases, several or more levels removed from these supply chain participants.

We expect our suppliers to fully comply with the [Conflict Minerals Policy](#) and provide all necessary conflict minerals content declarations and documentation.

Benchmark also expects our suppliers to:

- Source gold, tantalum, tin, or tungsten (3TG) only from smelters and refiners validated as being conflict-free and do not directly or indirectly benefit or finance armed groups in a covered country
- Purge high-risk smelters from their supply chain that have a strong potential to finance conflict or are publicly known to finance conflict through their conflict mineral purchasing activities
- Pass these requirements through to their supply chain and determine the source smelters/refiners and the subsequent chain of custody of specified minerals, including 3TG

Any suppliers not willing to comply with these requirements shall be reviewed by global procurement with regard to future business and sourcing decisions.



We also endorse EcoVadis, a provider of sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains. The EcoVadis methodology evaluates criteria in areas including environment, labor and human rights, ethics, and sustainable procurement. In 2022, Benchmark maintained its Silver Sustainability rating from EcoVadis, with an increased score from 2021 overall and an increased rating for carbon management.

We encourage our product designers to consider using environmentally responsible raw materials, the product's reuse or recyclability, and the environmental impact of manufacturing processes. When working with customers with environmental product considerations, our product designers and engineers utilize a Design for Environment checklist.

Whenever possible, Benchmark is committed to procuring products and supplies from local companies in the communities where we operate. We also support our customers' small business spending goals. When local regulations require, our sites develop plans that make it easier for small businesses in their region to submit subcontracting and supplier bids.

We utilize a Design for Environment checklist covering environmentally responsible raw materials, the product's reuse or recyclability, and manufacturing processes' impacts on the environment



In 2022, Benchmark maintained its Silver Sustainability rating from EcoVadis

At Benchmark, we value our people. Benchmark is focused on delivering an engaging employee experience by creating a great workplace where our team members can build the career of their dreams and unleash their full potential. We know that employees drive industry-leading business results and make a lasting difference in the lives of others. To that end, we embrace diverse viewpoints and perspectives, recognizing that greater inclusion fosters innovation, improves decision-making and financial results, and makes our offices and facilities better places to work each day.

Benchmark is also committed to social responsibility and positively affecting the communities in which we operate. We actively engage in philanthropic initiatives to support our communities through financial donations and partnering with local organizations and schools.



Our People



Our Community

SOCIAL



3 HUMAN CAPITAL MANAGEMENT

Benchmark believes in upholding the principles of worker safety and observing fair labor and employment practices throughout our organization, including providing equal opportunities and promoting diversity, equity, and inclusion. We recognize the importance of having engaged employees and supporting the personal development of our employees to help them achieve their career goals.

Human capital management is a top priority at Benchmark and is managed by our senior leadership team. Every quarter, reports from senior leadership, including our Chief Human Resources Officer, are made to the Board of Directors' Human Capital and Compensation Committee.



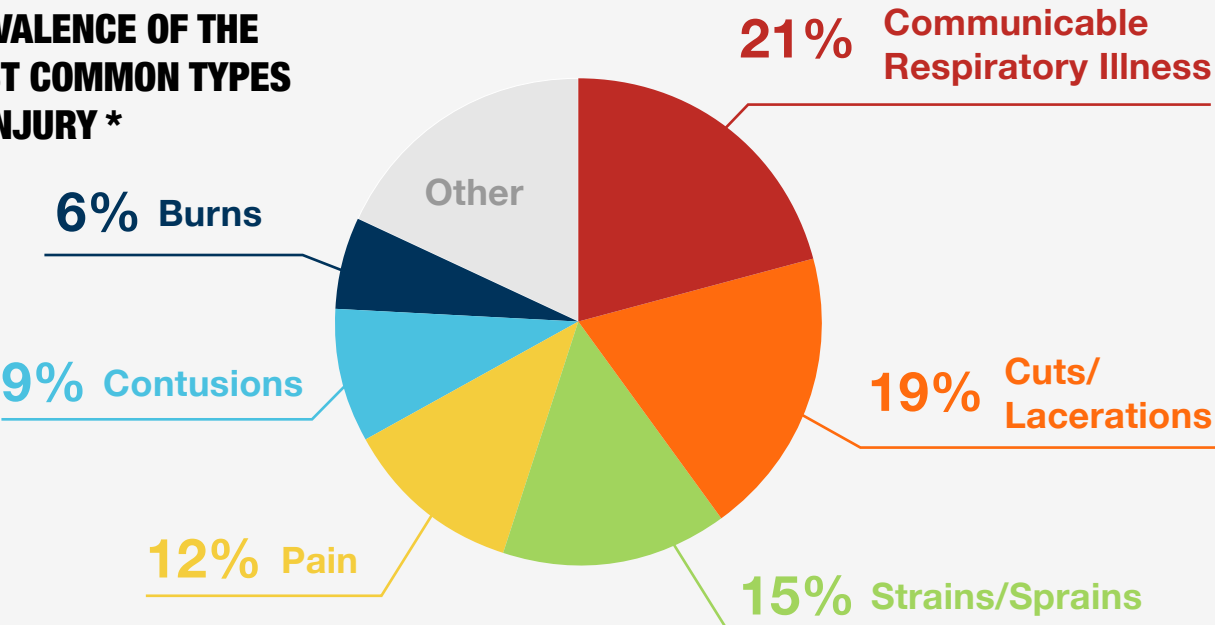
OCCUPATIONAL HEALTH AND SAFETY

We are committed to ensuring that proper working conditions exist for the safety of our employees. All employees and contractors are required to adhere to our Occupational Health and Safety (OHS) practices, which are acknowledged in written form prior to their engagement.

Benchmark's **Safety Policy** expresses our commitment to eliminating hazards and reducing our occupational health and safety risks. Our efforts to achieve this include:

- Providing appropriate education, management, resources, infrastructure, reporting, controls and a working environment to ensure employee safety
- Ensuring employee participation in decision-making as part of our occupational health and safety management system
- Complying with all applicable legal and regulatory requirements related to occupational health and safety and other requirements to which Benchmark subscribes

PREVALENCE OF THE MOST COMMON TYPES OF INJURY *



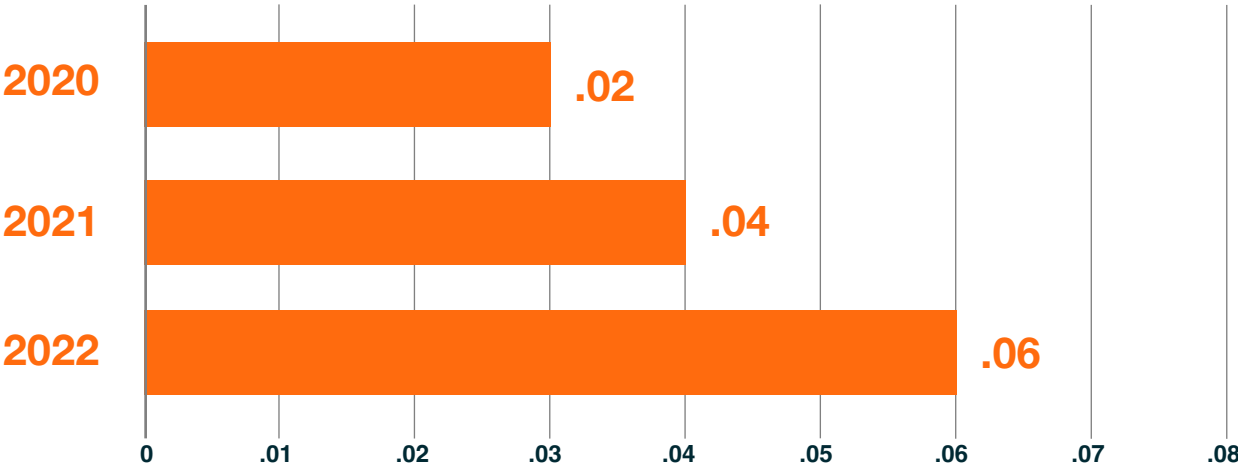
* U.S. only

We implement the 6S method and visual management practices to drive continuous improvement of our OHS processes related to appropriate education, reporting, and controls.

The main types of injury and illness reported from our U.S. sites in 2022 were COVID-19, cuts/lacerations, strains/sprains, pain including repetitive motion injuries, contusions, and burns.

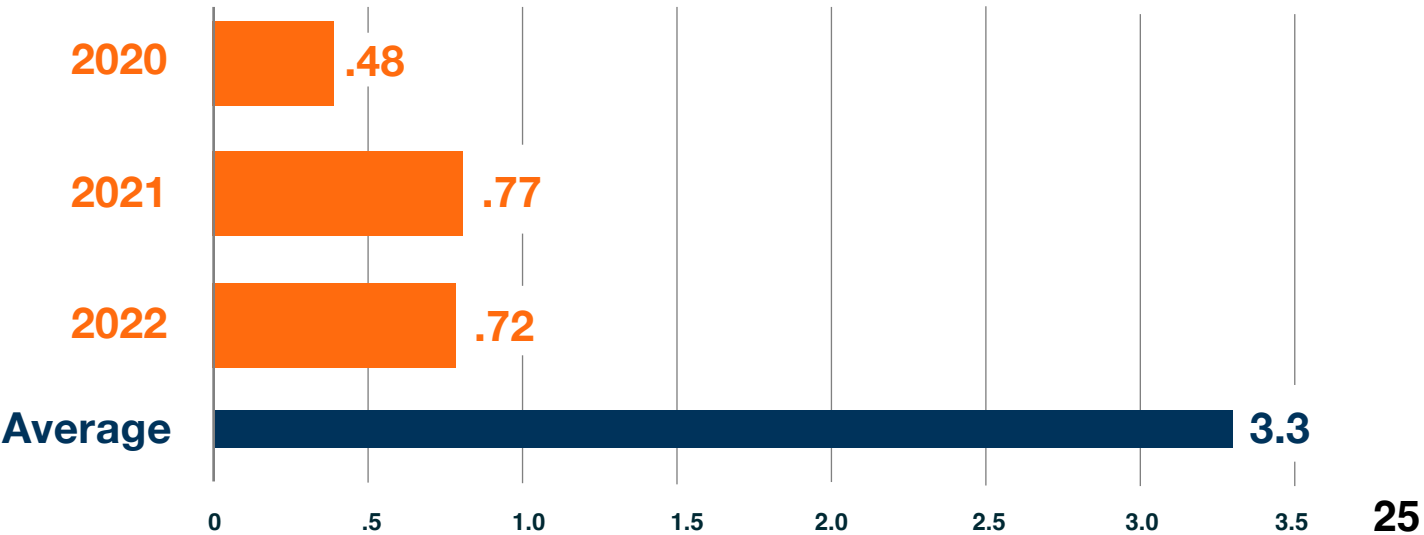
Global Health and Safety Data

Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)



Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)

2021 U.S. Average Incident rate of Nonfatal Occupational Injuries and Illnesses (Manufacturing Industry):





Employee Engagement in Safety:

Our employees help ensure that we develop, implement, and continuously improve our health and safety ecosystem and performance to prevent injury and illness. Employees are encouraged to participate in site-level safety committees. In concert with managers from the OHS and human resources functions, employees participate in the development and evaluation of our Injury and Illness Prevention Programs and our OHS Management Systems in the facilities where they are in place.

We also encourage employees to use our established mechanisms to report unsafe situations. Benchmark's Human Capital Management (HCM) system aggregates corporate-level reporting on safety incidents and injuries and will enable any

employee to report a safety observation in the future. The Safety module was implemented for our U.S. sites in early 2022. We plan to add our remaining global sites to the HCM system in future years.

At each of our sites, the OHS manager or safety administrator oversees procedures for workers to report observations of unsafe acts. These are integral to maintaining a safe workplace. Where applicable, observations of unsafe acts are reviewed by the site's Facilities Administrator and Safety Committee, and these are escalated and addressed as high priority safety incidents as needed.

All incidents and near-misses are investigated by site supervisors. Any resulting changes to best practices are added to our procedures and communicated to applicable employees, who receive training on the updated processes.

HEALTH & SAFETY TRAINING COURSES		Basic Safety and Environment	Hazardous Waste Management	Physical Stress	Lockout / Tagout
Radiation Safety	Forklift Safety	Scissor Lift Safety	Safety in Electrical Work	Nitrogen Safety	Respiratory Protection
Working at Heights	Crane and Hoist Safety	Evacuation	Infectious Biological Hazardous Waste	Chemical Handling	Personal Protection Equipment
Laser Safety	Lithium Battery Safety	Machine Guarding	Fall Protection	Fire Prevention	Cutting and Welding Safety

We cultivate a proactive safety culture where all workers make safety a priority. Employees are empowered to stop work, remove themselves from unsafe situations, and speak up about hazards and incidents. Benchmark's global policy is that no employee will be discharged, discriminated against, or retaliated against for reporting unsafe working conditions or an on-the-job injury.

