



Bourns, Inc. **SUSTAINABILITY** Report

2023



BOURNS®

BOURNS, INC.
1200 Columbia Ave
Riverside, CA 92507
www.bourns.com

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The Bourns 75th Anniversary
Bronze Statue and Commemorative Bench
Honoring Cofounders Marlan and Rosemary Bourns

Shown here:
Denise Moyles (Bourns), Anita MacBeth (Bourns), Linda Hill (Bourns)
and Gordon Bourns



Steve Carter
Presented by Thomas G. Mackay, Director
of Operations at the State Department
to Thomas G. Mackay
The Art Institute of Chicago
April, 2017

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BOURNS®



INTRODUCTION

Bourns, Inc. 2023 Sustainability Report

From its start in 1947 in their tiny 384 square-foot garage in Altadena, California, Marlan and Rosemary Bourns created a business environment that has propelled Bourns, Inc. into the global components powerhouse it is today. Since its earliest days, Bourns established quality, value, innovation and ethical business practices. It is the Company's dedication to excellence that drives its commitment for continuous improvement of its products and services to satisfy worldwide customer requirements. This dedication to excellence is also what guides Bourns' sustainability strategy that implements staunch equity employment policies, thoughtful environmental practices and positive collective action to help ensure sustainable, safe and healthy communities.



Executive Summary

In 2023, Bourns sustainability strategy focused on elevating sustainable communities and environmental practices.

Provide team members with a safe, diverse and inclusive workplace. Our focus on safety, health and well-being resulted in a 21.6 % reduction in total recordable injury frequency rate.

Reduction in use of plastic packaging. While packaging is important for safety, product longevity and reducing waste, Bourns continually looks for opportunities to introduce more recyclable packaging into its supply chain.

Commitment to climate change mitigation. The actions Bourns took in 2023 resulted in a 15.4 % reduction in greenhouse gas emissions year over year. Solar power was installed in the Dongguan and Xiamen, China and Riverside, California facilities. Furthermore, facilities in the UK and Japan have have contracted to purchase renewable energy from local utility suppliers.

Pledged to adhere to the ten principles of the UN Global Compact. This important platform for driving corporate leadership and collective action is being implemented within Bourns. Using these principles as a guide, Bourns' dedicated team members and valued suppliers have made progress in the journey to drive generational sustainability.

COMPANY OVERVIEW

Bourns, Inc. 2023 Sustainability Report

The Company, with worldwide headquarters in Riverside, California and nine other facilities around the world, has continued growing through acquisitions and start-ups. Product lines now include precision potentiometers, panel controls, encoders, resistor/capacitor networks, chip resistors/arrays, inductors, transformers, resettable fuses, thyristor-based overvoltage protectors, line feed resistors, gas discharge tubes, telephone station protectors, industrial signal, irrigation, and petroleum protectors, signal data protectors, indoor and outdoor pot splitters, and integrated circuits.

Bourns serves a broad range of markets, including telecommunications, computer, industrial, instrumentation, automotive, consumer, audio, and medical* (low to medium risk). Today, Bourns maintains its growth due to the Company's strong market and customer focus, and its commitment to quality, reliability, service and innovation. Bourns continues to invest in new products; whether these products are developed by the Bourns organization or a result of acquisitions or licensing of technologies.



BOURNS

GUIDING PRINCIPLES

Our vision is to be the Company our customers think of first for reliable electronic solutions.

Our mission is to satisfy our worldwide customer base while achieving sound growth with strong application solutions based on technological products of innovative design, superior quality and exceptional value.

We commit ourselves to excellence; to the continuous improvement of our people, technologies, systems, products and services; to leadership; and to the highest level of integrity.

