



# 2023 SUSTAINABILITY REPORT



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## LETTER FROM THE PRESIDENT AND CEO



I am pleased to release Benchmark’s annual Sustainability Report, sharing our Company’s latest efforts and results on this important strategic imperative. The report demonstrates our continued commitment to providing high-quality disclosures on our efforts on environmental, social, and governance (ESG) topics.

We utilize 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.

Over the past year, we substantially expanded our ESG/ Sustainability management structure with a new Global Director of Sustainability position and a new Health and Safety Council and an Environmental Council with representatives from every site. We also advanced our ESG efforts by:

- Adopting a global policy that codifies our annual enterprise risk assessment process
- Launching our second employee resource group – BRAVE for veterans, which complements our existing Women Inclusion Network (WIN) group

- Continuing to train employees in inclusive leadership and enhancing our culture
- Expanding our data collection on health and safety
- Continuing our Benchmark Environmental Challenge internal global manufacturing site competition
- Relocating our corporate data center to an energy efficient facility – providing 100% renewable energy for our IT equipment
- Earning a C grade on our annual response to the CDP Climate Change questionnaire and responding to their Water Security questionnaire for the first time
- As of 2023, Benchmark received an MSCI ESG Rating of AA

The report also provides quantitative measures of our ESG progress, such as greenhouse gas (GHG) emissions, energy and water usage, waste reduction, and human capital metrics. We have also published the latest update on our progress against our three-year GHG emissions reduction target.

Benchmark is extending our reach beyond our own operations as well, as

we pursue opportunities to make a positive impact on the sustainability of our customer’s products by partnering with them on key initiatives.

Our core values – acting with integrity, valuing inclusion, being committed to customers, promoting ingenuity, and demonstrating that we genuinely care – are proving to be a solid moral compass not only for our business accomplishments but also impact on the broader society as we work to provide more sustainable outcomes.

We continue to build efficient processes to positively impact the environment, engage our people, support our local communities, and continue advancing our vision with customers.

We appreciate the support of all Benchmark stakeholders as we continue to raise our ambitions with our ESG strategy. We look forward to communicating with you about our efforts and continuing to report on our progress.

Sincerely,

**Jeff Benck**  
President and Chief Executive Officer



## LETTER FROM THE BOARD CHAIR



I am pleased to support Benchmark’s third annual Sustainability Report, which continues the Company’s practice of regular transparent reporting against its Environmental, Social, and Governance 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 commitment is shared by our Board members, our management team, and countless others across the Company who work together to carry out Benchmark’s environmental, social, and governance (ESG) strategy.

In 2023, Benchmark extended its sustainability efforts into more areas of our business operations and further evolved its strategy on key ESG topics. The Board of Directors took an active role, including as participants in Benchmark’s 2023 enterprise risk assessment process.

The Board of Directors’ Nominating, Sustainability and Governance Committee has direct oversight of the Company’s ESG strategy, policies, and programs. The Human Capital and Compensation Committee oversees diversity, equity, and inclusion, and we have fostered a strong linkage between the two Committees. We are proud of the progress achieved in concert

### 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.

with our management team and our ESG/Sustainability Council in 2023.

We intend to continue disclosing ESG data on a regular basis to support stakeholders in evaluating the Company’s progress towards 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



## 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, next-gen communications, complex industrials, medical technologies, and semiconductor capital equipment.

We leverage our highly skilled workforce of approximately 12,700 people, our 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, and our global headquarters is located in Tempe, Arizona. Benchmark is 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.

## 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

**\$2.8B**  
REVENUE  
in 2023

**21**  
GLOBAL  
Manufacturing Locations

**~12,700**  
GLOBAL  
Team Members

**>50%**  
of Manufacturing  
Footprint in the Americas

**>50%**  
Revenue Mix in the  
Americas in 2023

**7**  
GLOBAL  
Design Centers

**300+**  
Product Design  
Engineers

\* Full Time Equivalents



## Awards and Recognitions in 2023

Benchmark earned several awards and recognitions in 2023, showing how operational excellence goes hand-in-hand with driving a safe and sustainable work environment across our Company.

### 2023 Corporate Social Responsibility Award

Thailand’s Ministry of Industry – Department of Industrial Works selected two Benchmark sites, Ayutthaya and Korat, to receive the 2023 Corporate Social Responsibility Award. This recognition is based on the sites’ demonstrated commitment to community and environmental responsibility. The CSR-DIW award is based on a set of standards to guide industrial operations. The standards relate to supervision, environmental protection, fair operations, responsibility to consumers, community participation, fair labor treatment, and human rights.

### PRISM Award Honorable Mention

Benchmark’s Environmental Challenge global program submitted for ASM’s PRISM award application received honorable mention in ASM’s 2023 Supplier Day program in Korea.

### IPC Asia Outstanding Education Enterprise Company Award

Benchmark Thailand received the IPC Asia Outstanding Education Enterprise Company Award at the IPC China Electronics Manufacturing Annual Conference 2023, which recognizes companies that have made notable contributions to education in the electronics industry.

### Model Factory for Workplace

The Korat, Thailand site was designated a Model Factory for Workplace Safety by the Workmen’s Compensation Fund section of the Korat Social Security office. Only 42 companies in the country receive this award, out of almost 515,000 companies that are registered with the Social Security Fund. Receiving the Model Factory award requires exceptional excellence in reducing workplace hazards, maintaining accident-free environments, and adhering to safety regulations. The designation also acknowledges strong relationships between employers and employees.

### Certificate of Honor for Good Labor Practices

The Thai Department of Labor Protection and Welfare awarded a Certificate of Honor for Good Labor Practices in business management to the Ayutthaya site. The certification requirements are aligned with the Responsible Business Alliance (RBA).

### Zero Accident Award - Platinum Level

Thailand’s Ministry of Labor awarded a Certificate of Achievement to the Korat site for zero accidents. This is the seventh consecutive year Korat has achieved the Zero Accident Award-Platinum Level.

### Green Industry Award Level 4

Thailand’s Ministry of Industry recognized our Ayutthaya site with the Green Industry Award Level 4, highlighting the Company’s commitment to integrating environmental and social responsibility into our organizational culture.





## ESG Strategies and Priorities

Benchmark has a long history of operational excellence, and we are extending this same level of rigor to our pursuit of environmental, social, and governance (ESG) imperatives. Benchmark is committed to furthering sustainability efforts across our entire business operations. To accomplish this, we must consider the interests of all stakeholders in our everyday actions. While our core competencies are innovative product design, technology solutions, and advanced engineering and manufacturing services, our business is ultimately about people — our customers, employees, suppliers, and communities.

It is with this in mind that we have sharpened our focus on four key tenets of our ESG Strategy: 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 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 diversity, equity, and inclusion through our business practices and expanding our innovative workforce to ensure our organization reflects the communities in which we operate



### Our Community

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



### Governance

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



## Assessment of Priorities

The tenets of our ESG Strategy arose from a priority-based approach to ESG disclosure, in line with best practices. Benchmark conducted its initial assessment of ESG priorities in 2021 and continues to conduct assessments with the assistance of the Governance & Accountability Institute, Inc. (G&A), a highly respected advisor on ESG issues.

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 clients in our industry who have been highly rated on ESG criteria. The process yielded seven non-financial topics that are most impactful to the business. These are reflected in the priority matrix to the right.

**Each section is also 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. These topics are mapped to our tenets to provide a solid foundation for our ESG strategy. Our intent is to expand this treatment to include double materiality considerations in the future.





### 01 CORPORATE GOVERNANCE

# 97%

of our employees completed training on ethics and compliance.

### 02 RISK MANAGEMENT

Moved Up to the

# 89<sup>TH</sup>

percentile from the 72nd, while maintaining a Silver status from EcoVadis.



### 03 HUMAN CAPITAL MANAGEMENT

We launched our second employee resource group (ERG) for veterans, called Benchmark Resources Advocating Veteran Employees (BRAVE), complementing our existing Women Inclusion Network (WIN).



### 04 OCCUPATIONAL HEALTH & SAFETY

Our Korat, Thailand site has achieved

# 7

consecutive years of zero accidents.

Additionally, we created the role of Global Environmental, Health, and Safety Manager at the corporate level.

### 05 OUR COMMUNITY

We contributed

# \$100K

USD per year for three years to develop an internship program through our partnership with Minnesota State College Southeast.

### 06 ENVIRONMENTAL MANAGEMENT

# ALL



of our manufacturing sites are ISO 14001:2015 certified, including our newest Mesa site that opened in 2023.

### 07 CLIMATE CHANGE

We responded to the

# CDP

### QUESTIONNAIRE ON CLIMATE CHANGE FOR THE 2<sup>ND</sup> TIME

and submitted our first-ever response to the CDP water security questionnaire.

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- ⚠️ RISK MANAGEMENT

# GOVERNANCE



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 emphasize a culture of accountability, and we conduct our business in a fair, ethical, and responsible manner to earn the trust of our stakeholders, including customers, employees, investors, partners, and regulators. We also maintain robust risk management programs to ensure compliance with applicable laws and regulations governing ethical business practices.



# 01 CORPORATE GOVERNANCE

To foster our culture of accountability and transparency, Benchmark has comprehensive corporate governance policies and structures in place. These policies and structures 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

Benchmark’s Board of Directors, consisting of eight independent directors and one management director, is responsible for oversight of the strategic direction of the Company and its business for the long-term benefit of our stakeholders. The Board sets the tone for our Company and operates under a set of published [Corporate Governance Guidelines](#), which are based on best practices that are designed to meet or exceed the existing standards of the New York Stock Exchange and requirements of the U.S. Securities and Exchange Commission.

Our corporate governance policies, bylaws, and practices include: annual election and majority voting for directors; annual evaluations of the Board and its committees; continuing director education; limits for our directors in serving on other public company boards; and proxy access and stock ownership guidelines for all directors and named executive officers.

Each year an independent third-party administers a self-assessment of directors, at both the Board and committee levels, in which members may choose to participate anonymously. Results are shared with Board members annually. Questionnaires monitoring directors’ potential related-party transactions and other possible conflicts of interest are also administered on a regular basis.

The questionnaire responses undergo a thorough review process as outlined in our Corporate Governance Guidelines.

Benchmark currently separates the roles of Board Chair and Chief Executive Officer to align the Board Chair role with our independent directors and further enhance the Board’s independence from management. The Board believes that this structure streamlines decision-making and promotes accountability in the management of the Company.

Benchmark’s directors bring a variety of perspectives and skills to their roles based on their diverse personal backgrounds, extensive executive leadership and corporate strategy experience, and varied professional roles in international operations, finance, and technology. As detailed in our [Proxy Statement](#), four of our directors bring experience specifically in the development of corporate strategy and policy initiatives relating to ESG.

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

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





### 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 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. In 2023, a member of the Nominating, Sustainability and Governance Committee, Anne De Greef-Safft, earned an esteemed Climate Leadership Certification through Diligent.

To further foster strong connections among Board committees in 2023, the Chair of the Human Capital and Compensation Committee (HCCC) joined the Nominating, Sustainability and Governance Committee. This ensures a continuous link between the two committees and facilitates regular updates on DEI 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 also 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 diversity, equity, and inclusion (DEI) oversight.

**The Audit Committee** is primarily responsible for assisting the Board in fulfilling its responsibility to oversee management’s conduct of the Company’s financial reporting process, including the integrity of the Company’s financial statements and performance of the internal audit function. The Committee has oversight of compliance with legal and regulatory requirements and ethical standards and evaluates the qualifications and independence of the Company’s outside auditors.

The Committee is also responsible for reviewing the Company’s policies, guidelines, and processes 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 exposures. The Committee receives quarterly cybersecurity updates from the Company’s Chief Information Security Officer. The Committee reviews an enterprise risk assessment of the Company annually. In addition, the full Board of Directors was included as participants in the 2023 enterprise risk assessment process, which will continue in 2024 as part of our business practice. The risk assessment process is described further in the Risk Management chapter of this report.

## BOARD STRUCTURE AND RESPONSIBILITIES





## ESG Management

Benchmark continues to advance its ESG strategy and is implementing and managing long-term, strategic sustainability initiatives. This effort is led by the Company's ESG/Sustainability Council, and is overseen by the Nominating, Sustainability and Governance Committee. 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, 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 to the CEO and Board on ESG initiatives, as well as any related feedback from stakeholders including shareholders, employees, and customers. Potential ESG-related risks as identified in Company-wide risk assessments are also presented and discussed.

Benchmark has also established an Inclusion Council. This Council includes 11 team members selected by the Company's senior leadership team. The Council meets regularly to discuss the Company's DEI initiatives and to provide advice to integrate, inform, and shape the DEI strategy at Benchmark. To ensure a

coordinated, collaborative approach between DEI and ESG initiatives, the "Our People" work group leader of the ESG/Sustainability Council, the Chief Human Resources Officer, the VP Talent Attraction and Inclusion, and the Inclusion Council Chair all meet and share information on a regular basis.

In 2023, Benchmark created a new position, Global Director of Sustainability, to oversee our ESG activities at the management level. This position reports to the General Counsel and Chief Legal Officer, who is the executive sponsor of the Company's ESG/Sustainability Council. Among other ESG initiatives in focus for Benchmark in 2023, we are pursuing opportunities for increasing the sustainability of our customer's products and of our manufacturing operations. Those efforts are

critical for helping our customers realize their corporate sustainability and climate goals, such as reducing greenhouse gas emissions, managing waste, minimizing water withdrawals, and achieving net zero.

In 2023, we expanded our ESG/Sustainability organizational model to include two additional Councils: the Health and Safety Council and the Environmental Council. Both led by the Global Environmental, Health, and Safety Manager, the Councils are composed of representatives from every manufacturing site.





## Ethics and Integrity

At Benchmark, we commit to act ethically and honestly in all that we do. Benchmark’s [Code of Conduct](#) defines the standards for how we do business and is grounded in our commitment to operating our business with the highest ethical standards, utilizing strong compliance programs and effective whistleblower protections.

To ensure adherence to ethics and compliance standards, the Board’s Audit Committee receives regular reports from our Chief Compliance Officer. 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 received through the Company Helpline, among other topics.

We conduct annual training on ethics and compliance topics such as anti-corruption, require employee acknowledgment of the Code of Conduct, and employ methods, such as a Code of Conduct survey, to gauge potential ethics concerns or conflicts of interest. In 2023, 97% of Benchmark employees around the world completed this ethics training. To address challenges with employees having limited or no access to email, human resources, in partnership with site managers, have set up kiosks where employees can complete the course. Similarly, in cases where translation is needed, human resources supports employees in completing the course.

## Benchmark’s Code of Conduct

Each Benchmark employee, director, or other representative plays an important role in ensuring our integrity, reputation, and success. Because we cannot anticipate every issue or challenge we may face in the workplace, the Benchmark [Code of Conduct](#) provides general guidance as to the ethical standards we adopt, and introduces some of our Company policies. It is intended to be a statement of our Company principles and how we conduct ourselves in our interactions with others. The Code reflects standards that each of us must adhere to, not simply aspire to.

