

2021



Corporate Social Responsibility Report

ABOUT THIS REPORT

This report follows an environmental, social and governance (ESG) structure leading with the people (social) section because people are at the center of what makes Sanmina who and what we are, followed by protecting the planet (environmental) and business (governance).

We are reporting against our most notable topics, identified during our first CSR report, providing a baseline using the calendar year 2019 data. This report covers our activities through the calendar year 2021 and the environmental data provided in this report encompasses all major manufacturing locations.

This report has been prepared with the 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 our stakeholders. Other topics that are important and are of interest to our stakeholders have also been disclosed in the Index at the back of this document.

Our quarterly and annual filings with the SEC provide regular insight into our business and the company's financial performance. They address material risks as defined by the SEC, whereby a reasonable shareholder would deem the risk important.

This report has been written for a broad range of stakeholders, including but not limited to our customers, employees, suppliers, investors, and communities where we do business.

We value stakeholder feedback and encourage you to engage with us.

Please direct inquiries to csr@sanmina.com



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MESSAGE FROM OUR CEO



From my early days at Sanmina and all the way through to today, I have been incredibly proud of our company's long-standing leadership in corporate responsibility and sustainability. Our focus in this area has positioned us to effectively create long-term value and respond to the growing importance of environmental, social and governance issues for our investors, customers, employees and other stakeholders.

We take our corporate responsibility and sustainability initiatives seriously, knowing that this work results in positive changes to our working environment, our employees and in the communities that we serve. We are committed to making our workforce inclusive, our business sustainable and our stakeholders engaged by maintaining strong environmental and social practices.

Sanmina is committed to contributing to a reduced-carbon future and supports global efforts to mitigate the impact of climate change. We demonstrate this through our efforts to reduce greenhouse gas (GHG) emissions from our operations and our continued investment in new products, technologies and services that help our customers achieve their climate-related objectives. We establish and report our progress against ambitious environmental, social and governance goals.

Our global corporate responsibility efforts are guided by our management team and Board of Directors who 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.

I invite you to view our annual corporate responsibility report, which highlights our progress in key areas related to environmental, social and corporate governance over the past year. I am very proud of these efforts and recognize the importance of our role and that our job is not done. I look forward to the opportunities ahead and our role in helping ensure a better, more equitable and sustainable world.

A stylized, handwritten signature in black ink, appearing to read 'Jure Sola'.

Jure Sola
Chairman and Chief Executive Officer



ABOUT SANMINA





The financial data provided above is for the Company's fiscal year 2021 ended October 2, 2021. See Appendix for reconciliation of non-GAAP financial information provided in this CSR document to their most directly comparable GAAP measures.

Sanmina Corporation, a Fortune 500 company, 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 (OEMs) in the following industries: communications networks and cloud solutions, industrial, medical, defense and aerospace and automotive. The combination of our advanced technologies, extensive manufacturing expertise and economies of scale enable us to meet the specialized needs of our customers.

OUR VISION, MISSION AND VALUES



VISION

To be the trusted leader 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.

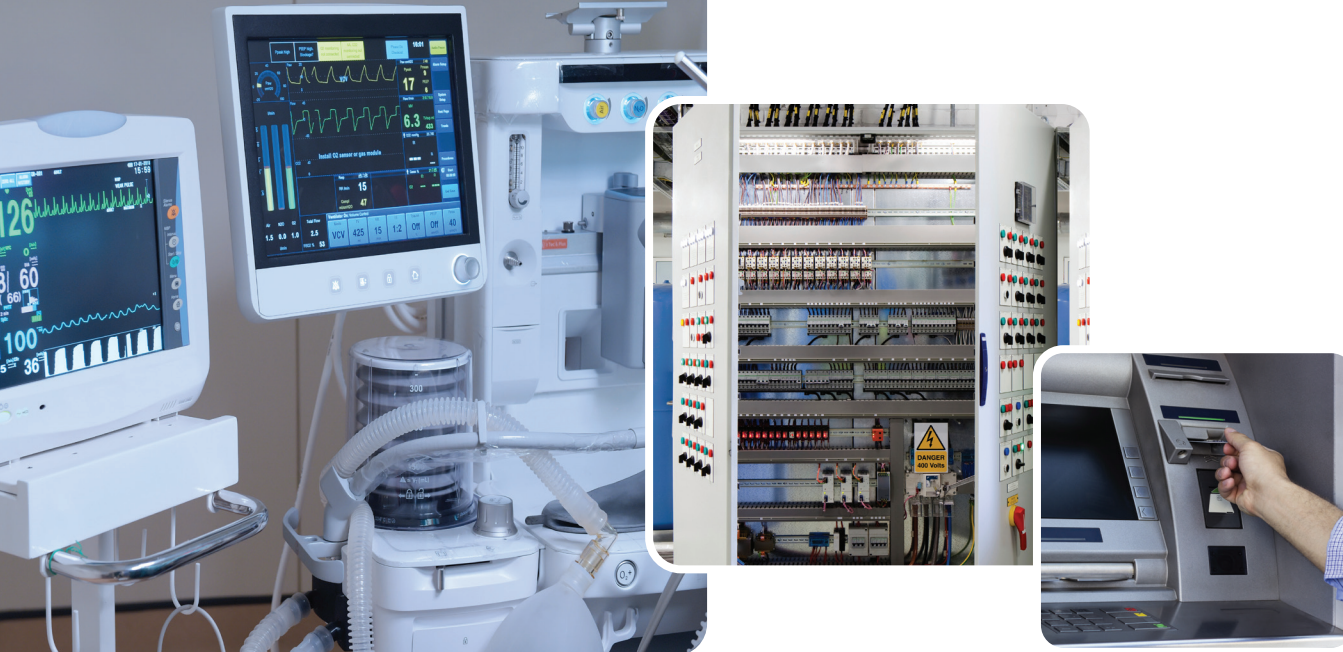


VALUES

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

We recognize the importance of doing business the right way. At Sanmina, we foster a work environment that is built on the beliefs of our vision, mission and values. We believe our core values can help ensure our employees, from top leadership to entry-level staff, work towards the same common goal, and share in a bigger purpose.

We believe our culture is embedded in everything we do as we strive to exceed customer expectations, build strong supplier partnerships and consistently deliver superior technology and performance.



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 or that equipment manufactured by Sanmina was needed to help make them work. Sanmina also provides core technology for advanced communications infrastructure optical and wireless systems, cloud storage and advanced aerospace, satellite and defense systems.

We deliver mission critical products that are highly complex, require stringent certification, and in some cases government clearance. Our customers depend on Sanmina to deliver global manufacturing solutions, 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.

**WE ARE COMMITTED TO ENSURING THE SAFETY OF
OUR PEOPLE AND SUPPORT
OUR CUSTOMERS, NO MATTER WHAT THE CHALLENGE IS.**

The COVID-19 pandemic and global supply chain challenges required 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, solve shipping route challenges and leverage our logistical and supply chain expertise to get our customers the products and services they need.

WHAT WE DO

Sanmina designs, manufactures and repairs some of the most complex and innovative optical, electronics and mechanical products in the world. Recognized as a technology leader, Sanmina provides end-to-end design, manufacturing and logistics solutions, delivering superior quality and support to Original Equipment Manufacturers, primarily in the communications networks, cloud solutions, medical, defense and aerospace, industrial, and automotive technology sectors.



