BENCHMARK GENSUITE®

Sustainability and Community Impact Report 2022

R.MUKUND
FOUNDER & CEO

A LETTER FROM OUR CEO

For over two decades, we have helped organizations deliver on their commitments to their workforces, the environment, and the communities within which they operate, both globally and locally. In partnership with our customers and stakeholders, we have given a voice and active role to those on the front lines in advancing progress and ensuring safer workplaces and sustainable business operations and value chains through digital transformation and collaborative innovation.

Through the deployment of the Benchmark Gensuite software solution and technologies, our customers have enabled cross-functional collaboration, multi-level stakeholder engagement, and informed decision making which has generated measurable and appreciable compliance, operational, and enterprise business value.

In 2021, we took initial steps to formalize our own commitments to our global team, environmental stewardship, and positive impact on the communities where we operate through the formation of our Benchmark Team Member Networks, employee-led groups with active representation in each of our global locations to foster team and community engagement around material issues including sustainability and diversity. We also established working partnerships and supporting memberships with global reporting standards bodies, including CDP, GRI, IFRS Sustainability Alliance, the Science Based Targets Network (SBTN), and TCFD. In 2022, we performed our first Materiality Assessment with inputs from across our internal and external stakeholder community with identified organizational priorities across Environment, Community, and Governance. We also established our first carbon footprint baseline through a global inventory of our Scope 1 and Scope 2 emissions which will serve as the basis for future GHG footprint reduction commitments and as a foundation for the development of our Scope 3 emissions inventory, planned for 2023. We ensure sound governance and manage our Sustainability and related EH&S program data via the same award-winning, best practice-based solution utilized by our subscribers worldwide, Benchmark Gensuite.

With this, our first annual Sustainability & Community Impact Report, we are pleased to share insights into our progress and plans as we continue our two decades-long commitment to advancing, through strong partnership, the practice and impact of our subscriber community across allied functions of Environmental, Health & Safety (EHS), Sustainability, ESG (Environmental, Social, Governance) Reporting, Operational Risk, Product Stewardship, and Supply Chain. We appreciate the responsibility and are humbled by the opportunity.

ABOUT US

Benchmark Gensuite, Inc. enables companies to implement robust, cross-functional digital systems for EHS, Sustainability, ESG Reporting, and other allied functions through a unified digital platform that helps organizations engage each and every employee across the enterprise and to operationalize their commitments to those same employees and the communities where they operate —locally, globally and across diverse operating profiles.

With intuitive, best-practice-based process functionality, flexible configurations, and powerful extensions, the Benchmark Gensuite® platform has helped companies worldwide manage their EHS, Sustainability, Quality, Operational Risk and Compliance, Product Stewardship, and Supply Chain Risks for over two decades and now organically integrates with cutting-edge ESG disclosure reporting and management solutions. Join over 3 million users that trust Benchmark Gensuite® with their software system needs and benefit from rapid deployment and adoption, immediate return on investment (ROI), service excellence, and collaborative innovation.

DEFINING OUR IMPACT PRIORITIES

In 2022, we conducted our first Materiality Assessment to identify focus areas for business prioritization and impact globally. We developed a Materiality Survey and included topics that are most relevant to technology companies in our sector and sourced from the Global Reporting Initiative (GRI) and the International Financial Reporting Standards(IFRS/SASB), two widely recognized and respected global standards.

Respondents were asked to provide candid, anonymous feedback on the importance of the following topics for Benchmark Gensuite's stakeholders as well as the impact that each topic has on Benchmark Gensuite's success. Internal respondents were representative of different departments global locations, and levels, and external stakeholders were representative of diverse experience and perspective across our partners, subscribers, and advisors community.