The Code 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 includes specific responsible business practices that align with the Responsible Business Alliance (RBA) Code of Conduct. The Code includes an individual acknowledgement and pledge, to be signed upon hiring and then acknowledged annually, confirming that the employee will comply with the Code and observe the policies and procedures it includes.

The Code also details ways to report concerns or grievances, including contacting the Company’s Chief Compliance Officer, utilizing the Company Helpline, or speaking with a supervisor, Human Resources representative, or the Office of Ethics and Compliance.



**Benchmark’s human resources team works with site managers to set up kiosks to enable employees without email access to complete our annual ethics training.**



Benchmark’s ongoing “Speak Up!” campaign aims to help foster 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 in this responsibility, and the campaign encourages everyone to ask questions and express concerns about actual or potential ethical issues, Company policies, and ways to continually improve our organization. Posters, information cards, and other communication tools calling on all employees to “Speak Up!” are published in the eight languages primarily spoken within Benchmark.

In 2023, Benchmark refreshed its “Speak Up!” campaign with increased visibility and communications to employees globally. The refreshed posters and placards were introduced in every Benchmark site in coordination with our human resources teams.

We maintain a confidential 24/7 Helpline, EthicsPoint, to report potential compliance and ethics issues around the globe. The EthicsPoint Helpline includes local phone numbers around the world and language support in our eight primary languages, with the capability to provide support in over 100 other languages as needed.

The EthicsPoint Helpline and a user-friendly web portal are managed by an independent third party. Employees are made aware of the EthicsPoint Helpline through proactive communications including a banner on our internal platform (BenchConnect), letters sent out Company-wide, and the “Speak Up!” campaign, to ensure our team members know the Helpline is accessible, confidential, and anonymous.

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

The Board of Directors’ Audit Committee is updated quarterly regarding any grievances or questions received through the Company Helpline. The quarterly report includes the type of complaint 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**

**Confidential Helpline  
to report potential  
compliance and ethics  
issues across the globe**

**100+**

**The EthicsPoint  
Helpline is capable of  
providing support in  
over 100 languages**





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

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

Our Code of Conduct, along with our Global Anti-Corruption Policy and 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. These policies also prohibit any improper international business practices and comply 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 policies are part of our Benchmark Management System and are published through BenchConnect where all employees can access them. In addition, all members of the Board of Directors are informed of anti-corruption and anti-bribery policies.

In 2023, Benchmark updated several of its policies related to ethics and anti-corruption, including: the Securities Trading Policy, which was updated to comply with new SEC rules

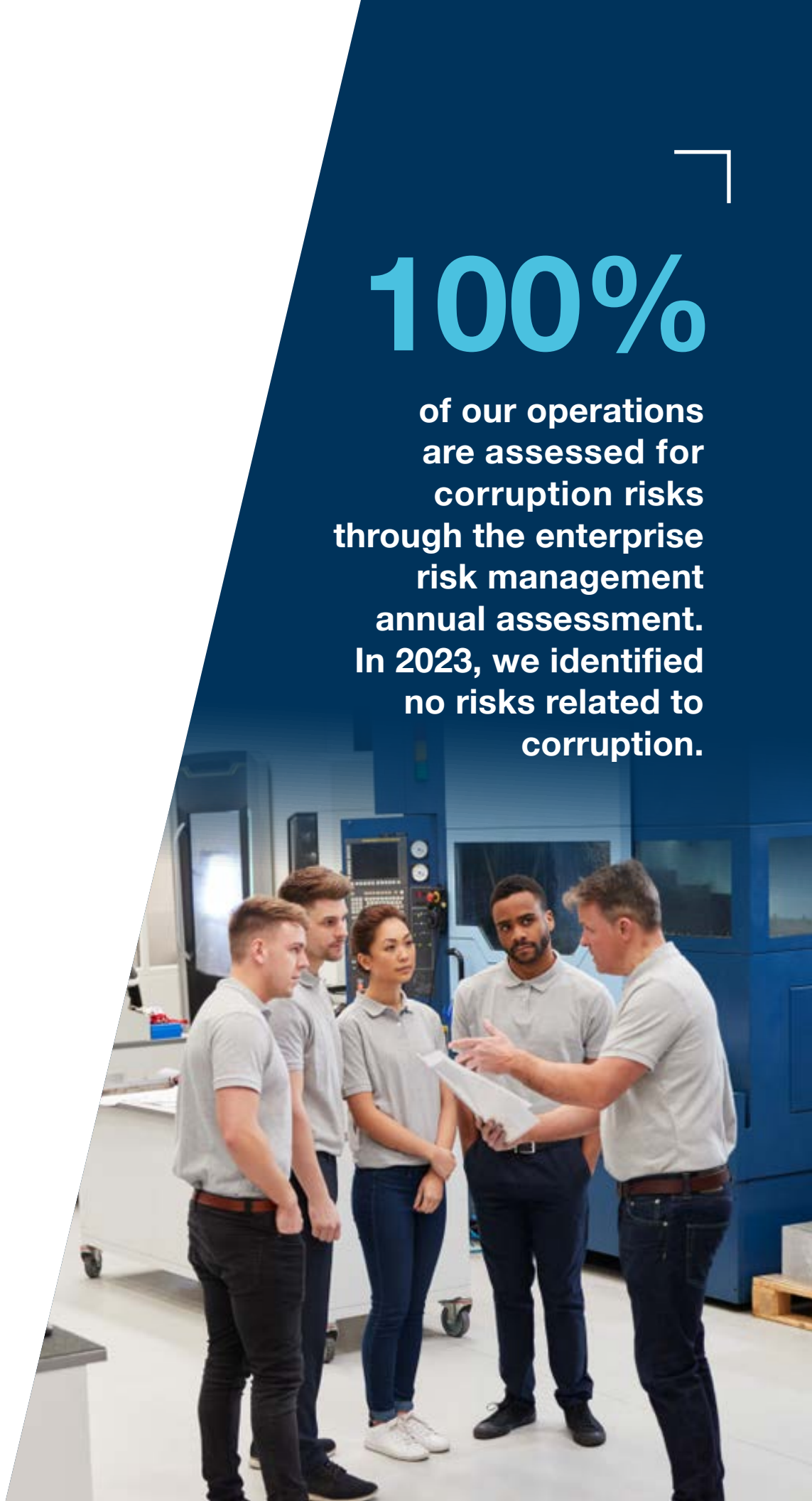
regarding Rule 10b5-1 Plans and to update the potential penalties under law; the Ethics and Compliance Policy, to provide additional detail on how to report violations; and the Gifts and Entertainment Policy. Benchmark also issued a strengthened Clawback Policy for executives in conformance with new SEC rules.

Benchmark is committed to competing fairly and honestly by complying with all applicable laws governing antitrust activities wherever we do business. The Company's Code of Conduct prohibits engaging in unfair and unethical activities including entering into agreements with competitors to fix prices or allocate customers or territories, boycotting specified suppliers or customers, limiting production or sale of products or product lines for anticompetitive purposes, or engaging in other anticompetitive behavior.

As part of the Company's annual risk assessment process, General Managers and Controllers at each Benchmark site are consulted to identify any significant risks related to corruption and compliance with the FCPA. We have established annual anti-corruption training through our Company-wide learning platform to further enhance our management of this topic, and the training is required globally each year.

# 100%

**of our operations are assessed for corruption risks through the enterprise risk management annual assessment. In 2023, we identified no risks related to corruption.**





# 02 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 Head of Internal Audit and a formalized risk management function and framework for the Company.





## ERM Program

Our ERM program ensures that management is monitoring and controlling operational risks to Benchmark such as business continuity, compliance risk, supply chain risk, reputational risk, and technology risks involving information security.

As part of our focus on ESG issues, the ERM program includes 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.

The ERM program is overseen by the Audit Committee and the CFO, and 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.

Benchmark's ERM program covers the entire Company globally. It includes annual surveys and interviews with 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 ten 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 Benchmark Board of Directors' Audit Committee by the Head of Internal Audit.

## ERM Policy

In 2023, Benchmark adopted a global Enterprise Risk Management Policy institutionalizing its formal risk management function and framework. 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.

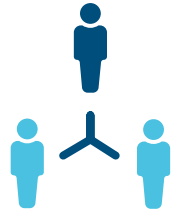
The Policy calls for engaging a focused group of key Company leaders to identify top risks each year, as well as wider consultation on a periodic basis.

**In 2023, Benchmark formalized its risk assessment process with the release of a global Enterprise Risk Management Policy.**



## 2023 Risk Assessment

In 2023, Benchmark conducted its annual risk assessment, ultimately identifying ten top risk categories for action.



### Who

In line with the formalized process, the 2023 assessment drew on surveys and interviews with an expanded set of key leaders across the Company, including the full Board of Directors.



### What

The assessment covered 56 types of risk, with two new types on the list this year: treasury banking risk and supplier viability. This list 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 then identified the top risks based on the 37 risk factors described in Benchmark's 2022 Form 10-K and agreed on the top ten risks to be addressed over the next year.

### What's Next

The senior leadership team developed 12-month action plans for each top ten risk, with the Head of Internal Audit facilitating this process. The action plans provide 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 ten risks have either been completed, incorporated into a longer-term process, or integrated into the 2023 action plans.





## Information Security

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.

In 2023, Benchmark elevated information security leadership by hiring a Chief Information Security Officer (CISO). The CISO reports to the Chief 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.

With our program active at all Benchmark sites, we work to provide data security for Benchmark's operations and uptime for our clients. 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.

We actively monitor our systems for cyber threats and have processes in place to detect and remediate vulnerabilities. Benchmark's approach relies on both internal and external vulnerability assessments as well as

penetration testing by a third party. We also use leading end-point detection response tools to continuously monitor the security environment.

In 2023, Benchmark conducted a review of our data management practices to ensure the proper protection and storage of data, and to apply new technology-based tools to better manage the protection of customer data. Our information security policies and practices, including our Information Technology Disaster Recovery Plan, are designed to comply with several regulatory requirements including DFARS/NIST 800-171 controls, and for our defense customers, and we are undergoing certification to the U.S. Cybersecurity Maturity Model Certification (CMMC) program.

We also updated our Global Document Retention Policy to align 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.

To ensure security awareness throughout the Company, we conduct employee training each quarter on multiple topics, and monthly simulated phishing campaign tests.

Regular email communications also remind all employees of how to be vigilant against cyberattacks.

In October, 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. The four-week campaign was well received by our team and continued to build awareness of potential cyber threats.

OCTOBER IS  
**CYBERSECURITY  
AWARENESS  
MONTH**



**In 2023, Benchmark elevated our information security organization by hiring a Chief Information Security Officer who regularly reports to the Audit Committee of the Board of Directors.**



## Business Continuity

Benchmark's crisis preparations are managed by a corporate Crisis Response Team, with the corporate Facilities Director as chair. 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. The site-specific plans are reviewed by our internal audit team and operations leadership. These plans are an integrated part of our sites' ISO 14001:2015 Environmental Management Systems. These plans are supported by regular drills and other mock scenarios and utilized in real-life situations.

All sites also have assembled a set of key documents and equipment needed to maintain operations in case of evacuation. This ensures that operations are flexible and can continue amid physical upheavals.

Benchmark also maintains a corporate Business Continuity and Crisis Communications Plan, which establishes 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.

Benchmark's Physical Security Policy provides a framework to detect, deter, and mitigate risks that could jeopardize the company's integrity, people, processes, or critical assets.

This framework includes the use of threat identification methodologies (gathering intelligence), physical countermeasures (controlled access), and response mechanisms (alarms or closed-circuit television).

## Human Rights

We believe in upholding the principles of human rights principles by ensuring worker safety and fair labor practices within our organization and within our supply chain. We comply with all applicable laws and regulations governing the prohibition of child labor, forced or indentured labor, bonded labor, modern slavery, and human trafficking.

In addition to adhering to the provisions of the Benchmark Code of Conduct, Benchmark endorses the Responsible Business Alliance (RBA) Code of Conduct. The provisions of the RBA Code of Conduct derive 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 2023 all of our manufacturing sites worldwide have done so. We leverage best practices from high-performing sites to serve as models for others. Many of our customers value our commitment to this process and request access to our SAQs.

**In 2023, all of our manufacturing sites worldwide completed the RBA Self-Assessment Questionnaire.**



## 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. In 2023, reflecting the importance to the Company of a well-managed supply chain, Benchmark added the Chief Procurement Officer to the Company’s senior leadership team, and this executive now reports directly to the CEO.

As a contract manufacturer, our sourcing is often dictated by customer requirements and needs. Among our strong supply chain management practices, all new suppliers are required to acknowledge and agree to social and environmental responsibility expectations through a signed [Declaration on Business Ethics and Compliance Letter](#).

All suppliers are expected to comply with these expectations or a comparable supplier code of conduct.

We strive to ensure compliance by requiring our supply chain to comply with the Benchmark Code of Conduct and our set of social and environmental standards that meet the RBA

Code of Conduct. Through supplier screening, self-assessment questionnaires, onsite audits, and supplier training, we ensure the continuity and effectiveness of supplier social and environmental activities and 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 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.

Preferred suppliers are reviewed annually at a minimum with additional audits of key site suppliers scheduled if needed based on annual analysis.





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 starting to capture these elements as part of the supplier audit in 2018.

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

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 the RBA dashboard we developed in 2023. Our rate of compliance among suppliers was 93% in 2023. The RBA Code of Conduct addresses expectations for fair labor and compensation practices, responsible sourcing of minerals, and many other responsible business practices.

Access to a toll-free 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.

In 2023, Benchmark updated its supply chain management process to highlight the Company’s emphasis on climate action and environmental responsibility. We also strengthened the terms and conditions for purchase orders with regard to 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 in 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 due diligence reporting process.

Benchmark seeks to obtain conflict minerals content declarations from its suppliers, thereby promoting supply chain transparency. Benchmark does not directly source gold, tantalum, tin, or tungsten (3TG) from mines, smelters, or refiners, and is, in most cases, several or more levels removed from these supply chain participants. Benchmark reports publicly on its Conflict Minerals efforts each year in Form SD filings.

We expect our suppliers to fully comply with the [Conflict Minerals Policy](#) and provide all necessary conflict minerals content declarations and documentation.

**Benchmark expects our suppliers to:**

- 01 \_\_\_\_\_  
Source 3TG only from smelters and refiners validated as being conflict-free and do not directly or indirectly benefit or finance armed groups in a covered country.
- 02 \_\_\_\_\_  
Purge high-risk smelters from their supply chain that have a strong potential to finance conflict or are publicly known to finance conflict through their conflict mineral purchasing activities.
- 03 \_\_\_\_\_  
Pass these requirements through to their supply chain and determine the source smelters/refiners and the subsequent chain of custody of specified minerals, including 3TG.

Any suppliers not willing to comply with these requirements shall be reviewed by global procurement with regard to future business and sourcing decisions. These defined expectations are called out within our purchase order terms and conditions directly or through a provided link within them to a secure Supplier Information webpage that contains the relevant documentation.





