2024 Sustainability Report

Innovating for a **healthier**, **safer**, and **better-connected** world to create a brighter future.

Benchmark®









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Letter from the President and CEO

I am pleased to release Benchmark's annual Sustainability Report, sharing our Company's notable progress on this important strategic imperative. The report demonstrates our steady commitment to advancing our sustainability strategy and providing high-quality disclosures on our efforts on environmental, social, and governance topics.



In 2024, Benchmark worked as a global team to create a statement that reflected our Company's purpose: **We innovate for a healthier, safer, and better-connected world to create a brighter future.** Our sustainability efforts are essential to fulfilling our new purpose.

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

- Continuing to make progress toward our goal of reducing absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions 15% by 2025 from a 2021 base year
- Reducing our annual employee total recordable incident rate (TRIR) to 0.34, from a TRIR of 0.54 in 2023
- Deploying a global data management system to enhance our data collection of GHG emissions for all our sites worldwide, obtaining limited assurance on our GHG data, and establishing an inventory management plan to support global tracking
- Engaging a wide set of key leaders in our annual enterprise risk assessment process
- Launching our third employee resource group (ERG) – Benchmark PRIDE – expanding our inclusion efforts and complementing our Brave (veterans) and WIN (women) ERGs
- Expanding a global mentoring program for our employees
- Building on the long-standing Benchmark Environmental Challenge – our internal global competition to lower our environmental impact – by making participation mandatory for all manufacturing sites
- Earning a C and B- grade on our annual response to the CDP Climate Change and Water Security questionnaires respectively, and, as of 2024, Benchmark received an MSCI ESG Rating of AA

With this report we also share quantitative updates on our sustainability efforts, including measures of our GHG emissions, energy and water usage, and waste reduction. The report takes a hybrid approach to reporting, drawing on several key 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 position us well to meet expected mandatory disclosures in the coming years.

At Benchmark, our core values – integrity, inclusion, customer committed, ingenuity, and caring – have not changed. They remain our moral compass not only for the way in which we conduct our business but also for how we manage our impact on broader society as we work to create a brighter future.

In pursuit of excellence, we continue to raise our ambitions for environmental sustainability, social responsibility, and good corporate governance. We appreciate the support of all Benchmark stakeholders, and we look forward to communicating with you about our continued progress.

Sincerely,

Jeff Benck
President and Chief Executive Officer

Letter from the Board Chair

I am pleased to support Benchmark's fourth annual Sustainability Report, which continues the Company's practice of regular transparent reporting against its environmental, social, and governance (ESG) objectives.



The Board of Directors is committed to operating the Company in an ethical, socially responsible, and environmentally sustainable manner for the long-term benefit of our shareholders. This includes fostering a culture of accountability and transparency, a hallmark of the Company's corporate governance approach.

In 2024, the Board took an active role in many ESG/sustainability priority topics. The Board receives regular updates and information on ESG initiatives and plans through the Nominating, Sustainability and Governance Committee. The entire Board participated as interviewees in Benchmark's 2024 enterprise risk assessment process.

The Board of Directors' Nominating, Sustainability and Governance Committee has direct oversight of the Company's sustainability strategy, policies, and programs. The Human Capital and Compensation Committee oversees inclusion, compensation, and other aspects of talent management. The Board's Audit Committee supports the Company's financial and ethical practices as well as risk management. We are proud of the progress the Board and its committees achieved in concert with our management team and our ESG/Sustainability Council in 2024.

We intend to continue disclosing ESG data on a regular basis to support stakeholders in evaluating the Company's progress toward our shared sustainability goals.

We look forward to continuing to report on our sustainability journey and are grateful for the support of our employees, customers, investors, and all of our other stakeholders.

Sincerely,

David W. Scheible
Chair of the Board

Our 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 leading global provider of innovative product design, technology solutions, and advanced engineering and manufacturing services to Original Equipment Manufacturers (OEMs) in a broad range of industries, including aerospace and defense, advanced computing and communications, industrial, medical, and semiconductor capital equipment.

In 2024, Benchmark unveiled a statement of our Company’s purpose: “We innovate for a healthier, safer, and better-connected world to create a brighter future.” Defining a clear purpose was a critical step in Benchmark’s cultural transformation, and all employees were invited to give input on the purpose of their daily work and our broader impact.

We leverage our highly skilled workforce of 11,700 people, our engineering skills, global supply chain, and world-class manufacturing facilities to help customers accelerate time-to-market and time-to-volume production of high-quality products. Benchmark’s common shares trade on the New York Stock Exchange under the symbol BHE. Our global headquarters is located in Tempe, Arizona. We are a member of trade associations that support our industry, including IPC and the National Association of Manufacturers.

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. In 2024, we introduced a suite of services to enhance circularity for customers’ products and help them achieve sustainability goals.

Our Vision

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

Profile	Results	Services	Talent*
8 **Countries** Serving Global Customers	**$2.7B** **Revenue** in 2024	**21** **Global** Manufacturing Locations	**11,700** **Global** Team Members
50% of Manufacturing Footprint in the Americas	**48%** Revenue Mix in the Americas in 2024	**8** **Global** Design Centers	**300+** Product Design Engineers

* Full time equivalents

Awards and Recognitions in 2024

In 2024, Benchmark received numerous awards and recognitions, highlighting the alignment of operational excellence with fostering a safe and sustainable work environment throughout the Company.





Manufacturing Leadership Award Finalist

The National Association of Manufacturers' Manufacturing Leadership Council recognized the **Benchmark Environmental Challenge**, naming the Company as a finalist for the 2024 **Manufacturing Leadership Awards** in the "Sustainability and the Circular Economy" category.

Human Rights Award – Tijuana

Benchmark's Tijuana facility has been recognized as a "Company Committed to Human Rights" by the State Human Rights Commission of Baja California. This recognition highlights our ongoing dedication to creating a workplace where respect, fairness, and inclusivity thrive.

Corporate Social Responsibility Award - Thailand

Benchmark's Ayutthaya and Korat facilities received prestigious recognition from Thailand's Department of Industrial Works, Ministry of Industry, for maintaining outstanding standards in corporate social responsibility within the industrial sector. The 2024 CSR-DIW Continuous Award recognizes that both Thailand sites have continuously worked toward fostering responsible operations that benefit not only the Company but also local communities and stakeholders. The Award recognizes Benchmark's dedication to embedding sustainability into its business practices and aligning with global environment and social goals.

ELSSA Badge of Distinction

Benchmark Tijuana earned the ELSSA Badge of Distinction from Mexican Social Security Institute, recognizing our commitment to implementing effective strategies and actions to enhance the health, safety, and well-being of employees.

Green Industry Award Level 4

Our Ayutthaya site once again received the Green Industry Award Level 4 (Green Culture) from Thailand's Ministry of Industry, emphasizing the Company's ongoing commitment to integrating environmental and social responsibility into the organization.

Zero Accident Award - 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 Zero Accident Campaign. This is the eighth consecutive year Korat has achieved the Zero Accident Award-Platinum Level, representing 30,731,000 certified hours with zero lost-time accidents.

30,731,000

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

ESG/Sustainability Strategy and Priorities

Benchmark brings a commitment to excellence to all that we do, including our pursuit of environmental, social, and governance (ESG) imperatives across our operations. The interests of all stakeholders are a key consideration in our everyday actions toward ESG progress.

In recent years, we have sharpened our ESG/sustainability strategy to focus on the areas most central to our business: Environmental Responsibility, Our People, Our Community, and Governance. These four tenets guide our sustainability journey, and our approach to each is reflected throughout this report.

The Four Tenets of Our ESG/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

ESG Priorities

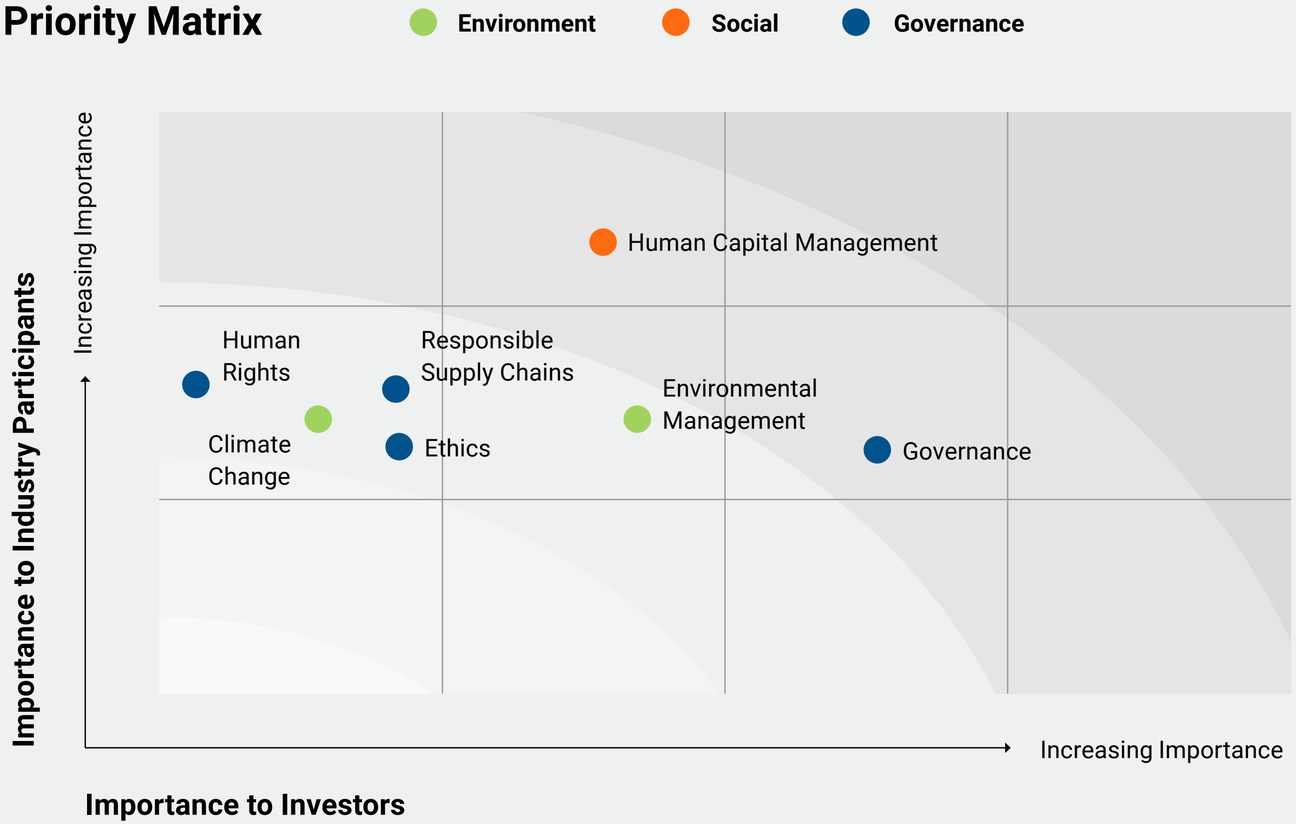
The tenets of our ESG/sustainability strategy align with a set of priority topics for Benchmark, which we identified through an initial assessment in line with best practices in 2021, with the assistance of the Governance & Accountability Institute, Inc. (G&A), a highly respected advisor on ESG issues. 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 Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing 2018 Sustainability Accounting Standard, and other ESG topics important to our stakeholders. The analysis was also informed by an assessment of peers and customers in our industry who have been highly rated on ESG criteria.

Each section of this report is mapped to the UN Sustainable Development Goals (SDGs), and a full SDG mapping is available in our GRI Content Index.



Priority Matrix



The priority matrix shows the relative weight of our seven topics from two perspectives. The X-axis shows each topic's importance to investors, with investor-focused ESG data providers 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 ESG/sustainability strategy.

We continue to conduct assessments with G&A. Our intent is to expand this process to include double materiality considerations in the future.

2024 ESG Highlights

01 Corporate Governance

5 out of 9

Five directors have experience in the development of corporate strategy and policy initiatives relating to ESG

02 Risk Management

Hired a Director of Information Security reporting to the Chief Information Security Officer to advance our processes and our capacity

03 Human Capital Management

Expanded THRIVE, an employee mentoring program, globally

Launched ASCEND, a leadership readiness program designed to prepare potential general manager candidates for future site leadership roles

04 Occupational Health and Safety

Launched a global operations dashboard, which we populate with safety metrics for real-time analysis and comparisons between sites, improving the ability of senior leaders to track the impacts of our health and safety efforts

05 Our Community

8 paid hours

U.S. employees can use eight paid hours per year to volunteer with non-profit organizations

06 Environmental Management

Sites participating in the Benchmark Environmental drove efficiency improvements that resulted in savings of:

- 5,299,856 kilowatt hours of electricity
- 13,830 cubic meters of water
- 15,750 kilograms of natural gas

07 Climate Change

2,094 MWh

Our Korat and Suzhou sites generated 2,094 MWh of solar power

Governance

Corporate Governance

Risk Management

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



Corporate Governance

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

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 consists of eight independent directors and one management director. It operates under a set of published **Corporate Governance Guidelines**, which are 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.

The 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; and proxy access and stock ownership guidelines for directors and named executive officers.

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

In addition, questionnaires monitoring directors' potential related-party transactions and other possible conflicts of interest are administered on a regular basis. The questionnaire responses undergo a thorough review process as outlined in our Corporate Governance Guidelines.



Five of our directors have experience in developing corporate strategy and policy initiatives relating to ESG.

In the interest of ensuring accountability for Company management, the role of Board Chair is separate from that of Chief Executive Officer (CEO), further enhancing the Board's independence from management.

Our directors bring a diverse set of perspectives and skills to their roles based on personal backgrounds, executive leadership and corporate strategy experience, and professional roles, which include international manufacturing operations, finance, and technology. As detailed in our **Proxy Statement**, four of our directors brought experience specifically in the development of corporate strategy and policy initiatives relating to ESG in 2023, and that number increased to five directors in 2024.

The Board of Directors has 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.

Board Structure and Responsibilities



- Financial Reporting
- Legal and Regulatory Compliance
- Risk Assessment and Management

- ESG Policy Review
- Identification and Recommendation of Board Members
- Review ESG/Sustainability Strategy Plans, Practices, and Metrics

- Human Capital Practices
- Inclusion
- Executive and Board Compensation
- Compensation Philosophy

Board Committees

The Nominating, Sustainability and Governance Committee is responsible for identifying and recommending individuals qualified to become Board members and makes recommendations to the Board concerning committee appointments. In assessing the appropriate composition of the Board, the Committee and the Board believe that directors should reflect diversity in the broadest sense, including geography, gender, ethnicity, viewpoint, education, skills, and professional experience.

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

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

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. The Committee's responsibilities also include oversight of the Company's inclusion efforts.

The Audit Committee is primarily responsible for assisting the Board in fulfilling its responsibility to oversee management's conduct of the Company's financial reporting process (including management's development and maintenance of systems of internal accounting and financial controls), 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 Committee is also responsible for reviewing the Company's policies, guidelines, and processes concerning risk assessment and risk management, including major financial reporting or cybersecurity risk exposures and the steps management has taken to monitor and control any such risks. The Committee receives quarterly cybersecurity updates from the Company's Chief Digital and Information Officer and Chief Information Security Officer (CISO). The Committee reviews an enterprise risk assessment of the Company annually. In addition, the full Board of Directors participates in the annual enterprise risk assessment process. The risk assessment process is described further in the **Risk Management** chapter of this report.

ESG/Sustainability Management

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

The ESG/Sustainability Council is currently sponsored by Benchmark's General Counsel and Chief Legal Officer. Through the General Counsel and Chief Legal Officer, the ESG/Sustainability Council presents regular updates on ESG initiatives and progress to the CEO and to the ESG/Sustainability Steering Committee, comprised of the Chief Financial Officer (CFO), Chief Operating Officer, Chief Human Resources Officer, and Chief Procurement Officer. In addition, the General Counsel and Chief Legal Officer provides quarterly updates to the Nominating, Sustainability and Governance Committee. These updates include any related feedback from stakeholders including shareholders, employees, and customers. Potential ESG-related risks identified through Company-wide risk assessments are also presented and discussed.

Our ESG/sustainability organizational model includes three additional Councils: the Health and Safety Council, the Environmental Council, and the Inclusion Council. The Health and Safety Council and the Environmental Council are both led by the Senior Global Environmental, Health, and Safety (EHS) Manager, and are composed of representatives from every manufacturing site.

The Inclusion Council is comprised of 24 team members selected by the Company's senior leadership team. The Council meets regularly to discuss the Company's inclusion initiatives and to provide advice to integrate, inform, and shape the inclusion strategy at Benchmark. To ensure a coordinated, collaborative approach between inclusion and ESG initiatives, the Global Vice President of Talent Attraction and Inclusion is the "Our People" work group leader of the ESG/Sustainability Council and shares information to the ESG/Sustainability Council on a regular basis.

Benchmark's Global Director of Sustainability oversees our ESG activities at the management level. This position reports to the General Counsel and Chief Legal Officer.



Ethics and Integrity

We commit to operating with the highest ethical standards at Benchmark. Our **Code of Conduct** defines the foundational standards for how we conduct business: acting honestly in all that we do, utilizing strong compliance programs, and ensuring effective whistleblower protections.

