

▶ **Benchmark**®

**2025**

# SUSTAINABILITY REPORT



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## Letter from the CEO

Releasing Benchmark's annual Sustainability Report is a meaningful milestone for our Company each year. By sharing our progress and the ongoing efforts behind this strategic priority, the report demonstrates a steady commitment across Benchmark, not only to advance our sustainability strategy in tangible ways, but also to provide high-quality disclosures on our environmental, social, and governance endeavors.

In 2025, Benchmark continued to work as a global team to bring our Company's purpose to life: **We innovate for a healthier, safer, and better-connected world to create a brighter future.** Our sustainability efforts are essential to fulfilling our purpose and delivering meaningful value for our customers.



### Over the past year, we advanced our sustainability efforts by:

- Reaching our goal of reducing absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions 15% from a 2021 base year
- Reducing our annual employee total recordable incident rate (TRIR) to 0.13, from a TRIR of 0.34 in 2024
- Continuing to collect data on GHG emissions through a global data management system for all of our sites worldwide to drive improvement and track progress to our goals, obtaining limited assurance on the same GHG data
- Engaging a wide set of key leaders in our annual enterprise risk assessment process and then prioritizing our top 10 risks, followed by action plans to mitigate each risk at an enterprise level
- Providing enhanced training on the ethical considerations of artificial intelligence and enhancing our AI policy and governance framework
- Advancing employee growth through a suite of global programs focusing on mentorship, leadership readiness, and executive development
- Holding the fourth annual Benchmark Environmental Challenge, our internal global competition to drive environmental impact improvements in our manufacturing operations, including reducing our consumption of fuel, natural gas, freon, and electricity, and using more renewable electricity in our energy mix
- Earning C grades on our annual response to the CDP Climate Change and Water Security questionnaires, and, as of 2025, Benchmark received an MSCI ESG Rating of AA

Our annual Sustainability Report draws on multiple leading frameworks and standards to convey our progress, including the Global Reporting Initiative, the Task Force on Climate-related

Financial Disclosures, the Sustainability Accounting Standards Board, and the Sustainable Development Goals.

I am confident that the progress we made last year and our reporting approach positions us to meet our goals and required disclosures in the coming years. As we work to achieve our customer needs, we continue to raise our ambitions for environmental sustainability, social responsibility, and good corporate governance. Our sustainability efforts are an essential pillar in Benchmark's foundation of growth in the coming years. Our Company's core values – integrity, inclusion, customer committed, ingenuity, and caring – serve as our blueprint not only for the way in which we conduct our business but also for how we manage our impact on broader society.

As Benchmark continues its journey, I also want to acknowledge an important milestone in our leadership development as David Moezidis will transition into the role of Chief Executive Officer in the second quarter of 2026. His leadership, combined with the dedication of our global teams, will carry forward the strong foundation we have built and the sustainability commitments that guide our strategy.

Thank you to our employees, customers, shareholders, and partners for your continued support. I am confident Benchmark will continue to advance its impressive progress in sustainability and innovation.

Sincerely,

**Jeff Benck**

A handwritten signature in black ink that reads "Jeff Benck". The signature is written in a cursive, flowing style.

Chief Executive Officer

# Letter from the Board Chair

Benchmark’s fifth Sustainability Report reflects the Board’s commitment to operating ethically, responsibly, and sustainably for the long-term benefit of our shareholders. This report provides clear updates on our priorities related to sustainability.

Transparent reporting is essential for our stakeholders in evaluating the Company’s progress toward our sustainability goals and understanding our performance as a business. We are proud of the progress our management team and Sustainability Council achieved in concert with the Board and its committees in 2025. Highlights are detailed on the following pages.



The Board of Directors leads Benchmark by fostering a culture of accountability and transparency and receives regular updates and information on sustainability initiatives and plans through the Nominating, Sustainability and Governance Committee. This is further evidenced by the fact that two of our directors completed certifications on climate leadership in the last year.

In addition, the Board’s standing committees play distinct roles in our governance of sustainability topics at Benchmark. The Nominating, Sustainability and Governance Committee has direct oversight of the Company’s sustainability strategy, policies, and programs. Similarly, the Human Capital and Compensation Committee oversees inclusion, compensation, and talent management. Finally, our Audit Committee supports financial and ethical practices and provides input and oversight to our enterprise risk management processes. Indeed, as in years past, the entire Board participated in Benchmark’s 2025 enterprise risk assessment process again in 2025.

We look forward to continuing to report on our progress and appreciate the continued support of our employees, customers, investors, and other stakeholders as we advance Benchmark’s sustainability journey and commitment to long-term value creation.

Sincerely,

**David W. Scheible**  
Chair of the Board

# 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

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

This means helping customers accelerate time-to-market and time-to-volume production of high-quality products, which we achieve through our highly skilled workforce of 11,800 people, our engineering skills, global supply chain, and world-class manufacturing facilities. Benchmark’s common shares trade on the New York Stock Exchange under the symbol BHE. Our global headquarters is located in Tempe, Arizona.

Our mission is to be our customers’ trusted partner, providing comprehensive solutions across the entire product lifecycle, leading through our innovative technology and engineering design services, leveraging our optimized global supply chain, and delivering world-class manufacturing services. We are positioned to help customers achieve their sustainability goals through collaboration, including by enhancing circularity for their products.

## Our Vision

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

## Our Purpose

We innovate for a healthier, safer, and better-connected world to create a brighter future.

Profile	Results	Services	Talent *
<p>8</p> <p><b>Countries</b> serving global customers</p>	<p>\$2.7B</p> <p><b>Revenue</b> in 2025</p>	<p>20</p> <p><b>Global</b> manufacturing locations</p>	<p>11,800+</p> <p><b>Global</b> team members</p>
<p>50%</p> <p><b>Manufacturing</b> footprint located in the Americas</p>	<p>45%</p> <p><b>Revenue mix</b> in the Americas</p>	<p>8</p> <p><b>Global</b> design centers</p>	<p>300+</p> <p><b>Engineers</b> for product design</p>

\* Full-time equivalents

# Awards and Recognitions

In 2025, Benchmark earned a number of awards and recognitions, highlighting our progress in aligning operational excellence with a safe and sustainable work environment.



## TIME and Statista Top Mid-sized Companies

TIME listed Benchmark as a [top mid-sized company](#) for 2025 through its study with Statista. The listing considers three primary dimensions: employee satisfaction, revenue growth, and sustainability transparency. Sustainability transparency refers to carbon emissions intensity and reduction rate, CDP score, share of women on the Board of Directors, existence of a human rights policy, and anti-corruption guidance, as well as publishing a report that adheres to guidelines from the Global Reporting Initiative (GRI).

## ASML Suppliers' Day Award: Excellence in Sustainability

Benchmark proudly received the Award for Excellence in Sustainability from our customer ASML at its 2025 Suppliers Day. Benchmark has supported ASML in reducing Scope 3 emissions through a reduction of our own Scope 1 and Scope 2 emissions for ASML-related activities, through both grassroots innovation and targeted infrastructure investments.

## ELSSA Badge of Distinction

Benchmark's facility in Tijuana earned its second consecutive ELSSA Badge of Distinction from the Mexican Social Security Institute. The Badge recognizes our commitment to implementing effective strategies and actions to enhance employees' health, safety, and well-being. The facility was free of reportable accidents in 2025, after achieving the same record in 2024.

## Innovation and Sustainability Award by the Tempe Chamber of Commerce

Benchmark received the Innovation and Sustainability Award from the Tempe Chamber of Commerce, which honors excellence among local businesses. This prestigious award honors companies based in Tempe, Arizona, that demonstrate leadership, innovation, and commitment to community impact. This award is a testament to our values as a responsible corporate citizen and our efforts to minimize environmental impact across the organization.

## Business Transformation Leader of the Year

Benchmark's CEO, Jeff Benck, was named the Business Transformation Leader of the Year at the 2025 Governor's Celebration of Innovation, hosted by the Arizona Technology Council and Arizona Commerce Authority. This prestigious award recognizes leaders who drive operational excellence, foster innovation, and strengthen customer outcomes across their organizations.



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# 34,324,878

**Certified hours with zero lost-time accidents at the Korat site, achieving the Zero Accident Campaign - Platinum Level from Thailand's Institute for Promotion of Occupational Safety, Health, and Working Environment**

## Zero Accident Campaign: Platinum Level

Thailand's Institute for Promotion of Occupational Safety, Health, and Working Environment awarded a Certificate of Achievement to our Korat site for its inspiring record of keeping employees safe at work. This is the ninth consecutive year Korat has reached Platinum Level in the Zero Accident Campaign, representing 34,324,878 certified hours with zero lost-time accidents—an incredible milestone that reflects our team's discipline, care, and shared accountability.

The Zero Accident Campaign is a nationwide initiative to eliminate workplace accidents through proactive planning, risk mitigation, and a strong safety culture.

## Model Establishment for Reducing Workplace Accidents

Thailand's Ministry of Labor also awarded Benchmark Korat the 2025 award for reducing workplace accidents. The recognition reflects our deep-rooted commitment to prioritizing safety through a core policy that encourages every employee to actively participate in occupational health and safety management.

## Human Rights Award

In Mexico, the State Human Rights Commission of Baja California renewed Benchmark Tijuana's badge recognizing it as a "Company Committed to Human Rights." To earn the badge, the facility completed a self-assessment and received a technical evaluation visit. The facility had zero reportable accidents in 2025, for the second year in a row.

## Forbes Best Employers

[Forbes](#) recognized Benchmark as one of America's best large employers and one of the best employers in Minnesota.

## Newsweek Most Trustworthy Companies in America

Benchmark is among the [most trustworthy companies](#) in America based on Newsweek's 2025 study with Statista. The study reflects the perspectives of consumers, employees, and investors, as well as online media sentiment.

## Sustainability Strategy

Benchmark commits to excellence in everything, including our management of sustainability. We cover numerous environmental, social, and governance (ESG) matters with a view to having positive effects through our operations.

Our sustainability strategy focuses on four areas central to our business: Environmental Responsibility, Our People, Our Community, and Governance. These four tenets (see descriptions at right) guide our sustainability efforts, and our approach to each is reflected throughout this report. The interests of all stakeholders are a key consideration in our everyday actions within this strategy.

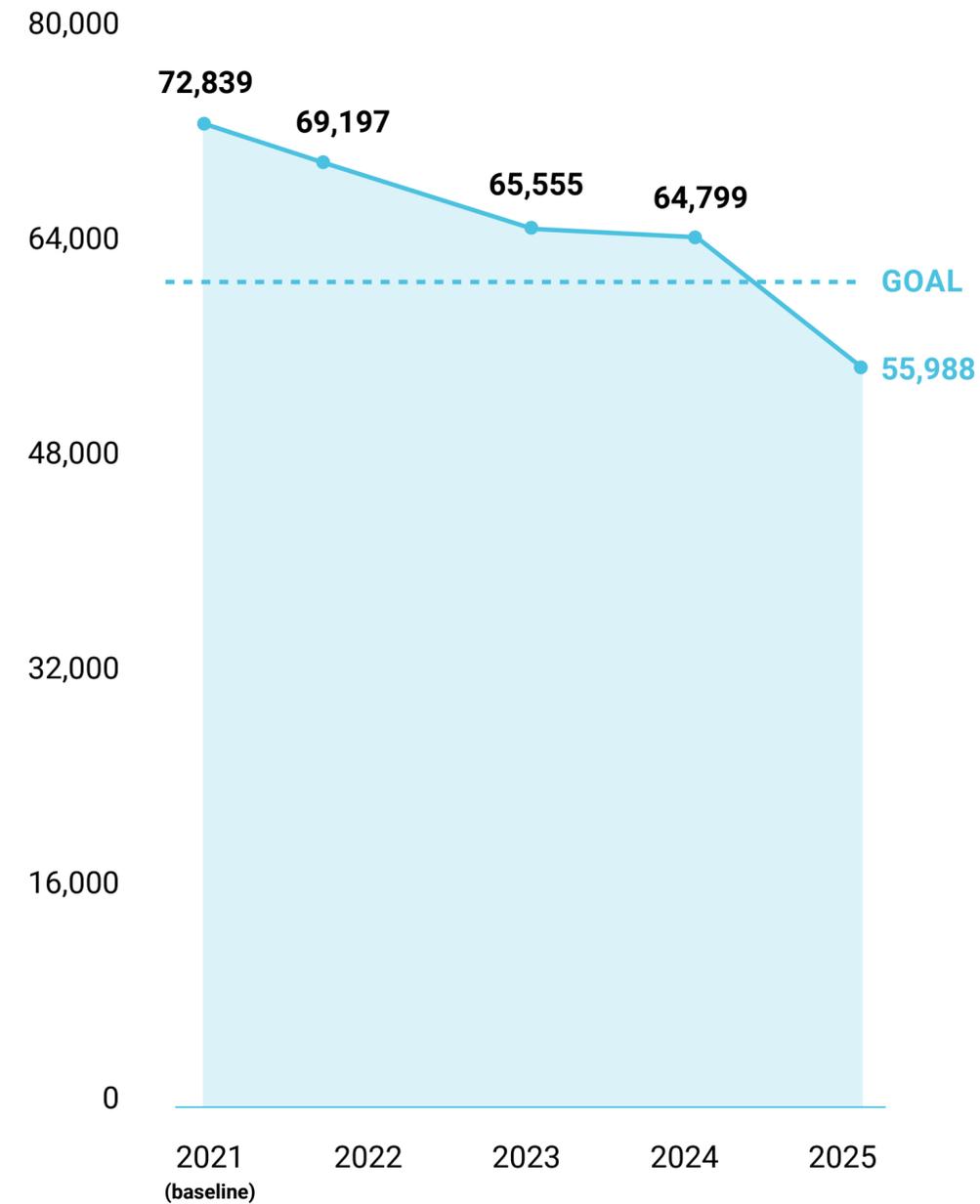
## Corporate Targets

To support tangible progress on our sustainability strategy, Benchmark has corporate goals for reducing our greenhouse gas (GHG) emission, engaging our employees, and ensuring safety for our workforce.

As detailed in the [Climate Change](#) chapter, in 2025, the Company surpassed its initial Scope 1 and Scope 2 absolute reduction goal of 15% reduction by 2025 from a 2021 baseline, achieving an absolute reduction milestone of 22%.

**22%** Emissions reduction - surpassing our goal of 15% absolute reductions for Scope 1 and Scope 2

Scope 1 and Scope 2 GHG Emissions Reduction  
Combined Scope 1 and Scope 2 emissions (tCO<sub>2</sub>e, market-based)



## The Four Tenets of Our Sustainability Strategy



### Environmental Responsibility

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



### Our People

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



### Our Community

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



### Governance

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

# Sustainability Priorities

The priority topics featured in our sustainability strategy were identified through an assessment in line with best practices. The assessment was conducted with the assistance of the Governance & Accountability Institute, Inc. (G&A), a highly respected advisor on sustainability issues. The priority matrix to the right shows the seven non-financial topics found to be most impactful to our business.

The priority analysis reflects the Global Reporting Initiative (GRI) Standards, the 17 United Nations (UN) Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing 2023 Sustainability Accounting Standard, and a range of sustainability topics important to our stakeholders. The analysis was also informed by an assessment of peers and customers in our industry who have been highly rated on sustainability criteria.

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

We continue to partner with G&A to manage our sustainability strategy-setting and management approach, as well as to prepare for future mandatory reporting requirements. In 2025, we conducted a double materiality assessment (DMA) to prepare to report using the European Sustainability Reporting Standards (ESRS) as required by the EU's Corporate Sustainability Reporting Directive (CSRD). This assessment is described in the [Sustainability Management and Compliance](#) section of this report.

# Priority Matrix

● Environment   ● Social   ● Governance



## Importance to Investors

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

# 2025 Sustainability Highlights

## 01 Corporate Governance

- Updated our AI policy and governance framework
- Prepared for mandatory sustainability reporting in the EU and California, including completing our first double materiality assessment

## 02 Risk Management

- Released public-facing policy statements on human rights and cybersecurity
- Completed third-party audits for onsite compliance with the Responsible Business Alliance (RBA) at three Benchmark sites

## 03 Human Capital Management

- Launched CLIMB (Cultivating Leaders in Management at Benchmark) program to develop strong candidates for senior leadership succession
- Achieved industry-leading employee engagement and net promoter scores, reflecting a highly committed workforce

## 04 Occupational Health and Safety

- Maintained certification to ISO 45001:2018 for six Benchmark sites
- Devised process for ergonomic improvements

## 05 Our Community

- Established tracking of volunteer time off (VTO) for greater insight into our support for local non-profit and community needs

## 06 Environmental Management

- Earned a CDP Water Security score of C
- Maintained certification to ISO 14001:2015 for all of Benchmark’s manufacturing facilities

## 07 Climate Change

- Achieved and surpassed initial target to reduce absolute Scope 1 and Scope 2 GHG emissions by 15% by 2025 from 2021 base year
- Registered with the Science Based Targets initiative (SBTi) to set a science-based target for future emissions reduction
- Earned a CDP Climate Change score of C

## 08 Products

- Worked with Copeland (formerly a division of Emerson) to reduce power consumption during testing
- Partnered with Kestra Medical Technologies to refurbish life-saving, wearable cardiac devices

# Governance

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**As a responsible corporate citizen, Benchmark believes it is paramount to earn the trust of all our stakeholders. To do this, we foster a culture of accountability, we conduct our business in a fair, ethical, and responsible manner, and we pursue excellence in our governance practices. This includes maintaining robust risk management programs to ensure compliance with applicable laws and regulations.**



CHAPTER 1

# Corporate Governance

Consistent with our sustainability strategy, Benchmark has comprehensive corporate governance structures and policies in place to ensure fair and transparent operating practices. Our ethical governance practices permeate the entire organization and are designed to drive compliance with applicable legal requirements, including those related to anti-corruption, anti-bribery, and antitrust.



# Governance Oversight

The Benchmark Board of Directors sets the tone for the Company and oversees our strategic direction for the long-term benefit of our stakeholders. The Board operates under our [Corporate Governance Guidelines](#), which are publicly available and based on best practices designed to meet or exceed the existing standards of the New York Stock Exchange and requirements of the U.S. Securities and Exchange Commission.

Each year we engage an independent third party to administer an anonymous self-assessment of the Board and its committees. Results are shared with directors, and Company leadership uses the feedback to make constructive changes wherever needed.

Our Corporate Governance Guidelines call for regular review of directors' potential related-party transactions and other possible conflicts of interest. We administer questionnaires to monitor this and thoroughly review responses in line with our Guidelines.

## Our policies, bylaws, and practices related to corporate governance cover several important topics:

- 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
- Proxy access and stock ownership guidelines for directors and named executive officers

Anne De Greef-Safft has completed the Climate Leadership Certificate Program through Diligent, providing a means to guide companies with their sustainability initiatives.

Lynn A. Wentworth has completed a climate certification program through Competent Boards.