Employees are trained in occupational health and safety, in addition to incident reporting, by the site OHS manager or safety administrator at the time of their hire. Ongoing training is provided as required by the site's local jurisdiction. Additional training, such as laser training, electrostatic discharge (ESD) training, forklift operation, hazardous material handling, and lockout/tagout, among others, are required based on job function. Compliance with this training is tracked at the site level. It will be aggregated at the corporate level in future enhancements to the HCM system platform.





Safety Policies and Governance:

Our OHS programs strive to follow industry best practices, with the ultimate goal of protecting our employees. We measure our success in this area in terms of reducing injuries and illnesses.

In 2022, Benchmark introduced a global Environment, Health, and Safety (EHS) Policy, consolidating and enhancing other related policies and information. The policy expresses our commitment to ensuring a safe working environment for our employees, contractors, customers, and communities and is a guide for sites when developing or updating their environmental, health, and safety programs.

As part of our goal to protect our employees, a key objective of our facilities' OHS programs is reducing accidents and illnesses, including reportable accidents and illnesses, lost work time, and costs associated with accidents and illnesses. Each Benchmark facility establishes objectives and goals for reducing the risk of accidents, occupational illness, and injuries.

Our OHS activities are managed at the site level. Every site is required

to develop written health and safety policies and/or procedures that are consistent with Benchmark's policies and procedures, as well as any local laws and regulations. These policies are required to address such items as: the assignment of responsibilities, site-specific safe work rules, scheduled audits, incident/accident/near-miss investigations, communication and employee training, and other safety-related topics. At our facilities that maintain a certification to ISO 45001:2018, the effectiveness of the site's OHS management system is periodically reported to management.

Our safety policies and procedures are accessible to employees and cover a wide range of safety issues from general safety protocols related to emergency preparedness to those unique to our industry related to machinery, chemicals, and hazardous materials. Before purchasing a new chemical, all chemicals are evaluated to determine if they are suitable for use based on worker safety and environmental protection. All chemicals are labeled in accordance with legal and regulatory requirements. Safety data sheets are maintained for each

chemical and these are stored in a way that is accessible for employees to ensure that they have an awareness of the risks associated with the chemicals that they are using. Chemicals are also handled and stored properly, ensuring that any risks are managed throughout their use, including disposal.

We follow all applicable worker safety regulations in the U.S., as governed by the Occupational Safety and Health Administration (OSHA), and are compliant with or hold accreditations, certifications, and registrations with **various industry groups**. Most of our sites are certified to the standards of the International Organization for Standardization (ISO). Outside the U.S., our sites meet or exceed all local regulations for worker safety and hold various accreditations, certifications, and registrations that require regular audits. A full list of Benchmark's certifications by site, including ISO 45001:2018, can be found on the next page and on our website.

Beyond the Benchmark Code of Conduct expectations regarding compliance with occupational health and safety procedures, Benchmark also endorses the Responsible Business Alliance (RBA) Code of Conduct. The RBA Code of Conduct provides a framework in alignment with occupational health and safety management systems.





National Recognition for Occupational Safety and Health

In 2022, Benchmark's site in Korat, Thailand was named an Excellent Practices Establishment on Occupational Safety and Health – a national-level award from Thailand's Ministry of Labour. This was our fourth consecutive year receiving the national OHS award.



CERTIFICATIONS AND REGISTRATIONS ✓ Certified ✓ Registered

SITES	ISO 9001: 2015	ISO 14001: 2015	ISO 45001: 2018	ISO 13485: 2016	MedAccred	FDA/ QSR	AS9100: 2016	Nadcap	ITAR	IATF 16949: 2016	TL 9000	ANSI ESD S20.20	Specific Industries
THE AMERICAS													
Austin, TX	✓	✓											
Concord, CA	✓	✓					✓		✓				
Fremont, CA	✓	✓											
Guadalajara, Mexico	✓	✓	✓	✓		✓	✓				✓	✓	
Huntsville, AL	✓	✓					✓		✓			✓	
Moorpark, CA*	✓						✓		✓			✓	
Nashua, NH	✓	✓		✓		✓	✓		✓			✓	✓ ²
Phoenix, AZ	✓	✓					✓		✓			✓	
Rochester, MN	✓	✓		✓ ¹	✓	✓	✓	✓	✓			✓	
Santa Ana, CA	✓	✓					✓		✓				
Tempe, AZ	✓	✓					✓		✓			✓	
Tijuana, Mexico	✓	✓					✓	✓	✓			✓	
Tijuana, Mexico – Rubi	✓	✓					✓		✓				
Winona, MN	✓	✓		✓ ¹	✓	✓	✓	✓	✓			✓	
EUROPE													
Almelo, Netherlands	✓	✓		✓			✓		✓			✓ ³	
Brasov, Romania	✓	✓	✓	✓						✓		✓	
ASIA													
Ayutthaya, Thailand	✓	✓	✓	✓ ⁴	✓	✓	✓			✓		✓	
Korat, Thailand	✓	✓	✓	✓			✓					✓	
Penang, Malaysia	✓	✓	✓				✓					✓	
Penang, Malaysia -Waterfront	✓	✓	✓	✓			✓					✓	
Singapore IPO	✓			✓			✓			✓			
Suzhou, China	✓	✓		✓						✓		✓	

1 - With certification to ISO 14971; 2 - FAA Approved Parts Manufacturer (PMA);
3 - With IEC 61340-5-1:2016; 4 - With MDSAP
* Our Moorpark facility, the only facility without an ISO 14001:2015 certification, will discontinue operations by March 31, 2023.



DIVERSITY, EQUITY, AND INCLUSION

Benchmark is driven to advance our diversity journey in every aspect of our culture through communication, education, and engagement. We are passionate about Diversity, Equity, and Inclusion (DEI) to best represent the uniqueness of the individuals who make up our organization and the communities we serve. In 2022, a strategic framework was implemented to guide our DEI work with goals, timeframes, and measurable targets.

Policies and Oversight: We are committed to providing equal employment opportunities and promoting an inclusive work environment and culture that thrives as a result of the diverse voices of our team members. Our Code of Conduct lays out our non-discrimination, non-retaliation, and anti-harassment policies.

Our commitment to DEI starts at the top with the Company's Board of Directors. Having diverse voices at the board level brings new perspective to the organization and its strategic direction. The Board's Nominating Sustainability and Governance Committee has committed to considering diversity when refreshing the Board. In addition, the Human Capital and Compensation Committee reviews the Company's DEI action plans at a detailed level with our Chief Human Resources Officer quarterly.

As part of Benchmark's enhanced focus on sustainability, we are implementing programs to ensure that our business practices support DEI. Among these initiatives is the launch of the Company's Inclusion Council in 2022. The 16-member Council is a diverse group selected by Benchmark's senior leadership team and is refreshed annually, with members representing different levels, functional areas, and regions within the organization. Meeting at least monthly, the Inclusion Council supports a variety of DEI activities, efforts, and learning events designed to foster Benchmark's DEI culture. The Council has also created committees to advance specific work areas.

OUR STRATEGIES:



In 2022, we created a new DEI leadership position, the Vice President of Talent Attraction and Inclusion, responsible for our DEI strategy. This position reports to Benchmark's Chief Human Resources Officer.

WHAT'S AN "ERG"?

An Employee Resource Group (ERG) is a team organized based on common identities, interests, or backgrounds to support employees by providing opportunities to network, mentor, coach and educate, as well as create a more inclusive workplace. Anyone identifying with the specific group or as an ally and supporter can join an ERG.



Programs and Initiatives: Benchmark reached several DEI milestones in 2022. The senior leadership team began implementing a set of three-year goals that reflect our commitment to DEI, with each goal accompanied by metrics and supporting actions to:

- increase representation in managerial and higher-level roles for underrepresented groups by 5%;
- increase the hiring rate of underrepresented groups in engineering and shared services by 7%;
- encourage diversification of the senior leadership team and Board of Directors;
- increase awareness that Benchmark values diversity by 5% over the 2021 baseline rate of awareness of 72%, as measured through the annual employee engagement survey; and
- increase employee engagement score (percentage of employees indicating they have a high level of engagement in the Company) by 7% over the 2021 baseline.

Also in 2022 we created our first ERG, the Women's Inclusion Network (WIN) @ Benchmark, supported by the Vice President of Business Systems and Analytics as its executive sponsor. The WIN plans to host quarterly events around its mission to build friendships, develop careers, and foster support for women employees.

As part of its process to launch Benchmark's first ERG, the Inclusion Council created a playbook to guide employees in launching future ERGs.



In September 2022, Benchmark held its first all-employee DEI event. The Inclusion Council hosted a virtual fireside chat sponsored by Benchmark’s CEO and attended by over 500 employees worldwide. Employees learned about ERGs and how they can provide opportunities to network and engage in a more inclusive workplace on the basis of common identities, interests, or backgrounds. Speakers included an expert in DEI for businesses, the Vice President, Culture of Inclusion from a key customer, and our Vice President of Talent Attraction and Inclusion.

DEI Events and Celebrations

In June 2022, Benchmark hosted the Arizona Technology Council’s Tech Inclusion Forum at our global headquarters in Tempe, Arizona. It featured a fireside chat with the Chief Information Officer of Avnet, the largest public company headquartered in Arizona, and offered networking opportunities.

In October 2022, Benchmark hosted the Phoenix, Arizona 2022 **Conversation on Board Diversity**, an in-person strategic networking event attended by over 110 women in the Phoenix area aimed at advancing gender balance and diversity on corporate boards. Benchmark’s President and CEO opened the event with a message about the Company’s commitment to diversity. Our Chief Human Resources Officer served on the leadership committee for the 2022 Conversations, a series of events organized by 50/50 Women on Boards. Benchmark was also a 2022 City Ambassador Gold Sponsor of **50/50 Women** on Boards.

Also in October 2022, our Talent Acquisition and Engineering teams attended the Society of Women Engineers (SWE) Conference and Career fair. During this event, all of our open engineering positions were advertised to thousands of female engineers.

In Penang, Malaysia, Benchmark marked holidays reflecting and celebrating the country’s multicultural society, including Chinese New Year, Ramadhan, Hari Raya Aidilfitri (also known as Eid), and Deepavali (also known as Diwali). Ahead of Deepavali, employees held a kolam (rangoli) art competition.





Leadership for Authentic Inclusion

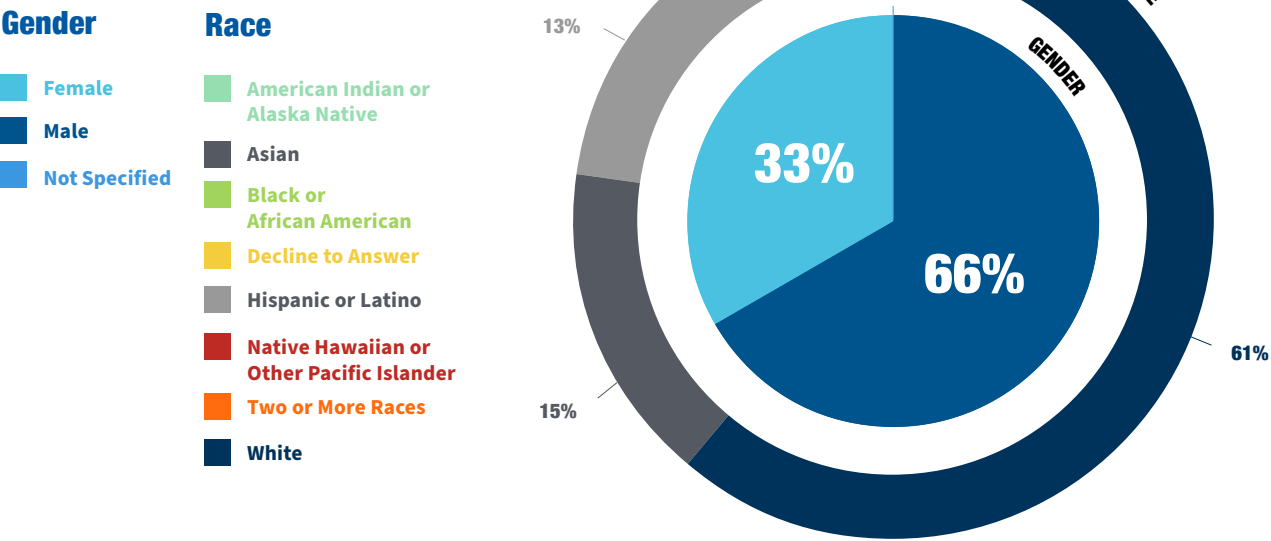
The “Leading Inclusively” training series for Benchmark leaders is aimed at helping leaders develop an inclusive leadership style and build a culture where employees are comfortable bringing their authentic selves to work. The curriculum covers building trust and self-awareness, attributes of emotional intelligence, and how to build inclusion into everyday experiences.