The Board supports our Company's adherence to ethics and compliance standards, with our Chief Compliance Officer providing regular reports to the Board's Audit Committee. Reports address compliance with the Company's Code of Conduct, the completion of mandatory ethics training for all full- and part-time and temporary employees, and any complaints and/or inquiries received through the Company Helpline, among other topics.

Each year, we conduct training on ethics and compliance topics, such as anti-corruption. In 2024, Benchmark employees completed 96% of assigned ethics training courses. This rate reflects that we reach employees with limited or no access to email and those requiring translation for the course. Our human resources team, in partnership with site managers, has set 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.

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.

To further strengthen our culture of ethical behavior, in 2024 we introduced a more efficient version of the Code of Conduct survey, which streamlines the review and intake of concerns, allowing us to begin any needed investigations more quickly.



Benchmark's Code of Conduct

The Benchmark **Code of Conduct** reflects standards that each of us must adhere to, not simply aspire to. It is up to every employee, director, and other representative of our Company to help ensure our integrity, reputation, and success. We cannot anticipate every issue or challenge we may face in the workplace, so the Code provides general guidance as to the ethical standards we adopt, and introduces some of our Company policies.

The Code states Benchmark's principles, which guide how we conduct ourselves in our interactions with others. It sets out our Company's vision, mission, and values, along with the Company's expectations that all employees, directors, officers, consultants, representatives, and agents of Benchmark will 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 acknowledgement 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.

The Code invites employees and other stakeholders to report concerns or grievances. It details several ways to do so, including contacting the Company's Chief Compliance Officer, utilizing our Helpline, or speaking with a supervisor, human resources representative, or the Office of Ethics and Compliance. More information on reporting concerns and grievances is available on the following page.

Benchmark continually reaches out to employees through a campaign called “Speak Up!”, which fosters a positive work environment for everyone in the organization by enabling the quick identification of potential ethics and compliance issues. The Company believes that all team members share this responsibility. The campaign includes posters, information cards, and other communication tools in the eight languages primarily spoken within Benchmark, calling on all employees to “Speak Up!” It encourages everyone to ask questions and express concerns about actual or potential ethical issues, Company policies, and ways to improve our organization.

We maintain a confidential 24/7 Helpline to report potential compliance and ethics issues around the globe. We employ an independent third party to manage the Helpline platform and a user-friendly web portal, utilizing the EthicsPoint platform. The EthicsPoint Helpline includes local phone numbers for each facility around the world and language support in not only our eight primary languages, but also in over 150 additional languages as needed.

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

EthicsPoint Helpline reports go to the Benchmark’s Ethics and Compliance Committee, comprised of six Company leaders, who then direct each report to the relevant department for investigation, including the internal audit team for financial “whistleblower” reports. Each report is assigned a case manager and investigator who reports their findings to the Ethics and Compliance Committee. All reports are investigated and, if substantiated, anyone found to have violated the Code of Conduct is subject to disciplinary action, including potential employment termination. In 2024, we increased the frequency of Committee meetings to twice per month to expedite reviews and the closure rate.

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 in an investigation.



24/7

We provide a confidential Helpline to report potential compliance and ethics issues across the globe

150+

The EthicsPoint Helpline is capable of providing support in over 150 languages

Anti-Corruption, Anti-Bribery, and Antitrust

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

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. Compliance with these regulations is essential to protecting Benchmark's reputation for integrity in the global marketplace. Our Code of Conduct, along with our Global Anti-Corruption Policy and our Gifts and Entertainment Policy, prohibits offering or giving anything of value to influence an action, obtain business, or secure an improper advantage of any kind. As part of the Company's annual risk assessment process, the general managers (GMs) and controllers at each Benchmark site are consulted to identify any significant risks related to corruption and compliance with the FCPA. Every year 100% of operations are assessed for 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. Also, our policies are part of our Benchmark Management System and are published through BenchConnect where all employees can access them.

The Company's Code of Conduct prohibits engaging in unethical and unfair activities such as 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. Benchmark is committed to competing fairly and honestly by complying with all applicable laws governing antitrust activities wherever we do business. Annual anti-corruption training is performed through our Company-wide learning platform, and in 2024 the training was completed by 97% of the supervisors and other leaders who are required to complete it.



100%

Every year 100% of operations are assessed for corruption risks through our annual enterprise risk management and legal compliance initiatives

Risk Management

Benchmark recognizes that effectively managing enterprise risks is critically important to the long-term success of our business. We have a robust enterprise risk management (ERM) program facilitated by the Senior Corporate Director of Internal Audit and a formalized risk management framework for the Company.

ERM Program

Through our ERM program, management monitors and controls operational risks to Benchmark such as business continuity, compliance risk, third-party claims risk, supply chain risk, reputational risk, and technology risk.

The ERM program includes the possibility of sustainability risks such as climate change, supply chain, and emerging regulations in its assessment of critical risks. Plans and procedures to monitor and address any gaps identified are included in regular updates to the Board's Nominating, Sustainability and Governance Committee and the Audit Committee.

Benchmark's ERM program covers the entire Company globally. It 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 implements appropriate risk management plans that are reviewed periodically by the senior leadership team throughout the year.

These top risks and their management plans are communicated to the Audit Committee by the Senior Corporate Director of Internal Audit. The Audit Committee and the CFO oversee the ERM program, which 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 and outside auditors.



ERM Policy

Benchmark maintains a global Enterprise Risk Management (ERM) Policy institutionalizing its formal risk management framework. We review the Policy on an annual basis as part of our active risk management process.

The Policy applies to all Benchmark locations, functions, and processes. It outlines the annual risk assessment process described above, which evaluates risks facing the Company from strategic, operational, compliance, and financial reporting perspectives with a focus on the impact to Benchmark.

The Policy calls for engaging the Board and a focused group of key Company leaders to identify top risks each year, as well as wider consultation on a periodic basis.

A wide set of key leaders participated in the 2024 risk assessment, including the full Board of Directors and 45 site, group, and corporate leaders.

2024 Risk Assessment

In 2024, Benchmark conducted its annual risk assessment, ultimately identifying 10 top risk categories for action.



Who

The 2024 assessment was expanded to include a wider set of key leaders across the Company, including the full Board of Directors as well as 45 site, group, and corporate leaders.



What

The assessment covered 51 types of risk. The risks align with the 36 risk factors described in Benchmark's 2023 10-K. This list of risk types was developed and approved by the senior leadership team and the Board's Audit Committee.



How

The assessment survey and interviews yielded 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 10 risks to be addressed over the next year.

What's Next

The senior leadership team developed 12-month action plans for each top 10 risk, 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, incorporated into a longer-term process, or integrated into the 2024 action plans.

Information Security

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

When it comes to the security of our information and systems, we are committed to protecting, preserving, and managing confidentiality, integrity, availability, and overall security through our dedicated team members, operational practices, technologies, and policies. It is a high priority for Benchmark to ensure information security, including guarding against cyberattacks.

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. In 2024, the CISO joined the Chief Digital and Information Officer in providing quarterly updates to the Board. The CISO provides updates to the senior leadership team on a biweekly basis.

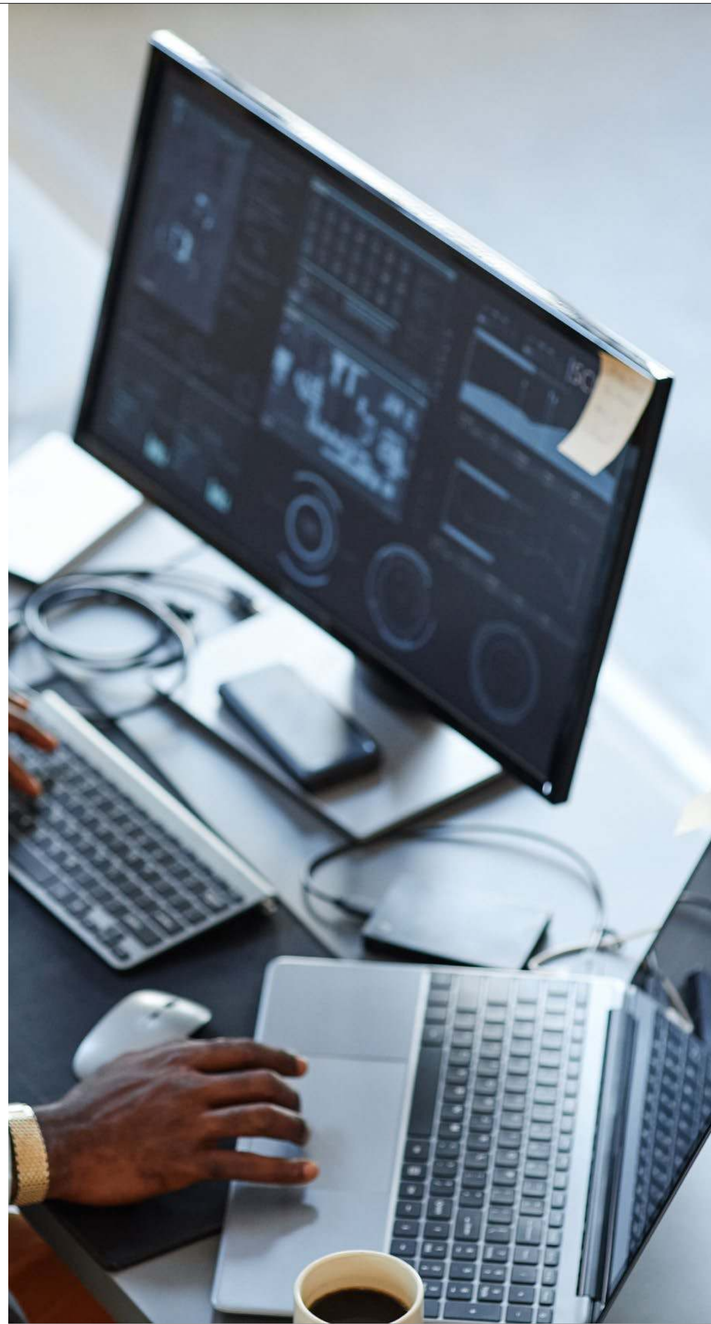
With our program active at all Benchmark sites, we work to provide data security for Benchmark's operations and maximize uptime for our customers. Every Benchmark site has a security champion to identify issues needing attention, and the Company's response is coordinated through the Director of Information Technology (IT) Operations.

In 2024, Benchmark hired a Director of Information Security to advance our processes and our capacity.

We actively monitor our systems for cyber threats and have processes in place to detect and remediate vulnerabilities. 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.

In 2024, Benchmark adopted a strategy to monitor, avoid, and respond to security threats by implementing testing into earlier phases of the software development process. The strategy increases our ability to detect problems and take action faster, especially against 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.



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.

For our defense customers, we are undergoing certification to the U.S. Cybersecurity Maturity Model Certification (CMMC) program.

Benchmark's Global Document Retention Policy aligns with the growing role of electronic communications, changes in law, and changes in our organization. The Policy provides guidelines for identifying, storing, retaining, protecting, and disposing of documents. It is intended to promote consistent document retention practices throughout Benchmark that adhere to customer, legal, and business requirements.

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.

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. In 2024, Benchmark further strengthened employee training with more frequent assessments.

Regular email communications also remind all employees of how to be vigilant against cyberattacks. In 2024, we introduced "CISO's Corner," a regular internal communication to the entire Company to ensure awareness of new threats and other relevant cybersecurity issues.

In October 2024, Benchmark participated in Cyber Security Awareness Month by sharing important information to help keep our employees and their families' data secure. We provided the best practices for preventing cyber incidents. We sent an email to employees flagging common types of cyber threats, such as "smishing" or SMS phishing for personal information with fraudulent text messages. Employees were advised what to do if they are contacted this way to keep themselves and the Company safe. The four-week campaign was well received by our team and continued to build awareness of potential cyber threats.



Benchmark is building a "security-first culture," beginning with increasing security awareness throughout the Company.

Business Continuity

A corporate Crisis Response Team manages Benchmark's crisis preparations, chaired by the corporate Facilities Director. A cross-functional steering committee guides the crisis response team.

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. Each Benchmark facility updated its site-level plan in 2024.

Specific to evacuation scenarios, all sites have assembled a set of key documents and equipment needed to maintain operations. This ensures 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. In 2024, we updated the corporate-level Policy and the guidance for sites' individual 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, the prohibition of child labor, forced or indentured labor, bonded labor, modern slavery, and human trafficking.

In addition to the relevant provisions of the Benchmark Code of Conduct, Benchmark endorses the Responsible Business Alliance (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.

Benchmark is committed to completing the RBA Self-Assessment Questionnaire (SAQ) annually, and in 2024 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.

As an example of our commitment to human rights, in 2024 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. Benchmark's Chief Procurement Officer is a member of the Company's senior leadership team and reports directly to the CEO.

Customer requirements and needs often dictate our sourcing as a contract manufacturer. Despite this, Benchmark maintains strong supply chain management practices that support responsible practices. Among these, we require new suppliers to acknowledge and agree to social and environmental expectations through a signed **Declaration on Business Ethics and Compliance Letter** or an equivalent supplier code of conduct.

We also strive to ensure compliance and responsibility by requiring our suppliers to comply with the Benchmark Code of Conduct and our set of social and environmental standards, which meet the RBA Code of Conduct. Through supplier screening, self-assessment questionnaires, onsite audits, and supplier training, we ensure that our supplier social and environmental activities are continuous and effective so that we are well placed to mitigate potential risks.

To assess adherence in these areas by our preferred and targeted suppliers, our supplier assessment includes questions on social and environmental responsibility, including human rights and maximum working hours. Benchmark actively monitors our direct supply chain to ensure compliance to applicable human rights regulatory requirements. Audit results are tracked in our internal database and are managed by supply chain leadership. When and to the extent required, we engage suppliers to remedy problems. In 2024, no major problems were identified with suppliers we audited.

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.

Supplier assessments and reviews through re-assessment, business reviews, supplier performance, and other engagements measure the effectiveness and progress of our supply chain program. 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 2024, we launched an annual survey to assess the progress of suppliers on sustainability reporting best practices.

Benchmark's counterfeit mitigation policy includes specific policies on brokered material to protect the sourcing of our materials and ensure traceability. In addition, we require all of our preferred sources to maintain disaster recovery plans and to prepare for and mitigate the impact of potential risks to bolster the resiliency of our supply chain.

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 94.95% in 2024, an increase from 93% in 2023.

The RBA Code of Conduct addresses expectations for business practices including fair labor and compensation practices, responsible sourcing of minerals, and many others.



Benchmark takes compliance with the RBA very seriously. We are working to go beyond requirements and ensure 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 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.

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.

Benchmark's supply chain management process highlights the Company's emphasis on climate action and environmental responsibility. Our strengthened terms and conditions for purchase orders outline supplier expectations on social responsibility and environmental protection.

Our Conflict Minerals Policy encourages suppliers to respect and protect human rights throughout the world. Benchmark supports Rule 13p-1 under the Exchange Act (Conflict Minerals Law) and works to avoid sourcing conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) and adjoining countries. Consistent with the Conflict Minerals Law and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance concerning conflict minerals, Benchmark has adopted the Responsible Minerals Initiative's due diligence reporting process.

Benchmark seeks to obtain conflict minerals content declarations from its suppliers, thereby promoting supply chain transparency. With rare exception, Benchmark does not directly source gold, tantalum, tin, or tungsten (3TG) from mines, smelters, or refiners, and is, in most cases, several levels removed from these supply chain participants. 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:

01 Utilize responsible sourcing practices per the Benchmark Conflict Minerals Policy and to purge all high-risk smelters from their supply chain.

02 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.

03 Fully comply with the Conflict Minerals Law and provide all requested conflict minerals (3TG) declarations.

04 Pass these requirements through their supply chain and determine the 3TG sources (Smelters or Refiners – SORs).

05 Have a credible, robust conflict minerals program (3TG) 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.

06 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, during our active yearly conflict minerals data collection campaign.

We expect our suppliers to fully comply with the **Conflict Minerals Policy** and provide all necessary conflict minerals content declarations and documentation.

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

Benchmark responds to EcoVadis, a provider of sustainability ratings and collaborative performance improvement tools for global supply chains. The EcoVadis methodology evaluates criteria in areas including environment, labor and human rights, ethics, and sustainable procurement. In 2024, Benchmark earned a Bronze rating from EcoVadis, placing us among the top 35% of companies assessed by EcoVadis.

We encourage our product designers to prioritize using environmentally responsible raw materials, the product's reuse or recyclability, and minimizing the environmental impact of manufacturing processes. Our product designers and engineers use our Design for Environment checklist to integrate sustainability into the design process.

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.



Our Design for Environment checklist is used by our product designers and engineers to integrate sustainability into the design process to provide a sustainable design with minimal environmental impact for our customers.

Social

Human Capital Management

Occupational Health and Safety

Our Community

We are committed to creating a workplace where every team member can thrive, build a fulfilling career, and realize their full potential. Our vision is to deliver an employee experience that inspires, empowers, and drives meaningful impact. We understand that when employees are engaged and valued, they shape a brighter future for their communities, our customers, and our business.

Inclusion is fundamental to our success. Embracing diverse perspectives and viewpoints fuels innovation, enhances decision-making, and drives outstanding financial performance. These principles not only strengthen our industry leadership but also create vibrant, welcoming workplaces where everyone thrives.

Beyond our walls, Benchmark is dedicated to being a force for good in the communities we serve. Through financial contributions and impactful partnerships with local schools and organizations, we strive to uplift, support, and create lasting change where it's needed most.