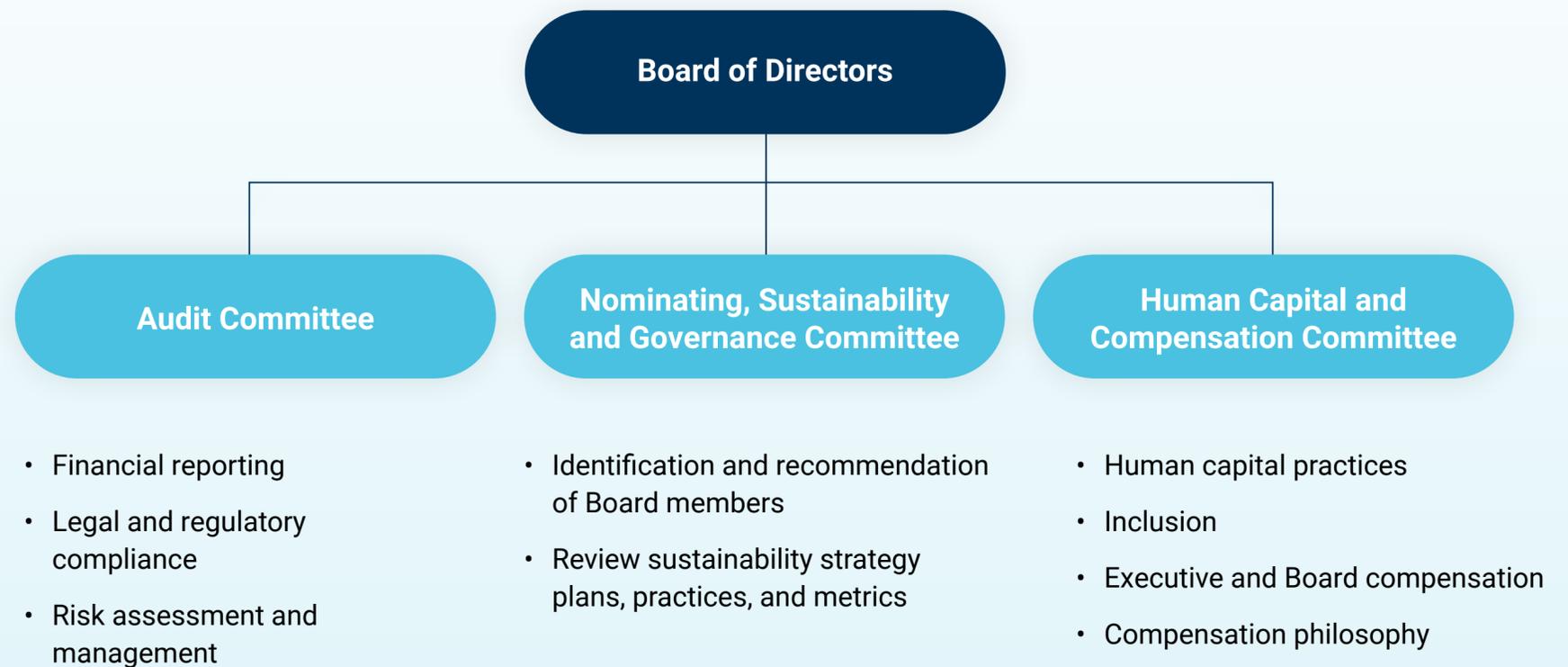
At Benchmark, the role of Board Chair is separate from that of Chief Executive Officer (CEO) to ensure accountability for Company management and enhance the Board’s independence. The Board consists of eight independent directors and one management director. Directors bring a wide-ranging set of perspectives and skills to their roles based on personal backgrounds and experience in executive leadership and corporate strategy.

As detailed in our [2025 Proxy Statement](#), our directors’ areas of experience include: public company leadership, financial and accounting controls and procedures, multinational operations, supply chain management, mergers and acquisitions, management of technical manufacturing, enterprise risk management, sales and marketing, cybersecurity, and human capital, cultural development, and compensation. In addition, four of our eight directors in 2025 had experience with the development of corporate strategy and policy initiatives relating to sustainability.

50%

**Make-up of directors with experience in corporate strategy and policy initiatives related to sustainability**

## Board Structure and Responsibilities



## Board Committees

Our Board of Directors includes three standing committees: the Audit Committee, the Human Capital and Compensation Committee, and the Nominating, Sustainability and Governance Committee. All committee members are independent directors. We review all committee charters on an annual basis and make updates as needed.

**The Audit Committee** oversees management's conduct of the Company's financial reporting processes, the integrity of the Company's financial statements, and performance of the internal audit function and external auditors. The Committee has oversight of compliance with legal and regulatory requirements and ethical standards, and it evaluates the qualifications and independence of the Company's outside auditors.

The Audit Committee is also responsible for risk assessment and risk management, and it reviews the Company's related policies, guidelines, and processes. The Audit Committee receives quarterly cybersecurity updates from the Company's Chief Digital and Information Officer and Chief Information Security Officer. The Audit Committee reviews the Company's enterprise risk assessment annually. In addition, the full Board of Directors also participates in the annual enterprise risk assessment process.

**The Human Capital and Compensation Committee** oversees the Company's human capital practices and management compensation philosophy, including incentive compensation and equity-based plans for executives. The Committee reviews and makes recommendations on executive and Board director compensation as informed by engagement with third-party pay advisors who conduct peer comparisons and in-depth analysis of contemporary pay practices. The Committee's responsibilities also include oversight of the Company's inclusion efforts.

To foster strong connections among Board committees, the Chair of the Nominating, Sustainability and Governance Committee is also a member of the Human Capital and Compensation Committee. This ensures a continuous link between the two committees.

**The Nominating, Sustainability and Governance Committee** is responsible for identifying and recommending individuals to become Board members and makes recommendations to the Board concerning committee appointments. In assessing the appropriate composition of the Board, the Committee and the Board believe that directors should reflect a wide range of geography, gender, ethnicity, viewpoint, education, skill, and professional experience. The Committee is committed to prioritizing a multitude of recruitment strategies when refreshing Board membership to ensure we select executives who possess appropriate skills and experiences.

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

## Ethics and Integrity

We commit to operating with the highest ethical standards at Benchmark, acting honestly in all that we do, utilizing strong compliance programs, and ensuring effective whistleblower protections. Our [Code of Conduct](#) defines these foundational standards for how we conduct business for the awareness of all employees and partners.

The Board supports our Company's adherence to ethics and compliance standards. Its Audit Committee receives regular reports from our Chief Compliance Officer addressing topics such as compliance with the Code of Conduct and any complaints and/or inquiries received through the ethics hotline.

Each year, we conduct annual training on ethics and compliance topics, such as conflicts of interest, workplace relations, harassment, and anti-corruption. Each full- and part-time team member is required to complete a training assignment each quarter using Benchmark U, the Company's learning platform.

We continue to train leaders and employees on the responsible use of artificial intelligence (AI) as a tool for operational efficiency across the Company. In 2025, we developed an AI enablement series as part of our quarterly inclusion training. This series covered how to effectively craft prompts, ethical considerations of AI, and change management for adopting AI in the workplace.

For mandatory training in ethics topics, we are dedicated to making the information equally accessible to all. Our Human Resources team, in partnership with site managers, sets up kiosks where employees can complete the course when email is not accessible. Human Resources also supports employees in completing the course when translation is needed. These efforts have resulted in a consistently high rate of completion for our ethics course. In 2025, Benchmark employees achieved a 97% completion rate for assigned ethics training.

We require employee acknowledgement of the Code of Conduct each year. We also conduct an annual, global Code of Conduct survey to gauge potential ethics concerns or conflicts of interest among employees.

### Benchmark's Code of Conduct

The Benchmark Code of Conduct reflects standards that every employee, director, and other representative of our Company must adhere to, not simply aspire to. The Code states Benchmark's principles, vision, mission, and values, along with the Company's expectations that all employees, directors, officers, consultants, representatives, and agents of Benchmark will make ethical decisions, be respectful, protect the environment, comply with laws and regulations, and act responsibly.

The Code also specifies responsible business practices aligned to the Responsible Business Alliance (RBA) Code of Conduct. The Code includes an individual acknowledgment and pledge, to be signed upon hiring and subsequently acknowledged annually, confirming that the employee will comply with the Code and the policies and procedures contained therein.

Benchmark’s “Speak Up!” campaign reaches out to employees to foster a positive work environment by enabling the quick identification of potential ethics and compliance issues. All team members share this responsibility. The campaign includes posters, information cards, and other communication tools in the eight languages primarily spoken within Benchmark. The campaign calls on all employees to “Speak Up!” by asking questions and expressing concerns about actual or potential ethical issues, Company policies, and ways to improve our organization.

We employ an independent third party to manage a confidential, 24/7 helpline and a user-friendly web portal, utilizing the EthicsPoint platform, for reporting potential compliance and ethics issues around the globe. The EthicsPoint Helpline includes local phone numbers for each facility around the world and language support in over 150 languages as needed.

We make employees aware of the EthicsPoint Helpline through proactive communications, including a banner on our intranet platform (BenchConnect), letters sent to employees Company-wide, our Bench.com website, and the “Speak Up!” campaign. These communications emphasize that the Helpline is accessible, confidential, and anonymous.

The Benchmark Ethics and Compliance Committee is comprised of six Company leaders. The Committee reviews ethics and compliance incident reports from the Company helpline, assigns incidents for investigation, follows up on investigations, reviews investigation outcomes, responds to incident reporters, and decides when an investigation/incident should be closed. The Committee directs any whistleblower incident reports potentially bearing on Company financial records, reports, or SEC reporting to the Internal Audit team for investigation.

Benchmark leadership provides quarterly updates to the Board of Directors’ Audit Committee regarding substantiated, material grievances or questions received through the EthicsPoint Helpline. The quarterly report includes the number and type of complaints and the status of investigations or other actions.

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

150+

Languages in which support is available through EthicsPoint Helpline

24/7

Access to confidential helpline for reporting potential compliance and ethics issues across the globe



**Report Your Concerns**  
Each of us plays an important role in ensuring the integrity, reputation, and success of our organization. Report any violations of our Code of Conduct by contacting the Benchmark EthicsPoint Web Portal or Telephone Helpline.

Confidential, easy-to-use and always available.

  [secure.ethicspoint.com](mailto:secure.ethicspoint.com)  
 888-888-8888



## Anti-Corruption, Anti-Bribery, and Antitrust

Upholding applicable anti-corruption laws and regulations are part of Benchmark's commitment to operating our business ethically and fairly. This includes adherence to all applicable anti-bribery and antitrust laws and regulations. Compliance with these regulations is essential to protecting Benchmark's reputation for integrity in the global marketplace. Policies, procedures, and training are in place to support this commitment across our Company.

Benchmark complies with all applicable laws, such as the U.S. Foreign Corrupt Practices Act (FCPA), similar laws of host nations, and related anti-bribery conventions. Our Code of Conduct, Global Anti-Corruption Policy, and Gifts and Entertainment Policy prohibit offering or giving anything of value

to influence an action, obtain business, or secure an improper advantage of any kind. As part of the Company's annual risk assessment process, the general managers (GMs) and controllers at each Benchmark site help identify any significant potential risks related to corruption and compliance with the FCPA. Every year, 100% of our operations are assessed for potential corruption risks through our annual enterprise risk management and legal compliance initiatives.

Every member of the Board of Directors is informed of our anti-corruption and anti-bribery policies. For employee access and awareness, our policies are part of our Benchmark Management System and are published through our internal intranet platform (BenchConnect).

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 unethical and unfair 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. Annual anti-corruption training is performed through our Company-wide learning platform, and in 2025 the training was completed by 94% of the supervisors and other leaders who are required to complete it.

# 100%

**of operations are assessed for corruption risks through our annual enterprise risk management and legal compliance initiatives**



## Sustainability Management and Compliance

Benchmark's operations are aligned with our sustainability strategy, and we implement long-term, strategic sustainability initiatives specifically aimed at advancing the strategy.

Our efforts to align our operations with sustainability goals are led by the Company's Sustainability Council: a cross-functional team of leaders representing Operations, Human Resources, Supply Chain, Quality and Regulatory Compliance, Finance, Marketing and Communications, Facilities, Health and Safety, and Legal.

The Sustainability Council is currently sponsored by Benchmark's General Counsel and Chief Legal Officer. Through this executive role, the Sustainability Council presents regular updates on sustainability initiatives and progress to the Sustainability Steering Committee, which is an executive body comprising the Chief Financial Officer (CFO), Chief Operating Officer, Chief Human Resources Officer, and Chief Procurement Officer. In addition, the SVP, General Counsel and Chief Legal Officer provides quarterly updates to the Board of Directors' Nominating, Sustainability and Governance Committee. Updates include any related

feedback from shareholders, employees, customers, or other stakeholders. The discussion also covers potential sustainability-related risks identified through Company-wide risk assessments.

Benchmark's Global Director of Sustainability oversees sustainability activities at the management level. This position reports to the SVP, General Counsel and Chief Legal Officer with dotted-line reporting to the VP, Quality Assurance Regulatory Affairs.

In 2025, our sustainability organizational model also included three additional Councils: the Health and Safety Council, the Environmental Council, and the Inclusion Council. As discussed in more detail in the chapters on [Environmental Management](#) and [Occupational Health and Safety](#), the Health and Safety Council and the Environmental Council are composed of representatives from every manufacturing site. The Health and Safety Council is led by the Senior Global EHS Manager. The Environmental Council is led by the EHS Manager at our Guadalajara site.

Benchmark is preparing for upcoming mandatory sustainability reporting regulations that may apply to our Company in the European Union and other

jurisdictions. We have completed our first double materiality assessment (DMA) to prepare to report using the European Sustainability Reporting Standards (ESRS) should we be required to report under the EU's Corporate Sustainability Reporting Directive (CSRD). As part of the DMA, Benchmark identified the sustainability-related impacts, risks, and opportunities (IROs) related to the Company. Benchmark engaged with a range of internal and external stakeholders to identify and classify IROs. The results of the DMA will guide our future work to prepare for potential CSRD compliance requirements.

Benchmark is in scope for California's SB 261 and SB 253, which could eventually require us to report on our climate risk assessment and actions, and does require us to report on our Scope 1 and Scope 2 greenhouse gas (GHG) emissions by June 2026. In 2025, we continued our analysis and are positioned to comply with any filing requirements of the California Air Resources Board (CARB). Our assured Scope 1 and Scope 2 GHG emissions covering FY2025 are provided in the appendix to this report. We also plan to track Scope 3 GHG emissions, in preparation for future regulatory requirements.

CHAPTER 2

# Risk Management

Managing enterprise risks—proactively and effectively—is critical to the long-term success of our business. Benchmark has a robust enterprise risk management (ERM) program and a formal risk management framework for the Company. We make specific efforts to address risks related to information security, business continuity, human rights, and supply chain.



## ERM Policy

Benchmark maintains a global ERM Policy institutionalizing its formal risk management framework. The Policy applies to all Benchmark locations, functions, and processes. We review the Policy on an annual basis as part of our active risk management process.

Our annual ERM process, described in the Policy, evaluates risks facing the Company from strategic, operational, compliance, and financial reporting perspectives with a focus on the impact to Benchmark and likelihood of occurrence. Each year the process engages the Board and a focused group of key Company leaders to identify top risks, with wider consultation on a periodic basis.

## ERM Program

Our Senior Corporate Director of Internal Audit facilitates the Company's global ERM program, which is responsible for monitoring and controlling operational risks to Benchmark.

The ERM program covers important risks facing businesses like ours, such as those related to business continuity, compliance, third-party claims, supply chain, reputation, technology, and sustainability-related issues like climate change

and emerging sustainability regulations. When our risk monitoring identifies gaps, we present plans and procedures to address them to the Board's Nominating, Sustainability and Governance Committee and the Audit Committee through our regular updates.

Benchmark's ERM process includes annual surveys and interviews with the Company's Board of Directors, corporate management, and site managers worldwide to assess critical risks. The process is facilitated by our Internal Audit team and identifies a set of potential risks, which are then narrowed by our senior leadership team to the 10 most critical.

Each critical risk is assigned to an executive owner who is responsible for implementing appropriate risk management plans. The senior leadership team periodically reviews the plans. Details on the 2025 assessment are provided on the following page.

The Senior Corporate Director of Internal Audit communicates each year's top risks and their management plans to the Audit Committee. The Audit Committee and the CFO oversee the ERM program, and it is reviewed by the CEO and his direct reports. The Audit Committee receives regular updates on risk management policies, procedures, and guidelines from the Company's Internal Audit team.

## 2025 Risk Assessment

In 2025, Benchmark conducted its annual risk assessment, ultimately identifying top risk categories for action and designating owners to develop action plans to manage each risk.



### Who

The 2025 assessment included 90 leaders from our sites, corporate leadership, and Board of Directors.



### What

The assessment focused on several of the most critical enterprise risks over the coming year. This list of risk types was developed and approved by Benchmark's senior leadership team and the Board's Audit Committee.



### How

The assessment survey and interviews yielded a "scorecard" of risk ratings for both the likelihood and impact of each type of risk. Benchmark's senior leadership team discussed the results and agreed on the top risks to be addressed over the next year.

## What's Next

The senior leadership team developed 12-month action plans to manage risks in line with the Company's risk appetite, with the Senior Corporate Director of Internal Audit facilitating this process. Each action plan includes a timeline and an executive owner. The plans incorporate any unresolved action items from the previous year's risk assessment.

Action plans for last year's top 10 risks have either been completed or incorporated into our longer-term process.

## Information Security

At Benchmark, our purpose is to innovate for a healthier, safer, and better-connected world—and that includes safeguarding our digital environment.

It is a high priority for Benchmark to ensure information security, including guarding against cyberattacks, and we are committed to protecting, preserving, and managing confidentiality, integrity, availability, and overall security.

**Oversight/Management:** Benchmark's Chief Information Security Officer (CISO) reports to the Chief Digital and Information Officer, provides periodic reports to the CEO and CFO, and reports regularly to the Audit Committee of the Board of Directors regarding the Company's cybersecurity risk mitigation activities. Both the Chief Digital and Information Officer and the CISO also provide updates to the senior leadership team on a biweekly basis.

