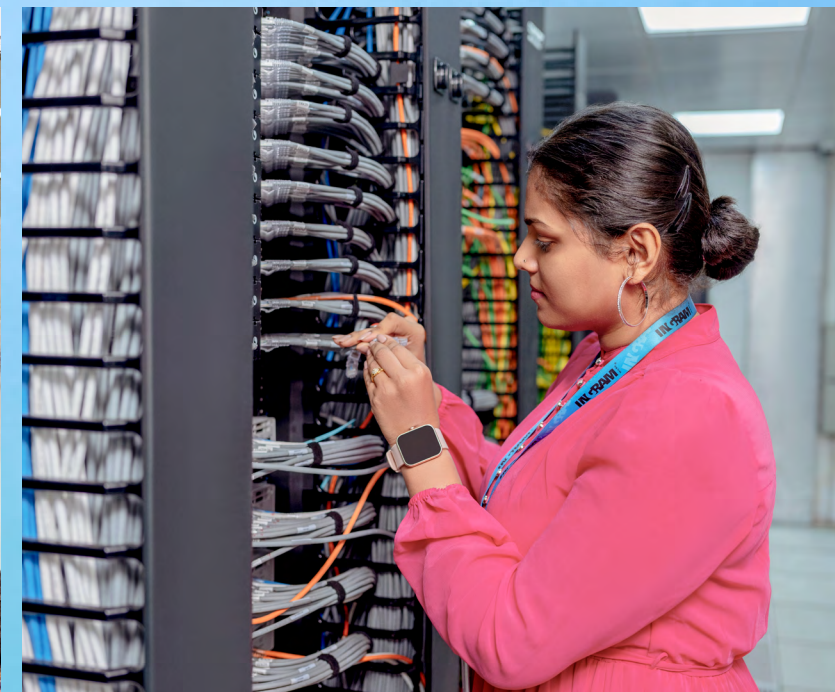




2023 ESG Report Summary



Message from Paul Bay



I am honored to present our annual [environmental, social, and governance \(ESG\) report](#), showcasing our commitment to evolving responsibly within the technology industry. During my 25 years at Ingram Micro, I've seen how rapid advancements in technology have shaped the economy's transition to cloud-based, subscription-based, and consumption-based solutions, driving efficiency gains in resource allocation and usage. As we continue to focus on the market segments benefiting from this transformation, as well as on our own operational footprint, we can enable continued sustainable growth.

With the ability to reach nearly 90% of the global population, we are deeply aware of our accountability to stakeholders throughout the world. The Tenets of Our Success—Results, Courage, Integrity, Responsibility, Imagination, and Talent—provide the foundation for our long-time industry leadership and compel us to maintain high standards across a broad set of ESG issues.

This report, which is aligned with several common reporting frameworks, including GRI, SASB, TCFD, and the UN SDGs, reflects the dedicated efforts of our associates throughout the world to enhance our ESG impact. We are pleased to highlight many accomplishments in these pages, including a 19% decrease in Scope 1 and 2 emissions, positive trends in our associate engagement surveys, and recognition of our initiatives and performance by receiving a Platinum medal rating from EcoVadis for strong ESG performance.

As the world continues to navigate a wide array of challenges, we remain committed to fostering long-term, sustainable, and inclusive growth by advancing our employee resource groups, investing in anything-as-a-service offerings, and expanding our IT asset disposition services to promote a circular economy, among many other actions. Looking ahead, we are also focused on enhancing our ESG data management and reporting capabilities, as part of Ingram Micro's

expansive digital transformation and in support of our 10 to Zero initiative.

With an unrivaled geographic footprint and as an integral link in the global technology value chain, Ingram Micro recognizes the immense opportunities enabled by our deep relationships and critical stewardship. I welcome your insights on how we can work together to build a more equitable and sustainable future.

Thank you for joining us on this journey.