Customer focused organization with 35,000 employees



Mission critical end-to-end solutions



Product design and engineering resources



Vertically integrated global manufacturing capabilities



Advanced component technologies



Comprehensive IT systems and global supplier base



Expertise in serving diverse end markets



Expertise in industry standards and regulatory requirements

SANMINA'S KEY INDUSTRIES



For over 40 years, Sanmina has been providing technology, designing products and building global supply chains for companies across the communications networks, cloud solutions, industrial, medical, defense and aerospace, and automotive industries. Leading companies in these industries can more effectively bring their products to market 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 supply chain management. Applying this expertise makes our customer's products more competitive, while reducing their global supply chain costs.

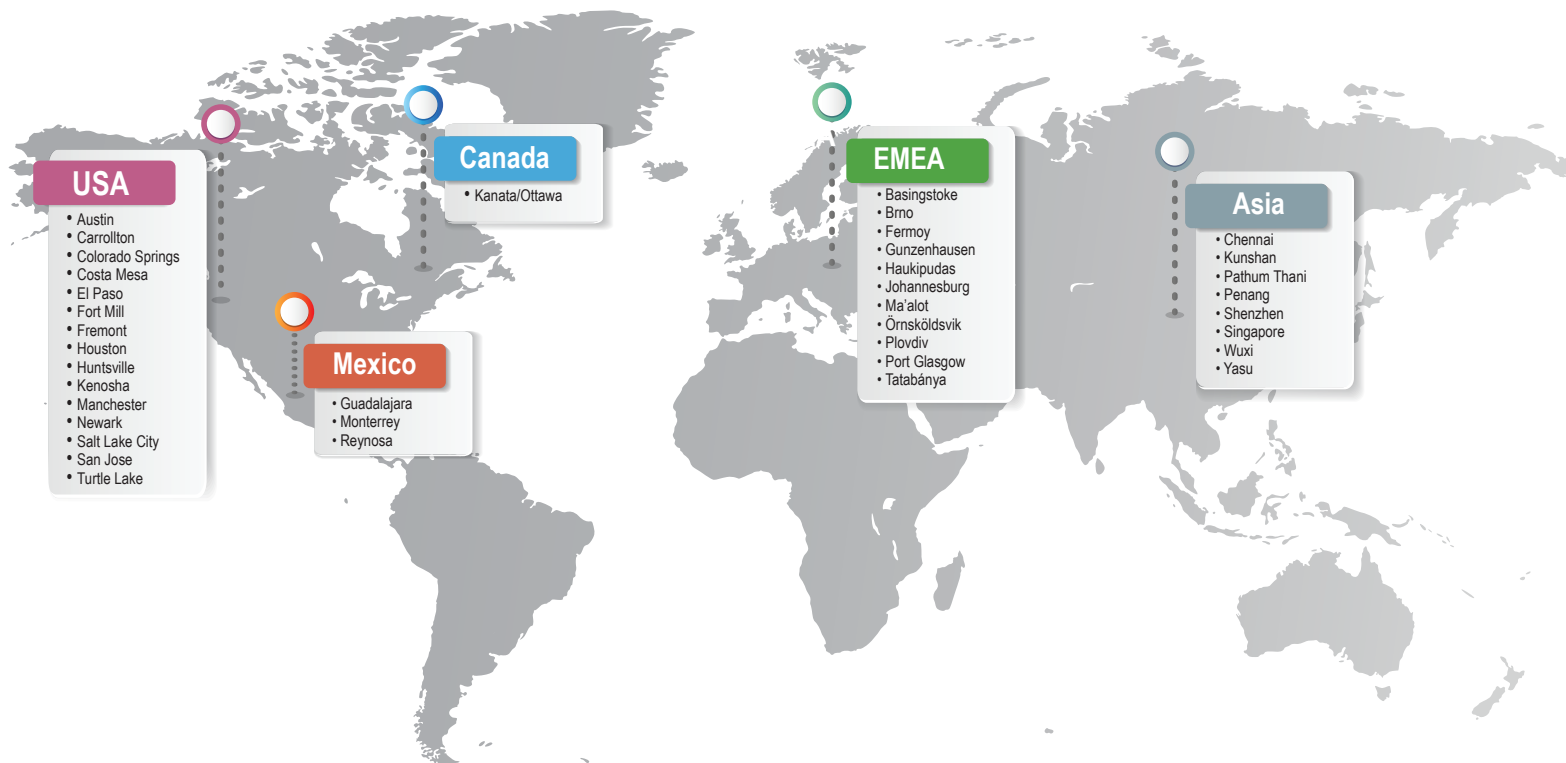
GLOBAL MANUFACTURING, INFORMATION TECHNOLOGY AND INNOVATION

Sanmina provides complete global supply chain solutions to premier brands. For many customers, we provide design, global manufacturing, distribution and repair operations. This means seamlessly manufacturing their core technology and finished products in several different Sanmina factories located around the world. It also means 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 items of manufacturing equipment around the world, providing critical manufacturing execution system 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.

SANMINA WORLDWIDE MANUFACTURING LOCATIONS

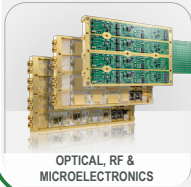
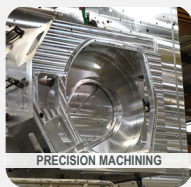
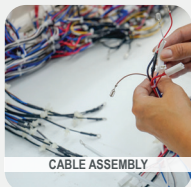
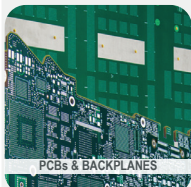


SANMINA'S END-TO-END SOLUTIONS

END-TO-END SERVICES



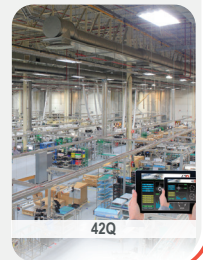
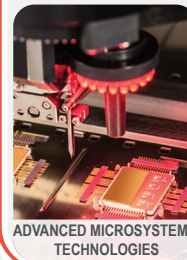
COMPONENT TECHNOLOGY



INTEGRATED MANUFACTURING SOLUTIONS



PRODUCTS



[illegible]



CORPORATE SOCIAL RESPONSIBILITY AT SANMINA



Our CSR efforts focus on the areas where Sanmina can uniquely impact the global community and the issues that matter most to our business, stakeholders and the community.

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 based on exceptional customer satisfaction.

ACCOUNTABILITY AND SUSTAINABILITY

We recognize that reporting on social, economic, ethical and environmental practices is vital to a successful business. Sanmina defines corporate social responsibility as integrating social, environmental, safety, ethical and human rights concerns in our business operations and interactions with stakeholders. 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.



CSR is fundamental to Sanmina's culture, core values and principles of the Responsible Business Alliance (RBA). It reflects the corporate social and environmental sustainability commitments we make to our customers, stakeholders, employees and communities around the world. These commitments drive us to perform with the highest standards of good governance and ethics; provide products and services that meet the rising expectations of our customers and business partners; attract and retain quality employees; provide meaningful support in our communities; and improve the social and environmental impacts of our business practices and those of our suppliers.