Our Advantage

- Worldwide presence with certified global standards and ethics
- Established quality and reliability leader
- Commitment to lean and Six Sigma principles
- Focus on emerging technologies and market trends
- Comprehensive portfolio of standard and custom solutions
- Proven applications expertise
- Dedication to flawless execution for our customers
- World-class network of distributors

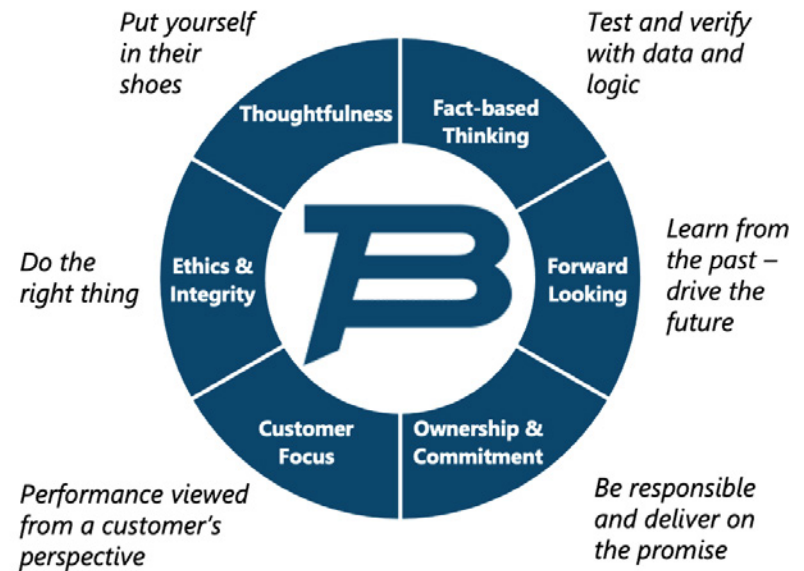


CULTURE & CORE VALUES

Our culture is a collection of practices, processes and interactions that form our work environment.

Core values support our vision, shape our culture and reflect our identity.

1. Respect for our heritage and protection of our brand
2. Teamwork, trust, collaboration & positive relationships
3. Strong personal commitment – “think & act like owners”
4. Do right by the customer – do right by the employee
5. Business practices driven by high standards & values
6. Open and honest two-way communication
7. Strong focus on continuous improvement
8. Results oriented






SUSTAINABILITY GOVERNANCE

Bourns, Inc. 2023 Sustainability Report

Our sustainability strategy is focused on sustainable communities, and sustainable environmental practices. Our sustainability strategy and environmental policies, stipulate our mandatory requirements, accountabilities and actions to drive performance. Our policies are based on relevant industry standards and principles.

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STANDARDS



REQUIREMENT

POLICIES



TRANSPARENCY

REGULATION



COMPLIANCE



GOVERNANCE



RULES



LAWS

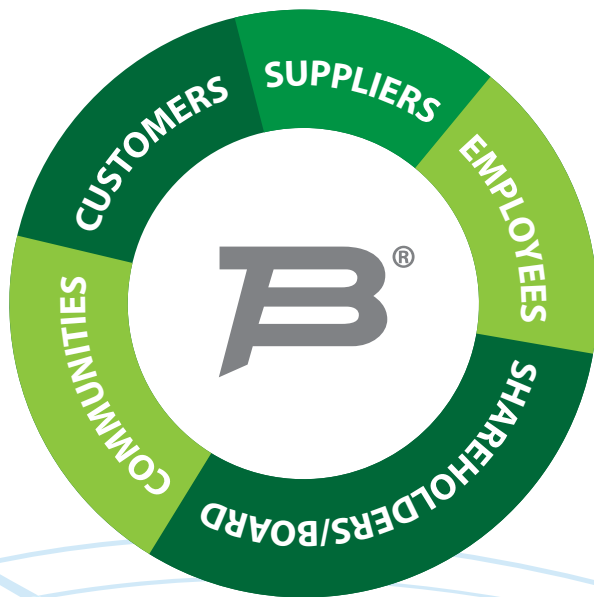




Bourns' business culture is founded on sound ethical principles. It is fundamental to our philosophy that good ethics and good business practice are synonymous when viewed from a moral, legal, and practical standpoint.

Statement of Commitments and Obligations:

Bourns fosters and encourages a corporate commitment that places the highest value on the ethical conduct of all employees. We are a community of well-trained and highly motivated individuals. We have significant commitments to our customers, our suppliers, the many communities of which we are members, society as a whole, our shareholders, board of directors and each other. These commitments, which are a prime element in any code of business ethics, are briefly summarized here: regulations, statutes and laws.