Human Capital Management

At Benchmark, we are deeply committed to fostering a workplace that prioritizes worker safety, equitable labor practices, and fair employment standards. We actively promote equal opportunities, champion inclusion, and create an environment where every team member feels valued. Recognizing that engaged employees drive success, we empower our workforce by supporting their personal growth and career aspirations.

Human capital management is a cornerstone of our strategy. Our Chief Human Resources Officer provides quarterly updates to the Board of Directors' Human Capital and Compensation Committee, ensuring that workforce well-being and development remain at the heart of our operations and decision-making.

Inclusion

We are unwavering in our commitment to fostering inclusion across every aspect of our organization, where the diverse voices of our team members drive our collective success. Our Code of Conduct reinforces this commitment through comprehensive non-discrimination, non-retaliation, and anti-harassment policies that guide our workplace practices.

Inclusion starts at the top. Our Board of Directors actively champions our collective uniqueness, recognizing that varied perspectives strengthen strategic decision-making and shape a more innovative organization. The Board's Nominating, Sustainability and Governance Committee is committed to prioritizing a multitude of recruitment strategies when refreshing Board membership to ensure we select a diverse set of executives who possess the appropriate skills and experiences to contribute at the board level.

At the management level, our Global Vice President of Talent Attraction and Inclusion oversees our inclusion strategy, ensuring that inclusive leadership practices are embedded throughout the company. This key role reports directly to the Chief Human Resources Officer, reinforcing our focus on accountability and impact.



To reinforce our commitment to inclusion, we established the Inclusion Council in 2022, a vital driver of Benchmark's inclusive culture. This diverse group of 24 members, refreshed annually, represents 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 remains a central pillar of our organization and a guiding principle in everything we do.

In 2024, the Inclusion Council spearheaded the creation of an employee cookbook to celebrate the International Day of Diversity. The result, "BenchCooks," is a global collection of 200 recipes and stories of their meaning that brought our employees closer together. The dishes share more than just ingredients and techniques but pieces of our team's heritage, memories, and flavors that have shaped their lives.

The Council also organized a Company-wide celebration of the International Day of Peace. Each site created Peace Flags to share their own messages of peace, hope, and unity.





"Let this cookbook be a reminder of the power of inclusion and the richness of experiences and resilience that diversity brings to our lives. Happy cooking and bon appétit!"

– Benchmark Global VP of Talent Attraction and Inclusion, in introduction to BenchCooks

Programs and Initiatives

In line with our commitment to fostering an inclusive environment where every voice is heard, valued, and respected, Benchmark made several important advancements in our inclusion work in 2024. Among these, the Company:

- Reached new participation levels in our inclusiveness training for leaders and employees
- Introduced the Diversity Dashboard to improve managers' access to holistic data about their teams

ERGs at Benchmark

Our ERGs aim to support employees by providing opportunities to network, mentor, coach, and educate, as well as create a more inclusive workplace.

Each ERG is supported by a key Company leader as its executive sponsor.

Benchmark has three ERGs: the Women's Inclusion Network (WIN) @ Benchmark, Benchmark Resources Advocating Veteran Employees (BRAVE), and PRIDE, which was launched in 2024.

The PRIDE ERG aims to foster an inclusive workplace that celebrates the unique identities, experiences, and voices of our LGBTQ+ employees and allies. The ERG advocates for inclusion by offering educational resources to enhance understanding and allyship and by organizing initiatives that uplift our community.

As part of PRIDE's launch, Benchmark's sites came together in June to recognize Pride Month, reflecting our commitment to creating a workplace where everyone feels supported and valued. The celebrations included meaningful activities and discussions that reinforced the importance of inclusion and highlighted the strength we gain from embracing diversity.



"At Benchmark, we believe that our strength lies in our diversity. Our mission is to create a safe, supportive, and empowering environment for all, regardless of sexual orientation, gender identity, or expression."

– Benchmark Director, Internal Communications and Executive Sponsor, PRIDE

WIN meets each quarter and holds regular events. In 2024, WIN organized Company-wide recognition of Women's Equality Day in August and held a town-hall style celebration for all members. In October, WIN called on employees to wear pink for Breast Cancer Awareness Month and participated in the Susan G. Komen® Walk Where You Are event.

For Memorial Day in 2024, members of **BRAVE** in Rochester and Winona proudly raised $2,000 to the **Folds of Honor Foundation**. The Foundation provides life-changing scholarships to the spouses and children of fallen or disabled U.S. service members. The donation was directed through the Minneapolis chapter of Benchmark BRAVE, ensuring that it supports families within our local community.

We are committed to expanding opportunities for connection and support by introducing additional ERGs in response to employee interest. These groups will provide 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.



WIN Paves the Way for Benchmark Women in Manufacturing

Through the Women's Inclusion Network (WIN), Benchmark is a member the Women in Manufacturing (WiM) Association. The partnership provides access to a network of professionals, resources, and learning opportunities that benefit our employees at all levels.

Benchmark's membership in WiM aligns perfectly with our values and further demonstrates the Company's dedication to creating an inclusive workplace where everyone can thrive and succeed.

"Our Memorial Day donation to Folds of Honor is a heartfelt gesture to give back to those who have given so much for our freedom. It is just one way our BRAVE members come together to support and honor the families of our fallen heroes, ensuring their sacrifices are never forgotten."

– Benchmark Director, Business Development and BRAVE Chair

Recruitment

We work hard to ensure that our talent attraction practices actively promote and sustain an inclusive culture to drive innovation, strengthen collaboration, and reflect the global communities we serve.

Our Talent Acquisition team is focused on building meaningful partnerships with universities and community organizations in every region where we operate. These relationships are designed to connect us with a broader, more diverse talent pool while fostering opportunities for underrepresented groups to join and thrive at Benchmark. By aligning our recruitment efforts with our values, we aim to create a workforce that reflects the strength of our inclusivity and the power of diverse perspectives.

In 2024, Benchmark sponsored 16 students in the Phoenix, Arizona, area to complete the computer numerical control (CNC) machinist 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.

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 2024, Benchmark continued supporting a three-year program with Minnesota State College Southeast, a technical and community college near our Winona manufacturing facility. Benchmark is contributing $100,000 per year for three years and will develop an internship program for the scholarship recipients.

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Benchmark sponsored 16 students to complete CNC studies at Grand Canyon University in 2024

$100,000

Benchmark is contributing $100,000 to develop a scholarship program





Events and Education

Benchmark was a sponsor and host of the 2024 Phoenix Conversation on Board Diversity, an in-person networking event organized by 50/50 Women on Boards. The event was attended by over 100 participants committed to advancing gender balance and diversity on corporate boards. Benchmark's CHRO served as chair of this organization in 2024.

We are committed to empowering our leaders and employees to create an inclusive workplace. Our quarterly leadership training for supervisors focuses on essential themes including inclusive leadership—building trust, fostering self-awareness, ensuring psychological safety, and embracing diversity—as well as cultivating an inclusive culture, with an emphasis on effective communication, addressing micro-aggressions, and encouraging micro-inclusions.

Expanding the impact, we also provided a tailored curriculum called Supporting an Inclusive Culture for all individual contributors, ensuring inclusion is embraced at every level of the organization. Each training program, thoughtfully designed as part of a structured learning journey, is reviewed and enhanced by Benchmark's Inclusion Council to align with our values.

Additionally, all employees have access to targeted training on anti-harassment, anti-discrimination, and unconscious bias, reinforcing our commitment to respect and creating a workplace where inclusion isn't just a core value—it's a daily practice.

100+

Over 100 people attended the networking event sponsored by Benchmark in 2024



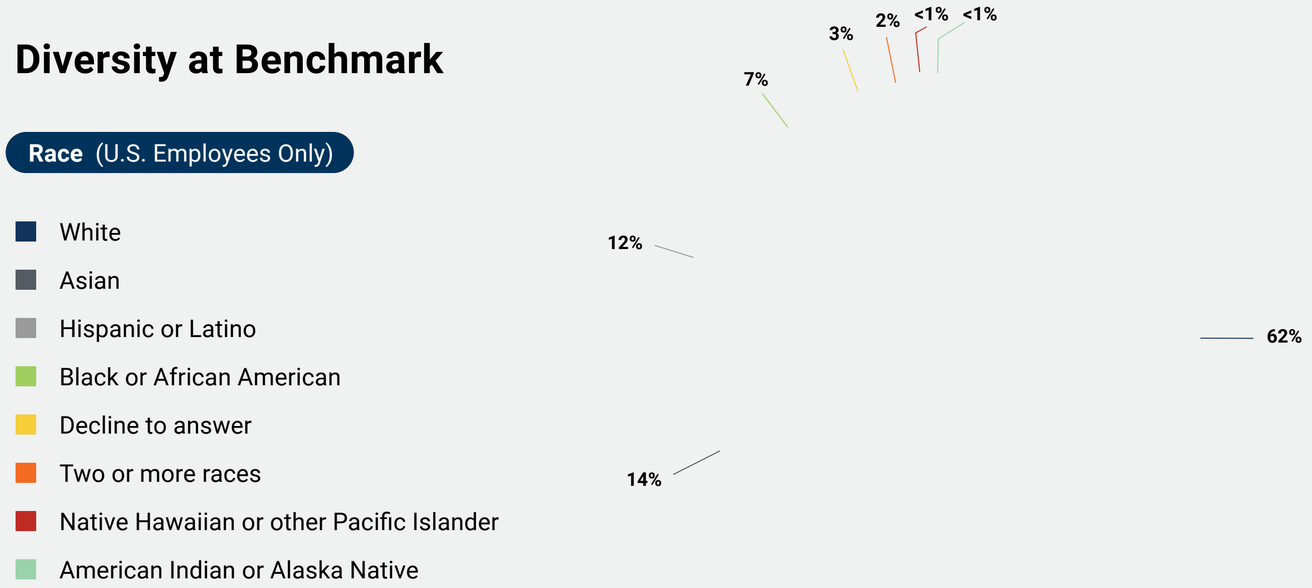
Measurement and Reporting

Benchmark tracks a number of culture indicators, including diversity of hiring and turnover, and emphasizes a wide range of recruitment practices in sourcing executive talent. In 2024, we launched the Diversity Dashboard within our human capital management (HCM) system. It makes available data on gender (globally) and ethnicity (U.S. only) for general managers (GMs) and vice presidents "on demand" for their teams to support their awareness and inclusive talent practices.

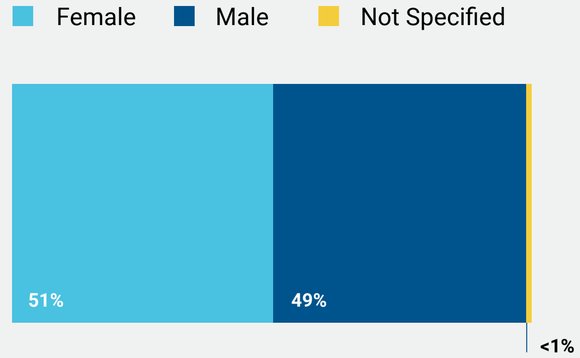
Of our senior leadership roles in 2024, including senior leadership team members and vice presidents, 19% are held by women.

Diversity at Benchmark

Race (U.S. Employees Only)



Global Gender Breakdown



Women at Benchmark

51%

of Workforce

19%

of Senior Leadership

Employment

Benchmark is committed to cultivating a highly skilled, motivated workforce that drives our innovation and fuels our continued growth. We empower our employees by providing meaningful opportunities to develop their skills, expand their knowledge, and achieve their personal and professional goals.

Human Capital Management System

Benchmark leverages modern talent management practices through our HCM system. This system serves as a centralized platform to streamline people-related data and standardize management processes across the globe.

In 2024, we enhanced the HCM system with 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 critical functions such as talent acquisition, goal setting, performance appraisals, succession planning, and learning and development.

The HCM system also provides valuable insights, allowing us to monitor employee retention, promotions, and other key metrics. These insights help ensure that every team member has the opportunity to advance and thrive within Benchmark, aligning individual growth with the Company's broader mission of innovation and excellence.

Mentoring

We are proud to offer THRIVE, a mentoring program designed for all indirect labor employees. This transformative initiative brings participants together in small groups of three to five peers, guided by an experienced group mentor, to navigate a three-month journey focused on excelling during times of change.

After a successful launch in the United States in 2023, THRIVE expanded globally in 2024, reflecting our commitment to fostering growth and development across all regions and teams. With over 200 participants worldwide, THRIVE has quickly become a cornerstone of our employee development efforts, exemplifying our dedication to both personal and professional advancement.

The 2024 theme, "Maximize Your Personal Power with Purpose!", embodies the connection between personal and organizational goals. It empowers employees to leverage their strengths for individual growth and collective success by aligning their personal purpose with Benchmark's purpose—to innovate for a healthier, safer, and better-connected world to create a brighter future.

THRIVE fosters a culture where every employee feels inspired, supported, and equipped to contribute to Benchmark's success and their own meaningful aspirations.



Internships

Interns have long played a vital role in Benchmark's workforce pipeline, with many transitioning into permanent team members. These talented young professionals are more than trainees—they are drivers of innovation and growth, contributing fresh perspectives and energy to our organization.

At Benchmark, interns gain hands-on experience in a collaborative, cross-disciplinary environment. From working on projects involving 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. With access to mentors, peers, and diverse teams, interns are encouraged to explore their interests, seek guidance, and grow both professionally and personally.

Our interns typically come from universities near our locations, including Arizona State University, Grand Canyon University, University of North Dakota, Trine University, and University of Twente in the Netherlands.

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.

In 2024, we enhanced the program by bringing together current interns and three former interns—now Benchmark employees—to share their journeys and insights. This exchange of experiences underscores our dedication to creating a supportive environment where interns can thrive and make a lasting impact at Benchmark.

In 2024, we formalized an exciting new internship partnership with INROADS, an organization dedicated to connecting underrepresented students with professional opportunities. This initiative aligns with our commitment to leveraging a wide range of recruitment modalities to find the best talent in the marketplace.



"From creative ideas to fresh, innovative processes, [our interns'] impact is felt across all corners of our organization. Today we celebrate their dedication, creativity, and drive to make the world a better place. As we look to the future, we are confident that these bright minds will continue to shape industries, drive innovation, and lead us to new heights."

– Benchmark news post marking National Intern Day 2024

Leadership Development

In 2024, Benchmark launched ASCEND, a groundbreaking leadership readiness program designed to prepare potential GM candidates for future site leadership roles. This specialized 12-month program is a key component of our succession planning strategy, aimed at building a pipeline of ready and capable leaders to seamlessly step into critical roles as opportunities arise.

The inaugural ASCEND cohort brought together nine high-potential leaders from across Benchmark's global operations, reflecting the diversity of talent within our organization. The program equips participants with the skills, knowledge, and experience necessary to excel in GM roles, fostering a strong leadership foundation for Benchmark's future.

The program's impact is already evident: one participant from the inaugural group has been promoted to a GM position, exemplifying the success of ASCEND in cultivating leaders who are ready to make an immediate impact. This initiative is another example of our commitment to investing in our people and ensuring a bright future through thoughtful and proactive leadership development.





Benefits and Compensation

We understand that total rewards are a key differentiator in attracting and retaining top talent. That's why we are dedicated to offering competitive compensation and benefits packages that not only align with market standards but also address the diverse needs of our workforce. Our approach is designed to promote the overall well-being of our employees, ensuring they feel supported both personally and professionally while reinforcing Benchmark as an employer of choice.

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, behavioral and mental health services, and a variety of wellness programs for full-time employees. We continually evolve our offerings to reflect what matters most to our workforce. For more information on our wellness programs, see page 39 of this report.

In 2024, we introduced a more robust parental leave policy, providing two weeks of paid parental leave for U.S. employees. Many of our offices also feature designated nursing spaces to support working mothers.

Mental health resources are a vital part of our benefits. We provide employees with access to inclusive organizations like the Black Emotional and Mental Health Collective, The Trevor Project, and the Asian Mental Health Collective. Additional resources include guidance on healthy stress management, quality sleep tips, signs of childhood stress, relaxation apps, and crisis helplines, ensuring our employees and their families have the tools to thrive.

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 Human Capital and Compensation Committee of the Board, 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.

Our comprehensive approach to benefits and compensation underscores our commitment to the success and well-being of our employees at all levels.

We take pride in maintaining strong employee and labor relations across the globe. While none of our U.S. employees are represented by unions, we collaborate with labor unions and works councils in locations such as Mexico and Europe. Benchmark has never experienced a strike or work stoppage, a testament to the strength of these relationships.



Employee Engagement

Each year, we conduct a global engagement and inclusion survey to better understand the experiences of our team members and identify opportunities for improvement. The survey results inform actions to strengthen leadership, communication, culture, inclusion, and growth and development across the organization. Using a holistic, organization-wide approach, we continuously respond to the survey findings and track progress throughout the year.

In 2024, we achieved our highest survey participation rate yet, with 90% of employees contributing their insights—a significant increase from 86% in 2023, 82% in 2022, and 77% in 2021. This record-breaking participation rate reflects the strong trust and commitment of all employees.

The results were equally encouraging. Our engagement score reached an all-time high in 2024, meeting our internal goal and surpassing both the manufacturing industry and all-industries benchmark.