Paul
Chief Executive Officer

2023 At-a-Glance¹



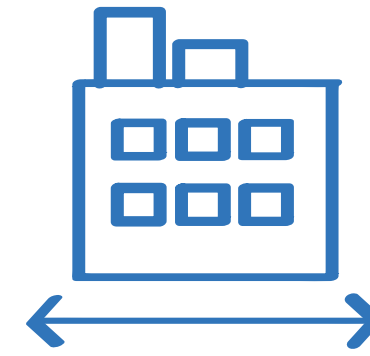
\$48.1B

Net Sales (USD)



1.1B+

Units Shipped



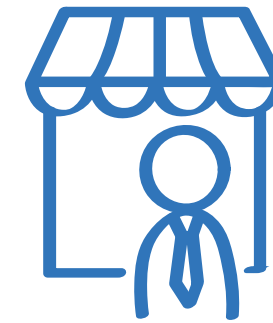
11M ft²

Warehouse
Floor Space



125

Logistics and
Service Centers



1,500+

Vendors



161K+

Customers



33M+

Active Ingram Micro
Cloud Marketplace
Seats



25.8K+

Associates



58

Countries of
Operation



1. Data as of the end of the 2023 fiscal year.

Tenets of Our Success

Our dedication to a shared set of principles unites and guides us to better decisions and behaviors, enabling us to focus on the success of our business partners, associates, and ESG efforts.

We deliver successful business outcomes and an excellent experience for our business partners, ourselves, and our teams.

Results



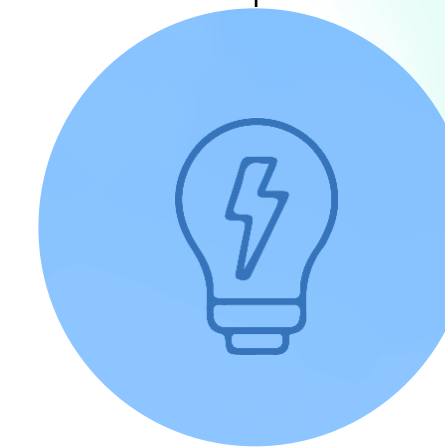
We strive to exemplify the highest ethical standards, led by honesty, fairness, and dignity in each and every action we take.

Integrity



We believe that creativity, agility, and resourcefulness reinforce a competitive, entrepreneurial spirit. There is no substitute for the constant desire to be better and achieve more.

Imagination



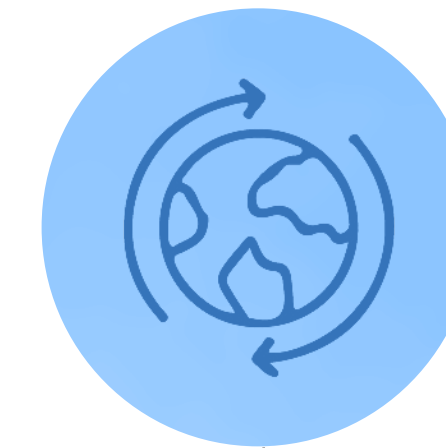
Courage

We embrace change and are willing to make difficult decisions that deliver better results to our customers, vendors, and fellow associates.



Responsibility

We say what we do and we do what we say. We are responsible for our individual and team actions, meet our customer and financial commitments and recognize our social, community and environmental responsibilities.



Talent

We are committed to learning, collaborating, inventing, and always maintaining transparency. Our people and their diverse talents define us. Attracting, inspiring, retaining and celebrating our best individuals are the foundations of our success.



Our Commitment to ESG

Through our IngramMicroESG program, we establish policies, programs, and practices to achieve continuous improvement in the ESG areas that are most significant to our stakeholders. We also continue to maintain rigorous reporting in alignment with [GRI](#), [SASB](#), and [TCFD](#) reporting frameworks. These industry-standard frameworks allow us to focus on disclosing important and material ESG topics internally and externally, track our progress for year-over-year metrics, and demonstrate our high level of ambition in ESG.

Our Platinum medal rating from EcoVadis, earned for ranking in the top 1% of sustainability management scores, and our Great Place To Work Certifications are further evidence of how we put our program into action.

Our IngramMicroESG program brings together various business functions, departments, programs, and associates across the globe in support of corporate ESG goals. In addition, several locations have established dedicated ESG roles, committees, or groups that develop initiatives, projects,

programs, and strategies at the local level. Our commitment to ESG performance stems from our desire to responsibly manage risks and realize opportunities, as well as consider our dependencies and impacts across the technology value chain.

Our program is overseen by our Executive Leadership Team (ELT) ESG Steering Committee who provide overall expertise and guidance to the IngramMicroESG team on the direction of ESG activities, strategies, budget, and goals. Meeting on a quarterly basis, our ELT ESG Steering Committee consists of the following five members.

