

Benchmark's SEC SD Filing

“Conflict Minerals” refers to certain minerals containing what is commonly referred to as “3TG” (Tin, Tantalum, Tungsten, and Gold), or other derivatives. The US Congress voiced concerns that the exploitation and trade of Conflict Minerals by armed groups helped to finance conflict in the Democratic Republic of the Congo (“DRC”), and adjoining countries, was contributing to a humanitarian crisis. To address these concerns, the United States Congress enacted certain Conflict Minerals provisions the Dodd-Frank Financial Reform Bill and Consumer Protection Act § 1502(b) in July 2010. In 2012 the U.S. Securities and Exchange Commission implemented these Conflict Minerals provisions in the Dodd-Frank law by implementing “Rule 13p-1” under the Securities Exchange Act (collectively the “Conflict Minerals Law”). The Conflict Minerals Law identifies the DRC and adjoining countries as “Covered Countries,” and further requires all US stock listed companies to annually disclose certain information concerning Conflict Minerals contained in products they manufacture, or contract to manufacture, to the extent that Conflict Minerals are necessary to the functionality or production of the products.

Benchmark Electronics, Inc. (“Benchmark”) supports the Conflict Minerals Law and efforts to avoid sourcing Conflict Minerals directly or indirectly financing armed groups in the DRC and in adjoining countries. Consistent with the Conflict Minerals Law and the OECD Due Diligence Guidance concerning Conflict Minerals, Benchmark has adopted the Responsible Minerals

Initiative (“RMI”) due diligence reporting process, and seeks to obtain Conflict Minerals content declarations from its suppliers, thereby promoting supply chain transparency. Benchmark does not directly source 3TG from mines, smelters or refiners, and is in most cases several or more levels removed from these supply chain participants. Benchmark therefore expects:

- Our suppliers to source 3TG only from smelters and refiners validated as being conflict free and do not directly or Indirectly benefit or finance armed groups in a covered country
- Purge high risk smelters from their supply chain, that have a strong potential to finance conflict, or are publically known to finance conflict, through their Conflict Mineral purchasing
- Our suppliers to fully comply with the Conflict Minerals law and provide all necessary declarations and documentation
- Our suppliers to pass these requirements through to their supply chain and determine the source smelters/refiners and the subsequent chain of custody of specified minerals, including 3TG

Any suppliers not willing to comply with these requirements shall be reviewed by global procurement with regard to future business and sourcing decisions. This Conflict Minerals Policy encourages suppliers to respect and protect human rights throughout the world.