IN RAM[®] 2023 Global Reporting Initiative Index

IngramMicro**ESG**



Global Reporting Initiative (GRI) Index

Ingram Micro is reporting in accordance with the GRI Standards for the period of January 1, 2023 to December 31, 2023 using GRI 1: Foundation 2021. Any text that is **bolded and underlined** within this index references our separate 2023 ESG Report, TCFD Index, SASB Index, and UN SDGs Index, all of which can be found on our ESG Reports webpage.

GRI 2: General disclo	sures		
GRI Topic Disclosure	Requirement(Omitted	s) Reason For Omission	Location/Explanation
			See 2023 ESG Report: Who V
			The 2023 ESG Report, GRI Inde Micro Holding Corporation cond the context otherwise indicates, Micro Inc., prior to July 2, 2021 vehicles, "Platinum"), and to Ing
2-1 Organizational details			Ingram Micro is a leading techno population, we play a vital role in to a highly diversified base of bu (formerly referred to as commer economy with full-service IT Ass availability, technical expertise a data-driven business and marke
			Headquartered in Irvine, Califorr associates committed to provid our countries of operation, see
2-2 Entities included		Information	See 2023 ESG Report: About
in the organization's sustainability reporting	2-2 a-c	unavailable/ incomplete	In 2022, we began a process to information as of the publication

We Are.

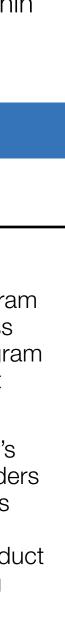
dex, SASB Index, TCFD Index, and UN SDGs Index have been prepared by Ingram Micro Holding Corporation. Ingram nducts its operations through its subsidiaries, including its indirect wholly owned subsidiary Ingram Micro Inc. Unless s, any reference in this report to "Ingram Micro," "our Company," "the Company," "us," "we," and "our" refers to Ingram 1, the date on which Ingram Micro Inc. was acquired by Platinum Equity, LLC (together with its affiliated investment ngram Micro Holding Corporation after such date.

nology company for the global information technology ecosystem. With the ability to reach nearly 90% of the world's in the worldwide IT sales channel, bringing products and services from technology manufacturers and cloud providers ousiness-to-business technology experts. Our wide-ranging solutions portfolio includes client and endpoint soutions ercial and consumer), advanced solutions offerings, and cloud-based solutions. We also enable a global circular sset Disposition (ITAD) and Reverse Logistics and Repair (RLR) services. We provide our customers with broad product and a full suite of professional services to simplify their deployment and maximize their use of technology, including ket insights, pre-sales engineering, post-sales integration, technical support and financing solutions.

ornia, Ingram Micro operates in 58 countries and reaches close to 200 countries. We have approximately 25,800 ding our more than 161,000 customers and 1,500 vendor partners worldwide with a superior experience. For a list of our 2023 ESG Report: Ingram Micro Around the World.

It This Report.

to reorganize and simplify our corporate structure. As the entity list is still in flux, we are opting not to share the on of this report. We expect to include this information in subsequent reports.



GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: About 1
2.2 Departing pariod			Unless otherwise noted, the 2023 activities, and initiatives for calend disclosed in this report align to o
2-3 Reporting period, frequency, and contact point		The 2023 ESG Report, GRI Index publishing such reports on an an	
		Laurie Olague Ingram Micro Holding Corporatio Laurie.Olague@ingrammicro.c	
			Social:
2-4 Restatements of information	2-4 a i (average training hours)	2-4 a i (average training hours) Information incomplete/ unavailable	We are reporting a change in the reported that Ingram Micro assoc completed divided by the total number number of training hours complet We are reporting an omission for
			We are also reporting a restatem ESG Report only accounted for a have access to and are tracked t 4,733 temporary workers and 61

t This Report.

023 ESG Report, GRI Index, SASB Index, TCFD Index, and UN SDGs Index cover Ingram Micro's operations, entities, endar year 2023 (January 1 to December 31) and serves as an update to our 2022 report. All financial numbers our fiscal year 2023 (January 2 to December 30).

lex, SASB Index, TCFD Index, and UN SDGs Index were published on August 29, 2024. We expect to continue annual basis. For further information about this report, please contact:

ion **.com**

he methodology used to calculate the average training hours per employee (See **GRI Index: 404-1**). In 2022, we sociates averaged 11.5 hours of training per associate, which was calculated as the total number of training hours number of associates in our human resources (HR) system. In 2023, we have calculated the average as the total leted divided by the total number of associates for whom we track training through our learning management system. or restatement of our 2022 average training hours per employee due to unavailability of data.

