



▶ **Benchmark[®]**

Sustainability Report 2021



TABLE OF CONTENTS



Introduction	2
Letter from the President and CEO	3
Letter from the Board Chair	4
About Our Company	5
Assessment of Priorities	7
I. Governance	8
Corporate Governance	9
Risk Management	14
II. Social	18
Human Capital Management	19
Local Communities	26
III. Environmental	28
Environmental Management	29
Climate Change	33
IV. Appendix	37
Data Tables	38
Global Reporting Initiative (GRI) Content Index	46
Task Force on Climate-related Financial Disclosures (TCFD) Index	54
Sustainability Accounting Standards Board (SASB) Index	55
About This Report	56



Letter from the President and CEO

I am pleased to present Benchmark's first annual Sustainability Report. This report marks a major step forward on our sustainability journey, as it formalizes our commitment to regularly communicate our Environmental, Social, and Governance (ESG) priorities and progress. We began this journey in 2020 with the establishment of our ESG/Sustainability council and the publishing of our first Sustainability Accounting Standards Board (SASB) Fact Sheet in the first quarter of 2021. These were important milestones for us that intensified the operational rigor required to achieve our sustainability goals.

With this inaugural sustainability report, we are further enhancing the quality of our sustainability disclosures by incorporating additional ESG reporting frameworks, such as the Task Force on Climate-Related Financial Disclosure (TCFD), the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UN SDGs). The report also highlights the key initiatives we have underway and provides baseline data for important ESG measures such as Greenhouse Gas Emissions (GHG), energy and water usage and human resource metrics.

Since our founding in 1979, Benchmark has grown steadily to become a global leader in providing outsourced design and manufacturing services and solutions to original equipment manufacturers (OEMs) across a broad range of industries. Over the years, we have built a reputation for excellence and continue to work tirelessly to fulfill our vision to solve the most complex problems for our customers and create innovative products that no one imagined were possible. We are committed to fulfilling this vision, building upon our culture of excellence and promoting sustainability through our core values.

The world continues to face unprecedented challenges from the COVID-19 pandemic, which has taken an enormous toll on people and economies worldwide and has also impacted our own employees and our Benchmark business. During this difficult time, we have made the health and safety of our employees our top priority consistent with our core values. As part of our COVID-19 response, which is detailed in this report, we have also provided support to our local communities impacted by the pandemic and worked

with customers to manufacture and rapidly deploy life-saving medical products to help fight this devastating disease. We are proud of the way Benchmark employees have risen to these challenges while continuing to support the needs of our customers.

Our comprehensive approach to ESG and sustainable infrastructure is a strategic imperative at Benchmark. Together as one Benchmark team, we are building sustainable processes and solutions to positively impact the environment, engage our people, support our local communities, and continue advancing our vision with customers.

We appreciate the support of all Benchmark stakeholders, including our investors, customers, suppliers, and employees as we implement this ESG strategy. The best is yet to come and we look forward to continuing to report on the progress of our sustainability journey.

Sincerely,

Jeff Benck
President and Chief Executive Officer



Letter from the Board Chair

On behalf of Benchmark’s Board of Directors, I am pleased to promote the publication of our first annual Sustainability Report, which highlights our commitment to operating the Company in a sustainable way for the long-term benefit of all our stakeholders. This

commitment is shared by our Board members, our management team, and countless others across our company who have worked together to execute our Environmental, Social, and Governance (ESG) strategy.

Our Board and the Benchmark team recognize the heightened awareness and increased importance of sustainability in our society. We are also aware of the increased emphasis the investment community and our customers have placed on corporate ESG performance. Thus, as part of our ESG strategy, we believe that regular disclosure of ESG data, as well as progress made toward our sustainability goals, will become an integral part of our communications with these important constituents, along with updates regarding our broader strategy and achievement of our company goals.

To further demonstrate our commitment to sustainability, the Benchmark Board formally amended the charter of our Nominating and Governance Committee in 2021 to include sustainability as a primary responsibility. The newly named 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, which includes thought leaders across the broader Benchmark organization.

This report, along with our commitment to provide future updates and communications, clearly demonstrate Benchmark’s culture of accountability and transparency. We look forward to continuing to report 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

OUR VISION:

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

OUR VALUES:



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.

About Our Company

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.

PROFILE	RESULTS	SERVICES	TALENT *
<p>40+ Years Founded in 1979</p>	<p>\$2.26B Revenue in 2021</p>	<p>21 Global Manufacturing Locations</p>	<p>~11,000 Global Team Members</p>
<p>8 Countries Serving Global Customers</p>	<p>+80% Higher Value Market Revenue in 2021</p>	<p>3 Technology Solutions Centers</p>	<p>400+ Product Design Engineers</p>
<p>No. 950 Fortune 1000</p>	<p>>50% Revenue Mix in the U.S. in 2021</p>	<p>5 Global Design Centers</p>	<p>1,000+ Manufacturing Test Engineers <small>* Full Time Equivalents</small></p>

BENCHMARK ELECTRONICS

("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, high performance computing, next generation telecommunications, complex industrials, medical technologies, and semiconductor capital equipment.

We leverage our highly skilled workforce of nearly 11,000 people, our global supply chain, and world-class manufacturing facilities in seven countries around the world 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.

The Five Tenets of Our ESG Strategy

Benchmark is committed to furthering our sustainability efforts across our entire business. 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, our employees, our investors, and our communities. It is with this in mind that we developed the five tenets of our ESG Strategy. These tenets have guided our sustainability journey since 2020 and are reflected throughout this report.

Environmental Responsibility



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

Our People



- Observing fair labor 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 principle 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 organizational governance in compliance with applicable legal requirements

Our COVID-19 Response



- Committing to the safety and health of our workforce and their families, as well as our customers, as we address the unprecedented challenges of the global pandemic

Assessment of Priorities

Our five tenets arose from a priority-based approach to ESG disclosure, in line with best practices. To inform our report, in June 2021 Benchmark completed its first assessment of ESG priorities with the assistance of the Governance & Accountability Institute, Inc. (G&A), a highly respected advisor on ESG issues.

G&A performed this assessment first by examining a range of key stakeholders, including investors, customers, employees, and ESG rating organizations and by studying industry peers. G&A's priority analysis of ESG topics included each of 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 others important to our stakeholders.

Benchmark and G&A mapped ESG focus areas identified by the Company's stakeholders to the GRI Standards topics. For identified ESG topics that did not map to the GRI Standards, an additional "Non-GRI priority topic" was added to the priority analysis. This initial step produced a list of 39 topics of interest to different groups of stakeholders.

We then conducted a deeper analysis to prioritize these issues starting with an assessment of a selection of highly rated ESG industry peers and clients. We also examined the methodologies of leading ESG investor raters and institutional investors. We reviewed peers' strategic selection of ESG topics for inclusion in their sustainability disclosure and their ESG strategies and goals.

From this research, G&A calculated an overall priority score for each ESG topic to focus our strategy and disclosures. Using this quantitative model, Benchmark identified the seven highest scoring non-financial topics that are most impactful to the business.

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



PRIORITY MATRIX

- ENVIRONMENT
- SOCIAL
- GOVERNANCE



The priority matrix shows the relative weight of different 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 were mapped to our five tenets to provide a solid foundation used in the development of our ESG strategy.

THE FIVE TENETS OF OUR ESG STRATEGY





Governance



- CG** Corporate Governance
- RM** Risk Management



Benchmark is committed to achieving excellence in our governance practices to establish a strong foundation for the long-term success of the Company. We emphasize a culture of accountability and conduct our business in a manner that is fair, ethical, and responsible to earn the trust of our stakeholders, 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.

SECTION SDG ALIGNMENT:



Corporate Governance



Benchmark has comprehensive corporate governance policies and structures in place to foster accountability and transparency. These policies reflect our underlying commitment to maintain the highest standards of ethics and integrity and to operate our business in compliance with all applicable anti-corruption, anti-bribery, and antitrust laws and regulations.

Governance Oversight

Benchmark's Board of Directors, consisting of eight independent directors and one management director, is responsible for oversight of the management 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 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.

Annual self-assessments at the Board and Committee levels are conducted by an independent third-party for objectivity, and members may choose to participate anonymously. Results are shared with Board members annually. Questionnaires monitoring potential related-party transactions and other conflicts of interest are also administered on a regular basis. The questionnaire responses undergo a thorough review process as outlined in our Corporate Governance Guidelines.

WE MAINTAIN A ROBUST OVERSIGHT PROGRAM THAT SEEKS TO PROMOTE THE OPERATIONS OF OUR BUSINESS IN A MANNER THAT IS RESPONSIBLE AND PROTECTIVE OF STAKEHOLDERS.

OUR BOARD OF DIRECTORS INCLUDES THREE STANDING COMMITTEES:

- Audit Committee
- Human Capital and Compensation Committee
- Nominating, Sustainability & Governance Committee



Benchmark currently separates the roles of Board Chair and Chief Executive Officer to align the Board Chair role with our independent directors and to further enhance the independence of the Board 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 diversity of thought and skills to their roles, based on their extensive executive leadership, corporate strategy experience, and varied backgrounds that include international operations, finance, and technology.

Our Board of Directors includes three standing committees: the Audit Committee, the Human Capital and Compensation Committee, and the Nominating, Sustainability & Governance Committee. The membership of these standing committees is comprised entirely of independent directors.



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 with respect to risk assessment and risk management, including any 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.



The *Human Capital and Compensation Committee* is responsible for overseeing 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. In 2021, the responsibilities of the Human Capital and Compensation Committee expanded to include diversity, equity, and inclusion oversight.