OUR CSR COMMITMENT

- Ensure sound corporate governance and compliance practices, and increased transparency of reporting on those activities.
- Maintain ethical policies and provide training to ensure that all employees perform with high standards of integrity and trust.
- Develop and enhance products and services that provide social and environmental options for clients and prospects.
- Continue to provide talent management and well-being programs committed to supporting a diverse environment where employees can thrive and excel.
- Drive corporate philanthropy that advances the quality of life where our employees and stakeholders work, live and do business.
- Implement and/or expand environmentally sustainable management and business practices.
- Build relationships with suppliers whose CSR goals and activities are aligned with our expectations.
- Provide active and engaged CSR oversight, including the establishment of key performance indicators, management systems and communication of progress.

OUR STAKEHOLDERS

We engage with a wide range of stakeholders to inform our corporate social responsibility strategy. Our internal engagement includes all levels of the organization. Our external engagement includes representatives from global, national and local interests. Stakeholders:



CUSTOMERS



EMPLOYEES



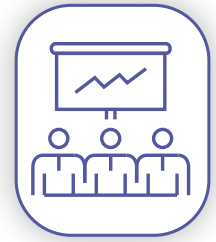
SUPPLIERS
& DISTRIBUTORS



INVESTORS



GOVERNMENT &
REGULATORS



INDUSTRY
LEADERS

AREAS OF FOCUS

Our corporate social responsibility report is an opportunity to communicate key environmental, social, and governance topics that we believe are meaningful to our stakeholders. We have identified topics that represent our strategic priorities and potential financial and reputational impacts. Other important topics that 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 company's financial performance. They also 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

AFFILIATIONS

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 assessed 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.



PEOPLE



WE CULTIVATE AN AGILE, INNOVATIVE WORKPLACE AND A CULTURE FUELED BY COLLABORATION, DIVERSITY, EQUITY AND INCLUSION.

Our employees are the key to our success. As evident during the COVID-19 pandemic, our employees rose to the occasion. Each day they came to work, they cared, and followed through with the task at hand. They adjusted to the environment to meet the needs of our customers. We are proud of our employees commitment and resiliency.

We cultivate an agile, innovative workplace and a culture fueled by collaboration, diversity, equity and inclusion. Having highly engaged employees is essential to our culture and achieving our mission. At Sanmina, we embrace diverse perspectives and empower our employees to improve our organization, help us innovate, and continuously strengthen our workplace. We strive to create an environment where differences are truly valued, authenticity is a state of being and everyone feels they belong and can do their best work.

OUR OBJECTIVES

We strive to promote an inclusive and innovative workplace, powered by passionate people. To achieve this we must:

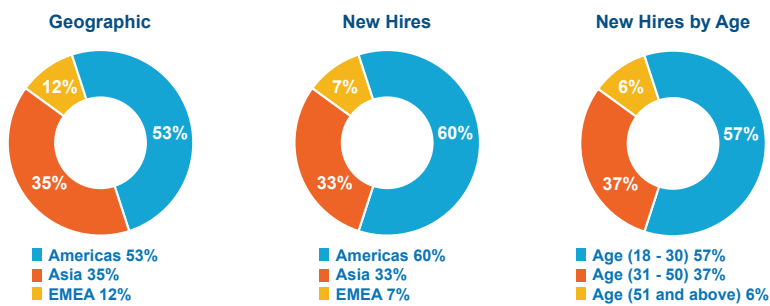
- Foster an environment where people feel that Sanmina is a great place to work.
- Embed diversity, equity and inclusion in all that we do.
- Offer employees the resources and support they need to bring their personal best every day and reinforce our culture of caring.
- Acquire and grow extraordinary talent and teams.
- Prioritize our employee safety and wellness.

DIVERSITY AND INCLUSION

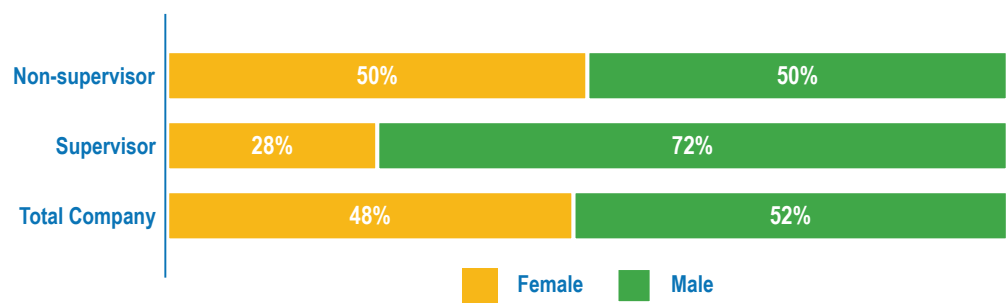
At Sanmina, we recruit and hire people based on their skills for the job without regard to gender, ethnicity or other protected traits. It is our policy to comply fully with all domestic, foreign and local laws related to discrimination in the workforce. Sanmina’s culture is about respect, integrity, innovation, passion, pride and trust. We strive to offer an inclusive environment that encourages and supports our employees. We believe our ability to attract and retain talent supports our future growth. Recognizing and respecting our global presence, we strive to maintain a diverse and inclusive workforce everywhere we operate. Our diversity and inclusion principles are also reflected in our employee training, particularly regarding our policies against harassment and bullying and the elimination of bias in the workplace.

Our diverse workforce spans across the globe – the Americas, Asia and Europe. Our greatest asset is our employees and we believe that promoting from within leads to significant advantages. We continue to invest in supporting and elevating our employees, creating opportunities to reach their fullest potential. We believe that continuous learning and improvement is the best way to grow our business.

2021 GLOBAL WORKFORCE DATA



2021 GLOBAL LEADERSHIP BY GENDER



2021 U.S. WORKFORCE DATA



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 growth. Sanmina is one of the eight founding members of the EICC (now RBA), which was established in 2004. These principles are fundamental to our corporate culture and core values. They are reflected in our commitments to our customers, employees, stakeholders and communities where we do business around the world. We also apply industry-leading safety standards to all of our international facilities, seeking to create a secure and hazard-free work environment for our employees.

For over a decade, we have assessed human capital metrics that we consider to be key to our business, including health and safety, career growth and development, turnover, hiring and diversity and inclusion. These metrics are reviewed regularly by management.



ENCOURAGING CAREER GROWTH THROUGH TRAINING

Employee development is a key component to the long-term success of Sanmina. We offer training at many levels that is designed according to the individual's specific needs and career aspirations. We believe in supporting employee advancement and empowerment through knowledge. We aim for our employees to enjoy a long and fulfilling career at Sanmina. From soft skills to technical knowledge, we empower our employees to shape their careers, taking advantage of the opportunities to progress at Sanmina. We also provide training in environmental conservation and environmental safety awareness and health matters.

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



THE PILGRIM PLATFORM

This online platform allows for simplified management of employee training against established requirements.



SANMINA ONLINE EDUCATION (OLE)

This application delivers and tracks training against corporate policies and procedures. OLE is available in all Sanmina facilities worldwide.



MENTOR ON THE JOB TRAINING (OJT)

Hands on training with a mentor is provided to ensure that employee understand and demonstrate their knowledge and effectiveness of their required duties.