We also endorse EcoVadis, a provider of sustainability ratings, intelligence, 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 2023, Benchmark again achieved Silver status from EcoVadis, with an increased score from 2022 overall and increased ratings for environment, labor and human rights, and sustainable procurement. Benchmark also moved up from the 72nd percentile for 2022 to the 89th percentile for 2023, placing us among the top 25 percent of companies assessed by EcoVadis.

We encourage our product designers to consider using environmentally responsible raw materials, the product’s reuse or recyclability, and minimizing the environmental impact of manufacturing processes. 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 positive environmental impact for our customers.

Whenever possible, Benchmark is committed to procuring products and supplies from local companies in the communities where we operate. We also support our customers’ small business spending goals. When local regulations require, our sites develop plans that make it easier for small businesses in their region to submit subcontracting and supplier bids.

**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 positive environmental impact for our customers.**



**89th**

**percentile in 2023 for companies assessed by EcoVadis**

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- ❤️ OUR COMMUNITY

# SOCIAL



At Benchmark, we value our people. Benchmark is focused on delivering an engaging employee experience by creating a great workplace where our team members can build the careers of their dreams and unleash their full potential. We know that satisfied employees drive industry-leading business results and make a lasting difference in the lives of others. To that end, we embrace diverse viewpoints and perspectives, recognizing that greater inclusion fosters innovation, improves decision-making and financial results, and makes our offices and facilities better places to work each day.

Benchmark is also committed to social responsibility and positively affecting the communities in which we operate. We actively engage in philanthropic initiatives to support our communities through financial donations and by partnering with local organizations and schools.



# 03

# HUMAN CAPITAL MANAGEMENT

Benchmark believes in upholding the principles of worker safety and observing fair labor and employment practices throughout our organization, including providing equal opportunities and promoting diversity, equity, and inclusion. We recognize the importance of having engaged employees and supporting the personal development of our employees to help them achieve their career goals.

Human capital management is a top priority at Benchmark. Every quarter, reports are made to the Board of Directors' Human Capital and Compensation Committee from our Chief Human Resources Officer.





## Diversity, Equity, and Inclusion

At Benchmark, we are deeply committed to diversity, equity, and inclusion (DEI) in all aspects of our organization. We firmly believe that diverse teams drive innovation, foster creativity, and deliver exceptional results. We are building a workplace where all talents are recognized, valued, and given equal opportunities.

**Policies and Oversight:** We are committed to providing equal employment opportunities and promoting an inclusive work environment and culture that thrives because of the diverse voices of our team members. Our Code of Conduct lays out our non-discrimination, non-retaliation, and anti-harassment policies.

Our commitment to DEI starts at the top with the Company's Board of Directors. Having diverse voices at the board level brings new perspectives to the organization and its strategic direction. The Board's Nominating, Sustainability and Governance Committee has committed to considering diversity when refreshing the Board. In addition, the Human Capital and Compensation Committee reviews the Company's DEI action plans at a detailed level with our Chief Human Resources Officer quarterly.

At the management level, the Vice President of Talent Attraction and Inclusion is responsible for our DEI strategy. The position, created in

2022, ensures DEI leadership throughout the Company and reports to Benchmark's Chief Human Resources Officer.

We also maintain an 11-member Inclusion Council that supports DEI activities, efforts, and learning events designed to foster Benchmark's DEI culture. Launched in 2022, the Council is a diverse group selected by Benchmark's senior leadership team and is refreshed annually, with members representing different levels, functional areas, and regions within the organization. The Council meets monthly.



## 2023 ENGAGEMENT ENTERPRISE ACTION PLAN FOCUS AREAS



Reward & Recognition



Communication & Inclusion



Learning & Development



**Programs and Initiatives:** Benchmark made several important advancements in our DEI work in 2023. Among these, the Company:

- Launched its second employee resource group (ERG) for veterans, called Benchmark Resources Advocating Veteran Employees (BRAVE)
- Expanded its diversity recruitment efforts
- Fostered a more inclusive culture with events, partnerships, and training

The senior leadership team continued pursuing the Company’s U.S. DEI goals, which aim for the following areas of progress over a three-year period:

- Increase representation in managerial and higher-level roles for underrepresented groups by 5%
- Increase the hiring rate of underrepresented groups in engineering and shared services by 7%
- Encourage diversification of the senior leadership team and Board of Directors
- Increase perception that Benchmark values diversity by 5% as measured through the annual employee engagement survey
- Increase employee engagement score (percentage of employees indicating they have a high level of engagement in the Company) by 7%

**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 two employee resource groups: the Women Inclusion Network (WIN) @ Benchmark and Benchmark Resources Advocating Veteran Employees (BRAVE), which was launched in 2023. The Company intends to continue creating additional groups in response to employee interest.

On U.S. Veteran’s Day in 2023, Benchmark’s BRAVE chair person wrote to all U.S. veterans to express gratitude for their service and sacrifices. He noted that veterans’ “experiences, leadership, and perspectives enrich our workplace and community every day.” He encouraged all employees to participate in activities organized by BRAVE chapters to support the lives of veterans.

**5%**

**Benchmark has a goal to increase representation in managerial and higher-level roles for underrepresented groups by 5% in the U.S.**



**WIN Paves the Way for Benchmark Women in Manufacturing**

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

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



**Recruitment:** Benchmark is working to ensure that our hiring and recruitment practices support our goals for increased diversity at the Company as well as an inclusive culture. Benchmark’s Talent Acquisition team works to ensure the Company’s recruiters, hiring managers, and interview panelists are well versed in diversity as an asset and that they have the tools to prioritize it in their work to build talent pipelines and hire new talent for Benchmark. Benchmark’s Talent Acquisition team stays abreast of DEI practices for employers by taking best-in-class training through Benchmark U, LinkedIn, and other platforms.

To support recruiters, Benchmark created a guide to acquaint hiring managers with best practices for recruiting a more diverse workforce. It covers ways to reduce interviewer bias, such as “define the job, not the person” and focusing on specific skills required—which may be transferable from other industries. It also covers ways to cast a wider net when seeking applicants. The guide lists several free job boards that target specific groups of potential candidates, like veterans, LGBTQIA+ professionals, and members of underrepresented racial and ethnic groups.

Benchmark’s guide has been published through The Institute for Corporate Productivity (i4CP), of which the Company is a member, and is supporting more robust recruitment practices for our industry. The graphic on this page shows the ways we identified to reduce bias in our interview process.

## WAYS TO REDUCE INTERVIEWER BIAS



**Define the job, not the person**



**Use a talent scorecard**



**Conduct a phone screen first**



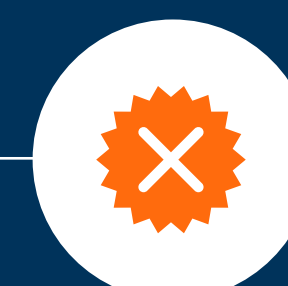
**Treat candidates as guests**



**Ask consistent questions**



**Be a juror, not a judge**



**Don’t make snap judgements**



In 2023, Benchmark rolled out new annual Affirmative Action Plans for each U.S. site. The plans are updated annually based on census data to ensure that underrepresented groups are included in recruiting efforts for each location. Each plan is communicated with the respective site's General Manager and Human Resources Business Partner.

Benchmark's Talent Acquisition team is also focusing on building relationships with universities and communities in each region where the Company operates, to attract more diverse talent.

In 2023, Benchmark sponsored 20 students in the Phoenix, Arizona, area to complete the computer numerical control (CNC) machinist program at Grand Canyon University (GCU). 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. CNC is a high-demand trade that uses computers to precision-manufacture parts.

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 2023, Benchmark supported a three-year pilot with Minnesota State College Southeast, a two-year technical and community college near our Winona manufacturing facility. Benchmark is contributing \$100,000 USD per year for three years and will develop an internship program for the scholarship recipients.

**Military veterans' "direct experience with military equipment gives them practical insights that can deeply influence the design and manufacturing process, ensuring products align with the genuine needs of end users.... Their training also equips them with leadership qualities and emphasizes teamwork, both essential for fostering a culture of collaboration and problem-solving.... The high moral and ethical standards veterans uphold align with the immense responsibility of producing defense and aerospace products. Overall, including veterans throughout Benchmark fosters a culture of excellence, innovation, and responsibility."**

**– Memo from the BRAVE ERG leadership team to all U.S. employees**







**DEI Events:** Benchmark was a platinum sponsor of the 2023 Phoenix Conversation on Board Diversity, an in-person strategic networking event organized by 50/50 Women on Boards. The event was attended by over 60 participants committed to advancing gender balance and diversity on corporate boards.

In 2023, Benchmark offered leadership training for supervisors. Delivered quarterly, it covers themes of leading inclusively (trust, self-awareness, being inclusive, and psychological safety) and supporting an inclusive culture (communication, micro-aggressions, and

micro-inclusions). Additionally, all individual contributors are offered a curriculum in Supporting an Inclusive Culture. Each training curriculum, or learning journey, is reviewed by Benchmark’s Inclusion Council, ensuring an employee-led approach to DEI at the Company.

Additional employee training has covered anti-harassment, anti-discrimination, and unconscious bias.

**60+**

Participants attended the strategic networking event organized by 50/50 Women on Boards



**Measurement and Reporting:** Benchmark tracks an increasing number of diversity indicators, including diversity in hires, turnover, and the diverse slate of our senior leadership team and Board of Directors.

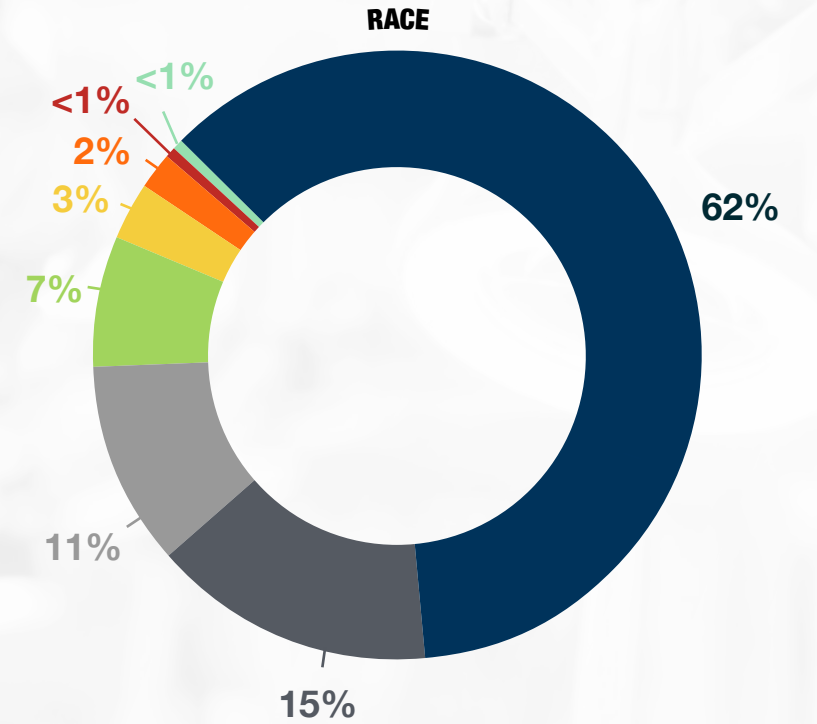
Of our senior leadership roles in 2023, including senior leadership team members and vice-presidents, 25% are held by women. We are committed to continuous improvement in Benchmark's gender representation.



## DIVERSITY AT BENCHMARK

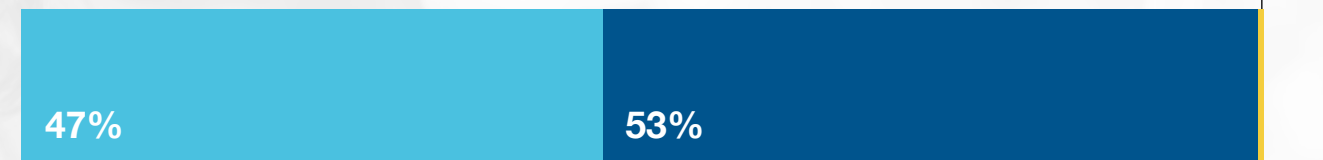
### U.S. Employees Only:

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

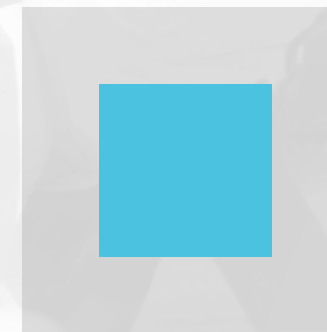


### Global Gender Breakdown

- Male
- Female
- Not Specified



### Women at Benchmark



**53%**  
Workforce



**25%**  
Senior Leadership



## Employment

Benchmark is committed to developing a qualified and motivated workforce to power our continued innovation and growth. We provide opportunities for employees to gain the skills and knowledge they need to advance and fulfill personal career goals at Benchmark.

### Human Capital Management System:

Benchmark uses modern talent management practices, including a Human Capital Management (HCM) system that provides a foundation and common database to centralize people-related data and standardize people management processes across the globe.

The HCM system provides an operating framework for leaders to hire talent and manage teams, including setting goals, performance appraisals, succession planning, and learning and development.

The HCM system provides visibility for us to monitor employee retention rates, employee promotions, and other data to ensure employees have opportunities to advance within the Company.

**Mentoring:** In 2023, Benchmark launched THRIVE, a peer-to-peer mentoring program for U.S. indirect labor employees. The program assigned each participant a mentor and led the pairs through a three-month partnership focused on excelling in times of change. **A**

**Leadership development:** In 2023, Benchmark launched ASCEND, a specialized 18-month readiness program for identified potential general manager candidates of Company sites, as part of our succession planning. To prepare for the future, Benchmark is building a group of ready and capable leaders to assume leadership roles when vacancies arise. Nine leaders from across the Company were selected to participate in the inaugural group. **B**

“We have listened to our team members share that Learning and Development is important to them and their career growth. You are valuable to Benchmark, and we want you to grow your career here.”

- Jeff Benck, CEO





**Benefits and Compensation:** We offer competitive compensation and benefits packages that reflect the needs of our workforce. In the U.S., we offer medical, dental, and vision benefits, disability coverage, survivor benefits, behavioral and mental health services, and a range of wellness programs to our full-time employees.

Mental health resources are also part of our employee benefits. We provide employees with information on inclusive support resources available in their region such as the Black Emotional and Mental Health Collective, The Trevor Project, and the Asian Mental Health Collective. In addition, we provide resources on healthy stress responses, getting quality sleep, signs a child is feeling stressed, recommended apps for relaxation, and crisis helplines.

Benchmark offers competitive retirement benefits including a 401(k) match program at 100% of eligible employee contributions up to 4% in the U.S., and similar retirement financial tools in other countries where we operate.

In addition to the base salary, all full-time Benchmark employees participate in a Quarterly Incentive Plan or Annual Incentive Plan, which supports our organizational philosophy of allowing employees to share in the Company's success. These plans align employee efforts to achieve our strategic

objectives through cash bonus payouts based primarily on results achieved against Plan performance measures.

None of our employees in the U.S. are represented by a labor union. However, in certain international locations, primarily in Mexico and Europe, we have employees represented by labor unions and works councils. Benchmark has never experienced a strike or similar work stoppage, and we believe our employee and labor relations are strong.