Material Topics

Environmental

▶ **Energy Consumption**

▶ **GHG Emissions**

▶ **Product Environmental Impact**

▶ **Waste Management**

▶ **Water Management**

Community

▶ **Company Culture**

▶ **Community Engagement**

▶ **Diversity, Equity, & Inclusion (DE&I)**

▶ **Ethical Marketing**

▶ **Employee Engagement & Development**

▶ **Employee Wellbeing**

Corporate Governance

▶ **Data Security**

▶ **Executive Team Diversity**

▶ **Business Ethics & Compliance**

▶ **Recruiting & Managing a Global, Diverse Skilled Workforce**

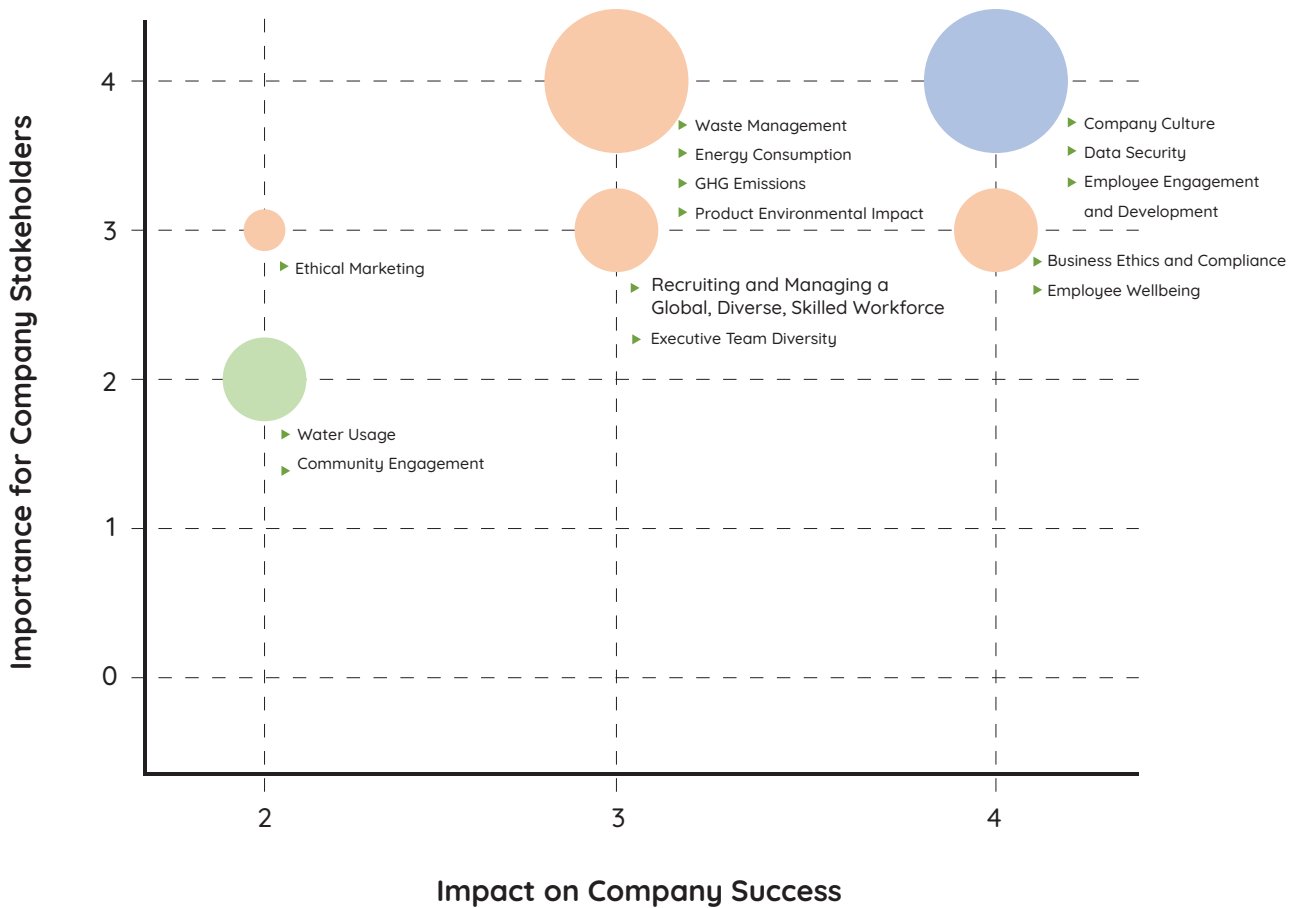**Materiality Ranking Model**

Importance for Stakeholders	Impact on Company Success
Not at all important	No impact
Slightly important	Low impact
Moderately important	Moderate impact
Very important	High impact

The materiality survey results were reviewed via the Benchmark Gensuite® Materiality Advisor tool for documentation and analysis and to generate the assessment's respective Materiality Matrix considering both impact and financial materiality.