ment of our temporary worker count (See **GRI Index: 2-7**) because our previously disclosed figure (69) in our 2022 r a subset of our temporary workers in our HR systems. Our restated number (now 4,733) accounts for workers who d through any of our HR systems. As such, Ingram Micro had 5,348 total non-associates in 2022, which is inclusive of 615 non-temporary other workers.



ext page. **3**

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			Environmental:
2-4 Restatements of information (continued)	2-4 a i (average training hours)	Information incomplete/ unavailable	We are reporting restatements of ESG Report contained several e collection boundary and data re- for the entire organization, inclu- excludes the divested locations renewable sources was greater data vs. 11% excluding divested emissions factors that were may factors and will update our emiss was recalculated for compariso 3 categories 1 (Purchased Good Treatment of Sold Products).
			The weight of generated non-haupdated using 2023 as a proxy. of 21,766 MT.
			Packaging data has been restat well as due to an error identified
			For restated figures on 2022 en Summary .
			See 2023 ESG Report: About
2-5 External assurance			While we have not sought exter prepared in accordance with the is data-driven and informed by strategies to maximize positive i
2-6 Activities, value chain and			See 2022 ESC Departs Whe W

2-0 ACTIVITIES, VALUE CHAIN and other business relationships

See 2023 ESG Report: Who We Are.

of our energy and Scope 1 and 2 greenhouse gas (GHG) emissions figures for 2022. Figures published in the 2022 estimations, as we transitioned into a new data management system and required further evaluation of the data refinement. In the 2023 ESG Report, 2022 data for energy and Scope 1 and 2 emissions are provided to show the data luding sites that were divested during the year, as well as the organization without the divested locations. Data that is is now the baseline for our GHG emissions goals moving forward. As a result, the percentage of total electricity from er than the previously disclosed figure (22% inclusive of divested facilities data and 18% excluding divested facilities ed facilities as disclosed in the 2022 ESG Report). Furthermore, we have made recalculations based on updated ade available for the 2022 reporting year. We will continue to monitor public databases for the latest available emissions nissions inventories as appropriate. As part of the further refinement of Scope 3 methodologies, 2022 Scope 3 data on purposes using the same methodologies that were refined for the 2023 inventory. The restatements are for Scope ods and Services), 2 (Capital Goods), 8 (Upstream Leased Assets), 11 (Use of Sold Products), and 12 (End of Life

hazardous waste is also restated due to a reporting error for one site's recycling data. Previous data for this site was y. As a result, the restated total non-hazardous waste is now 19,480 MT, as opposed to the previously disclosed figure

ated due to further refinement in data methodologies for measuring and estimating the weight of shipping cartons as ed which had resulted in the inclusion of 2021 data from one country in the 2022 calculations.

energy consumption, GHG emissions, waste, and packaging data, see **2023 ESG Report: Environmental Data**

It this Report.

ernal assurance for our ESG Report, we have included selected data from our financial statements, which has been he U.S. Generally Accepted Accounting Principles and has been independently audited. Our approach to ESG matters stakeholder feedback. We constantly work to understand the impacts of our business so that we can develop impacts while minimizing negative ones across stakeholders.





GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: Social
2-7 Employees	2-7 b ii. (gender); e	-	Ingram Micro refers to all emplo total permanent employee coun regular employees in our HR sys workforce. See GRI Index: 2-8 guaranteed a minimum or fixed required, per GRI guidance, are classified as such.
			Associate counts are based on (approximately 25,800) compare changes in associate count due
			See 2023 ESG Report: Social
2-8 Workers who are not employees			The reported total number of nor represents 4,585 temporary wor apprentice, and casual are the re- warehouse logistics to profession a specified date is reached, a specified date is reached, a specified date is reached, a specified date is reached tempon gender is available with our of collection of sensitive data inclu- access to our HR systems. We tracked in systems of record.
			For 2023, Ingram Micro reports The difference in count can be a
2-9 Governance structure and composition	2-9 c	Confidentiality constraints	At this time, we are not disclosing GRI Index: 2-10 and 2-11) for Executive Leadership Team (ELT
-			For more information about our

al Data Summary; GRI Index: 2-8.

loyees and workers who perform work for Ingram Micro as "associates" throughout the report. However, our reported unt (approximately 25,800 as of 12/31/2023) represents only associates who are categorized as full-time and part-time system. This count excludes 4,585 temporary workers, 283 non-temporary other worker types, and the contingent **B** for more information on non-associates. Non-guaranteed workers, who are defined as workers who are not d number of working hours per day, week, or month, but who may need to make themselves available for work as re not a relevant employee category for Ingram Micro because we do not have workers who fit this description or are

n the average headcount at the end of each month for calendar year 2023. We had fewer associates in 2023 ared to that of 2022 (approximately 27,000 as of December 31, 2023). We are reporting an omission on the reason for ue to confidentiality constraints.