The *Nominating, Sustainability and Governance Committee*, updated in 2021 from the *Nominating and Governance Committee*, is responsible for identifying and recommending to the Board individuals qualified to become Board members and making 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 its broadest sense, including geography, gender, ethnicity, viewpoint, education, skills, and professional experience. In October 2021, Benchmark appointed a new independent director to fill a vacant board position, Ramesh Gopalakrishnan. Mr. Gopalakrishnan is a native of India and brings significant global operational and strategy expertise derived from executive leadership positions at several multinational companies. Mr. Gopalakrishnan’s addition to the Board is reflective of its evolving diversity, as he joins two previously appointed female Board members.

The Committee also develops, recommends, and annually reviews the Corporate Governance Guidelines and has direct oversight of the Company’s ESG



Benchmark was the winner of a 2021 Corporate Governance award from Corporate Secretary magazine in the “Best Use of Technology” category. Steve Beaver, Benchmark’s SVP, General Counsel and Chief Legal Officer, accepted the award which recognized the Company’s use of technological tools, social media and the internet to advance corporate governance.

policies and programs, including reviewing and evaluating ESG plans and practices, overseeing the development and use of future ESG metrics, and reviewing the annual sustainability report. As the highest governing body that oversees ESG issues within the Company, the committee receives regular updates and information on ESG issues.

Benchmark continues to evolve and improve upon its ESG strategy and is implementing and managing long-term, strategic sustainability initiatives. The Nominating, Sustainability and Governance Committee is overseeing this effort, including the establishment in 2020 of the Company’s ESG/Sustainability Council. The Council includes a cross-functional team of leaders representing operations, human resources, supply chain, regulatory compliance, finance, marketing communications, investor relations, facilities, and the legal department. The ESG/Sustainability Council is currently sponsored by Stephen J. Beaver, SVP, General Counsel & Chief Legal Officer, who is a member of our senior executive leadership team. The leaders of the ESG/Sustainability Council present regular updates to the Board on ESG initiatives and feedback from stakeholders including shareholders, employees, and customers. Potential ESG-related risks as identified in company-wide risk assessments are presented and discussed as well.



THE LEADERS OF THE ESG/SUSTAINABILITY COUNCIL PRESENT REGULAR UPDATES TO THE BOARD ON ESG INITIATIVES AND FEEDBACK FROM STAKEHOLDERS INCLUDING SHAREHOLDERS, EMPLOYEES, AND CUSTOMERS.

Ethics and Integrity

Benchmark's Code of Conduct reflects our core values and underlying commitment to operating our business with the highest ethical standards, strict compliance programs, and effective whistleblower protections.

Our commitment to ethics and compliance starts at the top, with oversight by the Board's Audit Committee. The Committee receives regular reports from our Chief Compliance Officer on such issues as compliance with the Company's Code of Conduct and the completion of mandatory ethics training for all full-time employees and directors.

To help ensure that Benchmark is fostering the best possible work environment for everyone in the organization and quickly identifying potential ethics and compliance issues, Benchmark implemented a "Speak Up!" campaign designed to promote a positive and ethical organizational culture. The Company believes that every team member shares in this responsibility, and the campaign encourages everyone to "Speak Up!" with questions or concerns about actual or potential ethical issues, questions about company policies, and suggestions about how we can make our organization better. We maintain a confidential 24/7 Helpline to report potential compliance and ethics issues, which includes local phone numbers and language support in over 150 native languages, including the eight languages spoken within Benchmark.

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

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

The Company has a zero-tolerance policy regarding retaliation to protect whistleblowers who raise a concern in good faith or cooperate in an investigation.



Our "Speak Up!" campaign to promote Benchmark's positive and ethical organizational culture uses a variety of communication tools including posters and information cards published in eight languages.



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 or exceed 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 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 state that all employees, directors, consultants, representatives, and agents must protect the Company's reputation for integrity in the global marketplace by avoiding any improper international business practices and complying with all applicable laws, such as the U.S. Foreign Corrupt Practices Act (FCPA), similar laws of host nations, and related anti-bribery conventions.

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 production or sale of products or product lines for anticompetitive purposes or engaging in other anticompetitive behavior.

As part of the annual risk assessment process, General Managers and Controllers at each Benchmark site are consulted to identify 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.



Benchmark is committed to competing fairly and honestly by complying with all applicable laws governing antitrust activities wherever we do business.



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 that is led by the Head of Internal Audit and overseen by the CFO, which 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 and includes annual surveys and interviews with corporate management and site managers worldwide to assess and score critical risks. The process is conducted by our internal audit team and identifies risks that are then narrowed by our senior leadership team to the ten most critical. Each critical risk is assigned to an executive owner to determine and implement appropriate risk management plans and provide updates periodically throughout the year. These top risks are communicated to the Audit Committee by the Head of Internal Audit.

Our ERM program ensures that management is monitoring and controlling such operational risks as business continuity, compliance risk, reputational risk, technology risks involving information security, and others. In March 2020, our existing preparation to mitigate business continuity risks, including our corporate Emergency Management Business Continuity Plan (EMBC), was utilized as part of our COVID-19 response.

In 2020, as part of our increased focus on ESG issues, the ERM program added sustainability risks, including

climate change 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 & Governance Committee.

We are committed to protecting, preserving, and managing the confidentiality, integrity, availability, and overall security of information and systems through our policies, operational practices, and technologies. Ensuring information security, including guarding against cyberattacks, is a high priority for Benchmark given the general heightened market sensitivity. We regularly 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 a read out on cybersecurity 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.

COVID-19 Response

Since the start of the COVID-19 pandemic in 2020 and throughout 2021, the health and safety of Benchmark’s employees and their families has been our highest priority. In March 2020, Benchmark’s management team created a COVID-19 Task Force, comprised of a cross-functional advisory team of Company leaders committed to promoting the health and safety of our employees in accordance with the U.S. Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO) guidelines.



Our work with ZOLL Medical Corporation® allowed the company to rapidly increase manufacturing of the ZOLL EMV+ ventilators® to meet increased demand for the devices, which enable clinicians to initiate efficient oxygenation and treatment. Devices for other medical customers included portable x-ray units, chest scanning devices, nitric oxide treatment systems, diagnostic equipment, and infusion pumps for temporary hospitals. Additionally, Benchmark provided high-quality design, manufacturing, and supply chain services for a transformational COVID-19 PCR testing product for DnaNudge called COVID Nudge, that yields results within an hour.

In 2021, we continued the evaluation and evolution of our flexible and possible remote working arrangements that began in 2020. Through the ONE Benchmark Foundation, we made donations in 2020 and 2021 to the families of employees who passed away to assist with funeral expenses. More information on the Foundation is available in Chapter 4. We have also provided corporate donations and assisted with charitable and fundraising efforts in our local communities to assist community groups and community members impacted by the pandemic.

Benchmark has played a crucial role with engineering and manufacturing services to help in the global fight against COVID-19, showing our commitment to being there when our customers, and those they serve, need us most – when it matters. We were a major contributor to essential businesses producing innovative medical devices to allow healthcare professionals to prevent, test, and treat the virus.

Through the Task Force, we made quick decisions and put new protective measures in place, including:

- **Policies, procedures, protocols, and guidelines relating to sustaining a safe workplace**
- **Symptom awareness, automated temperature screening at the entrance to each of our facilities, visitor health check protocols, and contact tracing**
- **Remote work arrangements and travel restrictions**
- **Effective hygiene practices, face mask requirements, enhanced cleaning protocols, and decontamination procedures**
- **Social distancing, including additional transportation alternatives to allow for social distancing**
- **Additional time off in the U.S. for employees who have contracted or been exposed to the virus**
- **Established a policy encouraging vaccination**



COVID Nudge

A COVID-19 PCR testing product developed for DnaNudge using Benchmark’s design, manufacturing, and supply chain services.

Human Rights

We believe in upholding the principles of human rights 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**, which includes provisions derived 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.

As a subscriber to the RBA, we are committed to completing the RBA self-assessment questionnaire (SAQ) annually at all our sites worldwide and have achieved 100% compliance. 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.

As an example of our commitment to human rights, in 2019, a Benchmark Precision Technologies operation in Malaysia won a “Supplier ESG Excellence Award” from a strategic customer for “participation, leadership and superiority during the Forced and Bonded Labor Prevention Program.”

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 exercise strong supply chain management practices, we do not always have full control over our supply chain or the suppliers we do business with. However, when working with customers with environmental product considerations, our product designers and engineers utilize a Design for Environment checklist. This encourages designers to consider the use of environmentally responsible raw materials, the product’s reuse or recyclability, and the environmental impact of manufacturing processes.



BENCHMARK IS COMMITTED TO WORKING WITH SUPPLIERS WHO SUPPORT OUR SUSTAINABILITY AND HUMAN RIGHTS INITIATIVES.



**ECOVADIS
SILVER MEDAL
SUSTAINABILITY**

**BENCHMARK ADOPTED THE
CONFLICT FREE SOURCING
INITIATIVE DUE DILIGENCE
REPORTING PROCESS.**

Social and environmental responsibility expectations are communicated and agreed to by all new suppliers through a signed Declaration on Business Ethics and Compliance Letter. All suppliers must comply with these expectations. We conduct regular supply chain monitoring to assess adherence in these areas by our preferred and targeted suppliers and we employ corrective action to resolve gaps that surface. Audit results are tracked in our internal database and are managed by the senior leadership team. When possible, we engage suppliers to remedy problems as best we can without having complete control over our supply chain.