The series has enjoyed increasing participation, with nearly 500 Benchmark leaders completing the second module. Nearly nine in ten participants said they would recommend the training experience to another leader.

Measurement and Reporting: Benchmark tracks an increasing number of diversity indicators, including diversity in hires, turnover, and roles at the senior leadership team and Board level. Of our senior leadership roles in 2022, comprising senior leadership team members and vice-presidents, 26% are held by women, an increase of 6% since 2021. We are committed to continuous improvement in Benchmark’s gender representation.

DIVERSITY AT BENCHMARK

U.S. Employees Only:



In 2022 Benchmark also launched a new leadership training curriculum called “Leading Inclusively,” for every employee with a direct report. The training is offered quarterly. Additionally, all indirect labor employees are offered a curriculum in Supporting an Inclusive Culture.

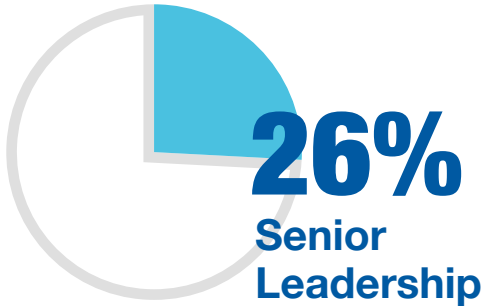
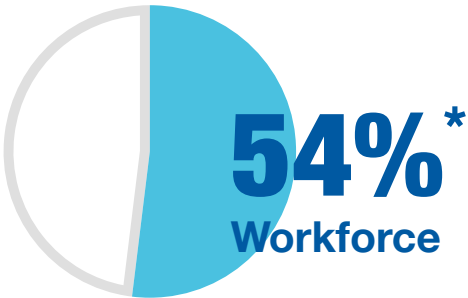
Additional employee training has covered anti-harassment, anti-discrimination, and unconscious bias.

Our ongoing DEI initiatives also include implementing a targeted recruitment strategy, including training for the talent acquisition team and hiring managers, and using diverse candidate slates.

In 2022, Benchmark rolled out the latest annual Affirmative Action Plans to all U.S. sites. The plans are updated regularly based on census data to ensure that underrepresented groups are included in recruiting efforts for each location.

Looking ahead to 2023, we are preparing to conduct a pay equity review.

Women at Benchmark Globally:



* Data excludes three manufacturing facilities and does not include part-time employees for the U.S.



EMPLOYMENT

Benchmark is committed to developing a qualified and motivated workforce to power our continued innovation and growth. We provide opportunities for employees to gain the skills and knowledge they need to advance and fulfill personal career goals at Benchmark.

Human Capital Management System:

Benchmark is modernizing our talent management practices. We introduced a new Human Capital Management (HCM) system in 2020 to provide a foundation and common database to centralize people-related data and standardize people management processes across the globe. As of the end of 2022, the system covers all but one of our sites. The final site will go live in early 2023.

The HCM system provides an operating framework to enable leaders to hire talent and manage teams, including setting goals, performance appraisals, succession planning, and learning and development.

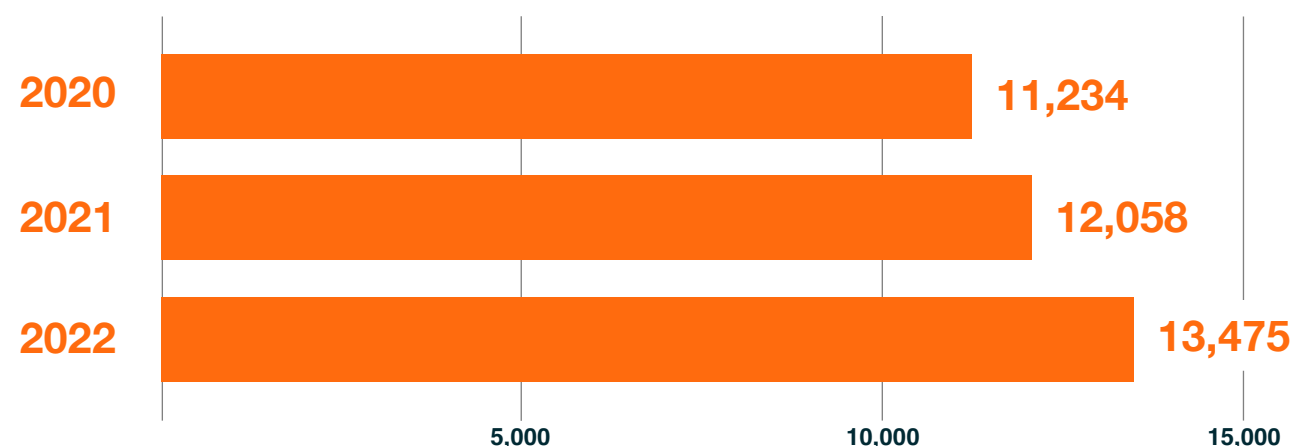
The HCM system provides visibility for us to monitor employee retention rates, employee promotions, and other data to ensure employees have opportunities to advance within the Company.



Best Employer Award

Our Benchmark site in Suzhou, China was awarded the 2022 Employer of the Year for Employee Care by the Suzhou City Government. This award recognizes employer efforts to advance relations with their employees.

Global Headcount Growth



Cultivating the Company's Next Leaders

Benchmark engaged a people analytics firm to provide leadership development for our site General Managers. The "Leading Leaders" program is a four-day course that leverages the principles of *The Leadership Pipeline*. The course focuses on clarifying the role of the General Manager, establishing performance standards for their teams, coaching others, and identifying and developing high-potential leaders.



Benefits and Compensation:

We offer competitive compensation and benefits packages that reflect the needs of our workforce. In the U.S., we offer medical, dental, and vision benefits, disability coverage, survivor benefits, behavioral and mental health services, and a range of wellness programs.

Mental health resources are also part of our employee benefits. We provide employees with inclusive support resources such as the Black Emotional and Mental Health Collective, The Trevor Project, and the Asian Mental Health Collective. In addition, we provide resources on healthy stress responses, getting quality sleep, signs a child is feeling stressed, recommended apps for relaxation, and crisis helplines.

Benchmark offers competitive retirement benefits including a 401(k) match program at 100% of eligible employee contributions up to 4% in the U.S., and similar retirement financial tools in other countries in which we operate.

In addition to base salary, all Benchmark employees participate in a Quarterly Incentive Plan or Annual Incentive Plan, which supports our organizational philosophy of allowing employees to share in the Company's success. These plans align employee efforts to achieve our strategic objectives through cash bonus payouts based primarily on results achieved against Plan performance measures.

EMPLOYMENT BENEFITS *

Benchmark 401(k) Match Program matches

100% of employee contributions up to **4%**

* Applicable to U.S. Employees



None of our employees in the U.S. are represented by a labor union. However, in certain international locations, primarily in Mexico and Europe, we have employees represented by labor unions and works councils. Benchmark has never experienced a strike or similar work stoppage and we believe our employee and labor relations are strong.

Our executive compensation program is designed to attract, retain, and reward performance and align incentives with the achievement of the Company's strategic plan and both short and long-term operating objectives. In accordance with our compensation philosophy established by the Human Capital and Compensation Committee and the Board, we believe our executive pay is well-aligned with performance, creating a positive relationship between our operational performance and shareholder returns. Benchmark utilizes equity grants as part of at-risk incentive compensation for Named Executive Officers using a combination of time-based restricted stock units and performance-based restricted stock units to align their compensation with creating shareholder value.



Employee Engagement:

Benchmark conducts an annual global employee engagement and inclusion survey to gather information and feedback on our team members’ experience at Benchmark. The data helps us define actions to improve leadership, communication, culture, inclusion, and growth and development, among other areas. We use a holistic organization-wide approach to respond to the results in the months following the annual survey. Our progress is tracked and communicated regularly.

In 2022, we conducted our second annual global Employee Engagement and Inclusion Survey to gather employee feedback on various topics that drive employee engagement and inclusion. We

achieved 82% participation in the survey, up from 77% in 2021.

In addition to the survey, senior leaders hold regular “town hall” style meetings with their respective groups, providing another interactive communication channel with employees. Employee engagement approaches look different at each site around the world. For example, in Penang, Malaysia the site leadership holds a twice-weekly Tea Talk with new employees to gather feedback and provide support as they integrate into new roles. In 2022, the Penang site also held an evening event to give service awards to employees who have worked with Benchmark for five years or more. Eighteen employees received awards for 30 years of service.



Fittest Company Award

Benchmark’s facility in Almelo, The Netherlands was named the “fittest company” in the country’s Twente region for our “whole vitality” program that promotes employees’ physical and mental wellbeing. The site’s prevention approach to fitness includes physiotherapy, debt counseling, and sports training. The program has proven attractive to new employees in addition to preventing absenteeism. The award was announced as part of the Van Deirse Media’s Twente Business Election.

Employee Wellness: Beyond the workplace, we strive to ensure our employees enjoy the benefits of good health. All U.S. employees receive access to Health Matters, powered by Virgin Pulse, a wellness technology hub that incentivizes healthy lifestyles. Points for completing healthy activities can be used to make purchases at the Virgin Pulse store. Additionally, employees completing a confidential annual wellness screening and questionnaire receive a discount on medical premiums.

An Employee Assistance Program via ComPsych also offers help in managing an employee’s total health and that of their family. It includes mental health assistance, legal or financial advice, relationship counseling, substance abuse support, and time management. It covers four face-to-face visits per issue and is entirely confidential.

Wellness Programs at Benchmark

In 2022, Benchmark enhanced our wellness offerings for employees. Hinge Health is a program offered at no cost to U.S. employees that focuses on back and joint pain, recovering from injuries, or preparing for surgery. Physical therapy, health coaching, wearable sensors, and second opinions on treatment are all included.

For employees with diabetes or related conditions, the Livongo program through Teladoc provides blood glucose and blood pressure monitoring and coaching.

Benchmark offers its employees a Tobacco Cessation Program that consists of interactive and educational programs to develop daily habits connected to actions to build and reinforce healthier choices. Tobacco users must complete the cessation program to end the monthly medical premium surcharge.



4 OUR COMMUNITY

One of the four tenets of Benchmark's ESG Strategy is Our Community, reflecting our commitment to having a positive impact on the communities in which we do business and in which our employees live. We strengthen our communities by supporting individual employees who volunteer with local community groups and by direct participation in philanthropic initiatives both at the corporate level and the site level.





Recognition for Responsible Manufacturing

In 2022, our sites in Ayutthaya and Korat in Thailand received responsible manufacturing awards from Thailand's Ministry of Industry, Department of Industrial Works. This was the second consecutive time Ayutthaya received the award. The recognition reflects Benchmark's achievements in human rights, labor practices, the environment, community involvement, and fair operating practices, among other principles, and its commitment to responsible manufacturing through our ESG framework.

Ayutthaya employees' community projects included partnering with a nearby school to install bicycle-powered water pumps for the school vegetable garden, while providing education on the principles of water pressure.

VOLUNTEERING AND PHILANTHROPY

Benchmark is focused on making a positive impact in our communities through donations, educational outreach, environmental protection, and hosting events to advance diversity in corporate leadership, among other activities and community partnerships.



Health: Blood donations are one way Benchmark employees support our local communities. In Thailand, a quarterly blood drive has been taking place for the past 30 years, with over 100 employees donating blood at site-sponsored events each quarter. The Mayo Clinic brought a blood donor center to Benchmark's facility in Rochester, Minnesota. In Tempe, Arizona, Benchmark organized a blood drive with Vitalant.



Environmental Protection: On Earth Day 2022, employees at our Moorpark, California and Tempe, Arizona sites held litter clean-ups at local parks. In Tempe, the clean-up event was held in partnership with **Clean Up Papago**, a non-profit organization dedicated to preserving Papago Park and improving trail systems in Tempe.

In Tijuana, Mexico, a “Let’s Clean the Beach” campaign recruited Benchmark employees for a September clean-up. Employees at Benchmark’s Guadalajara, Mexico site continued their reforestation project for the Bosque de la Primavera, which is recovering from recent forest fires. In one day, employees and their families planted 348 trees.

In the fall, our global headquarters in Tempe organized a Benchmark Family Event to clean the grounds at the public library. The event was held in partnership with “Keep Tempe Beautiful.” The family-oriented day also included children’s activities on sustainability, including a planting demonstration, story time, and coloring.