SANMINA UNIVERSITY

Sanmina University is an online 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. Courses include skills training to help employees improve problem solving, business communication, teamwork and leadership.

PERFORMANCE MANAGEMENT PROCESS

At Sanmina, we implement the performance management process through our online tool. It's a meaningful way to provide feedback to our workforce and drive employee high levels of performance. Data from this tool enables us to monitor appraisals from start to finish. In 2021, we conducted approximately 24,000 performance appraisals, about 75% headcount - constrained somewhat due to COVID. Our emphasis on employee retention, talent reviews, employee evaluations and succession planning contributed to a promotion rate of approximately 3% in 2021.

THE ANNUAL REVIEW PROCESS CONSISTS OF SIX PARTS:

- Employee Self Appraisal
- Performance Management Training
- Written Performance Appraisal
- Employee/Manager Discussion
- Performance Improvement Plan
- Setting Objectives (Management by Objectives)

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 WELLNESS PROGRAM

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 helps employees achieve strong health measures and healthy lifestyles. The program offers incentives for tracking and improving key health measures and optional activities designed to educate and encourage healthy behaviors. Several of the activities we offer include:

- Hike and Seek Series
- Lunch and Learn Webinars
- Bootcamps
- Guest Speakers (Health Professionals)
- Fitness Workshops
- Nutrition and Healthy Eating Online Seminars

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 for 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 of the utmost important to us. In the U.S., we adhere to the requirements of United States Department of Labor's Occupational Safety & Health Administration (OSHA) and we are guided by the Environmental Health and Safety principles as described in the RBA's Code of Conduct worldwide.

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 provide protective gear (e.g. eye protection, masks and gloves) as required by applicable standards and as appropriate based on employee job duties. Additionally, during the COVID-19 pandemic, we have invested heavily to help ensure the health of our employees. Through the use of education and awareness, provision of necessary PPE, onsite vaccination clinics at certain locations and changes to our manufacturing sites and screening, we strive to make our workplace a safe place for employees during the workday.

WE ARE COMMITTED TO ENSURING:

- **Strong Occupational Safety Standards** - We proactively and continually assess physically demanding tasks and exposure to safety hazards with our goal to minimize injury and illness. If an incident occurs, we provide the 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.

Sanmina consistently demonstrates low lost workday case rates, a measure of injury/illness severity and business impact. Days away from work were 0.058% and days of restrictions 0.023%. The injury rates assume an average of 2,080 hours worked per employee, per year and is based on domestic and international operations in 2021. 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 and local facility employee complaint resolution processes.

Our local employee complaint resolution policies are described within regional employee handbooks, as well as during orientation and training. We aim to resolve employee concerns and complaints quickly and with openness and respect.

At Sanmina, local HR Representatives are trained at investigating and resolving any HR related issues. This means listening and responding promptly to employee concerns professionally and confidentially. 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.

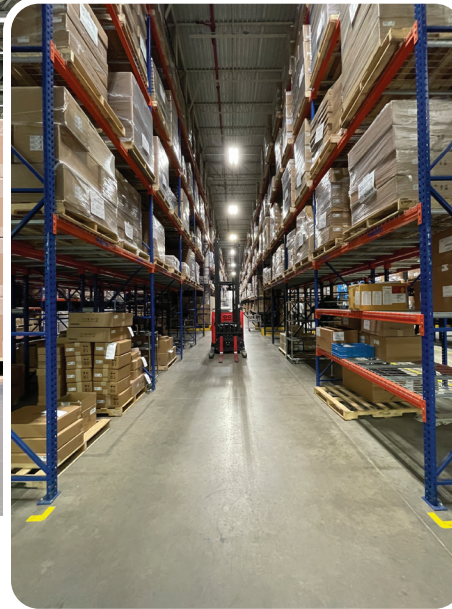
EXAMPLES OF CHARITIES SANMINA SUPPORTED

- Aubri Brown
- Brothers of Charity
- Catholic Charities
- Citi Team Ministries
- Family Supportive Housing
- Handicapped Welfare Association
- Home Care for Elderly
- Mount Miriam Cancer Hospital
- Red Cross
- Shan Children Hospital
- Violence Against Women and Children Org.
- Youth Engineering Competition





SUPPLY CHAIN



SUPPLIER COMMITMENT

Our suppliers are critical to our mission. Together, we can have a greater positive impact on our customers' success and on the communities in which we operate. Our global supply chain consists of numerous suppliers, sub-contractors, channel partners, manufacturing sites, distribution centers and customers. While we manage global supply chains, we also believe in supporting qualified suppliers located in our local business area. We also recognize the unique capabilities that local suppliers can bring.

SUPPLIER ENGAGEMENT

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

We believe it is important to work with suppliers who share our commitment to integrity, and who support an ethical and compliant culture. Our suppliers are held to the same high standards of business conduct that we set for ourselves. We require our suppliers to adhere to the standards of behavior, social responsibility and environmental stewardship as defined by the Responsible Business Alliance.

The Responsible Business Alliance (RBA) Code of Conduct was created to ensure that working conditions in the electronics industry supply chain are safe, workers are treated with respect and business operations are environmentally responsible and conducted ethically. We ask all of our suppliers representing Sanmina to adhere to these specific supplier requirements. Prior to Sanmina approving a supplier for use in a customer product, our team conducts an initial assessment to ensure that the supplier abides by the RBA Code of Conduct. The RBA Code of Conduct is available through the partner portal on

our website <https://www.sanmina.com/partners/supplier-requirements/>, and is 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-up, utilize the Code of Conduct as a framework for questions around social and environmental responsibility.

SUPPLIER DIVERSITY

Sanmina is committed to establishing collaborative partnerships with qualified, small and diverse suppliers and recognizes the importance of ensuring our supply base reflects the diversity of the communities in which we live and do business. We believe that having a diverse supply base gives us a competitive advantage by harnessing the unique experiences, creativity and innovative solutions of small and diverse suppliers. Purchasing goods and services from minority, female and disabled veteran suppliers allows us to provide economic empowerment to a diverse supply base.

CONFLICT MINERALS

Sanmina complies with the due diligence and reporting requirements in Dodd-Frank and the relevant SEC rules regarding Conflict Minerals. On an annual basis, we collect data from our suppliers in line with Dodd-Frank Conflict Mineral legislation, on the use of Conflict Minerals in their supply chain. Each year Sanmina files with the SEC its Conflict Mineral Report outlining our methodology, the results of our country of origin enquiries and our due diligence efforts around Conflict Minerals. Our policy and SEC filings are publically available at <https://www.sanmina.com/?s=conflict+minerals>.

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.



CODE OF CONDUCT

Sanmina prides itself on conducting its business ethically and responsibly and seeks to employ best practices in corporate governance and supply chain management. Sanmina has developed and implemented its Business Ethics Code of Conduct which sets out the measures we take to ensure we conduct business ethically and responsibly for the benefit of our shareholders, customers, employees, suppliers and other stakeholders. Sanmina has a zero tolerance approach towards any form of slavery, servitude, forced or bonded labor, or human trafficking. Sanmina has adopted the Responsible Business Alliance (“RBA”) Code of Conduct (the “Code”). The Code provides 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 unlawful 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 all of its suppliers of its expectation that they adhere to the Code. In addition, Major Suppliers (as defined by the RBA) must complete a questionnaire by which they confirm whether they, too, have adopted the Code or participate in an equivalent social code in the countries in which they operate. This information is used to help Sanmina decide whether to select a supplier (other factors include cost, alignment of operations with our own, customer requirements, quality, shipping time and warranty). We conduct our supplier reviews internally and not through a third party or independent, unannounced audit. 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.

