



DECLARATION ON BUSINESS ETHICS AND COMPLIANCE

The Responsible Business Alliance (“RBA”) publishes a code of best practices called the “RBA Code of Conduct”. The RBA Code of Conduct encourages broad adoption of Corporate Social Responsibility (CSR) best practices by all electronics, information and communications technology companies and their business partners. It is established to ensure worker safety and fairness, environmental responsibility, and business ethics, integrity and efficiency. The RBA Code of Conduct provides guidance in five critical areas of CSR performance:

- Labor
- Health and Safety
- Environment
- Management System
- Ethics

The RBA Code of Conduct version endorsed by Benchmark is available at:

http://www.bench.com/sites/default/files/investors/corporate-governance/RBACodeofConduct6.0_English.pdf

Benchmark Electronics, Inc. is committed to industry best practices in worker safety and fairness, environmental responsibility, business ethics, integrity and efficiency, and requires the same of all of its business partners. By signing below, Declarant expresses its commitment to adhere to the RBA Code of Conduct referenced above, as a condition of entering into or remaining in a business relationship with Benchmark or one of its subsidiaries.

Company/Declarant : (Company Stamp)

Printed Name :

Title/Function :

Date :

Signature :