



FOR IMMEDIATE RELEASE

Benchmark Releases Its Fifth Annual Sustainability Report

Highlights Measurable Progress, Transparency, and Sustainability as a Foundation for Long-Term Growth

TEMPE, Ariz., February 25, 2025 – [Benchmark Electronics, Inc. \(NYSE: BHE\)](#), today announced the release of its 2025 Sustainability Report, marking the Company's fifth consecutive year of reporting on its environmental, social, and governance priorities. The report highlights Benchmark's continued progress in advancing sustainability as a strategic pillar of its business, while reinforcing its commitment to transparency, accountability, and long-term value creation.

The 2025 Sustainability Report reflects the collective efforts of Benchmark's global teams to bring the Company's purpose to life, innovating for a healthier, safer, and better-connected world. Sustainability remains integral to how Benchmark serves its customers, manages risk, and positions the Company for growth.

"In 2025, our teams continued to translate our sustainability strategy into measurable action," said Jeff Benck, Benchmark Chief Executive Officer. "This report reflects meaningful progress, disciplined execution, and a continued focus on delivering value for our customers while strengthening our readiness for evolving disclosure expectations."

Key highlights from the 2025 Sustainability Report include:

- Achievement of Benchmark's goal to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 15 percent from a 2021 base year.
- Continued improvement in workplace safety, with a reduction in the Company's annual total recordable incident rate.
- Implementation of a global greenhouse gas data management system across all sites, supporting consistent tracking, performance improvement, and limited assurance of reported emissions data.
- Ongoing engagement of leaders across the organization in enterprise risk assessment, including prioritization of the Company's top risks and development of mitigation plans at the enterprise level.
- Expanded training and governance related to the ethical use of artificial intelligence.
- Continued investment in employee development through global mentoring, leadership readiness, and executive development programs.
- Progress in environmental performance through the fourth annual Benchmark Environmental Challenge, focused on reducing energy and resource consumption and increasing the use of renewable electricity.

- Earned C grades on our annual response to the CDP Climate Change and Water Security questionnaires, and, as of 2025, Benchmark received an MSCI ESG Rating of AA.

The report is informed by leading global frameworks and standards, including the Global Reporting Initiative, Task Force on Climate-related Financial Disclosures, Sustainability Accounting Standards Board, and the United Nations Sustainable Development Goals, supporting consistent, decision-useful disclosures for stakeholders.

“As we look ahead, sustainability continues to be an essential foundation for Benchmark’s long-term growth,” Benck added. “In the coming year, David Moezidis will transition into the role of Chief Executive Officer, and I am confident that our strong leadership team and global workforce will continue to advance the commitments outlined in this report.”

To explore Benchmark’s 2025 Sustainability Report and learn more about its ongoing sustainability initiatives, visit: www.bench.com/sustainability.

About Benchmark Electronics, Inc.

Benchmark provides comprehensive solutions across the entire product lifecycle by leading through its innovative technology and engineering design services, leveraging its optimized global supply chain, and delivering world-class manufacturing services in the following industries: commercial aerospace, defense, advanced computing, next-generation communications, industrial, medical, and semiconductor capital equipment. Benchmark operates in eight countries and its common shares trade on the New York Stock Exchange under the symbol BHE.

For More Information, Please Contact:

Alec Robertson
Brodeur Partners on behalf of Benchmark
Email: arobertson@brodeur.com
Mobile: 585-281-6399

###