al Data Summary.

non-associates (4,868) has been determined by the average headcount each month for calendar year 2023. This count vorkers and 283 non-temporary other worker types. Workers who are categorized as seasonal, fixed term, intern, e most common types of other non-temporary workers. The type of work performed varies by role and can range from sional services. A "fixed term" worker is defined as a person with a contract of employment, which is due to end when specified event does or does not happen, or a specified task has been completed. In addition, although we report the mporary workers by region, we are unable to provide a full breakdown by gender for this group as only partial data r current HR system. Several countries in which we have operations also have legislation that prohibits or limits the luding information such as gender. Our reported temporary worker count only represents tracked workers who have e are noting an omission of temporary workers who are sourced locally at the site in different regions but who are not

a decrease in the number of non-temporary other worker types compared to 2022 (615 as of December 31, 2022). A attributed to a correction in the classification of these workers within our HR systems.

sing information regarding the governance structure and composition of the sole member of our Board of Directors. See r other information regarding this selection. However, below the Board of Directors, our highest governing body is the LT). Of the 15 ELT members, 13 (87%) identified as male and 2 (13%) identified as female.

ar executive composition, see 2023 ESG Report: Governance Structure.



GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
2-10 Nomination and selection of the highest governance body	2-10 b	Confidentiality constraints	In 2023, our Board of Directors
2-11 Chair of the highest governance body			The sole member of our Board o
			See 2023 ESG Report:
2-12 Role of the highest governance body in overseeing the management of impacts			 Our Governance Structure Engaging Stakeholders in G
			See TCFD Index.
			See 2023 ESG Report:
2-13 Delegation of responsibility for managing impacts			 Our Governance Structure Engaging Stakeholders in G
			See TCFD Index.
			See 2023 ESG Report: Our Go
2-14 Role of the highest governance body in			Our Executive Leadership Team important ESG matters, includin Committee is briefed on ESG ini and reviews various ESG comm against goals and targets for ade provided on major projects, sucl
sustainability reporting			Platinum is keenly focused on ov to ESG are established by the C
			The Committee plays an integral actively involved in establishing a

The Committee plays an integral role in promoting the alignment of the company's culture with our ESG commitments. The Committee members are actively involved in establishing and supporting our employee resource groups (ERGs), including one Committee member serving as the executive sponsor of an ERG. The compensation of each member is tied to at least one ESG objective.

consisted of one member affiliated with and appointed by Platinum.

of Directors is not a senior executive within the organization.

e Our Sustainability Journey

e Our Sustainability Journey

overnance Structure.

m (ELT) ESG Steering Committee members attend regularly scheduled meetings with the Board of Directors and discuss ing climate-related issues and impacts. At its meetings, which take place at least quarterly, the ELT ESG Steering nitiatives and progress and approves goals, budgets, and project timelines. In addition, the Committee contributes to munications, including this annual ESG report. The IngramMicroESG team formally presents information on progress ddressing climate-related issues on a quarterly basis to the Committee. Beyond formal meetings, interim updates are ich as progress related to our commitment to setting science-based targets.

overall ESG-related issues, including climate-related issues. As a result, strategic and performance milestones related Committee, with the company's IngramMicroESG team tasked with operationalizing them.





GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
2-15 Conflicts of interest			Ingram Micro's Code of Condu in certain cases will be reported conflicts of interest to stakeholde
2-16 Communication of critical concerns			See 2023 ESG Report: Third-F
2-17 Collective knowledge of the highest governance body			See 2023 ESG Report: Our Commitment to ESG Our Commitment to Corpor
2-18 Evaluation of the performance of the highest governance body			An evaluation of the performanc
2-19 Remuneration policies	2-19 a	Confidentiality constraints	We are not disclosing our remun ESG-relevant objective tied to th
2-20 Process to determine remuneration	2-20	Confidentiality constraints	We are not disclosing our proce
2-21 Annual total compensation ratio	2-21	Confidentiality constraints	We are not disclosing our annua
2-22 Statement on sustainable development strategy			See 2023 ESG Report: Messa
2-23 Policy commitments	2-23 d (Supplier Code of Conduct)	Information unavailable/ incomplete	See 2023 ESG Report: Driving Ingram Micro has many policy co Stewardship Policy , U.S. Anti- Supplier Code of Conduct . Ing our Code of Conduct. Our U.S. A

d to the Board of Directors for review and potential approval. We do not have a formal mechanism for disclosing ders.

