



SANMINA

GOVERNANCE VISION ACCOUNTABILITY
VALUES CORPORATE DIVERSITY INCLUSION
INTEGRITY PEOPLE SOCIAL RESPONSIBILITY
ECO-FRIENDLY EQUALITY MISSION COMMUNITY SAFETY
SUSTAINABLE SUPPLIERS ETHICS HEALTH LEADERSHIP
CUSTOMERS CAREER GROWTH VOLUNTEERISM

2020 CORPORATE RESPONSIBILITY REPORT

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SANMINA WORKS TO BE A GOOD NEIGHBOR IN THE COMMUNITIES WHERE WE OPERATE AND AROUND THE WORLD, SPONSORING MORE THAN 50 CHARITIES AND EVENTS INCLUDING THE RED CROSS, CHILDREN'S CANCER FOUNDATION AND MANY OTHERS. WE ALSO ENCOURAGE OUR EMPLOYEES TO VOLUNTEER AND BECOME INVOLVED WITH ORGANIZATIONS THAT ARE MEANINGFUL TO THEM.



MESSAGE FROM CHAIRMAN & CEO

Since Sanmina's founding 40 years ago, we've operated our business based on several core beliefs, including professional integrity and doing the right thing. We take our sustainability and corporate social responsibility initiatives seriously, knowing that this work results in positive changes to our working environment, our people and the communities where we do business. We are committed to making our workforce inclusive, our business sustainable and our stakeholders engaged by maintaining strong environmental and social practices.

Sanmina was among the first companies to comply with the European Union's (EU's) Restriction of Hazardous Substances (RoHS) and Waste from Electrical and Electronic Equipment (WEEE) Directives in the mid-2000s. Sanmina facilities also began proactively implementing energy saving projects in 2010. Today, we welcome the opportunity to share our efforts publicly on an ongoing basis, to provide transparency and encourage continuous improvement.

We believe that our success is a direct result of our diverse and highly skilled workforce across the globe. We work hard to provide a positive working environment, with a focus on employee development through comprehensive training programs. We have created our own Sanmina University, a professional development program for employees who seek to advance their careers through skills-based training. We are also proud that our safety record continues to be among the best in our industry.

Our global corporate social responsibility efforts are guided by a management team and board of directors that are dedicated to the highest standards of ethics and integrity. Their efforts are measured against our Business Code of Conduct, which shapes our values and guides our decisions and actions.

We are dedicated to being an ethical and responsible business and will remain focused on continuing to raise our standards, while considering the interests of all our stakeholders.



Jure Sola
Chairman and Chief Executive Officer





Founded in
Silicon Valley
in 1980



Jure Sola
Chairman & Chief
Executive Officer



**Corporate
Headquarters**
San Jose, California



Revenue of
\$6.96B
FY'20



Publicly Traded
NASDAQ Ticker
Symbol: **SANM**



Workforce
37,000
Employees



Manufacture in
21 Countries
6 Continents



Member of RBA
Formally **EICC**
Since 2004

SANMINA, A FORTUNE 500 COMPANY, PROVIDES END-TO-END GLOBAL MANUFACTURING AND SUPPLY CHAIN SOLUTIONS TO MANY OF THE WORLD'S MOST INNOVATIVE COMPANIES. RECOGNIZED AS A TECHNOLOGY LEADER, SANMINA DELIVERS SUPERIOR QUALITY AND SERVICES TO ORIGINAL EQUIPMENT MANUFACTURERS (OEMS) PRIMARILY IN THE COMMUNICATIONS NETWORKS, CLOUD SOLUTIONS, MEDICAL, DEFENSE AND AEROSPACE, INDUSTRIAL AND AUTOMOTIVE. SANMINA'S GLOBAL FOOTPRINT INCLUDES NEW PRODUCT INTRODUCTION (NPI) FACILITIES AND MANUFACTURING AND LOGISTICS CENTERS IN 21 COUNTRIES ON SIX CONTINENTS.

SINCE OUR FOUNDING IN 1980, SANMINA HAS BEEN COMMITTED TO SOCIAL RESPONSIBILITY AND THE ENVIRONMENT. FOR FORTY YEARS WE HAVE BEEN OPERATING OUR BUSINESS BASED ON SEVERAL CORE BELIEFS, INCLUDING PROFESSIONAL INTEGRITY AND DOING THE RIGHT THING. WE PARTICIPATE IN A DYNAMIC ENVIRONMENT WHERE THE EXPECTATIONS AND STANDARDS OF OUR CUSTOMERS, INVESTORS, EMPLOYEES AND COMMUNITIES CONTINUE TO PROPEL US TO A HIGHER LEVEL. WE ARE PROUD TO PRESENT OUR CORPORATE SOCIAL RESPONSIBILITY (CSR) REPORT WITH 2019 AS OUR BASELINE. THIS REPORT DEMONSTRATES OUR COMMITMENT AND INTENTIONS TO INCREASE TRANSPARENCY REGARDING OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE FOCUS AND PERFORMANCE.



This report has been prepared with Global Reporting Initiatives (GRI) guidelines in mind, but is not intended to be fully compatible with all GRI requirements. We have used an internal process, supplemented by our stakeholder engagement work, to identify the sustainability areas that are the most important to Sanmina and to our stakeholders. Accordingly, this report covers our activities through the calendar year 2019. Environmental data provided in this report encompasses all major manufacturing locations.

We value stakeholder feedback and encourage you to engage with us. Please direct enquire to info@sanmina.com.

Materiality Assessment

Our corporate social responsibility report is an opportunity for us to communicate key environmental, social and governance topics that we believe are viewed as significant to our stakeholders. We have identified topics that represent our strategic priorities and represent potential financial and reputation impacts. Other topics that are important and are of interest to our stakeholders have also been disclosed in our GRI Index. Our quarterly and annual filings with the SEC provide regular insight into our business and the financial performance of the company and address material risks as defined by the SEC whereby a reasonable shareholder would deem the risk important.



ENVIRONMENTAL

- Climate Change
- Waste Management



SOCIAL

- Diversity and Inclusion
- Human Capital Development
- Health and Safety
- Employee Support
- Responsible Supply Chains



GOVERNANCE

- Ethical Business Practices
- Regulatory Compliance
- Board Diversity

AT SANMINA WE FOSTER A WORK ENVIRONMENT THAT IS BUILT ON THE BELIEFS OF OUR VISION, MISSION AND VALUES. WE BELIEVE CORE VALUES HELP US ALIGN OUR EMPLOYEES, FROM TOP LEADERSHIP TO ENTRY-LEVEL, IN WORKING TOWARDS THE SAME COMMON GOAL, AND SHARE A BIGGER PURPOSE.



VISION

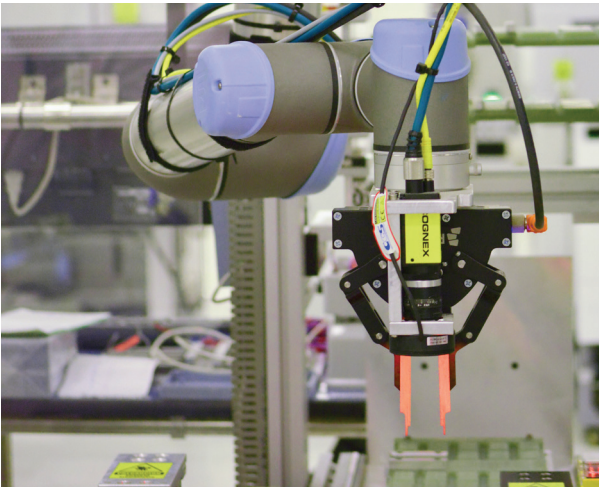
The trusted leader in providing products, services and supply chain solutions to accelerate customer success.

MISSION

Provide competitive advantage for customers with mission critical products, services and supply chain needs while driving value for customers, employees, and investors.

VALUES

Our core values revolve around honesty, integrity and openness to guide our behavior. We encourage innovation and foster a collaborative culture that is committed to personal accountability, ethical business practices and good corporate citizenship.