- Chief Executive Officer
- Executive Vice President and Chief Financial Officer
- Executive Vice President, Human Resources
- Executive Vice President, Global Operations and Engineering
- Executive Vice President, Secretary and General Counsel

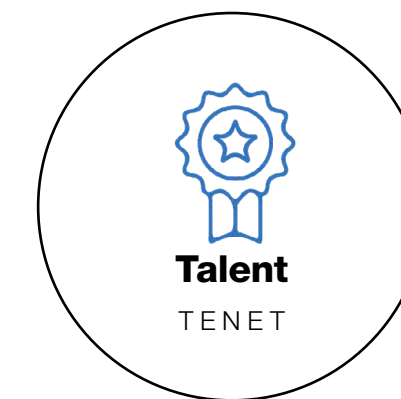
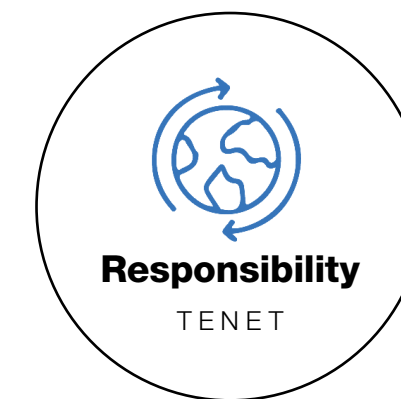
For more information, see our separate GRI Index, SASB Index, TCFD Index, and UN SDGs Index located on our [ESG Reports webpage](#).



As we navigate a constantly evolving business landscape on our digital transformation journey, our commitments to *RESPONSIBILITY* and to developing *TALENT*—two of the Tenets of Our Success—remain central to our identity as a company. Continuing our commitment to ESG initiatives, including fostering a diverse and inclusive culture where every associate can thrive, is one of our key strategic objectives and critical to our development of the Ingram Micro team of the future.

Paul Bay

Chief Executive Officer



Selected 2023 Highlights

Published 2023 ESG Report in accordance with global reporting frameworks and standards: [GRI](#), [SASB](#), [TCFD](#), and [UN SDGs](#)

Earned a [Platinum medal rating from EcoVadis](#) for strong ESG performance (top 1%)

Scored [95 out of 100](#) on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

Expanded global rollout of our digital experience platform, [Xvantage™](#)



Enhanced our inclusive hiring framework, [Hire Great](#), by incorporating diversity and inclusion related goals and initiatives



Reduced year-over-year absolute [Scope 1 and 2 emissions](#) by 19%

Piloted our proprietary [cube utilization technology](#) to optimize our packaging

Sites in [17 countries](#) certified by Great Place To Work

Continued to include ESG in our annual associate [engagement survey](#)

Launched several [new Employee Resource Group \(ERGs\)](#), bringing our total to 36 globally, and hosted our first global ERG Leadership Summit

Continued participation in voluntary disclosure platforms: [CDP](#), [EcoVadis](#), and [UNGC COP](#)

Reduced the rate of recordable work-related injuries from 1.24 in 2022 to 0.99, with an overall [reduction in recordable incident injuries](#) by 29% and 74 sites recording zero recordable injuries throughout the entire year

[Formalized our global safety strategy](#) to align with our 10 to Zero safety goal, which we refined to be zero days away injuries

[Introduced Visual Data Management](#) globally to further embed Operational Excellence principles across day-to-day business activities

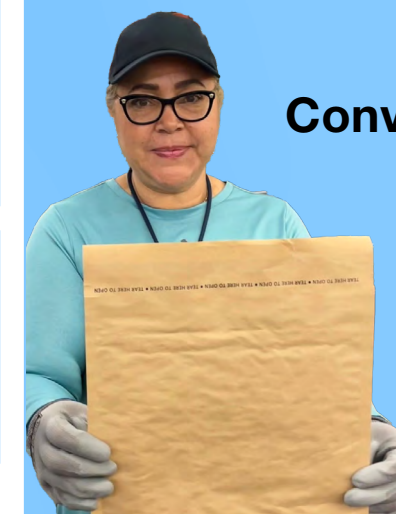


Launched the [IngramMicroPlanetary Earthling Network](#) to engage with associates around sustainability

Improved our cybersecurity measures as part of [Cybersecurity Awareness Month](#), as well as deployed and expanded our [global Phishing program](#) for associates