1. Regarding our **customers**, we are committed to providing outstanding performance and producing quality products and services that meet or exceed requirements and specifications.
2. Regarding our **suppliers**, we will emphasize fair competition, cooperative relationships, and a sense of responsibility that will enable us to be a good customer. We will protect all proprietary information belonging to any organization that has entrusted it to us.
3. Regarding our **employees**, we will treat one another with mutual respect. We will implement human resource practices and programs relating to staffing, compensation, promotion, education, benefits, training, recreation and health based on respect and equal opportunity for all employees.
4. Regarding our **shareholders** and **board of directors**, we will pursue our growth and earnings objectives, keep ethical standards at the forefront of our activities, and exercise prudence in the use of the corporation's assets and resources.
5. Regarding the many **communities** in which we reside, and to society as a whole, we are committed to responsive corporate citizenship. We will conduct ourselves in a moral, ethical and mutually beneficial manner in all aspects of our business. We are committed to complying with government and local environmental protection regulations, statutes and laws.

HUMAN RIGHTS POLICIES



Human Rights in the Supply Chain

Bourns acknowledges that protecting human rights in the supply chain is a global issue, and understands the important role the Company has in safeguarding human rights within its complex supply chains. Bourns is dedicated to being a responsible retailer and continually aims to ensure it is sourcing and operating ethically in all areas, with specific emphasis on compliance with modern slavery legislation and the fair work act. This includes working with suppliers to ensure they are also acting responsibly and in compliance with the law.

Bourns' Human Rights Principles

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.
- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Businesses should support the elimination of all forms of forced and compulsory labor.
- **Principle 5:** Businesses should support the effective abolition of child labor.
- **Principle 6:** Businesses should support the elimination of discrimination in respect to employment and occupation.





PROGRAMS THAT MADE A DIFFERENCE IN 2023

Bourns, Inc. 2023 Sustainability Report



PROGRAMS THAT MADE A DIFFERENCE IN 2023

Responsibly Sourced Minerals

All businesses have the responsibility to understand the impact their activities and sourcing decisions can have, and to limit their negative impacts. This includes understanding the impact of suppliers' operations. The corporate or supply chain responsibility is a legal requirement in many countries for companies operating within a country or that sell to its people. Responsible sourcing is an approach to procurement and supply chains. As supply chains have become more international, the importance of sourcing responsibly has grown. The complexity of these networks today makes it extremely difficult for businesses to know everything that happens in a globalized supply chain.

Bourns actively sources products and services for its operations in an ethical, environmentally sustainable and socially conscious way. Bourns' Corporate Policy and Procedures regarding Conflict Minerals is based on the diverse Organization for Cooperation & Development's framework for risk-based due diligence in the minerals supply chain. It is also based on The Responsible Mineral Initiative ("RMI") that outlines "Reasonable Practices to Identify Sources of Conflict Minerals: Practical Guidance for Downstream Companies." Bourns and its subsidiaries have made a commitment to not use minerals from identified 'Conflict Countries' throughout the world unless they are from a smelter that RMI has determined is compliant with its Conflict-Free Smelter Program assessment protocols.



Sustainability Success Story

Bourns has embraced sustainability as a core value. Bourns employees are committed to sustainable practices and as a result feel more engaged in their roles. They see their work as contributing to a greater purpose, which can increase job satisfaction and overall happiness. For example, sustainable work practices at our Xiamen, China facility encourage employees to be more environmentally conscious. This shift in mindset can lead to a sense of purpose and well-being as individuals align their values with their workplace culture.