In everything we do, we strive to exceed customer expectations, build strong supplier partnerships and consistently deliver superior technology and performance.

SANMINA'S LONG-TERM FOCUS ON KEY INDUSTRIES

For 40 years, Sanmina has been providing technology, designing products and building global supply chains for companies across the communications networks, cloud solutions, medical, defense and aerospace, industrial and automotive industries. Leading companies in these industries can bring their products to market faster because of Sanmina's industry-specific supply chain, manufacturing, design and technology expertise.

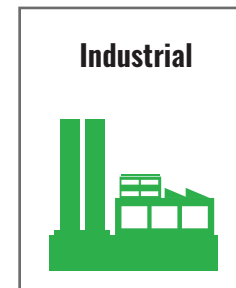
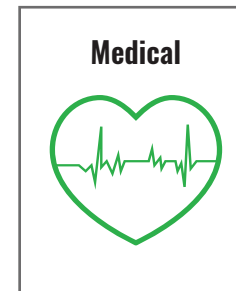
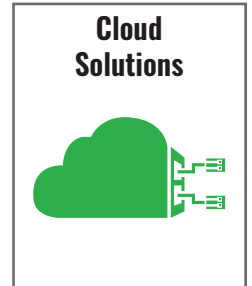
Our deep technology experience includes engineering, advanced interconnect solutions, test systems, manufacturing automation and preferred supply chain management. Applying this expertise makes our customer's products more competitive, while reducing their global supply chain costs.

THE VALUE SANMINA PROVIDES – HIGH TECHNOLOGY, GLOBAL SUPPLY CHAIN SOLUTIONS

ADVANCED TECHNOLOGY AND PRODUCT DESIGN

Sanmina provides some of the world's best known companies with product design services and advanced technology in markets that include communications networks, cloud solutions, medical, defense and aerospace, industrial and automotive. Examples of recent product designs and technology innovations include:

- Design of medical RF therapy products
- The latest high-speed optical technology for long-haul optical networks
- Design of advanced RF systems for the world's most advanced phased-array radar systems
- Design of communications systems
- Advanced interconnect systems for automotive electronics
- The highest-speed printed circuit boards (PCBs) for advanced communications infrastructures



WITH YOU EVERYWHERE, EVERY DAY



SANMINA PROVIDES ADVANCED TECHNOLOGY AND GLOBAL SUPPLY CHAIN SOLUTIONS TO MANY OF THE WORLD'S MOST INNOVATIVE COMPANIES.

SANMINA 2020 CSR REPORT: ABOUT OUR COMPANY

Each and every day, people use products that may incorporate our designs and are manufactured by Sanmina. When you use your credit card at a point of sale terminal, withdraw cash from an ATM, send a text or email, make a cell phone call, drive a car, ride in an elevator, stream a video or use a personal medical device, there is a good chance that some of these products were produced by Sanmina. Sanmina also provides core technology for advanced communications infrastructure and defense systems, including optical and wireless systems, cloud storage and advanced aerospace, satellite and defense systems.

We manufacture high complexity products with stringent certifications and government clearances. Our customers depend on Sanmina to deliver a complete and global manufacturing solution, taking into account the highest level of customer satisfaction, on-time delivery and quality they can count on. We are an extension of our customers and our job is to help them successfully bring their products to market.

With the onset of the COVID-19 pandemic, this year brought many challenges that resulted in even closer collaboration between Sanmina and our customers and suppliers. During this critical time, we've been able to keep our operations running around the world, helped our suppliers achieve business essential status to keep their doors open, solved shipping route challenges and leveraged our logistical and supply chain expertise to get our customers the products and services they need. For medical customers, we've helped them as they redirected their focus from traditional products to the development of COVID-19 test kits and analyzers. For our communications customers, we've supported the accelerated development and deployment of 5G products in response to increased bandwidth demand, as more people and children work and learn virtually from home.

A top priority is the health and safety of our employees and we take great pride in the work they are performing during this critical time. We have thoroughly controlled measures in place at all of our facilities to ensure employee safety and our operations around the world abide by all of local government and health protocols.

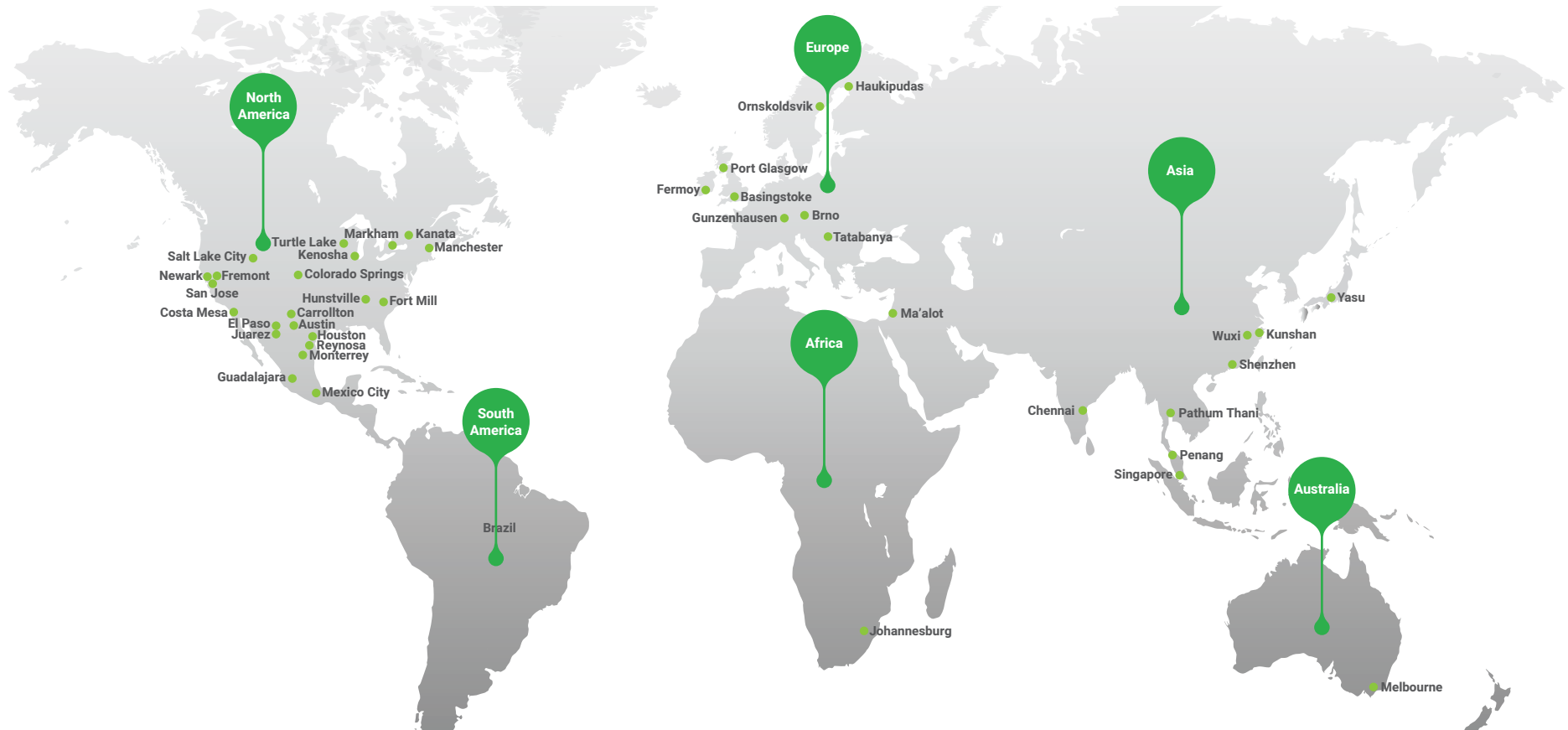
WE ARE HERE TO ENSURE THE SAFETY OF OUR PEOPLE AND SUPPORT OUR CUSTOMERS, NO MATTER THE CHALLENGE.