Material Impact Priorities

Impact on Company Success (x-axis)
Importance for Company Stakeholders (y-axis)

- Waste Management
- Energy Consumption
- GHG Emissions
- Product Environmental Impact
- Company Culture
- Data Security
- Employee Engagement and Development
- Ethical Marketing
- Recruiting and Managing a Global, Diverse, Skilled Workforce
- Executive Team Diversity
- Business Ethics and Compliance
- Employee Wellbeing
- Water Usage
- Community Engagement

Our Materiality Assessment process has enabled us to shape our team's strategy and commitments around our impact on the environment and our community. Thanks to the participation of our external and internal stakeholders, we can align Benchmark Gensuite's priorities with the expectations of our workforce, subscriber base, community, and partner affiliate network. The following sections of our Sustainability and Community Impact Report highlight Benchmark Gensuite's commitments to and progress in each of these material priorities.
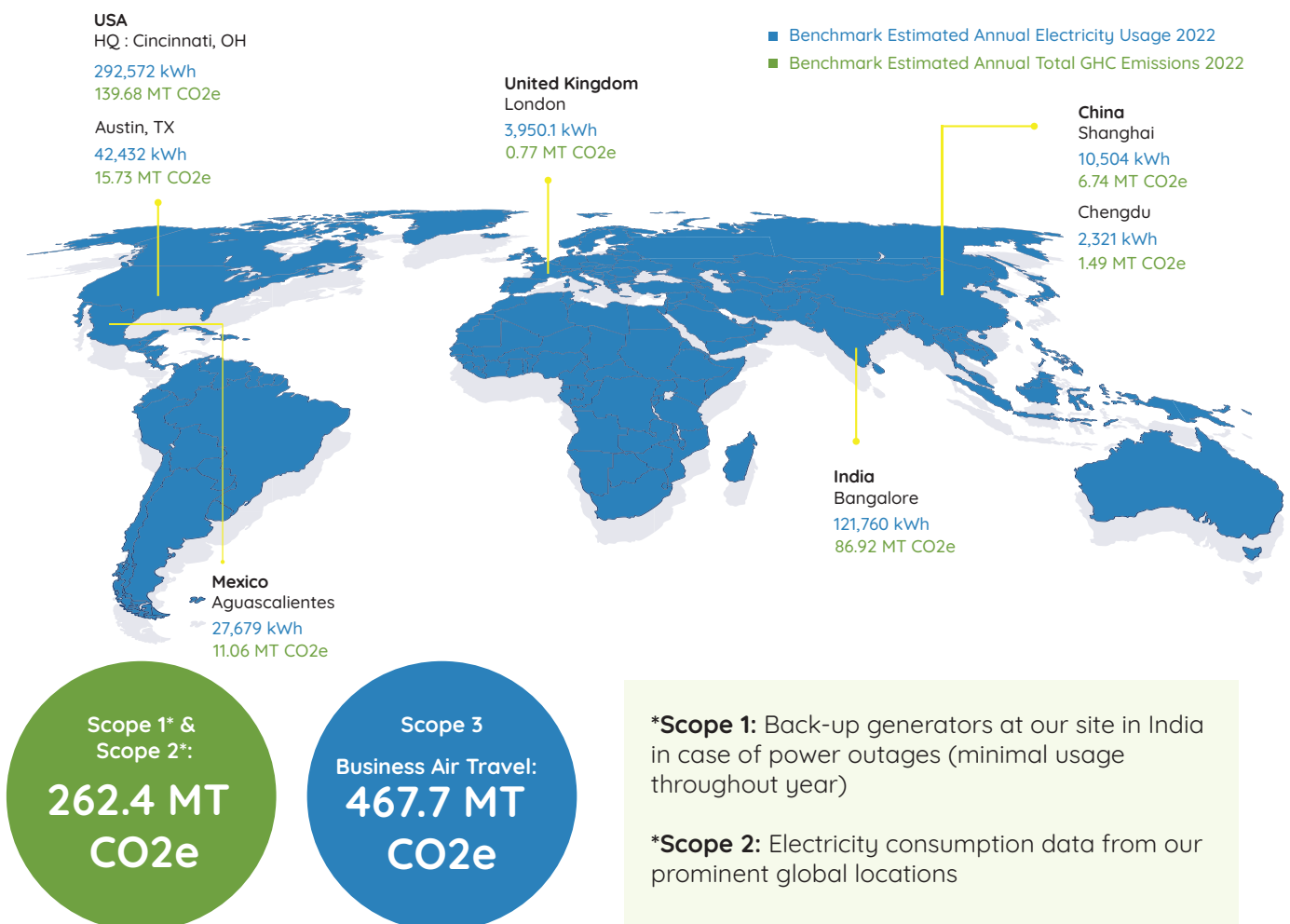
ENVIRONMENTAL IMPACT

Environmental stewardship is a paramount duty. We help our subscribers and partners ensure and improve global environmental compliance and operational sustainability performance, holding ourselves to the same high standards.