Increased consumption of [renewable energy](#) by 74%



Converted [plastic padded mailers to paper](#) at our Advanced Logistics Centers

[Diverted 81% of non-hazardous waste](#) from landfills

Refurbished or repaired [9.5 million electronic devices](#)

Certified [4 additional Ingram Micro sites](#) under the [Transport Asset Protection Association \(TAPA\)](#), bringing the total number to 29 sites

Increased our associate ethical compliance training enrollments by 29% from 2022, and [surpassed our 98% completion rate target](#)

Launched our [Ingram Micro Trust Center](#), a centralized hub for stakeholders and the public to access key information about our cybersecurity, data protection, and privacy programs

Expanded the scope of our [ISO 27001](#) (international standard for Information Security) program globally to cover more of our global operations and achieved re-certification

Standout Social Achievements of 2023

We believe that people are our company’s most valuable assets and are dedicated to a shared set of principles—the Tenets of Our Success—that help us succeed in business, support our communities, honor universal principles of human rights, and foster our culture of continuous learning, innovation, and collaboration that empowers team members to unleash their full potential and serve as good corporate citizens. Transparent communication and a commitment to personal and professional growth create an environment where creativity flourishes and excellence becomes the norm.

We demonstrate this people-focused approach by:

- Developing, retaining, and connecting with an **evolving pool of talent**
- Building a **collaborative, inclusive culture** to empower associates, communities, and partners
- Delivering **data-driven results safely** and efficiently

Enhanced our inclusive hiring framework, **Hire Great**, by incorporating diversity and inclusion related goals and initiatives



Scored **95 out of 100** on the Human Rights Campaign Foundation’s **Corporate Equality Index**

Launched several **new Employee Resource Groups (ERGs)**, bringing our total to 36 globally, and hosted our first global ERG Leadership Summit