GLOBAL MANUFACTURING, INFORMATION TECHNOLOGY AND INNOVATION

Sanmina provides complete global supply chain solutions to several premier brands. For many companies, we provide design, global manufacturing, distribution and repair operations. For a single customer, this means seamlessly manufacturing their core technology and finished products in several different Sanmina factories located around the world, designing advanced products for them in our design centers and servicing and refurbishing products in other key Sanmina facilities.

TECHNOLOGY INNOVATION AND GLOBAL SUPPLY INTELLIGENCE

Sanmina invests heavily in the latest manufacturing technology and systems. For some products, Sanmina operates fully automated production lines. We are a leader in digital transformation, leveraging Industry 4.0 practices and IIoT (Industrial Internet of Things) technologies. Our cloud-based 42Q manufacturing system connects more than 25,000 manufacturing devices and 60 factories around the world, providing critical manufacturing information in real time, such as yields, throughput and inventory levels. This visibility empowers our employees and customers to speed decision making, reduce errors and optimize production.



INTEGRATED MANUFACTURING SOLUTIONS



ADVANCED TECHNOLOGY

- PCB FABRICATION
- BACKPLANE ASSEMBLY
- CABLES
- ENCLOSURES
- PRECISION MACHINING
- PLASTIC INJECTION MOLDING
- PCB ASSEMBLY
- MEMORY MODULES
- OPTICAL, RF & MICROELECTRONICS
- STORAGE DESIGN

END-TO-END SOLUTIONS

- DESIGN AND ENGINEERING
- TECHNOLOGY AND COMPONENTS
- NPI AND TEST DEVELOPMENT
- SUPPLY CHAIN AND MANUFACTURING
- FULFILLMENT AND REPAIR SERVICES

MARKET FOCUS

- COMMUNICATIONS NETWORKS
- CLOUD SOLUTIONS
- MEDICAL
- DEFENSE & AEROSPACE
- INDUSTRIAL
- AUTOMOTIVE

AT SANMINA, WE OPERATE OUR BUSINESS BASED ON SEVERAL CORE BELIEFS, INCLUDING PROFESSIONAL INTEGRITY AND DOING THE RIGHT THING. WE TAKE OUR SUSTAINABILITY AND CORPORATE RESPONSIBILITY INITIATIVES SERIOUSLY, KNOWING THAT THIS WORK RESULTS IN POSITIVE CHANGES TO OUR WORKING ENVIRONMENT, OUR PEOPLE AND THE COMMUNITIES WHERE WE CONDUCT BUSINESS.



AT SANMINA, WE ARE COMMITTED TO OUR
CORPORATE SOCIAL RESPONSIBILITY (CSR)
MISSION TO IMPROVE THE LIVES OF THE
PEOPLE WE EMPLOY AND THE RELATIONSHIPS
WITHIN OUR COMMUNITIES.



CORPORATE SOCIAL RESPONSIBILITY AT SANMINA

At Sanmina, we are committed to our Corporate Social Responsibility (CSR) mission to improve the lives of the people we employ and the relationships within our communities. We carry out this mission through the work of each and every one of our employees, through our diversity and inclusion initiatives and by implementing environmentally responsible business practices. We strive to exceed customer expectations in quality, delivery and service as we build long-term relationships that are based on exceptional customer satisfaction.

ACCOUNTABILITY AND SUSTAINABILITY

We recognize that reporting on social, economic, ethics and environmental practices is vital to a successful business. Sanmina defines corporate social responsibility as integrating social, environmental, safety, ethics and human rights concerns in our business operations and our interactions with stakeholders on a voluntary basis. Our customers work hard to maintain an excellent brand image and company reputation and we see this as our job as well. Maintaining excellent stakeholder relationships is very important at Sanmina.

AFFILIATION

The principles of the Responsible Business Alliance (RBA) are part of our corporate culture and core values and are reflected in our commitments to our customers, stakeholders, employees and communities in which we do business around the world. These commitments drive us to provide a safe and positive work environment for our employees that emphasize learning and professional development, respect for individuals and ethical conduct, and that is facilitated by a direct management-employee engagement model.

For over a decade, we have tracked human capital metrics that we consider to be key to our business, including health and safety, career growth and development, turnover and diversity and inclusion. Management regularly reviews these metrics and seeks to improve them.

AT SANMINA, WE BELIEVE OUR SUCCESS IS A DIRECT RESULT OF OUR DIVERSE AND HIGHLY SKILLED WORKFORCE. SANMINA EMPLOYEES THRIVE ON DELIVERING EXCEPTIONAL PRODUCTS AND SERVICES TO THE WORLD'S LEADING TECHNOLOGY COMPANIES.





EMPLOYEES-THE KEY TO OUR SUCCESS

At Sanmina, we believe our success is a direct result of our diverse and highly skilled workforce. Sanmina employees thrive on delivering exceptional products and services to the world's leading technology companies.

In 2019, Sanmina had 52 percent of its workforce located in the Americas. Our diverse workforce spans the regions of Europe, Asia and the Americas. We believe that promoting from within leads to significant advantages to both employees and the company. This includes faster ramp times, opportunities for growth, promotion transparency and long-term employee loyalty.

ENCOURAGING INCLUSIVE HIRING PRACTICES

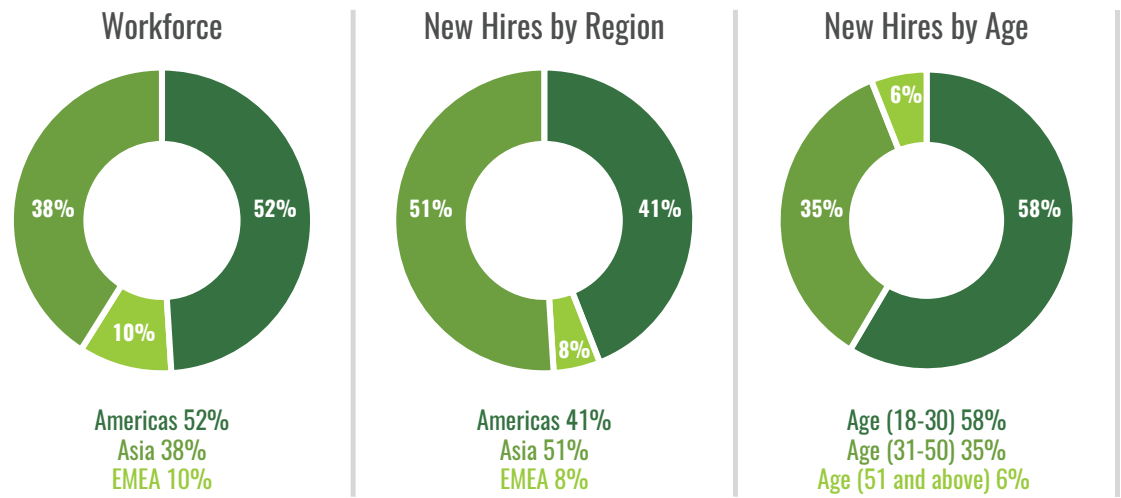
Sanmina's facilities in Tatabanya won the Disability-Friendly Workplace Recognition Award, which highlights our commitment to inclusive hiring practices. The facility implemented an equal-opportunity hiring campaign to encourage applications from people living with a disability. Each Tatabanya facility also contains special workstations to accommodate staff with a disability. The annual award is presented by the Ministry of Human Resources, the American Chamber of Commerce in Hungary, the Szövetség a Kiválóságért Non-Profit and the Hungarian-based, Salval Vita Foundation.