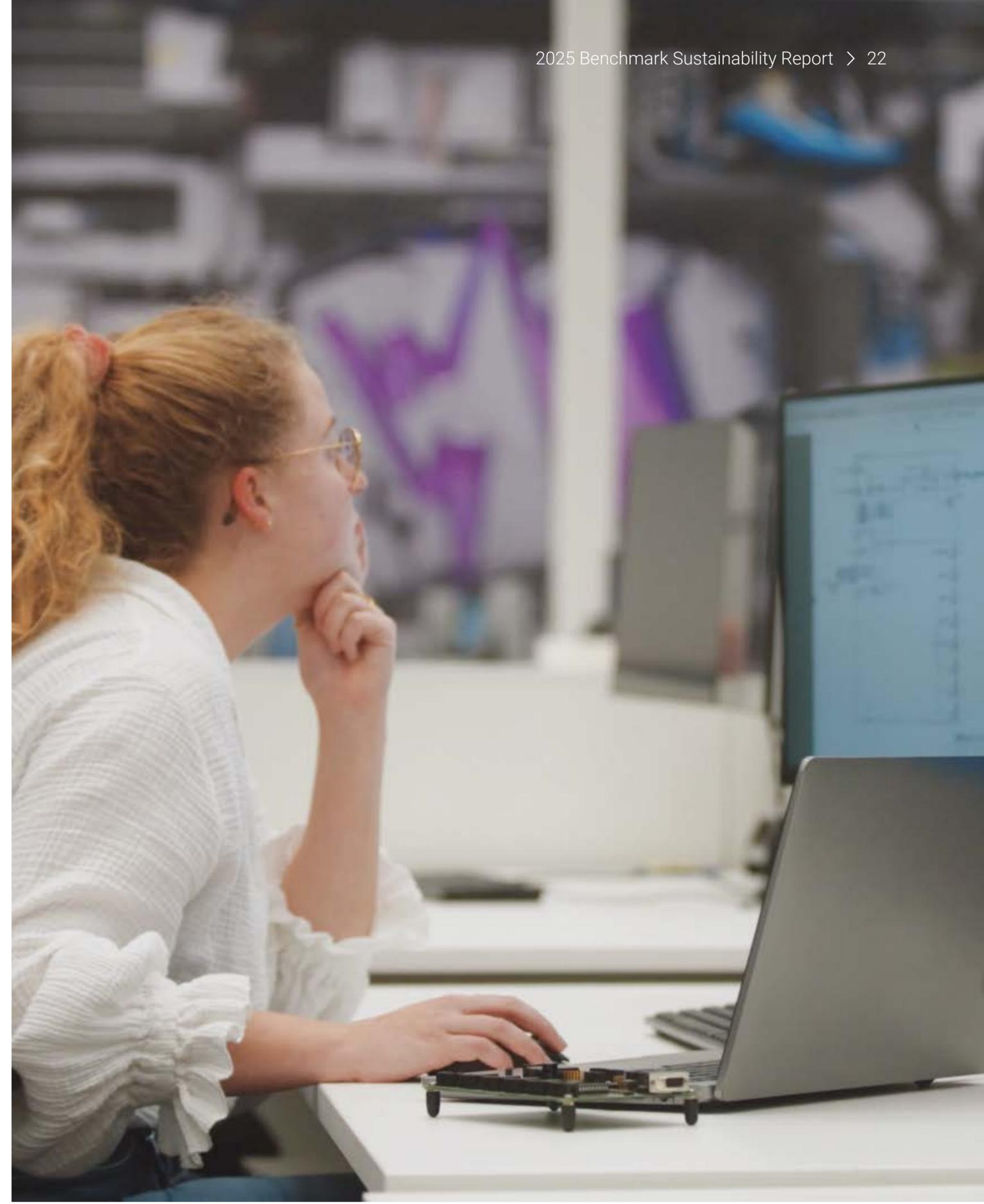
Every Benchmark site has a security champion to identify issues needing attention, and the Company's response is coordinated through the Director of Information Technology (IT) Operations.

**Security Program:** Cybersecurity risks represent an ongoing threat. With our program active at all Benchmark sites, we work to provide data security for Benchmark's operations, protect customer data, and maximize uptime for our customers. While we cannot prevent all incidents, we actively monitor our systems for cybersecurity threats with comprehensive 24/7 coverage, and we have processes in place to detect and remediate vulnerabilities. This includes our zero-day threat response capabilities, which enable us to rapidly identify and respond to active threats.

Benchmark's approach relies on a yearly internal assessment for all Benchmark sites worldwide, as well as external vulnerability assessments and penetration testing by a third party. We also use leading end-point detection response tools to continuously monitor the security environment.

To maximize our ability to detect problems and take action quickly, we conduct testing at early phases of the software development process, allowing us to monitor, avoid, and respond to security threats, especially insider threats, ultimately reducing impacts on our business.

We calculate potential risks using a proprietary, third-party solution with an emphasis on actual impact on the Company and real residual risk.



**Policies and Certifications:** Our information security policies and practices, including our Information Technology Disaster Recovery Plan, are designed to comply with DFARS/NIST 800-171 controls and other regulatory requirements. This includes a tabletop exercise in restoring a site from a hypothetical disaster.

To best serve our defense customers, we are undergoing Level 2 certification under the U.S. Cybersecurity Maturity Model Certification (CMMC) program at eight of our sites.

Benchmark actively reviews policies related to cybersecurity on a regular basis and updates them as needed to ensure alignment with our business requirements and changing market conditions.

In 2025, we enhanced the application of AI within our tools, systems, and processes, with a view to increasing overall productivity. We also updated our AI policy and governance framework.

As an important element of our sustainability efforts, we are committed to protecting the confidentiality, integrity, and availability of data across our global operations, ensuring trust with our customers, employees, suppliers, and shareholders. To that end, we issued a [Cybersecurity Statement](#) in 2025. The statement includes information on governance and oversight of cybersecurity at Benchmark, our security frameworks, incident response and resilience, employee awareness and training, and data privacy.

**Employee Awareness and Training:** Benchmark is building a “security-first culture,” beginning with increasing security awareness throughout the Company. We conduct employee training each quarter on multiple topics, as well as monthly simulated phishing campaign tests. Our employee training includes frequent assessments. In 2025, we increased the level of difficulty in our phishing simulations on par with the organization’s increasing maturity in this area. Routine enhancements to training and simulations help to assess our resilience as employees’ cybersecurity skills and awareness continue to grow.

Regular email communications also remind all employees of how to be vigilant against cyberattacks. “CISO’s Corner” is a regular internal communication to the entire Company to ensure awareness of new threats and other relevant cybersecurity issues.

For Cyber Security Awareness Month 2025, Benchmark held lunch and learn sessions for employees at our sites around the world. We covered four timely topics:

- Mixing personal and professional: Why it’s a cybersecurity risk
- Basics of phishing
- Phishing red flags
- Spotting and avoiding deepfake videos



## Business Continuity

A corporate Crisis Response team manages Benchmark's crisis preparations. The corporate Facilities Director chairs this team, and a cross-functional Steering Committee provides guidance.

Each Benchmark site maintains a plan for business continuity/crisis communications and IT disaster recovery. Our Internal Audit team and operations leadership review the site-specific plans, which comprise an integrated part of our sites' ISO 14001:2015 environmental management systems. These plans are supported by regular drills and other mock scenarios, and they are utilized in real-life situations.

Specific to evacuation scenarios, all sites also maintain a set of key documents and equipment needed to ensure that operations are flexible and can continue amid physical upheavals.

Benchmark also maintains a Business Continuity Policy at the corporate level. The Policy provides a Business Continuity and Crisis Communications Plan, establishing corporate policy and contingency plan outlines for managing and/or recovering business operations in the event of potential emergencies or disasters affecting one or more of Benchmark's worldwide facilities. As needed, we update the corporate-level Policy and the guidance for sites' own Business Continuity Plans.

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



## Human Rights

At Benchmark, we believe in upholding human rights principles by ensuring worker safety and fair labor practices across our Company and its supply chain. We comply with all applicable laws and regulations governing labor and employment, including the prohibition of child labor, forced or indentured labor, bonded labor, modern slavery, and human trafficking.

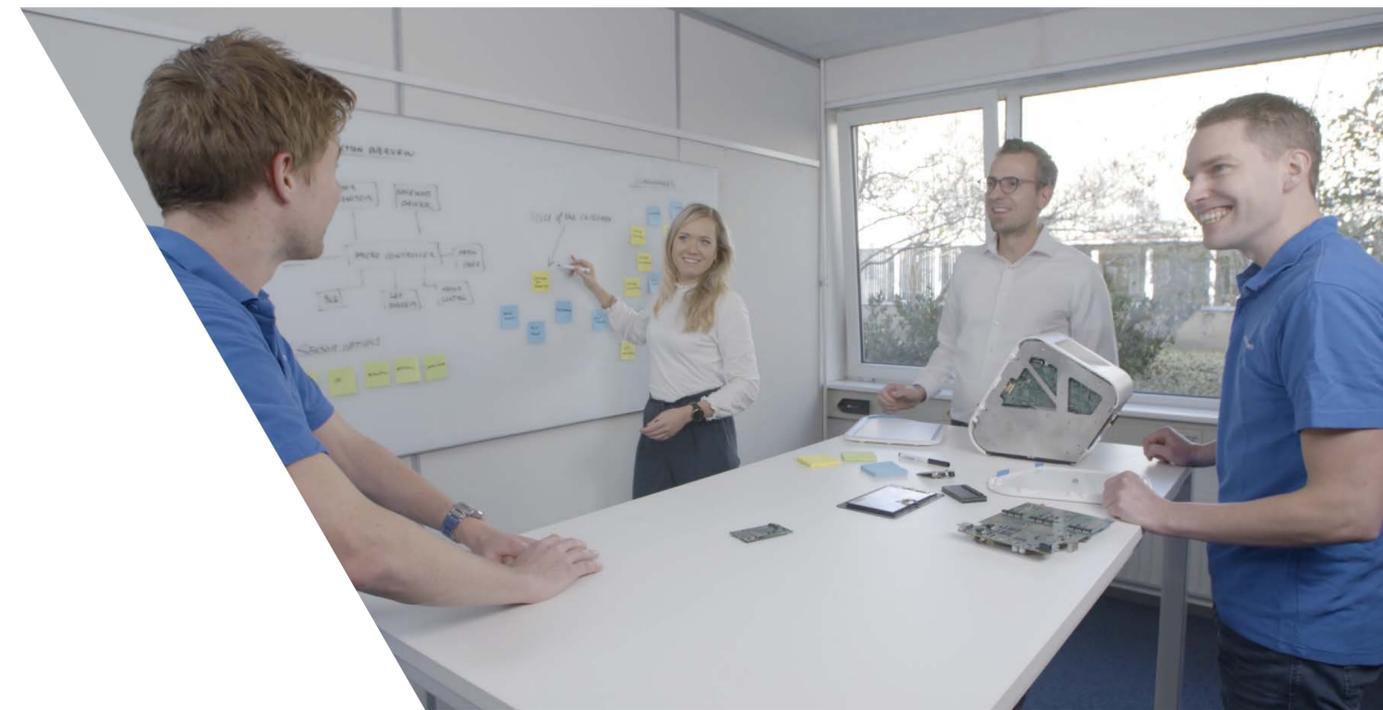
In 2025, we released a [Human Rights Statement](#) to convey our commitment to advancing and safeguarding fundamental human rights throughout our global operations, supply chain, and business partnerships. We recognize that honoring human rights is vital to sustained value creation and growth. Our human rights commitments are based on internationally accepted standards as described in the RBA Code of Conduct and others. Our Statement covers responsible supplier management and ethics to support sustainability and human rights, fair and safe working conditions, freedom of association, health and safety, prohibition on recruiting fees, inclusive workplace culture, non-discrimination and equal opportunity, and governance of human rights at Benchmark.

In addition to the relevant provisions of the Benchmark Code of Conduct, Benchmark endorses the RBA Code of Conduct, which derives 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. The RBA Code of Conduct addresses expectations for business practices including fair labor and compensation practices, responsible sourcing of minerals, and many others. Benchmark requires its suppliers to adhere to RBA's expected business practices for upholding human rights, as an integral part of our terms and conditions of procurement.

Benchmark is committed to completing the RBA Self-Assessment Questionnaire (SAQ) annually, and in 2025 all of our manufacturing sites worldwide continued to do so. We leverage best practices from high-performing sites to serve as models for other sites. Many of our customers value our commitment to this process and request access to our SAQs.

Benchmark sites are routinely audited by third parties as part of the RBA Validated Audit Process (VAP). In 2025, two of our sites received recognitions from the RBA as a result of the audits: the Suzhou facility earned Silver, and the Tempe facility earned Gold, demonstrating a high level of conformance with the RBA Code of Conduct.

As an example of our commitment to human rights, in 2025 the State Human Rights Commission of Baja California renewed its recognition of Benchmark's site in Tijuana, Mexico as a "Company Committed to Human Rights."



## 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 an auditing process to assess potential supply chain risks. We bring robust oversight and management to our supply chain, with Benchmark's Chief Procurement Officer serving as a member of the Company's senior leadership team and reporting directly to the CEO.

In 2025, Benchmark earned a Bronze rating from EcoVadis, placing us among the top 35% of companies assessed. EcoVadis rates companies using criteria related to environment, labor and human rights, ethics, and sustainable procurement.

**Supplier Requirements:** As a contract manufacturer, the requirements and needs of our customers often dictate our supply chain sourcing. Despite this, Benchmark maintains strong supply chain management practices that support responsible practices, like compliance to social and environmental standards. This ensures we are well placed to mitigate potential risks.

We require new suppliers to acknowledge and agree to Benchmark's social and environmental expectations through a signed [Declaration on Business Ethics](#)

[and Compliance Letter](#) or an equivalent supplier code of conduct. Additionally, we require our supply chain to comply with the RBA Code of Conduct. More detail on supplier RBA requirements is provided on page 27.

We also utilize supplier screening, self-assessment questionnaires, onsite audits, and supplier training. Our supplier assessment includes questions on social and environmental responsibility, including human rights and maximum working hours.

**Audits:** Benchmark actively monitors direct suppliers to ensure compliance to applicable human rights regulatory requirements. We track audit results in an internal database, and our supply chain leadership manages our response. When and to the extent required, we engage suppliers to remedy problems.

We review our preferred suppliers on an annual basis or more frequently, with additional audits of key site suppliers if needed, based on annual analysis. Our supplier audit document includes a section specifically addressing environmental protection and social responsibility.

Any instances of non-compliance are addressed with corrective actions, which the auditor manages. We have not identified any negative social or

environmental impacts since our 2018 launch of these elements in our supplier audit. In 2025, we conducted an annual survey of our top suppliers by spend that included an assessment of social and environmental impacts. Our audit process identified no negative environmental or social impacts.

We measure the effectiveness and progress of our supply chain program through supplier re-assessments, business reviews, supplier performance assessments, and other engagements.



**Reporting Concerns:** Access to a toll-free helpline is provided to suppliers as a mechanism for reporting issues and concerns about potentially unethical conduct by Benchmark employees or agents. See [Chapter 1](#) for more information on the EthicsPoint Helpline.

**RBA Compliance:** Benchmark takes compliance with the RBA very seriously. As with our own manufacturing sites around the world (see Human Rights section on page 26), we request that all our supplier partners including providers/non-material suppliers—both Tier 1 and Tier 2—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. We track this compliance on our RBA dashboard. Our rate of compliance among suppliers was 95.7% in 2025, an increase from 94.9% in 2024.

We do not contribute in any way to human trafficking, slave labor, or child labor, especially in the context of the Uyghur Forced Labor Prevention Act. We notify both supplier and customer in any case where we detect a potential supply side issue. We escalate our responses as needed in consultation with the customer, up to and including suspension of the business relationship with the supplier.



### Rate of RBA Compliance among Suppliers



**Conflict Minerals:** Benchmark seeks to obtain conflict minerals content declarations from its suppliers to promote supply chain transparency. Benchmark does not directly source tin, tantalum, tungsten, or gold (3TG) from mines, smelters, or refiners. Benchmark is, in most cases, several levels removed from 3TG supply chain participants.

Our **Conflict Minerals Policy** encourages suppliers to respect and protect human rights. Benchmark supports Rule 13p-1 under the U.S. Securities Exchange Act (Conflict Minerals Law) and works to avoid sourcing conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) and adjoining countries.

We expect our suppliers to fully comply with the Conflict Minerals Policy and provide all necessary conflict minerals content declarations and documentation during our yearly data collection campaign. Our Global Procurement team will review any suppliers not willing to comply with these requirements, which is an important consideration with regard to future business and sourcing decisions.

Consistent with the Conflict Minerals Law and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance concerning conflict minerals, Benchmark has adopted the Responsible Minerals Initiative's due diligence reporting process.

Benchmark reports publicly on its conflict minerals efforts each year in U.S. Securities and Exchange Commission Form SD filings.

### Benchmark expects our suppliers to:

- Utilize responsible sourcing practices per our Conflict Minerals Policy and purge all high-risk smelters from their supply chain
- Preferentially source 3TG from smelters and refiners validated as being conflict free and that do not directly or indirectly benefit or finance armed groups in any Covered Country
- Fully comply with the Conflict Minerals Law and provide all requested conflict minerals declarations
- Pass these requirements through their supply chain and determine the 3TG sources
- Have a credible, robust conflict minerals program which should include: a written conflict minerals policy, communication of requirements to suppliers, data collection using the RMI reporting template, communication of requirements to suppliers, professional analysis, and risk assessment with corrective action on the basis of the conflict minerals reporting templates collected from the suppliers
- For suppliers representing the top 90% of our global corporate materials spend (our yearly corporate sample), provide their most recent RMI reporting template form, complete and accurate in the latest version with robust comments where appropriate



## Other Supply Chain Topics

**Counterfeit Materials:** Benchmark's Counterfeit Mitigation Policy restricts brokered material to protect the sourcing of our materials and ensure traceability.

**Disaster Preparedness/Business Continuity:** We require all preferred suppliers to maintain disaster recovery plans and to prepare for and mitigate the impact of potential risks to bolster the resiliency of our supply chain.

**Climate and Environment:** Our terms and conditions for purchase orders outline our expectations of suppliers with regard to climate action and environmental responsibility.

**Local Procurement:** Benchmark is committed to procuring products and supplies from local companies in the communities where we operate whenever it is possible. We also support our customers' small business spending goals. When local regulations require, our sites develop plans that make it easier for small businesses in their region to submit subcontracting and supplier bids. The results of our local procurement efforts are summarized in the data tables in the Appendix of this report.



# Social

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**When all employees feel engaged and valued, they shape a brighter future. We are committed to creating a workplace where every team member can thrive, build a fulfilling career, and realize their full potential.**

**Inclusion is fundamental to our success. Embracing different perspectives and viewpoints fuels innovation, enhances decision-making, and drives outstanding financial performance—strengthening Benchmark’s leadership in our industry.**

**Through financial contributions and effective partnerships with local schools and organizations, we also bring our commitment to excellence and inclusion to the communities we serve.**



CHAPTER 3

# Human Capital Management

At Benchmark, we prioritize worker safety, equitable labor practices, and fair employment standards—all tenets of our sustainability strategy. We empower our workforce by supporting their personal growth and career aspirations.



Our Chief Human Resources Officer delivers quarterly updates on human capital management to the Board’s Human Capital and Compensation Committee, reinforcing our commitment to workforce well-being and development as central to our operations and strategic decisions.

**In 2025, we advanced our human capital management work with several initiatives:**

**Recruitment**

Sponsored students to complete a college-level Computer Numerical Control (CNC) machinist program, strengthening our talent pipeline

**Training**

Introduced targeted skills training for manufacturing teams and supervisors to enhance operational excellence

**Leadership Development**

Advanced succession planning by cultivating strong candidates for senior leadership roles through the CLIMB program

**Engagement**

Achieved industry-leading employee engagement and employee net promoter scores, reflecting a highly committed workforce



## Inclusion

Supporting inclusion through our business practices is a cornerstone of the “Our People” tenet of Benchmark’s sustainability strategy. An inclusive workforce and environment are not only ethical imperatives; they are strategic business goals that drive innovation and reflect the uniqueness of our global customers and communities.

**Commitment and Policies:** Benchmark’s [Code of Conduct](#) reinforces our commitment to fostering inclusion through comprehensive non-discrimination, non-retaliation, and anti-harassment policies to guide our workplace practices.

Benchmark’s [Human Rights Statement](#), issued in 2025, addresses our inclusive workplace culture. It expresses the Company’s commitment to cultivating a workplace where inclusion and mutual respect are foundational, it underscores the value we place on inclusion and our efforts to respect diverse backgrounds and opinions in order to collaborate effectively, and it notes that we strictly prohibit discrimination, harassment, and any behavior that undermines fair treatment of our team members.

Inclusion efforts begin with our Board of Directors, which actively champions the value of varied perspectives for strategic decision-making and a more innovative organization.

**Management and Oversight:** At the management level, our Head of U.S. Human Resources oversees our inclusion strategy, ensuring that strong leadership practices are embedded throughout the Company.