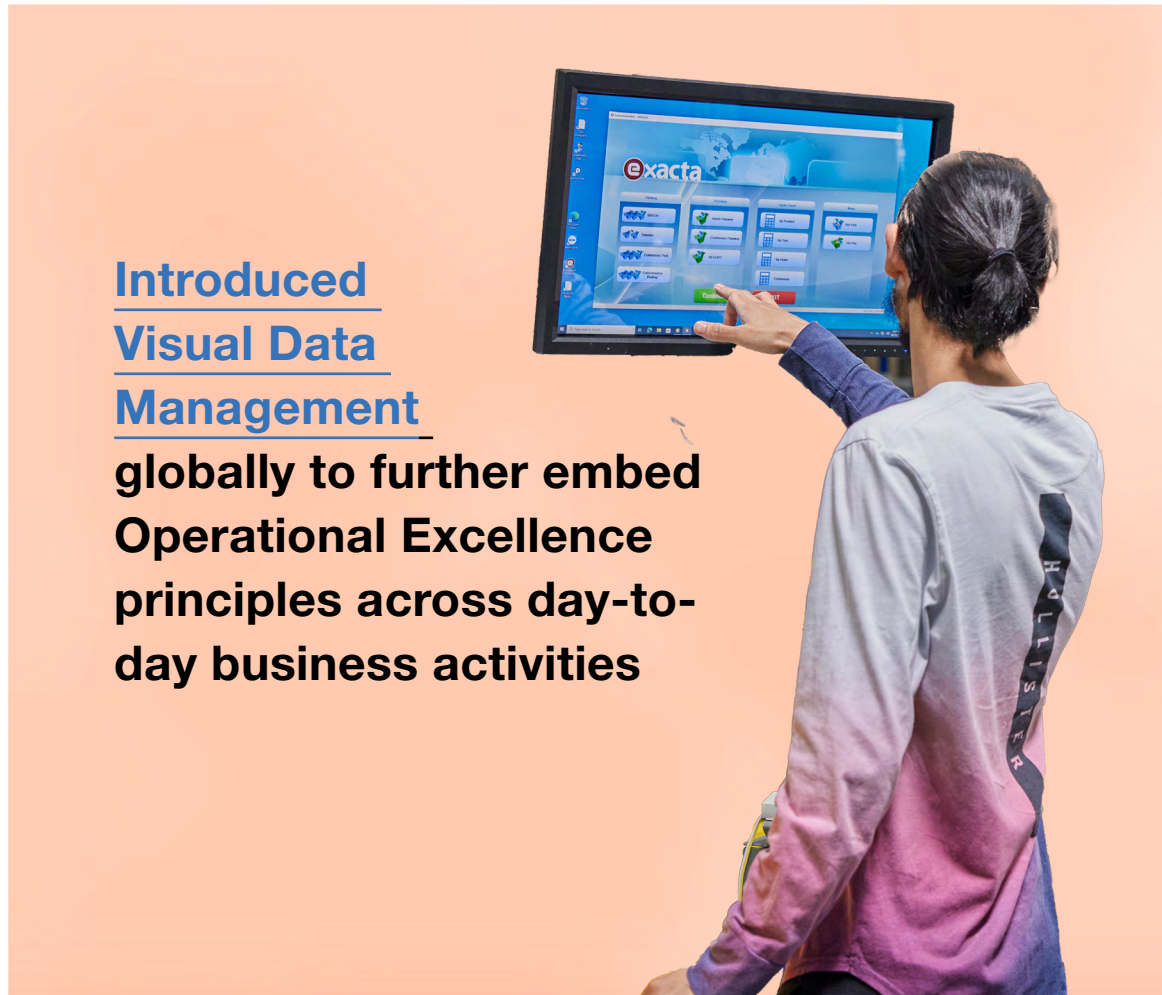


Continued to include ESG in our annual associate **engagement survey**

Sites in **17 countries certified** by Great Place to Work

Reduced the rate of recordable work-related injuries from 1.24 in 2022 to 0.99, with an **overall reduction in recordable incident injuries** by 29% and 74 sites recording zero recordable injuries throughout the entire year.

Formalized our global safety strategy to align with our 10 to Zero safety goal, which we refined to be zero days away injuries