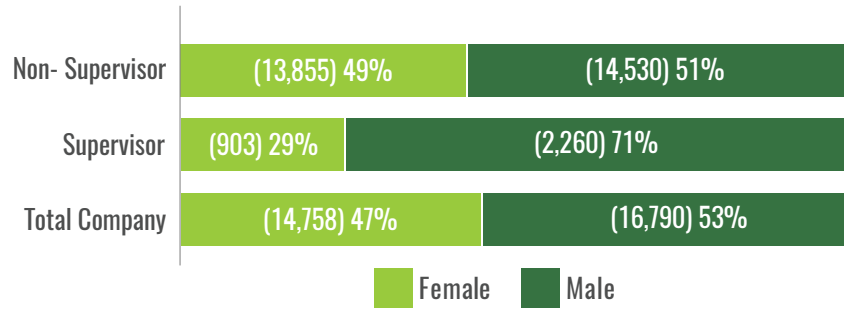
DIVERSITY INCLUSION

We recruit and hire people based upon their skills for the job without regard to gender, ethnicity or other protected traits and it is our policy to comply fully with all domestic, foreign and local laws relating to discrimination in the workplace. Sanmina is about respect, integrity, innovation, passion, pride and trust. We strive to offer an inclusive culture that encourages and supports our employees. We believe our ability to attract and retain talent supports our future growth. In 2019, the gender distribution of our employees was relatively proportional around the globe, with males representing 53 percent and females representing 47 percent of our global workforce. In the U.S. our employee talent was 50 percent ethnically diverse and 38 percent female.

GLOBAL WORKFORCE DATA



GLOBAL LEADERSHIP BY GENDER



U.S. WORKFORCE DATA



PROVIDING A POSITIVE WORK ENVIRONMENT

Our adherence to the principles of the Responsible Business Alliance (RBA) contributes to Sanmina's overall commitment to provide a positive work environment that encourages professional development and growth. Sanmina is one of the eight founding members of the EICC (now RBA), which was established in 2004. We also apply industry safety standards to all our international facilities, seeking to create a secure and hazard-free work environment for our employees.

ENCOURAGING CAREER GROWTH THROUGH TRAINING

A major focus at Sanmina is employee development through comprehensive training programs. Training takes place at many levels and is targeted to the specific needs of the individual employee. From detailed process work instructions to a robust Lean Six Sigma training and certification program, we are committed to the advancement and empowerment of our employees.

We also provide training in environmental conservation and environmental awareness safety and health issues.

To make access to learning as easy as possible, we deliver and manage training through several different applications:

- **The Pilgrim Platform**-Currently installed in twenty Sanmina facilities, allows for simplified management of employee training against established requirements. Over the next several years, more facilities will be implementing Pilgrim.
- **The Sanmina OLE (On Line Education)**- Application delivers and tracks training against corporate policies and procedures. OLE is currently implemented in all Sanmina facilities worldwide.
- **Mentored On the Job Training (OJT)**- Helps to ensure that employees can demonstrate that the training they have taken was effective and they are competent in the performance of their duties.

**SUCCESS DEPENDS UPON RETAINING OUR HIGHLY TRAINED MANUFACTURING AND OPERATING PERSONNEL.
WE BELIEVE THE COMBINATION OF COMPETITIVE COMPENSATION AND CAREER GROWTH AND DEVELOPMENT
OPPORTUNITIES HAVE HELPED INCREASE EMPLOYEE TENURE AND REDUCE VOLUNTARY TURNOVER.**

SANMINA UNIVERSITY-OUR OWN PROFESSIONAL DEVELOPMENT PROGRAM

Sanmina University is a professional development program for employees who seek to advance their careers through skills based training. The program offers courses and workshops in areas such as: product and process engineering, program management, supply chain management, test engineering, quality, human resources, equipment engineering and production control.

Sanmina University also offers skills training to help employees improve problem solving, business communication, teamwork and leadership.

FOR THREE CONSECUTIVE YEARS, SANMINA UNIVERSITY IN MEXICO WAS HONORED WITH THE JALISCO GOVERNMENT “EXCELLENCE IN TRAINING” AWARD.

Sanmina University Courses Include:

- **Initial Training**-Courses allow each employee to perform according to their position or responsibilities. Courses include an introduction to the organization, an introduction to the position, knowledge of clients and job requirements.
- **Skills Development**-Organizational skills required by an employee or group, based on the requirements of the business and the employee's position.
- **Career Plan**-The structure required to foster employee growth, based on experience. Courses can be taken in person or online. We have had more than 362,000 visits on the website, which offers more than 4,000 different training materials. The site provides more than 400,000 hours of annual training.



PERFORMANCE MANAGEMENT PROCESS

At Sanmina, we implement the performance management process through our online tool. It's an important way to align our workforce and drive employee performance. Data from this tool enables us to monitor appraisals from start to finish. In 2019, we conducted approximately 85% employee appraisals and career development reviews.

THE ANNUAL REVIEW PROCESS CONSISTS OF SIX PARTS:

- **Employee Self Appraisal**-Every employee review begins with a self-appraisal.
- **Performance Management Training**-Comprehensive training is offered to all new managers and supervisors. An abbreviated refresher is available to those that have already been in their leadership position for a period of time.
- **Written Performance Appraisal**-This appraisal evaluates the employee's performance, since the previous appraisal period.
- **Employee/Manager Discussion**-The manager provides verbal feedback to the employee based on his or her written performance evaluation. The appraisal form is signed by both manager and employee and included in the employee's personnel file.
- **Performance Improvement Plan**-In instances where the overall rating results realize "Needs Improvement," employees are provided with further feedback and structure through an individualized Performance Improvement Plan.
- **Setting Objectives (Management by Objectives)**-Agreement is reached between the employee and the manager on key objectives for the forthcoming appraisal period. We consider the Sanmina performance management process as our key people management process. The process aims to ensure that all Sanmina supervisors/managers:
 - Understand that an employee's objectives should be linked to a plant or department's targets.
 - Know the key elements of an employee's role.
 - Understand how to apply the evaluation ratings to ensure that it provides a true indication of an employee's overall performance.
 - Understand the importance of having regular feedback sessions throughout the year.
 - Are aware of the importance of writing quality appraisals and providing meaningful feedback.

SANMINA 2020 CSR REPORT: PEOPLE

PROMOTING HEALTH AND WELLNESS

Sanmina provides competitive and comprehensive benefit packages to our employees. We believe our employees are our biggest asset and we nurture this by offering ways to stay healthy, encourage wellness and stay active.

SANMINA'S GOAL IS SIMPLE:

ENABLE EMPLOYEES TO LIVE HEALTHY AND BALANCED LIVES.

Here are some of the ways we help our employees achieve this goal:

SanminaWell-Sanmina launched a Wellness Program for US facilities in 2010 called SanminaWell that continues to be a popular and beneficial program for our employees. SanminaWell supports employees in achieving strong health measures and healthy lifestyles. The program offers incentives for tracking and improving key health measures, as well as optional activities designed to educate and encourage healthy behaviors.

Among several activities we offer:

- Hike and Seek Series
- Lunch and Learn Webinars
- Bootcamps
- Guest Speakers (Health Professionals)
- Fitness Workshops
- Nutrition and Healthy Eating Online Seminars
- Intramural Sport Teams (softball, soccer, bowling, golf)





EVENT SPONSORSHIP

Sanmina sponsors numerous events each year around the world that promote the health of our employees and other members of the community.

INDIVIDUALIZED SUPPORT

In the U.S., our Health Promotion Consultants provide one-on-one wellness counseling for employees who wish to get expert advice on fitness, nutrition and other health-related goals.

EMPLOYEE ASSISTANCE PROGRAM

Sanmina's Employee Assistance Program in the U.S., provides a free and confidential professional counseling service to employees and their families. These services provide support in a wide range of situations that employees may face, including but not limited to: legal and financial counseling, stress and emotional counseling, life improvement and goal setting.

KEEPING EMPLOYEES SAFE

The health and safety of our employees is fundamental to our corporate culture. We are guided by the principles outlined in the United States Department of Labor's Occupational Safety & Health Administration (OSHA), which sets and enforces government mandated standards that assure safe and healthy work environments. We are also guided by the Environmental Health and Safety principles as described in the RBA's Code of Conduct.

We conduct regular self-assessments and audits to ensure compliance with our health and safety guidelines and regulatory requirements. Our ultimate goal is to achieve a level of work-related injuries as close to zero as possible through continuous investment in our safety programs.