Strategies for implementing sustainable work practices at our Xiamen location include:

- 1. Energy efficiency:** investing in energy-efficient technologies and practices with the goal of reducing environmental impact and operational costs.
- 2. Sustainable commuting:** promoting eco-friendly commuting options such as biking, walking, carpooling, or public transportation.
- 3. Green office design:** creating workspaces that prioritize natural lighting, indoor plants, and ergonomic furniture.
- 4. Sustainable employee benefits:** offering well-being benefits that align with sustainability, such as wellness programs focused on eco-consciousness.
- 5. Paperless operations:** transitioning to digital documentation and reducing paper usage to minimize waste.
- 6. Employee education:** providing sustainability training to raise awareness and empower employees to make eco-conscious choices.
- 7. Waste reduction:** implementing waste reduction and recycling programs within the workplace.
- 8. Remote work options:** offering flexible work arrangements and remote work opportunities to support work-life balance.



Sustainability at Work - Xiamen, China

In 2023, the Bourns' Xiamen facility committed to power saving. For example, the reductions of high-energy equipment, the removal of a high energy consumption oven and supporting facilities from manufacturing in SEMS, resulted in the reduction of electricity consumption by 386,924 kWh per year. Also, optimizing product processes and eliminating reflow processes in the Magnetics HCT production line reduced electricity consumption by 105,629 kWh per year. In December 2023, Bourns' Xiamen facility upgraded the VOCs Waste Gas Treatment Technology, replaced the UV tube treatment process with a more environmentally friendly absorption treatment process, which lead to a 46.68 % reduction in VOCs Waste Gas Treatment system power consumption.



Linkou, Taiwan GHG Emission Reduction Initiative

Bourns' Linkou facility optimized its chiller and RF exhaust fan by reducing the chiller setting and upgrading the exhaust fan to a more efficient model. The project resulted in a 117 ton CO₂ emission reduction over the first year, as well as a savings of \$27.1K per year in electricity costs.



Ajka, Hungary Heat Recovery System

Bourns' Ajka facility improved energy efficiency by recovering waste heat losses generating cost savings and reducing environmental impact. The facility installed a heat recovery system for compressor (CSDX 165 type) to reduce gas usage for boilers during winter. The project saved 1580 gigajoules of energy, resulting in a 19 % reduction in natural gas usage since 2021 and a reduction of gas fees that totaled \$29K per year.



Bedford, UK CO₂ Emissions Reduction

The Bedford facility saved 1,095 kWh of electricity and was able to reduce 1700 pounds of CO₂ emissions by reclaiming rinse water from its wafer fabrication process and further optimizing the process.

ENVIRONMENTAL

Bourns, Inc. 2023 Sustainability Report





CLIMATE CHANGE & RISK MANAGEMENT

Bourns acknowledges that climate change is a complex and multidimensional risk to the business and to its supply chains. Climate change includes risks related to:

- Potential disruption to our operations due to extreme weather events and changing weather patterns.
- Changes to government policy, law and regulation (including pricing carbon), which could result in increased operational costs and potential for litigation.
- Failure to meet expectations of stakeholders.

The Company recognizes that the impacts of climate change are varied and long-ranging over different time horizons. The risks identified could prevent us from meeting our strategic objectives and could result in reputational damage and adverse operational, compliance and financial impacts. Furthermore, Bourns understands that in managing these risks, there are associated opportunities, such as the ability to improve energy efficiency, reduce water usage and enhance recycling efforts. As Bourns' overarching climate change strategy is developed, the Company will continue to look for ways to reduce greenhouse gas emissions.





Renewable Energy

At the end of 2023, three Bourns facilities installed solar power; and the Company has plans to install solar power in an additional three facilities.

MINIMIZING EMISSIONS & RENEWABLE ENERGY

Our View on Decarbonizing Transport and Logistics -- Bourns' products embark on a journey – from its facilities to distribution centers. This journey impacts both people and the planet, where there is a great responsibility, a strong sense of purpose, and the chance to make a positive difference. Because of this, Bourns continues to re-evaluate everything – from the materials it uses, its operational energy consumption and how it can engineer extending the lifespan of its products. Equally important is how to move Bourns products through the supply chain. Bourns has taken major steps in its supply chain strategy to minimize emissions related to transport and logistics, with several key initiatives already in place to drive sustainable reductions in transport-related emissions.