-Party Hotline.

orate Excellence

ice of the Board of Directors has not been conducted at this time.

uneration policies, as this information is considered confidential. However, all members of our ELT have at least one their performance compensation.

ess to determine remuneration, as this information is considered confidential.

al total compensation ratio, as this information is considered confidential.

age from the CEO.

g Ethical Compliance with Integrity.

commitments related to responsible business conduct, including our **Global Human Rights Policy**, **Environmental** ti-Money Laundering Policy, **Anti-Bribery Policy**, and **Non-Retaliation Policy**, as well as our **Code of Conduct** and ngram Micro associates are required to be aware of company policies as part of their onboarding and compliance with . Anti-Money Laundering Policy is not meant for external audiences and is therefore not public.

Table continues to the next page.

2023 Ingram Micro GRI Index



GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			Our Global Human Rights Po international human rights stand expect the same of our Ingram rights of women, minority group various ways, including, but not
2-23 Policy commitments	2-23 d (Supplier Code	Information unavailable/	Our Global Human Rights Po Operations and Engineering; Vie
(continued)	of Conduct)	Omission	Our policy commitments are co vendors. In the U.S., both our s by laws, regulations, and their c Ingram Micro's Code of Conduc
		Ingram Micro Germany also alig Due Diligence Act.	
			See 2023 ESG Report:
			 Driving Ethical Compliance Third-Party Standards and
2-24 Embedding policy commitments		Omission Information unavailable/ incomplete	Our Supplier Code of Condu environment, and business ethic derived from and respect intern and Rights at Work and the UN conformity to this Code, includi
			See 2023 ESG Report:
2-25 Processes to remediate negative impacts	2-25 d, e	unavailable/	 Driving Ethical Compliance Third-Party Hotline
			See TCFD Index.

licy does not specifically reference the precautionary principle. However, we pursue company-wide conformance to dards, and we consider the implementation of processes and business controls to help with such conformance. We Micro entities, associates, and business partners throughout our supply chain. We are committed to protecting the ps, and other underrepresented groups. We are also committed to providing equal employment opportunity through t limited to, signing onto the United Nations (UN) Universal Declaration of Human Rights.

blicy was approved by our Executive Vice President, Secretary and General Counsel; Executive Vice President, Global ice President, Chief Compliance Officer; and Executive Vice President, Human Resources.

ommunicated to business partners through multiple channels, including our website and through agreements with standard vendor agreement and non-trade supplier agreement contain language explaining that parties agree to abide own respective codes of conduct. Where a counterparty does not have a code of conduct, our contracts specify that ict must be observed.

gns its methods of stakeholder communications on policy commitments in preparation for Germany's Supply Chain

e with Integrity **Certifications**

ct incorporates the Responsible Business Alliance Code of Conduct principles and covers labor, health and safety, ics. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of the Code are nationally recognized standards, including the International Labour Organization Declaration on Fundamental Principles I Universal Declaration of Human Rights. The Code also outlines the elements of an acceptable system to manage ling periodic self-evaluations and a corrective action process.

e with Integrity













GRI Topic Disclosure	Requirement(s) Reason For Omitted Omission	Location/Explanation
2-26 Mechanisms for seeking		See 2023 ESG Report: Third-I
advice and raising concerns		See Code of Conduct.
2-27 Compliance with laws and regulations		We believe that we are in materi compliance. However, many of t in ways that are unfavorable to c
		Ingram Micro's CEO is on the Bo global and national organization For more information, see 2023
2-28 Membership associations		 L'Association pour la transition Computing Technology Indust Global Technology Distribution International Data Sanitization National Association for Inform Responsible Minerals Initiative Reverse Logistics Association Silicon Valley Tax Directors Gr Transported Asset Protection United Nations Global Compa Wireless Communications Associations
		See 2023 ESG Report:
2-29 Approach to stakeholder engagement		 Engaging Stakeholders in C Listening and Learning: Ho

See **GRI Index: 3-1**.

-Party Hotline.

erial compliance with applicable laws and regulations, and we are not aware of any significant instances of nonf the laws and regulations to which we are subject continue to develop and could be interpreted, applied, or amended o our business.

Board of Directors of the Global Technology Distribution Council. Furthermore, Ingram Micro is a member of several ons (see below). Our company also participates in local diversity and philanthropic organizations not included in this list. **3 ESG Report: Succeeding Together: Our Culture of Excellence**.

ion Bas Carbone Istry Association Ion Council Ion Consortium Ion Council Ion Council

Engaging Stakeholders in Our Sustainability Journey
 Listening and Learning: How Transformation Is Driven by Associates

Table continues to the next page.