WE ARE COMMITTED TO ENSURING:

- **Strong Occupational Safety Standards**-We proactively and continue to assess physically demands tasks and exposure to safety hazards with our goal to minimize injury and illness. If an incident occurs, we provide necessary medical treatment.
- **Effective Emergency Preparedness Procedures**-All employees have access to our emergency plan, which includes emergency reporting, employee training and drills, fire safety and recovery plans.
- **High Industrial Hygiene and Sanitation Standards**-We ensure the maintenance of sanitary manufacturing facilities.
- **Appropriate Safeguarding of Production Areas and Equipment**-We conduct comprehensive audits and the necessary corrective action processes, ensuring the continuous improvement of workplace safety.

Sanmina consistently demonstrates low lost workday case rates, a measure of injury/illness severity and business impact. Days away from work were 0.074% and days of restrictions 0.019%. The injury rates assume an average of 2,080 hours worked per employee, per year and is based on domestic and international operations in 2019. Because of the differences in governmental reporting requirements, a direct comparison between countries is not appropriate. Sanmina continues to improve safety through various prevention programs including hygiene, ergonomics, training, self-assessments and third-party audits.



RESOLVING EMPLOYEE COMPLAINTS AT THE LOCAL LEVEL

Sanmina is firmly committed to and encourages fair and equitable resolution of employee grievances to foster a positive employee relations environment through effective local facility employee complaint resolution processes.

Our local employee complaint resolution policies are described within regional employee handbooks, orientation and training. Employees are encouraged to use the system to address concerns and complaints, which we aim to resolve quickly and with openness and respect.

At Sanmina, local HR Representatives are experts at investigating and resolving any HR related issues. This means listening and responding promptly to employee concerns in a professional and confidential manner. Our local employee complaint resolution processes ensure that employees' concerns are resolved quickly and successfully.



SANMINA· GIVING BACK

Sanmina believes in supporting the communities where we do business, as well as national and international organizations. We have made community outreach an integral part of our company values and culture. Sanmina's outreach includes significant financial support and the personal commitment of our employees through initiatives such as collecting donations for local food banks, clothing drives, children's toy and book charities and by supporting regional homeless shelters.

EXAMPLES OF CHARITIES SANMINA SUPPORTED

- American Red Cross
- Cancer Society
- Chennai CSR Project for Rural Healthcare
- Family Supportive Housing
- Fundacion Social AIMMO
- Goodfellows
- Hair for Hope, Singapore
- Ideal Village Project
- Malaysia Community Outreach
- Metrocrest Services
- Mi Gran Esperanza
- Race for Research
- Sacred Heart
- Salvation Army
- Second Harvest Food Bank
- Toys for Tots
- Women and Children's Horizons



SUPPLIERS: AN EMPHASIS ON DIVERSE, LOCAL COMPANIES

Our primary supply chain goal is to consolidate our global spend to create the synergy and leverage to drive our supply base for better cost competitiveness, more favorable terms and leading-edge supply chain solutions. Our supplier evaluation process utilizes these criteria together with corporate social responsibility and responsible sourcing factors to ensure that we utilize suppliers that are the right fit for Sanmina when choosing suppliers.

- **Supplier Diversity**-As a global supplier to our valued customers, employees and stakeholders, we recognize that a diverse supply base has contributed to our success. Registering as a minority, women or veteran owned supplier creates visible opportunities. Focusing on increased purchases of goods and services from minority, women and disabled veteran suppliers allows us to provide economic empowerment to a diverse supply base. We have taken an active role in mentoring opportunities, community involvement and educational assistance to strengthen our suppliers.
- **Spend with Local Suppliers**-We believe in supporting qualified suppliers located in our local business areas.
- **Code of Conduct**-Because our suppliers represent Sanmina throughout the supply chain, we ask that they adhere to specific supplier requirements that include the Responsible Business Alliance (RBA) Code of Conduct. It establishes standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity and that business operations are environmentally responsible and conducted ethically.

The code specifies that adopters must not use forced, bonded, indentured or prison labor, that work shall be voluntary and that workers shall be free to leave their employment. This policy precludes the use of child labor in accordance with the RBA and international standards. All of Sanmina's plants adhere to this provision of the code and Sanmina has notified its suppliers of its expectation that they adhere to the code. We participate in many audits throughout our plants around the globe. In addition, critical suppliers must complete a questionnaire to confirm whether they, too, have adopted the code or participate in an equivalent social code Sanmina also adheres to all U.S. and foreign laws to which it is subject relating to anti-trafficking, including California Senate Bill 657 and the Modern Slavery Act 2015 - U.K. If a supplier fails to live up to our standards, including those contained in the code with respect to labor rights and conditions, we may terminate our engagement with them and replace them with a supplier which does.

SUPPLIER ENGAGEMENT

Sanmina engages with our suppliers on a daily basis, and we take the opportunity to make social and environmental responsibility part of our ongoing dialogue.

The RBA Code of Conduct is incorporated into our supplier requirements, which are available through the partner portal on our corporate web site, and also included in our purchase order terms. Our supplier surveys, which are used for initial assessment of new suppliers for classification purposes, as well as a tool for corrective action follow-ups, utilize the Code of Conduct as a framework for questions around social and environmental responsibility.

Annually, Sanmina collects data from our suppliers on the use of Conflict Minerals in their supply chains, per the Dodd-Frank Conflict Minerals legislation. Sanmina files a Conflict Minerals Report with the SEC each year outlining our methodology and the results of our country of origin enquiry and due diligence efforts around Conflict Minerals.

Sanmina also requests suppliers complete a Human Trafficking survey each year, which is used to identify potential risks in the supply chain in this area.

RBA ONLINE PLATFORM

This online sustainability data management system helps us manage and share sustainability data, including from audits and self-assessment questionnaires (SAQs) that assess risk at the corporate and facility level.

Key functions of RBA-Online include:

- **Online Completion** of the RBA self-assessment questionnaire, including online analysis by a company's customers (as authorized by the supplier).
- **Company Self-Registration** and maintenance, including supply chain trading relationship specification.
- **Ability** for a company to invite its suppliers to use RBA-Online.
- **Identification of Risk** in the supply chain through major supplier completion of SAQs for their facilities.
- **Secure Sharing** of common supplier social responsibility data with customers.

**SANMINA ENCOURAGES AND FACILITATES
THE OPEN EXCHANGE OF IDEAS AND
TECHNOLOGY TO ADDRESS THE NEEDS OF
OUR GLOBAL ENVIRONMENT, NOW AND IN
THE FUTURE.**



ENVIRONMENT- A STRONG, ONGOING COMMITMENT

Sanmina is committed to protecting the environment and controlling the use of resources in manufacturing and related activities. As a Responsible Business Alliance (RBA) member with a global ISO-14001 certification, our environmental management system helps maintain a safe and healthy environment for our employees, while ensuring our commitment to environmental responsibility. To achieve these goals, our environmental management programs comply with relevant environmental legislation rules and regulations prescribed by the cities, states and countries in which we do business.

Our strong focus on global environmental issues extends to the community level, where we participate in clean water programs and plant trees and gardens to give back to the communities where we are located.

ENVIRONMENTAL MANAGEMENT SYSTEM

The Sanmina Environmental Management System is based on ISO 14001, which establishes the requirements for an environmental management standard. At Sanmina, we strive to ensure that each of our locations not only meets but exceeds this standard. We participate in programs such as e-waste, chemical replacement, reuse and recycle and we are developing metrics to track and examine our environmental performance.

Sanmina upholds all applicable laws, regulations and customer requirements regarding proper disposal of chemicals and hazardous waste. We train and educate our employees on the proper use, reuse, recycling and disposal of chemicals and hazardous waste.





ENVIRONMENTAL DIRECTIVES

The European Union's (EU's) Restriction of Certain Hazardous Substances (RoHS) and Waste from Electrical and Electronic Equipment (WEEE) Directives require the reduction and/or removal of a number of hazardous substances, including lead and other materials, from most electronic components, products and assemblies by July 1, 2006, as well as the recycling of most electrical and electronic equipment beginning on August 13, 2005. We comply fully with these directives and continue to monitor and improve key metrics in these areas.