In Malaysia, employees collaborated with the Penang State Forestry Department to plant mangrove trees.

In Thailand, our Ayutthaya site transforms food scraps from the site canteen into bio-compost. This bio-compost is used by employees to grow vegetables for the canteen in the site’s garden and is sold to raise funds for other sustainability initiatives. It also significantly reduces food waste going to landfill, which is discussed further in **Chapter 5**.



Rise Against Hunger with Benchmark’s Concord, California team packaged

25,000
nutritious meals for people around the world

Employees and their families from Benchmark’s Guadalajara, Mexico site planted

348

trees in one day

Food Security and Clean Water: Our employees in Penang, Malaysia, run the Benchmark Food Bank for all employees to donate dry food to distribute to community members. In Guadalajara, Mexico, the site created “La Tiendita,” a shop providing healthy, affordable snacks to the public.

In Concord, California, the Benchmark team partnered with Rise Against Hunger to package 25,000 nutritious meals for people around the world. Employees at our Tempe and Phoenix, Arizona sites competed to collect non-perishables for a drive organized by United Food Bank.

In Korat, Thailand, employees have begun creating a water supply system to provide clean water for a nearby primary school’s daily needs.



Education: Benchmark employees in Penang, Malaysia supported a remote learning program for a local school by donating tablets and helping provide internet access.

Engineers from Benchmark's Arden Hills, Minnesota site participated in an "engineering day" at the local elementary school. A team of Benchmark engineers worked with approximately 170 students to make paper rockets and launch them, sharing lessons in implementing the Plan-Do-Study-Act (PDSA) method.

Caring for Children: Each winter our facility in Suzhou, China, conducts a winter collection for employees' home villages in the Gansu and Henan provinces. Warm coats and gently-used toys are delivered to a school for disabled children and a village where many community members live in poverty.



TRANSITIONING OUR DONATION WORK

Our ONE Benchmark Foundation was a 501(c)(3) entity founded in 2017 and funded by employee and Company donations, to support global humanitarian efforts and Benchmark employees in need. The Foundation distributed over \$390,000 in seven countries for emergency and hardship assistance for events such as natural or civil disasters, serious illness or injury, undue hardship, violent crime, or the death of a family member. The Foundation also assisted with funeral expenses for families of employees impacted by COVID-19.

The Foundation further supported our communities by providing grants to other qualified non-profit organizations conducting charitable or educational initiatives in communities with a Benchmark presence. These initiatives included financial support for poor and distressed members of our communities, caring for under-resourced youth, fostering community growth, and promoting social welfare.

In 2022, the Foundation directed its remaining funds to offset employee hardship. Most of these were distributed to 67 employees in Ayutthaya, Thailand impacted by severe flooding. Approximately \$27,600 was distributed to employees in Thailand, Mexico, and China.

We have been developing a new program to assist employees that will replace the Foundation. In 2023 Benchmark plans to transition to providing matching grants for employee donations, as a more efficient and effective way to support those in need.

ONE Benchmark Foundation Donations

\$390,000

in seven countries for emergency and hardship assistance



Benchmark's commitment to environmental responsibility starts at the corporate level by setting rigorous goals and taking purposeful action. Benchmark aims to operate with increasing environmental consciousness for the benefit of all stakeholders. We are committed to responsible environmental practices such as conserving natural resources, preventing pollution, and reducing waste. Our environmental strategy is based on mitigation, prevention, and engagement with customers and supply chain partners to achieve continuous improvement. We are also committed to ongoing, regular reporting of our environmental progress.



**Environmental
Responsibility**

ENVIRONMENTAL



5 ENVIRONMENTAL MANAGEMENT

Benchmark's policies highlight our commitment to protecting the natural environment and our communities in several ways, including pollution prevention, conservation, responsible use, sustainable practices, complying with all applicable environmental laws and regulations, and applying appropriate management technology and best practices. Our Energy Management and Saving Guidelines have been in place since 2012 and include procedures for reducing energy and water consumption. Our public-facing policies include our [Code of Conduct](#), [Environmental Policy](#), and [Sustainability Policy](#).



EM

CC

Benchmark's internal Environment, Health, and Safety Policy expresses our commitment to minimizing the environmental impacts of our activities and operations. It provides guidance to sites when developing their environmental, health, and safety (EHS) programs. The policy calls for all facilities to:

- Have programs on energy consumption, waste management, and water consumption management
- Establish specific goals and objectives for improving the environment
- Determine the need for licensing or permits related to air, water, and wastewater
- Determine if waste materials are hazardous and develop procedures to manage the waste
- Develop procedures for managing non-hazardous waste, including to separate waste streams by destination (landfill, composting, recycling, etc.). Robust recycling and employee education programs are encouraged
- Empower all employees to stop work and seek advice from managers or supervisors if they believe a condition exists that may be a risk to the environment

Benchmark minimizes the Company's environmental impact by reducing our waste sent to landfill, purchasing environmentally responsible products, and reducing energy and water consumption.

We engage our employees and other partners to reduce consumption of natural resources, preserve air, soil, and water quality, manage waste properly and encourage reuse or recycling, reduce use of toxic substances, and apply an ethical approach to source reduction and disposal efforts.





ENVIRONMENTAL MANAGEMENT SYSTEM

Our Environmental Management System (EMS) is managed at each manufacturing site by a site-level Environmental, Health, and Safety representative, who ensures that the system is implemented and maintained. The EMS establishes a process to identify elements of the Company’s activities, products, and services at the site level that may interact with the environment and to determine the likelihood and potential severity of environmental impact.

Environmental data from all sites are collected by our Corporate Director of Facilities and reported to our Chief Financial Officer and Chief Operating Officer. We also report ESG topics to the Nominating, Sustainability and Governance Committee of the Board.

Per Benchmark’s Environmental Policy, our sites are committed to continually improving our environmental management system.

As of 2022, all but one of Benchmark’s manufacturing facilities are certified to ISO 14001:2015, the **international standard** that specifies requirements for an effective environmental management system.*

The ISO 14001:2015 standard helps organizations minimize adverse impacts on the environment, comply with applicable laws, regulations, and other requirements, and achieve continual improvement in these areas.

All of our ISO 14001:2015-certified sites are audited internally and externally. It is our policy that all sites must maintain or work towards certification to ISO 14001:2015. Additionally, our EHS policy provides guidance on conforming to these requirements at a minimum.

* Our Moorpark facility, the only facility without an ISO 14001:2015 certification, will discontinue operations by March 31, 2023.



EMS training is provided to employees, and new hires receive an EMS orientation as part of their onboarding to the Company. Our suppliers and vendors that work onsite are notified of ISO 14001:2015 requirements prior to beginning work and must comply with all EMS requirements while on site. Our Environmental and Sustainability Policies are available to all employees, customers, and suppliers on our website. In addition, they are prominently displayed in every Benchmark facility and are regularly reviewed at operational meetings throughout the Company.

Benchmark endorses the Code of Conduct of the Responsible Business Alliance (RBA), which includes requirements for

environment and management systems. We seek the same endorsement from our supply chain partners, requesting that each partner adheres to the RBA Code of Conduct or its equivalent at initial engagement. We then flow these requirements through our commercial contracts to our business partners and supply chain.

As part of our EMS, Benchmark has a well-developed environmental data collection system covering waste, water, energy, and emissions at our sites. Our efforts on waste and water are discussed in the following pages. Energy and emissions reduction updates and data are found in the “Climate Change” chapter of this report.



WASTE

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 whenever possible, and recycling toner cartridges and electronic equipment. Reducing the amount of waste generated and sent to landfill is a central part of Benchmark’s strategy for minimizing our environmental impact.

Our Environmental Policy calls for managing waste properly and encouraging reuse or recycling. In addition, as part of our ISO 14001:2015 requirement, our sites set waste reduction goals and targets. Each Benchmark site has a process for recycling paper and cardboard and electronics reclamation.

Many sites have a designated Waste Coordinator helping to maintain compliance with hazardous and universal waste rules, conducting inspections of hazardous waste storage areas, and identifying opportunities to reduce solid and hazardous waste. Waste data is reported to the General Manager(s) and site leadership team and is aggregated at the Company level.

Collaborating with our Customers to Reduce Waste

We work with customers to enable them to take greater responsibility for their products at end-of-life, including with product innovations. Strong practices in these areas can both lead to cost savings and mitigate risks. Our contract arrangements specify that our customers are responsible for end-of-life products and recycling.

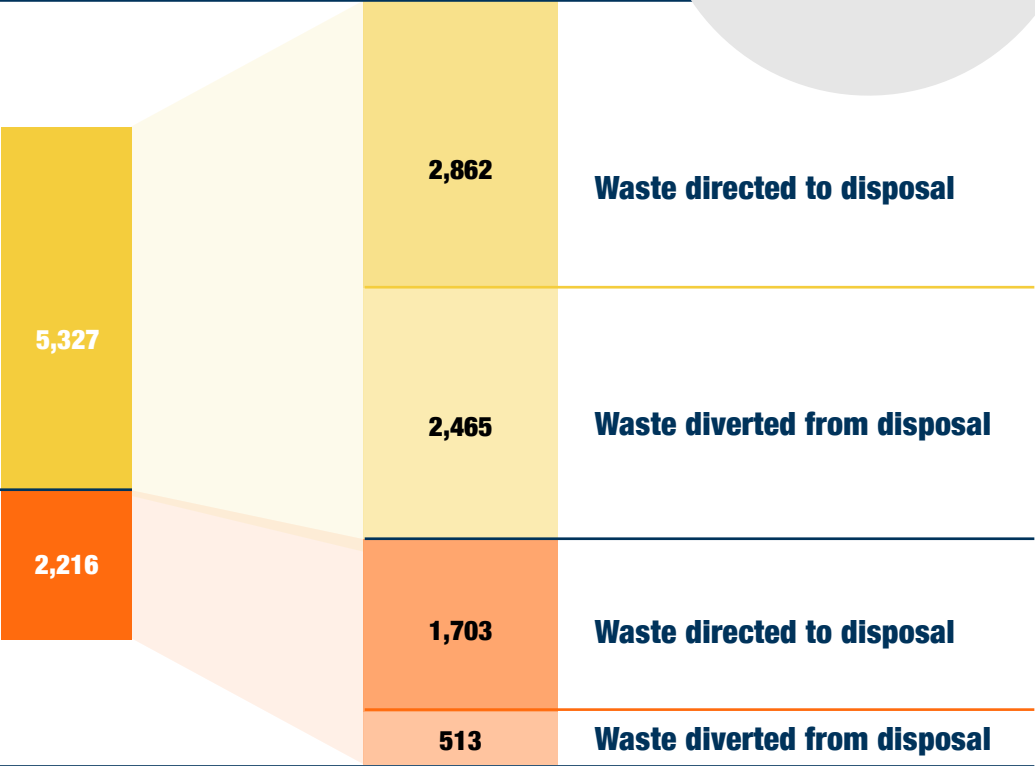


WASTE DATA 2022

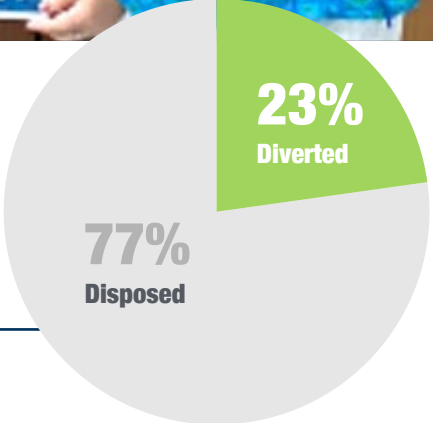
Total Waste Generated (Metric Tons)