Our executive compensation program is designed to attract, retain, and reward performance and align incentives with the achievement of the Company's strategic plan and both short and long-term operating objectives. In accordance with our compensation philosophy, established by the Human Capital and Compensation Committee of the Board, we believe our executive pay is well-aligned with performance, creating a positive relationship between our operational performance and shareholder returns. Benchmark utilizes equity grants as part of at-risk incentive compensation for named executive officers using a combination of time-based restricted stock units and performance-based restricted stock units to align their compensation with creating shareholder value.





**Employee Engagement:** Benchmark conducts an annual global employee engagement and inclusion survey to gather information and feedback on our team members' experience at Benchmark. The data helps us define actions to improve leadership, communication, culture, inclusion, and growth and development, among other areas. We use a holistic, organization-wide approach to respond to the results in the months following the annual survey. Our progress is tracked and communicated regularly.

In 2023, we conducted our third annual survey and asked focused questions on engagement and inclusion. We achieved 86% participation in the survey, up from 82% in 2022 and 77% in 2021.

In addition to the survey, all senior leadership team and site General Managers hold regular "town hall" style meetings with their respective groups, providing another interactive communication channel with employees.

To foster a culture of appreciation, collaboration, and growth, we created Kudos Corner on our internal website to recognize and celebrate employees' achievements. Anyone at Benchmark can give public "kudos" to a colleague by completing a nomination form on the site. The stories and accomplishments shared through Kudos Corner can be browsed anytime as a source of inspiration and support.

To support new U.S. hires at Benchmark, we provide a specialized hub for information, resources, and tools most relevant for employees' first 90 days at the Company.

**86%**

participation in the annual global employee engagement and inclusion survey





**Employee Wellness:** Beyond the workplace, we strive to ensure our employees enjoy the benefits of good health.

An employee assistance program via EmployeeConnect offers U.S. employees help in managing an employee’s total health and that of their family. It includes mental health assistance, legal or financial advice, relationship counseling, substance abuse support, and time management. It covers four face-to-face visits per issue and is entirely confidential.

**Wellness Programs at Benchmark**

Benchmark offers a range of wellness resources for U.S. employees.

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

02 \_\_\_\_\_  
 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.

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

04 \_\_\_\_\_  
 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 OCCUPATIONAL HEALTH & SAFETY

Benchmark is committed to keeping our people safe and healthy at work and in their personal lives. We work to ensure that safe working conditions exist in all our operations.





In 2023, we created the role of Global Environmental, Health, and Safety (EHS) Manager at the corporate level. We also launched a Health and Safety Council and an Environmental Council, following the structure of other Benchmark Councils. The Councils are comprised of key personnel from all Benchmark sites.

The purpose of the Benchmark Health and Safety Council is to share 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 first meeting of the Health and Safety Council had broad participation and engagement from site general managers, representatives of each region, and a broad range of employee levels, demonstrating a widely shared commitment to keeping our people safe.

As of 2023, 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 OSHA in the US, in accordance with our Safety Policy.

### 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 Environment, Health, and Safety (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 2023.

We also encourage employees to use our established mechanisms to report unsafe

situations. All employees can report EHS concerns through Benchmark’s EthicsPoint helpline. 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 was implemented for our U.S. sites in early 2022. We plan to add our remaining global sites to the HCM system in future years.

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







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. Where applicable, observations of unsafe situations are reviewed by the site's Facilities 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 (ESD) training, forklift, hazardous material handling, and lockout/tagout, among others, are required

based on job function. Compliance with this training is tracked at the site level. It will be aggregated at the corporate level in future enhancements to the HCM system platform.

In 2023, we introduced an earthquake safety event to be held at five of our sites on the same day, and at one site, a fire safety event focused on safety for employees and their families at home. Other sites took the initiative to review their exposure to earthquakes and tsunamis and identify any needs for additional emergency planning.



## HEALTH & SAFETY TRAINING COURSES

**Infectious Biological  
Hazardous Waste**

**Hazardous Waste Management**

**Personal Protection Equipment**

**Cutting and Welding Safety**

**Safety in Electrical Work**

**Lithium Battery Safety**

**Crane and Hoist Safety**

**Basic Safety and Environment**

**Respiratory Protection**

**Chemical Handling**

**Machine Guarding**

**Fall Protection**

**Evacuation**

**Laser Safety**

**Forklift Safety**

**Fire Prevention**

**Physical Stress**

**Nitrogen Safety**

**Lockout / Tagout**

**Radiation Safety**

**Scissor Lift Safety**

**Working at Heights**



## Safety Policies and Governance

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 Environmental, Health, and Safety (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 EHS policies and procedures are written to support compliance with ISO 45001:2018.

In 2023, we began developing additional, specialized policies and procedures that apply to our Benchmark operations globally, including an updated health and safety policy that requires hazard identification processes to be in place at all sites, a personal protective equipment (PPE) procedure, and an accident investigation policy and procedure which includes root cause analysis and correction activities.

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 U.S. as governed by the Occupational Safety and Health Administration (OSHA), and are compliant with or hold accreditations, certifications, and registrations with various industry groups. Many Benchmark sites are certified to the standards of the International Organization for Standardization (ISO). Outside the U.S., our sites meet or exceed all local regulations for worker safety and hold various accreditations, certifications, and registrations that require regular audits, with both third-party and internal audits taking place at our ISO 45001:2018-certified sites. 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.

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.

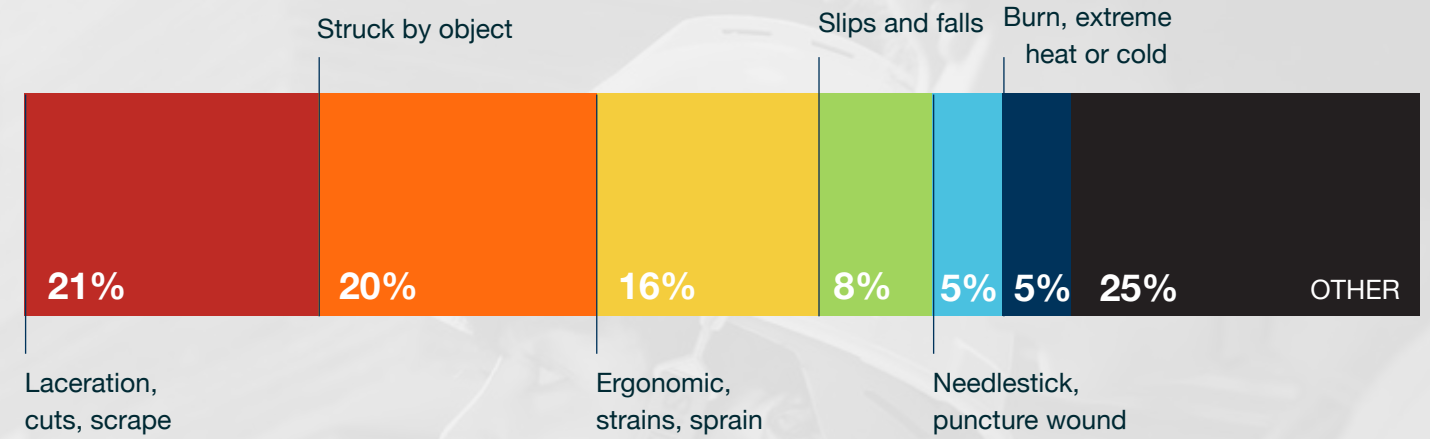
The main types of injury and illness reported from our U.S. sites in 2023 are disclosed in the chart on this page.

**Data collection:** In 2023, Benchmark's collection of safety data included the number of accidents, injuries, and illnesses, with each site reporting on a monthly basis. These metrics allow the Company to track the effectiveness of its health and safety efforts.

**Risk assessments:** In 2023, the health and safety site assessment program was further enhanced and formalized to include assessing possible risks at each site and ways to improve the Company's health and safety efforts.

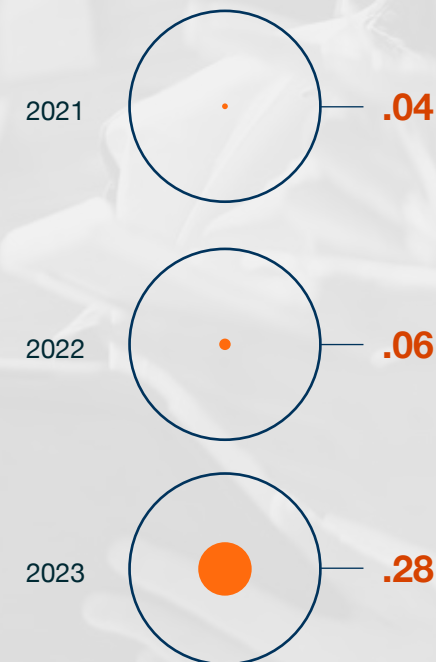
## HEALTH AND SAFETY DATA

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



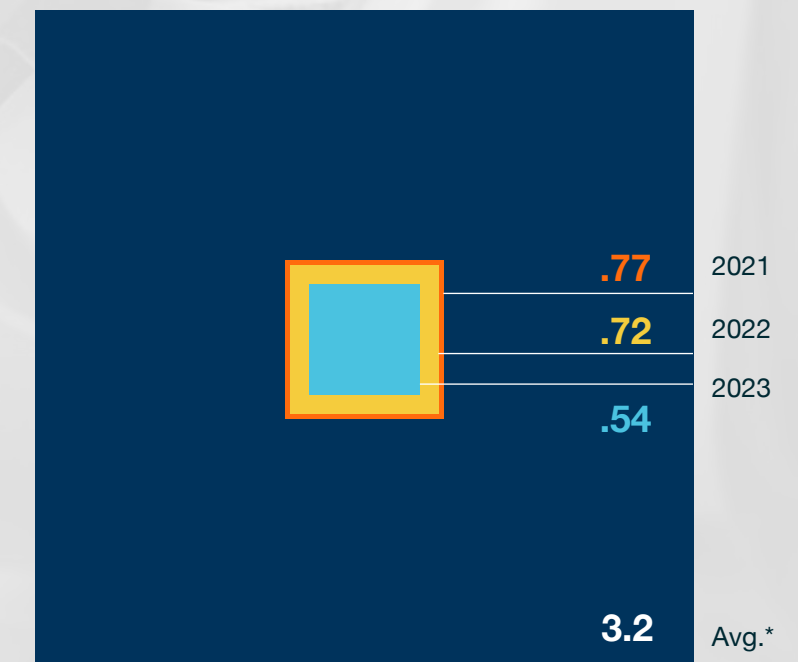
### Rate of High-Consequence Work-Related Injury of Employees

(Incidents per 200,000 hours worked)



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

(Incidents per 200,000 hours worked)



\* 2022 U.S. Average Incident Rate of Nonfatal Occupational Injuries and Illnesses (Manufacturing Industry)



In 2023, Benchmark's site in Suzhou, China received an upgraded safety certification stemming from a routine government safety audit.

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 2023, the Korat site received the prestigious "Model Factory for Workplace Safety" award from the Workmen's Compensation Fund section at the Korat Social Security office, as well as the Platinum Level award for its Zero Accident Campaign. This was Korat's seventh consecutive year receiving recognition from Thailand's Department of Labor Protection and Welfare, Ministry of Labor.

*For more information on Benchmark's awards and recognitions in 2023, see the [Introduction](#) to this report.*





# CERTIFICATIONS AND REGISTRATIONS

■ Certified ■ Registered

SITES	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018	ISO 13485:2016	Med-Accred	FDA/QSR	AS 9100:2016	Nadcap	ITAR	IATF 16949:2016	TL 9000	ANSI ESD S20.20	Specific Industries
<b>THE AMERICAS</b>													
Arden Hills, MN	Certified						Certified						
Austin, TX	Certified	Certified											
Concord, CA	Certified	Certified					Certified		Registered				
Fremont, CA	Certified	Certified											
Guadalajara, Mexico	Certified	Certified	Certified	Certified		Registered	Certified				Certified	Certified	
HQ - Tempe, AZ	Certified						Certified						
Huntsville, AL	Certified	Certified					Certified		Registered				Certified
Mesa, AZ	Certified	Certified											Certified
Nashua, NH	Certified	Certified		Certified		Registered	Certified		Registered				Certified
Phoenix, AZ	Certified	Certified					Certified		Registered				Certified
Rochester, MN	Certified	Certified		Certified	1	Registered	Certified	Certified	Registered				Certified
Santa Ana, CA	Certified	Certified					Certified		Registered				
Tempe, AZ	Certified	Certified					Certified		Registered				Certified
Tijuana, Mexico	Certified	Certified					Certified	Certified	Registered				Certified
Tijuana, Mexico – Rubi	Certified	Certified					Certified		Registered				
Winona, MN	Certified	Certified		Certified	1	Registered	Certified	Certified	Registered				Certified
<b>EUROPE</b>													
Almelo, Netherlands	Certified	Certified		Certified			Certified		Registered				Certified
Brasov, Romania	Certified	Certified	Certified	Certified									Certified
<b>ASIA</b>													
Ayutthaya, Thailand	Certified	Certified		Certified	4	Registered	Certified			Certified			Certified
Korat, Thailand	Certified	Certified		Certified			Certified						Certified
Penang, Malaysia	Certified	Certified	Certified				Certified						Certified
Penang, Malaysia – Waterfront	Certified	Certified	Certified	Certified			Certified						Certified
Singapore IPO	Certified			Certified			Certified			Certified			
Suzhou, China	Certified	Certified		Certified						Certified			Certified

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



# 05

# OUR COMMUNITY

Benchmark is committed to having a positive impact on the communities in which we do business and in which our employees live. We reflect this priority as one of the four tenets of the Company’s ESG strategy. We strengthen our communities in a number of ways, such as by supporting individual employees who volunteer with local community groups and by direct participation in philanthropic initiatives both at the corporate and the site level.





## Volunteering and Philanthropy

Benchmark is focused on making a positive impact in our communities through donations for veterans, students, and children in need, as well as diverse projects focused on health, environmental protection, food security, and education.



**Health:** Benchmark’s Legal Department helped the Children’s Cancer Network with a “parents night out” event. Our employees played games and did arts and crafts projects with children battling cancer so their parents could have a few hours to themselves. Our team also raised over \$2,170 USD for the Children’s Cancer Network to help support parents in taking care of their families. **A**

In Thailand, the Benchmark team organized on-site cervical cancer screening for employees, in coordination with a local hospital. Over 430 employees registered for the screening. **B**

In Thailand, the Benchmark team also participated in a three-month fitness challenge for charity. The team raised over \$460 USD and was able to purchase five wheelchairs for Thammasat University Hospital in Bangkok. **C**

Blood donations are another popular way for Benchmark employees to support our local communities. Our site in Almelo, Netherlands, partnered with a mobile blood lab to visit the office. Employees were granted four hours off to donate blood. Similar activities were held in Huntsville, Alabama; Rochester, Minnesota; Phoenix, Arizona; and Suzhou, China. **D**

Our Women Inclusion Network (WIN) employee resource group donated approximately \$2,500 USD to support women’s causes around the world, including sponsoring several members’ participation in the Susan G. Komen Race for the Cure®. The team at Tijuana and other Benchmark sites raised awareness of breast cancer in a variety of ways for Breast Cancer Awareness month in October 2023. **E**



**Environmental Protection:** Each year Benchmark surveys our employees on their commuting practices, to support the sustainability goals of Maricopa County, the home of Company headquarters and three of our manufacturing facilities. In 2023, we had high survey participation by our employees residing in Maricopa County.