Metrics and Targets

Bourns has set a target to reduce greenhouse gas emissions by 35 % by 2035 from a baseline set in 2020. Reducing greenhouse gas emissions is a key component of the Company's climate change response. Since 2020, greenhouse gas emissions in scope 1 & 2 have been reduced by 9 %; and by a total of 15.4 % in comparison with measured emissions in 2022.

INFORMATION SECURITY

Bourns remains committed to the ongoing delivery of a strong cybersecurity program to continually mitigate risks for its people, processes and technology controls.

Like most businesses, Bourns is increasingly reliant on information systems to enable efficient operations. Taking a robust approach to managing information security, and in an environment where the use of disruptive technologies is increasing, Bourns acknowledges that new security threats are emerging. Bourns has implemented a broad range of controls, based on understanding the risks to our systems and information. These controls take international and local standards into account, as well as advice from industry experts to ensure that it keeps a sharp focus on information security controls that are key to mitigating material risks.





COMMUNITY

Bourns, Inc. 2023 Sustainability Report





SUSTAINABLE COMMUNITIES

Team Member Volunteering and Engagement

Bourns encourages its team members to engage with causes that matter to their local communities and to support charitable community partners through fundraising, volunteering and in-kind support and by raising funds for disaster relief. With more than 8354 team members, the workforce reflects the diversity of our customers and the community. We strive for a safe and inclusive workforce for all.

Bourns also strives to build trusted relationships with the communities where the Company operates that includes partnerships with community and not-for-profit organizations. Key engagement channels include local giving, fundraising, donations, partnerships and sponsorships that benefit communities.



Riverside, California Internship Program

Bourns provides monetary assistance for educational and career development. In addition, Bourns has an internship program for college students. Internships are managed annually by human resources where they coordinate with designated department contacts to identify internship opportunities. The Bourns internship program is designed to fulfill the following objectives:

- Grow Bourns' talent pool.
- Evaluate possible new employees.
- Elevate knowledge of Bourns as desirable employer.
- Gain new ideas and perspectives from highly motivated interns.
- Provide interns with a valuable learning opportunity in their field of study.
- Provide a meaningful work experience that further develops an intern's skills and strengthens their resumes.
- Provide mentoring that will help prepare interns for the real world.



Community Relations

Bourns recognizes that community outreach programs, both locally and internationally, is a way in which the Company can pay back a little of the measure of support it draws through its employees, suppliers, and customers. Bourns encourages its employees, at all levels, to play an active part in community life, in whatever way their talents or interests lie. Bourns' goal is to be a thoughtful and responsible corporate citizen in the communities where it does business around the world.

The Bourns Technology Center, located in Riverside, CA, USA, hosts many of these educational STEM events. It is also home to several emerging high-tech companies in the community. This facility is dedicated to providing a strong partnership between resident companies and the community. Bourns is committed to serving the Riverside community and all of the other communities where it has facilities.

Organizations

Every year, the Bourns Board of Directors reviews and approves a grant for \$10,000 to be paid to the Riverside Arts Council. This grant is to support their biannual arts and Science, Technology, Engineering, and Math (STEM) career showcase event, known as the Night of Art & Innovation. Both Bourns, Inc. and the Bourns Foundation have been long-term sponsors of this event.

In addition, the following organizations collectively received more than \$325,000 in 2023 from the Bourns Foundation.

CALIFORNIA BAPTIST UNIVERSITY

UNIVERSITY OF REDLANDS

LA SIERRA UNIVERSITY

ROGO FOUNDATION

THE TOM WATHEN CENTER

RIVERSIDE COMMUNITY SERVICES FOUNDATION

**MARINERS ELEMENTARY PTA
COMPUTER SCIENCE YOUTH OF AMERICA**

RIVERSIDE CITY FIREFIGHTERS FOUNDATION

LUCILLE PACKARD FOUNDATION FOR CHILDREN'S HEALTH (STANFORD)

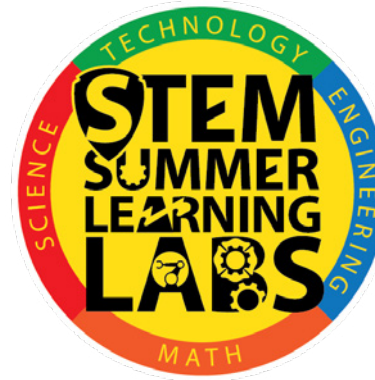
2023 COMMUNITY ENGAGEMENTS

ACROSS THE GLOBE



Science and Technology Education Partnership Conference (STEPCON)

The Science and Technology Education Partnership (STEP) Conference offers local students the opportunity to visit interactive exhibits representing a variety of Science, Technology, Engineering and Math (STEM) activities.