Non-hazardous waste generated

Hazardous waste generated



Manufacturing Hazardous Waste Diverted from Disposal

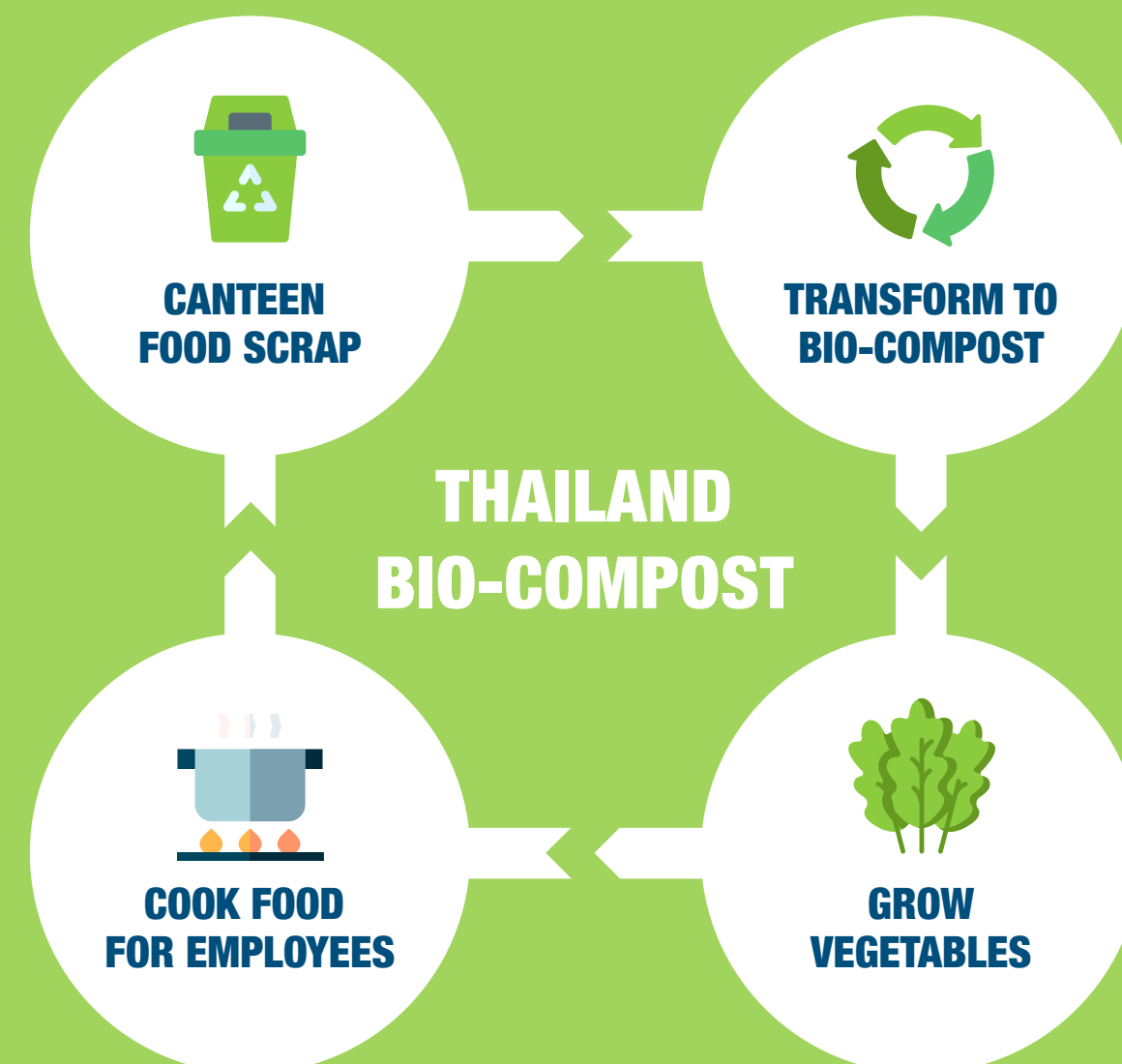
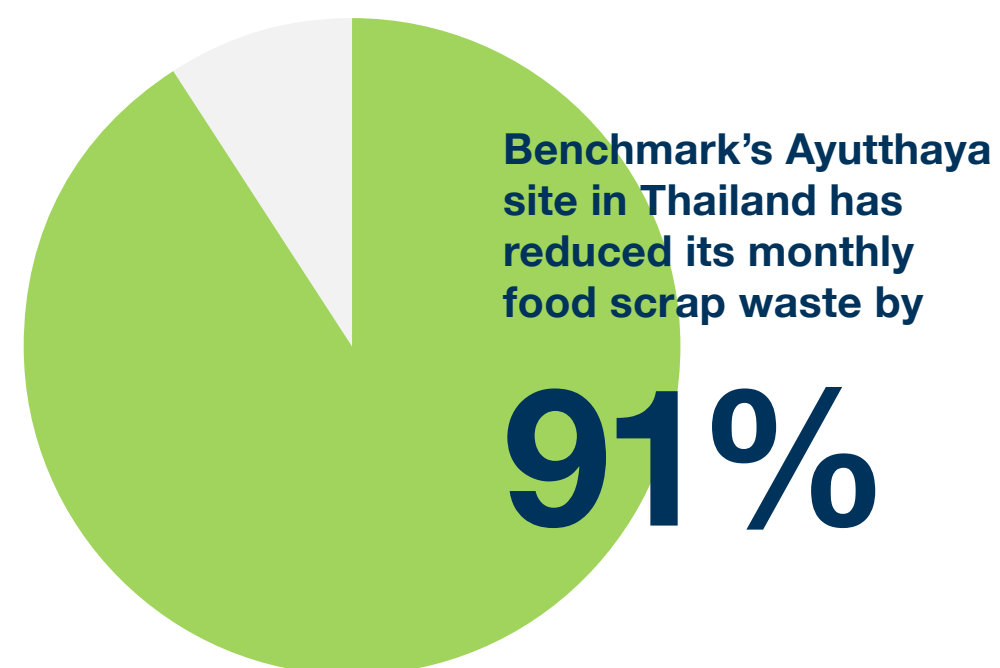




Better management of food scraps is another significant way to reduce waste and emissions and mitigate our climate impacts. In Thailand, a country with a strong farming tradition, our Ayutthaya site uses the food waste from its canteen to create compost. The project diverts the heaviest portion of the waste stream – food scraps – from the landfill, where it would release methane, a potent greenhouse gas. On average, monthly food scrap waste sent to landfill has been reduced by 91%.

Employees use the food scraps to produce a rich soil that is then sold to employees for their gardens at home. From these proceeds, the team has created a garden at our facility. The garden grows winter melons, bananas, and other fruits and vegetables common in Thai cuisine, and the produce is served in the canteen.

Another portion of the compost is sold to raise funds to support sustainability projects in nearby communities.





WATER AND EFFLUENTS

Since water is becoming a scarce resource in many locations around the globe, water management is a priority for Benchmark and the Electronics Manufacturing Services sector. Six of Benchmark’s sites fall within High Baseline Water Stress regions; however, none are located within Extremely High Baseline Water Stress regions. All of Benchmark’s sites comply with local water laws and regulations. Beyond compliance, sites have demonstrated a commitment to water efficiency and conservation by utilizing hands-free faucets, toilets, and water fill stations to limit water usage, among other methods

Our manufacturing processes require the use of certain chemicals that generate hazardous effluents in our process water. According to Benchmark’s EHS policy, described on page 42, each site must determine if a given waste material is hazardous, obtain required permits, and develop procedures to manage hazardous waste. Benchmark is committed to

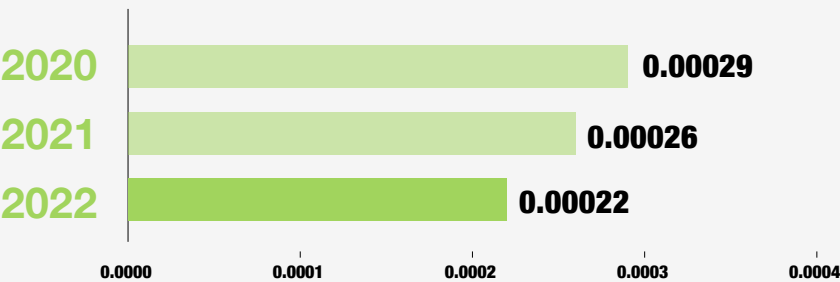
continuous improvement of processes and procedures to reuse and recycle effluents, which helps facilitate lower costs and lowers environmental and reputational risk. We also focus on treating the process water in accordance with local regulations prior to discharge.

We provide support to our customers to understand international laws and regulations governing hazardous waste. These include laws and regulations governing the content, packaging, labeling, disposal, and similar issues concerning the environmental impact of products, such as RoHS (EU Directive 2017/2102 Restriction of Certain Hazardous Substances), WEEE (Directive 2018/849/EU on Waste Electrical and Electronic Equipment), and REACH (EC Regulation No 1907/2006 Registration, Evaluation, Authorization and Restriction of Chemicals, with regulation amendments in Regulation (EU) 2019/1148 of the European Parliament and of the Council of 20 June 2019), as well as similar regulations globally. Through IPC International, Inc., we also participate in efforts to standardize data exchange through the supply chain on these topics.

Water Withdrawal
(thousand cubic meters)



Water Withdrawal Intensity
(thousand cubic meters / thousand \$ revenue)



In 2022 we ran a global competition among our manufacturing sites. Sites that chose to participate used measurable sustainability indicators, and competed for first, second, and third place awards. Entries will be judged by Benchmark’s ESG/ Sustainability Council and our ESG/Sustainability Steering Committee. The winners will be announced at our 2023 Global Leadership meeting.

By competing in the challenge, the participating sites reduced their utility usage, including energy, waste, and water, and engaged their employees in Benchmark’s ESG/Sustainability journey.



6 CLIMATE CHANGE

Benchmark recognizes that climate change is a growing risk for our planet, and we are committed to doing our part to mitigate this risk by placing increased emphasis on environmental consciousness. We have been monitoring emissions and tracking energy reduction plans since 2012, and in 2022, we achieved a Silver rating from EcoVadis, placing Benchmark in the 72nd percentile for our sustainability performance in the areas of the Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

In 2022, Benchmark issued our first Company-wide response to the CDP (formerly the Carbon Disclosure Project) questionnaire on climate change, and earned a C grade. The response details our management and oversight of climate-related issues as well as key risks and opportunities for our Company related to climate change. We also explain our expectations to reduce our emissions through energy efficiency initiatives and procuring electricity from renewable sources.



EMISSIONS

Benchmark complies with all applicable legal and regulatory requirements to control and reduce emissions and energy usage in our operations. We recognize the need to comply with strict environmental standards and the increasing number of environmental laws and regulations in order to protect natural resources for everyone on earth now and in future generations. We are committed to making the necessary investments in systems and technology to ensure compliance and to meet or exceed these standards.

As discussed in the previous chapter, all but one of Benchmark’s manufacturing facilities are certified to ISO 14001:2015, the international standard related to environmental management and systems.* This standard helps organizations minimize environmental impacts from emissions and to comply with applicable laws, regulations, and other requirements.

Benchmark’s global Environmental, Health, and Safety (EHS) Policy calls for all facilities to have

programs to reduce their energy consumption and their greenhouse gas (GHG) emissions.

Historically, the Company’s tracking and progress reviews were done internally across various Company sites and within certain functions. In 2021, we completed a base year emissions inventory for all sites under Benchmark’s operational control, as part of a consolidation of the reporting of all internal monitoring and tracking programs at the corporate level. We took another important step forward in 2022 when we set a Scope 1 and Scope 2 GHG emissions reduction target. We will be tracking and reporting our progress towards this goal.

Benchmark is pursuing opportunities to expand our renewable energy use by procuring renewable electricity, where available, and installing solar panels on a site-by-site basis. In 2022, Benchmark installed rooftop solar panels at production facilities in Korat, Thailand, generating up to 160KW of AC electricity, or 2% of its annual energy use.

* Our Moorpark facility, the only facility without an ISO 14001:2015 certification, will discontinue operations by March 31, 2023.



Our GHG Emissions Reduction Target:

15% ^{BY} 2025

We are committed to reducing our absolute Scope 1 and Scope 2 GHG emissions by 15% by 2025 from a 2021 base year



ENERGY

Our emissions tracking points to improving energy efficiency as the most cost effective and impactful way to reduce our CO₂ emissions.

Energy management is considered part of our Company's critical business activities, as well as our GHG emissions mitigation strategy. Our sites follow a structured approach to energy management that includes established procedures to ensure short-term and long-term results, overseen by a senior manager in concert with an Energy Team comprised of members from each key energy-using process within the site. This senior manager is responsible for tracking, communicating progress, and transferring the knowledge gained through energy audits across the organization.



ENERGY MANAGEMENT PRINCIPLES

Benchmark understands that energy management involves changing a company's culture along with changing out inefficient equipment. To that end, we have developed a set of principles that we communicate Company-wide to reduce energy use:

Prioritize

Make energy management a priority. Everyone must recognize that reducing energy use is an important business objective and incorporate it into their decision-making.

Commit

Every level of the organization must commit to continuous energy efficiency improvement.

Accountability

To save energy, someone must take responsibility for achieving that goal. This responsibility is designated to the site Energy Team Leader.

Sustainability

It is critical to recognize that energy-efficient equipment and products may cost more initially but their use will save more money over time.