We continue to advance our environmental and technology leadership role by proactively developing and implementing RoHS-compliant processes, including lead-free manufacturing, while managing the environmentally sound recovery and disposal of environmental waste. Sanmina encourages and facilitates the open exchange of ideas and technology to address the needs of our global environment, today and in the future.

DRIVING ECO-FRIENDLY EFFICIENCIES ACROSS THE ORGANIZATION

Sanmina's corporate campus in San Jose, CA leads the charge in becoming a more environmentally conscious and energy efficient organization. Actions we have taken include replacement of roofing with energy efficient materials to lower our energy consumption. We've replaced all lighting throughout our operations with energy efficient lighting, heating, cooling and ventilation systems. In addition, high-efficiency plumbing fixtures and landscape irrigation systems have been installed to conserve water. Our corporate campus is conveniently located within walking distance from the light rail, provided by the Santa Clara Valley Transportation Authority and we offer our employees onsite charging stations for electric vehicles. We have also made significant investments over the years to upgrade our manufacturing equipment to energy efficient systems. These upgrades are also occurring throughout our operations globally and we will continue to invest in this important initiative.

- **Energy Consumption**-While we have monitored and made significant improvements related to our energy consumption over the years, we have established 2019 as the baseline for this report. We measure the environmental impact at our main sites, which account for the majority of our total floor space. In 2019, we consumed 450.7 million kilowatt hours (kWh) of energy at our operations around the world. We will continue to look for ways to further reduce our energy consumption through our globe efforts with upgraded lighting, sensor lighting and energy-efficient machinery.
- **Water Conservation**-Conserving water and all natural resources have always been priorities at Sanmina. Water is a vital component of our manufacturing process, and every Sanmina site makes an effort to minimize water usage in its processes. Years ago we developed a program that focused on reducing our water usage using the standards of ISO 14001 and RBA principles. We remain focused on using recycled water in our production process and landscaping and look for ways to further conserve water where possible. In 2019, we recycled or reused 347,637 MT.
- **Managing CO₂ Emissions**-At Sanmina we take greenhouse gas (GHG) seriously. We continue to look for ways to drive efficiencies in our operations around the world. Our corporate campus is one example of our efforts, through the replacement of roofing with energy efficient materials. Our campus is also conveniently located within walking distance to the light rail and we offer our employees charging stations for electric vehicles. In addition, we continue to invest in manufacturing equipment while taking into consideration the environmental impact.
- **Direct And Indirect GHG Emissions**-In 2019, we recorded a total of Scope 1 and 2 of 335,989 MT, with 121,902 MT of Direct Emissions (emissions from natural gas and propane) and 214,087 MT of Indirect Emissions (emissions that are a consequence of our business activities but occur at sources owned or controlled by another entity).
- **Managing Waste**-We work with ISO-certified third-party recyclers to appropriately dispose of our waste. Our total waste in 2019 was 35,449 MT of which 65% was recycled.

**WE HOLD OURSELVES TO THE HIGHEST
STANDARDS OF ETHICS AND
INTEGRITY—AND IT BEGINS WITH
MANAGEMENT COMMITMENT.**



COMPANY LEADERSHIP

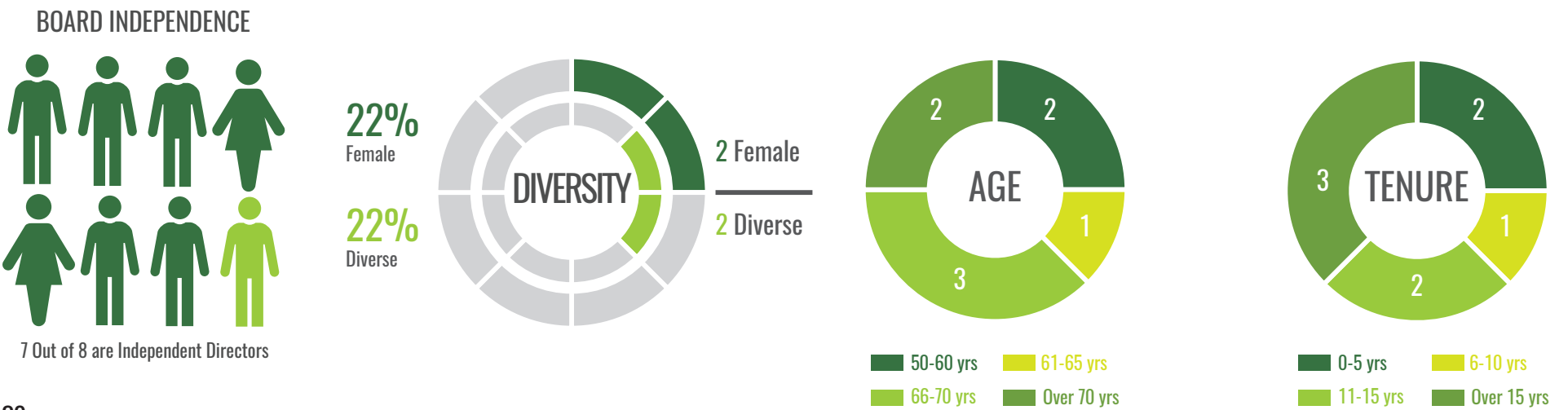
The Board of Directors oversees the management of the company. The Board delegates responsibility for day-to-day management to the Chief Executive Officer and other senior management. Directors provide the CEO and senior management with guidance and strategic oversight to help build stakeholder value.

CORPORATE GOVERNANCE

We believe that good governance leads to high board effectiveness, promotes the long-term interests of our shareholders, strengthens the accountability of the board of directors and management, and improves our standing as a trusted member of the communities we serve. High standards and rigorous policies ensure that Sanmina’s activities undertaken to pursue our objectives are aligned with responsible conduct and ethics. Our Board of Directors oversee these standards, providing accountability, objectivity, perspective and judgement when monitoring performance. These are in addition to the Board of Directors standard duties and incorporating the principles of the Responsibility Business Alliance (RBA).

BOARD COMPOSITION

The Board is comprised of eight members. Each member has an extensive background that providing diverse industry knowledge and perspective. The board is comprised of seven independent, as defined by Nasdaq rules and our Chairman and CEO, Jure Sola. The Board continues to review and evaluate the broad range of backgrounds and experiences in making determinations regarding the nominations of directors and in overseeing the annual board of directors and committee evaluations. The Board meets the diversity requirements set forth by Nasdaq.



RISK MANAGEMENT

Risk is inherent with every business, and we face a number of risks including strategic, financial, business and operational, legal and compliance, and reputational. Management is responsible for the day to day management of risks the Company faces. The Board is responsible for the oversight of management. The Board has developed an enterprise risk management framework that assigns oversight of various enterprise level risks to either the full Board or one of its committees. Pursuant to this framework, the Board and its Committees regularly receive presentations from management concerning enterprise level risks that could have a significant adverse impact on Sanmina's business and operations, including economic conditions, strategy, supply chain, trade risks, legal and regulatory matters, compensation programs, cybersecurity and credit exposures. This process permits the Board and its Committees to provide guidance to management in scoping and managing each of the Company's enterprise risk areas.

LEAD INDEPENDENT DIRECTOR

- Serve as the principal contact between the independent directors and the Executive Chairman
- Preside over meetings of the independent directors
- Assist the Executive Chairman in establishing the agenda for Board and stockholder meetings
- Monitor the quality, quantity and timeliness of information sent to the Board
- Ensure that she is available for consultation and direct communication with stockholders
- Recommend the retention of outside advisors and consultants
- Provide assistance to Committee Chairs and Committees
- Provide assistance and counseling to individual directors as needed following the Board's annual evaluation process.