Suppliers are requested to complete a human trafficking survey consisting of questions which are intended to gather information on the suppliers’ labor practices and their understanding and activities to help combat human trafficking. Sanmina evaluates the responses to identify any potential risks in the supply chain. We also provide periodic training to supply chain and other relevant employees in our company on the risks of human trafficking.



RBA ONLINE PLATFORM

The RBA online platform helps us manage and share sustainability information, including data from audits and self-assessment questionnaires (SAQs) that assess risk at the corporate and facility level. Key functions of the RBA-online platform include, the online completion of the RBA self-assessment questionnaire, including online analysis by a company's customers; company self-registration and maintenance, including supply chain trading relationship specifications; ability for a company to invite its suppliers to use the RBA-online platform; identification of risk in the supply chain through major supplier completion of SAQs for their facilities and secure sharing of common supplier social responsibility data with customers.

CALIFORNIA SENATE BILL 657

California Senate Bill 657 requires retailers and manufacturers that do business in California and have annual worldwide gross receipts over \$100 million to describe the extent to which they:

- Verify their product supply chains to evaluate and address risks of human trafficking and slave labor.
- Conduct audits to ensure their suppliers adhere to company standards, require their direct suppliers to certify that materials used to make their products are from countries that do not engage in slavery and human trafficking.
- Maintain internal accountability standards for employees or contractors that fall short of company requirements.
- Ensure that employees who are responsible for supply side management receive training on human trafficking and slavery, with a focus on the risks within supply chains.

MODERN SLAVERY ACT 2015 – U.K

Every organization that has a business in the UK with a total annual turnover of £36m or more is required to produce a slavery and human trafficking statement for each financial year of the organization. Sanmina meets this threshold for reporting under the Modern Slavery Act.



ENVIRONMENTAL

SANMINA IS COMMITTED TO CONTINUOUSLY STRENGTHENING ENVIRONMENTAL STEWARDSHIP

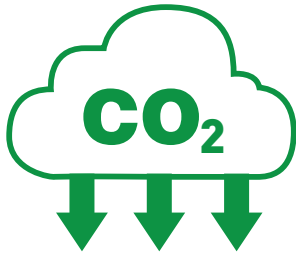
We invest in sustainable solutions across our facilities, supply chain and products. We are committed to integrating environmental stewardship into the fabric of how we operate. We recognize the importance of the environment in creating a healthy, sustainable future for our business, stakeholders and communities. We believe sustainability is an area of continuous improvement, knowing there will always be more opportunities for us to do our part.

As an 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 and regulations prescribed by the cities, states and countries in which we do business.

Sanmina seeks to comply with all applicable laws, regulations and customer requirements regarding the 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.



GHG EMISSION 2030 AND 2050 GOALS



By 2030 Reduce GHG Emission 40%



By 2050 Achieve Net Zero GHG Emissions

Our goal to reduce our carbon emissions 40% by 2030 and be net-zero by 2050 was established based on 2019 baseline data. Our targets were created from a science based methodology. We will partner with countries and local governmental agencies where we operate to achieve net-zero carbon emissions. We have created an individual GHG reduction plan for each site and are working on prioritization and implementation using multiple forms of renewable energy such as solar, wind, biomass, hydro and geothermal to aid in the reduction of GHG emissions. Our corporate campus is enrolled in GREENSOURCE, at least 86% of our electricity is derived from carbon-free sources. We will continue to look for opportunities to participate in programs to reduce GHG emissions at all of our locations where doing so still allows us to meet our customers' requirements and financial and operational goals. We are committed to integrating green design principles in new construction projects and when upgrading our facilities and will disclose our progress toward our targets in our annual CSR report. It is important to understand that our non-carbon free energy use on an annual basis may fluctuate as a result of the output in our operations to meet the demand requirements of our customers.

ACTIONS WE HAVE TAKEN

At Sanmina, we continue to look for ways to be more environmentally conscious and energy efficient. We have made significant investments over the years to upgrade our operations, processes and manufacturing equipment to energy efficient systems. We will continue to invest in these efforts globally to support this important initiative.

Energy Conservation

- LED Lighting
- Occupancy controls for lighting and HVAC
- Solar power installation
- Energy efficient windows
- Wall and roof efficiency insulation
- Energy efficient HVAC systems
- Smart thermostats
- Energy efficient production equipment

Green Transportation

- Free EV charging installed at certain sites
- Carpool and commuter benefits

Water Conservation

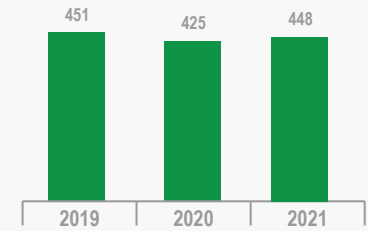
- Use recycled water for irrigation
- Irrigation timers and controls
- Drought tolerant landscape
- Low flow fixtures
- High-efficiency bathroom fixtures – motion sensors

TRACKING OUR PROGRESS

ENERGY CONSUMPTION

We continue to monitor and find ways to make improvements to our energy consumption. We measure the environmental impact at our main sites, which account for the majority of our total floor space. From the 2019 baseline level, energy consumption recorded a decline of 5.8% in 2020 followed by a return to 0.6% under the baseline in 2021 at 448,089,570 kWh. Energy conservation efforts at Sanmina have allowed our usage to essentially plateau as evidenced by the comparison of 2019 to 2021 data. We remain committed to finding ways to further reduce our energy consumption to achieve our 2030 and 2050 goals and also increasing our usage of carbon-free sources.

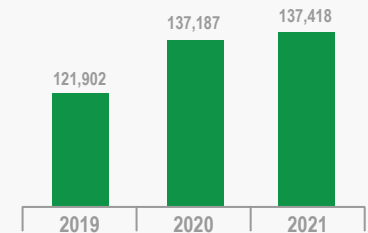
Energy Consumption (kWh) (Millions)



DIRECT GHG EMISSIONS

At Sanmina, we take greenhouse gas emissions seriously. We continue to look for ways to drive efficiencies in our operations around the world. While direct emissions have been trending upward from the 2019 baseline value of 121,902 MT, our efforts have been effective in limiting this increase to only a 0.2% difference reported from 2020 to 2021. The continuous pursuit and implementation of energy conservation projects have allowed us to curb direct emissions. We continue to look for ways to lower our direct emissions through areas like electrification.