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 potential unethical conduct by Benchmark employees or agents. See **Chapter 1** for more information.

Benchmark supports Rule 13p-1 under the Exchange Act (Conflict Minerals Law) and actively 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



Cooperation and Development (OECD) Due Diligence Guidance concerning conflict minerals, Benchmark adopted the Conflict Free Sourcing Initiative Due Diligence reporting process. To promote supply chain transparency, we expect our suppliers to fully comply with Benchmark’s **Conflict Mineral Policy** and provide all necessary conflict minerals content declarations.

We also endorse EcoVadis, a provider of sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains. The EcoVadis methodology evaluates criteria on areas including environment, labor and human rights, ethics, and sustainable procurement. In 2021, Benchmark maintained its Silver Medal Sustainability rating from EcoVadis.

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. Our sites develop plans that make it easier for small businesses in their region to submit subcontracting and supplier bids.



Social



- HC** Human Capital Management
- LC** Local Communities



Benchmark is focused on delivering an engaging employee experience for our team members—creating a great workplace where they can build a career of their dreams and unleash their full potential to drive industry leading business results, while making a lasting difference in the lives of others. We embrace diverse viewpoints and perspectives, recognizing that greater inclusion fosters innovation and improves decision-making and financial results. Benchmark is also committed to social responsibility and having a positive impact on the communities where we operate. We actively support philanthropic initiatives aimed at developing our communities, both through financial donations and by engaging and partnering with local organizations and universities.

SECTION SDG ALIGNMENT:



Human Capital Management HC LC



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 members of the senior leadership team. Reports from senior leadership, including our Chief Human Resources Officer, are made to the Human Capital & Compensation Committee of the Board every quarter.

Occupational Health and Safety

We are committed to ensuring that proper working conditions exist for the health and safety of

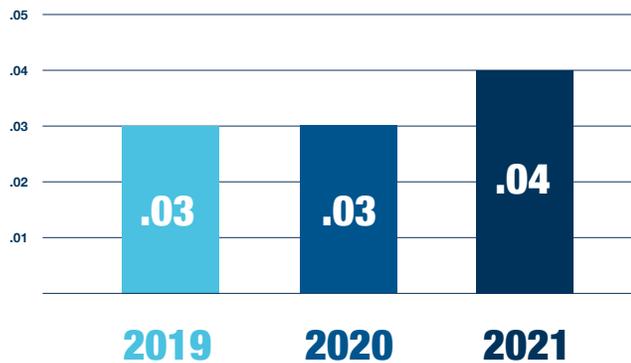
our employees. Our commitment includes the implementation of Six Sigma, a process improvement tool, as well as visual management practices, to drive the development, implementation, and continuous improvement of the Occupational Health and Safety modules related to appropriate education, reporting, and controls. All employees, contractors, and visitors on our premises are required to adhere to our Occupational Health and Safety practices, as acknowledged in written form prior to their engagement.



OCCUPATIONAL HEALTH AND SAFETY PRACTICES

Rate of high-consequence work-related injuries

(incidents per 200,000 hours worked)



We engage our employees to participate in decision-making to ensure that we are developing, implementing, and continuously improving our health and safety ecosystem and performance to prevent injury and illness. Through site-level safety committees and established mechanisms to report unsafe situations, we encourage employee participation in the development and evaluation of our Injury and Illness Prevention Programs and our Safety Management Systems. This is done in concert with managers from the Environmental, Health, and Safety (EHS) and Human Resources functions. New capabilities are being continuously added to the HCM system, including the ability to aggregate reporting at the corporate level on safety incidents and injuries, and in the future allowing any employee to report a safety observation. The Safety module was implemented for our U.S. sites in early 2022, and we anticipate our remaining global sites to be onboarded to the HCM system in future years.

At each of our sites, the EHS manager or safety administrator oversees procedures for workers to report observations of unsafe acts. These are integral to maintaining a safe workplace. Observations are reviewed by the site's Facilities Administrator and Safety Committee, where applicable, and are

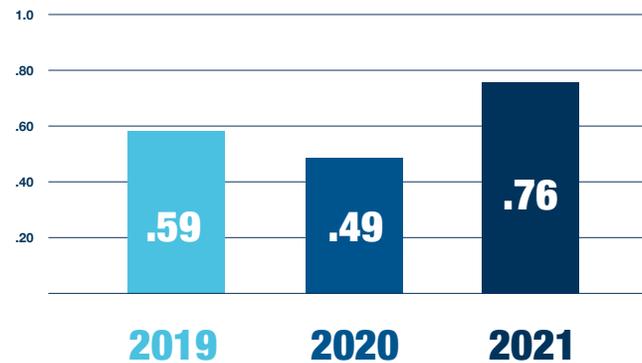
2019-2021

Total fatalities as a result of work-related injury:

0

Total recordable incident rate (TRIR)

(incidents per 200,000 hours worked)



escalated to safety incidents as required. All incidents are investigated by site supervisors, and the resulting updated safety reminders and best practices are communicated to the applicable employees. We cultivate a proactive safety culture where all workers consider safety and speak up about hazards and incidents. It is Benchmark's company-wide policy that no employee will be discharged, discriminated, or retaliated against for reporting an on-the-job injury.

Our Occupational Health and Safety programs follow the best practices of our industry to keep the number of injuries and illnesses to a minimum. These are managed by the site EHS manager or safety administrator as approved by the responsible site General Manager. The effectiveness of these programs is periodically reported to management. Policies and procedures are accessible to employees on our intranet and cover a wide range of safety issues from those unique to our industry related to machinery, chemicals, and hazardous materials, to general safety protocols related to emergency preparedness. Before entering our premises, all chemicals are properly reviewed, labeled and recorded in our Safety Data Sheet (SDS) system to be properly stored, managed and tracked on site, with internal audits occurring annually.

Employees are trained in occupational health and safety by the site EHS manager or safety administrator at the time of their hire, and renewed training is provided as required by the site’s local jurisdiction. Compliance with this training is tracked at the site level and will be aggregated at the corporate level in new capabilities being added to the HCM system.

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 including the International Organization for Standardization (ISO). Our global sites meet or exceed all local regulations for worker safety and hold various accreditations, certifications, and registrations that require regular inspections. The full list of safety and other certifications by site is on the next page and our [website](#).

Benchmark’s site in Korat, Thailand received the Excellent Practices Establishment on Occupational Safety and Health National Level award for the third consecutive year from Thailand’s Ministry of Labour.

Beyond the standards in the Benchmark Code of Conduct 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 guidance on health and safety performance, among other areas.

Benchmark’s Physical Security Policy provides a framework to detect, deter, and mitigate risks that could jeopardize the company’s integrity, people, processes, or critical assets. This framework includes the use of threat identification methodologies (gathering intelligence), physical countermeasures (controlled access), and response mechanisms (alarms or closed-circuit television).

In 2020, we activated our Emergency Management Business Continuity Plan, which includes measures to respond to pandemic risks, in response to the COVID-19 pandemic. As part of our COVID-19 response, we implemented enhanced safety policies, procedures, and protocols to ensure a safe workplace for our employees. More details about our COVID-19 response are discussed in [Chapter 2](#).



Benchmark’s site in Korat, Thailand received the

EXCELLENT PRACTICES ESTABLISHMENT ON OCCUPATIONAL SAFETY AND HEALTH NATIONAL LEVEL

award for the third consecutive year from Thailand’s Ministry of Labour.



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 S20.20-2014	Specific Industries
THE AMERICAS													
Austin, TX ¹	✓												
Concord, CA	✓	✓					✓		✓				
Fremont, CA	✓	✓											
Guadalajara, Mexico	✓	✓	✓	✓			✓				✓	✓	
Huntsville, AL	✓	✓					✓		✓			✓	
Moorpark, CA	✓	✓					✓		✓			✓	
Nashua, NH	✓	✓		✓		✓	✓		✓			✓	✓ ³
Phoenix, AZ ¹	✓						✓		✓			✓	
Rochester, MN	✓	✓		✓ ²	✓	✓	✓	✓	✓			✓	
Santa Ana, CA ¹	✓						✓		✓				
Tempe, AZ	✓	✓					✓		✓			✓	
Tijuana, Mexico	✓	✓					✓	✓	✓			✓	
Tijuana, Mexico - Rubi	✓	✓					✓	✓	✓				
Winona, MN	✓	✓		✓ ²	✓	✓	✓	✓	✓			✓	
EUROPE													
Almelo, Netherlands	✓	✓		✓			✓		✓			✓ ⁴	
Brasov, Romania	✓	✓		✓						✓		✓	
ASIA													
Ayutthaya, Thailand	✓	✓		✓ ⁵	✓	✓	✓			✓		✓	
Korat, Thailand	✓	✓		✓			✓					✓	
Penang, Malaysia	✓	✓					✓	✓				✓	
Penang, Malaysia -Waterfront	✓	✓		✓			✓					✓	
Singapore IPO	✓			✓			✓			✓			
Suzhou, China	✓	✓		✓						✓		✓	

1 - Working towards certification to ISO 14001 2- with certification to ISO 14971;
 3 - FAA Approved Parts Manufacturer (PMA); 4 - With IEC 61340-5-1:2016;
 5 - With MDSAP.