Continuous Improvement

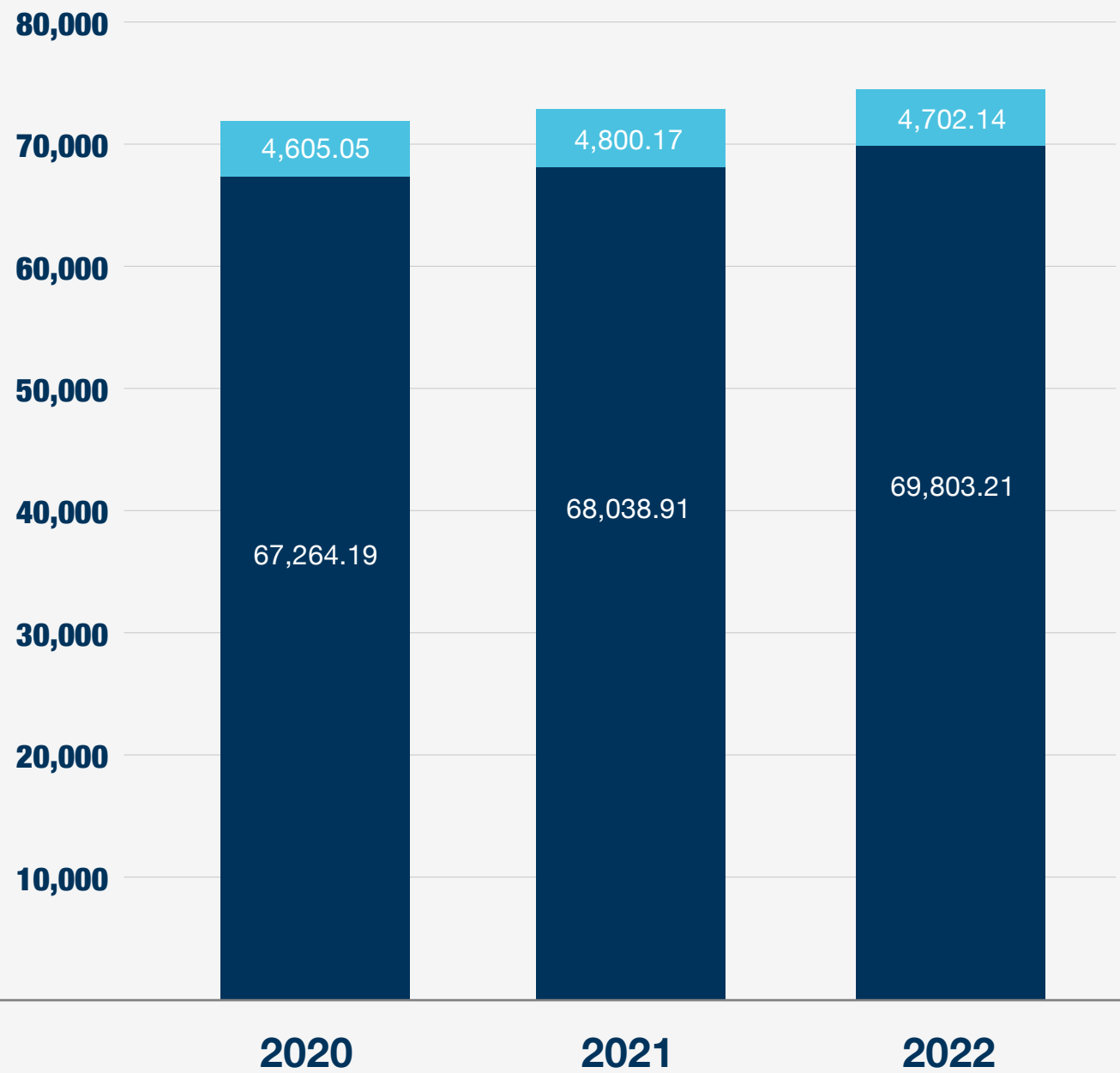
Successful energy management involves more than just installing a few energy-efficient technologies. It involves establishing a committed Company-wide program to manage energy continuously as a function of the business.



ABSOLUTE GHG EMISSIONS (SCOPE 1 & 2)

74,505 tCO₂e in 2022
(tons of carbon dioxide equivalent)

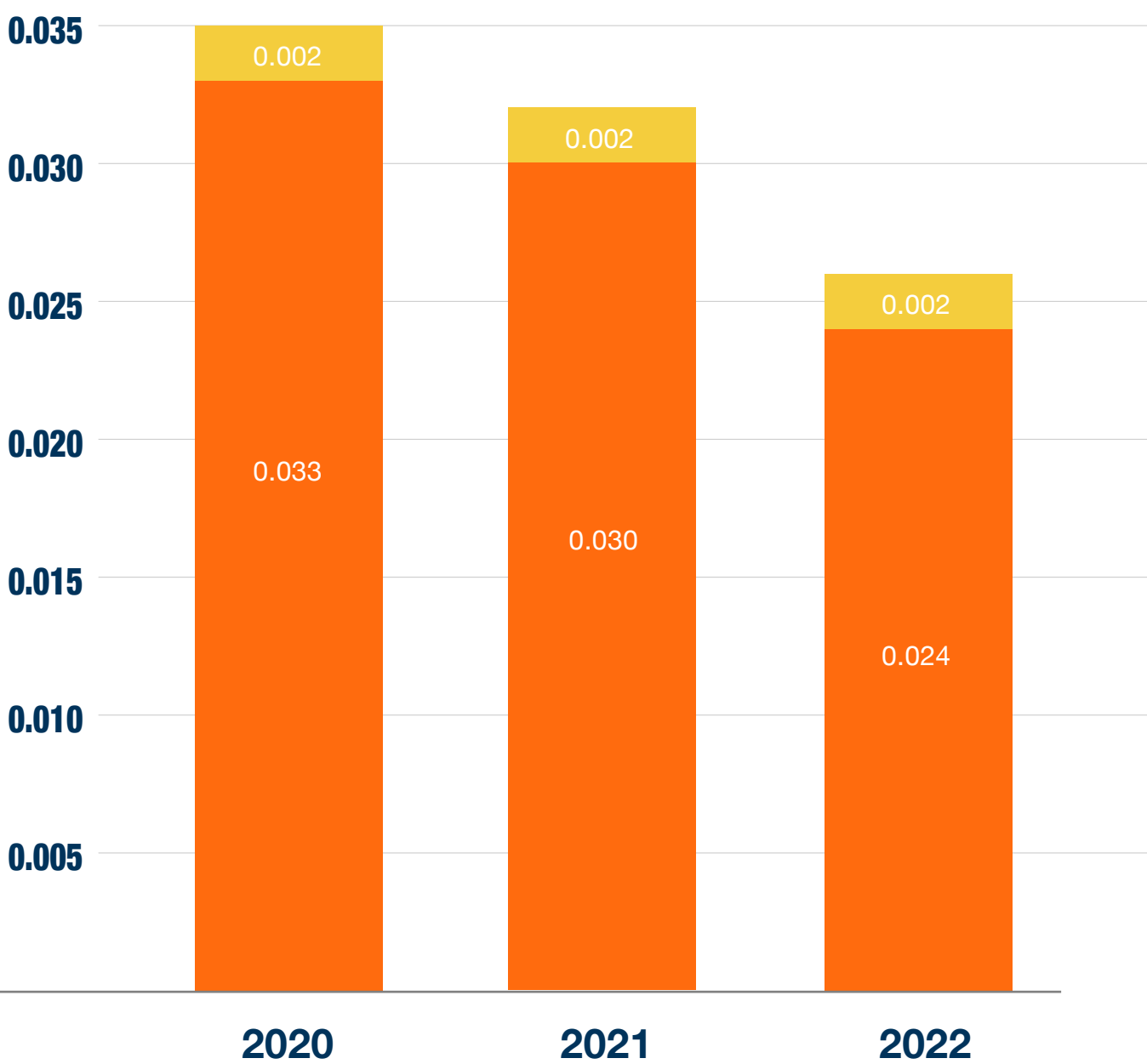
Scope 1 Scope 2 (market-based)



EMISSIONS INTENSITY (SCOPE 1 & 2)

0.026 in 2022
(tCO₂e / thousand \$ revenue)

Scope 1 Scope 2 (market-based)





We have identified and shared opportunities for continued improvement on energy efficiency Company-wide and launched several global initiatives designed to reduce energy consumption in our facilities. We are continuously researching and designing innovative ways to boost efficiency, such as utilizing high-efficiency electrical equipment including LED and motion detector lighting, solar panels, and high-efficiency HVAC units. This process has resulted in efficient adjustments to our steam systems, cooling towers, motor systems and pumps, compressed air systems, and lighting.

We closely monitor the status of our buildings and equipment. As equipment nears the end of its life, we pursue investment in more energy-efficient options. We also share knowledge Company-wide as preferred alternatives are identified and improvements are made.



In 2022, Benchmark completed a project to install solar panels on the rooftop of our facility in Korat, Thailand, that generates up to

160KW
of AC electricity.





PRODUCT INNOVATIONS IN CLEANTECH AND HEALTH

Benchmark is a global leader in providing innovative product design and engineering services and technology solutions for a variety of industries. As the world shifts to renewable energy and low-emission products across industries, we anticipate increased customer demand for our services.

Many of our customers are already involved in designing and manufacturing products in the clean energy and clean technology sectors – commonly referred to as “cleantech.” We utilize our global network of experts in engineering, manufacturing, and lifecycle management to serve our customers with cutting-edge technology and reduce their products’ time-to-market and time-to-volume production.

Benchmark is proud to provide manufacturing services to the following customers as they take on environmental, energy, and health challenges around the world.



ZOLL Medical’s AED Plus Defibrillator guides rescuers through the process of performing high-quality CPR, and if needed, deliver a potentially lifesaving shock to the heart.








The handheld **Fluke ii900 Industrial Acoustic Imager** enables facilities to quickly and accurately locate air, gas, and vacuum leaks in compressed air systems.

Copeland™ scroll variable speed compressors and drives are engineered to help save energy and provide environmentally friendly air-conditioning solutions that enhance human health and protect the environment.



ENERGY STAR certified Sensi™ smart thermostats enable customers to reduce their energy consumption and carbon footprint.

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-  **SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) TABLE**

APPENDIX



SOCIAL DATA TABLES

TOPIC	2020	2021	2022
EMPLOYMENT			
Diversity by Gender			
Female	-	915 ¹	5,405 ²
Male	-	1,821 ¹	4,682 ²
Not Specified	-	1 ¹	33 ²
Diversity by Age			
18-30	-	304 ¹	2,432 ²
31-40	-	344 ¹	2,552 ²
41-50	-	636 ¹	2,653 ²
>50	-	1,453 ¹	2,483 ²
Diversity by Race (U.S. only)			
Asian	-	16.2%	15.4%
Black or African American	-	5.1%	5.8%
Hispanic or Latino	-	14.1%	12.7%
Native Hawaiian or Other Pacific Islander	-	0.6%	0.4%
American Indian or Alaska Native	-	0.5%	0.4%
White	-	60.9%	61.1%
Two or more races	-	1.3%	1.5%
Decline to answer	-	1.3%	2.7%

TOPIC	2020	2021	2022
Total Headcount			
Global	11,234	12,058	13,475
USA	2,949	2,763	3,181
Employee Headcount by Type ³			
Number of regular employees	9,892	10,900	11,873
Number of temporary employees	1,342	1,158	1,411
Number of part-time employees	131	150	191
NEW HIRES			
Number of New Hires by Gender			
Female	1,871	2,718	4,187
Male	2,138	2,683	3,585
Rate of New Hires by Gender ⁴			
Female	17%	23%	31%
Male	19%	22%	27%
Number of New Hires by Age			
18-30	2,156	3,071	4,313
31-40	1,089	1,423	2,059
41-50	455	598	980
>50	309	309	420

1 - 2021 data reflects U.S.-based employees only and does not include part-time employees.

2 - 2022 data excludes three manufacturing facilities and does not include part-time employees for the U.S.

3 - Data listed in this section is approximate.

4 - Rate of new hires was calculated using the end of year global headcount.