Benchmark's Korat facility in Thailand marked World Environment Day with a tree-planting event at the site to help reduce its overall carbon footprint and improve air quality.

In honor of Earth Month 2023, employees from Benchmark's Mesa and Tempe offices gathered with Keep Nature Wild to pick up trash from nearby wilderness areas, including Tempe Town Lake and Papago Park. Employees in Santa Ana, California, and Tijuana, Mexico, also conducted beach clean-ups. **A**

Benchmark Korat donated 50 LED lightbulbs to a local school to replace fluorescent light bulbs and reduce energy consumption. The resulting cost savings will be used to install solar panels for the school's water system – which Benchmark also supported in 2022. **B**

In Thailand, the Ayutthaya facility conducted an initiative to purchase farm animals from slaughterhouses. Through the sale of jasmine plants, the team raised \$375 USD and was able to redeem the life of a cow and – in collaboration with the Thai Department of Livestock Development – provide it to a qualified farmer to care for it and make use of its labor.







**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.

In Wisconsin, Benchmark’s remote employees gathered to pack food supplies for Feeding America, the state’s leading local hunger relief organization. **A**

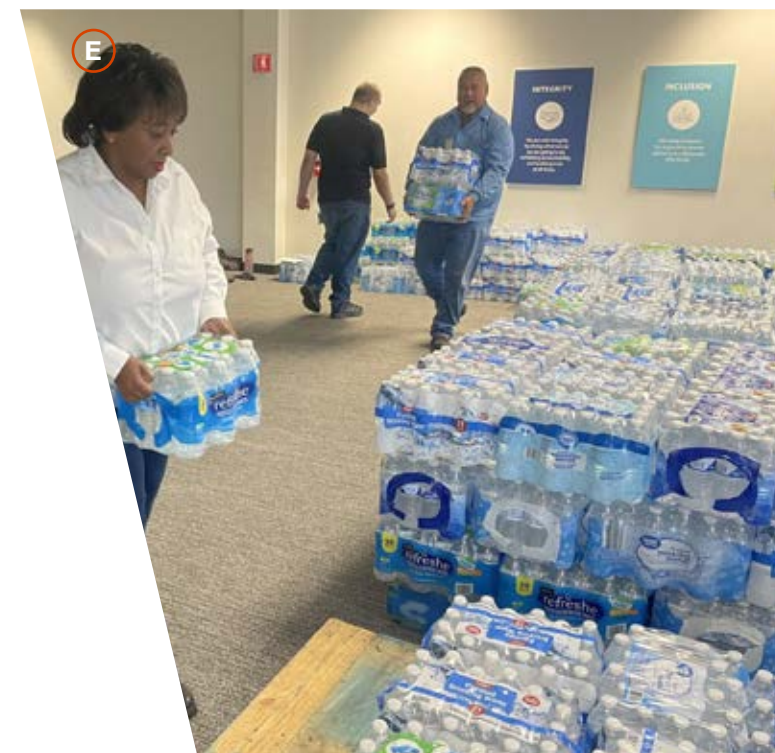


In Phoenix, the Benchmark Marketing Team worked with St. Mary’s Food Bank to pack 1,728 emergency food boxes for people in need. The Marketing team also packaged enough meals to feed 70 children a day for a year in Haiti and countries in Africa. **B**



The Precision Technology team in Tempe/Mesa volunteered with the United Food Bank to pack 1,020 emergency food bags for local food banks. **C**

The Design Engineering team and Talent Attraction team partnered with a non-profit to package 29,000 meals for children in Haiti and Ukraine – enough to feed 79 children each day for a year. Benchmark employees in Winona, Minnesota helped pack 35,000 meals – enough to feed 95 children per day for a year. **D**



The Benchmark Phoenix site participated in a two-week water drive supporting United Food Bank’s Hydration Campaign to help the homeless and unsheltered during the summer heat. The employees donated 13,242 bottles of water. **E**

**“Giving back feels fantastic! We look forward to continuing our giving journey, carrying out the spirit of generosity within Benchmark.”**

**- Benchmark Marketing Team Member**



**Education:** Benchmark is lending its support to a three-year pilot with Minnesota State College Southeast – a two-year technical and community college near the Winona facility, to provide college scholarships to underprivileged high school students. 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 USD per year for three years and will develop an internship program for the scholarship recipients.

Also in Winona, Benchmark employees made a donation of \$660 USD – matched by Benchmark for a total donation of \$1,320 USD – and assembled backpacks full of school supplies for Ready Set School, a non-profit organization that works to ensure primary and secondary students have the clothing and supplies they need for school.

Benchmark Europe financed an electronics lab at a technical college in Brasov, Romania. The lab provides professional training in electronics and aims to spark their curiosity in the field. **A**

The Benchmark team in Guadalajara, Mexico, provided support for a local foundation that focuses on education. Employees donated essential items for children who are homeless and others in need. Benchmark Thailand took up an employee collection for gently used items to be sold to raise money for tuition for underprivileged children.





**Caring for Children:** Each winter, our facility in Suzhou, China, conducts a winter collection for employees' home villages in the Gansu and Henan provinces. Warm coats and gently used toys are delivered to a school for disabled children and a village where many community members live in poverty.

The Benchmark team in Huntsville, Alabama, gathered several boxes of items to donate to Kids to Love, which provides assistance to foster parents when a child is placed in their care. The Wardrobe Warehouse provides new clothes, shoes, and pajamas to foster children, as well as comfort toys and books. **A**

The Korat, Thailand team also found ways to show love to local kids by selling plants for Mother's Day gifts. Proceeds were used to buy and deliver daily necessities and groceries for a home for orphaned children. Benchmark employees at Korat also joined parents, teachers, and other volunteers at a local school for a day of cleaning, painting, and repairs, and cooking lunch for students. **B**

**Employment for Veterans:** Benchmark's global headquarters in Tempe hosted a training session for employers on building their veteran workforce. The training was held in partnership with the Tempe Chamber of Commerce Military Affairs Committee. Panelists offered local employees their experiences in reaching veterans seeking employment, the benefits of hiring veterans, best practices, and resources for further supporting the veteran workforce. **C**

**Community:** Our Human Resources team in Arizona took to the campus of Grand Canyon University (GCU) to partner with CityServe for an afternoon of volunteerism and service. While the team is typically engaged with managing personnel and fostering productive work environments, they exchanged their office spaces to aid in CityServe's mission to help those in need by rolling up their sleeves and getting to work sorting and packaging donations for distribution. **D**



C



D



A



B

# ENVIRONMENT



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



# 06

## ENVIRONMENTAL MANAGEMENT

Benchmark's policies highlight our commitment to protecting the natural environment and our communities in several ways, including pollution prevention, conservation, responsible use, sustainable practices, 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](#).





Benchmark’s internal Environmental, Health, and Safety Policy expresses our commitment to minimizing the environmental impacts of our activities and operations. It provides guidance to sites when developing their environment, health, and safety (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 for 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

In 2023, Benchmark expanded its structure for managing environmental, health, and safety matters. The Company launched an Environmental Council and a Health and Safety Council, both led by the Global EHS Manager. The purpose of the Environmental Council is to drive environmental responsibility and sustainability throughout our manufacturing sites by promoting best practices and fostering a culture of continuous improvement in Environmental Management System compliance. The Council addresses topics including compliance with regulations and standards, energy efficiency, reducing greenhouse gas (GHG) emissions, water conservation, and waste management.

Benchmark also created the role of Global Director of Sustainability, which 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

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

Our Environmental Management System is managed at each manufacturing site by a site-level Environmental, Health, and Safety representative, who ensures the system 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. Environmental data from all sites are collected by our Corporate Director of Facilities and reported to our Chief Financial Officer and Chief Operating Officer. We also report ESG topics to the Nominating, Sustainability and Governance Committee of the Board.

Per Benchmark's Environmental Policy, we are committed to continually improving our environmental management system.

As of 2023, all of Benchmark's manufacturing facilities – including the Mesa facility that opened in 2023 – 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 towards certification to ISO 14001:2015. Additionally, our EHS policy provides guidance on conforming to these requirements at a minimum.

Our suppliers and vendors that work onsite are notified of ISO 14001:2015 requirements prior to beginning work and must comply with all Environmental Management System requirements 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 partner 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.





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. Our efforts on waste and water are discussed in the following pages.

In 2023 Benchmark expanded our set of environmental protection targets, adding to those we set in 2022 for greenhouse gas emissions reduction – 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.

Each site has set targets for waste generation and water withdrawal reduction as part of its Environmental Management System. Our next step will be to create centralized targets that all facilities will work toward together. This process will be facilitated by the Benchmark Environmental Council.

In 2023, Benchmark's facility in Thailand was recognized with a Corporate Social Responsibility award from the Thai government's Department of Industrial Works, which cited the Company's commitment to environmental responsibility and community support. A

A







## Employee Engagement

We engage our employees and other partners to reduce the consumption of natural resources, preserve air, soil, and water quality, manage waste properly, encourage reuse and recycling, reduce the use of toxic substances, and apply an ethical approach to source management, reduction, and disposal efforts.

Environmental Management System training is provided to employees, and new hires receive an Environmental Management System orientation as part of their onboarding to the Company. Our Environmental Policy and Sustainability Policies are available to all employees, customers, and suppliers on our website. In addition, they are prominently displayed in every Benchmark facility and are regularly reviewed at operational meetings throughout the Company.

## Benchmark Environmental Challenge: **A**

In 2023, we ran our annual global competition among Benchmark manufacturing sites to support the achievement of our 2025 greenhouse gas (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 2023, 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 45+ energy reduction projects implemented by the competition participants.



  
Benchmark  
Environmental  
Challenge



## Waste

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. Reducing the amount of waste generated and sent to landfill is a central part of Benchmark’s strategy for minimizing our environmental impact.

Our Environmental Policy calls for managing waste properly and encouraging reuse or recycling. In addition, as a part of their 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.

Many sites have a designated Waste Coordinator helping to maintain compliance with hazardous and universal waste rules, conduct inspections of hazardous waste storage areas, and identify opportunities to reduce solid and hazardous waste. Waste data is reported to the General Manager(s) and site leadership team and is aggregated at the Company level.

We provide support to our customers to understand international laws and regulations governing hazardous waste. These include laws and regulations governing the content, packaging, labeling, disposal, and similar

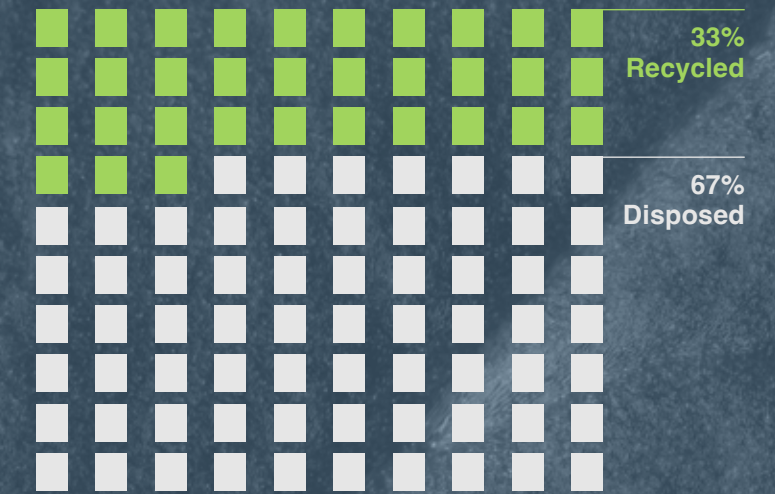
issues concerning the environmental impact of products, such as RoHS (EU Directive 2017/2102 Restriction of Certain Hazardous Substances), WEEE (Directive 2018/849/EU on Waste Electrical and Electronic Equipment), and REACH (EC Regulation No 1907/2006 Registration, Evaluation, Authorization and Restriction of Chemicals, with regulation amendments in Regulation (EU) 2019/1148 of the European Parliament and of the Council of 20 June 2019), as well as similar regulations globally. Through IPC International, Inc., we also participate in efforts to standardize data exchange through the supply chain on these topics.

We work with customers to enable them to take greater responsibility for their products at end-of-life. This includes leveraging product innovations, as strong practices in these areas can lead to cost savings and mitigate risks. Our contract arrangements specify that our customers are responsible for end-of-life products and recycling.

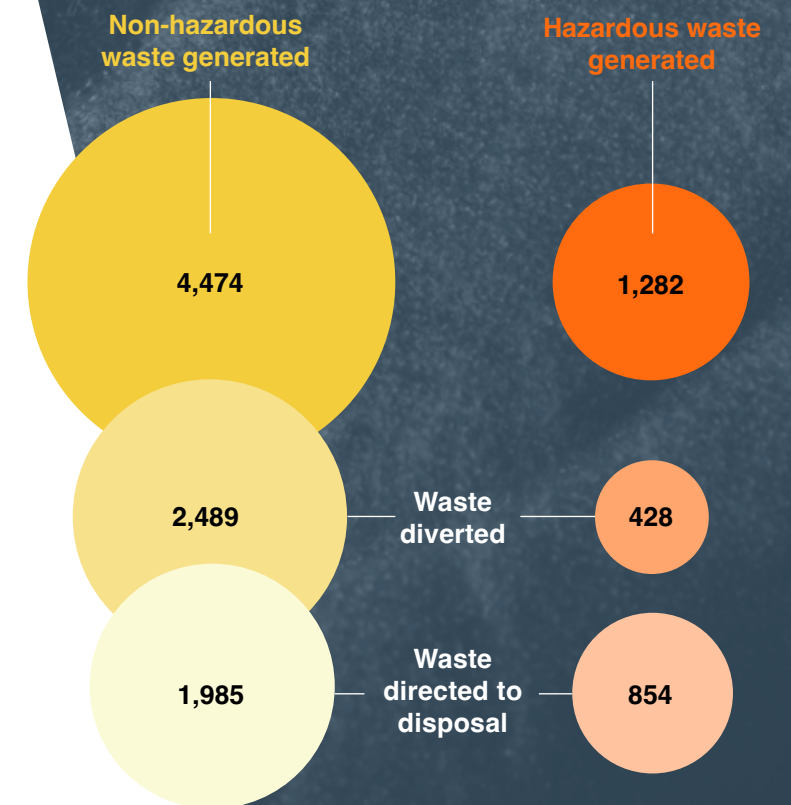
Benchmark is advancing initiatives at our sites and in partnership with customers to reduce waste in landfills. Switching to reusable packaging for their products, among other ways of boosting circularity, means a lighter overall carbon footprint across our customers’ value chains.