Diversity, Equity, and Inclusion

Benchmark’s Diversity, Equity and Inclusion (DEI) strategy is focused on creating a culture of belonging where team members can be their authentic selves and fostering a workplace where everyone can succeed. Our goal is to have our organization reflect the diversity of our customers, suppliers, and communities. We are committed to providing equal employment opportunities and promoting an inclusive work environment and culture that thrive from 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 diversity, equity, and inclusion (DEI) starts at the top with the Company’s Board of Directors. In early 2021 the Board’s Nominating, Sustainability and Governance Committee pledged to increase Board diversity beyond the two female Board members by adding members of additional races or ethnicities. In October 2021, Benchmark appointed a new independent director to fill a vacant board position, Ramesh Gopalakrishnan. Mr. Gopalakrishnan is a native of India and brings diverse perspectives and thought leadership to the Board based on his significant global operational and strategy experience at several multinational companies. We will continue to keep diversity in mind as we refresh the Board in the future.

As part of our enhanced focus on sustainability, the Board and management formed the ESG/Sustainability Council in 2020, which is implementing programs to ensure that our business practices support diversity, equity, and inclusion. In 2021, Benchmark’s Senior Leadership Team built upon this work by selecting 16 team members to serve on the Company’s Inclusion Council; which will meet on a regular basis to discuss the Company’s DEI initiatives and to integrate, inform, and shape the DEI strategy at Benchmark. In 2021 we laid the groundwork for a 2022 launch of employee resource groups (ERGs) to be overseen by the Inclusion Council. The Council is a diverse team that represents different levels, departments, and regions within the organization. The Senior Leadership Team finalized a set of three-year goals that reflect our commitment to DEI, with each goal supported by a set of actions. We want to ensure Benchmark is a place where diverse thinking, experiences, and ideas are encouraged, presented, and celebrated in order to see the best ideas come to life.



What’s an “ERG”?

An Employee Resource Group is a team organized on the basis of common identities, interests, or backgrounds with the goal of supporting employees by providing opportunities to network and create a more inclusive workplace. Anyone will be able to join an ERG as a member who identifies with the specific group or as an ally and supporter.

In 2021, Benchmark engaged an experienced consultant to serve as Chief Diversity Officer to help design and implement a DEI strategy with supporting initiatives including organizational training, refreshed company values, review of our pay equity, and a revitalized recruitment strategy focused on building a more diverse team.

We have increased the availability of training on topics such as anti-harassment and anti-discrimination. We conducted “Understanding Unconscious Bias” training for all U.S. employees in the fourth quarter of 2021. To achieve a targeted recruitment strategy, we are training our talent acquisition team and hiring managers on how to block bias in the interview process and implement diverse candidate slates. We are also seeking tools to increase the diversity of candidates for employment.

Our diversity initiatives are now being measured. We track diversity in hires, turnover, and at the senior leadership team and Board level. We conducted

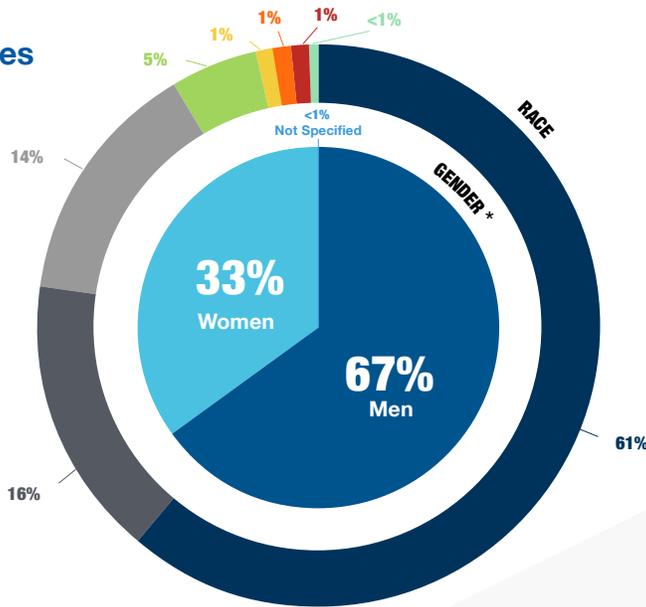
our first annual global Employee Engagement and Inclusion Survey in October 2021 to gather employee feedback on a variety of topics that drive employee engagement and inclusion.

Benchmark has over 11,000 employees worldwide and women comprise 52% of our total workforce, including holding 20% of our senior leadership roles. Two of our Board members are women, and we are committed to continuous improvement in Benchmark’s gender representation while also supporting increased participation of women in science, technology, engineering, and mathematics (STEM) fields.

Benchmark is committed to gender pay equity, and in 2022 we will conduct an analysis to assess this critical area. We are also committed to gender inclusivity and are planning to include pronouns in employee email signatures in 2022. Benchmark signed the Unity Pledge created by the One Community coalition of Arizona businesses, which is designed to support LGBTQ+ anti-discrimination efforts.

DIVERSITY AT BENCHMARK

U.S. Employees Only:



Race

- White
- Asian
- Hispanic or Latino
- Black or African American
- Decline to Answer
- Two or More Races
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native

Women at Benchmark Globally:



* This data does not include part-time employees

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 in the company and fulfill personal career goals.

We are on a journey to transform and modernize our talent management practices at Benchmark. In 2020, Benchmark began implementing a new Human Capital Management (HCM) system to establish a foundation and common database upon which the company can centralize people-related data and standardize people management processes across the globe. The HCM system provides an operating framework to enable leaders to better hire talent and manage teams, including setting goals, performance evaluations, succession planning, and learning and development.

The HCM system will also provide visibility for the company to monitor employee retention rates, employee promotions and other data to help ensure that we are focused on giving employees opportunities to advance within our company.

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, and a wellness program. We also offer competitive retirement benefits including a U.S. 401(k) match program at 100% of eligible employee contributions up to 4%, as well as similar retirement financial tools in other countries in which we operate. None of our employees in the U.S. are represented by a labor union but 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.

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

Our executive compensation program is designed to attract, retain, and reward performance and align incentives with 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 performance-based restricted stock units and time-based restricted stock units to align their compensation with the creation of shareholder value.

Benchmark conducted a global employee engagement and inclusion survey in late 2021 to gather information and feedback on our team members' employment journey at Benchmark, and will continue this process annually. We will use a holistic organization-wide approach to respond to the results of the survey, analyzing the data for potential actions that can be taken in the areas of leadership, communication, culture, inclusion, growth and development, and other areas.

Beyond the workplace, we also want 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. Participants may choose to download the app on their device or record their data manually, accruing points for healthy behaviors that result in financial incentives including lower medical premiums or Pulse Cash redeemable for gift cards.

EMPLOYEE BENEFITS*

Benchmark 401(k) Match Program matches

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

*Applicable to U.S. employees

Local Communities HC LC



One of the five tenets of Benchmark's ESG Strategy is Our Community, and we are committed 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 either at the corporate level or through our ONE Benchmark Foundation.



Philanthropy and Volunteering

Benchmark is focused on making a positive impact in our communities through charity and fundraising, educational sponsorship, and local community development through various support groups, food drives, and partnerships with local schools and universities.

- Benchmark employees in Phoenix, Arizona provided donations to Treasures 4 Teachers, a back-to-school supply drive to benefit local teachers and families within our community.
- Benchmark employees in Moorpark, California support a variety of local community groups and schools through participation in blood drives, environmental cleanup events, bake sales to support breast cancer awareness, donating school supplies, and supporting children in foster care.
- Benchmark employees in Guadalajara, Mexico donated food to a local orphanage, Casa Hogar Estancia de Maria. Employees at the same site are also involved in a project to reforest one of the biggest forest areas in Guadalajara (Bosque de la Primavera) that was devastated last May by forest fires.
- Benchmark employees in Penang, Malaysia, have established a Benchmark Food Bank for all employees to donate any type of dry food, which is then distributed to those in need of food within the community. The employees also supported a Home Online learning program at a local school by donating tablets and helping provide internet access.
- Benchmark employees in Ayutthaya, Thailand developed an innovative solution for their food waste, turning it into compost for a vegetable garden. The vegetables and compost are available for purchase by the community, with proceeds funding further community activities such as cooking lunch for local schoolchildren.

Other Benchmark sites also organize events, donations, and more to support their communities. Benchmark’s Phoenix site was a Gold Sponsor of an event in November 2021, the Phoenix Conversation on Board Diversity, sponsored by the organization 50/50 Women on Boards. Benchmark was also a

Benchmark is committed to supporting our local communities. One example of that is a quarterly blood drive in Thailand that has been occurring for the past 30 years. Each quarter over 100 Benchmark employees donate blood at our site sponsored events.



participant in a Tech Inclusion Forum event in August 2021 sponsored by the Arizona Technology Council. Benchmark has partnered with and supported other organizations such as the Boys and Girls Club, Arizona food banks, Greater Phoenix Leadership’s Racial Equity Advancement Project, and more.

ONE Benchmark Foundation

Through our **ONE Benchmark Foundation**, which is funded by employee and company donations, we support Benchmark employees and humanitarian efforts around the world.

Since its founding in 2017, the foundation has distributed over \$320,000 in seven countries to



charities and employees in need. Originally founded to aid victims of Hurricane Harvey, today our 501(c)(3) foundation continues to provide emergency support to Benchmark employees during natural or civil disasters, serious illness or injury, undue hardship, violent crime, or the death of a family member. During the COVID-19 pandemic, the foundation has made donations to the families of employees who passed away to assist with funeral expenses.

The Foundation further supports our communities by providing grants to other qualified non-profit organizations that promote charitable or educational initiatives in communities that have a Benchmark presence. These initiatives include providing financial support for the poor and distressed, caring for under-resourced youth, fostering community growth, and promoting social welfare. In 2020, the Foundation provided a \$4,000 grant to Make-A-Wish Arizona and a made a \$2,500 donation to help Junior Achievement of Arizona sponsor a STEM Summit held at Phoenix College Prep, which delivered financial literacy and STEM career skills to 200 low-income students in grades 9-12.