2023 Ingram Micro GRI Index





GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
2-29 Approach to stakeholder engagement (continued)			Ingram Micro engages internal a collaboration. Internal stakehold where we have established con through the course of our regula 2023, we received 29 CDP requ
2-30 Collective bargaining 2-30 a unav	Information	While Ingram Micro does not ha agreements and works council Germany, Mexico, the Netherlar	
	2-30 a	unavailable/	Due to issues of data availability
		incomplete	With respect to our associates employment based on collective organizations.

GRI 3: Material topics

3-1 Process to determine material topics

See 2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey.

We believe that dialogue with internal and external stakeholder groups is essential in determining the prioritization, impact, and management of ESG issues. In 2022, Ingram Micro collaborated with a third-party consultancy to engage relevant stakeholders and complete our third materiality assessment according to the framework outlined in the updated GRI Universal Standards 2021. This was an important step in the development and launch of IngramMicroESG and provided new insights about our material topics from the previous materiality assessment that had been conducted in 2019.

We began our materiality assessment with research of universal ESG topics, subtopics, and impacts. We arrived at a preliminary list of topics by combining results from our previous materiality assessments and reporting with research from industry peers, legal and regulatory bodies, as well as relevant ESG standards, frameworks, and indices. We then consulted internal stakeholders and subject-matter experts (SMEs) in reviewing the initial list of topics, recategorizing subtopics or impacts as appropriate, and defining each topic within the context of Ingram Micro's activities and business relationships.

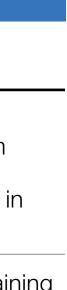
and external stakeholders using a variety of methods and tools, including surveys, interviews, assessments, and Iders participate in conversations about ESG through, among other things, our company social networking platform mmunities for both IngramMicroESG and IngramMicroPlanetary. External stakeholders are engaged on ESG topics ular business and we regularly respond to ESG-related customer and vendor requests for information. For instance, in quests as part of the Supply Chain Program and 40 for EcoVadis.

nave unions or collective bargaining agreements in the U.S., some of our associates are covered by collective bargaining I arrangements in a number of countries in which we operate, including Australia, Brazil, Chile, Costa Rica, France, ands, Poland, Spain, Sweden, and the United Kingdom.

ity, we do not have a total count of associates covered by collective bargaining agreements.

s not covered by collective bargaining agreements, we do not determine their working conditions and terms of ve bargaining agreements that cover our other associates or based on collective bargaining agreements from other

Table continues to the next page









GRI 3: Material topics (continued)

GRI Topic Disclosure	Requirement(s) Reason For Omitted Omission	Location/Explanation
		Using the preliminary list of topic the 2023 ESG Report: Engagir ESG topics on Ingram Micro's bu and people (including human rig
		We distributed the surveys globa representatives, as well as suppl
3-1 Process to determine material topics (continued)		Stakeholder survey and interviev impacts of various ESG topics. F
		The results were processed and topics that have, or could have, material topics is shown in the m as higher, moderate, and lower s financial or other impacts of a to 2022, we believe the assessmen
		See 2023 ESG Report: Engagi

3-2 List of material topics

GRI Index.

ics, we designed a survey and interview process in accordance with the principle of double materiality, as illustrated in ing Stakeholders in Our Sustainability Journey. This approach allowed us to assess both the financial impacts of business success, as well as the impacts Ingram Micro could have on the economy (i.e., our markets), environment, ights).

bally and received responses from 35 countries, including internal SMEs, chief country executives, and regional pliers and vendors.

ew responses provided quantitative and qualitative data and insights on the actual and potential, positive, and negative Respondents were also asked about their judgment on the severity and likelihood of an impact taking place.

d analyzed, and topics were scored and ranked using the double materiality concept, which places more weight on a significant impact on the environment, society, and economy, as well as the company's profitability. Our final list of matrix within the 2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey, with topics identified scoring. While the relative positioning of topics within the overall matrix provides meaningful insights, the materiality of opic may differ across stakeholder groups or geographic regions. Though the materiality assessment was conducted in ent and major conclusions are still valid for 2023.

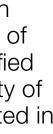
ging Stakeholders in Our Sustainability Journey.

For this report, the management of the material topics determined for reporting is described in each relevant report section, as further outlined in this











GRI 100 Series

While this GRI topic is not required for disclosure until 2026, we deem it important to acknowledge our impact on biodiversity issues.