## WASTE DATA 2023

### Manufacturing Hazardous Waste Recycled



### Total Waste Generated (Metric Tons)



In 2023, we worked with HQ Pack to reduce the proportion of shipping materials that becomes waste by employing reusable packaging and boosting circularity. Benchmark’s product packaging reuse efforts, facilitated by HQ Pack for Benchmark’s Almelo site, have resulted in 37.7 metric tons in avoided landfill disposal, up from 15.6 the previous year. Reusable shipping containers create a circular supply of packaging material. Originally, shipping containers were designed for a single use, made with wood that relied on local recycling systems for responsible end-of-life disposal.

Upon delivery to the customer, the product shipping crate would be disassembled, the metal hinges and screws reused, and wood disposed of in a landfill or burned for fuel. By enhancing the robustness of the design for reuse, shipping containers are shipped to HQ Pack where they are received, inspected, and stored until they are needed again. Crates that do not pass inspection due to damage are repaired to as new condition. If the crate cannot be repaired, it is taken out of service and the parts repurposed. The engineered containers have proven to protect products extremely well, are highly resilient, and capable of being reused more than 10 times without repair or replacement.

Since implementation of reusable product packaging, Benchmark, with HQ Pack’s support, reused 95.3 metric tons of product packaging with a cumulative height of 2.5 times the Empire State Building.

## WASTE DIVERTED FROM LANDFILL IN 2023

95.3

Metric Tons of packaging waste prevented

=

2.5X

the height of the Empire State Building

3,125 ft



Reused Shipping Container Stack

1,250 ft



Empire State Building



Better management of food scraps is another significant way to reduce waste and mitigate our climate impacts.

In 2023, the Benchmark facility in Santa Ana, California, launched an organics recycling program to reduce the volume of food scraps and other organic materials in the waste stream. The Ayutthaya, Thailand, site continues its composting initiative with food waste from its canteen, diverting an estimated 91% of food waste from the landfill.

Benchmark supports all of our sites to find ways to reduce the landfilling of organic matter, which otherwise would release the methane, a potent greenhouse gas.





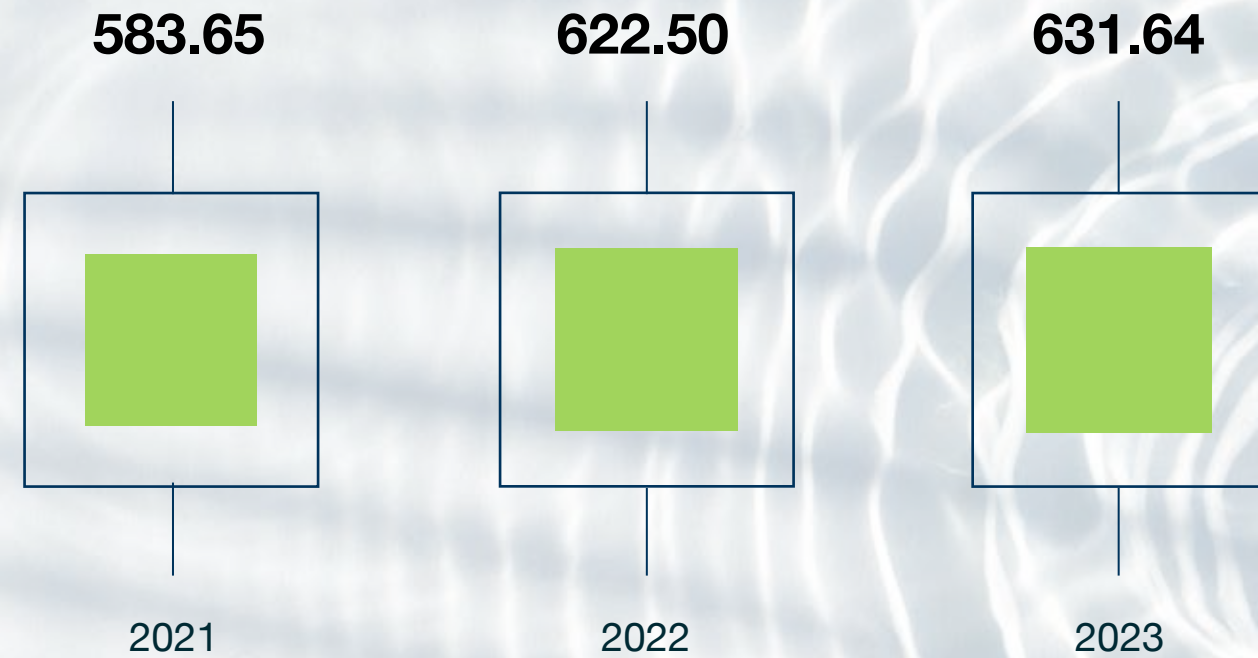
## Water and Effluents

Water is becoming a constrained resource in many locations around the globe, making water management a priority for Benchmark and the Electronic Manufacturing Services sector. Two of Benchmark's 27 locations fall within High Baseline Water Stress regions, and 12 of our sites are located within Extremely High Baseline Water Stress regions. All of Benchmark's sites comply with local water laws and regulations. Beyond compliance, sites have demonstrated a commitment to water efficiency and conservation by 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 focus on treating the process water in accordance with local regulations prior to discharge.

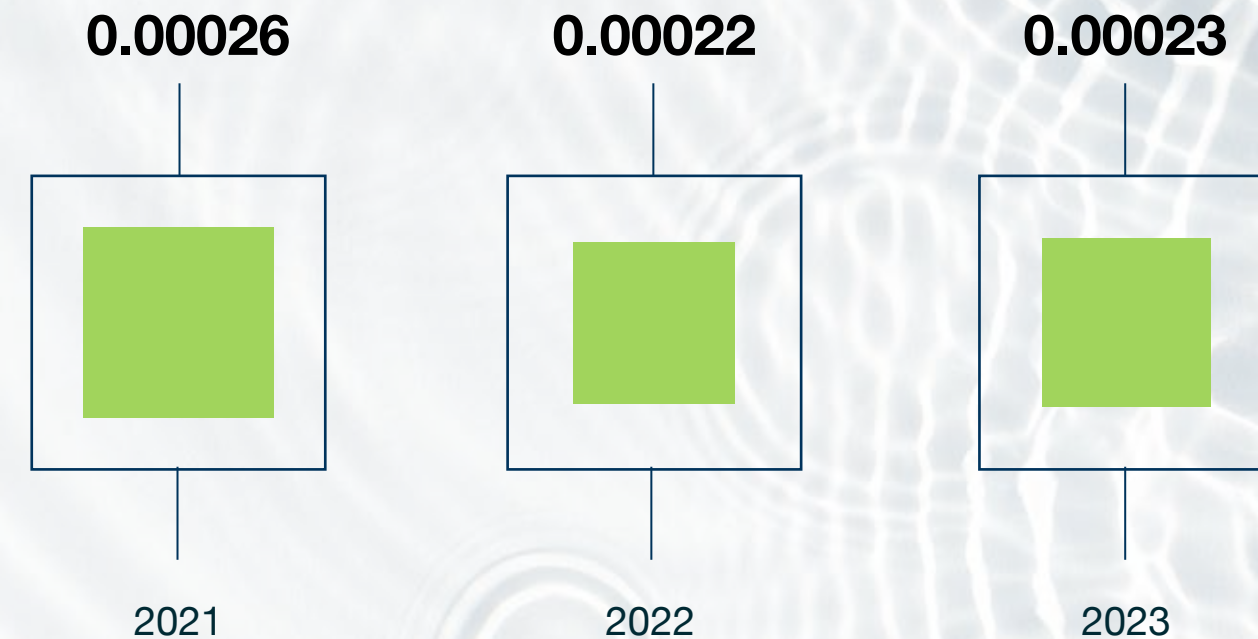
## WATER WITHDRAWAL

☐ = Thousand Cubic Meters



## WATER WITHDRAWAL INTENSITY

☐ = 0.0004 (Thousand Cubic Meters / Thousand \$ Revenue)





# 07

# CLIMATE CHANGE

Benchmark recognizes that climate change is a growing risk for our planet, and we are committed to doing our part to mitigate this risk by placing increased emphasis on environmental consciousness. We have been monitoring emissions and tracking energy reduction plans since 2012. We are pursuing measurable emissions reduction targets across our global operations, namely a reduction in absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 15% by 2025 from a 2021 base year.

In 2023, we again achieved Silver medal with EcoVadis, placing Benchmark in the 89th percentile for our sustainability performance, including in the areas of environment, labor and human rights, and sustainable procurement.

In 2023, Benchmark responded to the CDP questionnaire on climate change 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. We also explain our expectations to reduce our emissions through energy efficiency initiatives and sourcing renewable energy certificates (RECs). We also submitted our first-ever response to the CDP questionnaire on water security.





## Emissions

Benchmark complies with all applicable legal and regulatory requirements to control and reduce emissions and energy usage in our operations. We recognize the need to comply with strict environmental standards and the increasing number of environmental laws and regulations to protect natural resources for everyone on earth now and in future generations. We are committed to making the necessary investments in systems and technology to ensure compliance and to meet or exceed these standards.

As discussed in the previous chapter, all of Benchmark's manufacturing facilities are certified to ISO 14001:2015, the international standard related to environmental management and systems. This standard helps organizations minimize environmental impacts from emissions and to comply with applicable laws, regulations, and other requirements.

Benchmark's global Environment, Health, and Safety (EHS) Policy calls for all facilities to have programs to reduce their energy consumption and GHG emissions.

Historically, the Company's tracking and progress reviews were done internally across various Company sites and within certain functions. Since 2022, however, when we set a Scope 1 and Scope 2 GHG emissions reduction target, we have been publicly

tracking and reporting our progress towards this goal. Our progress is measured against GHG emissions during our base year, 2021, when we completed an emissions inventory for all sites under Benchmark's operational control. Benchmark is committed to reducing our absolute Scope 1 and Scope 2 GHG emissions by 15% by 2025 from a 2021 base year. Additional detail on our GHG emissions and inventory can be found in our CDP Climate Change response.

In 2023, Benchmark's facility in Santa Ana, California, installed electric vehicle charging stations to facilitate the adoption of fossil-fuel-free driving by Benchmark employees. Electric vehicle charging stations are also installed at our global headquarters location in Tempe, Arizona and our Mesa, Arizona manufacturing facility.

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. Our sites are also exploring the use of battery storage. Rooftop solar panels at our facility in Korat, Thailand, generate up to 160 kilowatts of alternating current (AC) electricity, or 2% of its annual energy use. A rooftop solar panel project at Benchmark's facility in Suzhou, China, was completed in late 2023. **A**

**As a matter of policy, all Benchmark facilities must have programs to reduce their energy consumption and their greenhouse gas emissions.**

**A**





## Energy

Our emissions tracking points to improving energy efficiency as the most cost-effective and impactful way to reduce our carbon dioxide (CO2) emissions.

Energy management is considered part of our Company’s critical business activities, as well as our GHG emissions mitigation strategy. Our sites follow a structured approach to energy management that includes established procedures to ensure short-term and long-term results, overseen by a senior manager. Every Benchmark manufacturing site has a designated team for energy reduction, made up of members from each key energy-using process within the site. The team is responsible for accurately tracking energy data, including cost savings.

## Energy Management Principles

Benchmark understands that energy management involves changing a company’s culture along with changing out inefficient equipment. To that end, we have developed a set of principles that we communicate Company-wide to reduce energy use:

### Prioritize

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

### Commit

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

### Accountability

To save energy, someone must take responsibility for achieving that goal. This responsibility is designated to the site Energy Team Leader.

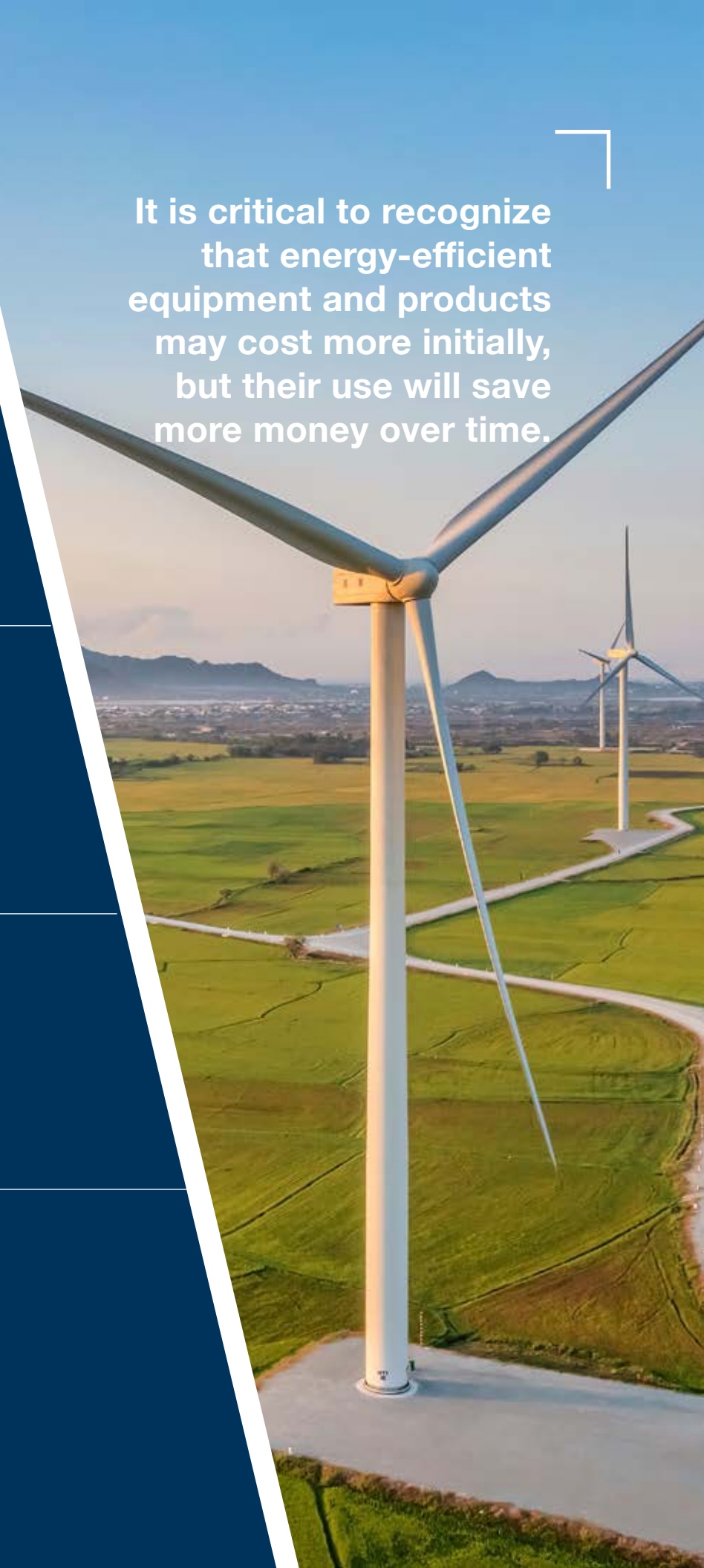
### Sustainability

It is critical to recognize that energy-efficient equipment and products may cost more initially, but 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.