GHG EMISSIONS

In January of 2022, we initiated data collection from our key global, locations with the goal of establishing our first greenhouse gas (GHG) baseline. Benchmark Gensuite's Scope 1 and 2 emissions are primarily calculated based on activity data from our global locations. Our new office spaces in India and Mexico were completed with green building design principles, including energy efficiency, as well as employee health-focused features including natural light abundance and maximum open collaboration space. Our new space in Cincinnati, OH USA (to be finished in 2023) is incorporate much of the same. Each global site inputs their utility data into the Benchmark Gensuite®'s Sustainability Reporting tool monthly. In the case where locations are unable to provide any data, as is the case for a few of our leased office spaces, the preferred method of estimation is based on square footage of office space. Such estimations are made using average benchmark kWh/ft2 intensities sourced from Commercial Buildings Energy Consumption Survey (CBECS). The Benchmark Gensuite® Sustainability Reporting solution then utilizes each site's available consumption data and applies the appropriate emission factors. To calculate the GHG emissions from our purchased electricity in the United States, we apply emission factors sourced from the most recent Environmental Protection Agency (EPA) Emissions & Generation Resource Integrated Database (eGRID). Country-specific emissions factors are applied at all other locations and are obtained through the International Energy Agency (IEA). For Scope 3 Category 6 Air Travel, emissions are calculated using the GHG Protocol Scope 3 Evaluator tool (Quantis).

Benchmark Gensuite® 2022 Carbon Footprint

USA
HQ : Cincinnati, OH
292,572 kWh
139.68 MT CO2e

Austin, TX
42,432 kWh
15.73 MT CO2e

United Kingdom
London
3,950.1 kWh
0.77 MT CO2e

■ Benchmark Estimated Annual Electricity Usage 2022
■ Benchmark Estimated Annual Total GHC Emissions 2022

China
Shanghai
10,504 kWh
6.74 MT CO2e

Chengdu
2,321 kWh
1.49 MT CO2e

India
Bangalore
121,760 kWh
86.92 MT CO2e

Mexico
Aguascalientes
27,679 kWh
11.06 MT CO2e

Scope 1* & Scope 2*:
262.4 MT CO2e

Scope 3 Business Air Travel:
467.7 MT CO2e

*Scope 1: Back-up generators at our site in India in case of power outages (minimal usage throughout year)

*Scope 2: Electricity consumption data from our prominent global locations

Our goal for 2022 was to establish our Benchmark Gensuite baseline emissions and the basis for a longer-term GHG reduction commitment. With these new insights into our company footprint, we can focus on tangible reductions across our global locations and look to broaden Scope 3 emissions tracking in 2023.

TEAM MEMBER NETWORKS
SUSTAINABILITY

Benchmark Gensuite established the Sustainability Team Member Network as an employee-led group and forum for team members who are passionate about advancing sustainable practices at Benchmark Gensuite and to have a positive impact on the communities where we operate globally. The Sustainability Group focuses on two areas – Benchmark Gensuite's own operations, examining the sustainability opportunities within the organization as well as educating team members on opportunities for impact at home and within their communities.

The Sustainability Team Member Network works to consider the sustainability efforts of Benchmark Gensuite and then make recommendations to management about the company's overall sustainability efforts. With our Cincinnati in-office farmers market, employees can make healthy nutritional choices, while cutting back on the single-use plastics common to retail and grocery stores.

This team member network also identifies and supports opportunities for team members to volunteer on sustainability impact projects like the native tree restoration project in Aguascalientes, Mexico, one of our global locations. In two restoration sessions with participation by Benchmark Gensuite employees and their families, we restored dozens of native trees in the urban area.

One important aspect of the Sustainability Team Member Network is the evaluation of our company purchases to identify sustainable alternatives such as transitioning away from single-use plastic in company breakrooms and opting for more eco-friendly company wear and gifts. This team also provides training on proper sorting of items for landfill, recycling, and compost, encouraging employees to participate in these actions in the office and at home.

WASTE

All of our global locations have recycling stations and encourage all employees to sort their in-office waste and recycle when possible. Many of our locations also provide trainings to employees on how to best sort waste in the office and at home. Benchmark Gensuite strives to eliminate waste by offering and encouraging sustainable alternatives over single-use products in office breakrooms and at our yearly Customer Conference.