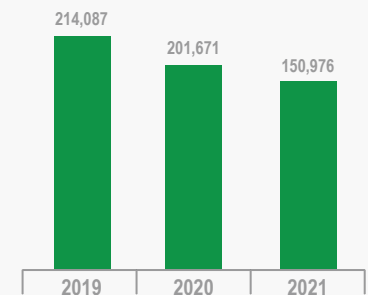
Direct GHG Emissions (MT)



INDIRECT GHG EMISSIONS

Indirect emissions have been trending downward over the past two reporting years from the 2019 baseline value of 214,087 MT. In 2020, a nearly 6% decrease was experienced in part due to our continuing energy conservation efforts as well as a focus to curb energy consumption during the challenging times presented by the Pandemic. In 2021, while energy consumption almost returned to 2019 baseline levels, indirect emissions experienced another decrease to 150,976 MT. This substantial decline is due to the use of carbon-free energy being purchased from our global suppliers and being produced at or for Sanmina sites. This increased use of electricity from carbon-free sources has led to a 29.5% decrease in indirect emissions from the 2019 baseline to 2021. Sanmina's focus is to continue to drive indirect emissions down through the purchase of greater amounts of carbon-free electricity and the increase in the amount produced through several solar system projects.

Indirect GHG Emissions (MT)



WASTE MANAGEMENT

We work with ISO-certified third-party recyclers to appropriately dispose of our waste. Our total waste in calendar year 2021 was 28,721 MT of which 22,395 MT was recycled.

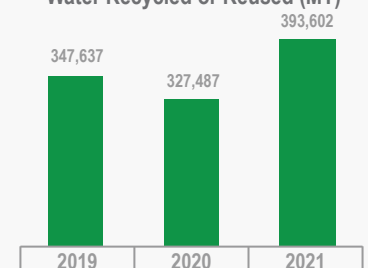
Waste Management (MT)



WATER CONSERVATION

Conserving water and all natural resources remains a priority at Sanmina. Water is a vital component of our manufacturing process, and every Sanmina site makes an effort to minimize water consumption in its processes. Years ago, we developed a program that focused on reducing our water consumption using the standards of ISO 14001 and RBA principles. We continue to use recycled water in our production process and landscaping. We will continue to look for ways to further conserve water where possible. In calendar year 2021, our water draw from the source was 2,439,788 MT and recycled or reused was 393,602 MT.

Water Recycled or Reused (MT)





ENVIRONMENTAL MANAGEMENT SYSTEM

Sanmina's 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 complies in all material respects with 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.

EU DIRECTIVES – ROHS AND WEEE

The European Union's (EU) 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, and the recycling of most electrical and electronic equipment. We materially comply with these directives and continue to monitor and improve key metrics in these areas.



COMPLIANCE

REGULATIONS

RULES

GOVERNANCE

COMPANY LEADERSHIP

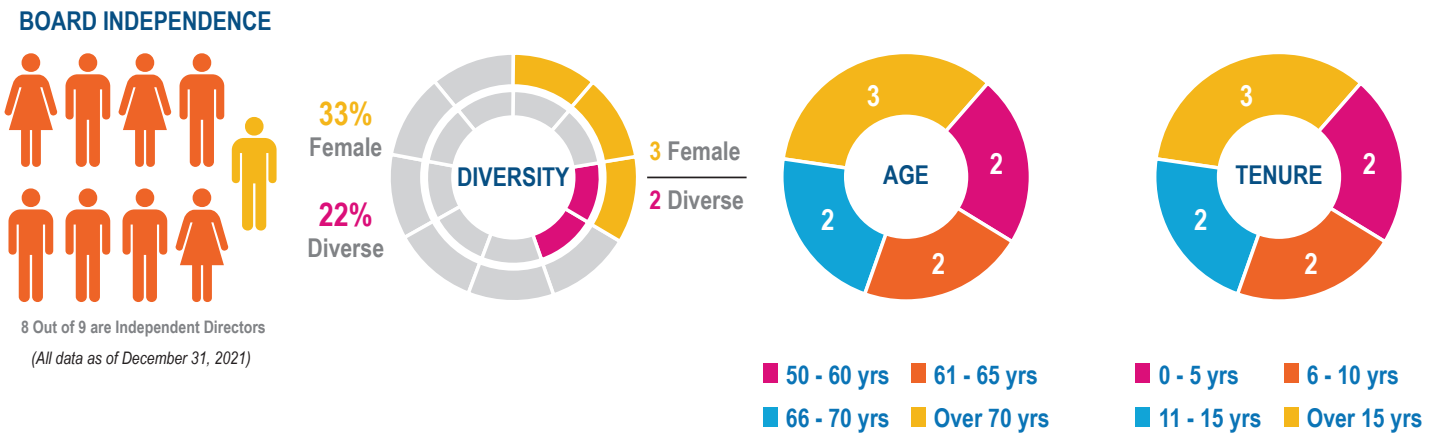
The Board of Directors oversees the management of the company. The Board delegates responsibility for day-to-day management to the Chief Executive Officer and other senior management. Directors provide the CEO and senior management with guidance and strategic oversight to help build stakeholder value.

CORPORATE GOVERNANCE

We believe that good governance leads to high levels of 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 to pursue our objectives are aligned with responsible conduct and ethics. Our Board of Directors oversee these standards, providing accountability, objectivity, perspective and judgment when monitoring performance. These standards are in addition to the Board of Directors, standard duties and incorporate the principles of the Responsibility Business Alliance (RBA).

BOARD COMPOSITION

Each of our Board members has an extensive background that provides diverse industry knowledge and perspective. The Board is comprised of seven independent members, as defined by Nasdaq rules and our Chairman and CEO, Jure Sola. The Board believes that its ability to promote the long term, sustainable growth of Sanmina depends on attracting and retaining board members with a high level of industry-specific experience, who have a deep familiarity with the Company’s business and who will actively engage with management and other stakeholders. The Board seeks to ensure these characteristics in board members through regular succession planning activities and through its Board evaluation process. The Board meets the diversity requirements set forth by Nasdaq and the State of California.





LEAD INDEPENDENT DIRECTOR

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

CHAIRMAN AND CHIEF EXECUTIVE OFFICER

- 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 and
- Ensure availability for consultation and communication with other Board members.

The charter for the Lead Independent Director can be found on our website at <http://ir.sanmina.com/investor-relations/corporate-governance/default.aspx>.

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; assists the Board in its oversight of cybersecurity and privacy risks.
- 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.

The Audit, Compensation, and Nominating and Governance charters can be found on our website at <http://ir.sanmina.com/investor-relations/corporate-governance/default.aspx>

ROLE OF THE BOARD IN STRATEGY

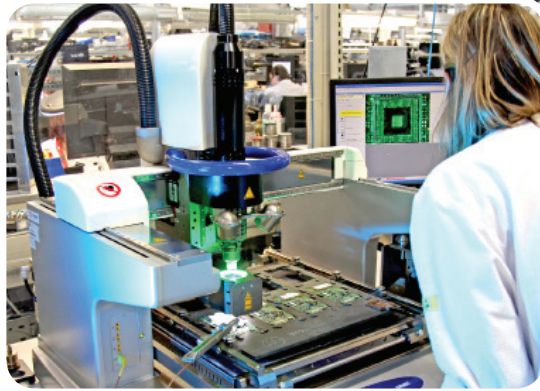
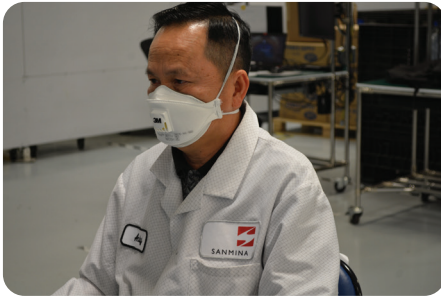
Our Board actively oversees management's establishment and execution of our corporate strategy, including major business and organizational initiatives, annual budget and long-term strategic plans, capital allocation priorities, financial results and corporate development opportunities. Our Board regularly receives information and formal updates from our management and actively engages with the senior leadership team with respect to the implementation of our corporate strategy at Board meetings and throughout the year. Our independent directors also hold regularly-scheduled executive sessions. Consistent with our corporate transaction approval policy, our Board also reviews and approves strategic transactions that are material to our business, including significant acquisitions and collaborations.