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







We have identified and shared opportunities for continued improvement in energy efficiency Company-wide and launched several global initiatives designed to reduce energy consumption in our facilities. We are continuously researching and designing innovative ways to boost efficiency, such as utilizing high-efficiency electrical equipment, including LED and motion detector lighting, solar panels, battery storage, VFD motor controllers, and high-efficiency HVAC units. This process has resulted in efficient adjustments to our HVAC systems, cooling towers, motor systems and pumps, compressed air systems, and lighting.

For example, our manufacturing facility in Korat, Thailand, replaced 2,740 conventional fluorescent lamps with LED-equivalent lamps, achieving significant energy savings on an annual basis. The team also installed mechanisms to enable operators to shut off equipment that was not being used. The site created detailed energy management plans to track the power consumption of its equipment and on/off time to calculate net energy savings per machine.

We closely monitor the status of our buildings and equipment. As a component nears the end of its life, we pursue investment in more energy-efficient options. We also share knowledge Company-wide as preferred alternatives are identified and improvements are made.

**Spotlight on Data Center Efficiency:**

In 2023, Benchmark relocated its data center from Houston, Texas, to Phoenix, Arizona. The energy efficiency features of the new facility were a key factor in Benchmark’s selection. Through our new colocation arrangement, every kilowatt hour of usage is sourced from local, carbon-free energy, enabling Benchmark to recognize 100% renewable energy for our IT equipment energy footprint.

**The data center in Phoenix is:**

- 01 \_\_\_\_\_  
The first colocation facility to sign The Climate Pledge
- 02 \_\_\_\_\_  
The only data provider in the world committed to meeting every kilowatt hour of usage with local carbon-free energy, every hour of each day, everywhere
- 03 \_\_\_\_\_  
North America’s first-ever BREEAM green building certified data center





## Product Innovation in Cleantech and Health

Benchmark Product Sustainability Services strive to reduce the environmental impact and improve the circular economic value of products by leveraging the power of integrated design engineering and supply chain services. Guided by customer’s ESG/Sustainability goals, we provide them with solutions for their sustainability challenges. Solutions might include ways to reduce their Scope 3 GHG emissions by increasing manufacturing efficiencies, driving adoption of renewable energy, building products with lower carbon content recycled materials, reducing a product’s energy consumption, and/or extending working life by enhancing the reparability or upgradability of the design. With our world class manufacturing capabilities, sustainable product design solutions are easily moved from design into production at scale in a Benchmark manufacturing site, offering companies a higher impact for a lower time and financial investment than pursuing these improvements on their own or from a separate firm.

Benchmark is a global leader in providing innovative product design and engineering services and technology solutions for a variety of industries. As the world shifts to renewable energy and low-emission products across industries, we anticipate increased customer demand for our services.

Many of our customers are already involved in designing and manufacturing products in the clean energy and clean technology sectors – commonly referred to as “cleantech.” We utilize our global network of experts in engineering, manufacturing, and lifecycle management to serve our customers with cutting-edge technology and reduce their products’ time-to-market and time-to-volume production.

Benchmark is proud to provide manufacturing services to the following customers as they take on environmental, energy, and health challenges around the world.

01

### ASML

Benchmark and ASML have a shared commitment to establishing a sustainable and resilient supply chain consistent with the Responsible Business Alliance (RBA) Code and best practices. As an ASML supplier, Benchmark is committed to accelerate their results on reducing CO2 emissions and waste. In addition, Benchmark provides value-added sustainability services to extend the useful life of their products and packaging through circular economy. One such program is ASML’s Return4Reuse program that focuses on the reuse of materials used to pack and transport parts between the field and factories. In 2023 more than 120 metric tons of transportation materials were reused.

In partnership with ASML and other customers, we strive to embed circular economic approaches in our ways of working and thinking that enable us to reduce waste and effect positive change for our customers and world.



Benchmark’s Almelo site participates in ASML’s As-New program which prevents unnecessary waste by remanufacturing used system parts which are then qualified to the same standard as new parts.



02

**Copeland™**

Copeland™ scroll variable speed compressors and drives are engineered to help save energy and provide environmentally friendly air conditioning solutions that enhance human health and protect the environment.



03

**Zoll**

ZOLL Medical's AED Plus Defibrillator guides rescuers through the process of performing high-quality CPR and, if needed, deliver a potentially lifesaving shock to the heart.



04

**Owlet**

Owlet, in collaboration with Benchmark, introduced the FDA De Novo cleared Dream Sock, the first over-the-counter medical pulse oximetry solution for infants, revolutionizing home care by enabling caregivers to monitor and receive alerts for their baby's live health readings such as pulse rate and oxygen saturation.



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 **SUSTAINABILITY ACCOUNTING  
STANDARDS BOARD (SASB) TABLE**

# APPENDIX



# SOCIAL DATA TABLES

TOPIC	2021	2022	2023
<b>EMPLOYMENT</b>			
<b>Total Headcount</b>			
Global	12,058	13,475	12,703
USA	2,763	3,181	2,954
<b>Diversity by Gender <sup>1</sup></b>			
Female	915 <sup>2</sup>	5,405 <sup>3</sup>	6,699
Male	1,821 <sup>2</sup>	4,682 <sup>3</sup>	5,967
Not specified	1 <sup>2</sup>	33 <sup>3</sup>	37
<b>Diversity by Age <sup>1</sup></b>			
18-30	304 <sup>2</sup>	2,432 <sup>3</sup>	3,514
31-40	344 <sup>2</sup>	2,552 <sup>3</sup>	3,273
41-50	636 <sup>2</sup>	2,653 <sup>3</sup>	3,132
>50	1,453 <sup>2</sup>	2,483 <sup>3</sup>	2,784
<b>Diversity by Race (U.S. Only)</b>			
Asian	16.2%	15.4%	14.7%
Black or African American	5.1%	5.8%	7.0%
Hispanic or Latino	14.1%	12.7%	11.2%
Native Hawaiian or Other Pacific Islander	0.6%	0.4%	0.3%
American Indian or Alaska Native	0.5%	0.4%	0.3%
White	60.9%	61.1%	61.8%
Two or more races	1.3%	1.5%	1.6%
Decline to answer	1.3%	2.7%	3.1%
<b>Employee Headcount by Type <sup>4</sup></b>			
Number of regular employees	10,900	11,873	12,422
Number of temporary employees	1,158	1,411	281
Number of part-time employees	150	191	133

1 - This section excludes part-time employees.  
2 - 2021 data reflects U.S.-based employees only.  
3 - 2022 data excludes three manufacturing facilities.  
4 - Data listed in this section is approximate.



# SOCIAL DATA TABLES

TOPIC	2021	2022	2023
<b>NEW HIRES</b>			
<b>Number of New Hires by Gender</b>			
Female	2,718	4,187	3,666
Male	2,683	3,585	2,459
Not specified			14
<b>Rate of New Hires by Gender <sup>5</sup></b>			
Female	23%	31%	29%
Male	22%	27%	19%
Not specified			0%
<b>Number of New Hires by Age</b>			
18-30	3,071	4,313	3,261
31-40	1,423	2,059	1,580
40-50	598	980	792
> 50	309	420	506
<b>Rate of New Hires by Age <sup>5</sup></b>			
18-30	25%	32%	25%
31-40	12%	15%	12%
41-50	5%	7%	6%
> 50	3%	3%	4%
<b>Number of New Hires by Region</b>			
Americas	2,286	4,375	4,843
Europe	620	695	316
Asia	2,495	2,702	980
<b>Rate of New Hires by Region <sup>5</sup></b>			
Americas	19%	32%	38%
Europe	5%	5%	2%
Asia	21%	20%	8%

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



# SOCIAL DATA TABLES

TOPIC	2021	2022	2023
<b>EMPLOYEE TURNOVER</b>			
<b>Employee Turnover by Gender</b>			
Female	2,740	3,123	3,310
Male	2,531	2,815	2,416
Not specified			16
<b>Rate of Employee Turnover by Gender <sup>6</sup></b>			
Female	23%	23%	26%
Male	21%	21%	19%
Not specified			0%
<b>Employee Turnover by Age</b>			
18-30	2,562	3,166	2,773
31-40	1,479	1,591	1,462
41-50	660	740	889
> 50	570	441	618
<b>Rate of Employee Turnover by Age <sup>6</sup></b>			
18-30	21%	23%	22%
31-40	12%	12%	11%
41-50	5%	5%	7%
> 50	5%	3%	5%
<b>Employee Turnover by Region</b>			
Americas	2,585	3,214	4,541
Europe	380	489	359
Asia	2,306	2,235	842
<b>Rate of Employee Turnover by Region <sup>6</sup></b>			
Americas	21%	24%	35%
Europe	3%	4%	3%
Asia	19%	17%	7%

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



# SOCIAL DATA TABLES

TOPIC	2021	2022	2023
<b>Parental Leave <sup>7</sup></b>			
Employees who took parental leave	119	93	193
Employees returned to work after parental leave	110	92	164
<b>Number of Work Stoppages</b>	0	0	0
<b>Total Days Idle</b>	0	0	0
<b>LOCAL PROCUREMENT</b>			
<b>Proportion of Spending on Local Suppliers (by Region)</b>			
<b>Americas</b>	87%	87%	86%
<b>Asia</b>	67%	69%	69%
<b>Europe</b>	80%	79%	80%
<b>HEALTH &amp; SAFETY</b>			
<b>Total Hours Worked</b>	26,367,849	30,802,508	33,059,535
<b>Hours worked - employee</b>	24,137,918	28,765,596	29,523,833
<b>Hours worked - contractor</b>	2,229,931	2,036,912	3,535,702
<b>Total Fatalities as a Result of Work-related Injury</b>	0	0	0
<b>Fatalities as a result of work-related injury - employee</b>	0	0	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.00	0.00
<b>Fatalities as a result of work-related injury - contractor</b>	0	0	0
Fatality rate as a result of a work-related injury (incidents per 200,000 hours worked)	0.00	0.00	0.00
<b>Total Fatalities as a Result of Work-related Ill Health <sup>8</sup></b>	0	0	0
<b>Fatalities as a result of work-related ill health - employee</b>	0	0	0
<b>Fatalities as a result of work-related ill health - contractor</b>	0	0	0
<b>Total High-consequence Work-related Injuries</b>	5	9	48
<b>High-consequence work-related injuries - employee</b>	5	9	42
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.04	0.06	0.28
<b>High-consequence work-related injuries - contractor</b>	0	0	6
Rate of high-consequence work-related injuries (incidents per 200,000 hours worked)	0.00	0.00	0.34

7 - Data excludes U.S.-based employees.

8 - 2021 data excludes one manufacturing facility.





# SOCIAL DATA TABLES

TOPIC	2021	2022	2023
<b>Total Recordable Work-related Injuries</b>	100	110	88
<b>Recordable work-related injuries - employee</b>	93	103	79
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.77	0.72	0.54
<b>Recordable work-related injuries - contractor</b>	7	7	9
Total recordable incident rate (TRIR) (incidents per 200,000 hours worked)	0.63	0.69	0.51
<b>Total Cases of Recordable Work-related Ill Health <sup>8</sup></b>	4	22	6
<b>Cases of recordable work-related ill health - employee</b>	4	22	5
<b>Cases of recordable work-related ill health - contractor</b>	0	0	1
<b>Total Cases of High-potential Work-related Incidents</b>	38	97	34
<b>Cases of high-potential work-related incidents - employee</b>	36	96	34
<b>Cases of high-potential work-related incidents - contractor</b>	2	1	0
<b>Near Misses</b>	102	71	46
<b>Near misses - employee</b>	101	71	46
Near miss frequency rate (NMFR) (near misses per 200,000 hours worked)	0.84	0.49	0.31
<b>Near misses - contractor</b>	1	0	0
Near miss frequency rate (NMFR) (near misses per 200,000 hours worked)	0.09	0.00	0.00
<b>TRAINING</b>			
<b>Total number of training hours provided to employees <sup>9</sup></b>		33,830	39,618
Average number of training hours provided to employees <sup>10</sup>		2.5	3.1
<b>Total number of training hours provided to female employees <sup>11</sup></b>		12,860	9,740
Average number of training hours provided to female employees <sup>12</sup>		2.4	1.5
<b>Total number of training hours provided to male employees <sup>11</sup></b>		19,412	15,439
Average number of training hours provided to male employees <sup>13</sup>		4.1	2.6
<b>Total number of training hours provided to full-time employees <sup>9</sup></b>		28,523	27,293
Average number of training hours provided to full-time employees <sup>14</sup>		2.4	2.2
<b>Total number of training hours provided to temporary employees</b>		5,307	12,325
Average number of training hours provided to temporary employees <sup>15</sup>		3.8	43.9

8 - 2021 data excludes one manufacturing facility.

9 - 2022 data excludes one manufacturing facility.

10 - Average was calculated using the end of year global headcount.

11 - Data excludes four manufacturing facilities.

12 - Average was calculated using the end of year female headcount.

13 - Average was calculated using the end of year male headcount.

14 - Average was calculated using the end of year regular employee headcount.

15 - Average was calculated using the end of year temporary employee headcount.



# ENVIRONMENTAL DATA TABLES

TOPIC	2021	2022	2023
<b>ENERGY</b>			
<b>Energy consumption within the organization (gigajoules)</b>	572,127	584,061	572,052
Electricity	514,081	526,745	516,237
Natural gas	48,070	48,046	45,746
Diesel	2,690	2,595	2,535
Gasoline	2,307	1,915	2,525
Fuel oil	4,979	4,760	5,010
<b>Energy intensity (gigajoules / thousand \$ revenue)</b>	0.253679	0.202377	0.204304
<b>WATER</b>			
<b>Total water withdrawn (gallons)</b>	154,183,766	164,447,721	166,860,338
<b>Total water withdrawn (thousand cubic meters)</b>	583.65	622.50	631.64
Percentage withdrawn in regions with high or extremely high baseline water stress <sup>16</sup>	32.2%	36.8%	65.8%
<b>Water withdrawal intensity (thousand cubic meters / thousand \$ revenue)</b>	0.00026	0.00022	0.00023
<b>EMISSIONS</b>			
<b>Direct (Scope 1) GHG emissions (tCO<sub>2</sub>e)</b>	4,800	4,702	5,383
<b>Indirect (Scope 2) GHG emissions (tCO<sub>2</sub>e, market-based)</b>	68,039	64,495	66,327
<b>Indirect (Scope 2) GHG emissions (tCO<sub>2</sub>e, location-based)</b>	67,730	69,715	65,633
<b>GHG emissions intensity (tCO<sub>2</sub>e / thousand \$ revenue)</b>	0.032297	0.023977	0.025611
<b>GHG emissions intensity (tCO<sub>2</sub>e / sq ft)</b>	0.0210	0.0184	0.0194
<b>WASTE <sup>17</sup></b>			
<b>Total waste generated (metric tons)</b>	4,908	7,543	5,756
Hazardous waste generated	1,398	2,216	1,282
Non-hazardous waste generated <sup>18</sup>	3,510	5,327	4,474
<b>Total weight of waste diverted from disposal (metric tons)</b>	1,612	2,978	2,917
Hazardous waste diverted	437	513	428
Non-hazardous waste diverted <sup>18</sup>	1,175	2,465	2,489
<b>Total weight of waste directed to disposal (metric tons)</b>	3,296	4,565	2,839
Hazardous waste directed to disposal	961	1,703	854
Non-hazardous waste directed to disposal <sup>18</sup>	2,335	2,862	1,985
<b>Manufacturing hazardous waste recycled (percentage)</b>	31%	23%	33%

16 - Percentage withdrawn in regions with high or extremely high baseline water stress is calculated using the WRI's Aquaduct tool. The increase in 2023 is primarily due to updates in their methodology for classifying levels of water stress in areas where we operate.