Rather than disposing of used hardware, our global teams promote a circular economy through donating computer hardware such as laptops, keyboards, and monitors to non-profit organizations around the world. Through our partnership with Infinite Chance, our team relocated more than 20 laptops to Hogar Miguel Magone in Guatemala enabling the home to add Computer Skills to their curriculum.

COMMUNITY IMPACT

We are committed to strengthening the global communities in which we operate. We invest in our people, foster a culture of diversity and inclusion, and ensure the well-being of our employees and their families.

⊙ OUR TEAM

Collaboration, performance excellence, and innovation are pillars of the Benchmark Gensuite culture, one that is fueled and nurtured by the diversity of experience and talent across our global team.

Alignment with our mission, corporate objectives, and ethical business practices is supported by our Benchmark Gensuite Academy programs, our robust training and professional development systems for team members. Opportunities for professional growth and experience are afforded to all team members and sustained through sound governance principles and documented in company policies and programs.

CELEBRATING A DIVERSE WORKFORCE

25%
of our U.S. team members identify as a minority

46%
of Global Management Positions are held by women

48%
of our global team members identify as female / 52% male

Benchmark Gensuite recognizes employee engagement as a crucial component to our success. We want all employees to feel valued through our communications, recognition, career development opportunities and positive company culture. We strive to create a supportive work environment, provide opportunities for professional growth, and offer competitive compensation and benefits. For employees located near one of our global locations, we frequently hold team engagement activities such as attending celebrations for hitting company milestones.

TEAM MEMBER NETWORKS

Our Cincinnati Team Members participated in the 2022 Pride Parade in downtown Cincinnati, OH.
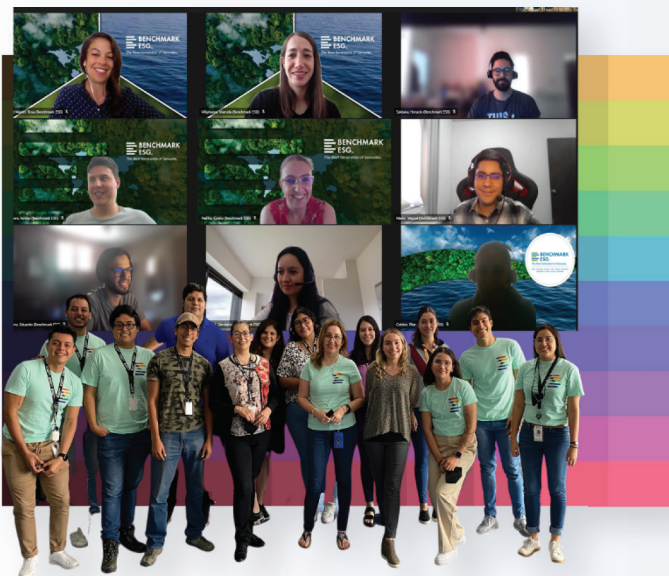

Aguascalientes Team Members attending an onsite DE&I training.

Team Member Networks, like Employee Resource Groups, are networks where team members organize (in person or remotely) to create a safe, supportive space for employees who share common interests and experiences with an overarching goal to foster a diverse and inclusive workplace and to increase awareness of issues that might impact team members.

RESPECT FOR DIVERSITY

The Respect for Diversity Group works to build awareness of Diversity, Equity, and Inclusion (DE&I) issues and to encourage open communication around topics related to diversity and inclusion.

GLOBAL PHILANTHROPY BOARD

Our global philanthropy program was built on the vision of enhancing the lives of our team and improving the well-being of individuals in underserved communities around the world with particular focus on the communities where live and work. Over the past 6 years and with a focus on women, children, and education, the Benchmark Gensuite team has participated in a number of volunteer events, donation drives, and fundraisers – highlighted below.

DUNKING BOOTH FUNDRAISER TO SUPPORT INFINITE CHANCE, A NON PROFIT DEDICATED TO PROVIDING INFINITE CHANCES TO GUATEMALAN CHILDREN, THROUGH EDUCATION

ADOPT-A-FAMILY HOLIDAY DRIVE

SCHOOL SUPPLIES DRIVE IN AGUASCALIENTES, MEXICO

VIVAC DONATION TO SUPPORT SINGLE MOTHERS

CORPORATE GOVERNANCE

Sound corporate governance is required to ensure the long-term viability of our organization and, therefore, our ability to support the positive global impacts of our subscriber community. Our commitment to transparency, accountability, and credibility underscores our role in partnering with our subscribers to ensure their own commitments to compliance, risk management, sustainable operations, and the generation of business value.