ROLE OF THE BOARD IN RISK MANAGEMENT

Risk is inherent with every business, and we face a number of risks including strategic, financial business, operational, legal, compliance and reputational risk. 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.

OVERSIGHT OF CYBERSECURITY RISK

Our Board has primary responsibility for overseeing risks associated with our information technology, including cybersecurity. Our Board receives regular reports from our Chief Information Officer regarding our company's information systems and technology and associated policies, processes and practices for managing and mitigating cybersecurity and technology-related risks. As part of our risk mitigation program, we provide annual information security training for our employees. We also provide additional specialized training for our Security Operations team and employees with access to certain sensitive information systems. In addition, we engage a third-party advisory firm to review our security controls and maturity.



COVID-19 RISK OVERSIGHT

The Board continues to receive regular updates concerning the impact of and the Company's response to the COVID-19 pandemic. These updates focus on the supply chain interruptions caused by the pandemic, employee safety and protective measures, disruptions to the Company's plant operations, supply chain resilience, impacts on end market demand and key interactions in support customer requests. The Board expects to continue to receive information from management relating to the effect of the pandemic on the Company, its operations and employees on a regular basis for the foreseeable future.

ROLE OF THE BOARD IN ESG

Our ESG program is a core part of our global citizenship and reflects our values of accountability, inclusion, teamwork, excellence and integrity. We believe our commitment to corporate social responsibility will enable us to execute on our mission. As we move forward together, we will continue to focus on our impact beyond Sanmina to support our communities and meet our significant responsibilities to society as a whole. Our Nominating and Corporate Governance Committee has primary responsibility for oversight of ESG matters and receives updates on our ESG program. In 2021, we released our first CSR report, setting the baseline year of 2019 and to provide transparency into our efforts. Our objective is to publish an annual CSR report to provide investors, employees, the communities we operate and our stakeholders with our progress on our continued efforts to be good corporate citizens.

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.

We recognize that reporting on social, economic, ethical and environmental practices is vital to a successful business. Sanmina defines corporate social responsibility as integrating social, environmental, safety, ethical 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.

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 purpose bring together individual effort. Our willingness to work together, share in resources, help one another, compromise, negotiate and maintain an open attitude, enable 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 and Ethics, available in 16 languages, shapes our value and guides our decisions and actions. 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 the Board of Directors.

LEGAL AND ETHICS TRAINING

Sanmina's reputation and continued success depends 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 feedback 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
- Protecting Human Rights in the Supply Chain
- Imports and Customs Compliance for Global Companies
- Records and Information Management
- Financial Integrity and Fraud
- Maintaining a Respectful Workplace
- Conflict of Interest
- Professional Behavior: Mutual Respect
- Export Controls

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 skills across the entire Sanmina organization. Legal and ethics training is delivered and managed using the multi-lingual e-Learning platform.

OPEN DOOR REPORTING

Sanmina seeks to provide a positive environment for our employees. We are committed to maintaining healthy employee relations to meet and exceed customer requirements, while maximizing employee development and achievements. We are dedicated to fair treatment and to providing safe, clean and comfortable working conditions for our employees. 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 the growth of the company, while allowing them to achieve their personal goals. We stress an Open Door Policy with direct and frequent communication. We encourage resolution of employee programs where an individual or a group's circumstances are considered and mutual trust and understanding are sincerely expressed. Our multi-lingual reporting system is available to employees, contingent workers and visitors to report an issue or unethical matter 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 party.

The purpose of using an independent third party provides Sanmina employees and other business partners with safe and secure reporting. This service is hosted on secure servers and is not 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 their supervisor, manager, human resource representative, internal audit or legal. A list of reportable issues is available through our third party provider, but employees are encouraged to report all issues or concerns they encounter including, but not limited to the following: .

- Discrimination
- Harassment
- Conflicts of interest
- Internal accounting control
- Auditing matters
- Security violations
- Fraud
- Theft
- Health or safety issues

LABOR CONDITIONS AND HUMAN RIGHTS

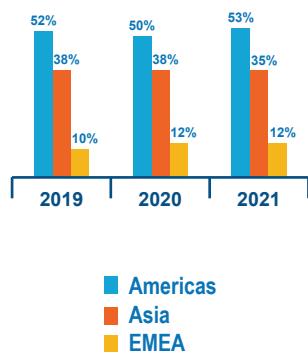
We monitor and assess labor conditions in all our businesses, especially within our global manufacturing operations. Each factory monitors labor conditions through regular self-assessments that are used to create improvement plans. These assessments help us to continuously improve labor conditions and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

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
GENERAL DISCLOSURES			
GRI 102-1	Name of the organization	Sanmina Corporation	Cover
GRI 102-2	Activities, brands, products and services	About Sanmina	6-12
GRI 102-3	Location of headquarters	About Sanmina	6
GRI 102-4	Location of operations	About Sanmina 2021 Form 10-K	11
GRI 102-5	Ownership and legal form	2022 Proxy	N/A
GRI 102-6	Markets served	About Sanmina 2021 Form 10-K	10
GRI 102-7	Scale of the organization	About Sanmina 2021 Form 10-K	6, 11
GRI 102-8	Information on employees and other workers	People 2022 Proxy	20-27
GRI 102-9	Supply chain	Supply chain	29-32
GRI 102-13	Membership of associations	Corporate Social Responsibility	18
GRI 102-14	Statement from senior decision-maker	Letter from our CEO 2022 Proxy	4
GRI 102-15	Key impacts, risks, and opportunities	2021 Form 10-K	N/A
GRI 102-16	Values, principles, standards and norms of behavior	About Sanmina/Governance	7, 39-46
GRI 102-17	Mechanisms for advice and concerns about ethics	Governance	45
GRI 102-18	Governance structure	Governance 2022 Proxy	39-46
GRI 102-19	Delegation of authority	Governance 2022 Proxy	39-46
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	Governance 2022 Proxy	39-46
GRI 102-21	Consulting stakeholders on economic, environmental and social topics	Governance 2022 Proxy	39-46
GRI 102-22	Composition of the highest governance body and its committees	Governance website – Corporate Governance Section 2022 Proxy	40-41
GRI 102-23	Chair of the highest governance body	Governance 2022 Proxy	40
GRI 102-24	Board nominating and selecting the highest governance body	Nominating and Governance Charter 2022 Proxy	N/A
GRI 102-25	Board conflicts of interest	Nominating and Governance Charter	N/A
GRI 102-28	Board Evaluation of highest governance body's performance	2022 Proxy	N/A
GRI 102-30	Board Effectiveness of risk management process	Governance 2022 Proxy	42