Benchmark’s Inclusion Council is a vital driver of the organization’s best-in-class culture. The group’s composition is refreshed annually and includes approximately 20 members representing a broad spectrum of roles, functions, and regions within the Company. Meeting monthly, the Council leads key initiatives, hosts impactful learning events, and champions cultural activities that strengthen inclusion across Benchmark. Their leadership ensures that inclusion, one of our Company’s five core values, remains a central pillar of our organization and a guiding principle in everything we do. All events and programming are open to all employees.

We are committed to expanding opportunities for connection and support and providing team members with meaningful spaces to share experiences, foster community, and contribute to a more inclusive workplace. By listening to our employees and aligning with their needs, we aim to create a culture where everyone feels empowered to thrive and make a difference.



**Recruitment:** We work hard to ensure that our talent attraction practices promote and sustain an inclusive culture. Recruitment efforts emphasize inclusive values, merit-based opportunities, and equal access for all qualified candidates.

Our Talent Acquisition team works to build and nurture meaningful partnerships with universities and community organizations in every region where we operate. These relationships are designed to connect us with the broadest possible talent pool.

In 2025, Benchmark sponsored students in the Phoenix, Arizona, area to complete the computer numerical control (CNC) machinist pathway program at Grand Canyon University (GCU). CNC is a high-demand trade that uses computers to precision-manufacture parts. This scholarship affords 15 weeks of training to students who may not otherwise be able to afford tuition and position them for a thriving career.

Our GCU partnership has been instrumental in addressing the industry's shortage of CNC machinists. Benchmark has funded both the curriculum development and scholarships for this program, helping to cultivate a new generation of CNC machinists and delivering a skilled workforce

to the community. Benchmark has committed to hiring students who complete the program each semester. These critical skills are in short supply, and by supporting manufacturing training for those who may not otherwise have access to this training, we are building a pipeline of talent that supports our business operations.

Also in 2025, Benchmark continued its support for a program with Minnesota State College Southeast, a technical and community college near the Winona facility. The program aims to provide a tuition-free college education to every eligible student in the Winona Area Public Schools district and graduates from high school between 2023 and 2025. Benchmark is contributing \$100,000 per year for three years and will develop an internship program for the scholarship recipients.

We are also proud of the career fairs we held in 2025, including an event in Mesa, Arizona, in partnership with the Fresh Start Women's Foundation. These events are more than a hiring opportunity; they are a chance to invest in our community and empower women to pursue their dreams. As a result of the fairs, we welcomed new team members, who are already thriving in their roles.

**Events and Education:** Benchmark provides optional trainings to empower all leaders and employees to create a more inclusive workplace. Essential themes include inclusive leadership—building trust, fostering self-awareness, and ensuring psychological safety—as well as cultivating an inclusive culture, with an emphasis on effective communication.

Additionally, all employees have access to targeted, regular training on topics such as anti-harassment, anti-discrimination, bias, and global communication, reinforcing our commitment to respect and creating a workplace where inclusion is not just a core value but also a daily practice.

# \$300K

**Supporting regional technical education in Minnesota over a three-year commitment**



# Employment

Benchmark cultivates a highly skilled, motivated workforce that drives our innovation and fuels continued growth. We empower our employees by providing meaningful opportunities to develop their skills, expand their knowledge, and achieve their personal and professional goals. We use a wide range of recruitment modalities to find the best talent in the marketplace, including when sourcing executive talent.

Benchmark maintains strong employee and labor relations across the globe. No U.S. employee is represented by a union, but we collaborate with labor unions and works councils in locations such as Mexico and Europe. Benchmark has never experienced a strike or work stoppage, and we take pride in the strength of these relationships.

**Human Capital Management (HCM) System:** Benchmark’s HCM system provides a centralized platform that includes a self-service module, enabling teams to easily access and update employee data, fostering greater transparency and efficiency. This system is an essential tool for leaders to manage their teams effectively, supporting talent acquisition, goal setting, performance appraisals, and learning and development.

**Mentoring:** To support both professional and personal growth, Benchmark offers THRIVE, a global mentoring program for all indirect labor employees. THRIVE reflects our commitment to fostering development within all regions and teams. Each year, this transformative initiative connects employees worldwide, creating opportunities to network and build skills. We design custom curricula and assessments to guide participants through a meaningful and structured developmental experience.

With participants rating their experience with an average of four out of five stars, THRIVE is quickly becoming a cherished program that supports employee development efforts.

In 2025, THRIVE explored the themes of vulnerability and connection, collaboration across functions and cultures, and career goals and navigating change.

**Internships:** Interns play a vital role in Benchmark’s workforce pipeline, with many transitioning into permanent team members. Our interns make substantive contributions during their Benchmark training, driving our innovation and growth, and contributing fresh perspectives and energy to our organization.

At Benchmark, interns gain hands-on experience in a collaborative, cross-disciplinary environment. By working on projects involving everything from cutting-edge medical devices to advanced supercomputers, interns are exposed to a range of impactful opportunities. They are entrusted with meaningful tasks and responsibilities that directly contribute to our projects and overall success.

Each year, from May through August, interns gain experience in a variety of roles spanning manufacturing, design engineering, supply chain, marketing, legal, and finance. The program is enriched by engaging events such as fireside chats with Benchmark leaders and former interns, as well as a special luncheon for National Intern Day.



**Rating for participants’ experience with THRIVE**



**Benefits and Compensation:** To attract and retain top talent, our Company aims to remain competitive in terms of our total rewards. We are dedicated to offering competitive compensation and benefits packages for employees at all levels to not only align with market standards but also address the overall wellbeing of each member of our workforce. Our approach is designed to ensure every employee feels supported both personally and professionally.

Outside of the United States, we follow applicable laws related to benefits. In the United States, our benefits include medical, dental, and vision coverage, disability insurance, survivor benefits, and behavioral and mental health services. For full-time employees, we also offer a variety of wellness programs. We continually evolve our offerings to reflect what matters most to our workforce.

Our parental leave policy provides two weeks of paid parental leave for U.S. employees. Many of our offices also feature designated nursing spaces.

Mental health resources are a vital part of our benefits. To ensure our employees and their families have the tools they need to thrive, we provide access to inclusive organizations and resources like guidance on healthy stress management, quality sleep tips, signs of childhood stress, relaxation apps, and crisis helplines.

Benchmark offers competitive retirement benefits, including a 401(k) match program in the United States that matches 100% of eligible contributions up to 4%, as well as similar financial tools in other regions. Employees also receive a life insurance policy valued at two times their annual salary, with the option to purchase supplemental coverage.

All full-time employees participate in either a Quarterly Incentive Plan or an Annual Incentive Plan, allowing them to share in the Company's success. These plans align employee efforts with strategic objectives, offering cash bonus payouts tied to performance against measurable goals.

Our executive compensation program is designed to attract, retain, and reward performance while aligning incentives with the Company's strategic plan and operational objectives. Overseen by the Board's Human Capital and Compensation Committee, this program includes at-risk incentive compensation in the form of equity grants. These grants, a mix of time-based and performance-based restricted stock units, ensure alignment between executive performance, shareholder value creation, and long-term success.

**Leadership Development:** At the center of Benchmark's succession planning strategy are two specialized leadership development programs. Our newest leadership development program, introduced in 2025, is Cultivating Leaders and Managers at Benchmark (CLIMB). CLIMB targets executive leader candidates to support a succession pipeline for the senior leadership team.

The first year of CLIMB brought together 13 participants from multiple functions and locations across the Company. This inclusive global cohort worked to develop leadership skills and insights related to talent management, finance, operations, engineering, customer satisfaction, organizational perspective, and continuous improvement.

CLIMB runs on an alternating annual schedule with our other leadership development program, ASCEND. This program is designed to prepare high-potential employees for general manager (GM) roles.

The leadership trainings are provided through Benchmark U, our learning platform, which tracks attendance and assignment completions.

These programs demonstrate Benchmark's commitment to fostering internal talent and creating a clear leadership pipeline.



**Employee Engagement:** Each year, we conduct a global engagement and inclusion survey to gain insight into our people’s experiences and identify opportunities for improvement. The survey results contribute to Company decision-making about leadership, communication, culture, inclusion, and growth and development across the organization. In 2025, we proudly achieved all-time high favorability scores for employee engagement, inclusion and employee Net Promoter Score (eNPS).

Our employee engagement strategy is continually evolving and improving. In 2025, we continued building on our Enterprise Action Plan for Engagement, a focused set of actions to build a stronger, more connected Benchmark. The Plan targets three key focus areas with high impact on employee engagement, as reflected in the employee survey: reward and recognition; communication and inclusion; and learning and development.

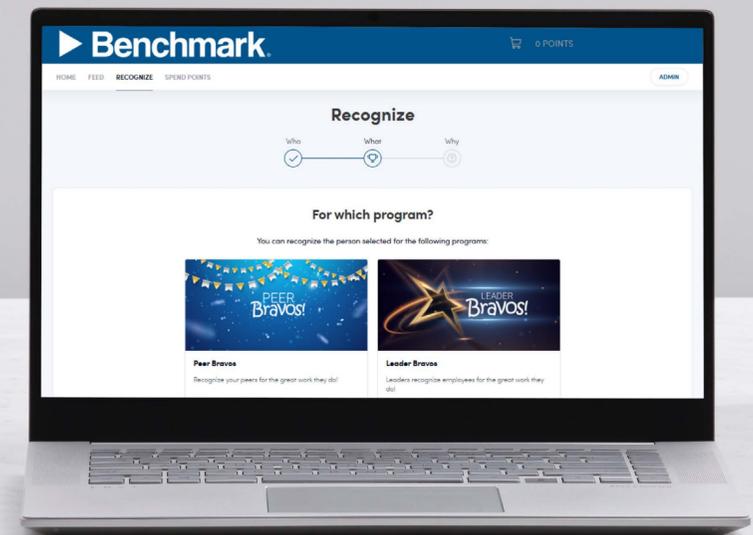
We have also continued with our bi-annual Pulse survey to check in on engagement, action plan effectiveness, and other topics. We set goals for leaders around engagement and inclusion of employees, and we invite members of Benchmark’s senior leadership team to host meetings with local leadership teams when they visit our sites. The meetings serve to increase senior leadership visibility and facilitate two-way communication.

In 2025, we launched Benchmark Bravos, a new reward and recognition platform for our U.S. locations. This implementation is a direct response to employee feedback through the engagement survey emphasizing that recognition matters. Features of the platform include peer and manager recognition for everyday contributions and big wins. Employees receive anniversary rewards at every five-year service milestone and U.S. hourly employees receive, at 10 years of service and every five years thereafter, an extra week of vacation time to use during that year.

Employee and team recognition also take the form of in-person events and award celebrations. The annual IGNITE Leadership Conference highlights outstanding contributions throughout the year.

To ensure a smooth and successful onboarding experience for new team members, we use New Hire Navigator, which is active in the United States and Mexico. This specialized hub offers a targeted onboarding journey, direct chat with coworkers, access to our learning management system for continuous learning of skills relevant to each employee’s role, and easy navigation of employment benefits, all within the first 90 days.

**Bravos!**



**Employee Wellness:** We recognize that wellness extends beyond the workplace, encompassing physical, mental, and emotional health for both employees and their families.

In the United States, our Employee Assistance Program (EAP), EmployeeConnect, provides comprehensive support to help employees navigate life's challenges. This confidential program offers assistance in a wide range of areas, including mental health, legal and financial advice, relationship counseling, substance abuse support, and time management. Employees can access up to four in-person counseling sessions per area, ensuring personalized care and support when it's needed most.

Our commitment to wellness extends globally. In the Netherlands, Benchmark Almelo introduced a long-term employee wellbeing initiative. We organized a New Year's Day walk to launch the initiative, featuring four stops, one for each pillar of the program: a hoop game for Motivation & Engagement; a quiz with the Benchmark Academy to spotlight personal development opportunities for Knowledge & Skills; a multitasking challenge for Work-Life Balance; and a lunch to discuss tools for Health and Vitality. The initiative includes an annual calendar of activities and a new policy on sustainable employability.

More examples of our health and wellness practices around the world are available in the next chapter.

## Wellness Programs at Benchmark

Benchmark offers a range of wellness resources for U.S. employees to support their overall well-being.

- Hinge Health is a program offered at no cost to U.S. employees that focuses on back and joint pain, recovering from injuries, or preparing for surgery. Physical therapy, health coaching, wearable sensors, and second opinions on treatment are all included.
- For U.S. employees with diabetes or related conditions, the Livongo program through Teladoc provides blood glucose and blood pressure monitoring and coaching.
- The Tobacco Cessation Program for U.S. employees provides interactive and educational programs to develop daily habits connected to actions to build and reinforce healthier choices. Tobacco users must complete the cessation program to end the monthly medical premium surcharge.
- Benchmark provides enhanced family care benefits program in partnership with Care for Business by Care.com to support U.S. employees in balancing work and family responsibilities. The program includes a premium-level Care.com membership for unlimited access to caregivers, tutors, senior care, pet care, and household services.



## CHAPTER 4

# Occupational Health and Safety

Benchmark is committed to keeping our employees safe and healthy at work and in their personal lives. To act with integrity in safeguarding our employees, we prioritize a culture of safety while promoting productivity and quality.



## Management Systems

We work to ensure safe working conditions in all our operations. As of 2025, six Benchmark sites are certified to the international standard ISO 45001:2018, which specifies requirements for an effective occupational health and safety management system. For our U.S. sites that are not certified, the focus is on ensuring compliance to local safety regulations, for example the Occupational Safety and Health Administration (OSHA), in accordance with our EHS Policy.

Outside the United States, our sites meet or exceed all local regulations for worker safety and hold various accreditations, certifications, and registrations that require regular audits. A full list of safety and other certifications by site, including ISO 45001:2018, can be found later in this chapter and on [our website](#).

The results of our health and safety management system at each facility are regularly reported to management.

## Safety Governance and Policies

Upholding the principles of worker safety is an essential component of the “Our People” tenet in Benchmark’s sustainability strategy.

Our Senior Global Environmental, Health, and Safety (EHS) Manager oversees health and safety at the corporate level. The Senior Global EHS manager has

a direct reporting line to Benchmark’s Chief Operating Officer, enabling substantive interaction with the senior leadership team.

Our Health and Safety Council, comprised of key personnel from all Benchmark sites, shares information and best practices, striving to promote safe working conditions and ensure compliance with regulations and standards at all of our manufacturing sites to reduce reportable accidents and illnesses, lost work time, and costs associated with accidents and illnesses.

Benchmark’s publicly available [Safety Policy](#) statement expresses our commitment to eliminating hazards and reducing occupational health and safety risks for our organization. Our global EHS Policy expresses our commitment to ensuring a safe working environment for our employees, contractors, customers, and communities. Our safety policies and procedures are cover our entire workforce and are accessible to all employees.

The Benchmark [Code of Conduct](#) additionally specifies the Company’s expectations regarding compliance with occupational health and safety procedures. Benchmark also endorses the Responsible Business Alliance (RBA) Code of Conduct, which provides a framework in alignment with occupational health and safety management systems.

Our EHS activities are managed at the site level. Every site is required to develop written procedures and instructions that are consistent with Benchmark’s health and safety policies and procedures, as well

as any local laws and regulations. These policies are required to address items such as the assignment of responsibilities, site-specific safe work rules that are appropriate for the type of work being done at the site, scheduled audits, incident/accident/near-miss investigations, hazard communication, emergency procedures, employee training, and other safety-related topics. We implement the 6S method and visual management practices to drive continuous improvement of our EHS processes related to appropriate education, reporting, and controls.

All employees and contractors are required to adhere to our health and safety practices and procedures, as acknowledged in written form prior to their engagement. We follow all applicable worker safety regulations in the United States as governed by OSHA.



In alignment with ISO 45001 requirements, each site has systematic processes in place for hazard identification, risk assessment, and risk control. These processes utilize a hierarchy of controls to manage exposure to potential hazards, with the goal of eliminating hazards and reducing health and safety risks in the workplace. Using the hierarchy of controls, sites identify and proactively manage health and safety risks in all areas of the workplace from material preparation to waste disposal. The health and safety site assessment program covers possible risks at each site and ways to improve the Company's health and safety efforts.

Chemicals are evaluated prior to purchase to determine their suitability for use based on worker safety and environmental protection. All chemicals are labeled in accordance with legal and regulatory requirements. Safety data sheets are maintained for each chemical and stored in an accessible way for employees to ensure awareness of associated risks. Chemicals are also handled and stored properly, ensuring that any risks are managed throughout their use, including disposal.

In 2025, we continued to enhance corporate policies to maintain our high standards for safety and meet or exceed all related regulatory requirements. Among these, we updated our policy for handling hazardous materials, specifically around shipping products that contain lithium ion batteries, to ensure that we continue to meet strict hazardous material shipping regulations. We also launched a fleet safety program, covering the use of delivery trucks and other Company-owned vehicles.

As part of our goal to protect employees, a key objective of our facilities' EHS programs is reducing accidents and illnesses, including reportable accidents and illnesses, lost work time, and costs associated with accidents and illnesses. We measure success in this area in terms of reducing the total recordable incident rate (TRIR). The rate is published on our operations dashboard, and our weekly operations call includes a review of the latest TRIR.

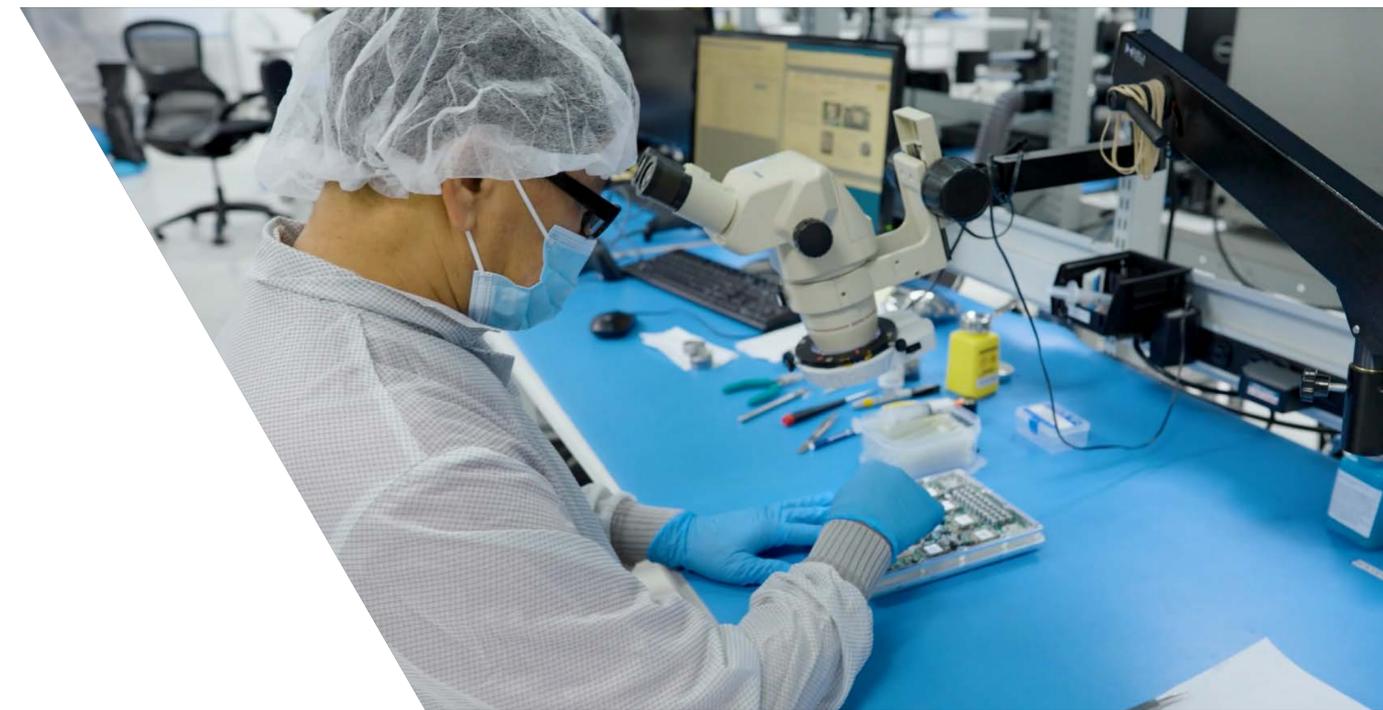
For the past two years, our goal has been to keep total TRIR to 0.6 or less. In 2025, Benchmark again outperformed this goal with a TRIR of 0.13, down from 0.34 in 2024. With the ultimate goal of protecting our employees, we intend to achieve even stronger safety performance next year.