GRI 101: Biodiversity			
GRI Topic Disclosure	Requiremen Omitted	t(s) Reason For Omission	Location/Explanation
		3-3 Information unavailable/ incomplete	According to our materiality ass Sustainability Journey). Howe resource use, and biodiversity a
3-3 Management of material topics	3-3		We are still in the early stages of However, our Environmental S and indirectly where we have in including SDG 14 "Life below w
			We do not currently have specific a commitment to minimize our e biodiversity.
			However, our Environmental and indirectly where we have including SDG 14 "Life below" We do not currently have spece a commitment to minimize our biodiversity. In addition, we are guided by o
101-1 Policies to halt and reverse biodiversity loss	101-1	Information unavailable/ incomplete	 Use less; Avoid plastic, use fiber; Use recycled or certified su
			For example, we have been wo materials, and help realize cost

ssessment, biodiversity is a lower-scoring topic (see 2023 ESG Report: Engaging Stakeholders in Our vever, we take a holistic view of the environment and acknowledge that issues like climate change, water security, are interlinked.

of understanding our biodiversity impacts, so we do not have a specific management process around biodiversity. Stewardship Policy includes a commitment to minimize our environmental impact directly where we have control nfluence, which can include biodiversity. Further, we also endorse the UN Sustainable Development Goals (UN SDGs), water" and SDG 15 "Life on land," and we responded to CDP's Forests questionnaire for the first time in 2023.

cific policies in place to halt and reverse biodiversity loss. However, our **Environmental Stewardship Policy** includes environmental impact directly where we have control and indirectly where we have influence, which can include

our packaging principles, which in order of priority include:

sustainable content.

vorking to increase the use of fiber-based shipping mailers as opposed to corrugate boxes as these are lighter, use fewer st savings of both raw materials and transportation. The mailers that are used in North America contain approximately 20% recycled content and are Forest Stewardship Council (FSC) certified.



GRI 101: Biodiversity (continued)

GRI Topic Disclosure	Requirement Omitted	(s) Reason For Omission	Location/Explanation		
			In early 2023, we completed an the following categories:		
101-2 Management of biodiversity impacts	101-2	Information unavailable/ incomplete	 Provisioning Services Regulating & Supporting Set Regulating Services — Mitig Cultural Services Pressures on Biodiversity Environmental Factors Socioeconomic Factors Additional Reputational Factors 		
			We focused our assessment on		
			 Land, Freshwater, and Sea Deforestation Invasives Pollution 		
					We found that within our portfol The second highest area of risk
101-3 Access and benefit-sharing	101-3	Not applicable	According to GRI Guidance, "th genetic or biochemical composi		
101-4 Identification of	101 /	Information	We have not conducted an anal biodiversity. However, fiber-base operations, distribution model, a measured by Ingram Micro. We		
biodiversity impacts	101-4	Information unavailable/ incomplete	Though our impact on forests is biodiversity impacts. We are fully our packaging vendors to accel forest-related risks and depende		

an assessment for the purposes of this report using the WWF Biodiversity Risk Filter tool. The analysis included reviewing

Services – Enabling igating

actors

on the Pressures of Biodiversity category and its four indicators:

ea Use Change

olio, air pollution was one of the highest areas of risk with 56% of our sites at "High Risk" and 1% at "Very High Risk." k identified was invasives, with 18% of our sites at "High Risk."

his disclosure is relevant for organizations that use genetic resources to conduct research and development on the sition of resources." As an IT distributor, this disclosure is not relevant.

alysis to identify which sites, products, and services within our supply chain have the most significant impacts on sed packaging and wood pallets are used by Ingram Micro for shipping products to customers as part of our global and other services. The raw materials used for shipping products may have biodiversity impacts that are yet to be e have not assessed the deforestation or conversion footprint of our fiber-based packaging.

is likely small in the overall ICT value chain, we acknowledge that the use of fiber has a direct linkage to nature loss and Ily committed to increasing the amount of packaging that comes from sustainable materials and working closely with elerate our progress. In 2023, we responded to CDP's Forests questionnaire for the first time in order to assess our dencies.