Our 2024 results not only highlight Benchmark's upward trajectory but also position us as a leader in engagement within the manufacturing sector. These achievements reflect the collective efforts of our team and our commitment to fostering an environment where every team member feels valued, inspired, and empowered.

In 2024, Benchmark launched a campaign to gather employee input for a newly defined statement of Company purpose, as we worked to ensure the purpose statement would connect employees' daily work to the broader impact Benchmark has on the world. By inviting them to co-create the new Company purpose statement, we aimed to give employees a sense of purpose and pride in their work, further strengthening the Benchmark culture.

In 2024, Benchmark introduced the Values Coin Recognition Program. Originally developed at the Concord, California site, the program allows employees to recognize each other for demonstrating the Company's values: integrity, inclusion, customer committed, ingenuity, and caring. A

To promote a culture of appreciation, collaboration, and growth, employees use Kudos Corner on our corporate intranet, BenchConnect, to recognize and celebrate colleagues' achievements. This platform allows anyone at Benchmark to submit a nomination form, making it easy to publicly acknowledge their peers. The shared stories and accomplishments are accessible to all, serving as an ongoing source of inspiration and strengthening our sense of community.

Employee recognition also takes the form of in-person events and celebrations. In Suzhou, we held a barbecue and ice cream party to celebrate quarterly achievement and employee dedication. Human resources team members prepared the food and drinks for a special lunchtime gathering. Almelo also held a summer barbeque for employees. B

In Tijuana, Benchmark holds regular events that are open to employees' families, including a 10-kilometer hike to the summit of Cerro El Coronel, and an open house with tours and activities to make everyone feel at home at our facility. C

To ensure a smooth and successful onboarding experience for our new U.S. and Guadalajara team members, we have developed our New Hire Navigator. This specialized hub offers a personalized onboarding journey, direct chat with coworkers, access to "Benchmark U" for continuous learning, and easy navigation of employment benefits, all within the first 90 days.







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. For example, our Thailand team organized a special event with local fitness trainers to provide employees with personalized assessments of their health status and help them set realistic fitness goals. Additionally, we provide on-site cervical cancer screenings as part of our wellness initiatives to combat noncommunicable diseases.

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.

01 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.

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

03 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.

04 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.

05 All U.S. employees received access to Health Matters, powered by Virgin Pulse, a wellness technology hub that incentivizes healthy lifestyles. Points for completing healthy activities could be used to make purchases at the Virgin Pulse store. Additionally, employees completing a confidential annual wellness screening and questionnaire received a discount on medical premiums.

Occupational Health and Safety

Benchmark is committed to keeping our employees safe and healthy at work and in their personal lives. We are dedicated to safeguarding our employees and acting with integrity every step of the way, prioritizing a safety culture while promoting productivity and quality.

We work to ensure that safe working conditions exist in all our operations. Our occupational health and safety management system covers our entire workforce.

As of 2024, six Benchmark sites are certified to ISO 45001:2018, the international standard that specifies requirements for an effective occupational health and safety management system. For 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 the United States, in accordance with our Safety 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**.



Safety Governance and Policies

Our Senior Global Environment, Health, and Safety (EHS) Manager oversees health and safety at the corporate level. In 2024, we created a direct reporting line from the EHS Manager to Benchmark's Chief Operating Officer, enabling more interaction with the senior leadership team.

Our Health and Safety Council 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. The Council is comprised of key personnel from all Benchmark sites, following the structure of our other Councils.

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

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

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

Benchmark maintains a global EHS Policy that expresses our commitment to ensuring a safe working environment for our employees, contractors, customers, and communities, and is a guide for sites when developing or updating their EHS programs. Our site-level EHS policies and procedures are written to support compliance with ISO 45001:2018.

Our EHS activities are managed at the site level. Every site is required to develop written health and safety policies and/or procedures that are consistent with Benchmark's policies and procedures, as well as any local laws and regulations. These policies are required to address such items as the assignment of responsibilities, site-specific safe work rules 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. The effectiveness of our health and safety management system at each facility is regularly reported to management.

Our safety policies and procedures are accessible to employees and cover a wide range of safety issues from general safety protocols related to emergency preparedness to those unique to our industry related to machinery, chemicals, and hazardous materials. Chemicals are evaluated prior to purchasing 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 these are stored in an accessible way for employees to ensure that they have an awareness of the risks associated with the chemicals that they are using. Chemicals are also handled and stored properly, ensuring that any risks are managed throughout their use, including disposal.

We follow all applicable worker safety regulations in the United States as governed by OSHA, and we are compliant with or hold accreditations, certifications, and registrations with various industry groups.

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

As part of our goal to protect our 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. Each Benchmark facility establishes objectives and goals for reducing the risk of accidents, occupational illness, and injuries.

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

In 2024, we set a goal for total recordable incident rate (TRIR) of 0.6.

Our sites also implement many policies and programs to protect employee safety. As one example, in Tijuana, Benchmark introduced a program for workplace safety for pregnant employees. The program provides heightened care and support, especially in urgent situations.

In Tijuana, we use visual cues – a pink-colored smock and a striped badge – to ensure pregnant employees receive immediate attention during emergencies.

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.

Benchmark's human capital management (HCM) system aggregates corporate-level reporting on safety incidents and injuries and will enable any employee to report a safety observation in the future. The safety module has been implemented at all of our sites in the United States.

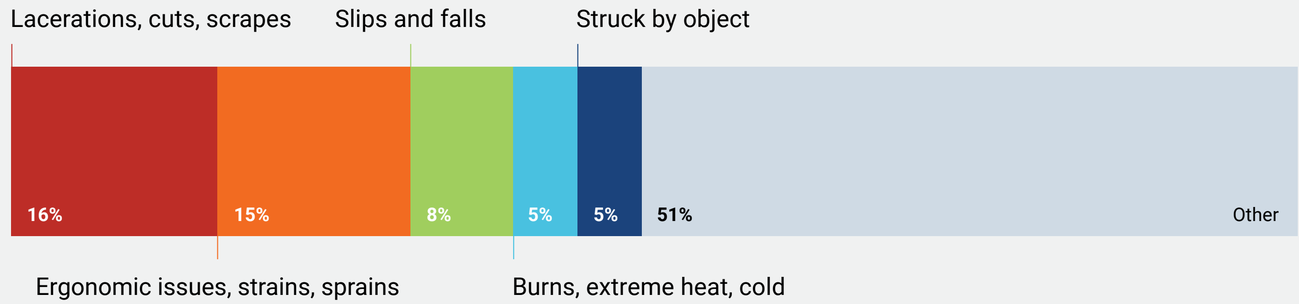
In 2024, we launched a global operations dashboard, which we populate with safety metrics for real-time analysis and comparisons between sites, improving the ability of senior leaders to track the impacts of our health and safety efforts.

Risk Assessments

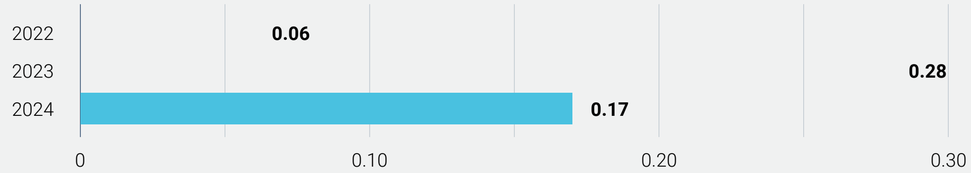
The health and safety site assessment program includes assessing possible risks at each site and ways to improve the Company's health and safety efforts.

Health and Safety Data

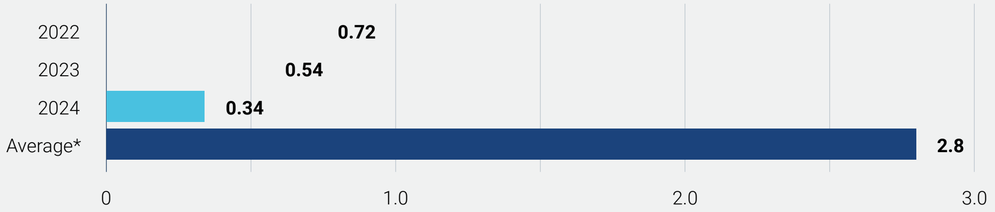
Prevalence of the Most Common Types of Injury (U.S. only)



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 employees help ensure that we develop, implement, and continuously improve our health and safety ecosystem and performance to prevent injury and illness.

Employees are encouraged to participate in site-level safety committees. In concert with managers from the EHS and human resources functions, employees participate in the development and evaluation of our injury and illness prevention programs and our health and safety management systems – which cover all employees and contractors at all of our sites as of 2024.

At each of our sites, the EHS manager or safety administrator oversees procedures for workers to report observations of unsafe situations. These are integral to maintaining a safe workplace. We encourage employees to use our established mechanisms to report unsafe situations. All employees can report EHS 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 these are escalated and addressed as high-priority safety incidents as needed.

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

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

Employees are trained in occupational health and safety, in addition to incident reporting, by the site EHS manager or safety administrator at the time of their hire. Ongoing training is provided as required by the site's local jurisdiction. Additional training, such as laser training, electrostatic discharge training, forklift, hazardous material handling, and lockout/tagout, are required based on job function.

As an example of our safety training and the real-world benefits, our site in Ayutthaya, Thailand, held a comprehensive first aid and automated external defibrillator (AED) training session. The event was specifically designed for supervisors and shift representatives, aiming to enhance their emergency response capabilities. The session included hands-on practice scenarios, allowing attendees to apply their knowledge in simulated emergency situations.

Underscoring the value of our first aid and CPR training programs, a Benchmark employee on the product engineering team was able to use his CPR training to help a colleague regain consciousness after a seizure while they were commuting on a Company bus.

Compliance with required training is tracked at the site level. It will be aggregated at the corporate level to the HCM system platform in future enhancements. In the meantime, we continue to deploy intensive safety training programs at all of our facilities worldwide. For example, in 2024, we held an intensive, eight-hour course with hands-on training in first aid and other emergency response skills for our emergency response teams at Tijuana. Over 20 employees participated. The course covered a range of emergency scenarios and took place in a realistic training environment with lifelike wounds and injuries.

We held a full month's worth of safety programming in June 2024 at all of our sites worldwide. A regular newsletter to employees throughout the month provided in-depth information on topics such as preventing slips, trips, and falls.

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

Quantitative metrics on our training are available in the **Appendix**.

Health and Safety Training Courses

- Annual EHS Refresher
- Basic Fire Fighting
- Bloodborne Pathogen Exposure Control
- Chemical Safety
- Crane Safety
- Cryogenic Safety
- Earthquake Drill
- Electrical Safety
- Ergonomics
- Ethylene Oxide Safety
- Eye and Face Protection
- Fall Protection
- First Aid/CPR/AED
- Forklift Safety
- Hazardous Material Handling and Labeling
- HazMat Handling
- Lockout-Tagout
- Pressurized Vessels
- Radiation Safety
- Truck Safety
- X-Ray Leak

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 2024, 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 eight consecutive year receiving recognition and represents 30,731,000 certified hours with zero lost-time accidents.



In 2024, our Tijuana, Mexico facility held a day-long event on World Day for Safety and Health at Work. Activities, workshops, and educational sessions promoted the importance of a safe and healthy work environment. Our EHS team hosted interactive stands and engaging activities such as:

- Medical service stand: Voluntary health checks were conducted, including blood pressure, sugar levels, and weight measurements
- Educational content: A continuous exhibition of safety videos provided visual learning on various safety topics, ensuring that the message of workplace safety was both heard and seen
- Emergency response training: A video session on emergency response reminded us of the critical responses needed in times of crisis, ensuring we remain prepared and vigilant

Also in 2024, the Tijuana site received an ELSSA (Entornos laborales seguros y saludables) Distinction for Safe and Healthy Work Environments. ELSSA is a free, voluntary program from the Mexican Social Security Institute (Instituto Mexicano del Seguro Social). The distinction recognizes Benchmark's commitment to implementing effective strategies and actions to enhance our team's health, safety, and well-being.

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	✓			✓[1]			✓						
Austin, TX	✓	✓											
Concord, CA	✓	✓					✓		✓				
Fremont, CA	✓	✓											
Guadalajara, Mexico	✓	✓	✓	✓		✓	✓				✓	✓	
HQ - Tempe, AZ	✓						✓						
Huntsville, AL	✓	✓					✓		✓			✓	
Mesa, AZ	✓	✓					✓					✓	
Nashua, NH	✓	✓		✓		✓	✓		✓			✓	✓[2]
Phoenix, AZ	✓	✓					✓		✓			✓	
Rochester, MN	✓	✓		✓[1]	✓	✓	✓	✓	✓			✓	
Santa Ana, CA	✓	✓					✓		✓				
Tempe, AZ	✓	✓					✓		✓				
Tijuana, Mexico	✓	✓					✓	✓	✓			✓	
Tijuana, Mexico — Rubi	✓	✓					✓		✓				
Winona, MN	✓	✓		✓[1]	✓	✓	✓	✓	✓			✓	
Europe													
Almelo, Netherlands	✓	✓		✓			✓		✓			✓[3]	
Brasov, Romania	✓	✓	✓	✓		C						✓[4]	
Asia													
Ayutthaya, Thailand	✓	✓	✓	✓[5]	✓	✓	✓			✓		✓	
Korat, Thailand	✓	✓	✓	✓			✓					✓	
Penang, Malaysia	✓	✓	✓				✓					✓	
Penang, Malaysia — Waterfront	✓	✓	✓	✓			✓					✓	
Singapore IPO	✓			✓			✓			✓			
Suzhou, China	✓	✓		✓						✓		✓	

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



Our Community

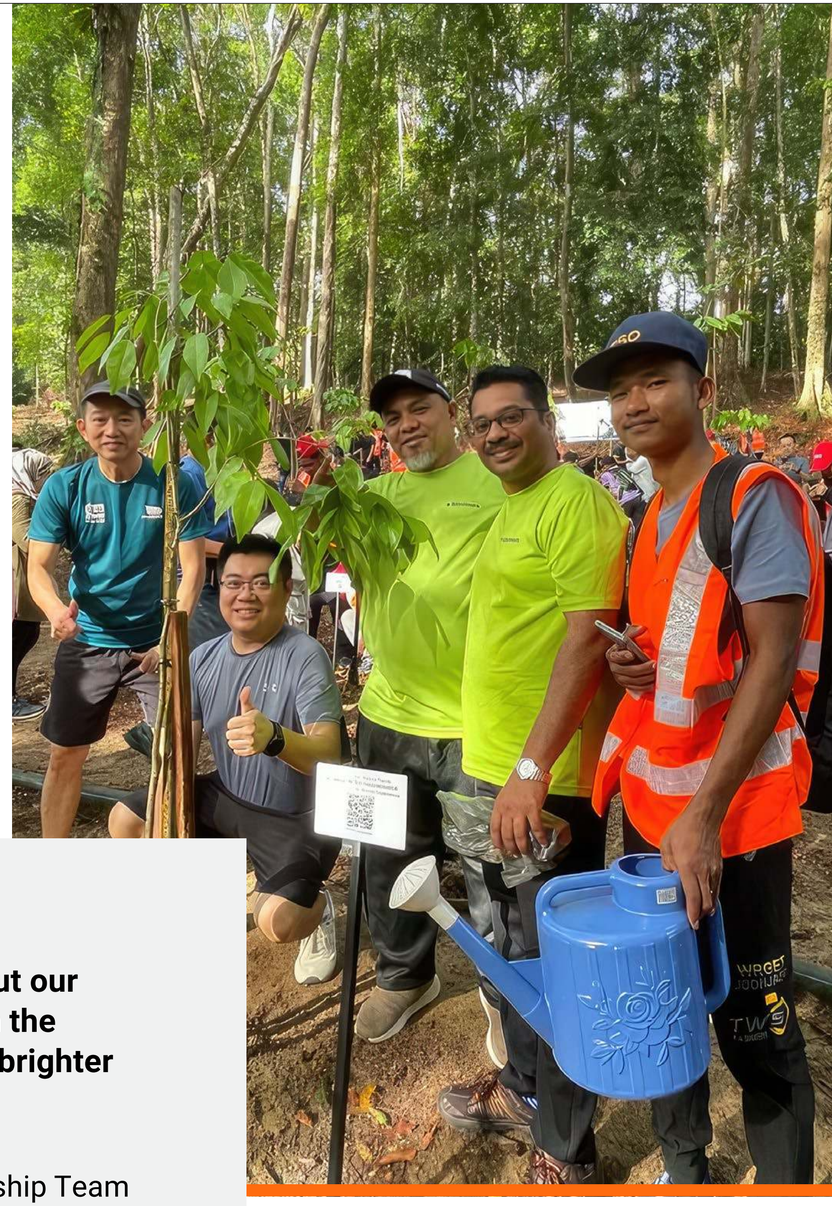
At Benchmark, we are deeply committed to making a positive, lasting impact in the communities where we operate and where our employees live and work. This commitment is one of the four tenets of our ESG/sustainability strategy and reflects our dedication to being a responsible corporate citizen.

We strengthen our communities through a variety of efforts, including supporting employees who volunteer with local organizations, offering paid time off for volunteering, and directly engaging in philanthropic initiatives at both the corporate and site levels. Together, these actions demonstrate our belief in the power of engagement to drive meaningful change for a brighter future.