In 2020, as part of our commitment to promote the principles of equality and support racial justice, the ONE Benchmark Foundation made donations to advance the cause of ending racial inequality, including \$16,000 to the NAACP Legal Defense Fund.

Environmental

Environmental
Responsibility



● ● ● ● ●
EM Environmental Management

CC Climate Change

Benchmark is committed to responsible environmental practices that include conservation of natural resources, pollution prevention, and reduction of waste. As climate change concerns become more prevalent, we recognize the need to comply with increased governmental regulations and stricter environmental standards. Our environmental strategy is based on mitigation and prevention and a commitment to engaging with our customers and supply chain partners to operate with increasing environmental consciousness for the benefit of all stakeholders. We are committed to continuous improvement in our programs and to ongoing, regular reporting of our environmental progress.

SECTION SDG ALIGNMENT:



Environmental Management



Benchmark's Code of Conduct, Environmental Policy, and Sustainability Policy highlight our commitment to protecting the natural environment and our communities by complying with all applicable environmental laws and regulations and applying appropriate management technology and best practices. We are committed to creating environmental awareness with our employees and other partners and to engaging them 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.





OUR ENERGY MANAGEMENT AND SAVING GUIDELINES HAVE BEEN IN PLACE SINCE 2012 AND INCLUDE PROCEDURES FOR REDUCING OUR WASTE SENT TO LANDFILLS, PURCHASING ENVIRONMENTALLY RESPONSIBLE PRODUCTS, AND REDUCING ENERGY AND WATER CONSUMPTION.

Environmental Management System

Benchmark's commitment to environmental responsibility starts at the corporate level by setting rigorous goals and taking purposeful action. Our Energy Management and Saving Guidelines have been in place since 2012 and include procedures for reducing our waste sent to landfills, purchasing environmentally responsible products, and reducing energy and water consumption.

Our Environmental Management System (EMS) is managed at each site by a site-level Environmental, Health and Safety manager, who ensures that the system is implemented and maintained. Elements of the Company's activities, products, and services at that site that may interact with the environment are identified, and the likelihood and potential severity of environmental impact is determined. Environmental data from all sites are collected by our Corporate Director of Facilities and reported to our Chief Financial Officer and Chief Operating Officer. In 2021, we also began reporting ESG topics to the Nominating, Sustainability & Governance Committee of the Board.

All Benchmark manufacturing facilities are either certified or working towards certification to ISO 14001, the **international standard** that specifies requirements for an effective environmental management system. The ISO 14001 standard helps organizations minimize adverse impacts to the environment, comply with applicable laws, regulations, and other requirements, and achieve continual improvement in these areas.

New hires receive an EMS orientation, and all site personnel receive an annual training update. Our suppliers and vendors that work onsite are notified of ISO 14001 requirements prior to beginning work and must comply with all EMS requirements while on site. Our Environmental, Sustainability, and Safety Policy statements are available to all employees, customers, and suppliers on our website and both are regularly reviewed at operational meetings throughout the company.

Benchmark endorses the Code of Conduct of the Responsible Business Alliance (RBA), which provides guidance in environment and management systems. We seek the same endorsement from our supply chain partners, requesting that each partner adhere to the RBA Code of Conduct or its equivalent at initial engagement and then flow these requirements through our commercial contracts to our business partners and supply chain.

Benchmark has a well-developed environmental data collection system as part of the EMS, covering waste, water, energy, and emissions data from our sites.

Waste

Benchmark minimizes the Company’s environmental impact by reducing our waste sent to landfills through recycling, purchasing environmentally responsible products, and reducing energy and water consumption. We are committed to reusing and recycling materials, purchasing recycled materials when feasible, utilizing recycling collection bins for aluminum, plastic, and paper in our offices whenever possible, and recycling toner cartridges and electronic equipment.

As part of our ISO 14001 requirement, our sites set waste reduction goals and targets. Many sites have a designated Waste Coordinator helping to maintain compliance with hazardous and universal waste rules, conduct inspections of hazardous waste storage

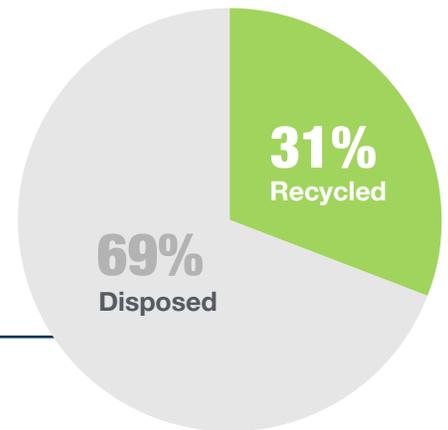
areas, and identify opportunities to reduce solid and hazardous waste. Waste data is reported to the General Manager(s) and site leadership team and is aggregated at the company level.

Since most of the products that Benchmark manufactures are for other companies, our customers have the responsibility for end-of-life products and recycling. This is outlined in our typical contract arrangement, and we work with customers to realize cost savings and mitigate risks through efficient end-of-life product innovation.



WASTE DATA 2021

Manufacturing Hazardous Waste Recycled



Total Waste Generated (Metric Tons)

Non-hazardous waste generated

3,654

Hazardous waste generated

1,409

2,421

Waste directed to disposal

1,233

Waste diverted

970

Waste directed to disposal

439

Waste diverted

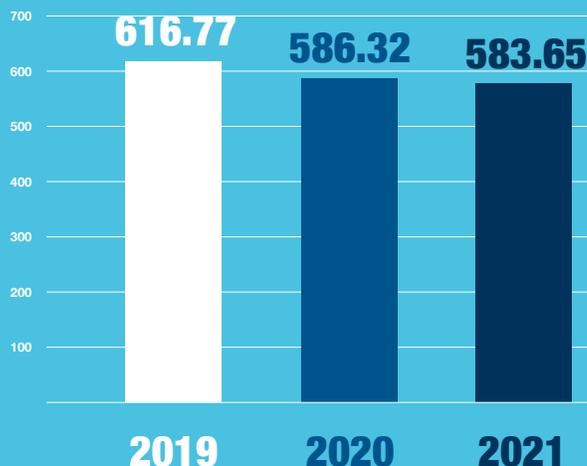
Water and Effluents

Since water is becoming a scarce resource in many locations around the globe, water management is a priority for Benchmark and the Electronic 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, among other things, utilizing hands-free faucets, toilets, and water fill stations to limit water usage.

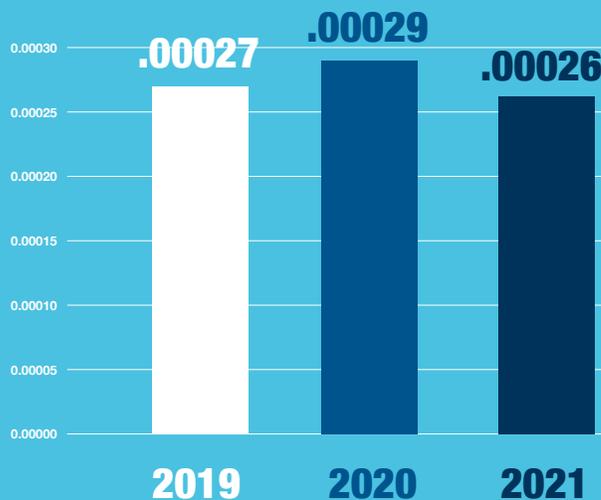
Our manufacturing processes require the use of certain chemicals that generate hazardous effluents in our process water. Benchmark is committed to continuous improvement of processes and procedures to reuse and recycle these effluents to help facilitate lower costs and lower environmental and reputational risk. We also focus on treating the process water according to 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).

WATER WITHDRAWAL (thousand cubic meters)



WATER WITHDRAWAL INTENSITY (thousand cubic meters / thousand \$ revenue)



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 focus and emphasis on environmental consciousness. We have been monitoring emissions and tracking energy reduction plans since 2012. Historically, the Company's tracking and progress reviews have been done internally across various company sites and within certain functions. As part of our increased focus on environmental sustainability, we are evolving this process with the goal of consolidating the reporting of all internal monitoring and tracking programs at the corporate level, as one of our top enterprise-wide initiatives.



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 an increasing number of environmental laws and regulations. We are committed to making the necessary investments in systems and technology to ensure compliance and to meet or exceed these standards. We are committed to improving our energy efficiency, as this is the largest and most cost-effective way to reduce CO₂ emissions.

As discussed in the previous chapter, all of Benchmark’s manufacturing facilities are either certified or working towards certification to ISO 14001, the international standard related to environmental management and systems. Among other things, this standard helps organizations minimize environmental impacts from emissions and to comply with applicable laws, regulations, and other requirements.

Energy

Energy management is considered part of our company’s core business activities, as well as our greenhouse gas emission mitigation strategy. Our sites follow a structured approach to energy management that includes established procedures to ensure short 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.



LED Lighting

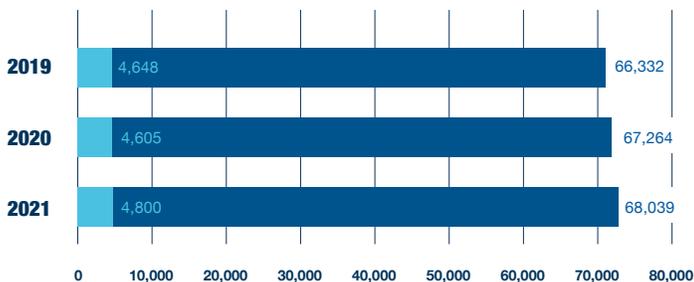
We continue to install energy efficient LED lighting to reduce our energy consumption.