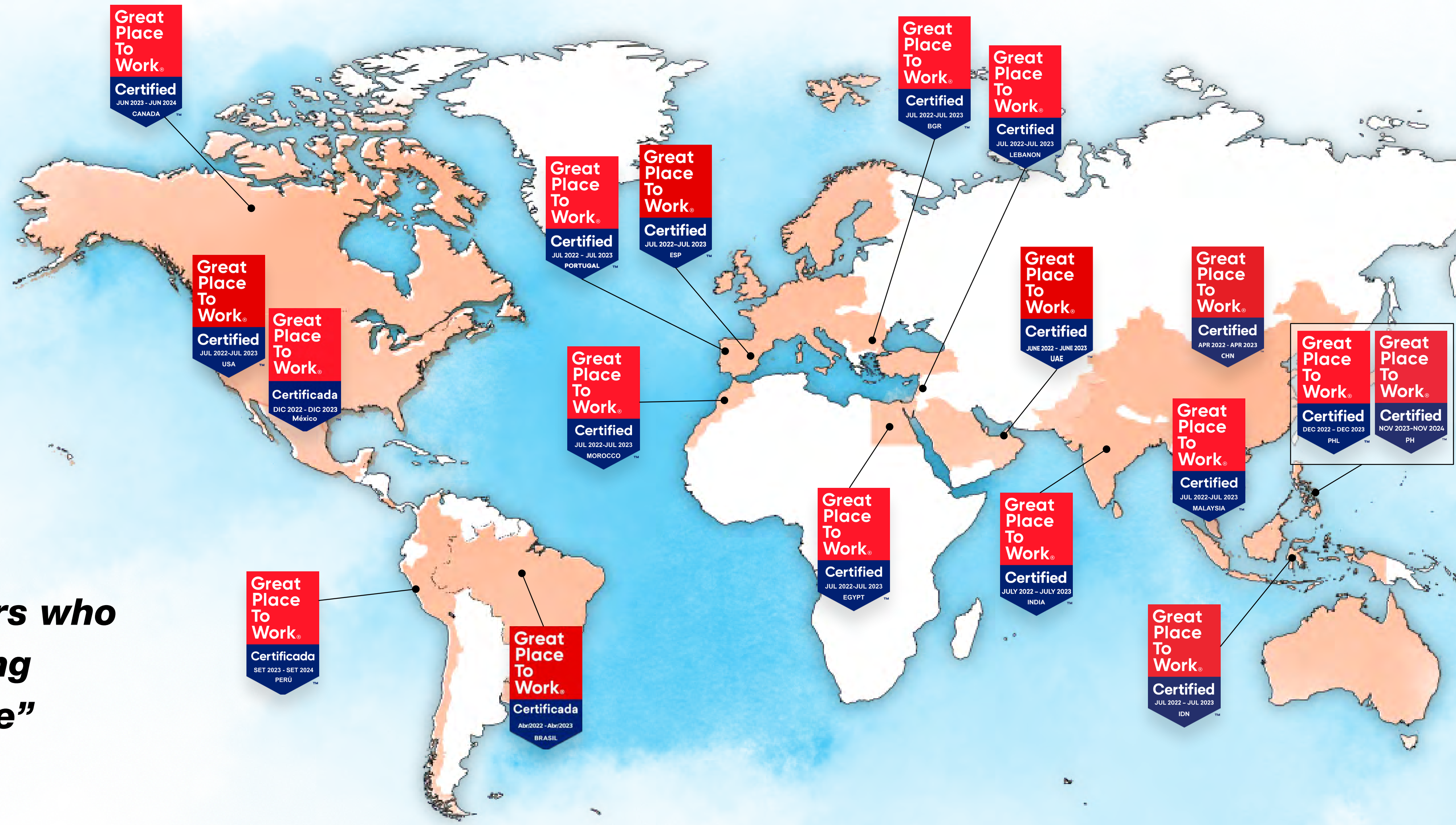


Introduced **Visual Data Management** globally to further embed Operational Excellence principles across day-to-day business activities

2023 Great Place To Work

Our efforts to cultivate a culture of excellence have been externally recognized with 2023 Great Place To Work certifications in many of our countries of operation. See [Ingram Micro Around the World](#) for a full list of where we operate.

“Certification that recognizes employers who create an outstanding employee experience”



Standout Environmental Achievements of 2023

The IngramMicroPlanetary program is dedicated to monitoring and tracking environmental metrics, setting context- and risk-based goals, and driving and recognizing outstanding environmental leadership. In 2022, we also rolled out our new data management platform to better centralize data and improve data quality. We've used the data collected through this platform to set the foundation for our environmental strategy to achieve our operational goals for zero greenhouse gas emissions and zero waste.

We take a holistic view of environmental issues that ties the planet to people by:

- [Engaging associates](#) on environmental issues
- Progressing on our [decarbonization goals](#)
- Optimizing our [transportation](#) and [packaging](#)
- Measuring our [waste diversion](#)
- Contributing to the [circular economy](#)

Launched the [IngramMicroPlanetary Earthling Network](#) to engage with associates around sustainability

Refurbished or repaired over [9.5 million electronic devices](#)

Reduced year-over-year absolute [Scope 1 and 2 emissions](#) by [19%](#)

Piloted our proprietary [cube utilization technology](#) to optimize our packaging, which delivered an [8% reduction](#) in corrugate volume

Converted [plastic padded mailers](#) to [paper](#) at our Advanced Logistics Centers

Increased consumption of [renewable energy](#) by [74%](#)

Diverted [81% of non-hazardous waste](#) from landfills

Standout Governance Achievements of 2023

Our stakeholders' trust and ability to succeed are among our highest priorities. Our governance program is primarily maintained through four key areas:

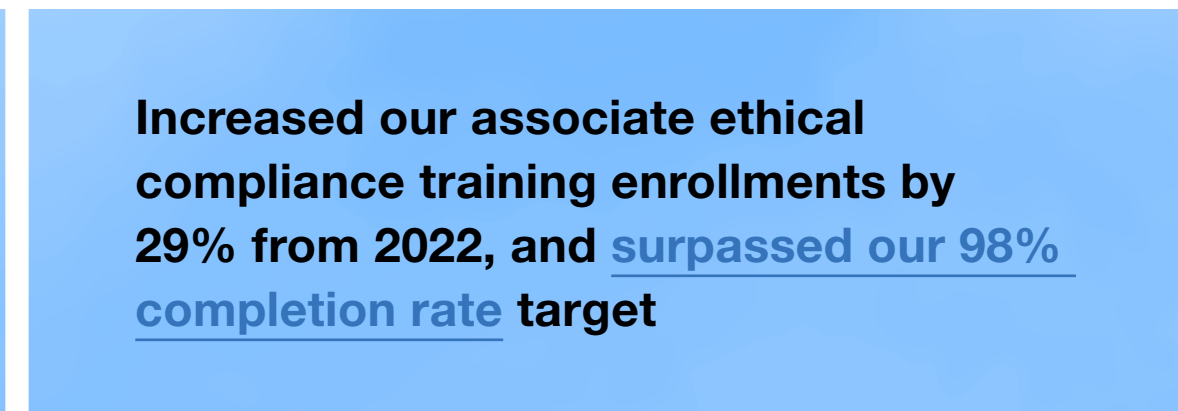
- Sustaining strong corporate governance structures and systems
- Providing associates with ethical compliance trainings and tools
- Upholding important certifications and standards within our operations
- Evolving our cybersecurity and data privacy programs as technology develops