Policies

In 2024, Benchmark introduced a Volunteer Time Off (VTO) policy applying 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 organizations. VTO is designed to enhance our social connections within local communities. By supporting and encouraging our employees to volunteer with non-profit 501(c)(3) organizations, we are living our core value that we genuinely care.

Whether it's helping at a local shelter, mentoring students, or participating in environmental clean-ups, our collective efforts can create a significant impact and reflect our dedication to making a positive difference.



"By engaging in these efforts, we're not just talking about our purpose—we're living it, making a tangible difference in the communities we serve. Let's continue to innovate for a brighter future, one act of kindness at a time."

– Benchmark Global Operations Leadership Team

Volunteering and Philanthropy

Benchmark is focused on making a positive impact in our communities through diverse initiatives.



Health

We believe that when employees have access to the tools and knowledge to make healthy decisions, it not only improves their own lives but also strengthens the communities around them. By empowering individuals to prioritize their health, we contribute to creating a more resilient, connected, and supportive environment where well-being becomes a shared community value.

The Arizona chapter of WIN organized the local MORE THAN PINK walk as a stroll around a lake and a picnic brunch together, with family, friends, and pets all invited.

Other Benchmark sites held community events during Breast Cancer Awareness Month as well. In Thailand, employees wore pink to raise awareness and show support. The Company collaborated with a hospital to offer our employees annual screenings (mammograms and ultrasounds) on site, at a discounted cost, making it both more convenient and affordable for everyone to prioritize their breast health.

WIN also hosted a wellness seminar focused on navigating menopause, a topic often taboo in the workplace, but much appreciated by its members.

Benchmark Penang, Malaysia, celebrated Women's Equality Day with an inspiring event featuring keynote speaker, The Honourable Dato' Seri Chong Eng, an advocate for work-life balance. She shared practical strategies for balancing professional and personal life, underscoring the value of supportive workplace policies that empower women to thrive. Her insights sparked meaningful discussions among attendees, encouraging reflection on work-life dynamics.

The site also partnered with a local medical center to offer cervical and breast cancer screenings, promoting women's health and early detection. The event, enhanced by engaging games and prizes, was well-received and celebrated for its informative sessions and sense of community.

Blood donations are another popular way for Benchmark employees to support our local communities. Our site in Suzhou, China, partnered with the Red Cross to host a blood drive, which collected donations from 32 Benchmark employees to meet blood needs in the local community.

Our Ayutthaya, Thailand, team also held a blood donation drive, with 60 employees participating. Additional blood drives took place at our Phoenix, Minnesota, and Penang Waterfront sites.

We provided no-cost, on-site biometric screenings for employees enrolled in our U.S. medical plan to help employees understand their current health status, evaluate their risk for potential health conditions, and create a plan for improvement. Employees who completed both their biometric screening and Virgin Pulse Health Check by October 31, 2023, were eligible to receive a $25 monthly wellness credit toward their 2024 medical premiums.

Our site in Korat, Thailand, collaborated with Chaimongkol Subdistrict Health Promotion Hospital to provide HPV DNA tests, a critical tool in the early detection of cervical cancer, to 181 female participants. Beyond screening, the event served as a platform for educating employees about cervical cancer, its risks, prevention methods, and the importance of regular screenings. This knowledge empowers our team members to take charge of their health.

We've also encouraged our sites to support healthy habits. Our Tijuana site, for example, hosts Zumba sessions twice per week after work, providing a fun and stress-free space for employees to dance, exercise, and enjoy themselves.





Environmental Protection

Throughout 2024, our sites have undertaken various initiatives to conserve, improve, and restore our planet. In Penang, Malaysia, 150 employees trekked through the jungle in a State forest to plant merbau, a native hardwood tree that supports the entire forest ecosystem and improves carbon sequestration. The initiative not only contributed to environmental preservation but also provided an opportunity for employees to engage with nature and understand the importance of conserving our natural heritage. In addition, the Penang EMS team donated 12 stone benches to the forest to enrich the space for social activities.

To celebrate Earth Day, our Thailand team launched several campaigns aimed at reducing plastic consumption and promoting waste segregation. These efforts included the “Go Green Campaign” for general waste separation and reduction, the “Say ‘No’ to Plastics Initiative” which replaced plastic cups, boxes, and bags with eco-friendly alternatives, and the “Stop Global Warming” campaign that involved planting 429 trees across the premises.

Many of our sites, including those in Arizona and Mexico, regularly invite their employees and families to participate in local beach and park cleanups, working as a team to remove debris and protect our environment. These efforts not only prevent pollution from encroaching on our communities but inspire a shared commitment to conservation—especially among the next generation.

Benchmark Tijuana’s EMS team participated in a beach clean-up. Our employees, their families, and members of the Rosarito government helped prevent debris from reaching the sea while raising awareness among the children who attended with their parents.





Food Security

Benchmark employees dedicated a significant amount of time to an activity with impacts felt around the world: packing meals for people in need.

Our Phoenix team hosted a “Hope Bag” building event, organized in partnership with **United Food Bank**. Benchmark employees assembled and donated nearly 600 bags of food to help feed children in the Phoenix community. United Food Bank representatives attended the event to discuss the impacts of our employees’ efforts on the community.

Benchmark’s Arizona and Minnesota sites participated at their local Feed My Starving Children warehouses to pack a total of 150,984 meals—enough to feed 413 children for an entire year. Through these events, our volunteers contributed hands-on effort to fight hunger and make a meaningful impact in the lives of vulnerable children around the world.

At our site in Brasov, Romania, our Global Operations Leadership team and Brasov Leadership team partnered with the **Bucuria Darului Foundation** to provide hot, nutritious meals to those in need. They spent three hours preparing meals and packing up dry and canned goods for local distribution.

At our Ayutthaya site in Thailand, Benchmark collaborated with the government’s Department of Industrial Works to provide healthy lunches to schools by establishing organic gardens.

“This event not only brought us closer as a team but also reinforced our commitment to making a difference in the lives of those around us.”

– Benchmark organizers of Phoenix food event



“This experience was the highlight of our time in Brasov and a powerful reminder of the impact we can have when we come together.”

– Benchmark Global Operations Leadership team

Education

In 2024, Benchmark continued its support for a three-year pilot 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.

Benchmark's Minnesota Operations and North American Engineering Services (NAES) teams took part in the annual STEAM Summit, held at Rochester Community and Technical College. The event welcomed 2,400 students from 28 schools across Minnesota and Iowa, creating excitement about careers in science, technology, engineering, art, and mathematics (STEAM). This hands-on, interactive experience helped bridge the gap between education and industry, inspiring students to envision their futures in STEAM fields. Our 15 volunteers dedicated their time and expertise to empowering the next generation by sharing knowledge, igniting curiosity, and building connections to encourage students to pursue their dreams in STEAM.

Benchmark took the opportunity to show students some of the devices designed in Rochester and produced under an hour away in Winona. One of the more popular devices at the Summit was a medical laser designed to locate veins in patients who need blood drawn.

Also in Minnesota, Benchmark engineers and other technical experts served as judges for the Minnesota State Engineering Center of Excellence's **Engineering Machine Design Championship** (EMDC) event. EMDC is an opportunity for teams of 5th-12th grade students from across Iowa, Minnesota, and Wisconsin to showcase their chain-reaction machines and compete for the title of champion. This year's theme was advancing technology by reverse-engineering the body.

The Benchmark judges evaluated the ingenious projects based on design efficiency, creativity, and application of engineering principles, and provided feedback and encouragement to the students, inspiring the next generation of engineers.

In Guadalajara, Mexico, our team invited professors and teachers from the Instituto Tecnológico Superior de Jalisco, Chapala campus, to visit our new facility in the San Jorge Industrial Park. It wasn't just a tour—it was an opportunity to show educators how we innovate medical electronics, so they can pass that knowledge on to their students, the future leaders of our industry.

Our partnership with Grand Canyon University (GCU) has been instrumental in addressing the industry's shortage of CNC machinists. The GCU CNC Machinist Pathway, a 15-week program, complements the university's expanding engineering and business programs. CNC students complete four evening courses covering math, communications, and CNC manufacturing. In 2023, we funded both the curriculum development and scholarships for this program, leading to the hiring of six graduates as skilled machinists in 2024.



"Partnering with educators is a win-win: we get to share our expertise, and they get to take that back to the classroom, inspiring the next generation of talent."

– Benchmark Guadalajara Team

Caring for Children

The Benchmark site in Korat, Thailand, finds many ways to show love to local children. A cupcake sale yielded proceeds sent to the Thailand Children's Home to provide essential supplies and toys for the children.

At our Tijuana-Rubi site in Mexico, employees came together to support the Jesús Romero School in the heart of the El Rubi community. Driven by a shared commitment to making a difference, our team collected and donated essential cleaning supplies for the school and sports items to enrich the lives of young students. Representatives from multiple departments visited the school to personally deliver the donations, sharing smiles and encouragement and demonstrating our commitment to uplifting our local communities.

Benchmark employees at our four sites in Arizona once again came together to support the Salvation Army Christmas Angel Program, adopting 100 "angels" and making the holiday season special for children in need. Through our team's collective generosity, we brought joy and hope to children in our community, including those supported by the Forgotten Angel Program, living our core value that we genuinely care.





Disaster Relief

Benchmark Thailand held a fundraising event featuring live music to raise money for flood victims. Employees also collected essential items to provide immediate relief, such as bath amenities and instant food. Donations were distributed to over 500 families affected by floods around the country.

Women's Safety

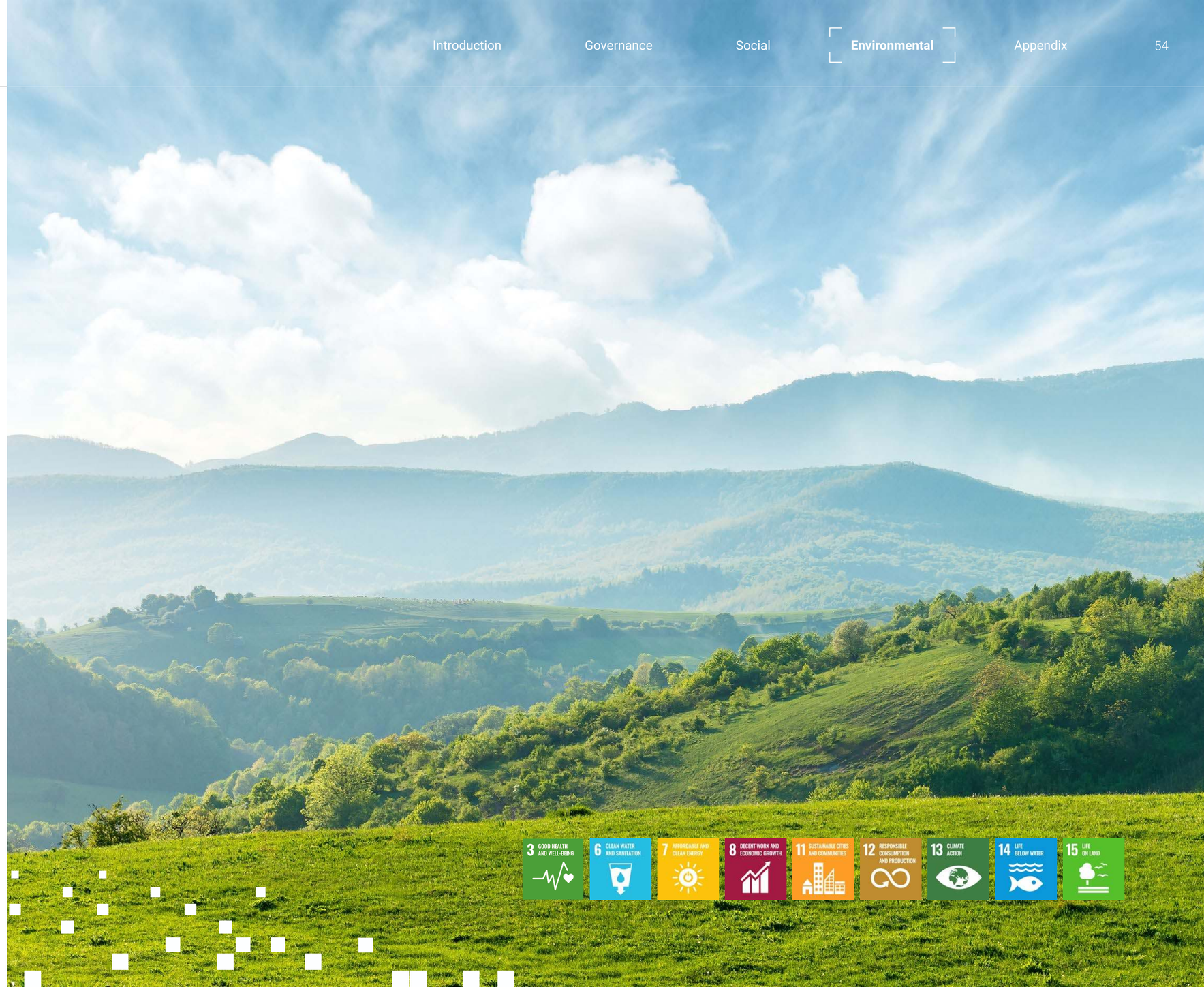
For Mother's Day in Thailand, Benchmark employees organized a DIY cookie set sale to raise funds for the Association for the Promotion of the Status of Women, an organization providing emergency accommodation and support to those in need.

Environmental

Environmental Management

Climate Change

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



Environmental Management

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

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.). Robust recycling and employee education programs are encouraged
- Empower all employees to stop work and seek advice from managers or supervisors if they believe a condition exists that may be a risk to the environment



To manage Benchmark's environmental impacts, our Environmental Council promotes best practices at manufacturing sites and fosters a culture of continual improvement in complying to the environmental management system, discussed on the following page. The Council addresses compliance with regulations and standards, energy efficiency, reducing greenhouse gas (GHG) emissions, water conservation, and waste management, among other topics. Our Senior Global EHS Manager leads the Environmental Council.

In addition, Benchmark's Global Director of Sustainability leads programs to support our global ESG/sustainability strategy and further operationalize ESG/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 ESG/Sustainability Steering Committee.



Environmental Management System

We strive to reduce our environmental impact in several ways, including: minimizing the volume of waste we send to landfills, purchasing environmentally responsible products, and reducing the amount of energy and water we consume. We utilize an environmental management system, and per our Environmental Policy, we are committed to continually improving our environmental management system.

At each Benchmark manufacturing site, a site-level EHS representative manages the environmental management system to ensure it is implemented and maintained. The environmental management system seeks 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.

All of Benchmark's manufacturing facilities – including our new facility in Guadalajara, Mexico – are certified to ISO 14001:2015, the **international standard** that specifies requirements for an effective environmental management system. The ISO 14001:2015 standard helps organizations minimize adverse impacts on the environment, comply with applicable laws, regulations, and other requirements, and achieve continual improvement in these areas.

All of our ISO 14001:2015-certified sites are audited internally and externally. It is our policy that all manufacturing sites must maintain or work toward certification to ISO 14001:2015. Our EHS Policy, discussed above on page 55, provides guidance on conforming to these requirements.

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 environmental management system while on site.

Benchmark endorses the Code of Conduct of the Responsible Business Alliance (RBA), which includes requirements for environment and management systems. We seek the same endorsement from our supply chain partners, requesting that each one adhere to the RBA Code of Conduct or its equivalent at initial engagement. We then flow these requirements through our commercial contracts to our business partners and supply chain. For more information on our approach to a responsible supply chain, please see pages 23-25.

As part of our environmental management system, Benchmark has a well-developed environmental data collection system covering waste, water, energy, and emissions at our sites. The Global Director of Sustainability collects environmental data from all sites for reporting purposes. We also report on ESG topics to the Board of Directors' Nominating, Sustainability and Governance Committee.

In 2024, we launched an ESG software platform and provided employees with training to support the transition. This new tool has been implemented at all of our sites around the world and is used to track and report our environmental-related data in real time so that we can take immediate action to improve our sustainability progress.

Benchmark maintains environmental protection targets, including to reduce our absolute Scope 1 and Scope 2 GHG emissions by 15% by 2025 from a 2021 base year. Energy and emissions reduction updates and data are found in the **Climate Change** chapter of this report as well as the **Appendix**.



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

Benchmark Environmental Challenge

In 2024, we ran our annual global competition among Benchmark manufacturing sites to support the achievement of our 2025 GHG emissions target and to encourage increased environmental responsibility. Participating sites use measurable indicators to demonstrate their impact. Entries are judged by Benchmark's ESG/Sustainability Council and our ESG/Sustainability Steering Committee.

The winners are announced and recognized at the annual Global Leadership meeting. In 2024, the competition focused on minimizing energy consumption, waste, and water withdrawals and promoting sustainable resource use. Reductions in electricity, natural gas, and water usage were achieved as a result of the energy reduction projects implemented by the competition participants.



The projects our teams undertook resulted in tangible environmental benefits, such as reducing our environmental footprint. As a result of these projects, our sites saved:

5,299,856
kWh of electricity

13,830
m^3 of water

15,750
kilograms of natural gas

Employee Training

To reduce the consumption of natural resources, preserve air, soil, and water quality, manage waste properly and encourage reuse and recycling, reduce the use of toxic substances, and apply an ethical approach to source management, reduction, and disposal efforts, we engage our employees and other partners. For example, at a 2024 Earth Day celebration held at our Penang site, the household waste recycling initiative was a highlight for participants.