GRI 101: Biodiversity (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			We have not conducted an anal biodiversity risk assessment usin in key areas of biodiversity impo 10% overlap with global Key Bio shipping products, and we have
101-5 Locations with biodiversity impacts	101-5	Information unavailable/ incomplete	In 2023, Ingram Micro began op previously undeveloped. As part yards, and driveways were built located just off a major interstate invasives and pollution.
			In addition, our preliminary wate facilities are in areas projected to
			We have not assessed our supp
101-6 Direct drivers of biodiversity loss	101-6	Information unavailable/ incomplete	We have not conducted a full ar biodiversity, so therefore we are
101-7 Changes to the state of biodiversity	101-7	Information unavailable/ incomplete	We have not conducted a full ar biodiversity, so therefore we are
101-8 Ecosystem services	101-8	Information unavailable/ incomplete	We have not conducted a full ar biodiversity. Therefore, we are u

alysis to identify which of our sites have the most significant impacts on biodiversity. We have completed a preliminary sing the WWF Biodiversity Risk Filter for our direct operations, which found that almost all of our facilities are not located portance. However, our distribution centers in Manukau (Auckland), New Zealand, and Miami, Florida, have less than Biodiversity Areas (KBA) and were found to be at "Medium Risk." The main activities at these sites include receiving and ve not assessed whether or not our activities could negatively impact biodiversity.

operations at a new leased warehouse in Spartanburg County, South Carolina in the United States. The land was art of the construction, the entire parcel was graded to include two storm water retention pools. Parking lots, truck ilt, covering approximately 70% of the parcel. In the assessment of the biodiversity risks for this location, which is ate, it was determined that this location has a medium risk for pressures on biodiversity, primarily due to the risk of

ter risk assessment using the WWF Water Risk Filter and WRI Aqueduct Tool, found that approximately 60% of our to have extremely high water-stress risk in 2030 and 2040.

oply chain for significant impacts on biodiversity.

analysis to identify which sites in our direct operations or in our supply chain have the most significant impacts on re unable to report on the sites where its activities lead or could lead to land and sea use change.

analysis to identify which sites in our direct operations or in our supply chain have the most significant impacts on re unable to report on affected or potentially affected ecosystems.

analysis to identify which sites in our direct operations or in our supply chain have the most significant impacts on unable to report on ecosystem services and beneficiaries affected or potentially affected by our activities.







GRI 200 Series

GRI 201: Economic performance

GRI Topic Disclosure	Requirement(s)Reason ForLocation/EOmittedOmission		Location/Explanation
			See 2023 ESG Report:
3-3 Management of material topics			 Who We Are 2023 Highlights
			See TCFD Index.
			See 2023 ESG Report: 2023 A
201-1 Direct economic value generated and distributed	201-1 a. ii., iii.; b	Confidentiality constraints	We have disclosed certain finance capital; payments to government due to confidentiality constraints
			Our financial statement data has independently audited.
201-2 Financial implications and other risks and opportunities due to climate change			See TCFD Index .
			See 2023 ESG Report: Reward
201-3 Defined benefit plan obligations and other retirement plans	201-3 a-e	Information unavailable/ incomplete	Ingram Micro provides defined contribution plan is a reti- defined contribution plan is a reti- account. Contributions are often allow withdrawals until the associ- offering these plans, as well as the compensation expense.
201-4 Financial assistance received from government	201-4	Confidentiality constraints	In 2023, we reported approximation disclosed due to confidentiality c

At-a-Glance.

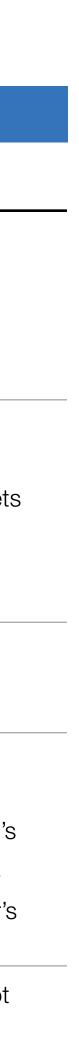
ncial figures in the 2023 ESG Report, but at this time are unable to share data related to payments to providers of ent by country, and community investments; economic value retained; or breakdown by significant countries/markets ts.

as been prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP) and has been

rding Exceptional Talent.

contribution plans to associates in a number of countries to assist eligible associates in saving for retirement. A etirement plan in which both Ingram Micro and the associate make contributions on a regular basis to an individual's en made to the account before taxes and may have a lower tax rate upon withdrawal. Many of these plans do not ociate reaches a certain age and is no longer working. We review market data to determine the competitiveness of the amount of the company's contribution. The company provides the contributions each year as part of that year's

nately \$3 million of U.S. federal and California research and development (R&D) tax credits. Global information is not constraints.



GRI 202: Market presence

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
3-3 Management of material topics			See 2023 ESG Report: Attract
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1	Information unavailable/ incomplete	Information on local minimum wa compliance with all applicable st
202-2 Proportion of senior management hired from the local community			In 2023, 100% of our senior man operations in a country in which country hire is considered "local
GRI 203: Indirect ecor	nomic impac	cts	
3-3 Management of material topics			See 2023 ESG Report: Dedication to Our Talent Making a Positive Impact in
203-1 Infrastructure investments and services supported			 See <u>2023 ESG Report</u>: Who We Are Making a Positive Impact in Beyond our operations, we have Services Corporation (LSC) in effective Americans facing serious civil legt to justice.
203-2 Significant indirect economic impacts			See <u>2023 ESG Report</u> : Who We Are Making a Positive Impact in Practicing Responsible and

cting Innovative Minds.