EMISSIONS (Scope 1 & 2)

72,839 tCO₂e in 2021
(tons of carbon dioxide equivalent)

GHG Emissions *
(tCO₂e)

■ Scope 1
■ Scope 2



*Scope 2 emissions are market-based

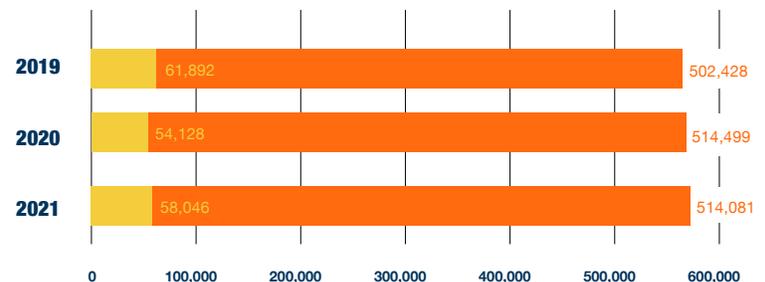
ENERGY CONSUMPTION (Scope 1 & 2)

572,127 GJ IN 2021
(gigajoules)

Energy Consumption

(Scope 1 energy consumption includes natural gas, diesel, gasoline, and fuel oil. Scope 2 covers electricity)

■ Scope 1
■ Scope 2



ENERGY MANAGEMENT PRINCIPLES

Benchmark understands that energy management involves changing a company’s culture along with changing out inefficient equipment, and 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 that the lasting savings gained from 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.

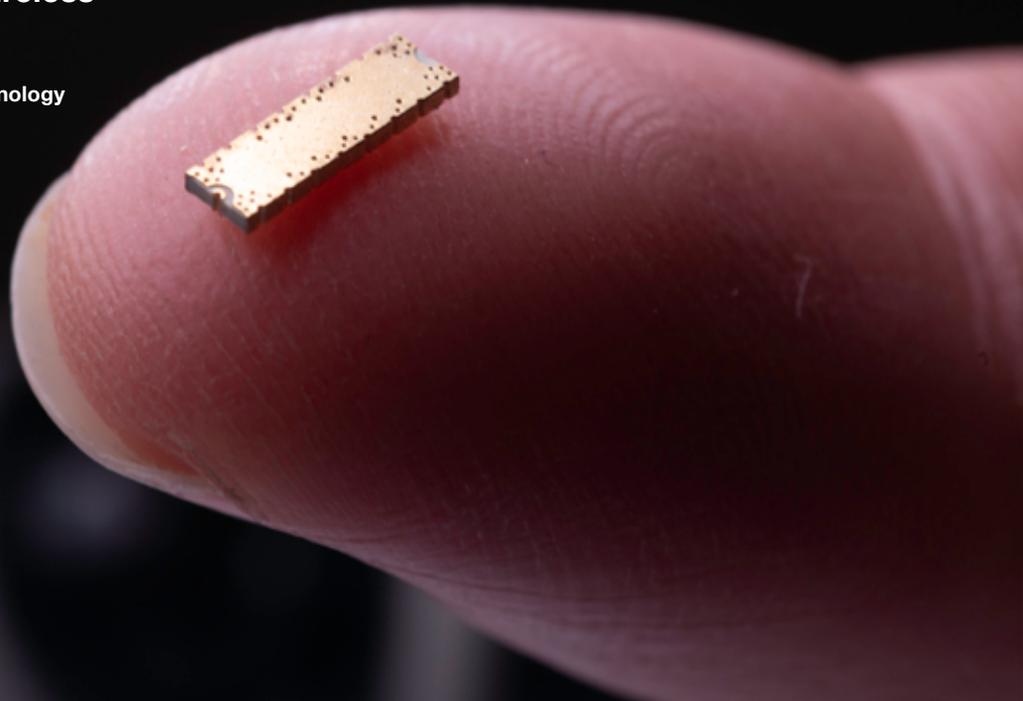
We have identified and shared opportunities for continued improvement on energy efficiency company-wide and launched several global initiatives designed to reduce energy consumption in our facilities. We are continuously researching and designing innovative ways to boost efficiency, such as utilizing 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.



BENCHMARK BEGAN A PROJECT TO INSTALL SOLAR PANELS ON THE ROOFTOP OF OUR FACILITY IN KORAT, THAILAND, THAT UPON COMPLETION IN EARLY 2022 WILL BE ABLE TO GENERATE UP TO 160 KW OF ELECTRICITY.

Miniaturized RF Filter for 5G Wireless Network

Benchmark Lark Technology developed ultra-light, thin RF filters for 5G frequencies that allow cellular base stations to deliver faster, more reliable data while consuming less power.



Product Innovation

Benchmark is a global leader in providing innovative product design and engineering services and technology solutions for a variety of industries. Many of our customers are involved in designing and manufacturing products in the clean energy and clean technology sectors – commonly referred to as “cleantech.” We utilize our leading-edge technical capabilities to support our customers and reduce time-to-market and time-to-volume production for their products.



SunPower

Benchmark is proud to provide contract manufacturing services to SunPower as they facilitate the country’s transition to energy independence using clean, renewable solar energy with the goal of addressing the environmental challenges facing the United States and the world.

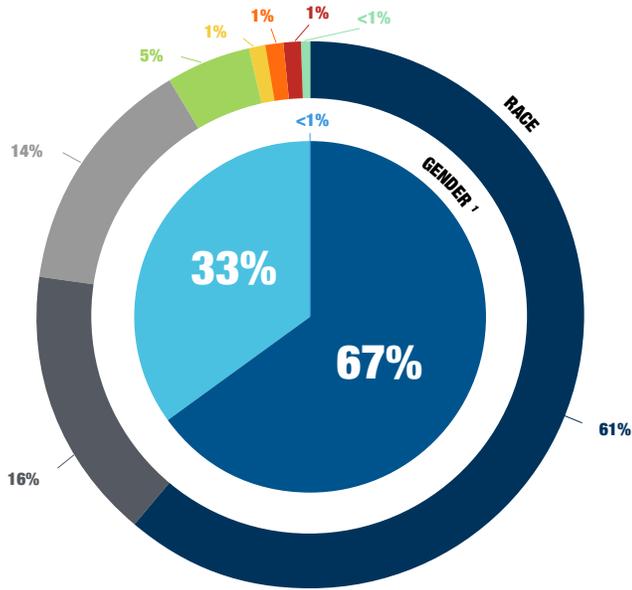


Appendix



- DT** Data Tables
- GRI** Global Reporting Initiative (GRI) Content Index
- TCFD** Task Force on Climate-related Financial Disclosures (TCFD) Index
- SASB** Sustainability Accounting Standards Board (SASB) Index

EMPLOYEE DIVERSITY (U.S. ONLY) 2021



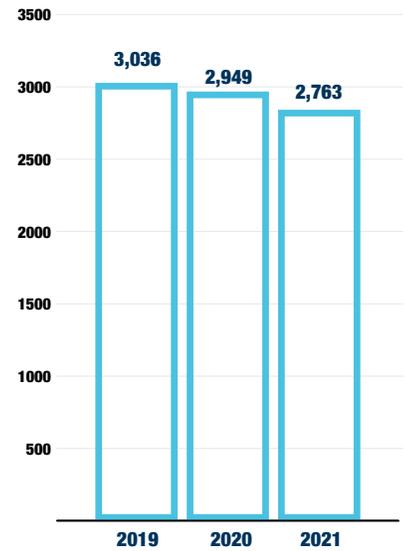
Race

- White
- Asian
- Hispanic or Latino
- Black or African American
- Decline to Answer
- Two or More Races
- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native

Gender

- Men
- Women
- Not Specified

U.S. Total Headcount



TOPIC	2019	2020	2021
EMPLOYMENT			
Total Headcount (Includes Contractors) ²	12,159	11,234	12,058
Employee Headcount by Type ²			
Number of regular employees	10,600	9,892	10,900
Number of temporary employees	1,559	1,342	1,158
Of which, part-time employees	98	131	150
Number of Work Stoppages	0	0	0
Total Days Idle	0	0	0

1 - This data does not include part-time employees.

2 - Data listed in this section is approximate.

TOPIC	2019	2020	2021
NEW HIRES			
Number of New Hires by Gender			
Female	2,218	1,871	2,718
Male	2,080	2,138	2,683
Rate of New Hires by Gender ³			
Female	18%	17%	23%
Male	17%	19%	22%
Number of New Hires by Age			
18-30	2,396	2,156	3,071
31-40	1,138	1,089	1,423
41 - 50 years old	426	455	598
> 50 years old	338	309	309
Rate of New Hires by Age ³			
18-30	20%	19%	25%
31-40	9%	10%	12%
41 - 50 years old	4%	4%	5%
> 50 years old	3%	3%	3%
Number of New Hires by Region			
Americas	1,689	1,884	2,286
Europe	368	276	620
Asia	2,241	1,849	2,495
Rate of New Hires by Region ³			
Americas	14%	17%	19%
Europe	3%	2%	5%
Asia	18%	16%	21%

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

TOPIC	2019	2020	2021
EMPLOYEE TURNOVER			
Employee Turnover by Gender ⁴			
Female	2,212	1,866	2,839
Male	2,112	2,118	2,635
Rate of Employee Turnover by Gender ^{4,5}			
Female	18%	17%	24%
Male	17%	19%	22%
Employee Turnover by Age			
18-30	2,090	1,879	2,602
31-40	1,407	1,203	1,533
41 - 50 years old	493	469	714
> 50 years old	393	493	625
Rate of Employee Turnover by Age ⁵			
18-30	17%	17%	22%
31-40	12%	11%	13%
41 - 50 years old	4%	4%	6%
> 50 years old	3%	4%	5%
Employee Turnover by Region			
Americas	1,880	1,895	2,788
Europe	343	327	380
Asia	2,160	1,822	2,306
Rate of Employee Turnover by Region ⁵			
Americas	15%	17%	23%
Europe	3%	3%	3%
Asia	18%	16%	19%

4 - 2019-2020 data excludes one manufacturing facility.