We provide employees with training on the environmental management system, and new hires receive an orientation to the system as part of their onboarding to the Company. To raise awareness of our Environmental Policy and Sustainability Policy, we make them available to all employees, customers, and suppliers on our website. We also display them prominently in every Benchmark facility and review them regularly at operational meetings throughout the Company.

New hires receive an orientation to our environmental management system as part of their onboarding.

Waste

Reducing the amount of waste we generate and send to landfill is a central part of Benchmark's strategy for minimizing our environmental impact. We are committed to reusing and recycling materials, purchasing recycled materials when feasible, utilizing recycling collection bins for aluminum, plastic, and paper in our offices whenever possible, and recycling toner cartridges and electronic equipment.

Our Environmental Policy calls for managing waste properly and encouraging reuse or recycling. In addition, as part of the environmental management system, our sites set waste reduction goals and targets. Each Benchmark site has a process for recycling paper and cardboard and for electronics reclamation. Waste data is reported to the GM(s) and site leadership team and also aggregated at the Company level.

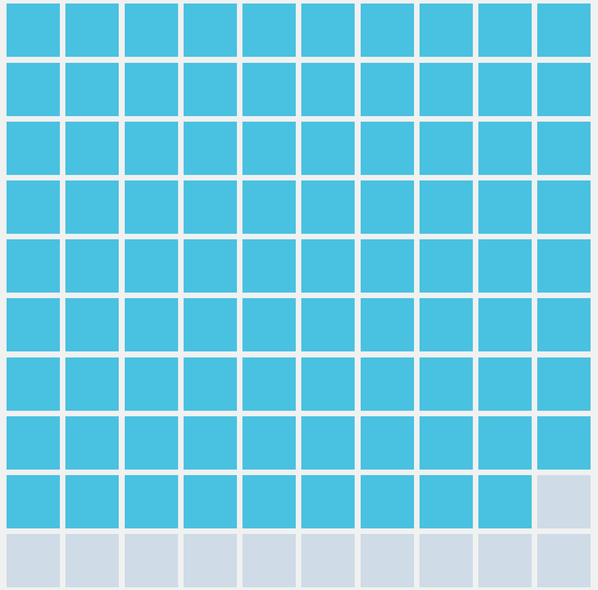
Many sites have a designated waste coordinator to help maintain compliance with hazardous and universal waste rules, conduct inspections of hazardous waste storage areas, and identify opportunities to reduce solid and hazardous waste. We also support our customers in understanding international laws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

89%

Benchmark recycled 89% of its manufacturing hazardous waste in 2024

Waste Data 2024

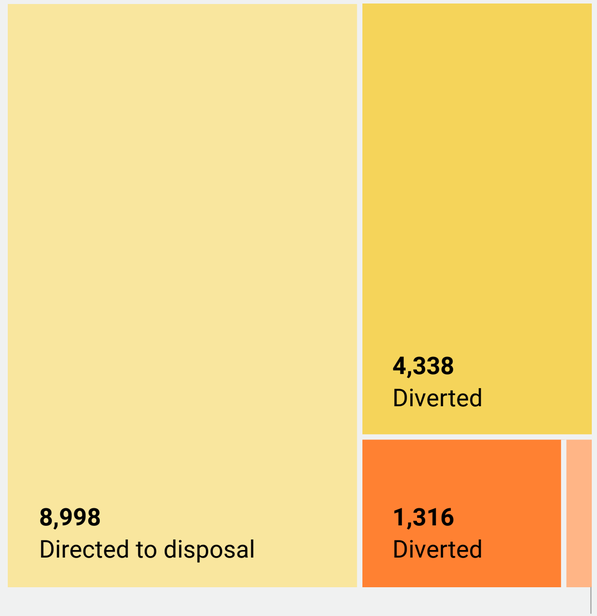
Manufacturing Hazardous Waste Recycled



89% **Recycled**

11% **Disposed**

Total Waste Generated (Metric Tons)



161 Directed to disposal

13,336 **Non-hazardous waste generated**

1,477 **Hazardous waste generated**

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 such as:

- RoHS (EU Directive 2017/2102 Restriction of Certain Hazardous Substances)
- WEEE (EU Directive 2018/849 on Waste Electrical and Electronic Equipment)
- REACH (EC Regulation No 1907/2006 Registration, Evaluation, Authorization and Restriction of Chemicals, with regulation amendments in Regulation (EU) 2019/1148 of the European Parliament and of the Council of 20 June 2019)

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.

In 2024, we continued our ongoing collaboration with HQ Pack to increase product packaging reuse and boost circularity. Benchmark's product packaging reuse efforts, facilitated by HQ Pack for Benchmark's Almelo and Penang sites, resulted in 217 metric tons in avoided landfill disposal in 2024, up from 37.7 metric tons the previous year.

Shipment of complex equipment used in semiconductor manufacturing often requires the construction of large, robust wooden crates. Typically, the shipping crate is constructed around the finished product and is designed for a single use, made with wood that relied on local recycling systems for end-of-life disposal. By engineering with circularity in mind, HQ Pack can service and store a complete packaging solution. Switching from a single-use to reusable shipping container creates a circular supply process in which the packaging material is recovered for reuse for the next product shipment.

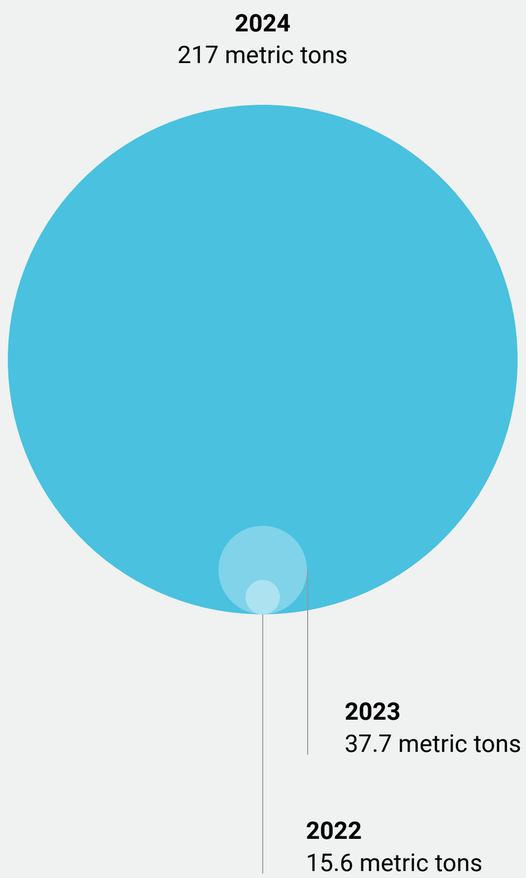
The product packaging is recovered by taking the crate apart and shipping it to HQ Pack where it is received, inspected, and stored until needed again. Shipping containers that are damaged are repaired to as-new condition and returned to inventory where they are stored until needed again. By designing and constructing the containers for reuse, the result is a robust package that protects the product extremely well, is highly resilient, and capable of being used more than 10 times without repair or replacement.

When properly engineered, circular packaging systems reduce the natural resources required, thereby reducing the total carbon footprint, and are more cost-effective in the long term. Since implementing reusable product packaging, Benchmark has reused 312 metric tons of product packaging with a cumulative height of five times the Empire State Building – instead of going to a landfill.

217

Benchmark reused 217 metric tons of product packaging by implementing reusable packaging

Packaging Reuse



Another way to reduce waste and mitigate our climate impacts is through better management of food scraps. Our facility in Santa Ana, California, runs an organics recycling program to reduce the volume of food scraps and other organic materials in the waste stream, as required by State law. The Ayutthaya, Thailand, site continues its composting initiative with food waste from its canteen, diverting an estimated 20% of food waste from the landfill. The composted food scraps nourish our on-site greens, allowing us to minimize chemical fertilizers and reduce our environmental footprint.

Thailand Composts Waste for Its Garden

Ayutthaya staff members harvested water spinach plants cultivated using our fermented bio-extract and compost derived from food scraps. These homegrown vegetables were then prepared and served to employees in the canteen.

20%

Benchmark's Ayutthaya facility diverted 20% of its food waste from landfill

Water and Effluents

Water management is a priority for Benchmark and the electronic manufacturing services sector as water is becoming a constrained resource in many locations around the world. Two of Benchmark's 29 locations are located in regions with High Baseline Water Stress, while 12 of our sites are located in regions with Extremely High Baseline Water Stress. All of Benchmark's sites comply with local water laws and regulations. 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 hands-free faucets, toilets, and water fill stations to limit water usage, among other methods.

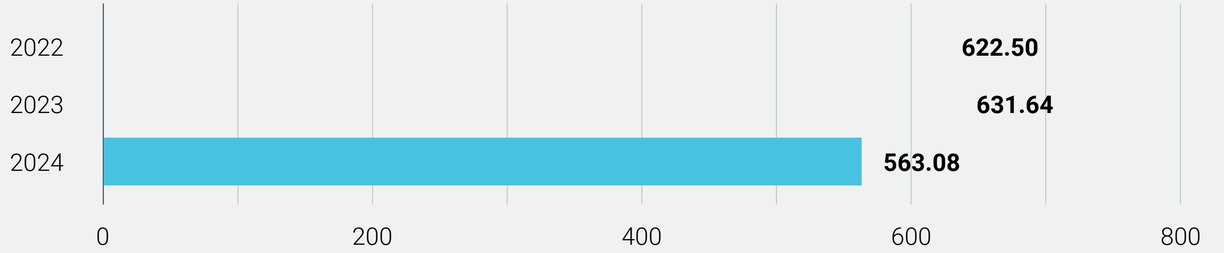
Our manufacturing processes require the use of certain chemicals that generate hazardous effluents in our process water. According to Benchmark's EHS policy, each site must determine if a given waste material is hazardous, obtain required permits, and develop procedures to manage hazardous waste. Benchmark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

11%

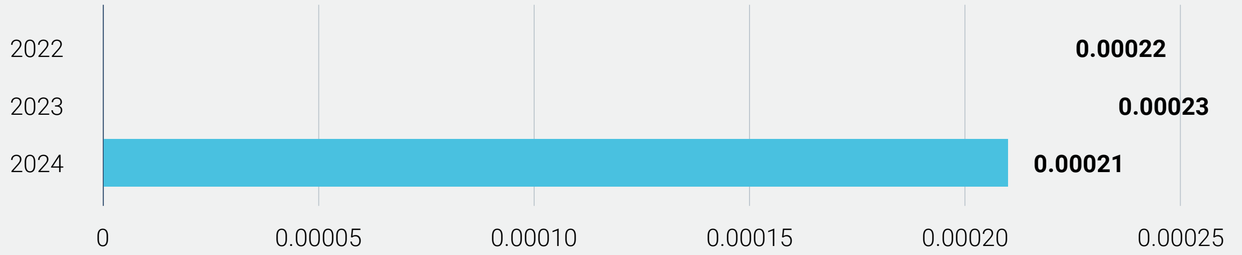
Our water withdrawal decreased by 11% from 2023 to 2024

Water Withdrawal

Water Withdrawal (thousand cubic meters)



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



Climate Change

Benchmark recognizes the urgent challenge of climate change and is dedicated to making a meaningful impact for our planet's future. Guided by a deep commitment to environmental responsibility, we've been actively tracking and reducing our emissions since 2012. Today, we are advancing our efforts with measurable goals, targeting a 15% reduction in absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 2025 from our 2021 baseline. With steady progress in 2024, having reduced Scope 1 and Scope 2 GHG emissions by 11% relative to our 2021 baseline, we're on track to meet this ambitious target, demonstrating that purposeful action today can create a healthier, more sustainable tomorrow.

In 2024, 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 to reduce our emissions through energy efficiency initiatives and sourcing renewable energy certificates (RECs). We also responded to the CDP Water Security questionnaire, earning a score of B-.

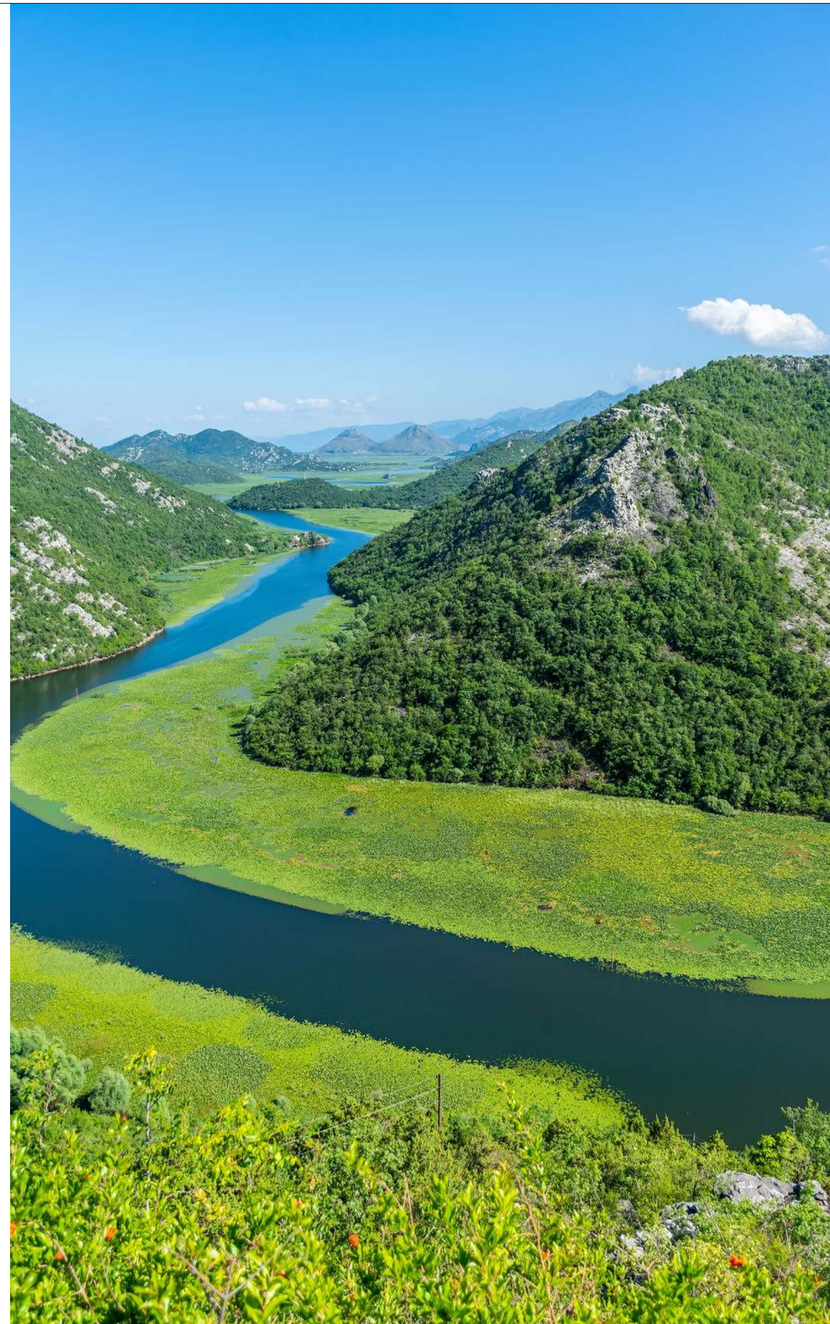
CDP Discloser 2024

C

2024 Benchmark CDP Climate Change questionnaire score

B-

2024 Benchmark CDP Water Security questionnaire score



Emissions

Benchmark complies with all applicable legal and regulatory requirements on controlling and reducing emissions and energy use in our operations. We recognize the importance of adhering to stringent environmental standards and the growing body of laws aimed at protecting natural resources for current and future generations. With this commitment, we invest in systems and technologies that ensure 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. Previously, we conducted internal tracking and progress reviews across various sites and functions. 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.

We are committed to reducing our absolute Scope 1 and Scope 2 GHG emissions by 15% by 2025 from a 2021 base year. We have begun developing a subsequent GHG reduction target, for which we plan to seek validation from the Science Based Targets Initiative (SBTi).

Additional details on our GHG emissions and inventory can be found in our CDP Climate Change response.

In 2024, we reduced our Scope 1 and Scope 2 GHG emissions by 11% relative to our 2021 baseline. Evidence of our commitment to reduce GHG emissions can be found across our sites.

For example, we have installed electric vehicle (EV) charging stations for employee use at three Benchmark locations: Santa Ana, California; Tempe, Arizona; and Mesa, Arizona. As another example, our site in Suzhou, China, reused approximately 3,200 pounds of R143A refrigerant during chiller repairs, avoiding over 1,800 metric tons of CO_2e.

Benchmark is pursuing opportunities to expand our renewable energy use by procuring renewable electricity, where available, and installing solar panels on a site-by-site basis. We have been steadily expanding our generation of solar energy at our facilities to reduce our reliance on fossil fuels. Rooftop panels at our site in Korat, Thailand, generated 263,670 kWh of alternating current (AC) electricity, or 2% of its annual energy use. A rooftop solar panel project at Benchmark's facility in Suzhou, China, provided 1,830,000 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, which will have a total of 1,923-kilowatt peak (kWp). Our sites are also exploring the use of battery storage.