STEM Summer Learning Labs

In collaboration with Science and Technology Education Partnership (STEP), the Riverside Unified School District and the city of Riverside, Bourns hosts four STEM summer learning labs.



Inland Empire Women In Manufacturing (IEWIM) Summit and Job Fair

Bourns participated in the annual Inland Empire Women in Manufacturing summit and job fair at the San Bernardino international airport.



Breast Cancer Awareness Walk Bourns – Riverside

Bourns is a proud sponsor and participant in the pink on parade breast cancer walk. Our team raised \$7,775 to support the pink ribbon place in providing counseling, support groups, health and wellness programs, and more to those battling breast cancer.





Path of Life Ministries

Path of Life provides a holistic system of care offered in an integrated, seamless manner to individuals and families, leading them from a place of crisis to a life of stability and self-sufficiency.



Big Brothers Big Sisters®

Big Brothers Big Sisters

Bourns has partnered with Big Brothers Big Sisters Inland Empire for their workplace mentoring program. Employees are paired with students from John W. North High School in Riverside to help students jumpstart their professional development with exposure to career possibilities, academic pathways, life skills, and relationships with skilled professionals.



United Way

Bourns donates to Inland SoCal United Way annually with contributions through company and employee participation.



Habitat for Humanity Riverside

Bourns participated in the pre-build for the Mulberry Street project with Habitat for Humanity Riverside.



Spark of Love Toy Drive

Bourns purchases toys for the Spark of Love Toy Drive sponsored by the Southern California Firefighters and the US Marine Corps Reserve by collecting aluminum cans and plastic bottles at the Riverside facility.



Red Cross Support

Bourns has supported the Red Cross with donations on a yearly basis.

2023 COMMUNITY ENGAGEMENTS

ACROSS THE GLOBE



Heredia, Costa Rica

Christmas gifts for the children of Puerto Jimenez.

Bourns employees collected and donated gifts for children in a local town during the holiday season.



Educational Institutions Visiting Program

Bourns gives guided tours and presentations about the Company for institutions of higher learning, such as the Universidad Autónoma de chihuahua (UACH) and other technical institutions.



Chihuahua, Mexico

Bourns actively supports the orphanage “Lirio de los valles” (“lily of the valley”). Bourns has supported the orphanage “lirio de los valles” which houses an average of 150 children and has provided lunch every weekend since 2003.



Housing Expansion Program

Bourns, along with the Index Foundation (Maquila Association), supports a program to help employees build additions to their homes.



Apprenticeship Ambassadors

Volunteers from the Bedford, UK location of Bourns attend a variety of events to speak to students and parents about the value of Bourns' apprenticeship program.



Flatout in the Fens

Bourns participates in Flatout in the Fens to support the local organization, Headway Bedford. The organization supports people who have acquired a brain injury. Bourns' team of cyclists completed approximately 600 miles and raised about £3000.



Supporting Local Schools/Students

Bourns actively participates in school events across Bedford for students interested in engineering. We attend the annual career day at Bedford Modern School.



Keech Hospice Bedford Midnight Walk

Bourns raised approximately £3700 to support keech hospice care. Keech Hospice Care provides care for adults and children with life-limiting conditions and terminal illnesses.



Race for Life

Bourns employees and their families participated in the Race for Life, raising £600 for cancer research.



Ride London Surrey

The 100-mile cycle route, Ride London Surrey, raised money for the royal National Orthopedic Hospital located in greater London, United Kingdom. With the generous support and sponsorship of family, friends, and work colleagues, Bourns employee, Joe, raised £1500 for the cause.