SOCIAL DATA TABLES

TOPIC	2020	2021	2022
Rate of New Hires by Age ⁴			
18-30	19%	25%	32%
31-40	10%	12%	15%
41-50	4%	5%	7%
>50	3%	3%	3%
Number of New Hires by Region			
Americas	1,884	2,286	4,375
Europe	276	620	695
Asia	1,849	2,495	2,702
Rate of New Hires by Region ⁴			
Americas	17%	19%	32%
Europe	2%	5%	5%
Asia	16%	21%	20%
EMPLOYEE TURNOVER			
Employee Turnover by Gender ^{5,6}			
Female	1,866	2,740	3,123
Male	2,118	2,531	2,815
Rate of Employee Turnover by Gender ^{5,6,7}			
Female	17%	23%	23%
Male	19%	21%	21%

TOPIC	2020	2021	2022
Employee Turnover by Age ⁶			
18-30	1,879	2,562	3,166
31-40	1,203	1,479	1,591
41-50	469	660	740
>50	493	570	441
Rate of Employee Turnover by Age ^{6,7}			
18-30	17%	21%	23%
31-40	11%	12%	12%
41-50	4%	5%	5%
>50	4%	5%	3%
Employee Turnover by Region			
Americas ⁶	1,895	2,585	3,214
Europe	327	380	489
Asia	1,822	2,306	2,235
Rate of Employee Turnover by Region ⁷			
Americas ⁶	17%	21%	24%
Europe	3%	3%	4%
Asia	16%	19%	17%

4 - Rate of new hires was calculated using the end of year global headcount.
 5 - 2020 data excludes one manufacturing facility.
 6 - 2021 data has been revised because one manufacturing facility provided updated data.
 7 - Rate of turnover was calculated using the end of year global headcount.



SOCIAL DATA TABLES

TOPIC	2020	2021	2022
Parental Leave ⁸			
Employees who took parental leave	132	119	93
Employees returned to work after parental leave ⁹	104	110	92
Number of work stoppages	0	0	0
Total days idle	0	0	0
LOCAL PROCUREMENT			
Proportion of Spending on Local Suppliers (by region)			
Americas	90%	87%	87%
Asia	71%	67%	69%
Europe	86%	80%	79%
HEALTH & SAFETY			
Total hours worked	26,841,240	26,367,849	30,802,508
Hours worked - employee	24,330,176	24,137,918	28,765,596
Hours worked - contractor	2,511,064	2,229,931	2,036,912
Total fatalities as a result of work-related injury	0	0	0
Fatalities as a result of work-related injury - employee	0	0	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.00	0.00
Fatalities as a result of work-related injury - contractor	0	0	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.00	0.00
Total fatalities as a result of work-related ill health ¹⁰	1	0	0
Fatalities as a result of work-related ill health - employee	1	0	0
Fatalities as a result of work-related ill health - contractor	0	0	0

TOPIC	2020	2021	2022
Total high-consequence work-related injuries	4	5	9
High-consequence work-related injuries - employee	3	5	9
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.02	0.04	0.06
High-consequence work-related injuries - contractor	1	0	0
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.08	0.00	0.00
Total recordable work-related injuries	66	100	110
Recordable work-related injuries - employee	59	93	103
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.48	0.77	0.72
Recordable work-related injuries - contractor	7	7	7
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.56	0.63	0.69
Total cases of recordable work-related ill health ¹⁰	22	4	22
Cases of recordable work-related ill health - employee	22	4	22
Cases of recordable work-related ill health - contractor	0	0	0

8 - Data excludes U.S.-based employees.

9 - 2020 data excludes one manufacturing facility.

10 - 2020-2021 data excludes one manufacturing facility.



SOCIAL DATA TABLES

TOPIC	2020	2021	2022
Near miss frequency rate (NMFR)			
Near misses - employee	33	101	71
NMFR (near misses per 200,000 hours worked)	0.27	0.84	0.49
Near misses - contractor	1	1	0
NMFR (near misses per 200,000 hours worked)	0.08	0.09	0.00
TRAINING			
Total number of training hours provided to employees ¹¹	-	-	33,830
Average number of training hours provided to employees ¹²	-	-	2.5
Total number of training hours provided to female employees ¹³	-	-	12,860
Average number of training hours provided to female employees ¹⁴	-	-	2.4
Total number of training hours provided to male employees ¹³	-	-	19,412
Average number of training hours provided to male employees ¹⁵	-	-	4.1
Total number of training hours provided to full-time employees ¹¹	-	-	28,523
Average number of training hours provided to full-time employees ¹⁶	-	-	2.4
Total number of training hours provided to temporary employees	-	-	5,307
Average number of training hours provided to temporary employees ¹⁷	-	-	3.8

11 - Data excludes one manufacturing facility.

12 - Average was calculated using the end of year global headcount.

13 - Data excludes four manufacturing facilities.

14 - Average was calculated using the end of year female headcount.

15 - Average was calculated using the end of year male headcount.

16 - Average was calculated using the end of year regular employee headcount.

17 - Average was calculated using the end of year temporary employee headcount.



ENVIRONMENTAL DATA TABLES

TOPIC	2020	2021	2022
ENERGY			
Energy consumption within the organization (gigajoules)	568,627	572,127	584,061
Electricity	514,499	514,081	526,745
Natural Gas	44,467	48,070	48,046
Diesel	1,985	2,690	2,595
Gasoline	2,944	2,307	1,915
Fuel Oil	4,732	4,979	4,760
Energy intensity (gigajoules / thousand \$ revenue)	.276956	.253679	.202377
WATER			
Total water withdrawn (gallons)	155,071,207	154,183,766	164,447,721
Total water withdrawn (thousand cubic meters)	587.01	583.65	622.5
Percentage withdrawn in regions with High or Extremely High Baseline Water Stress	31.8%	32.2%	36.8%
Water withdrawal intensity (thousand cubic meters / thousand \$ revenue)	.00029	.00026	.00022
EMISSIONS			
Direct (Scope 1) GHG emissions (tCO2e)	4,605.05	4,800.17	4,702.14
Energy indirect (Scope 2) GHG emissions (tCO2e, market-based)	67,264.19	68,038.91	69,803.21

TOPIC	2020	2021	2022
Energy indirect (Scope 2) GHG emissions (tCO2e, location-based)	66,960.22	67,729.65	69,714.85
GHG emissions intensity (Scope 1 and 2 [market-based] tCO2e / thousand \$ revenue)	.035005	.032297	.025816
GHG emissions intensity (Scope 1 and 2 [market-based] tCO2e / sq ft)	.0208	.0210	.0198
WASTE ¹⁸			
Total Waste Generated (metric tons)	3,826	4,908	7,543
Hazardous waste generated	1,059	1,398	2,216
Non-hazardous waste generated ¹⁹	2,767	3,510	5,327
Total Weight of Waste Diverted from Disposal (metric tons)	1,491	1,612	2,978
Hazardous waste diverted	519	437	513
Non-hazardous waste diverted ¹⁹	972	1,175	2,465
Total Weight of Waste Directed to Disposal (metric tons)	2,335	3,296	4,564
Hazardous waste directed to disposal	540	961	1,703
Non-hazardous waste directed to disposal ¹⁹	1,795	2,335	2,862
Manufacturing Hazardous Waste Recycled (percentage)	49%	31%	23%

18 - 2021 data excludes one manufacturing facility.

19 - 2022 data excludes one manufacturing facility.







GOVERNANCE DATA TABLES

TOPIC	2020	2021	2022
DIRECTORS			
Total Directors	9	9	9
BOARD DIVERSITY			
Gender			
Female	22%	22%	22%
Male	78%	78%	78%
Age group			
<30	0%	0%	0%
30-50	0%	0%	0%
>50	100%	100%	100%
Ethnicity			
White	100%	89%	89%
Asian	0%	11%	11%
Directors Born Outside of the U.S.	1	2	2
BOARD INDEPENDENCE			
Number of Independent Directors	8	8	8



GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	ORGANIZATIONAL PROFILE		
	102-1 Name of the organization	Benchmark Electronics, Inc.	
	102-2 Activities, brands, products, and services	2021 Annual Report , Business, pages 1-8	
	102-3 Location of headquarters	2021 Annual Report , Properties, back cover	
	102-4 Location of operations	2021 Annual Report , Properties, page 27	
	102-5 Ownership and legal form	2021 Annual Report , Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters, page 71 2021 Annual Report , Corporate and Shareholder Data, page 79	
	102-6 Markets served	2021 Annual Report , Business, pages 1-14 2021 Annual Report , Segment and Geographic Information, pages 61-62	
	102-7 Scale of the organization	2021 Annual Report , Business , pages 1-14 2021 Annual Report , Revenue, page 62-64 2021 Annual Report , Financial Statements and Supplementary Data, page 40-44	
	102-8 Information on employees and other workers	Chapter 3: Human Capital Management, page 24 2021 Annual Report , Human Capital Management, pages 11-13	 
	102-9 Description of the organization's supply chain	Chapter 2: Risk Management, page 17 2021 Annual Report , Supply Chain, Order Fulfillment, and Aftermarket Support Services, pages 7-8	
	102-10 Significant changes to the organization and its supply chain	There were no significant changes to the organization nor its supply chain in the reporting year.	
	102-11 Precautionary principle or approach	Chapter 5: Environmental Management, page 41	
	102-12 External initiatives	Chapter 2: Risk Management, page 17	
	102-13 Membership of associations	Chapter 2: Risk Management, page 17	




GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
GRI 102: General Disclosures 2016	STRATEGY		
	102-14 Statement from senior decision-maker	Letter from the President and CEO, page 3 Letter from the Board Chair, page 4	
	102-15 Key impacts, risks, and opportunities	2021 Annual Report, Risk Factors, pages 14-27	
	ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behavior	Letter from the President and CEO, page 3 Code of Conduct	
	102-17 Mechanisms for advice and concerns about ethics	Chapter 1: Corporate Governance, page 10 Code of Conduct, page 8 EthicsPoint Helpline	
	GOVERNANCE		
	102-18 Governance structure	Chapter 1: Corporate Governance, page 10 2022 Proxy Statement, Election of Directors, pages 17-19	
	102-20 Executive-level responsibility for economic, environmental, and social topics	Chapter 1: Corporate Governance, page 10 2022 Proxy Statement, Election of Directors, page 13 Nominating, Sustainability & Governance Committee Charter, pages 2-3	
	102-22 Composition of the highest governance body and its committees	Chapter 1: Corporate Governance, page 10 Board of Directors Webpage 2022 Proxy Statement, Election of Directors, pages 3-19	 
	102-23 Chair of the highest governance body	2022 Proxy Statement, Election of Directors, page 3	
	102-24 Nominating and selecting the highest governance body	Nominating, Sustainability and Governance Committee Charter 2022 Proxy Statement, Election of Directors, pages 3-19	 
	102-25 Conflicts of interest	2022 Proxy Statement, page 11, 17-19	
	102-26 Role of highest governance body in setting purpose, values, and strategy	Chapter 1: Corporate Governance, page 10 Nominating, Sustainability and Governance Committee Charter	
	102-27 Collective knowledge of highest governance body	2022 Proxy Statement, Election of Directors, pages 3-8	













GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
GRI 102: General Disclosures 2016	102-28 Evaluating the highest governance body's performance	Chapter 1: Corporate Governance, page 10 Nominating, Sustainability and Governance Committee Charter 2022 Proxy Statement , page 19	
	102-29 Identifying and managing economic, environmental, and social impacts	Chapter 2: Risk Management, page 17 Nominating, Sustainability and Governance Committee Charter	
	102-30 Effectiveness of risk management processes	Chapter 2: Risk Management, page 17 Audit Committee Charter	
	102-31 Review of economic, environmental, and social topics	Chapter 1: Corporate Governance, page 10 2021 Annual Report , ESG & Sustainability, pages 9-11 2022 Proxy Statement , Commitment to Environmental, Social & Governance (ESG) & Sustainability, pages 12-16	
	102-35 Remuneration policies	2022 Proxy Statement , Compensation Discussion and Analysis, pages 20-40	
	102-36 Process for determining remuneration	2022 Proxy Statement , Compensation Discussion and Analysis, pages 20-40 Human Capital and Compensation Committee Charter	
	102-37 Stakeholders' involvement in remuneration	Chapter 1: Corporate Governance, page 10 2022 Proxy Statement , Compensation Discussion and Analysis, page 22	
	102-38 Annual total compensation ratio	2022 Proxy Statement , Compensation Tables and Narratives, page 38	
	102-39 Percentage increase in annual total compensation ratio	2022 Proxy Statement , Compensation Tables and Narratives, page 38 2021 Proxy Statement , Executive Compensation, page 29	
	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	Assessment of Priorities, page 7	
	102-41 Collective bargaining agreements	2021 Annual Report , page 13 Human Capital Management, page 24	
	102-42 Identifying and selecting stakeholders	Assessment of Priorities, page 7	
	102-43 Approach to stakeholder engagement	Chapter 3: Human Capital Management, page 24 2022 Proxy Statement , Compensation Discussion and Analysis, page 22	
	102-44 Key topics and concerns raised	Assessment of Priorities, page 7	

















GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
GRI 102: General Disclosures 2016	REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	2021 Annual Report, Note 14 to Consolidated Financial Statements, pages 61-62	
	102-46 Defining report content and topic boundaries	About This Report, page 70	
	102-47 List of material topics	Assessment of Priorities, page 7	
	102-48 Restatements of information	2021 employee turnover data has been revised because one manufacturing facility provided updated data. Prior year local supplier spend has also been updated.	
	102-49 Changes in reporting	No changes in reporting	
	102-50 Reporting period	About This Report, page 70	
	102-51 Date of most recent report	March 2022	
	102-52 Reporting cycle	Annual	
	102-53 Contact point for questions regarding the report	info@bench.com	
	102-54 Claims of reporting in accordance with the GRI Standards	About This Report, page 70	
	102-55 GRI content index	Appendix, page 60	
	102-56 External assurance	No external assurance provided at this time	
ECONOMIC TOPICS			
PROCUREMENT PRACTICES			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Risk Management, page 17	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 2: Risk Management, page 17 Data Tables, page 54	



GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
ANTI-CORRUPTION			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 1: Corporate Governance, page 10	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter 1: Corporate Governance, page 10	
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 1: Corporate Governance, page 10	
ENVIRONMENTAL TOPICS			
ENERGY			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 6: Climate Change, page 47	   
GRI 204: Procurement Practices 2016	302-1 Energy consumption within the organization	Chapter 6: Climate Change, page 47 Data Tables, page 58	
	302-3 Energy intensity	Chapter 6: Climate Change, page 47 Data Tables, page 58	
	302-5 Reductions in energy requirements of products and services	Chapter 6: Climate Change, page 47	
WATER AND EFFLUENTS			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 5: Environmental Management, page 41	    
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 5: Environmental Management, page 41	
	303-2 Management of water discharge-related impacts	Chapter 5: Environmental Management, page 41	
	303-3 Water withdrawal	Chapter 5: Environmental Management, page 41 Data Tables, page 58	

GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
EMISSIONS			
GRI 103: Management Approach 2016 GRI 305: Emissions 2016	103-1-103-3 Aspects of the Management Approach	Chapter 6: Climate Change, page 47	    
	305-1 Direct (Scope 1) GHG emissions	Chapter 6: Climate Change, page 47 Data Tables, page 58	
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 6: Climate Change, page 47 Data Tables, page 58	
	305-4 GHG emissions intensity	Chapter 6: Climate Change, page 47 Data Tables, page 58	
WASTE			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 5: Environmental Management, page 41	    
	306-2 Management of significant waste-related impacts	Chapter 5: Environmental Management, page 41	
	306-3 Waste generated	Chapter 5: Environmental Management, page 41 Data Tables, page 58	    
	306-4 Waste diverted from disposal	Chapter 5: Environmental Management, page 41 Data Tables, page 58	
	306-5 Waste directed to disposal	Chapter 5: Environmental Management, page 41 Data Tables, page 58	    
	103-1-103-3 Aspects of the Management Approach	Chapter 6: Climate Change, page 47	
	305-1 Direct (Scope 1) GHG emissions	Chapter 6: Climate Change, page 47 Data Tables, page 58	
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-4 GHG emissions intensity		

GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Risk Management, page 17	
	GRI 308: Supplier Environmental Assessment 2016 308-1 New suppliers that were screened using environmental criteria	Chapter 2: Risk Management, page 17	
SOCIAL TOPICS			
EMPLOYMENT			
GRI 103: Management Approach 2016 GRI 401: Employment 2016	103-1-103-3 Aspects of the Management Approach	Chapter 3: Human Capital Management, page 24	 
	401-1 New employee hires and employee turnover	Data Tables, page 54	  
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 3: Human Capital Management, page 24	 
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2016 GRI 403: Occupational Health and Safety 2018	103-1-103-3 Aspects of the Management Approach	Chapter 3: Human Capital Management, page 24	
	403-1 Occupational health and safety management system	Chapter 3: Human Capital Management, page 24	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 3: Human Capital Management, page 24	
	403-3 Occupational health services	Chapter 3: Human Capital Management, page 24	 
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 3: Human Capital Management, page 24	
	403-5 Worker training on occupational health and safety	Chapter 3: Human Capital Management, page 24	
	403-6 Promotion of worker health	Chapter 3: Human Capital Management, page 24	

GRI STANDARD	DISCLOSURE	REPORT LOCATION OR EXTERNAL BENCHMARK REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
	403-8 Workers covered by an occupational health and safety management system	Chapter 3: Human Capital Management, page 24	  
	403-9 Work-related injuries	Chapter 3: Human Capital Management, page 24 Data Tables, page 54	
	403-10 Work-related ill health	Chapter 3: Human Capital Management, page 24 Data Tables, page 54	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 3: Human Capital Management, page 24	 
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 3: Human Capital Management, page 24 Data Tables, page 54	
HUMAN RIGHTS ASSESSMENT			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Risk Management, page 17	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Chapter 2: Risk Management, page 17	
LOCAL COMMUNITIES			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 4: Our Community, page 36	 
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 4: Our Community, page 36	
SUPPLIER SOCIAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the Management Approach	Chapter 2: Risk Management, page 17	  
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter 2: Risk Management, page 17	



TASK FORCE ON CLIMATE-RELATED DISCLOSURES (TCFD) TABLE

TCFD ELEMENT	DISCLOSURE	REPORT LOCATION
GOVERNANCE	a) Describe the board’s oversight of climate-related risks and opportunities	Letter from the Board Chair, page 4 Chapter 1: Corporate Governance, page 10 Chapter 2: Risk Management, page 17 2022 Climate Change CDP Disclosure, item C1.1b
	b) Describe management’s role in assessing and managing climate-related risks and opportunities	Chapter 2: Risk Management, page 17 2022 Climate Change CDP Disclosure, items C1.2 and C1.2a
STRATEGY	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2021 Annual Report , Risk Factors, pages 19 & 22 2022 Climate Change CDP Disclosure, items C2.1, C2.3, C2.3a, C2.4, C2.4a
RISK MANAGEMENT	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Chapter 2: Risk Management, page 17
	b) Describe the organization’s processes for managing climate-related risks.	Chapter 2: Risk Management, page 17 Chapter 6: Climate Change, page 47 2021 Annual Report , Risk Factors, pages 19 & 22
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Chapter 2: Risk Management, page 17 2022 Climate Change CDP Disclosure, item C2.2
METRICS AND TARGETS	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Chapter 6: Climate Change, page 47 2022 Climate Change CDP Disclosure, items C6.1 and 6.3 Data Tables, page 58
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Chapter 6: Climate Change, page 47



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) TABLE

SASB TOPIC	ACCOUNTING METRIC	CODE	REPORT LOCATION
WATER MANAGEMENT	(1) Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress	TC-ES-140a.1	Chapter 5: Environmental Management, page 41 Data Tables, page 58
WASTE MANAGEMENT	Amount of hazardous waste from manufacturing, percentage recycled	TC-ES-150a.1	Chapter 5: Environmental Management, page 41 Data Tables, page 58
LABOR PRACTICES	(1) Number of work stoppages and (2) total days idle	TC-ES-310a.1	Data Tables, page 54
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	TC-ES-440a.1	Chapter 2: Risk Management, page 17
ACTIVITY METRICS	Number of manufacturing facilities	TC-ES-000.A	21 manufacturing facilities
	Area of manufacturing facilities	TC-ES-000.B	3,545,000 square feet
	Number of employees	TC-ES-000.C	13,475 employees



ABOUT THIS REPORT

Our 2022 Sustainability Report covers data and metrics from January 1 to December 31, 2022, unless otherwise noted, with three years of data generally provided for context. The Sustainability Report covers sites under our operational control and includes our subsidiaries unless otherwise noted. Exclusions are noted where applicable.

This report was prepared in accordance with the Global Reporting Initiative (GRI) Core option and the Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing 2018 Sustainability Accounting Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. We have also mapped our progress on priority topics aligned with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 60.

Benchmark is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders. This is our second annual Sustainability Report, using our priority-based approach to disclosure. In 2021, we focused on collecting baseline ESG data and mapping ESG priorities against our actions. In 2022, we are continuing to make progress on our initiatives and have set goals and targets.

FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical or current facts, including statements regarding our future business expectations and our environmental and other sustainability plans, goals and related timeframes, are forward-looking. The words “will,” “may,” “designed to,” “believe,” “should,” “would,” “could,” “anticipate,” “plan,” “expect,” “intend,” “estimate,” “goals,” “opportunity,” “future,” “to be,” “achieve,” “grow,” “commit,” “seeks,” “targets,” “continues,” “likely,” “possible,” “might,” “potentially,” “will,” “on track,” “working to,” “encourage,” “strive,” “endeavor,” “looking forward,” “efforts,” and variations of such words and similar expressions are forward-looking statements which apply

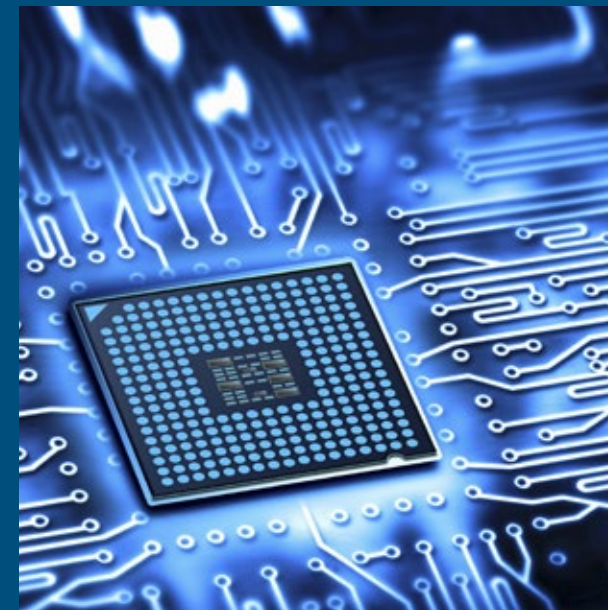
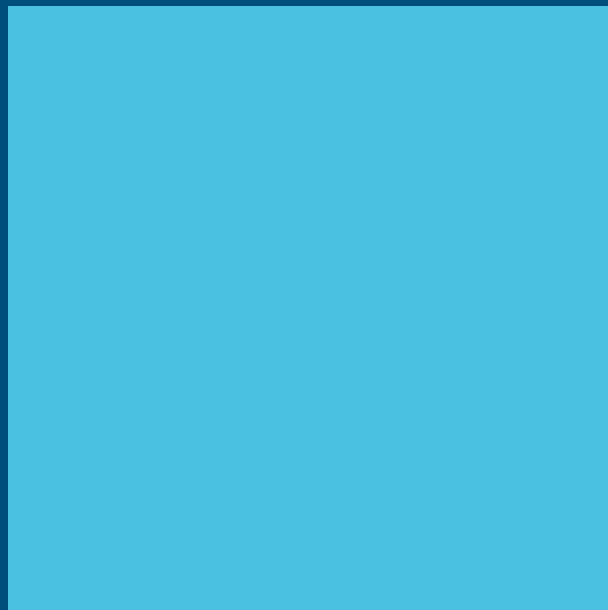
only as of the date of this report. The forward-looking statements included in this report are provided to assist readers in understanding the Company’s current goals and plans regarding our sustainability and Environmental, Social and Governance (“ESG”) initiatives and objectives. Because these forward-looking statements are subject to risks and uncertainties, actual results could differ materially from the expectations discussed in the report and uncertainties and other factors, many of which are beyond the Company’s control, could cause the actual outcomes and results, including the achievement of our sustainability and ESG targets, goals, objectives, commitments and/or the implementation of our sustainability and/or ESG initiatives to differ materially from those expressed or implied in such statements, including among others, the cost of implementing our sustainability and/or ESG initiatives, our ability to execute on our sustainability

and/or ESG target and objectives as planned, the effectiveness and impact of intended actions, and the impact of changing legislation and regulations. For identification and discussion of these and other risks, uncertainties and assumptions relating to the Company’s operational and financial performance, please refer to our public filings, which can be accessed at www.bench.com, including those discussed under Part I, Item 1A of the Company’s Annual Report on Form 10K for the year ended December 31, 2022, and in any of the Company’s subsequent reports filed with the Securities and Exchange Commission. The forward-looking statements contained in this report are based on various assumptions, many of which involve factors that are beyond the Company’s reasonable control. The Company’s material assumptions include those related to our ability to successfully implement our sustainability and ESG initiatives

as intended, to further invest in renewable energy, to enhance cross-functional collaboration to operationalize our ESG initiatives across the Company, and our ability to engage our suppliers on sustainability and ESG practices. Although the Company believes its assumptions are reasonable under current circumstances, they may not prove to be accurate, which could cause actual results to differ materially and adversely from those that would have been achieved had such assumptions been correct. Undue reliance should not be placed on any forward-looking statements, as they are not guarantees of performance. All forward-looking statements included in this report are based upon information available to the Company as of the date of this document, and the Company assumes no obligation to update them.



Building a Sustainable Future



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