We have been steadily expanding our generation of solar energy at our facilities to reduce our reliance on fossil fuels. In 2024, we generated:

263,670 kWh

of electricity from solar panels at our Korat, Thailand site

1,830,000 kWh

of electricity from solar panels at our Suzhou, China site

Energy

Our emissions tracking confirms that enhancing energy efficiency is the most effective way to reduce our carbon dioxide emissions. Energy management is integrated into Benchmark's core business activities and serves as a key part of our GHG emissions reduction strategy. In 2024, we provided training to ensure employees correctly maintain the energy tracking tools. 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.

Every Benchmark manufacturing site has an energy reduction team, drawing members from each major energy-using process.

Energy Management Principles

Benchmark recognizes that effective energy management requires both cultural change and upgrading inefficient equipment. To embed energy efficiency across the organization, we've established five core principles that we communicate Company-wide:

Prioritize

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

Commit

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

Accountability

To save energy, someone must take responsibility for achieving that goal. This responsibility is designated to the site's energy team leader.

Sustainability

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

Continuous Improvement

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



Benchmark has identified and shared energy efficiency improvement opportunities throughout the Company and launched global initiatives to reduce energy use across our facilities. We continually research and develop new ways to enhance efficiency, such as installing high-efficiency equipment like LED and motion-sensor lighting, solar panels, battery storage, VFD motor controllers (which adjust motor speed to match load requirements), and advanced HVAC units. These efforts have led to impactful upgrades in our HVAC systems, cooling towers, motor systems, pumps, compressed air systems, and lighting, amounting to significant progress in our energy management journey.

There are many examples of our energy efficiency efforts across the Company, some of which were covered in the **Environmental Management** chapter. As one example, our Huntsville, Alabama facility completed a major effort in 2024 to convert lighting to LED.

We closely monitor the condition of our buildings and equipment, and as components approach the end of their life, we prioritize investment in energy-efficient replacements. Preferred options and improvements are shared across the organization to ensure that each site benefits from the most effective solutions available.

In 2024, Benchmark unveiled a new, state-of-the-art facility in Penang, Malaysia, which incorporates energy-saving systems and eco-friendly practices to reduce our carbon footprint and conserve natural resources. The facility reflects our forward-thinking approach to environmental responsibility and reinforces our dedication to creating a more sustainable future across our global operations.

Data Center Efficiency

Our data center is co-located in an energy-efficient facility in Phoenix, Arizona, where every kilowatt hour 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.

Our data center is:

01 The first co-location site to sign The Climate Pledge

02 The only data provider in the world committed to meeting every kilowatt hour of usage with carbon-free, local energy

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

Climate Resilience

Benchmark's team in Suzhou, China, effectively managed a climate-induced crisis in September 2024 when super typhoon "Bebinca" struck the area, the strongest typhoon to hit the area in 75 years. The typhoon caused significant damage, highlighting the importance of preparedness and employee training as climate-related emergencies become more common.

Before the storm, management implemented flood prevention measures, strengthened safety protocols, and set up a typhoon resistance team. Key areas were fortified with anti-seepage sandbags to protect critical parts of the facility.

During the typhoon, on-duty staff monitored real-time conditions and recorded damage such as fences torn down by fallen trees, shattered skylight windows, underground water pipe leaks from heavy rain, and displaced equipment. By day's end, the team had completed emergency repairs, reinforced ceiling panels, sealed leaks to protect equipment, and restored fireproof rolling shutter doors—exemplifying resilience and rapid response in the face of extreme weather.



Product Innovation in Cleantech

Benchmark actively seeks ways to enhance sustainability across our manufacturing operations and the products we help create, aligning with our purpose of innovating for a healthier, safer, and better-connected world. This commitment plays a crucial role in supporting our customers' sustainability and climate goals, from reducing GHG emissions and managing waste to assisting customers in achieving their net zero goals.

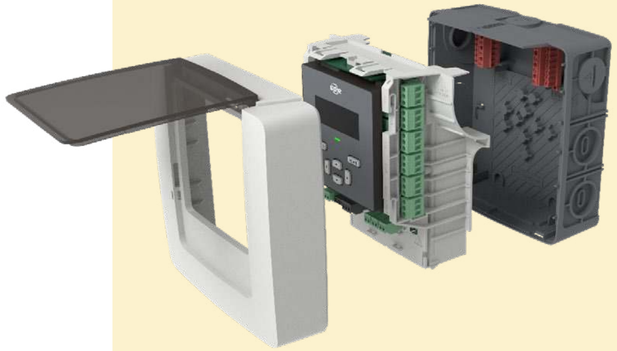
Benchmark's **Product Sustainability Services** offering addresses growing customer interest in the environmental impact of their products. Product Sustainability Services focus on extending product lifecycles by making them more modular, repairable, and designed for reuse, reducing their ultimate carbon footprint. This approach goes beyond recyclability by embedding sustainability into the design process itself.

Guided by our customers' ESG goals, we offer tailored solutions to sustainability challenges, from reducing Scope 3 GHG emissions and increasing manufacturing efficiencies to incorporating recycled materials and enhancing product repairability and upgradability. Our world-class manufacturing capabilities mean these sustainable design innovations move seamlessly from concept to production within our facilities, delivering impactful results with lower time and cost investment for our customers.

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

Many of our customers are already designing and manufacturing products in the clean energy and clean technology sectors – commonly referred to as "cleantech." 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.

Benchmark recognizes and celebrates our customers' commitment to sustainability and the circular economy. Some notable examples where we have partnered with our customers on these efforts are described here and on the following pages.



Setra Powermeter: Uniting Circularity with Energy Savings

Setra's Powermeter is an innovative energy monitoring system, which Benchmark has designed both to minimize energy consumption and to maximize circularity.

Benchmark engineers worked to ensure that all of the Powermeter's parts are easily repairable. It is designed to be drop-proof to ensure product longevity, and uses only one type of material to simplify recycling at the end of product life.

In addition, the system features an energy-efficient display so that monitoring a building's energy use does not contribute, in turn, to greater power consumption.

Benchmark's Almelo site supports ASML's circular economic efforts to prevent unnecessary waste by remanufacturing used system parts that are then qualified to the same standard as new parts.

ASML

Benchmark and ASML have a shared commitment to a circular economic approach to reuse parts, packaging, and tools across the value chain consistent with the Responsible Business Alliance (RBA) Code and best practices. As an ASML supplier, Benchmark is committed to advancing their results on reducing emissions and circularity by providing value-added sustainability services to extend the useful life of their products and packaging through circular economy.

ASML's 2030 goal is to send zero waste from its operations to landfill or incineration by extending the lifetime and productivity of systems and assets to maximize their usage throughout their life cycles. These efforts include reuse of materials in products and packaging used to pack and transport parts between the field and factories. In 2024, more than 115 metric tons of transportation materials were reused.

In our support of ASML and other customers, Benchmark strives to embed circular economic approaches in our services to ensure that materials retain as much value as possible, thereby reducing waste and effecting positive change for our customers and world.

ASM

Benchmark is using design for reuse and circular economy to reduce total product packaging procurement cost and reduce waste to landfill through shipping container reuse. Since 2022, Benchmark Penang has partnered with ASM to reduce product packaging waste by 207 metric tons through shipping container reuse.

The product packaging materials that were recovered and reused were built using FSC-certified wood. The reusable shipping crates are assembled for product shipment. Once the product is delivered the containers are disassembled using simple tools, stacked flat on a pallet and returned to inventory until needed again.



Emerson

Benchmark produces mission-critical components for Emerson's Ovation™ Automation Platform, an innovative, reliable, and robust portfolio of integrated purpose-built software and automation technologies for controlling, monitoring, and optimizing water treatment and power generation and storage processes. The industry-leading Ovation platform leverages Emerson's deep power industry, automation, application engineering, and support expertise to provide proven solutions that help power producers more confidently navigate the emerging sustainable energy economy. A

Benchmark also produces components used in Emerson's Rosemount pressure transmitters, which are frequently used in hydrogen, biofuels, and other sustainable fuel production applications. These transmitters provide unmatched reliability and improved capabilities, increasing plant productivity, enhancing safety, and lowering total cost of ownership. B

A



B





Aethon

Aethon provides a turn-key autonomous mobile robotics solution for the healthcare and hospitality verticals. They required a solution to ensure their autonomous robots could endure longer in the field and undergo easier, more sustainable repairs.

Aethon and Benchmark collaborated using our creative workshops process to minimize environmental impact while meeting industry requirements for durability and longevity. The result was the newly redesigned robot which enhances its autonomous material delivery, responding to growing customer demand. Our comprehensive redesign of the robot, particularly in the wiring, lid, and chassis, enabled significant improvements in the device's reliability and efficiency by prioritizing supportability and ease of manufacturing. This allowed for rapidly scaling up production of an easier-to-repair model.

Appendix

Data Tables

Independent Assurance Statement

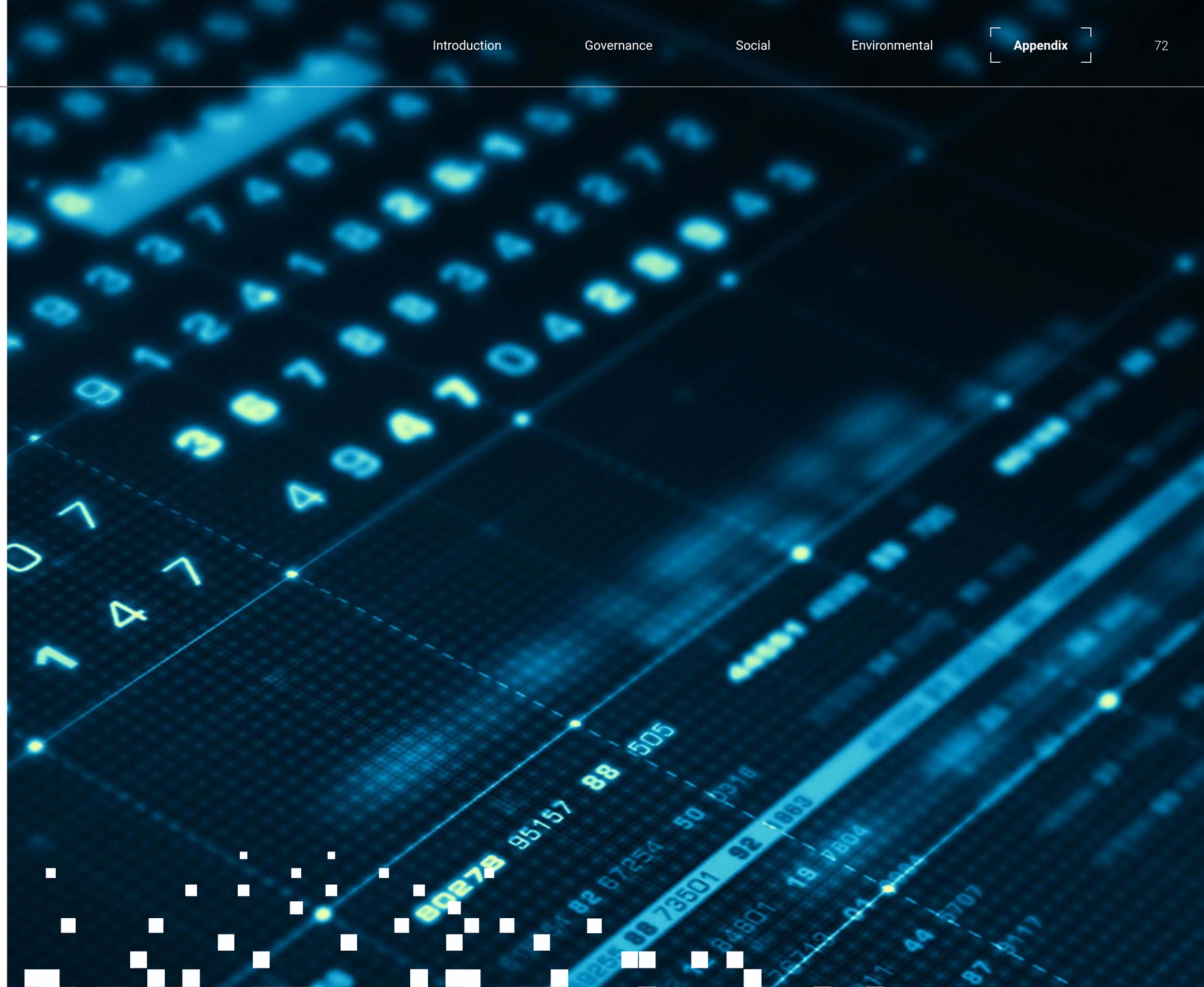
Global Reporting Initiative (GRI) Content Index

Task Force on Climate-Related Financial Disclosures (TCFD) Table

Sustainability Accounting Standards Board (SASB) Table

About This Report

Forward-looking Statement



Social Data Tables

Metric	2022	2023	2024
Employment			
Demographics By Gender			
Female	5,405 [1]	6,699	5,955
Male	4,682 [1]	5,967	5,709
Not specified	33 [1]	37	43
Demographics By Age			
18-30	2,432 [1]	3,514	2,968
31-40	2,552 [1]	3,273	3,044
41-50	2,653 [1]	3,132	2,923
50+	2,483 [1]	2,784	2,772
Demographics By Race (U.S. only)			
Asian	15.4%	14.7%	13.9%
Black or African American	5.8%	7.0%	7.0%
Hispanic or Latino	12.7%	11.2%	11.9%
Native Hawaiian or other Pacific Islander	0.4%	0.3%	0.3%
American Indian or Alaska Native	0.4%	0.3%	0.3%
White	61.1%	61.8%	61.7%
Two or more races	1.5%	1.6%	1.6%
Decline to answer	2.7%	3.1%	3.3%
Total Headcount			
Global	13,475	12,703	11,707
United States	3,181	2,989	2,829

[1] 2022 data excludes three manufacturing facilities and does not include part-time employees for the United States.

Metric	2022	2023	2024
Employee Headcount by Type [2]			
Number of regular employees	11,873	12,422	11,635
Number of temporary employees	1,411	281	72
Number of part-time employees	191	133	176
New Hires			
Number of New Hires by Gender			
Female	4,187	3,666	653
Male	3,585	2,459	871
Not specified		14	9
Rate of New Hires by Gender [3]			
Female	31%	29%	6%
Male	27%	19%	7%
Not specified		0%	0%
Number of New Hires by Age			
18-30	4,313	3,261	795
31-40	2,059	1,580	374
41-50	980	792	201
> 50	420	506	163
Rate of New Hires by Age [3]			
18-30	32%	26%	7%
31-40	15%	12%	3%
41-50	7%	6%	2%
> 50	3%	4%	1%

[2] Part-time employees can be either regular or temporary and for this reason the data in this section does not equal the total employee employee headcount.

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

Metric	2022	2023	2024
Number of New Hires by Region			
Americas	4,375	4,843	694
Europe	695	316	221
Asia	2,702	980	618
Rate of New Hires by Region [3]			
Americas	32%	38%	6%
Europe	5%	2%	2%
Asia	20%	8%	5%
Employee Turnover			
Employee Turnover by Gender			
Female	3,123	3,310	1,859
Male	2,815	2,416	1,360
Not specified		16	5
Rate of Employee Turnover by Gender [4]			
Female	23%	26%	16%
Male	21%	19%	12%
Not specified		0%	0%
Employee Turnover by Age			
18-30	3,166	2,773	1,411
31-40	1,591	1,462	812
41-50	740	889	501
> 50	441	618	500

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

[4] Rate of turnover was calculated using the end-of-year global headcount.

Metric	2022	2023	2024
Rate of Employee Turnover by Age [4]			
18-30	23%	22%	12%
31-40	12%	12%	7%
41-50	5%	7%	4%
> 50	3%	5%	4%
Employee Turnover by Region			
Americas	3,214	4,541	1,932
Europe	489	359	291
Asia	2,235	842	1,001
Rate of Employee Turnover by Region [4]			
Americas	24%	36%	17%
Europe	4%	3%	2%
Asia	17%	7%	9%
Parental Leave [5]			
Employees who took parental leave	93	193	249
Employees returned to work after parental leave	92	164	220
Number of Work Stoppages	**0**	**0**	**0**
Total Days Idle	**0**	**0**	**0**
Local Procurement			
Proportion of Spending on Local Suppliers (by region)			
Americas	87%	86%	84%
Asia	69%	68%	67%
Europe	79%	80%	79%

[4] Rate of turnover was calculated using the end-of-year global headcount.

[5] Data excludes U.S.-based employees.