Certified 4 additional Ingram Micro sites, under the Transported Asset Protection Association (TAPA), bringing the total number to 29 sites



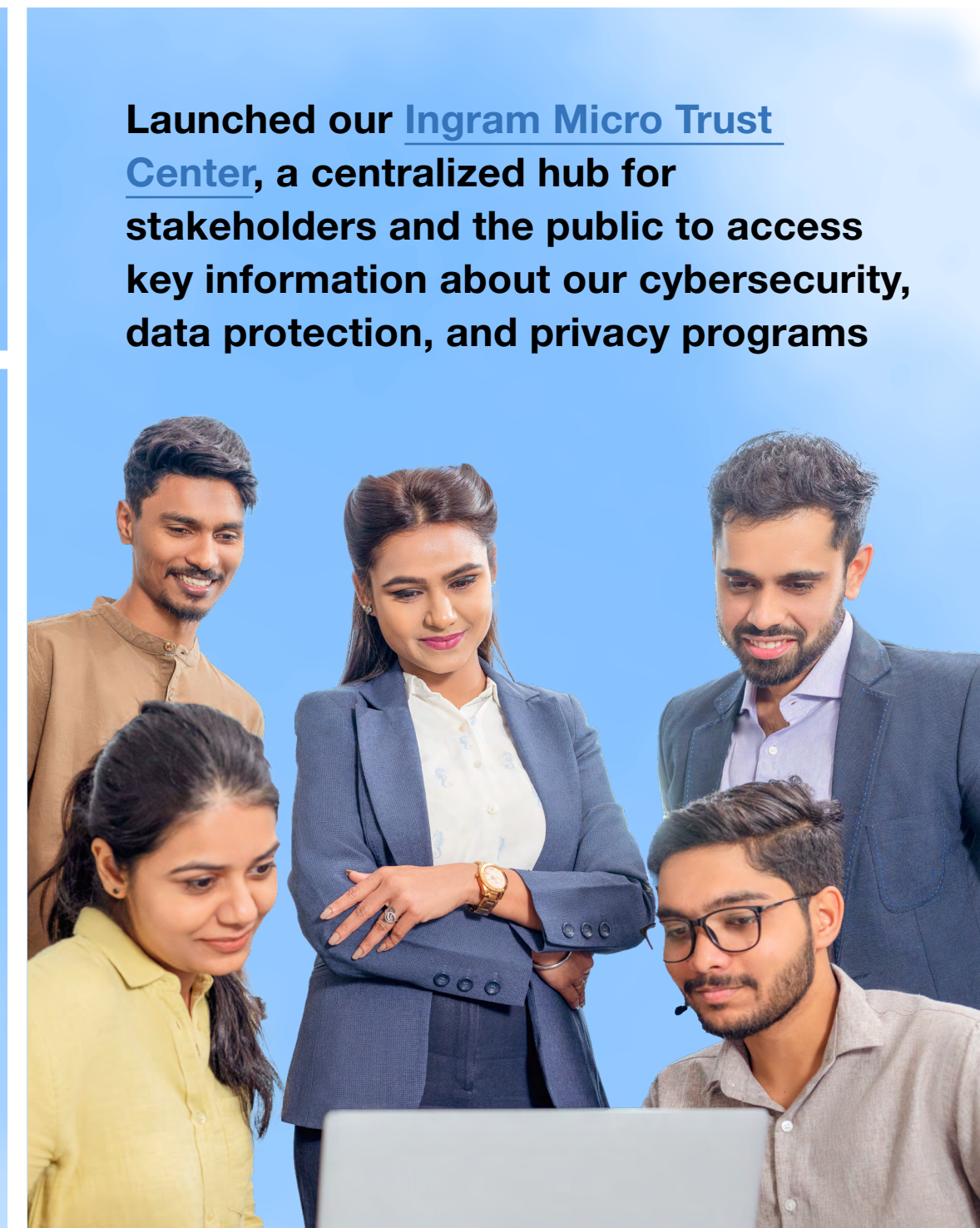
Expanded the scope of our ISO 27001 (international standard for Information Security) program globally to cover more of our global operations and achieved re-certification