Each Benchmark facility establishes objectives and goals for reducing the risk of accidents, occupational illness, and injuries. Our sites also implement many policies and programs to protect employee safety, such as a specialized safety plan for pregnant employees at our Tijuana site.

0.13

**TRIR in 2025, down from 0.34 in 2024**

In 2025, Benchmark again outperformed our goal with a TRIR of 0.13, down from 0.34 in 2024. With the ultimate goal of protecting our employees, we intend to achieve even stronger safety performance next year.

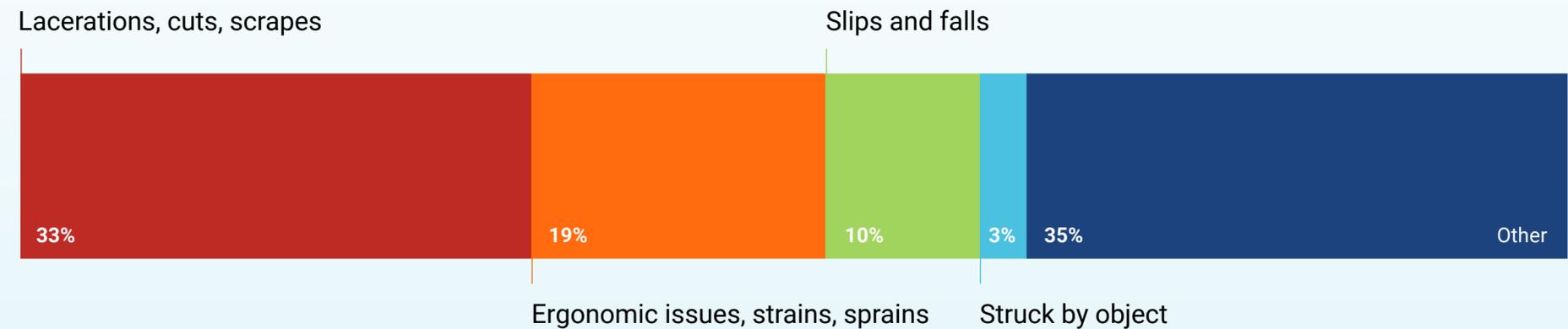


**Data Collection:** Benchmark collects a wide range of safety data including the number of accidents, injuries, and illnesses, with each site reporting on a monthly basis. We also track the main types of injury and illness reported from our sites in the United States.

Our global operations dashboard is the central location for safety metrics and provides real-time analysis and comparisons between sites. Senior leaders use the dashboard to track the impacts of our health and safety efforts.

## Health and Safety Data

### Prevalence of the Most Common Types of Injury (U.S. only)



### Rate of High-Consequence Work-Related Injury of Employees



### Total Recordable Incident Rate (TRIR) of Employees



\* 2023 U.S. Average Incident Rate of Nonfatal Occupational Injuries and Illnesses (Manufacturing Industry)

## Employee Engagement in Safety

Our injury and illness prevention programs, policies, and policy statements cover all employees and contractors at all of our sites. In addition, many sites maintain health and safety management systems. Employees participate in evaluating these programs and systems, in concert with managers from the EHS and Human Resources functions.

We also encourage employees to participate in site-level safety committees. At each of our sites, the EHS manager or safety administrator oversees procedures for workers to report observations of unsafe situations. These procedures are integral to maintaining a safe workplace.

Benchmark's intranet features a landing page for the Health and Safety Council that provides resources for employees on health and safety, including site incident rates.

**Reporting Concerns:** We encourage employees to use our established mechanisms to report unsafe situations. All employees can report EHS-related concerns through Benchmark's EthicsPoint Helpline. Any observations of unsafe situations are reviewed by the site's facilities administrator, EHS manager/safety administrator, and safety committee, and observations are escalated and addressed as high-priority safety incidents as needed. All incidents and near-misses are investigated by site supervisors. We add any resulting

changes in best practices to our procedures and communicate them to applicable employees. We also provide training on the updated processes.

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

**Training:** Each site's EHS manager or safety administrator provides training for employees in occupational health and safety, in addition to incident reporting, at the time of hire. Ongoing training is provided as required by the site's local jurisdiction.

Additional training takes place based on job function, such as laser training, electrostatic discharge training, forklift, hazardous material handling, and lockout/tagout.

Compliance with required safety training is tracked at the site level. We continue to deploy intensive training safety programs at all our facilities worldwide.

Quantitative metrics on our training are available in the [Appendix](#).

## Health and Safety Training Courses

- Annual EHS Refresher
- Basic Fire Fighting
- Bloodborne Pathogens
- Chemical Safety
- Crane Safety
- Cryogenic Safety
- Earthquake Drill
- Electrical Safety

- Ergonomics
- Ethylene Oxide Safety
- Exposure Control
- Eye and Face Protection
- Fall Protection
- First Aid/CPR/AED
- Forklift Safety
- Handling and Labeling

- Hazardous Material
- HazMat Handling
- Lockout-Tagout
- Pressurized Vessels
- Radiation Safety
- Truck Safety
- X-Ray Leak



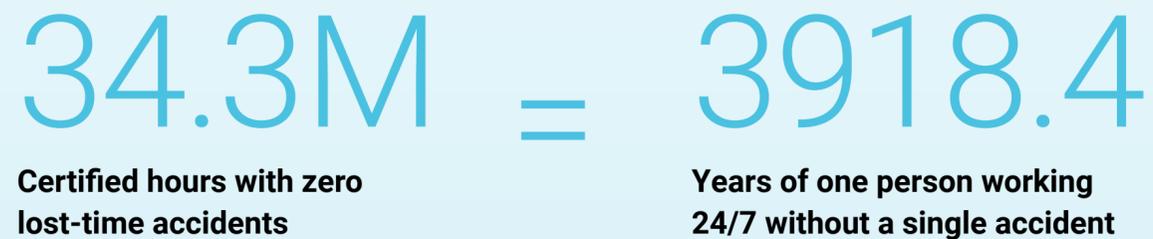
**Safety Training at Benchmark around the World:** In 2025, our Phoenix, Arizona site initiated an ergonomic job improvement process. With support from our insurance company, we created a task force to provide five sessions of training for employees to improve ergonomics in our workplace by identifying high-risk tasks and proposing solutions. Solutions we selected for implementation have led to a measurable reduction in ergonomic risks, and we look forward to bringing this initiative to other sites in the future.

At Benchmark’s Penang Waterfront site in Malaysia, leaders hosted a safety stand-down focused on forklift safety. Stand-downs encourage a focus on the importance of safety in daily operations. Site leaders spoke directly with team members about job-specific hazards, best practices for preventing incidents, and the Company’s safety policies and expectations. The session emphasized that safety is not a one-time conversation but an ongoing responsibility that requires vigilance, regular assessment, and open dialogue.

## Safety Excellence in Thailand

In 2025, Benchmark Thailand held a week-long event on safety, health, and environmental sustainability. Activities promoted safety awareness, practical skills, and overall wellbeing.

The Benchmark sites in Thailand have received numerous awards and recognition for their health and safety programs from both the Thai government and public organizations. In 2025, the Korat site received the Platinum Level award for its Zero Accident Campaign from the Institute for Promotion of Occupational Safety, Health, and Working Environment, presided over by Thailand’s Minister of Labor. This was Korat’s ninth consecutive year receiving recognition and represents 34,324,878 certified hours with zero lost-time accidents.



# Certifications and Registrations

✓ Certified ✓ Registered C Compliant

Benchmark Sites	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 13485:2016	MedAccred	FDA/QSR	AS 9100:2016	Nadcap	ITAR	IATF 16949:2016	TL 9000	ANSI ESD S20.20	Specific Industries
The Americas													
Arden Hills, MN	✓			✓ <sup>1</sup>			✓						
Austin, TX	✓	✓											
Concord, CA	✓	✓					✓		✓				
Guadalajara, Mexico	✓	✓	✓	✓		✓					✓	✓	
HQ - Tempe, AZ	✓						✓						
Huntsville, AL	✓	✓					✓		✓			✓	
Mesa, AZ	✓	✓					✓					✓	
Nashua, NH	✓	✓		✓		✓	✓		✓			✓	✓ <sup>2</sup>
Phoenix, AZ	✓	✓					✓		✓			✓	
Rochester, MN	✓	✓		✓ <sup>1</sup>	✓	✓	✓	✓	✓			✓	
Santa Ana, CA	✓	✓					✓		✓				
Tempe, AZ	✓	✓					✓		✓				
Tijuana, Mexico	✓	✓					✓	✓	✓			✓	
Winona, MN	✓	✓		✓ <sup>1</sup>	✓	✓	✓	✓	✓			✓	
Europe													
Almelo, Netherlands	✓	✓		✓			✓		✓			✓ <sup>3</sup>	
Brasov, Romania	✓	✓	✓	✓		C						✓ <sup>4</sup>	
Asia													
Ayutthaya, Thailand	✓	✓	✓	✓ <sup>5</sup>	✓	✓	✓			✓		✓	
Korat, Thailand	✓	✓	✓	✓			✓					✓	
Penang, Malaysia	✓	✓	✓				✓					✓	
Penang, Malaysia – Waterfront	✓	✓	✓	✓			✓					✓	
Singapore IPO	✓			✓			✓			✓			
Suzhou, China	✓	✓		✓						✓		✓	

<sup>1</sup> With certification to ISO 14971   <sup>2</sup> FAA Approved Parts Manufacturer (PMA)   <sup>3</sup> With IEC 61340-5-1:2016 (Almelo, Netherlands)   <sup>4</sup> With IEC 61340-5-1:2016 (Brasov, Romania)   <sup>5</sup> With MDSAP

CHAPTER 5

# Our Community

Commitment to our communities is one of the four tenets of our sustainability strategy and reflects our dedication to making a positive, lasting impact wherever we operate, live, and work.

We strengthen our communities through a variety of active efforts, including supporting employees who partner and volunteer with local organizations, offering paid time off for volunteering, and directly engaging in philanthropic initiatives at both the corporate and site levels.



## Policies

Benchmark’s Volunteer Time Off (VTO) Policy applies to all regular U.S. employees working at least 20 hours per week. The Policy provides up to eight paid hours—or one scheduled shift, capped at 12 hours—to volunteer with non-profit 501(c)(3) organizations.

VTO is designed to enhance our social connections within local communities. By supporting and encouraging our employees to volunteer with non-profit organizations, we are living our core value of genuine care.

## Volunteering and Philanthropy

Our community initiatives also reflect Benchmark’s purpose—to innovate for a healthier, safer, and better-connected world to create a brighter future. That brighter future begins with small, everyday actions, showing that purpose-driven work extends far beyond the workplace. Our efforts in 2025 included preventive and critical health support, assisting with improvements to a children’s center and packaging food for children in need, and reforesting the “natural lungs” of the local environment.

**Health:** Our efforts empower individuals to prioritize their health, helping to foster well-being as a shared community value. Benchmark teams around the world made time in 2025 to support community members’ health.

In Huntsville, Alabama, 38 Benchmark team members participated in the 22nd annual Liz Hurley Ribbon Run. Their efforts benefited

the Huntsville Hospital Breast Center, which raises awareness and support for those fighting and those who have overcome breast cancer.

Similarly, Benchmark Thailand partnered with the Red Cross to host a blood drive, where 234 employees donated blood to help meet needs in the local community.

In Tijuana, the Benchmark team transformed our facility into a blood donation center in partnership with the Castro Limón Foundation, which provides free, specialized medical care to low-income children and adolescents with cancer. More than 40 employees stepped up to donate, knowing that each contribution could mean the world to a child in need. Our collective effort could directly impact more than 120 children fighting cancer.

In Almelo, Benchmark colleagues joined the KikaRun to support childhood cancer research in the Netherlands.



**Environmental Protection:** At Benchmark, we believe that caring for our communities includes caring for the natural world around us. Our environmental efforts throughout 2025 reflect our commitment to living our purpose in every aspect of life—not just at work, but in the places we call home.

In Malaysia, 300 employees from our Penang site participated in a beach clean-up activity to help preserve the beauty and health of the coastline.

Benchmark Guadalajara’s EHS team led a group of enthusiastic employees in planting over 100 trees in a selected forest area identified as the essential “natural lungs” for the region. For our reforestation initiatives, we prioritize native trees and plants to ensure their adaptation and contribution to environmental balance. We also engage employees, volunteers, and local community groups to build environmental commitment and generate collective awareness.

In Brasov, Romania, Benchmark team members took part in two clean-up events to celebrate World Environment Day. We partnered with the [Braşov Marathon](#) and the [Braşov Nature Protection and Tourism Club](#) to clean up two popular sites, collecting 71 bags of garbage. Employees joined from several departments, including Operations, Engineering, Logistics, Safety, and Quality. Their shared motivation: a love for nature and a desire to protect it for future generations.

**Heat Relief:** The team at Benchmark’s global headquarters supported the Phoenix Rescue Mission in delivering heat relief to unhoused people. Our employee volunteers collected bottled water to distribute along with hygiene kits and sun protection, as part of the City’s Code:Red program.

300

Penang employees participated in a beach clean-up activity

100+

Guadalajara employees participated in planting over 100 trees

71

Bags of garbage collected by Brasov team



**Education:** Benchmark engineers brought their passion for science, technology, engineering, and mathematics (STEM) to third-grade students in Rochester, Minnesota. We joined five other local engineering organizations for the second Annual Rochester Schools Engineering Day. The event engaged over 100 students in interactive challenges that demonstrated real-world engineering concepts. The Benchmark station featured a high-energy paper rocket launch activity—encouraging students to build, test, observe, and refine their designs using compressed air.

More than just a fun day in the classroom, the event gave students a glimpse into the kind of thinking that shapes our world. From stormwater management and water filtration to power distribution and bridge building, each session showcased the vital role engineers play in making our communities healthier, safer, and better connected.

**Caring for Children:** Benchmark’s Human Resources and Emergency Response teams in Penang, Malaysia organized a visit to the Welfare Home Organization, which supports abandoned children and people with special needs. Our 20 volunteers brought donated dining tables, clothing, and food supplies, and repainted three rooms to brighten the space.

In Ayutthaya, Thailand, Benchmark volunteers created a painted floor design to brighten a student learning center, renovated the school’s mushroom house, and revitalized its vegetable garden—a resource for agricultural and sustainability education.

Also in Thailand, volunteers from the Korat site built a new water system, upgraded solar panels, and enhanced landscaping around the fishpond at a local primary school.

Benchmark employees from four sites in Arizona—global headquarters, Tempe, Mesa, and Phoenix—participated in a volunteer service event for the non-profit organization, Feed My Starving Children. This year, 56 employees participated, an inspiring expansion in turnout from our 21-strong team in 2024. Together with other volunteers from the community, Benchmark volunteers helped to package 44,064 meals—enough to feed 120 children for an entire year.



# Environmental

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- > Climate Change 59
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**Benchmark incorporates environmental awareness and responsibility in all operations, recognizing the benefits for all stakeholders. Benchmark’s commitment starts at the strategic level, with environmental responsibility being a tenet of our sustainability strategy. Our site leaders then set rigorous goals and take coordinated action across locations, through activities such as the Benchmark Environmental Challenge, to advance objectives like conserving natural resources, preventing pollution, and reducing waste.**



CHAPTER 6

# Environmental Management

Benchmark's commitment to protecting the natural environment includes efforts focused on pollution prevention, conservation, responsible use, and sustainable practices. We also prioritize compliance with all applicable environmental laws and regulations, and apply appropriate management technology and best practices.



## Environmental Strategy, Policies, and Management

Our Energy Management and Saving Guidelines, which we first released in 2012, set out procedures for reducing energy and water consumption. Our public-facing policies include our [Code of Conduct](#), Environmental Policy, and Sustainability Policy.

Benchmark's [Sustainability Policy](#) expresses our commitment to protecting the environment, among other aspects of responsible and sustainable business action. Our [Environmental Policy](#) details how we strive to accomplish this, such as engaging employees in conserving energy, reducing the use of toxic substances, and managing waste properly.

We make our Environmental Policy and Sustainability Policy available to all employees, customers, and suppliers on our website to ensure awareness. We also display them prominently in every Benchmark facility, and we review them regularly at operational meetings throughout the Company.

Our global EHS Policy, discussed in the chapter on [Occupational Health and Safety](#), also highlights our commitment to minimizing the environmental impacts of our activities and operations. This internal document provides guidance to sites when developing their EHS programs. The Policy calls for all facilities to:

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

Our Environmental Council promotes best practices at manufacturing sites in specific areas, including compliance with regulations and standards, energy efficiency, reducing greenhouse gas (GHG) emissions, water conservation, and waste management. The EHS Manager at Benchmark's Guadalajara site currently leads the Environmental Council.

In addition, Benchmark's Global Director of Sustainability leads programs to support our global sustainability strategy and operationalize sustainability throughout our organization. The Director reports to the SVP, General Counsel and Chief Legal Officer, with dotted-line reporting to the VP, Quality Assurance Regulatory Affairs and additional direction from the Sustainability Steering Committee.

We report on environmental management, among other sustainability topics, to the Board of Directors' Nominating, Sustainability and Governance Committee.



## Environmental Management Systems

We utilize environmental management systems (EMS) to manage our environmental commitments, and we strive to develop, implement, and continually improve our systems. At each Benchmark manufacturing site, an EHS representative manages the EMS to ensure it is implemented and maintained. Through the use of our environmental management systems, we seek to identify elements of the Company's activities, products, and services at the site level that may interact with the environment and to determine the likelihood and potential severity of environmental impact.

It is our policy that all manufacturing sites must maintain or work towards certification to ISO 14001:2015, the international standard that specifies requirements for an effective environmental management system. ISO 14001:2015 helps organizations minimize adverse impacts on the environment, comply with applicable laws, regulations, and other requirements, and achieve continual improvement in these areas. Currently, all of Benchmark's manufacturing facilities are certified to ISO 14001:2015. Our EHS Policy provides guidance on conforming to these requirements. All of our ISO 14001:2015-certified sites are audited internally and externally.

To support responsible environmental management across our operations, we notify all suppliers and vendors that work onsite regarding the requirements of ISO 14001:2015 before they begin work, and we inform them of the requirement to comply with our EMS while on site.

Benchmark requests that each of our supply chain partners adheres to the RBA Code of Conduct or its equivalent at initial engagement. For more information on our approach to a responsible supply chain, please see page 26.