Metric	2022	2023	2024
Health & Safety			
Total Hours Worked	**33,572,706**	**33,059,535**	**31,522,566**
Hours worked - employee	28,765,596	29,523,833	27,980,377
Hours worked - contractor	4,807,110	3,535,702	3,542,189
Total Fatalities as a Result of Work-related Injury	**0**	**0**	**1**
Fatalities as a result of work-related injury - employee	**0**	**0**	**1**
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.00	0.01
Fatalities as a result of work-related injury - contractor	**0**	**0**	**0**
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.00	0.00
Total Fatalities as a Result of Work-related Ill Health	**0**	**0**	**0**
Fatalities as a result of work-related ill health - employee	**0**	**0**	**0**
Fatalities as a result of work-related ill health - contractor	**0**	**0**	**0**
Total High-consequence Work-related Injuries	**9**	**48**	**26**
High-consequence work-related injuries - employee	**9**	**42**	**24**
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.06	0.28	0.17
High-consequence work-related injuries - contractor	**0**	**6**	**2**
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.00	0.34	0.11
Total Recordable Work-related Injuries	**110**	**88**	**49**
Recordable work-related injuries - employee	**103**	**79**	**48**
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.72	0.54	0.34
Recordable work-related injuries - contractor	**7**	**9**	**1**
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.29	0.51	0.06
Total Cases of Recordable Work-related Ill Health	**22**	**6**	**1**
Cases of recordable work-related ill health - employee	**22**	**5**	**1**
Cases of recordable work-related ill health - contractor	**0**	**1**	**0**

Metric	2022	2023	2024
Total Cases of High-potential Work-related Incidents	**97**	**34**	**1**
Cases of high-potential work-related incidents - employee	96	34	1
Cases of high-potential work-related incidents - contractor	1	0	0
Near Miss Frequency Rate (NMFR)			
Near misses - employee	**71**	**46**	**45**
NMFR (near misses per 200,000 hours worked)	0.49	0.31	0.32
Near misses - contractor	**0**	**0**	**8**
NMFR (near misses per 200,000 hours worked)	0.00	0.00	0.45
Lost Time Injury Frequency Rate (LTIFR) for Direct Workforce			
Number of lost time injuries	**9**	**42**	**24**
LTIFR (lost time injuries x 1,000,000 / total hours worked)	0.31	1.42	0.86
Training			
Total number of training hours provided to employees [6]	**33,830**	**39,618**	**34,559**
Average number of training hours provided to employees [7]	2.5	3.1	3.0
Total number of training hours provided to female employees [8]	**12,860**	**9,740**	**12,121**
Average number of training hours provided to female employees [9]	2.4	1.5	2.3
Total number of training hours provided to male employees [8]	**19,412**	**15,439**	**19,588**
Average number of training hours provided to male employees [10]	4.1	2.6	4.6
Total number of training hours provided to full-time employees [9]	**28,523**	**27,293**	**30,347**
Average number of training hours provided to full-time employees [11]	2.4	2.2	2.6
Total number of training hours provided to temporary employees	**5,307**	**12,325**	**4,212**
Average number of training hours provided to temporary employees [12]	3.8	43.9	58.5

[6] Data excludes one manufacturing facility.

[7] Average was calculated using the end-of-year global headcount.

[8] Data excludes four manufacturing facilities.

[9] Average was calculated using the end-of-year female headcount. In 2024, Benchmark refined the methodology for this data point with a more precise denominator. For this reason, the 2024 disclosure is not directly comparable to prior years.

[10] Average was calculated using the end-of-year male headcount. In 2024, Benchmark refined the methodology for this data point with a more precise denominator. For this reason, the 2024 disclosure is not directly comparable to prior years.

[11] Average was calculated using the end-of-year regular employee headcount.

[12] Average was calculated using the end-of-year temporary employee headcount.

Environmental Data Tables

Metric	2021	2022	2023	2024
Energy				
Energy consumption within the organization (gigajoules)		**584,061**	**572,052**	**594,984**
Electricity		526,745	516,237	529,277
Natural gas		48,046	45,746	56,030
Diesel		2,595	2,535	809
Gasoline		1,915	2,525	2,610
LPG fuel		4,760	5,010	6,257
Energy intensity (gigajoules / thousand $ revenue)		**0.202377**	**0.204304**	**0.220364**
Water [13]				
Total water withdrawn (gallons)		**164,447,721**	**166,860,338**	**148,750,432**
Groundwater				21,218,563
Third party				127,531,869
Total water withdrawn (thousand cubic meters)		**622.50**	**631.64**	**563.08**
Groundwater				80.32
Third party				482.76
Percentage withdrawn in regions with high or extremely high baseline water stress		36.8%	65.8%	73.6%
Water withdrawal intensity (thousand cubic meters / thousand $ revenue)		**0.00022**	**0.00023**	**0.00021**
Emissions [14]				
Direct (Scope 1) GHG emissions (tCO2e)	4,800	4,702	5,383	4,910
Energy indirect (Scope 2) GHG emissions (tCO2e, market-based)	68,039	64,495	60,172	59,889
Energy indirect (Scope 2) GHG emissions (tCO2e, location-based)	67,730	69,715	65,633	63,528
GHG emissions intensity (tCO2e / thousand $ revenue)	0.032297	0.023977	0.025611	0.024000
GHG emissions intensity (tCO2e / sq ft)	0.0210	0.0184	0.0194	0.0159
Combined Scope 1 and 2 emissions (tCO2e, market-based)	72,839	69,197	65,555	64,799

[13] 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 the new ESG software platform discussed on page 57. The new data collection system also allowed more granular data collection and this information is not available for prior years.

[14] Limited assurance provided on 2024 data; see Independent Assurance Statement on page 82. 2021 is the base year for Benchmark's GHG reduction target and we have achieved an 11% reduction from the base year as of the end of 2024. Scope 2 market-based emissions reflect the purchase of renewable energy certificates.

Metric	2022	2023	2024
Waste [15]			
Total waste generated (metric tons)	**7,543**	**5,756**	**14,813**
Hazardous waste generated	2,216	1,282	1,477
Non-hazardous waste generated [16]	5,327	4,474	13,336
Total weight of waste diverted from disposal (metric tons)	**2,978**	**2,917**	**5,654**
Hazardous waste diverted	513	428	1,316
Recovery, including energy recovery			448
Recycling			868
Non-hazardous waste diverted [16]	2,465	2,489	4,338
Composting			28
Recycling			4,311
Total weight of waste directed to disposal (metric tons)	**4,565**	**2,839**	**9,159**
Hazardous waste directed to disposal	1,703	854	161
Incineration			68
Landfill			94
Non-hazardous waste directed to disposal [16]	2,862	1,985	8,998
Incineration			107
Landfill			8,827
Recovery, including energy recovery			64
Manufacturing hazardous waste recycled (percentage)	**23%**	**33%**	**89%**

[15] Waste data in 2024 is not comparable to prior years due to changes in the data collection process following the rollout of the new ESG software platform discussed on page 57. The new data collection system also allowed more granular data collection and this information is not available for prior years.

[16] 2022 data excludes one manufacturing facility.

Governance Data Tables

Metric	2022	2023	2024
Directors			
Total directors	9	9	9
Board Demographics			
Gender			
Female	22%	22%	22%
Male	78%	78%	78%
Age Group			
< 30	0%	0%	0%
30-50	0%	0%	0%
> 50	100%	100%	100%
Ethnicity			
White	89%	89%	89%
Asian	11%	11%	11%
Directors Born Outside of the United States	2	2	2
Board Independence			
Number of independent directors	8	8	8

Independent Assurance Statement

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February 3, 2025

KERAMIDA Inc. (KERAMIDA) was engaged by Benchmark to provide limited assurance greenhouse gas (GHG) verification of their 2024 Scope 1 and Scope 2 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, 2024 to December 31, 2024
Level of Assurance: Limited
Materiality Threshold: 5% as suggested by ISO 14064-3 (2019).

Table 1. GHG Emissions Data Verified by KERAMIDA

Scope	2024 Emissions Verified (mt CO2e)
Scope 1 Natural Gas	3,247.48
Scope 1 Fleet Fuel	280.68
Scope 1 Refrigerants	1,382.13
Scope 2 Electricity (Location-based)	63,528.00
Scope 2 Electricity (Market-based)	59,889.20

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
INDIANAPOLIS, IN • CHICAGO, IL • PITTSBURGH, PA • NEW YORK, NY • LOS ANGELES, CA • SACRAMENTO, CA • CAMAS, WA

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 2024 - December 2024 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. **2023 Annual Report**, Properties, back cover and page 30 **2023 Annual Report**, Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters, page 76 **2023 Annual Report**, Corporate and Shareholder Data, page 93	
	2-2 Entities included in the organization's sustainability reporting	About This Report, page 93	
	2-3 Reporting period, frequency and contact point	About This Report, page 93 **2023 Annual Report**, page v	
	2-4 Restatements of information	About This Report, page 93	
	2-5 External assurance	Independent Assurance Statement, page 82	
	2-6 Activities, value chain and other business relationships	Chapter 2: Risk Management, page 18 **2023 Annual Report**, Business, pages 1-15 **2023 Annual Report**, Financial Statements and Supplementary Data, pages 43-48 **2023 Annual Report**, Segment and Geographic Information, pages 66-67 **2023 Annual Report**, Revenue, pages 66-68 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
GRI 2: General Disclosures 2021	2-7 Employees	Chapter 3: Human Capital Management, page 27 **2023 Annual Report**, Human Capital Management, pages 12-14	
	2-8 Workers who are not employees	Chapter 3: Human Capital Management, page 27 **2023 Annual Report**, Human Capital Management, pages 12-14	
	2-9 Governance structure and composition	Chapter 1: Corporate Governance, page 11 **Board of Directors Webpage** 2024 Proxy Statement, Election of Directors, pages 4-21	
	2-10 Nomination and selection of the highest governance body	**Nominating, Sustainability and Governance Committee Charter** 2024 Proxy Statement, Election of Directors, pages 4-21	
	2-11 Chair of the highest governance body	2024 Proxy Statement, Election of Directors, page 4	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 1: Corporate Governance, page 11 Chapter 2: Risk Management, page 18 **Nominating, Sustainability and Governance Committee Charter** **Audit Committee Charter** **2023 Annual Report**, ESG & Sustainability, pages 9-12 2024 Proxy Statement, Commitment to Environmental, Social & Governance (ESG) & Sustainability, pages 14-21	
	2-13 Delegation of responsibility for managing impacts	Chapter 1: Corporate Governance, page 11 2024 Proxy Statement, Election of Directors, page 14 **Nominating, Sustainability & Governance Committee Charter**	
	2-14 Role of the highest governance body in sustainability reporting	Chapter 1: Corporate Governance, page 11	
	2-15 Conflicts of interest	2024 Proxy Statement, pages 13, 18-19	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Chapter 1: Corporate Governance, page 11	
	2-17 Collective knowledge of the highest governance body	2024 Proxy Statement, Election of Directors, pages 5-10	
	2-18 Evaluation of the performance of the highest governance body	Chapter 1: Corporate Governance, page 11 **Nominating, Sustainability and Governance Committee Charter** 2024 Proxy Statement, page 20	
	2-19 Remuneration policies	2024 Proxy Statement, Compensation Discussion and Analysis, pages 22-31	
	2-20 Process to determine remuneration	Chapter 1: Corporate Governance, page 11 2024 Proxy Statement, Compensation Discussion and Analysis, pages 22-31 **Human Capital and Compensation Committee Charter**	
	2-21 Annual total compensation ratio	2024 Proxy Statement, Compensation Tables and Narratives, page 33 2024 Proxy Statement, Executive Compensation, page 30	
	2-22 Statement on sustainable development strategy	Letter from the President and CEO, page 3 Letter from the Board Chair, page 4	
	2-23 Policy commitments	Chapter 1: Corporate Governance, page 11 Code of Conduct	
	2-24 Embedding policy commitments	Chapter 1: Corporate Governance, page 11	
	2-25 Processes to remediate negative impacts	Chapter 1: Corporate Governance, page 11 Chapter 2: Risk Management, page 18	
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 1: Corporate Governance, page 11 **Code of Conduct** **EthicsPoint Helpline**	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	**2023 Annual Report**, Legal Proceedings, page 30	
	2-28 Membership associations	About Our Company, page 5	
	2-29 Approach to stakeholder engagement	Chapter 3: Human Capital Management, page 27 2024 Proxy Statement, Evaluation of Say-on-Pay Advisory Vote, page 24	
	2-30 Collective bargaining agreements	Chapter 3: Human Capital Management, page 27 **2023 Annual Report**, Human Capital Management, page 12-14	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG/Sustainability Strategy and Priorities, page 7	
	3-2 List of material topics	ESG/Sustainability Strategy and Priorities, page 7	
	3-3 Management of material topics	Chapter 1: Corporate Governance, page 11 Chapter 2: Risk Management, page 18 Chapter 3: Human Capital Management, page 27 Chapter 4: Occupational Health and Safety, page 40 Chapter 5: Our Community, page 47 Chapter 6: Environmental Management, page 55 Chapter 7: Climate Change, page 64	
Economic Topics			
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 2: Risk Management, page 18 Data Tables, page 73	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter 1: Corporate Governance, page 11	
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 1: Corporate Governance, page 11	
Environmental Topics			
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chapter 7: Climate Change, page 64 Data Tables, page 73	
	302-3 Energy intensity	Chapter 7: Climate Change, page 64 Data Tables, page 73	
	302-5 Reductions in energy requirements of products and services	Chapter 7: Climate Change, page 64	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 6: Environmental Management, page 55	
	303-2 Management of water discharge-related impacts	Chapter 6: Environmental Management, page 55	
	303-3 Water withdrawal	Chapter 6: Environmental Management, page 55 Data Tables, page 73	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
Emissions			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 7: Climate Change, page 64 Data Tables, page 73	
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 7: Climate Change, page 64 Data Tables, page 73	
	305-4 GHG emissions intensity	Chapter 7: Climate Change, page 64 Data Tables, page 73	
Waste			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Chapter 6: Environmental Management, page 55	
	306-3 Waste generated	Chapter 6: Environmental Management, page 55 Data Tables, page 73	
	306-4 Waste diverted from disposal	Chapter 6: Environmental Management, page 55 Data Tables, page 73	
	306-5 Waste directed to disposal	Chapter 6: Environmental Management, page 55 Data Tables, page 73	
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chapter 2: Risk Management, page 18	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
Social Topics			
Employment			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Data Tables, page 73	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 3: Human Capital Management, page 27	
	401-3 Parental leave	Chapter 3: Human Capital Management, page 27 Data Tables, page 73	
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 4: Occupational Health and Safety, page 40	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 4: Occupational Health and Safety, page 40	
	403-3 Occupational health services	Chapter 4: Occupational Health and Safety, page 40	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 4: Occupational Health and Safety, page 40	
	403-5 Worker training on occupational health and safety	Chapter 4: Occupational Health and Safety, page 40	

GRI Standard	Disclosure	Report Location or External Reference	Sustainable Development Goal (SDG) Linkage
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Chapter 3: Human Capital Management, page 27	
	403-8 Workers covered by an occupational health and safety management system	Chapter 4: Occupational Health and Safety, page 40	
	403-9 Work-related injuries	Chapter 4: Occupational Health and Safety, page 40 Data Tables, page 73	
	403-10 Work-related ill health	Chapter 4: Occupational Health and Safety, page 40 Data Tables, page 73	
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Chapter 3: Human Capital Management, page 27 Data Tables, page 73	
Local Communities			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 5: Our Community, page 47	
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter 2: Risk Management, page 18	

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 11 Chapter 2: Risk Management, page 18 2024 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 18 2024 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.	**2023 Annual Report**, Risk Factors, page 16 2024 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 18 2024 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 18 Chapter 7: Climate Change, page 64 **2023 Annual Report**, Risk Factors, page 16
	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 18 2024 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 64 2024 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 64 2024 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 47 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 47 Data Tables, page 73
Labor Practices	(1) Number of work stoppages and (2) total days idle	TC-ES-310a.1	Chapter 4: Occupation Health and Safety, page 40 Data Tables, page 73
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: Occupation Health and Safety, page 40 Data Tables, page 73
	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	No VAP audits in the reporting year and Benchmark had no high-risk facilities.
	(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	No non-conformities
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 18
Activity Metrics	Number of manufacturing facilities	TC-ES-000.A	21 manufacturing facilities
	Area of manufacturing facilities	TC-ES-000.B	4,075,523 square feet
	Number of employees	TC-ES-000.C	11,707 employees

About This Report

Our 2024 Sustainability Report covers data and metrics from January 1 to December 31, 2024, 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 83.

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

In this report we are restating our 2023 Scope 2, market-based emissions to account for renewable energy certificate (REC) purchases.

Forward-looking Statement

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical or current facts, including statements regarding our future business expectations and our environmental and other sustainability plans, goals and related timeframes, are forward-looking. The words "will," "may," "designed to," "believe," "should," "would," "could," "anticipate," "plan," "expect," "intend," "estimate," "goals," "opportunity," "future," "to be," "achieve," "grow," "commit," "seeks," "targets," "continues," "likely," "possible," "might," "potentially," "will," "on track," "working to," "encourage," "strive," "endeavor," "looking forward," "efforts," and variations of such words and similar expressions are forward-looking statements which apply only as of the date of this report. The forward-looking statements included in this report are provided to assist readers in understanding the Company's current goals and plans regarding our sustainability and Environmental, Social and Governance ("ESG") initiatives and objectives. Because these forward-looking statements are subject to risks and uncertainties, actual results could differ materially from the expectations discussed in the report and uncertainties and other factors, many of which are beyond the Company's control, could cause the actual outcomes and results, including the achievement of our sustainability and ESG targets, goals, objectives, commitments and/ or the implementation of our sustainability and/or ESG initiatives to differ materially from those expressed or implied in such statements, including among others, the cost of implementing our sustainability and/ or ESG initiatives, our ability to execute on our sustainability and/or ESG target and objectives as planned, the effectiveness and impact of intended actions, and the impact of changing legislation and regulations. For identification and discussion of these and other risks, uncertainties and assumptions relating to the Company's operational and financial performance, please refer to our public filings, which can be accessed at www.bench.com, including those discussed under Part I, Item 1A of the Company's Annual Report on Form 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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