2023 COMMUNITY ENGAGEMENTS

ACROSS THE GLOBE



Trial Interviews with Bourns' Department of Human Resources

Bourns' human resources department conducts trial job interviews to help interested candidates identify what kind of job would be a good fit for them.



Arkwright Scholarships Trust

Bourns supports students through the registered charity, Arkwright Scholarships Trust, which administers scholarships to students interested in Science, Technology, Engineering and Math (STEM).



Volunteering in the Community

The Bourns team in Ajka, Hungary participates in a variety of green initiatives to help keep the community clean.



Red Cross First Aid Campaign

Bourns supports the Red Cross First Aid Campaign in Aschheim, Germany with advertising.



The Sports Club Taufkirchen, Germany Poster Campaign

Bourns supports the local sports club in Taufkirchen through advertising.



Sports Club Taufkirchen, Germany – We Actively Help To Save Lives

Bourns supports the local sports club in Taufkirchen through advertising for defibrillator installations in the sports area.



The Educational Music Club Taufkirchen Advertising Campaign

Bourns supports the local educational music club in Taufkirchen through advertising.



Blood Donation Activity

More than 50 Bourns employees participated in a blood donation activity.



Summer Practice

Students from the university of Pannonia in Veszprem, Hungary have the opportunity to participate in a 6-week summer practice at Bourns.



Dual Training

Bourns collaborates with students studying mechanical, electronic and mechatronic engineering at the University of Pannonia in Veszprem, Hungary.



Let's Run Charity Event

Bourns employees participated in the Let's Run Charity Event.



Police Painting Book for Kids

Dealing with strangers (Umgang Mit Fremden)
Bourns supports this campaign for abecedarian through advertising.

TEAM

Bourns, Inc. 2023 Sustainability Report





TEAM MEMBER DEVELOPMENT



Bourns management regularly engages with team members to share information and listen to feedback. The channels used to reach Bourns' team members include regular communications, team meetings, internal social media, regular executive email communications, information sessions at each facility as well as a team member engagement survey. There are also many people with a keen interest in what is happening at Bourns. This includes more than 19,000 followers on LinkedIn and Facebook.

Team Health, Safety and Well-being

The safety of our team members, contractors and third parties are paramount to Bourns. We employ an extensive workforce and understand the potential safety risks this brings. We are committed to providing a safe working environment and creating a culture that values health, safety and wellbeing.



Environmental, Health & Safety Policies

Bourns has adopted the following environmental, health and safety policies:

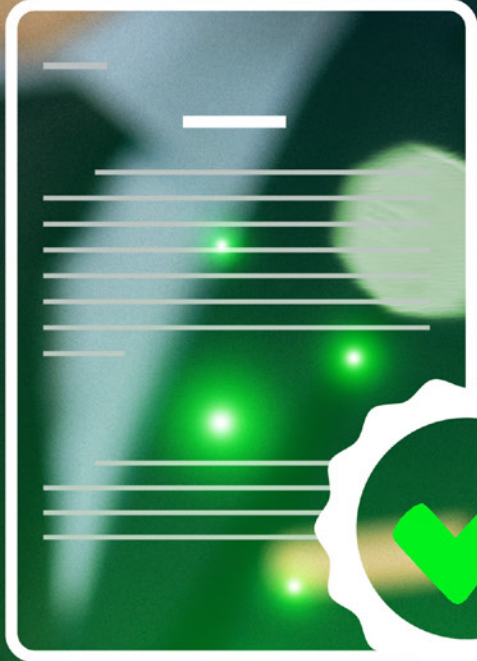
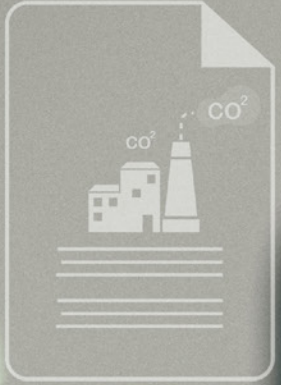
- All locations operate in compliance with applicable environmental, health and safety laws, rules and regulations and in support of other requirements and environmental, health and safety policies to which Bourns subscribes.
- Bourns' environmental, health and safety management system has been implemented and performs regular reviews of the environmental, health and safety objectives and targets.
- Environmental aspects and potential safety hazards and risks were taken into consideration when planning, designing and implementing business activities, products, processes and services associated with all Bourns® products.
- Continual improvement in our efforts to prevent pollution and minimize waste by aggressively reviewing opportunities for recycling and reuse of materials, identifying, assessing and reducing potential safety hazards and risks, and taking other sensible measures in these areas.
- Educating our employees so that they may share in our goal of maintaining a safe and healthy workplace and environment.
- Bourns' health and safety procedures are written in the local language used at each manufacturing, sales or administrative facility.
- Every Bourns facility has at least one person assigned to manage its environmental, health and safety concerns and processes.
- Bourns strives to achieve the goal of zero accidents and injuries.
- According to the annual assessment, there has been a 21.62 % reduction in accidents in 2023 compared to 2022.