As part of our environmental management approach, Benchmark has a well-developed environmental data collection system covering waste, water, energy, and emissions at our sites. The Senior Global EHS Manager ensures environmental data collection from all sites for reporting purposes. We use a sustainability software platform at all of our sites around the world to track and report our environmental-related data in real time, enabling immediate action to improve our sustainability progress.

## Employee Training

Benchmark provides training to ensure everyone is equipped to support environmentally responsible practices. New hires receive an orientation to their site's ISO 14001:2015-certified EMS, and additional training on each site's system is developed and conducted as needed.



## Benchmark Environmental Challenge

Benchmark runs an annual global competition for our manufacturing sites to encourage ambitious reductions in energy consumption, waste, and water usage, and especially GHG emissions. All Benchmark sites are required to participate and use measurable indicators to demonstrate their impact.

Entries are judged by Benchmark’s Sustainability Council and Sustainability Steering Committee. The winners are recognized at the annual Global Leadership meeting.

In 2025, the competition engaged over 9,000 employees across 100% of our sites.

A standout example came from the Tempe/Mesa facility, where the Environmental Challenge team devised a process to avoid landfilling used wooden pallets. By increasing internal reuse of pallets and identifying a local third-party to haul and recycle the remainder, the team reused a total of 300 pallets and avoided 20,000 pounds in waste wood.

Our Korat site was another exceptional case, exemplifying how to make energy-saving practices a daily way of working. The team has embedded power-conservation habits into their manufacturing lines and trained their entire team on the connections between lowering electricity consumption and reducing GHG emissions. Upgrades to air handling units and other equipment are expected to drive further energy savings.

We are particularly pleased that our efforts translate to measurable environmental improvements for our customers. We achieved approximately 22% absolute reduction in our Scope 1 and Scope 2 emissions against a 2021 base year through grassroots innovation and targeted reduction efforts. Some sites exceeded this number due to investments in solar generation capacity or renewable energy credits (RECs). Working in partnership, those accomplishments were recognized with an award from ASML.

The Benchmark Environmental Challenge demonstrates that our commitment to sustainability is powered by our people’s daily efforts.



As part of the 2025 Benchmark Environmental Challenge, our manufacturing sites saved:

**5.6M**  
 Kilowatt-hours of electricity

**36,000**  
 Cubic meters of water

**1,470**  
 Metric tons of CO<sub>2</sub>e

# Waste

Reducing the amount of waste we generate is a central part of Benchmark’s strategy for minimizing our environmental impact. Our strategy includes 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. Many Benchmark sites have processes for recycling paper and cardboard and for electronics reclamation. All of these actions aim to minimize the volume of waste sent to landfill.

Our Environmental Policy calls for managing waste properly and encouraging reuse or recycling. As part of the energy management system, our sites set waste reduction goals and targets. Waste data is reported to each site’s GM(s) and site leadership team and is also aggregated at the Company level.

Many of our sites have designated waste coordinators to help maintain compliance with hazardous and universal waste rules, conduct inspections of hazardous waste storage areas, and identify opportunities to reduce solid and hazardous waste. We also support our customers in understanding international laws and regulations governing hazardous waste.

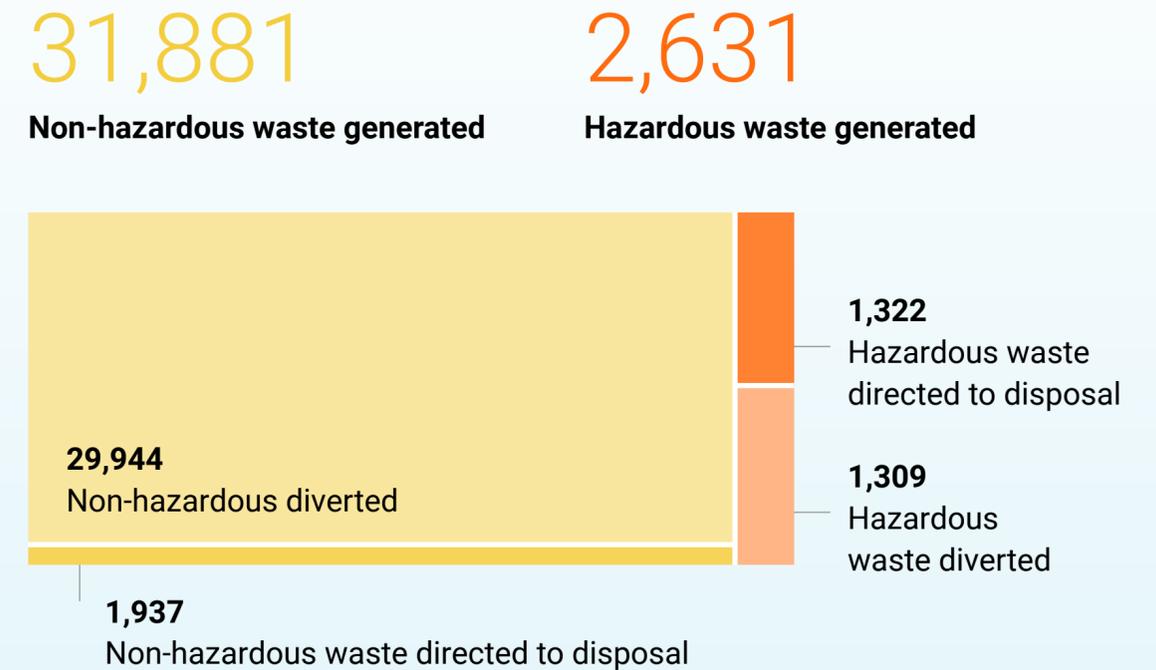
Benchmark participates in efforts to standardize data exchange through the supply chain. These include laws and regulations governing the content, packaging, labeling, disposal, and similar issues concerning the environmental impact of products, including laws and regulations where we operate.

**We work with customers to enable them to take greater responsibility for their products at end-of-life.**

We work with customers to enable them to take greater responsibility for their products at end-of-life. While our contract arrangements specify that our customers are responsible for end-of-life products and recycling, we are always eager to pursue product innovations that can lead to cost savings and mitigate risks.

## Waste Data 2025

### Total Waste Generated (Metric Tons)



### Manufacturing Hazardous Waste Recycled



Case Study

Benchmark collaborates with HQ Pack to increase product packaging reuse and boost circularity.

**Typical Approach to Packaging:** The complex equipment used in semiconductor manufacturing, which we manufacture for clients, often must be shipped in heavy wooden crates. Typically, the shipping crate is constructed around the finished product and is designed for a single use. Ideally the wood is then recycled but this relies on local recycling systems.

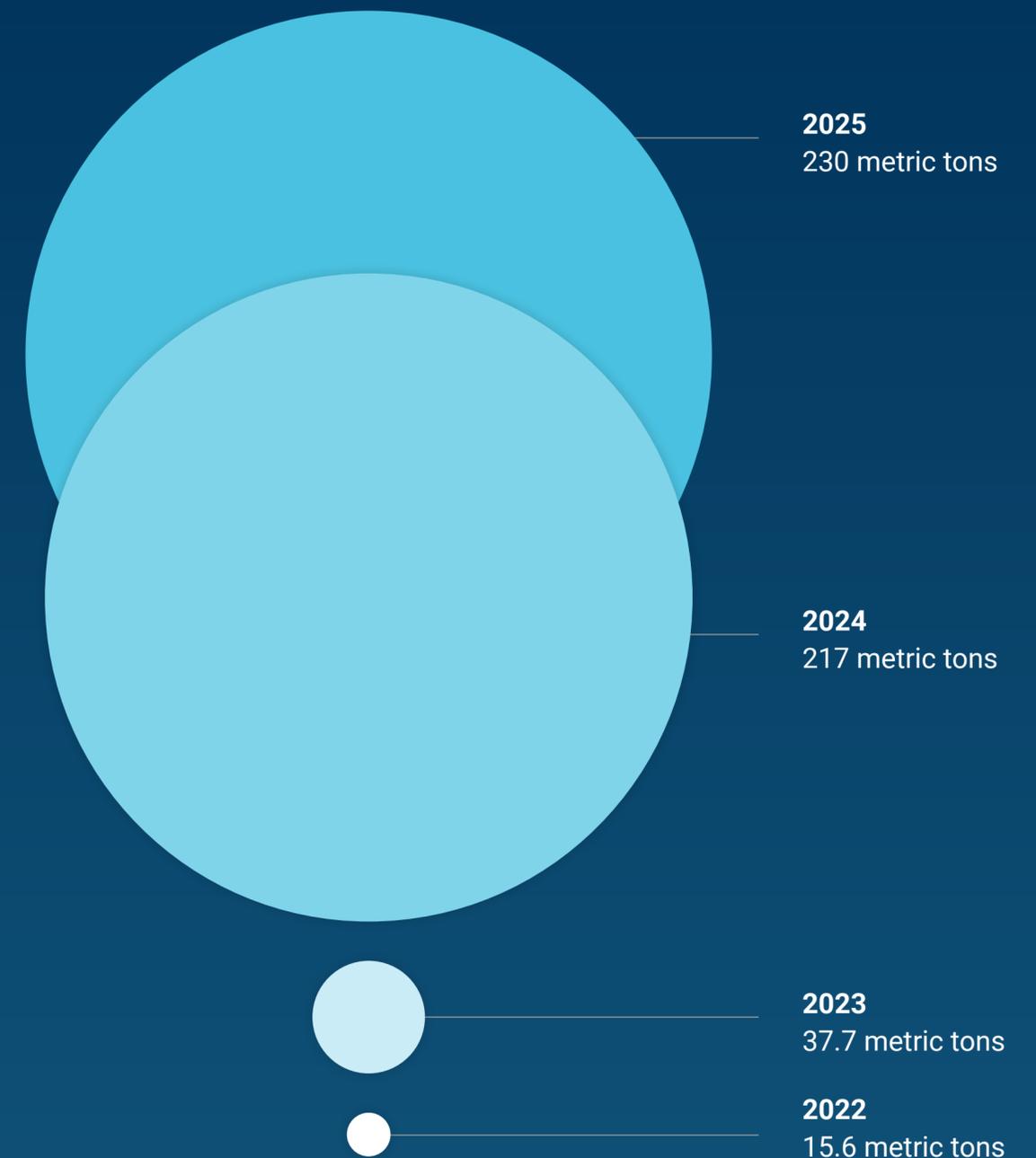
**A More Sustainable Solution:** By engineering with circularity in mind, our vendor HQ Pack has designed and constructed a reusable container solution for Benchmark’s Almelo and Penang sites. After each use, the crate is taken apart, and the packaging material is shipped back to HQ Pack, which receives, inspects, and stores the recovered materials until they are needed again for the next product shipment.

The redesigned, reusable package protects the product extremely well, is highly resilient, and is capable of being reused more than 10 times without repair or replacement. Any damaged packaging is repaired to as-new condition and returned to inventory.

The packaging initiative, together with a pallet reuse project at our Tempe facility, resulted in 230 metric tons in avoided landfill disposal in 2025, up from 217 metric tons the previous year. Since implementing reusable product packaging, Benchmark has reused 500.3 metric tons of product packaging with a cumulative height of 10 times the Empire State Building—instead of going to a landfill.

The partnership between Benchmark and HQ Pack demonstrates how circular packaging systems can reduce the natural resources required, thereby reducing the total carbon footprint, and are more cost-effective in the long term.

Packaging Reuse



230 MT

Diverted 230 MT of product packaging from landfill disposal in 2025

Another way to reduce waste and mitigate our climate impacts is through better management of food scraps. Our facilities in Santa Ana and Concord, California, run organics recycling programs to reduce the volume of food scraps and other organic materials in the waste stream, as required by State law. At the Santa Ana facility, to date, we have composted 7,215.6 tons, which is equivalent to 48.6% of the site's food waste.

The Ayutthaya, Thailand, site continues its composting initiative, which collects an estimated 22% of its onsite food waste. The composted food scraps enrich the soil for our garden, allowing us to minimize chemical fertilizers and grow greens for the canteen.



### Composting at Our Sites

**Santa Ana, California**

**48.6%**

**Ayutthaya, Thailand**

**22%**

## Water and Effluents

Water management is a priority for Benchmark and the entire electronic manufacturing services sector as water is becoming a constrained resource in many locations around the world. One of Benchmark’s 20 locations is located in a region with High Baseline Water Stress regions, while 12 of our sites are located in regions with Extremely High Baseline Water Stress. Given that we operate in water stressed areas, we place increased emphasis on water conservation.

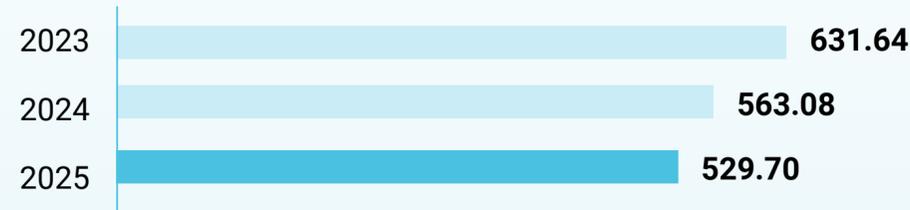
Beyond compliance, sites have demonstrated a commitment to water efficiency and conservation by utilizing innovations like hands-free faucets, toilets, and fill stations for drinking water to avoid wasting water.

Some of our manufacturing processes require the use of certain chemicals that generate hazardous effluents in our process water. According to Benchmark’s EHS Policy, each site must determine if a given waste material is hazardous, obtain any required permits, and develop procedures to manage hazardous waste. Benchmark is committed to continuous improvement of processes and procedures to reuse and recycle effluents, which helps facilitate lower costs and lowers environmental and reputational risk. We also treat process water in accordance with local regulations prior to discharge.

In 2025, Benchmark responded to the CDP Water Security questionnaire, earning a score of C.

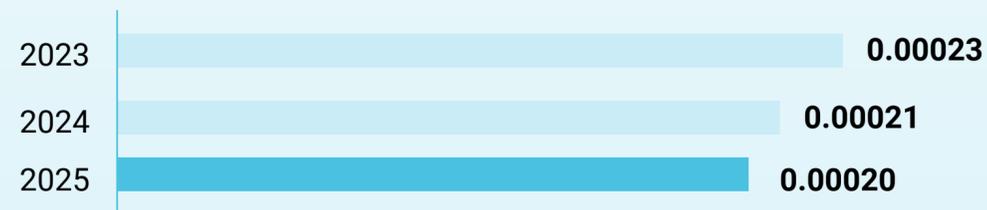
### Water Withdrawal

**Water Withdrawal** (thousand cubic meters)



### Water Withdrawal Intensity

(thousand cubic meters / thousand \$ revenue)



## CHAPTER 7

# Climate Change

Benchmark recognizes that to make a positive impact for our planet's future, we must address the challenge of climate change. Guided by a deep commitment to environmental responsibility, we have actively tracked and reduced our greenhouse gas (GHG) emissions since 2012.

In 2025, Benchmark responded to the CDP Climate Change questionnaire and earned a grade of C. The response details our management and oversight of climate-related issues as well as key risks and opportunities for our Company related to climate change. The response explained our expectations for emissions reduction through energy efficiency initiatives and sourcing renewable energy certificates (RECs). We also conducted a climate risk assessment in compliance with California's new and/or eventual requirements.



## Emissions

Benchmark recognizes the importance of adhering to environmental standards and laws aimed at protecting natural resources for current and future generations. With this commitment, we comply with all applicable legal and regulatory requirements on controlling and reducing emissions and energy use in our operations. We invest in systems and technologies that promote compliance and enable us to meet or exceed these standards, safeguarding our planet’s resources for the long term.

As highlighted in the previous chapter, all of Benchmark’s manufacturing facilities are certified to ISO 14001:2015, the global standard for environmental management systems. This certification guides us in reducing environmental impacts, managing emissions effectively, and ensuring compliance with all relevant laws, regulations, and standards.

Benchmark’s global EHS Policy directs all facilities to implement programs aimed at reducing energy consumption and GHG emissions. Since setting a Scope 1 and Scope 2 GHG emissions reduction target in 2022, we have publicly tracked and reported our progress. This progress is measured against our 2021 base year, when we completed an emissions inventory for all sites under Benchmark’s operational control.

In 2025, Benchmark reduced its Scope 1 and Scope 2 GHG emissions by 22%, on an absolute basis, relative to our 2021 baseline, and we are proud that this surpasses our goal of 15% reduction by 2025 from a 2021 baseline.

Reflecting our dedication to continual improvement in pursuit of excellence, Benchmark is further raising its ambitions for climate change mitigation. Following the successful achievement of our initial GHG reduction goal, in December 2025 Benchmark registered with the Science Based Targets initiative (SBTi) to set a science-based target that we look forward to discussing in future disclosures. Additional details on our GHG emissions and inventory can be found in our CDP Climate Change response.

### Efforts to reduce GHG emissions are taking place across our sites:

- We have been steadily expanding the generation of solar energy to reduce our reliance on fossil fuels. In 2025, rooftop panels at our site in Korat, Thailand, generated 235,755 kWh of alternating current (AC) electricity, representing 1% of its annual energy use. A rooftop solar panel project at Benchmark’s facility in Suzhou, China, provided 1,906,954 kWh, 13% of the site’s annual energy use. The newest

solar project for Benchmark consists of two rooftop systems at our site in Penang, Malaysia, which will have a total of 1,923-kilowatt peak (kWp). Several of our sites are also exploring the use of battery storage.

- Benchmark pursues other opportunities to expand its use of renewable energy, such as by procuring renewable energy where available.
- We have installed electric vehicle (EV) charging stations for employee use at three Benchmark locations: Santa Ana, California; Tempe, Arizona; and Mesa, Arizona.

235,755 kWh

of electricity from solar panels at our Korat, Thailand site

1%

of the site’s annual energy use

1,906,954 kWh

of electricity from solar panels at our Suzhou, China site

13%

of the site’s annual energy use

# Energy

Our emissions tracking confirms that enhancing energy efficiency is the most effective way to reduce our GHG emissions. Energy management is integrated into Benchmark’s core business activities and serves as a key part of our GHG emissions reduction strategy.

In 2025, we provided employee training to ensure correct use of the energy tracking tools, and will continue providing training as needed. Each site follows a structured approach with established procedures designed to deliver both immediate and long-term results under the oversight of a senior manager. Every Benchmark manufacturing site has an energy reduction team, drawing members from each major energy-using process to ensure accurate tracking of energy data and cost savings.

Benchmark has made significant progress on energy management by identifying energy efficiency improvement opportunities throughout the Company and responding with global initiatives to reduce energy use. We have installed energy-efficient equipment such as LED and motion-sensor lighting, solar panels, VFD motor controllers (which adjust motor speed to match load requirements), and advanced heating, ventilation, and cooling (HVAC) units. These efforts have led to impactful upgrades in our HVAC systems, cooling towers, motor systems, pumps, compressed air systems, and lighting.

We closely monitor the condition of our buildings and equipment, and as a component approaches the end of its life, we prioritize investment in energy-efficient replacements. We share guidance on preferred options and improvements across the organization to ensure that each site benefits from the most effective solutions available.

# Data Center Efficiency

Our data center is located in an energy-efficient facility in Phoenix, Arizona, where every kilowatt-hour (kWh) of usage is sourced from carbon-free, local energy. The arrangement allows Benchmark to recognize 100% renewable energy for our IT equipment energy footprint at this facility.