CHAIRMAN AND CEO

- Guide the strategic direction of Sanmina
- Provide oversight and guidance to Company management on other Company matters
- Develop, in consultation with the Lead Independent Director, agendas for all Board meetings
- Preside over all meetings of the Board and the stockholders
- Review matters being considered by Board Committees
- Communicate with stockholders as needed
- Make himself available for consultation and communication with other Board members

AUDIT COMMITTEE

- Oversees our corporate financial reporting and external audit, including, among other things, our internal control environment, the results and scope of the annual audit and other services provided by our independent registered public accounting firm and our internal audit function.
- Is responsible for the appointment, compensation, oversight and assessment of the performance of our independent registered public accounting firm and is involved in the selection of the lead audit partner.
- Oversees certain risks relating to the preparation of our financial statements, investment policies, casualty risk insurance policies and legal and regulatory compliance, among others.
- Oversees our ethics program and reviews related party transactions and legal matters that could have a significant impact on our financial statements.

COMPENSATION COMMITTEE

- Reviews and approves the salaries and equity, incentive and other compensation of our executive officers.
- Administers our equity incentive plan.
- Approves the terms of our annual bonus program, monitors our global compensation policies and practices and serves as the administrator under our equity compensation plans.
- Assists in the oversight of risks relating to recruitment, retention, labor standards compliance and bonus and equity compensation plans and practices and reviews our succession planning process for our executive officers.

NOMINATING AND GOVERNANCE COMMITTEE

- Is responsible for evaluating the size and structure of the Board and its committees, determining the appropriate qualifications for directors and nominating candidates for election to the Board.
- Develops overall governance guidelines for the Board, including director succession planning policies, conducts an annual Board and committee evaluation and considers stockholder proposals for action at stockholder meetings, including stockholder nominees for director.
- Reviews and recommends for Board approval our non-employee Board member compensation program.

STAKEHOLDER ENGAGEMENT

We highly value our stakeholder relationships, which represent key sources of input and feedback to help enable us to achieve our CSR objectives.

We engage with stakeholders in many ways, including all hands meetings, internal communications, management meetings, human capital initiatives, open door policy, wellness programs, training programs, customer scorecards, internal and external audits, health and safety programs, investor engagement, community fundraisers, volunteerism and RBA meetings and events.

OUR VALUES

Every organization has a core set of values by which it strives to operate. At Sanmina, these values embody the qualities and principles we believe will enable us to succeed in business.

- **Personal Integrity**-To be ethical, honest and personally responsible for our attitudes and actions in our dealings with customers, employees, suppliers and stockholders.
- **Personal Challenge and Reward**-We are committed to a work environment that is both challenging and rewarding for all employees, while focusing on producing growth and profit.
- **Customer Orientation**-Customers are our first priority. We are committed to fulfilling their negotiated requirements, in order to produce products that meet their requirements on time and with world class quality.
- **Teamwork**-Common goals and purposes bring together individual effort. Our willingness to work together, share information and resources, help one another, compromise, negotiate and be open, enables us to accomplish the extraordinary.
- **People**-We are committed to helping everyone in the organization perform to their maximum potential.

ETHICS AND BUSINESS CONDUCT

At Sanmina, we hold ourselves to a high standard of ethics and integrity. Our Code of Business Conduct and Ethics, available in 16 languages, shapes our values and guides our decisions and actions. These principles ban forced or compulsory labor, prohibit bribes, ensure voluntary employment, establish minimum age requirements, compensate workers with wages and benefits and enforce compliance with the labor laws in the countries where we do business. The Code also establishes data protection, privacy, and intellectual privacy standards. Accordingly, we comply with its legal requirements, which apply to all global employees, subsidiaries and members of Board of Directors.

WE BELIEVE THAT RUNNING OUR ORGANIZATION ACCORDING TO THESE VALUES HAS MADE US THE SUCCESSFUL AND WELL RESPECTED COMPANY THAT WE ARE TODAY AND WILL ENSURE OUR CONTINUED SUCCESS IN THE FUTURE.

LEGAL & ETHICS TRAINING

Sanmina’s reputation and continued success depend on our commitment to doing business with integrity and in full compliance with the law. Our company-wide Legal & Ethics Training introduces employees to our Code of Conduct and the other compliance resources available to employees. The interactive training provides opportunities for employees to deal with difficult ethical and legal situations that can arise. Our training goal is simply to teach the importance of doing business with integrity.

We require our employees to complete thorough online training modules that focus on workplace integrity, building a culture of compliance, enhancing effectiveness and returns from management systems and processes and improving and sustaining long-term business performance. All newly hired employees are oriented to Sanmina’s Code of Business Conduct and Ethics and our Corporate Social Responsibility program.

Key legal and ethics e-learning modules include:

- Code of Business Conduct and Ethics
- FCPA: Bribing a Foreign Official
- Data Protection and Privacy
- Preventing Sexual Harassment in Today’s Workplace
- Export Controls
- Protecting Human Rights in the Supply Chain
- Records and Information Management
- Financial Integrity and Fraud
- Imports and Customs Compliance for Global Companies
- Maintaining a Respectful Workplace
- Conflict of Interest
- Professional Behavior: Mutual Respect

We developed and administered these training modules in close coordination with a leading, global ethics and governance training organization. They provide a wide variety of training, awareness and improvement solutions that help build knowledge and skill across the entire Sanmina organization. Legal and ethics training is delivered and managed using the multi-lingual e-Learning platform.

OPEN DOOR GLOBAL REPORTING RESOURCE

Sanmina endeavors to create a positive environment for our employees. We are committed to maintaining a healthy employee relations environment to meet and exceed customer requirements, while maximizing employee development and achievements. We are also dedicated to fair treatment and to providing safe, clean and comfortable working conditions for our employees worldwide. Our goals include maintaining open two-way communication and promoting a challenging work environment. This enables us to provide a workplace where individuals are treated with dignity and respect and their work contributes to company growth, while allowing them to achieve their personal goals. We stress an open door policy with direct and frequent communication. We encourage resolution of employee problems where an individual or a group's circumstances are considered and mutual trust and understanding are sincerely expressed. Open Door, our multi-lingual reporting system, is available to employees, contingent workers and visitors to report any issues or unethical matters that they may encounter at Sanmina. This phone and internet-based resource is administered 24 hours a day, 7 days a week, by an independent third party.

Using an independent third party provides Sanmina employees and other business partners with safe and secure reporting tools, either by telephone or via a website. Open Door is hosted on secure servers and is not a part of Sanmina or its company website. Our independent third party provider makes these reports available to a limited number of specific individuals within Sanmina who handle issues and concerns confidentially. Employees can choose to provide their name or remain anonymous, but in either case, there is no threat of retaliation. Confidentiality is maintained to the highest degree possible, in order to conduct an efficient investigation. Our employees also have the option to report matters directly to supervisors, managers, human resources (local or corporate), internal audit or legal. A list of reportable issues is available through Open Door, but employees are encouraged to report all issues or concerns they encounter, such as:

- Conflicts of interest
- Discrimination or harassment
- Health and safety issues
- Illegal or fraudulent conduct
- Internal accounting control and auditing matters
- Policy violations
- Securities law violations
- Theft

MANAGING AND MONITORING LABOR CONDITIONS AND HUMAN RIGHTS

We monitor and assess labor conditions in all our businesses, especially within our global manufacturing operations. Each factory monitors labor conditions through regular self-assessments that are used to create improvement plans. These assessments help us to continuously improve labor conditions and human rights. We also participate in third party audits globally.

CONFLICT MINERALS

Sanmina complies with the due diligence and reporting requirements in Dodd-Frank and the relevant SEC rules regarding Conflict Minerals. Our policy and SEC filings are publicly available at <http://www.sanmina.com/social-responsibility/ethics-governance/conflict-minerals-policy/>. As a member of the Responsible Business Alliance (RBA), Sanmina leverages the information and resources of the RBA and the Conflict-Free Sourcing Initiative (CFSI) in our country of origin inquiry and due diligence regarding sourcing of conflict minerals. Sanmina seeks to source responsibly and we encourage our customers and suppliers to do the same.