STANDARDS

Bourns, Inc. 2023 Sustainability Report



ISO 14001





STANDARDS AND CERTIFICATION BODIES

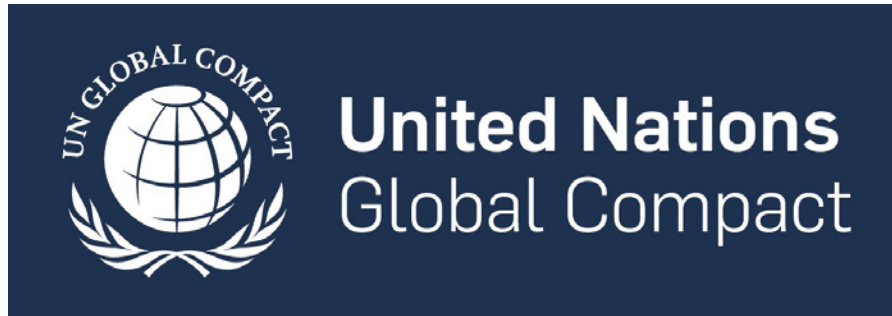
In the manufacturing industry, quality certifications can help drive a company to success. With a certification, a customer can easily rely on the fact that a certified company is trustworthy and keeps up with industry standards. For Bourns, seeking out various industry certifications including ISO, QS, OHSAS and ANSI ESD certifications and UL certifications is a way to not only hold to a quality manufacturing standard but also to let our customers know about the high standard at which we operate. Bourns' manufacturing locations are qualified to maintain different standards of the relevant industry certifications. For further information please visit our website: [Bourns.com > Resources > Certificates and Standards](https://www.bourns.com/resources/certificates-and-standards)

Stakeholder Engagement and Sustainability Commitments

Bourns is committed to meaningful engagement with our diverse group of internal and external stakeholders. The Company accomplishes this goal through a variety of formal and informal settings.

Stakeholder Engagement

Proactively engaging with stakeholders helps us identify, prioritize, address and communicate Bourns' sustainability impacts and opportunities. The frequency, nature and type of engagement is designed to enable regular communication on key issues.



United Nations Global Compact

In 2009, Bourns joined the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. The UNGC's ten principles are derived from the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

This report serves as Bourns' communication on the progress made in implementing the UNGC's principles and how it is supporting its broader development objectives in the areas of human rights, labor, anti-corruption and the environment. The United Nations' Sustainable Development Goals, referred to as 'SDGs', encompass its plan for a better future for people and the planet. The SDGs consists of 17 goals for global development. The sustainability strategy at Bourns was developed to help realize these goals through specific focus on sustainable communities, sustainable products and sustainable environmental practices. In particular, several SDG goals, such as SDG 17, align with several elements of Bourns' sustainability strategy, which is supported by Bourns' sustainable communities and sustainable products.



The Bourns Waterwise Gardens

The Bourns, Inc. Riverside

Corporate Headquarters converted approximately 150,000 square feet of grass lawn to drought-tolerant plants, saving nearly 5 million gallons of water a year. The Riverside Public Utilities provided a rebate of \$438,000 to remove 3.75 acres of grass on Bourns' property.

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