Increased our associate ethical compliance training enrollments by 29% from 2022, and surpassed our 98% completion rate target



Improved our cybersecurity measures as part of Cybersecurity Awareness Month, as well as deployed and expanded our global Phishing program for associates



Launched our Ingram Micro Trust Center, a centralized hub for stakeholders and the public to access key information about our cybersecurity, data protection, and privacy programs

Selected 2023 ESG Awards and Recognition

Australia

- Cisco Sustainability Partner of the Year

Brazil

- Great Place To Work: Great Place To Work Certified

Bulgaria

- Association of Chartered Certified Accountants (ACCA: ACCA Certified Employer)
- Career Show: BRONZE in Health and Well-Being
- Career Show: GOLD in Learning and Development
- Career Show: Top 100 Best Employers in Bulgaria
- Shared Services & Outsourcing Network (SSON): Top 20 Most Admired Shared Services Organizations & Global Business Services)

Canada

- Canada's Safest Employer Awards: Safest Employer in Logistics and Supply Chain
- Canadian HR Awards: Excellence Award for Best HR Communication Category
- Canadian HR Awards: Excellence Award for Canadian HR Team of the Year (500 Employees or More)
- Canadian Occupational Safety: 5-Star Safety Culture Award
- Great Place To Work: Great Place To Work Certified
- HRD Canada: Most Innovating HR Team Award

EMEA

- GEC Media Group: Top 10 Best IT Companies to Work United Kingdom
- Channel Summit EMEA: Channel Partner Sustainability Award

France

- EcoVadis: Platinum Top 1% Sustainability Rating

Hungary

- DreamJobs: Winner: A Workplace to Love
- OFA: Responsible Employer Golden Award

India

- Employee Voice: DivHERsity Award
- Employee Voice: Top 20 DivHERsity Champions in the Large Enterprise Category
- Employee Voice: Top 3 Companies in Employee Voice Category
- Legal Era Indian Legal Awards: Best Legal Team of the Year (Small Size)

Mexico

- Great Culture to Innovate México – Women in Innovation (WIINN: Most Innovative Companies for Women)
- Great Place To Work: #2 Best Place to Work in the IT Industry
- Great Place To Work: #7 Best Place to Work in Central Region
- Great Place To Work: #8 Great Place to Work in Mexico (500 to 5,000 Employees Category)
- Great Place To Work: The Best Places To Work for Women in Mexico

Peru

- Great Place To Work: Best Places to Work in Peru China
- Great Place To Work: Best Workplaces for Women in Greater China

Philippines

- Great Place To Work: Great Place To Work Certified
- SSON Research & Analytics: Top 20 Most Admired Shared Services Organizations & Global Business Services

Spain

- Great Place To Work: Spain's Best Workplaces – 251-500 Employees Category #3

Sweden

- HPE and HP: Winner – Sustainable IT Reseller category”

United States

- Chapman University: Top Employers
- American Advertising Award for “Together” video on DEIB
- Companies That Care Feature OC Business Journal ESG Award

See our website for a full list of our [Awards and Recognition](#).

About Our 2023 Report

This will be the second year we are releasing a report that has been prepared in accordance with the GRI Universal Standards. We are also reporting in alignment with the Sustainability Accounting Standards Board (SASB) accounting and activity metrics for the Multiline and Specialty Retailers & Distributor industry (SASB: CG-MR, Version 2023-12) and the Task Force on Climate-related Financial Disclosures (TCFD) reporting recommendations. In 2023, we entered our fifth year as a signatory to the United Nations (UN) Global Compact and aim to grow our efforts around measuring progress against the UN Sustainable Development Goals (SDGs).

For more information, see our separate GRI Index, SASB Index, TCFD Index, and UN SDGs Index located on our [ESG Reports](#) web page.



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