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
GENERAL DISCLOSURES			
GRI 102-1	Name of the organization	Sanmina Corporation	N/A
GRI 102-2	Activities, brands, products and services	<p>Sanmina Corporation is a leading global provider of integrated manufacturing solutions, components, products and repair, logistics and after-market services. We provide these comprehensive offerings primarily to original equipment manufacturers, or OEMs, in the communications networks, cloud solutions, medical, defense and aerospace, industrial and automotive industries. The combination of our advanced technologies, extensive manufacturing expertise and economies of scale enables us to meet the specialized needs of our customers.</p> <p>OUR COMPETITIVE STRENGTHS</p> <ul style="list-style-type: none"> • customer focused organization with 37,000 employees; • mission critical end-to-end solutions; • product design and engineering resources; • vertically integrated manufacturing global capabilities; • advanced component technologies; • global manufacturing capabilities, supported by comprehensive IT systems and a global supplier base; • expertise in serving diverse end markets; and • expertise in industry standards and regulatory requirements. 	14
GRI 102-3	Location of headquarters	San Jose, California	5
GRI 102-4	Location of operations	About our Company 2020 Form 10-K	13
GRI 102-5	Ownership and legal form	Sanmina Corporation is a corporation organized under the laws of the State of Delaware. It is publicly traded on the NASDAQ stock exchange under the ticker symbol SANM. Information about our ownership can be found in the proxy statements for our annual meetings of stockholders filed with the Securities and Exchange Commission.	5
GRI 102-6	Markets served	Communications Networks, Cloud Solutions, Medical, Defense and Aerospace, Industrial and Automotive 2020 Form 10-K	10,14
GRI 102-7	Scale of the organization	Total workforce of: 37,000 Total number of operations: 21 Countries on 6 Continents Net revenues: \$6.96B (FY 2020) 2020 Form 10-K	5
GRI 102-8	Information on employees and other workers	People	18-32

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
GENERAL DISCLOSURES			
GRI 102-9	Supply chain	We purchase large quantities of electronic components and other materials from a wide range of suppliers. Our primary supply chain goal is to consolidate our global spend to create the synergy and leverage to drive our supply base for better cost competitiveness, more favorable terms and leading-edge supply chain solutions. As a result, we often receive more favorable terms and supply chain solutions from suppliers, which generally enables us to provide our customers with greater total cost reductions than they could obtain themselves. Our strong supplier relationships often enable us to obtain electronic components and other materials that are in short supply and provide us the necessary support to optimize the use of our inventories.	10-15
GRI 102-13	Membership of associations	Corporate Social Responsibility at Sanmina	17
GRI 102-14	Statement from senior decision-maker	Letter from CEO 2021 Proxy	4
GRI 102-15	Key impacts, risks, and opportunities	2020 Form 10-K	N/A
GRI 102-16	Values, principles, standards and norms of behavior	About our Company/Governance	9,37-44
GRI 102-17	Mechanisms for advice and concerns about ethics	<p>Sanmina embraces an open door policy intended to foster direct communication about items of concern. Employees are welcome and encouraged to direct any questions or concerns they have about suspected violations of law or company policy to their supervisor, management, or the company's local or corporate Human Resources, the Internal Audit Department and/or the Legal Department, among other reporting resources. As an alternative, Sanmina has established an Open Door program which gives its employees a secure resource through which they may (on an anonymous or identifiable basis) make inquiries and report issues and concerns, including, concerns regarding possible or suspected violations of law, company policies or unethical conduct. The Open Door reporting system, which is available by toll-free phone access or web access, is administered 24 hours a day, 7 days a week by an independent third party service provider, with translation resources available in languages other than English. Reports submitted through the Open Door program are treated confidentially to the fullest extent possible and consistent with the Company's prohibition against retaliation for making reports in good.</p> <p>Sanmina has also developed and implemented an internal escalation policy that outlines the procedures for (i) reporting suspected violations of the company's policies and procedures or of any law or governmental regulation to the company's Compliance Committee, (ii) the investigation by the Compliance Committee or other Sanmina investigative body of reported violations, and (iii) the reporting of violations to Executive Management and the Audit Committee of the Board of Directors. Reports of the Compliance Committee's activities and actions are made to the Audit Committee on a regular basis.</p>	42-44

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
GENERAL DISCLOSURES			
GRI 102-21	Access to the board	<p>Communications directed to any director, or any group of directors, may be in writing and mailed to: Sanmina Corporation Attn: General Counsel 2700 North First Street San Jose, CA 95134 Phone: 408-964-3500 Fax: 408-964-3888</p> <p>Code of Business Conduct and Ethics</p>	N/A
GRI 102-22	Composition of the board and its committees	<p>Governance Section Website - Corporate Governance</p> <p>2021 Proxy</p>	38-40
GRI 102-23	Chair of the highest governance body	<p>In October 2017, as part of Sanmina's succession planning process, we separated the roles of Chairman of the Board and Chief Executive Officer and Mr. Sola assumed the role of Executive Chairman. Following the resignation of Hartmut Liebel, former Chief Executive Officer, in August 2020, Jure Sola was appointed Chief Executive Officer and the positions of Chairman and CEO were again held by one person. The Board believes that this leadership structure, coupled with the continued service of Jackie Ward as Lead Independent Director, provides balance, continuity and is in the best interests of Sanmina and its stockholders.</p> <p>2021 Proxy</p>	N/A
GRI 102-24	Board nomination and selection processes	<p>Nominating and Governance Charter</p> <p>2021 Proxy</p>	N/A
GRI 102-25	Board conflicts of interest	<p>Nominating and Governance Charter</p>	N/A
GRI 102-33	Board communication	<p>Communications directed to any director, or any group of directors, may be in writing and mailed to: Sanmina Corporation Attn: General Counsel 2700 North First Street San Jose, CA 95134 Phone: 408-964-3500 Fax: 408-964-3888</p> <p>Code of Business Conduct and Ethics</p>	N/A

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
GENERAL DISCLOSURES			
GRI 102-38	CEO/employee pay ratio	2021 Proxy	N/A
GRI 102-40	List of stakeholder groups	Our key stakeholders include: customers, employees, suppliers, investors, governments, and NGOs/non profits.	N/A
GRI 102-41	Collective bargaining agreements	None of our U.S. employees are represented by a labor union. In some international locations, our employees are represented by labor unions on either a national or plant level or are subject to collective bargaining agreements.	N/A
GRI 102-42	Identifying and selecting stakeholders	Corporate Social Responsibility at Sanmina	N/A
GRI 102-50	Reporting period	CSR report for data related to CY 2019	N/A
GRI 102-52	Reporting cycle	Our CSR report is published during the month of January and is based on the calendar year.	N/A
GRI 102-53	Contact point for questions regarding the report	We welcome feedback on our social responsibility initiatives. If you would like to submit comments please contact the Sanmina Corporate CSR team at info@sanmina.com .	6
PROCUREMENT PRACTICES			
GRI 204-1	Proportion of spending on local suppliers	In 2019, 15-20% of our supplier spend was with local suppliers.	N/A
ANTI-CORRUPTION			
GRI 205-2	Communication and training about anti-corruption policies and procedures reviews	Governance	42
ENERGY			
GRI 302-1	Energy consumption within the organization	Environment	36

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
WATER			
GRI 303-3	Water recycled and reused	Environment	36
EMISSIONS			
GRI 305-1	Direct (Scope 1) GHG emissions	Environment	36
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environment	36
WASTE			
GRI 306-2	Waste by type and disposal method	Environment	36
EMPLOYMENT			
GRI 401-1	New employee hires and employee turnover	People 2020 Form 10-K	21
OCCUPATIONAL HEALTH AND SAFETY			
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	People	27

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
TRAINING AND EDUCATION			
GRI 404-1	Average hours of training per year per employee	People	23
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	People	24
GRI 405-1	Diversity of governance bodies and employees	People/Governance	21,38
CHILD LABOR			
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor reviews	People/Governance	31,44
FORCED OR COMPULSORY LABOR			
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor reviews	People/Governance	31,44
HUMAN RIGHT ASSESSMENT			
GRI 412-2	Employee training on human rights policies or procedures reviews	People/Governance	42,44