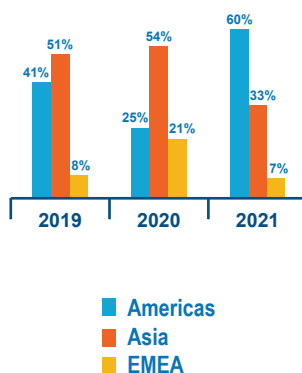
GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
GENERAL DISCLOSURES			
GRI 102-33	Board communication	Communications directed to any director, or any group of directors, may be in writing and mailed to: Sanmina Corporation Attn: General Counsel 2700 North First Street San Jose, CA 95134 Phone: 408-964-3500 Fax: 408-964-3888 Code of Business Conduct and Ethics	N/A
GRI 102-38	CEO/employee pay ratio	2022 Proxy	N/A
GRI 102-40	List of stakeholder groups	Corporate Social Responsibility 2022 Proxy	17
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	17
GRI 102-50	Reporting period	CSR report for data related to CY 2019, 2020 and 2021	N/A
GRI 102-51	Date of most recent report	CSR Report 2021 with baseline data for CY 2019	N/A
GRI 102-52	Reporting cycle	Our CSR report is based on the calendar year, with the exception of financial performance is based on fiscal year.	N/A
GRI 102-53	Contact point for questions regarding the report	We welcome feedback on our social responsibility initiatives. Questions/comments can be directed to csr@sanmina.com	2
PROCUREMENT PRACTICES			
GRI 204-1	Proportion of spending on local suppliers	In 2021, 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	45
ENERGY			
GRI 302-1	Energy consumption within the organization	Environmental	36
GRI 303-3	Water recycled and reused	Environmental	36
GRI 305-1	Direct (Scope 1) GHG emissions	Environmental	36
GRI 305-2	Indirect (Scope 2) GHG emissions	Environmental	36
GRI 306-2	Waste by type and disposal method	Environmental	36

GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
EMPLOYMENT			
GRI 401-1	New employee hires and employee turnover	People	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	26
TRAINING AND EDUCATION			
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	21

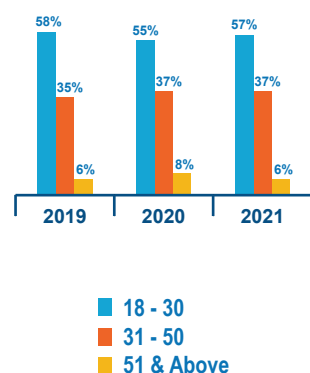
GLOBAL WORKFORCE



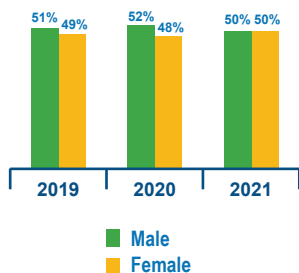
GLOBAL NEW HIRES



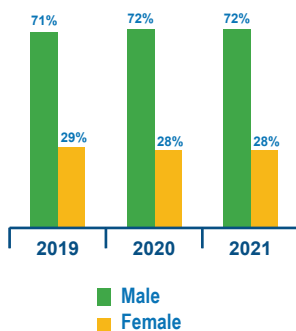
GLOBAL NEW HIRES BY AGE



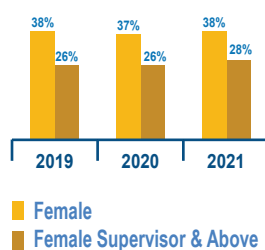
GLOBAL LEADERSHIP BY GENDER (NON-SUPERVISOR)



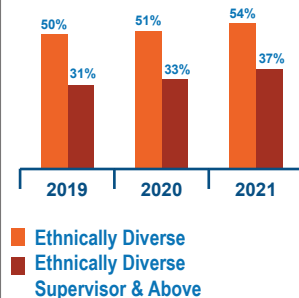
GLOBAL LEADERSHIP BY GENDER (SUPERVISOR)



U.S. FEMALE AND FEMALE SUPERVISOR & ABOVE



U.S. ETHNICALLY DIVERSE & ETHNICALLY DIVERSE SUPERVISOR & ABOVE



GRI STANDARD DISCLOSURE NUMBER	DISCLOSURE TITLE	REFERENCE / RESPONSE	PAGE
CHILD LABOR			
GRI 408-1	Operations and suppliers at significant	Supply Chain	32
FORCED OR COMPULSORY LABOR			
GRI 409-1	Operations and suppliers at significant risk	Supply Chain	32
FORCED OR COMPULSORY LABOR			
GRI 412-2	Employee training on human rights policies or procedures reviews	Governance	45

Reconciliation of GAAP to Non-GAAP Measures
(in thousands, except per share amounts)
(Unaudited)

(\$ in thousands, except per share data)	Twelve Month Period FY21
GAAP Gross Profit	\$ 551,805
GAAP gross margin	8.2%
Adjustments	
Stock compensation expense (1)	14,472
Amortization of intangible assets	558
Legal and other (3)	2,373
Distressed customer charges (2)	(621)
Non-GAAP Gross Profit	\$ 568,587
Non-GAAP gross margin	8.4%
GAAP Operating Expenses	\$ 270,505
Adjustments	
Stock compensation expense (1)	(20,505)
Legal and other (3)	(330)
Distressed customer charges (2)	428
Restructuring costs	(15,057)
Non-GAAP Operating Expenses	\$ 235,041
GAAP Operating Income	\$ 281,300
GAAP operating margin	4.2%
Adjustments	
Stock compensation expense (1)	34,977
Amortization of intangible assets	558
Legal and other (3)	2,703
Distressed customer charges (2)	(1,049)
Restructuring costs	15,057
Non-GAAP Operating Income	\$ 333,546
Non-GAAP operating margin	4.9%
GAAP Interest and Other, net	\$ 25,705
Adjustments	
Gain on liquidation of foreign entity	(8,493)
Gain on sale of intellectual property	(15,000)
Legal and other (3)	(15,939)
Non-GAAP Interest and Other, net	\$ (13,727)
GAAP Provision for Income Taxes	\$ 38,007
Adjustments	
Tax impact of non-GAAP adjustments	1,363
Discrete tax items	34,237
Deferred tax adjustments	(19,975)
Non-GAAP Provision for Income Taxes	\$ 53,632
GAAP Net Income	\$ 268,998
Adjustments:	
Operating income adjustments (see above)	52,246
Interest and other (see above)	(39,432)
Adjustments for taxes	(15,625)
Non-GAAP Net Income	\$ 266,187
GAAP Net Income Per Share:	
Basic	\$ 4.12
Diluted	\$ 4.01
Non-GAAP Net Income Per Share:	
Basic	\$ 4.08
Diluted	\$ 3.97
Weighted-average shares used in computing per share amounts:	
Basic	65,318
Diluted	67,084

(1) Stock compensation expense was as follows:

	Twelve Month Period FY21
Cost of sales	\$ 14,472
Selling, general and administrative	20,119
Research and development	386
Total	\$ 34,977

(2) Relates to accounts receivable and inventory write-

(3) Represents expenses, charges and recoveries