17 - 2021 data excludes one manufacturing facility.

18 - 2022 data excludes one manufacturing facility.



# GOVERNANCE DATA TABLES

TOPIC	2021	2022	2023
<b>DIRECTORS</b>			
Total directors	9	9	9
<b>BOARD DIVERSITY</b>			
<b>Gender</b>			
Female	22%	22%	22%
Male	78%	78%	78%
<b>Age Group</b>			
< 30	0%	0%	0%
30-50	0%	0%	0%
> 50	100%	100%	100%
<b>Ethnicity</b>			
White	89%	89%	89%
Asian	11%	11%	11%
Directors Born Outside of the U.S.	2	2	2
<b>BOARD INDEPENDENCE</b>			
Number of independent directors	8	8	8



# GLOBAL REPORTING INITIATIVE (GRI) CONTENT INDEX

Statement of use

Benchmark has reported the information cited in this GRI content index for the period of January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

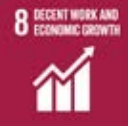

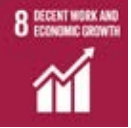







GRI 1 used

GRI 1: Foundation 2021



GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>GRI 1: FOUNDATION 2021</b>			
<b>GENERAL DISCLOSURES</b>			
<b>GRI 2: General disclosures 2021</b>	<b>ORGANIZATIONAL PROFILE</b>		
	2-1 Organizational details	Benchmark Electronics, Inc. <a href="#">2022 Annual Report</a> , Properties, back cover and pages 25-26 <a href="#">2022 Annual Report</a> , Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters, page 71 <a href="#">2022 Annual Report</a> , Corporate and Shareholder Data, page 77	
	2-2 Entities included in the organization's sustainability reporting	About This Report, page 88	
	2-3 Reporting period, frequency and contact point	About This Report, page 88 <a href="#">2022 Annual Report</a> , page v	
	2-4 Restatements of information	About This Report, page 88	
	2-5 External assurance	No external assurance provided at this time	
	2-6 Activities, value chain and other business relationships	Chapter 2: Risk Management, page 18 <a href="#">2022 Annual Report</a> , Business, pages 1-14 <a href="#">2022 Annual Report</a> , Financial Statements and Supplementary Data, pages 39-43 <a href="#">2022 Annual Report</a> , Segment and Geographic Information, pages 60-61 <a href="#">2022 Annual Report</a> , Revenue, pages 61-63  There were no significant changes to the organization nor its supply chain in the reporting year.	




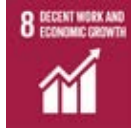


GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>GRI 2: General disclosures 2021</b>	2-7 Employees	Chapter 3: Human Capital Management, page 28 <a href="#">2022 Annual Report</a> , Human Capital Management, pages 11-13	 
	2-8 Workers who are not employees	Chapter 3: Human Capital Management, page 28 <a href="#">2022 Annual Report</a> , Human Capital Management, pages 11-13	 
	2-9 Governance structure and composition	Chapter 1: Corporate Governance, page 11 <a href="#">Board of Directors Webpage</a> <a href="#">2023 Proxy Statement</a> , Election of Directors, pages 4-21	 
	2-10 Nomination and selection of the highest governance body	<a href="#">Nominating, Sustainability and Governance Committee Charter</a> <a href="#">2023 Proxy Statement</a> , Election of Directors, pages 4-21	 
	2-11 Chair of the highest governance body	<a href="#">2023 Proxy Statement</a> , 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 <a href="#">Nominating, Sustainability and Governance Committee Charter</a> <a href="#">Audit Committee Charter</a> <a href="#">2022 Annual Report</a> , ESG & Sustainability, pages 9-11 <a href="#">2023 Proxy Statement</a> , Commitment to Environmental, Social & Governance (ESG) & Sustainability, pages 14-21	






GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>GRI 2: General disclosures 2021</b>	2-13 Delegation of responsibility for managing impacts	Chapter 1: Corporate Governance, page 11 <a href="#">2023 Proxy Statement</a> , Election of Directors, page 14 <a href="#">Nominating, Sustainability &amp; Governance Committee Charter</a> , pages	
	2-14 Role of the highest governance body in sustainability reporting	Chapter 1: Corporate Governance, page 11	
	2-15 Conflicts of interest	<a href="#">2023 Proxy Statement</a> , pages 13, 18-19	
	2-16 Communication of critical concerns	Chapter 1: Corporate Governance, page 11	
	2-17 Collective knowledge of the highest governance body	<a href="#">2023 Proxy Statement</a> , Election of Directors, pages 5-10	
	2-18 Evaluation of the performance of the highest governance body	Chapter 1: Corporate Governance, page 11 <a href="#">Nominating, Sustainability and Governance Committee Charter</a> <a href="#">2023 Proxy Statement</a> , page 20	
	2-19 Remuneration policies	<a href="#">2023 Proxy Statement</a> , Compensation Discussion and Analysis, pages 22-31	
	2-20 Process to determine remuneration	Chapter 1: Corporate Governance, page 11 <a href="#">2023 Proxy Statement</a> , Compensation Discussion and Analysis, pages 22-31 <a href="#">Human Capital and Compensation Committee Charter</a>	
	2-21 Annual total compensation ratio	<a href="#">2023 Proxy Statement</a> , Compensation Tables and Narratives, page 33 <a href="#">2023 Proxy Statement</a> , Executive Compensation, page 30	




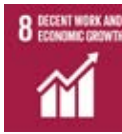







GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>GRI 2: General disclosures 2021</b>	2-22 Statement on sustainable development strategy	Letter from the President and CEO, page 3 Letter from the Board Chair, page 4	
	2-23 Policy commitments	Chapter 1: Corporate Governance, page 11 <a href="#">Code of Conduct</a>	 
	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 <a href="#">Code of Conduct</a> <a href="#">EthicsPoint Helpline</a>	
	2-27 Compliance with laws and regulations	<a href="#">2022 Annual Report</a> , Legal Proceedings, page 26	
	2-28 Membership associations	About Our Company, page 5	
	2-29 Approach to stakeholder engagement	Assessment of Priorities, page 8 Chapter 3: Human Capital Management, page 28 <a href="#">2023 Proxy Statement</a> , Evaluation of Say-on-Pay Advisory Vote, page 24	
	2-30 Collective bargaining agreements	Chapter 3: Human Capital Management, page 28 <a href="#">2022 Annual Report</a> , Human Capital Management, page 11-13	



















GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>MATERIAL TOPICS</b>			
<b>GRI 3: MATERIAL TOPICS 2021</b>	3-1 Process to determine material topics	Assessment of Priorities, page 8	
	3-2 List of material topics	Assessment of Priorities, page 8	
	3-3 Management of material topics	Chapter 1: Corporate Governance, page 11 Chapter 2: Risk Management, page 18 Chapter 3: Human Capital Management, page 28 Chapter 4: Occupational Health and Safety, page 39 Chapter 5: Local Communities, page 46 Chapter 6: Environmental Management, page 53 Chapter 7: Climate Change, page 62	
<b>ECONOMIC TOPICS</b>			
<b>PROCUREMENT PRACTICES</b>			
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>	204-1 Proportion of spending on local suppliers	Chapter 2: Risk Management, page 18 Data Tables, page 69	
<b>ANTI-CORRUPTION</b>			
<b>GRI 205: ANTI-CORRUPTION 2016</b>	205-1 Operations assessed for risks related to corruption	Chapter 1: Corporate Governance, page 11	
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 1: Corporate Governance, page 11	


















GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>ENVIRONMENTAL TOPICS</b>			
<b>ENERGY</b>			
<b>GRI 302: ENERGY 2016</b>	302-1 Energy consumption within the organization	Chapter 7: Climate Change, page 62 Data Tables, page 69	   
	302-3 Energy intensity	Chapter 7: Climate Change, page 62 Data Tables, page 69	
	302-5 Reductions in energy requirements of products and services	Chapter 7: Climate Change, page 62	
<b>WATER AND EFFLUENTS</b>			
<b>GRI 303: WATER AND EFFLUENTS 2018</b>	303-1 Interactions with water as a shared resource	Chapter 6: Environmental Management, page 53	 
	303-2 Management of water discharge-related impacts	Chapter 6: Environmental Management, page 53	
	303-3 Water withdrawal	Chapter 6: Environmental Management, page 53 Data Tables, page 69	 



GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>EMISSIONS</b>			
<b>GRI 305: EMISSIONS 2016</b>	305-1 Direct (Scope 1) GHG emissions	Chapter 7: Climate Change, page 62 Data Tables, page 69	  
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter 7: Climate Change, page 62 Data Tables, page 69	 
	305-4 GHG emissions intensity	Chapter 7: Climate Change, page 62 Data Tables, page 69	  
<b>WASTE</b>			
<b>GRI 306: WASTE 2020</b>	306-2 Management of significant waste-related impacts	Chapter 6: Environmental Management, page 53	  
	306-3 Waste generated	Chapter 6: Environmental Management, page 53 Data Tables, page 69	  
			 








GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
GRI 306: WASTE 2020	306-4 Waste diverted from disposal	Chapter 6: Environmental Management, page 53 Data Tables, page 69	  
	306-5 Waste directed to disposal	Chapter 6: Environmental Management, page 53 Data Tables, page 69	    
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	Chapter 2: Risk Management, page 18	
<b>SOCIAL TOPICS</b>			
<b>EMPLOYMENT</b>			
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Data Tables, page 69	 
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 3: Human Capital Management, page 28	 
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Chapter 4: Occupational Health and Safety, page 39	



GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 4: Occupational Health and Safety, page 39	
	403-3 Occupational health services	Chapter 4: Occupational Health and Safety, page 39	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 4: Occupational Health and Safety, page 39	
	403-5 Worker training on occupational health and safety	Chapter 4: Occupational Health and Safety, page 39	
	403-6 Promotion of worker health	Chapter 3: Human Capital Management, page 28	
	403-8 Workers covered by an occupational health and safety management system	Chapter 4: Occupational Health and Safety, page 39	
	403-9 Work-related injuries	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 69	
	403-10 Work-related ill health	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 69	
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	405-1 Diversity of governance bodies and employees	Chapter 3: Human Capital Management, page 28 Data Tables, page 69	



GRI STANDARDS	DISCLOSURE	REPORT LOCATION OR EXTERNAL REFERENCE	SUSTAINABLE DEVELOPMENT GOAL (SDG) LINKAGE
<b>LOCAL COMMUNITIES</b>			
<b>GRI 413: LOCAL COMMUNITIES 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 5: Local Communities, page 46	 
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>	414-1 New suppliers that were screened using social criteria	Chapter 2: Risk Management, page 18	  



# TASK FORCE ON CLIMATE-RELATED DISCLOSURES (TCFD) TABLE

TCFD ELEMENT	DISCLOSURE	REPORT LOCATION
GOVERNANCE	a) Describe the board's oversight of climate-related risks and opportunities.	Chapter 1: Corporate Governance, page 11 Chapter 2: Risk Management, page 18 2023 Climate Change CDP Disclosure, items C1.1a, C1.1b, C1.1d
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Chapter 2: Risk Management, page 18 2022 Climate Change CDP Disclosure, items C1.2, C1.3, C1.3a
STRATEGY	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2022 Annual Report, Risk Factors, page 19 2023 Climate Change CDP Disclosure, items C2.1a, C2.3, C2.3a, C2.4, C2.4a
RISK MANAGEMENT	a) Describe the organization's processes for identifying and assessing climate-related risks.	Chapter 2: Risk Management, page 18 2023 Climate Change CDP Disclosure, items C2.2, C2.2a
	b) Describe the organization's processes for managing climate-related risks.	Chapter 2: Risk Management, page 18 Chapter 7: Climate Change, page 62 2022 Annual Report, Risk Factors, page 19
	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 2023 Climate Change CDP Disclosure, item C2.2
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 62 2023 Climate Change CDP Disclosure, items C6.1, C6.2, C6.3 Data Tables, page 69
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Chapter 7: Climate Change, page 62 2023 Climate Change CDP Disclosure, items C4.1, C4.1a



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) TABLE

SASB TOPIC	ACCOUNTING METRIC	CODE	REPORT LOCATION
<b>WATER MANAGEMENT</b>	(1) Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress	TC-ES-140a.1	Chapter 5: Environmental Management, page 46 Data Tables, page 69
<b>WASTE MANAGEMENT</b>	Amount of hazardous waste from manufacturing, percentage recycled	TC-ES-150a.1	Chapter 5: Environmental Management, page 46 Data Tables, page 69
<b>LABOR PRACTICES</b>	(1) Number of work stoppages and (2) total days idle	TC-ES-310a.1	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 69
<b>LABOR CONDITIONS</b>	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	TC-ES-320a.1	Chapter 4: Occupational Health and Safety, page 39 Data Tables, page 69
<b>MATERIALS SOURCING</b>	Description of the management of risks associated with the use of critical materials	TC-ES-440a.1	Chapter 2: Risk Management, page 18
<b>ACTIVITY METRICS</b>	Number of manufacturing facilities	TC-ES-000.A	21 manufacturing facilities
	Area of manufacturing facilities	TC-ES-000.B	3,557,180 square feet
	Number of employees	TC-ES-000.C	12,703 employees



## ABOUT THIS REPORT

Our 2023 Sustainability Report covers data and metrics from January 1 to December 31, 2023, unless otherwise noted, with three years of data generally provided for context. The Sustainability Report is published annually and the reporting period aligns with financial 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 2018 Sustainability Accounting Standard. The report also aligns with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. We have also mapped our progress on priority topics to indicate alignment with the United Nations Sustainable Development Goals (SDGs). Content indexes are available from page 76.

Benchmark is committed to transparency, engagement, and consistent communication of our ESG strategies and programs to all stakeholders. This is our third annual Sustainability Report, using our priority-based approach to disclosure. In 2021, we collected baseline ESG data and mapped ESG priorities against our actions. In 2022, we set goals and targets while working to make progress in key areas. In 2023, we elevated efforts on key ESG topics within the Company, evolved our strategies, and further improved our systems for data collection around ESG. In this report we are restating our 2022 Scope 2 market-based emissions to account for our purchases of RECS for that year.







## 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](http://www.bench.com), including those discussed under Part I, Item 1A of the Company’s Annual Report on Form 10-K for the year ended December 31, 2023, 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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### GUIDED BY G&A

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