5 - Rate of turnover was calculated using the end of year global headcount.

TOPIC	2019	2020	2021
LOCAL PROCUREMENT			
Proportion of Spending on Local Suppliers by Region			
Americas	92%	90%	87%
Europe	72%	71%	67%
Asia	86%	86%	80%
HEALTH & SAFETY			
Total Hours Worked	28,361,005	26,841,240	26,367,849
Hours worked - employee	25,840,369	24,330,176	24,137,918
Hours worked - contractor	2,520,636	2,511,064	2,229,931
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 ⁶	0	1	0
Fatalities as a result of work-related ill health - employee	0	1	0
Fatalities as a result of work-related ill health - contractor	0	0	0
Total High-consequence Work-related Injuries	4	4	5
High-consequence work-related injuries - employee	4	3	5
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.03	0.02	0.04
High-consequence work-related injuries - contractor	0	1	0
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.00	0.08	0.00

6 - Data excludes one manufacturing facility.

TOPIC	2019	2020	2021
Total Recordable Work-related Injuries	84	66	100
Recordable work-related injuries - employee	79	59	93
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.61	0.48	0.78
Recordable work-related injuries - contractor	5	7	7
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.40	0.56	0.69
Total Cases of Recordable Work-related Ill Health ⁷	4	22	4
Cases of recordable work-related ill health - employee	4	22	4
Cases of recordable work-related ill health - contractor	0	0	0
Near Miss Frequency Rate (NMFR)			
Near misses - employee	24	33	101
NMFR (near misses per 200,000 hours worked)	0.19	0.27	0.84
Near misses - contractor	2	1	1
NMFR (near misses per 200,000 hours worked)	0.16	0.08	0.10

7 - Data excludes one manufacturing facility.

Governance

TOPIC	2019	2020	2021
DIRECTORS			
Total Directors	9	9	9
BOARD DIVERSITY			
Independent Directors	7	8	8
Breakdown by Gender			
Female	12.5%	22%	22%
Male	87.5%	78%	78%
Breakdown by Age Group			
< 30 years old	0%	0%	0%
30-50 years old	0%	0%	0%
> 50 years old	100%	100%	100%
Breakdown by Ethnicity			
White	100%	100%	89%
Asian	0%	0%	11%
Directors Born Outside of the U.S	1	1	2

Environmental



TOPIC	2019	2020	2021
WATER			
Total Water Withdrawn in Thousand Cubic Meters	616.77	586.32	583.65
Percentage withdrawn in regions with high or extremely high baseline water stress	37.1%	31.8%	32.2%
Water withdrawal intensity (thousand cubic meters / thousand \$ revenue)	.00027	.00029	.00026
EMISSIONS			
Scope 1 GHG Emissions (tCO₂e)	4,648.47	4,605.05	4800.17
Scope 2 GHG Emissions (tCO₂e, Market-based)⁸	66,332.47	67,264.19	68,038.91
Scope 2 GHG Emissions (tCO₂e, Location-based)⁸	66,054.05	66,960.22	67,729.65
GHG Emissions Intensity, Scopes 1 & 2 (tCO₂e / thousand \$ revenue)	.031295	.035005	.032297
ENERGY			
Energy Consumption (GJ)			
Electricity	502,428	514,499	514,081
Natural gas	50,781	44,467	48,070
Diesel	2,013	1,985	2,690
Gasoline	4,135	2,944	2,307
Fuel oil	4,963	4,732	4,979
Total Energy Consumption	564,321	568,627	572,127
Energy Intensity (GJ / thousand \$ revenue)	.248808	.276956	.253679

8 - Our baseline year is 2019 and the GHG Protocol Corporate Accounting and Reporting Standard was used in the calculation of energy use and GHG emissions. Electricity emission factors are obtained from the International Energy Agency's CO₂ Emissions from Fuel Combustion 2020 report, and the U.S. Environmental Protection Agency's Emissions & Generation Resource Integrated Database (eGRID) publication. All energy sources are included in intensity calculations. Gases covered in GHG emissions calculations include CO₂, CH₄, N₂O, and HFCs. Global warming potentials are obtained from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report. The chosen consolidation approach for emissions is facilities under Benchmark operational control. Benchmark has no emissions from biogenic sources.

Environmental



TOPIC	2019	2020	2021
WASTE ¹¹			
Total Waste Generated (Metric Tons)	3,420	3,826	4,908
Hazardous waste generated	760	1,060	1,398
Non-hazardous waste generated	2,660	2,767	3,510
Total Weight of Waste Diverted from Disposal (Metric Tons)	1,313	1,491	1,612
Hazardous waste diverted	465	519	437
Non-hazardous waste diverted	848	972	1,175
Total Weight of Waste Directed to Disposal (Metric Tons)	2,107	2,335	3,296
Hazardous waste directed to disposal	295	540	961
Non-hazardous waste directed to disposal	1,812	1,795	2,335
Manufacturing Hazardous Waste Recycled (Percentage)	61%	49%	31%

11 - Benchmark established a process to collect full waste data for the first time in 2021 and excludes one site. Best efforts were made to collect this data for past years and the 2019 data excludes one site as well.

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	Tempe, AZ	
	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	
	102-6 Markets served	2021 Annual Report Business, pages 1-8 2021 Annual Report Segments and International Operations, page 14	
	102-7 Scale of the organization	2021 Annual Report Business, pages 1-14 2021 Annual Report Results of Operations, page 32 2021 Annual Report Revenue, pages 62-64 2021 Annual Report Financial Statements and Supplementary Data, pages 40-44	
	102-8 Information on employees and other workers	Data Tables, page 38 2021 Annual Report Human Capital Management, pages 11-13	 
	102-9 Description of the organization's supply chain	Chapter 2: Risk Management, page 14 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 or its supply chain in the reporting year.	
	102-11 Precautionary principle or approach	Chapter 5: Environmental Management, page 29	
	102-12 External initiatives	Chapter 2: Risk Management, page 14	
102-13 Membership of associations	Chapter 2: Risk Management, page 14		

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 9 Code of Conduct page 21 EthicsPoint Helpline	
	Governance		
	102-18 Governance structure	Chapter 1: Corporate Governance, page 9 2021 Proxy Statement Election of Directors, pages 17-19	
	102-20 Executive-level responsibility for economic, environmental, and social topics	Chapter 1: Corporate Governance, page 9 Nominating, Sustainability & Governance Committee Charter page 2	
	102-22 Composition of the highest governance body and its committees	Chapter 1: Corporate Governance, page 9 Board of Directors Webpage 2021 Proxy Statement Election of Directors, pages 3-19	 
	102-23 Chair of the highest governance body	2021 Proxy Statement Election of Directors, page 3	
	102-24 Nominating and selecting the highest governance body	Nominating, Sustainability & Governance Committee Charter 2021 Proxy Statement Election of Directors, pages 3-20	 
	102-25 Conflicts of interest	2021 Proxy Statement pages 11 & 17-19	
	102-26 Role of highest governance body in setting purpose, values, and strategy	Chapter 1: Corporate Governance, page 9 Nominating, Sustainability & Governance Committee Charter	
	102-27 Collective knowledge of highest governance body	2021 Proxy Statement Election of Directors, pages 3-8	
102-28 Evaluating the highest governance body's performance	Chapter 1: Corporate Governance, page 9 Nominating, Sustainability & Governance Committee Charter		

GRI Standard	Disclosure	Report Location or External Benchmark Reference	Sustainable Development Goal (SDG) Linkage
GRI 102: General Disclosures 2016	102-29 Identifying and managing economic, environmental, and social impacts	Chapter 2: Risk Management, page 14 Nominating, Sustainability & Governance Committee Charter	
	102-30 Effectiveness of risk management processes	Audit Committee Charter Chapter 2: Risk Management, page 14	
	102-31 Review of economic, environmental, and social topics	Chapter 1: Corporate Governance, page 9 2021 Annual Report ESG & Sustainability , pages 9-11	
	102-32 Highest governance body's role in sustainability reporting	Chapter 1: Corporate Governance, page 9	
	102-35 Remuneration policies	2021 Proxy Statement Compensation Discussion and Analysis, pages 20-38	
	102-36 Process for determining remuneration	Compensation Committee Charter	
	102-37 Stakeholders' involvement in remuneration	Chapter 1: Corporate Governance, page 9 2021 Proxy Statement Executive Compensation, page 23	
	102-38 Annual total compensation ratio	2021 Proxy Statement Executive Compensation, page 29	
	102-39 Percentage increase in annual total compensation ratio	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 Human Capital Management, page 13		
102-42 Identifying and selecting stakeholders	Assessment of Priorities, page 7		
102-43 Approach to stakeholder engagement	Assessment of Priorities, page 7		
102-44 Key topics and concerns raised	Assessment of Priorities, page 7		
Reporting Practice			
102-45 Entities included in the consolidated financial statements	2021 Annual Report Note 13, Segment and Geographic Information, pages 61-62		
102-46 Defining report content and topic boundaries	About This Report, page 56		
102-47 List of material topics	Assessment of Priorities, page 7		