## The data center in Phoenix is:

**01**

The first co-location facility to sign The Climate Pledge

**02**

The only colocation operator in the world committed to matching every kWh of usage with locally-sourced, carbon-free energy

**03**

The first data center in North America to be certified as a BREEAM green building



## CHAPTER 8

# Innovating for More Sustainable Products

As we make our own operations more sustainable, we take pride in manufacturing products that enhance sustainability for our customers as well. In line with our purpose of innovating for a healthier, safer, and better-connected world, we strive to support our customers' sustainability and climate goals, including net-zero goals. We offer tailored solutions guided by their goals, from reducing Scope 3 GHG emissions and increasing manufacturing efficiencies to incorporating recycled materials and enhancing product repairability and upgradability.



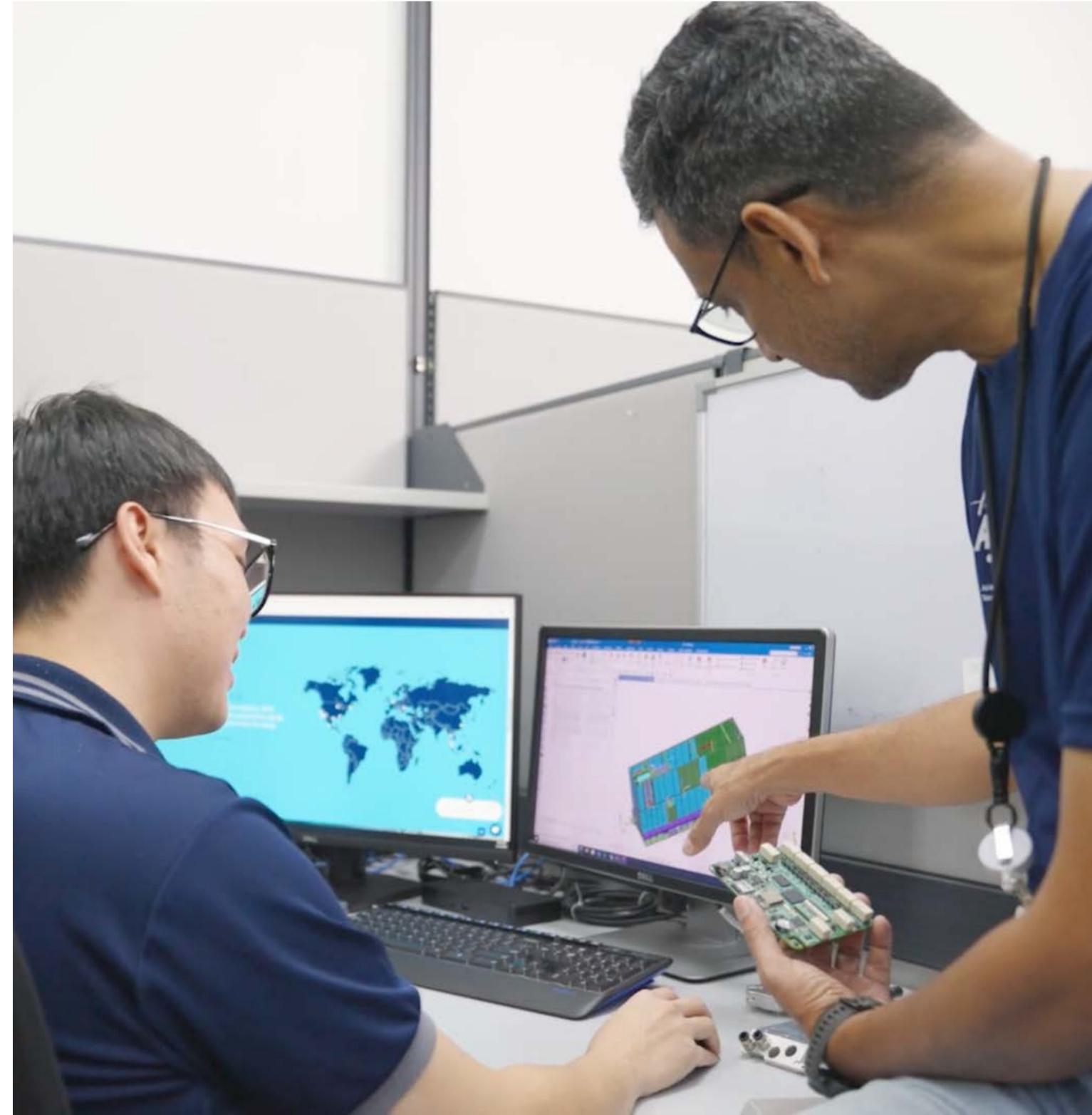
At Benchmark, tailoring our offerings to meet customers' needs is essential to how we do business. When customers engage with us to improve products' sustainability, we encourage our product designers to prioritize environmentally responsible raw materials, the product's reuse or recyclability, and minimizing the environmental impact of manufacturing processes. Our product designers and engineers use a Design for Environment checklist to integrate sustainability into the design process.

Our world-class manufacturing capabilities mean that sustainable design innovations move seamlessly from concept to production within our facilities, delivering impactful results with lower time and cost investment for our customers.

Benchmark's [Product Sustainability Services](#) offering addresses growing customer interest in the environmental impact of their products. Product Sustainability Services focus on extending product lifecycles by making them more modular, repairable, and designed for reuse, reducing their ultimate carbon footprint. This approach goes beyond recyclability by embedding sustainability into the design process across a product's lifecycle to deliver measurable results, balanced with product features, quality, and time-to-market goals through:

- Extending the lifecycle of a product through circular economy optimization, making it easier to repair and refurbish existing products
- Designing products that are easier to manufacture and prioritize energy efficiency, reliability, reusability, field repairability, and recyclability
- Reducing carbon sources across the product lifecycle, from the supply chain to the device's power consumption
- Sourcing renewable and low-carbon energy across global operations to reduce Scope 1 and Scope 2 emissions associated with our manufacturing services
- Employing waste diversion strategies including product repair, packaging reuse, recycling, and material recovery

Benchmark offers lifecycle assessment (LCA) services to customers to provide greater detail on the climate-related environmental impacts of product design attributes and operating parameters. Our LCA services deliver data-based insights that can improve the overall environmental performance and circular economic outcomes associated with a specific set of design attributes and use conditions. The LCA services provide our customers and design engineers with the insights required to improve the overall "clean tech" performance of a product design or platform.



Product Sustainability Services' innovation process often starts with [creative workshops](#), where we analyze each customer's unique needs and develop flexible, impactful solutions with minimal burden on their teams.

Many of our customers are already designing and manufacturing products in the clean energy and clean technology sectors. Through our extensive global network of engineering, manufacturing, and lifecycle management expertise, we bring advanced technology solutions to market faster and at greater scale, supporting customers in reaching their sustainability goals and building a brighter, more sustainable future.

As a global leader in product design, engineering, and technology solutions, Benchmark is ready to meet increasing demand for sustainable, low-emission products across industries, driving positive change in line with our purpose. Benchmark recognizes and celebrates our customers' commitment to sustainability and the circular economy.

Among the notable examples of our impactful partnerships with customers, in Benchmark's work with Copeland (formerly a division of Emerson), we developed a reduced power consumption method to test motor drives for HVAC units. Once fully assembled, these critical components must be tested at full power for several hours, consuming significant power. We engineered a high-load test platform incorporating regenerative loads that not only reduces overall power consumption during testing, but also allows energy to be fed back into the grid.

**In Benchmark's work with Copeland, we developed a reduced power consumption method to test motor drives for HVAC units.**

The solution we crafted with Copeland highlights our commitment to implementing energy-efficient manufacturing and testing methods, reducing the product's total environmental impact.



## CASE STUDY

### Living Our Purpose with Kestra

At Benchmark, our purpose to build a better world comes to life through partnerships that have real-world impact. Our work with Kestra Medical Technologies is one meaningful example—supporting a company that is redefining cardiac care with the ASSURE® Wearable Cardioverter Defibrillator (WCD), a non-invasive, wearable device designed to protect patients at risk of sudden cardiac arrest.

Benchmark provides supply chain management, manufacturing, and refurbishment services for Kestra, ensuring the highest standards of medical device reliability and performance. This collaboration supports Kestra in delivering life-saving technology to clinicians and the patients they serve.

Our work extends beyond production to include continuous improvement and lifecycle management—maximizing device reliability, extending product life through refurbishment, reducing waste, and supporting sustainability goals.

The partnership reflects how Benchmark’s expertise in medical technology, engineering, and sustainability comes together to make a measurable difference. By combining responsible manufacturing with a shared mission to protect at-risk patients, we help advance healthcare innovation when it matters most.



Images courtesy of Kestra Medical Technologies, Inc.

# Appendix

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# Social Data Tables

Metric	2023	2024	2025
<b>Employment</b>			
<b>Demographics By Gender</b>			
Female	6,699	5,955	6,135
Male	5,967	5,709	5,667
Not specified	37	43	34
<b>Demographics By Age</b>			
18-30	3,514	2,968	3,202
31-40	3,273	3,044	3,065
41-50	3,132	2,923	2,753
50+	2,784	2,772	2,816
<b>Demographics By Race (U.S. only)</b>			
Asian	14.7%	13.9%	13.1%
Black or African American	7.0%	7.0%	7.7%
Hispanic or Latino	11.2%	11.9%	12.1%
Native Hawaiian or other Pacific Islander	0.3%	0.3%	0.3%
American Indian or Alaska Native	0.3%	0.3%	0.5%
White	61.8%	61.7%	61.5%
Two or more races	1.6%	1.6%	1.7%
Decline to answer	3.1%	3.3%	3.1%
<b>Total Headcount</b>			
Global	12,703	11,707	11,836
United States	2,989	2,829	2,808

Metric	2023	2024	2025
<b>Employee Headcount by Type <sup>1</sup></b>			
Number of regular employees	12,422	11,635	11,685
Number of temporary employees	281	72	151
Number of part-time employees	133	176	173
<b>New Hires</b>			
<b>Number of New Hires by Gender</b>			
Female	3,666	653	2,513
Male	2,459	871	1,403
Not specified	14	9	4
<b>Rate of New Hires by Gender <sup>2</sup></b>			
Female	29%	6%	21%
Male	19%	7%	12%
Not specified	0%	0%	0%
<b>Number of New Hires by Age</b>			
18-30	3,261	795	2,202
31-40	1,580	374	1,039
41-50	792	201	415
> 50	506	163	264
<b>Rate of New Hires by Age <sup>2</sup></b>			
18-30	26%	7%	19%
31-40	12%	3%	9%
41-50	6%	2%	4%
> 50	4%	1%	2%

<sup>1</sup> Part-time employees can be either regular or temporary and for this reason the data in this section does not equal the total employee headcount.

<sup>2</sup> Rate of new hires was calculated using the end-of-year global headcount.

Metric	2023	2024	2025
<b>Number of New Hires by Region</b>			
Americas	4,843	694	1,402
Europe	316	221	185
Asia	980	618	2,333
<b>Rate of New Hires by Region <sup>2</sup></b>			
Americas	38%	6%	12%
Europe	2%	2%	2%
Asia	8%	5%	20%
<b>Employee Turnover</b>			
<b>Employee Turnover by Gender</b>			
Female	3,310	1,859	2,189
Male	2,416	1,360	1,353
Not specified	16	5	8
<b>Rate of Employee Turnover by Gender <sup>3</sup></b>			
Female	26%	16%	18%
Male	19%	12%	11%
Not specified	0%	0%	0%
<b>Employee Turnover by Age</b>			
18-30	2,773	1,411	1,591
31-40	1,462	812	986
41-50	889	501	508
> 50	618	500	465

<sup>2</sup> Rate of new hires was calculated using the end-of-year global headcount.

<sup>3</sup> Rate of turnover was calculated using the end-of-year global headcount.

Metric	2023	2024	2025
<b>Rate of Employee Turnover by Age <sup>3</sup></b>			
18-30	22%	12%	13%
31-40	12%	7%	8%
41-50	7%	4%	4%
> 50	5%	4%	4%
<b>Employee Turnover by Region</b>			
Americas	4,541	1,932	1,748
Europe	359	291	221
Asia	842	1,001	1,581
<b>Rate of Employee Turnover by Region <sup>3</sup></b>			
Americas	36%	17%	15%
Europe	3%	2%	2%
Asia	7%	9%	13%
<b>Parental Leave <sup>4</sup></b>			
Employees who took parental leave	193	249	225
Employees returned to work after parental leave	164	220	204
Number of Work Stoppages	0	0	0
Total Days Idle	0	0	0
<b>Local Procurement</b>			
<b>Proportion of Spending on Local Suppliers (by region)</b>			
Americas	86%	84%	85%
Asia	68%	67%	71%
Europe	80%	79%	84%

<sup>3</sup> Rate of turnover was calculated using the end-of-year global headcount.

<sup>4</sup> Data excludes U.S.-based employees.

Metric	2023	2024	2025
<b>Health &amp; Safety</b>			
<b>Total Hours Worked</b>	33,059,535	31,522,566	30,794,994
<b>Hours worked - employee</b>	29,523,833	27,980,377	27,074,351
<b>Hours worked - contractor</b>	3,535,702	3,542,189	3,720,643
<b>Total Fatalities as a Result of Work-related Injury</b>	0	1	0
<b>Fatalities as a result of work-related injury - employee</b>	0	1	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.01	0.00
<b>Fatalities as a result of work-related injury - contractor</b>	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
<b>Total Fatalities as a Result of Work-related Ill Health</b>	0	0	0
<b>Fatalities as a result of work-related ill health - employee</b>	0	0	0
<b>Fatalities as a result of work-related ill health - contractor</b>	0	0	0
<b>Total High-consequence Work-related Injuries</b>	48	26	33
<b>High-consequence work-related injuries - employee</b>	42	24	33
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.28	0.17	0.24
<b>High-consequence work-related injuries - contractor</b>	6	2	0
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.34	0.11	0.00
<b>Total Recordable Work-related Injuries</b>	88	49	19
<b>Recordable work-related injuries - employee</b>	79	48	17
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.54	0.34	0.13
<b>Recordable work-related injuries - contractor</b>	9	1	2
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.51	0.06	0.11

Metric	2023	2024	2025
<b>Total Cases of Recordable Work-related Ill Health</b>	6	1	0
<b>Cases of recordable work-related ill health - employee</b>	5	1	0
<b>Cases of recordable work-related ill health - contractor</b>	1	0	0
<b>Total Cases of High-potential Work-related Incidents</b>	34	1	3
<b>Cases of high-potential work-related incidents - employee</b>	34	1	3
<b>Cases of high-potential work-related incidents - contractor</b>	0	0	0
<b>Near Miss Frequency Rate (NMFR)</b>			
<b>Near misses - employee</b>	46	45	60
NMFR (near misses per 200,000 hours worked)	0.31	0.32	0.44
<b>Near misses - contractor</b>	0	8	0
NMFR (near misses per 200,000 hours worked)	0.00	0.45	0.00
<b>Lost Time Injury Frequency Rate (LTIFR) for Direct Workforce</b>			
<b>Number of lost time injuries</b>	42	24	33
LTIFR (lost time injuries x 1,000,000 / total hours worked)	1.42	0.86	1.22
<b>Training</b>			
<b>Total number of training hours provided to employees <sup>5</sup></b>	39,618	34,559	33,377
Average number of training hours provided to employees <sup>6</sup>	3.1	3.0	2.8
<b>Total number of training hours provided to female employees <sup>7</sup></b>	9,740	12,121	15,306
Average number of training hours provided to female employees <sup>8</sup>	1.5	2.3	2.8
<b>Total number of training hours provided to male employees <sup>7</sup></b>	15,439	19,588	14,257
Average number of training hours provided to male employees <sup>9</sup>	2.6	4.6	3.4
<b>Total number of training hours provided to full-time employees <sup>5</sup></b>	27,293	30,347	28,502
Average number of training hours provided to full-time employees <sup>10</sup>	2.2	2.6	2.4
<b>Total number of training hours provided to temporary employees</b>	12,325	4,212	4,875
Average number of training hours provided to temporary employees <sup>11</sup>	43.9	58.5	32.3

<sup>5</sup> Data excludes one manufacturing facility.

<sup>6</sup> Average was calculated using the end-of-year global headcount.

<sup>7</sup> Data excludes four manufacturing facilities.

<sup>8</sup> Average was calculated using the end-of-year female headcount apart from the four excluded manufacturing facilities.

<sup>9</sup> Average was calculated using the end-of-year male headcount apart from the four excluded manufacturing facilities.

<sup>10</sup> Average was calculated using the end-of-year regular employee headcount.

<sup>11</sup> Average was calculated using the end-of-year temporary employee headcount.

# Environmental Data Tables

Metric	2023	2024	2025
<b>Energy <sup>12</sup></b>			
<b>Energy consumption within the organization (gigajoules)</b>	<b>572,053</b>	<b>594,984</b>	<b>583,662</b>
Electricity	516,237	529,277	506,673
Natural gas	45,746	56,030	63,659
Diesel	2,535	809	5,575
Gasoline	2,525	2,610	1,792
LPG fuel	5,010	6,257	5,963
<b>Energy intensity (gigajoules / thousand \$ revenue)</b>	<b>0.204305</b>	<b>0.220364</b>	<b>0.216171</b>
<b>Water <sup>13</sup></b>			
<b>Total water withdrawn (gallons)</b>	<b>166,860,338</b>	<b>148,750,432</b>	<b>139,864,780</b>
Groundwater		21,218,563	20,646,103
Third party		127,531,869	119,218,677
<b>Total water withdrawn (thousand cubic meters)</b>	<b>631.64</b>	<b>563.08</b>	<b>529.45</b>
Groundwater		80.32	78.15
Third party		482.76	451.30
Percentage withdrawn in regions with high or extremely high baseline water stress	65.8%	73.6%	65%
<b>Water withdrawal intensity (thousand cubic meters / thousand \$ revenue)</b>	<b>0.00023</b>	<b>0.00021</b>	<b>0.00020</b>
<b>Emissions <sup>14</sup></b>			
<b>Direct (Scope 1) GHG emissions (tCO<sub>2</sub>e)</b>	<b>5,383</b>	<b>4,910</b>	<b>5,005</b>
<b>Energy indirect (Scope 2) GHG emissions (tCO<sub>2</sub>e, market-based)</b>	<b>66,327</b>	<b>59,889</b>	<b>50,983</b>
<b>Energy indirect (Scope 2) GHG emissions (tCO<sub>2</sub>e, location-based)</b>	<b>65,633</b>	<b>63,528</b>	<b>61,686</b>
<b>Other indirect (Scope 3) GHG emissions (tCO<sub>2</sub>e, category 3: fuel- and energy-related activities)</b>			<b>21,070</b>
<b>GHG emissions intensity (Scope 1 and Scope 2 tCO<sub>2</sub>e / thousand \$ revenue)</b>	<b>0.025611</b>	<b>0.024000</b>	<b>0.020736</b>
<b>GHG emissions intensity (Scope 1 and Scope 2 tCO<sub>2</sub>e / sq ft)</b>	<b>0.0194</b>	<b>0.0159</b>	<b>0.0155</b>

<sup>12</sup> Increase in diesel usage in 2025 due to improvements in data collection methodology and the data may not be comparable to prior years.

<sup>13</sup> Benchmark has no water withdrawal from surface water, seawater, or produced water. Water data in 2024 is not comparable to prior years due to changes in the data collection process following the rollout of a new ESG software platform that year. The new data collection system also allowed more granular data collection and this information is not available for prior years.