DATA SECURITY

Threats to global data security and information are numerous. As an ISO/IEC 27001:2013 certified provider, Benchmark has taken significant steps to help ensure the availability, integrity, and confidentiality of our clients' information. Our Information Security Management System (ISMS) has received third-party accreditation from the International Standards Organization.

ISO/IEC 27001:2013 is an information security management system standard published in October 2013 by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC).

This certification demonstrates Benchmark's continued commitment to information security at every level and ensures that the security of their data and information has been addressed, implemented, and properly controlled in all areas of the organization.

MARKET IMPACT

We are uniquely positioned in the market to directly support the commitments our subscribers have made to their employees and stakeholders for safer and more sustainable operations through digital transformation.
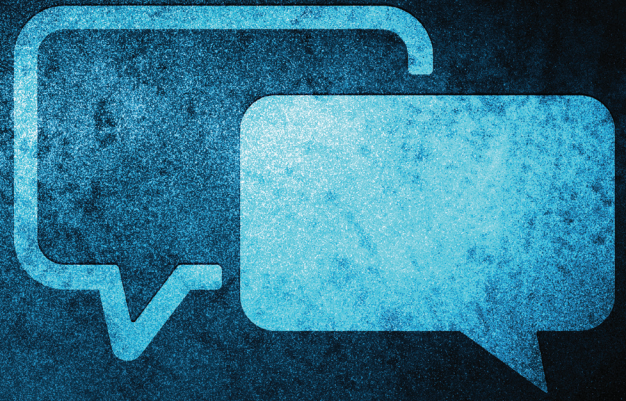
Through the award-winning Benchmark Gensuite digital solution platform, our subscribers improve global workforce engagement and operationalize their commitments to total worker health and safety and sustainable operations. The Benchmark Gensuite's platform is built on 20+ years of industry best practice workflows and complemented by ground-breaking capabilities for informed decision making and connected enterprise via Benchmark's robust mobile platform and advanced technologies including AI, IoT, and Benchmark Analytics®.

As a Certified Software Partner of the Global Reporting Initiative (GRI), a Gold Partner and Accredited Service Provider of the CDP (formerly the Carbon Disclosure Project), an Official Supporter of the Taskforce on Climate-Related Financial Disclosures (TCFD), a member of the International Financial Reporting Standards Sustainability Alliance (IFRS/SASB), and a member of the Science Based Targets Network (SBTN), we support the industry and greatly simplify the management of Sustainability and ESG programs, data, and reporting through licensed reporting frameworks.

GRI

CDP DISCLOSURE INSIGHT ACTION

IFRS Sustainability Alliance

SCIENCE BASED TARGETS NETWORK GLOBAL COMMONS ALLIANCE

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Through the industry's most robust, organically developed, and unified platform for EHS, Sustainability, and ESG Reporting, Benchmark Gensuite subscribers are able to ensure compliance, better manage operational and value chain risk, and demonstrate positive impact and progress towards sustainability goals. We are pleased to share some of these stories with you.

BENCHMARK GENSUITE®
SUBSCRIBER HIGHLIGHTS

"The [Benchmark] tool provides the flexibility for sites to report on what resources they are using and enter the data in their local units of measure and currency. Also, by tracking operational metrics in other systems that are being integrated into Benchmark, we can normalize data for intensity metrics."

- Sr. Global Manager, Strategic Environmental Development & Sustainability

"[We] have undertaken dozens of Energy Treasure Hunts over the years. In 2019 alone, six factories went hunting and generated 356 energy reduction ideas that could potentially reduce their energy consumption by an estimated 39,000 MWh, decrease their CO_2 emissions by an estimated 14,917 metric tons and, of course, lower their energy costs. A triple win."

- Director, Global Sustainability

"Managing compliance and supply chain transparency objectives across a diverse group of autonomous business units is quite challenging, especially when you consider the rate at which our business is growing. After struggling for years with spreadsheets and inefficient processes, we are realizing the value of a centralized, coordinated approach through Benchmark ESG"

Corporate Mgr, EHS, Sustainability, ESG, Stewardship & Responsible Sourcing

400 Global Subscribers, 35 Industries

3M+ Users around the world – unlimited users!

30+ Languages across 150 countries

BENCHMARK GENSUITE®

Delivering on Your EHS, Sustainability & ESG Reporting Needs With One Unified Digital Platform

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