GRI Standard	Disclosure	Report Location or External Benchmark Reference	Sustainable Development Goal (SDG) Linkage
GRI 102: General Disclosures 2016	102-48 Restatements of information	As this is Benchmark's inaugural sustainability report, there are no restatements of information	
	102-49 Changes in reporting	As this is Benchmark's inaugural sustainability report, there are no changes in reporting	
	102-50 Reporting period	About This Report, page 56	
	102-51 Date of most recent report	This is Benchmark's inaugural sustainability report	
	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 56	
	102-55 GRI content index	Appendix, page 46	
	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 14	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 2: Risk Management, page 14 Data Tables, page 41	
Anti-corruption			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 1: Corporate Governance, page 9	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter 1: Corporate Governance, page 9	
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 1: Corporate Governance, page 9	

GRI Standard	Disclosure	Report Location or External Benchmark Reference	Sustainable Development Goal (SDG) Linkage
Environmental Topics			
Energy			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 6: Climate Change, page 33	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chapter 6: Climate Change, page 33 Data Tables, page 44	   
	302-3 Energy intensity	Data Tables, page 44	   
	302-5 Reductions in energy requirements of products and services	Chapter 6: Climate Change, page 33	   
Water and Effluents			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 5: Environmental Management, page 29	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 5: Environmental Management, page 29	 
	303-2 Management of water discharge-related impacts	Chapter 5: Environmental Management, page 29	
	303-3 Water withdrawal	Chapter 5: Environmental Management, page 29 Data Tables, page 44	 
Emissions			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 6: Climate Change, page 33	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 6: Climate Change, page 33 Data Tables, page 44	    

GRI Standard	Disclosure	Report Location or External Benchmark Reference	Sustainable Development Goal (SDG) Linkage
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 6: Climate Change, page 33 Data Tables, page 44	    
	305-4 GHG emissions intensity	Data Tables, page 44	  
Waste			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 5: Environmental Management, page 29	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Chapter 5: Environmental Management, page 29	    
	306-3 Waste generated	Chapter 5: Environmental Management, page 29 Data Tables, page 45	    
	306-4 Waste diverted from disposal	Chapter 5: Environmental Management, page 29 Data Tables, page 45	  
	306-5 Waste directed to disposal	Chapter 5: Environmental Management, page 29 Data Tables, page 45	    
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 2: Risk Management, page 14	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chapter 2: Risk Management, page 14	

GRI Standard	Disclosure	Report Location or External Benchmark Reference	Sustainable Development Goal (SDG) Linkage
Social Topics			
Employment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 3: Human Capital Management, page 19	 
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Tables, pages 39-40	  
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 3: Human Capital Management, page 19	 
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 3: Human Capital Management, page 19	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 3: Human Capital Management, page 19	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 3: Human Capital Management, page 19	
	403-3 Occupational health services	Chapter 3: Human Capital Management, page 19	 
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 3: Human Capital Management, page 19	
	403-5 Worker training on occupational health and safety	Chapter 3: Human Capital Management, page 19	
	403-6 Promotion of worker health	Chapter 3: Human Capital Management, page 19	
	403-8 Workers covered by an occupational health and safety management system	Chapter 3: Human Capital Management, page 19	  
	403-9 Work-related injuries	Chapter 3: Human Capital Management, page 19 Data Tables, pages 41-42	  
	403-10 Work-related ill health	Data Tables, pages 41-42	  

GRI Standard	Disclosure	Report Location or External Benchmark Reference	Sustainable Development Goal (SDG) Linkage
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 3: Human Capital Management, page 19	 
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 3: Human Capital Management, page 19 Data Tables, pages 38 & 43	
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 2: Risk Management, page 14	
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 14	
Local Communities			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 4: Local Communities, page 26	 
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 4: Local Communities, page 26	
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1-103-3 Aspects of the management approach	Chapter 2: Risk Management, page 14	  
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter 2: Risk Management, page 14	

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 9 Chapter 2: Risk Management, page 14
	b) Describe management's role in assessing and managing climate-related risks and opportunities	Chapter 2: Risk Management, page 14
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
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	Chapter 2: Risk Management, page 14
	b) Describe the organization's processes for managing climate-related risks	Chapter 2: Risk Management, page 14 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 14
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 33 Data Tables, page 44

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 29 Data Tables, page 44
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	TC-ES-150a.1	Chapter 5: Environmental Management, page 29 Data Tables, page 45
Labor Practices	(1) Number of work stoppages and (2) total days idle	TC-ES-310a.1	Data Tables, page 38
Labor Conditions	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	TC-ES-320a.1	Data Tables, page 42
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-ES-440a.1	Chapter 2: Risk Management, page 14
Activity Metrics	Number of manufacturing facilities	TC-ES-000.A	21 manufacturing facilities
	Area of manufacturing facilities	TC-ES-000.B	3,751,000 square feet
	Number of employees	TC-ES-000.C	10,900 employees

About This Report

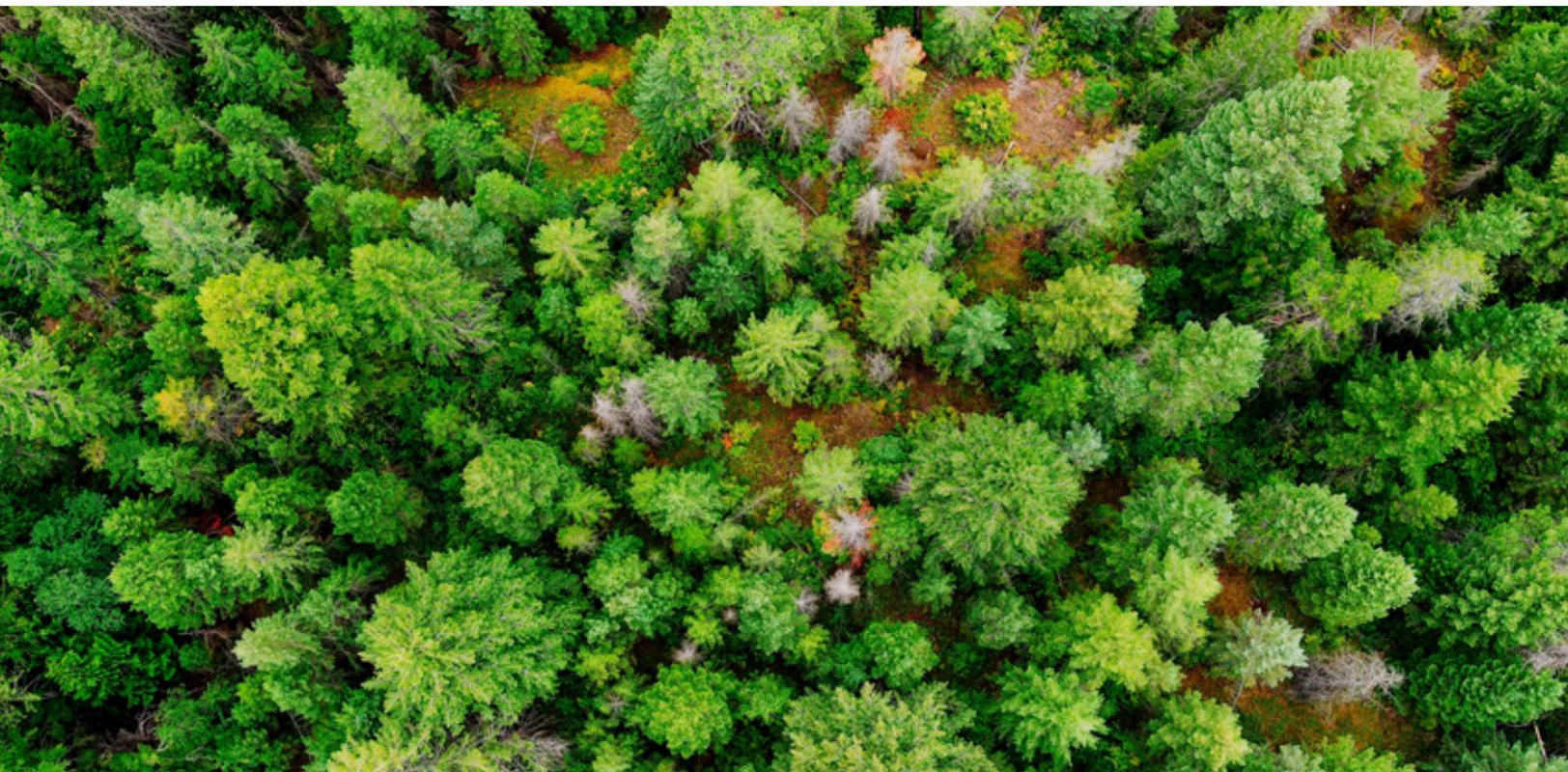


Our 2021 Sustainability Report primarily covers data and metrics from January 1 to December 31, 2021, unless otherwise noted, with three years of data generally provided for context. The Sustainability Report covers sites under our operational control and includes our subsidiaries unless otherwise noted.

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 46.

Benchmark is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders. This is our inaugural sustainability report, which takes a priority-based approach to disclosure. This being our first sustainability report, best attempts were made to collect data but past year data was not available for all sites. Exclusions are noted where applicable.

We are currently in the data collection and mapping stage of our ESG process. We expect to begin setting goals and targets in the latter half of 2022.





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GUIDED BY G&A
Report developed with the
assistance of Governance
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