<sup>14</sup> Limited assurance provided on 2025 data; see Independent Assurance Statement on page 76. 2021 is the base year for Benchmark's GHG reduction target. Scope 2 market-based emissions reflect the purchase of renewable energy certificates. Limited assurance for 2024 data is disclosed in the 2024 Sustainability Report available on our website.

Metric	2023	2024	2025
<b>Waste <sup>15</sup></b>			
<b>Total waste generated (metric tons)</b>	5,756	14,813	34,512
Hazardous waste generated	1,282	1,477	2,631
Non-hazardous waste generated	4,474	13,336	31,881
<b>Total weight of waste diverted from disposal (metric tons)</b>	2,917	5,654	31,253
Hazardous waste diverted	428	1,316	1,309
Recovery, including energy recovery		448	593
Recycling		868	716
Non-hazardous waste diverted	2,489	4,338	29,944
Composting		28	7,220
Recycling		4,311	22,725
<b>Total weight of waste directed to disposal (metric tons)</b>	2,839	9,159	3,259
Hazardous waste directed to disposal	854	161	1,322
Incineration		68	1,246
Landfill		94	77
Non-hazardous waste directed to disposal	1,985	8,998	1,937
Incineration		107	124
Landfill		8,827	1,762
Recovery, including energy recovery		64	51
<b>Manufacturing hazardous waste recycled (percentage)</b>	33%	89%	50%

<sup>15</sup> Waste data for 2023 was collected using an older process and is neither comparable to disclosures in 2024 and 2025 nor as granular. The values in 2025 are significantly higher as a result of more robust data collection as well as a move into a new facility in Penang, Malaysia, which generated more waste from scrap materials and machines than in a typical year.

# Governance Data Tables

Metric	2023	2024	2025
<b>Directors</b>			
Total directors	9	9	9
<b>Board Demographics</b>			
<b>Gender</b>			
Female	22%	22%	33%
Male	78%	78%	67%
<b>Age Group</b>			
< 30	0%	0%	0%
30-50	0%	0%	0%
> 50	100%	100%	100%
<b>Ethnicity</b>			
White	89%	89%	89%
Asian	11%	11%	0%
African American	0%	0%	11%
Directors Born Outside of the United States	2	2	2
<b>Board Independence</b>			
Number of independent directors	8	8	8

Independent Assurance Statement

# Independent Assurance Statement



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February 11, 2026

KERAMIDA Inc. (KERAMIDA) was engaged by Benchmark to provide limited assurance greenhouse gas (GHG) verification of their 2025 Scope 1, Scope 2, and Scope 3 Category 3 GHG emissions inventory. The calculation of the GHG inventory is the sole responsibility of Benchmark using guidance per the US Environmental Protection Agency, the GHG Protocol standards, and other accepted guidance documents and practices.

**Statement of Independence**

KERAMIDA affirms our independence from Benchmark and is free from bias and conflicts of interest related to the assurance of the environmental data.

**Verification Assurance Opinion**

Based on the process and procedures conducted, there is no evidence that the GHG emissions calculations and summary are not a fair representation of the actual GHG emissions data and information.

**KERAMIDA's Approach**

Verification was conducted in accordance with ISO 14064-3: 2019 *Specification with guidance for the validation and verification of greenhouse gas assertion*. The verification was led by an accredited Lead GHG Verifier. The procedures performed during the verification include:

- Interviews with key personnel involved in the process of compiling, calculating, and preparing the emissions data report and energy data;
- Review of evidence and data in support of key disclosures in the emissions report and energy disclosure;
- Review of a variety of data analytics to check the reasonableness of the data and calculations;
- A variety of re-calculation procedures to confirm stated quantities;
- Evaluated the reasonableness of any assumptions used in support of disclosures;
- Reviewed how disclosures were presented and determined if they were representative of data and operations.

*Organizational Boundaries:* Operational Control Approach

*Time Period:* January 1, 2025 to December 31, 2025

*Level of Assurance:* Limited

*Materiality Threshold:* 5% as suggested by ISO 14064-3 (2019).

**Table 1. GHG Emissions Data Verified by KERAMIDA**

Scope	2025 Emissions Verified (mt CO <sub>2</sub> e)
Scope 1 Stationary Natural Gas	3,200
Scope 1 Stationary LPG	347
Scope 1 Mobile Diesel	158
Scope 1 Mobile Gasoline	514
Scope 1 Mobile LPG	7
Scope 1 Refrigerants	779
Scope 2 Electricity (Location-based)	61,686
Scope 2 Electricity (Market-based)	50,983
Scope 3 Category 3 Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	21,070

This verification statement, including the opinion expressed herein, is provided to Benchmark and is solely for their benefit in accordance with the terms of our agreement. We consent to the release of this statement by you in order to satisfy the terms of disclosure requirements but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

  
 Xuqing Xiong, PE  
 Accredited Lead GHG Verifier  
 Senior Assurance Manager  
 KERAMIDA Inc

INCREASING OUR CLIENTS' PROFITABILITY THROUGH SMART CONSULTING™

ENGINEERS • GEOLOGISTS • SCIENTISTS • SAFETY PROFESSIONALS • INDUSTRIAL HYGIENISTS • TOXICOLOGISTS • MODELING EXPERTS  
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# Global Reporting Initiative (GRI) Content Index

**Statement of use:** Benchmark Electronics has reported the information cited in this GRI content index for the period January 2025–December 2025 with reference to the GRI Standards.

**GRI 1 used:** GRI 1: Foundation 2021

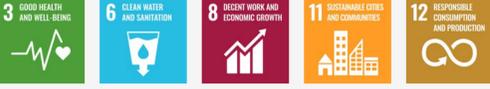
GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
GRI 1: Foundation 2021			
General Disclosures			
GRI 2: General Disclosures 2021	Organizational Profile		
	2-1 Organizational details	Benchmark Electronics, Inc. <a href="#">2024 Annual Report</a> , Properties, back cover and page 29 <a href="#">2024 Annual Report</a> , Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters, page 77 <a href="#">2024 Annual Report</a> , Corporate and Shareholder Data, page 93	
	2-2 Entities included in the organization's sustainability reporting	About This Report, page 87	
	2-3 Reporting period, frequency and contact point	About This Report, page 87 <a href="#">2024 Annual Report</a> , page v	
	2-4 Restatements of information	No restatements of information	
	2-5 External assurance	Independent Assurance Statement, page 76	
	2-6 Activities, value chain and other business relationships	Chapter 2: Risk Management, page 20 <a href="#">2024 Annual Report</a> , Business, pages 1-14 <a href="#">2024 Annual Report</a> , Financial Statements and Supplementary Data, pages 43-47 <a href="#">2024 Annual Report</a> , Segment and Geographic Information, pages 65-68 <a href="#">2024 Annual Report</a> , Revenue, pages 63-64 There were no significant changes to the organization nor its supply chain in the reporting year.	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>GRI 2: General Disclosures 2021</b>	2-7 Employees	Chapter 3: Human Capital Management, page 31 <a href="#">2024 Annual Report</a> , Human Capital Management, pages 12-13	 
	2-8 Workers who are not employees	Chapter 3: Human Capital Management, page 31 <a href="#">2024 Annual Report</a> , Human Capital Management, pages 12-13	 
	2-9 Governance structure and composition	Chapter 1: Corporate Governance, page 12 <a href="#">Board of Directors Webpage</a> <a href="#">2025 Proxy Statement</a> , Election of Directors, pages 4-20	 
	2-10 Nomination and selection of the highest governance body	<a href="#">Nominating, Sustainability and Governance Committee Charter</a> <a href="#">2025 Proxy Statement</a> , Election of Directors, pages 4-20	 
	2-11 Chair of the highest governance body	<a href="#">2025 Proxy Statement</a> , Election of Directors, pages 4-20	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 1: Corporate Governance, page 12 Chapter 2: Risk Management, page 20 <a href="#">Nominating, Sustainability and Governance Committee Charter</a> <a href="#">Audit Committee Charter</a> <a href="#">2024 Annual Report</a> , ESG & Sustainability, pages 9-12 <a href="#">2025 Proxy Statement</a> , Commitment to Sustainability, pages 13-20	
	2-13 Delegation of responsibility for managing impacts	Chapter 1: Corporate Governance, page 12 <a href="#">2025 Proxy Statement</a> , Election of Directors, pages 4-20 <a href="#">Nominating, Sustainability &amp; Governance Committee Charter</a>	
	2-14 Role of the highest governance body in sustainability reporting	Chapter 1: Corporate Governance, page 12	
	2-15 Conflicts of interest	<a href="#">2025 Proxy Statement</a> , pages 12, 16-19	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>GRI 2: General Disclosures 2021</b>	2-16 Communication of critical concerns	Chapter 1: Corporate Governance, page 12	
	2-17 Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement</a> , Election of Directors, pages 4-20	
	2-18 Evaluation of the performance of the highest governance body	Chapter 1: Corporate Governance, page 12 <a href="#">Nominating, Sustainability and Governance Committee Charter</a> <a href="#">2025 Proxy Statement</a> , page 19	
	2-19 Remuneration policies	<a href="#">2025 Proxy Statement</a> , Compensation Discussion and Analysis, pages 21-31	
	2-20 Process to determine remuneration	Chapter 1: Corporate Governance, page 12 <a href="#">2025 Proxy Statement</a> , Compensation Discussion and Analysis, pages 21-31 <a href="#">Human Capital and Compensation Committee Charter</a>	
	2-21 Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> , Compensation Tables and Narratives, page 33 <a href="#">2025 Proxy Statement</a> , Executive Compensation, page 43	
	2-22 Statement on sustainable development strategy	Letter from the CEO, page 3 Letter from the Board Chair, page 4	
	2-23 Policy commitments	Chapter 1: Corporate Governance, page 12 <a href="#">Code of Conduct</a> <a href="#">Human Rights Statement</a> <a href="#">Cybersecurity Statement</a>	 
	2-24 Embedding policy commitments	Chapter 1: Corporate Governance, page 12	
	2-25 Processes to remediate negative impacts	Chapter 1: Corporate Governance, page 12 Chapter 2: Risk Management, page 20	
2-26 Mechanisms for seeking advice and raising concerns	Chapter 1: Corporate Governance, page 12 <a href="#">Code of Conduct</a> <a href="#">EthicsPoint Helpline</a>		

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>GRI 2: General Disclosures 2021</b>	2-27 Compliance with laws and regulations	<a href="#">2024 Annual Report</a> , Legal Proceedings, page 30	
	2-28 Membership associations	We are a member of trade associations that support our industry, including the Global Electronics Association (formerly IPC) and the National Association of Manufacturers.	
	2-29 Approach to stakeholder engagement	Sustainability Priorities, page 9 Chapter 3: Human Capital Management, page 31 <a href="#">2025 Proxy Statement</a> , Evaluation of Say-on-Pay Advisory Vote, page 23	
	2-30 Collective bargaining agreements	Chapter 3: Human Capital Management, page 31 <a href="#">2024 Annual Report</a> , Human Capital Management, pages 12-13	
<b>Material Topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Sustainability Priorities, page 9	
	3-2 List of material topics	Sustainability Priorities, page 9	
	3-3 Management of material topics	Chapter 1: Corporate Governance, page 12 Chapter 2: Risk Management, page 20 Chapter 3: Human Capital Management, page 31 Chapter 4: Occupational Health and Safety, page 39 Chapter 5: Our Community, page 46 Chapter 6: Environmental Management, page 51 Chapter 7: Climate Change, page 59	
<b>Economic Topics</b>			
<b>Procurement Practices</b>			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Chapter 2: Risk Management, page 20 Data Tables, page 70	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>Anti-corruption</b>			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Chapter 1: Corporate Governance, page 12	
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 1: Corporate Governance, page 12	
<b>Environmental Topics</b>			
<b>Energy</b>			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Chapter 7: Climate Change, page 59 Data Tables, page 73	
	302-3 Energy intensity	Chapter 7: Climate Change, page 59 Data Tables, page 73	
	302-5 Reductions in energy requirements of products and services	Chapter 7: Climate Change, page 59	
<b>Water and Effluents</b>			
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Chapter 6: Environmental Management, page 51	
	303-2 Management of water discharge-related impacts	Chapter 6: Environmental Management, page 51	
	303-3 Water withdrawal	Chapter 6: Environmental Management, page 51 Data Tables, page 73	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>Emissions</b>			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Chapter 7: Climate Change, page 59 Data Tables, page 73	
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 7: Climate Change, page 59 Data Tables, page 73	
	305-3 Other indirect (Scope 3) GHG emissions	Chapter 7: Climate Change, page 59 Data Tables, page 73	
	305-4 GHG emissions intensity	Chapter 7: Climate Change, page 59 Data Tables, page 73	
<b>Waste</b>			
<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts	Chapter 6: Environmental Management, page 51	
	306-3 Waste generated	Chapter 6: Environmental Management, page 51 Data Tables, page 74	
	306-4 Waste diverted from disposal	Chapter 6: Environmental Management, page 51 Data Tables, page 74	
	306-5 Waste directed to disposal	Chapter 6: Environmental Management, page 51 Data Tables, page 74	
<b>Supplier Environmental Assessment</b>			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Chapter 2: Risk Management, page 20	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>Social Topics</b>			
<b>Employment</b>			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Data Tables, pages 68-70	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 3: Human Capital Management, page 31	
	401-3 Parental leave	Chapter 3: Human Capital Management, page 31 Data Tables, page 70	
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Chapter 4: Occupational Health and Safety, page 39	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 4: Occupational Health and Safety, page 39	
	403-3 Occupational health services	Chapter 4: Occupational Health and Safety, page 39	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 4: Occupational Health and Safety, page 39	
	403-5 Worker training on occupational health and safety	Chapter 4: Occupational Health and Safety, page 39	
	403-6 Promotion of worker health	Chapter 3: Human Capital Management, page 31	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
<b>GRI 403: Occupational Health and Safety 2018</b>	403-8 Workers covered by an occupational health and safety management system	Chapter 4: Occupational Health and Safety, page 39	
	403-9 Work-related injuries	Chapter 4: Occupational Health and Safety, page 39 Data Tables, pages 71-72	  
	403-10 Work-related ill health	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 72	  
<b>Diversity and Equal Opportunity</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Chapter 3: Human Capital Management, page 31 Data Tables, pages 67, 75	 
<b>Local Communities</b>			
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 5: Our Community, page 46	 
<b>Local Communities</b>			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Chapter 2: Risk Management, page 20	  

## Task Force on Climate-related Financial Disclosures (TCFD) Table

TCFD Element	Disclosure	Report Location
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Chapter 1: Corporate Governance, page 12 Chapter 2: Risk Management, page 20 2025 Climate Change CDP Disclosure, items C4.1.1, C4.1.2, C4.2
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Chapter 2: Risk Management, page 20 2025 Climate Change CDP Disclosure, items C4.3, C4.3.1
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">2024 Annual Report</a> , Risk Factors, page 15 2025 Climate Change CDP Disclosure, items C2.1, C3.1, C3.1.1, C3.6, C3.6.1
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Chapter 2: Risk Management, page 20 2025 Climate Change CDP Disclosure, items C2.2.1, C2.2.2
	b) Describe the organization's processes for managing climate-related risks.	Chapter 2: Risk Management, page 20 Chapter 7: Climate Change, page 59 <a href="#">2024 Annual Report</a> , Risk Factors, page 15
	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 20 2025 Climate Change CDP Disclosure, item C2.2.1, C2.2.2
Metrics and Targets	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Chapter 7: Climate Change, page 59 2025 Climate Change CDP Disclosure, items C7.3, C7.5, C7.6, C7.7 Data Tables, page 73
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Chapter 7: Climate Change, page 59 2025 Climate Change CDP Disclosure, items C7.53, C7.53.1

## Sustainability Accounting Standards Board (SASB) Table

SASB Topic	Accounting Metric	Code	Report Location
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	TC-ES-140a.1	Chapter 6: Environmental Management, page 51 Data Tables, page 73
Waste Management	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	TC-ES-150a.1	Chapter 6: Environmental Management, page 51 Data Tables, page 74
Labor Practices	(1) Number of work stoppages and (2) total days idle	TC-ES-310a.1	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 70
Workforce Conditions, Health & Safety	(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	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 71
	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-ES-320a.2	Data not available
	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances, disaggregated by (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	TC-ES-320a.3	Data not available
Product Lifecycle Management	Weight of end-of-life products and e-waste recovered; percentage recycled	TC-ES-410a.1	Data not available
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TC-ES-440a.1	Chapter 2: Risk Management, page 20
Activity Metrics	Number of manufacturing facilities	TC-ES-000.A	20 manufacturing facilities
	Area of manufacturing facilities	TC-ES-000.B	3,609,069 square feet
	Number of employees	TC-ES-000.C	11,836 employees

# About this Report

Our 2025 Sustainability Report covers data and metrics from January 1 to December 31, 2025, unless otherwise noted, with three years of data generally provided for context. The Sustainability Report is published annually, and the reporting period aligns with fiscal year reporting. The Report covers sites under our operational control and includes our subsidiaries unless otherwise noted. Exclusions are noted where applicable.

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing 2023 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 to indicate alignment with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 77.

Benchmark is committed to transparency, engagement, and consistent communication of our sustainability strategies and programs to all stakeholders. This is our fifth annual Sustainability Report, using our priority-based approach to disclosure.



## Forward-looking Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical or current facts, including statements regarding our future business expectations and our environmental and other sustainability plans, goals and related timeframes, are forward-looking. The words “will,” “may,” “designed to,” “believe,” “should,” “would,” “could,” “anticipate,” “plan,” “expect,” “intend,” “estimate,” “goals,” “opportunity,” “future,” “to be,” “achieve,” “grow,” “commit,” “seeks,” “targets,” “continues,” “likely,” “possible,” “might,” “potentially,” “will,” “on track,” “working to,” “encourage,” “strive,” “endeavor,” “looking forward,” “efforts,” and variations of such words and similar expressions are forward-looking statements which apply only as of the date of this report. The forward-looking statements included in this report are provided to assist readers in understanding the Company’s current goals and plans regarding our sustainability and Environmental, Social and Governance (“ESG”) initiatives and objectives. Because these forward-looking statements are subject to risks and uncertainties, actual results could differ materially from the expectations discussed in the

report and uncertainties and other factors, many of which are beyond the Company’s control, could cause the actual outcomes and results, including the achievement of our sustainability and ESG targets, goals, objectives, commitments and/ or the implementation of our sustainability and/ or ESG initiatives to differ materially from those expressed or implied in such statements, including among others, the cost of implementing our sustainability and/ or ESG initiatives, our ability to execute on our sustainability and/ or ESG targets and objectives as planned, the effectiveness and impact of intended actions, and the impact of changing legislation and regulations. For identification and discussion of these and other risks, uncertainties and assumptions relating to the Company’s operational and financial performance, please refer to our public filings, which can be accessed at [www.bench.com](http://www.bench.com), including those discussed under Part I, Item 1A of the Company’s Annual Report on Form 10-K for the year ended December 31, 2024, and in any of the Company’s subsequent reports filed with the Securities and Exchange Commission.

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

# Building a Sustainable Future



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An aerial photograph of a large, light-colored industrial building with a flat roof covered in solar panels. A parking lot with many cars is visible to the left of the building. The Benchmark logo is visible on the side of the building.

▶ Benchmark.