wage is currently not available. We pay at or above applicable minimum wage requirements in all locations and in standards and regulations. Entry level wages do not vary by gender.

anagement hires in our significant locations of operation were local. "Significant locations of operations" are defined as h Ingram Micro has at least 500 full-time equivalents. "Senior management" is defined as director level or above. An inal."

in Our Communities

in Our Communities

ve also supported legal protection for those in need. Since 2018, Ingram Micro has shown solidarity with the Legal efforts to ask Congress for more funding. This would allow LSC to provide legal help to thousands of low-income egal problems. In 2023, Ingram Micro was an official signatory to LSC's engagement in Congress towards equal access

in Our Communities nd Sustainable Supply Chain Capabilities



GRI 204: Procurement practices

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: In Our
3-3 Management of material topics			As a leading solutions provider by chain. We enable our partners to recognize the impacts of our pro- world addresses prominent envir Technology can also help common that our operations create indirect distribution, and end use of our pro- environmental and social risk. The temporary employment agencies
			Ingram Micro vets its suppliers, i supply chain engagement progra operating segments of our distrik These include our Code of Con to comply with all jurisdictional re terms and conditions outlined in and safety, environment, ethics, noncompliance within supply cha we can take to drive ongoing imp
204-1 Proportion of spending on local suppliers	204-1	Information unavailable/ incomplete	Because the IT supply chain is g locality; however, practically spea warehouses and offices are loca

GRI 205: Anti-corruption

3-3 Management of material topics

Our anti-bribery program is operationalized by a geographically dispersed team under the guidance of our Chief Compliance Officer. This officer reports to the General Counsel and has direct, independent access to the Board of Directors. This structure promotes autonomy, cross-regional collaboration, and draws support from key departments like Internal Audit, Human Resources, Security, and Trade Compliance.

[•] Operations.

by revenue for the global IT ecosystem, Ingram Micro operates a broad range of capabilities across the IT value to provide excellent business outcomes to the companies and consumers they serve. As a global IT distributor, we rocurement practices on the economy, environment, and people. Technological solutions are accelerating the way our vironmental issues by improving energy efficiency, phasing out fossil fuels, and mitigating environmental degradation. munities around the world by improving safety, security, healthcare, and social connectedness. However, we recognize ect environmental and social impacts through activities such as transportation, construction, provisioning, purchasing, products. Additionally, parts of our supply chain operate in regions and industries considered to be at higher These include industries such as manufacturing, construction, freight services, waste management, janitorial services, es, and financial institutions. We have taken action to help lessen potential negative impacts.

including awareness and management of environmental and social issues. Although we have not established a formal ram, we have implemented policies related to responsible conduct in our trade procurement (procurement related to ribution business) and non-trade procurement (procurement related to equipment and services to enact our business). nduct, Supplier Code of Conduct, related policies, and contractual obligations. We expect our supply chain partners regulatory requirements at a minimum, as communicated through our **Supplier Code of Conduct**, as well as the n our service-level agreements. Our **Supplier Code of Conduct** sets out further expectations around labor, health , and management systems, which we expect suppliers to meet. Ingram Micro is aware of risks that can arise from hains, due to the breadth and complexity of IT supply chains globally. We continue to work towards identifying actions nprovements in our supply chain.

global, we do not actively track our trade spending on a location basis. We also do not track our non-trade spend by eaking, many of our operational goods and services are supplied by entities within the local communities where our ated.

See 2023 ESG Report: Driving Ethical Compliance with Integrity.

GRI 205: Anti-corruption (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation	
205-1 Operations assessed for risks related to corruption			We have a robust compliance p Report: Setting Associates L	
205-2 Communication and training about anti-corruption policies and procedures	205-2	Confidentiality constraints	We perform training and common organization. The ethical complex we create a risk matrix, issue a regions based on the outcome Due to confidentiality constraint	
205-3 Confirmed incidents of corruption and actions taken	205-3	Confidentiality constraints	Specifics on incidents are not a see 2023 ESG Report: Driving	

GRI 206: Anti-competitive behavior

3-3 Management of material topics

206-1 Legal actions for anticompetitive behavior, antitrust, and monopoly practices

See 2023 ESG Report: Driving Ethical Compliance with Integrity.

There were no legal actions taken against Ingram Micro regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in 2023.

From time to time, we are the subject of inquiries, requests for information, or investigations by government and regulatory agencies regarding our business, including with regard to practices that may be alleged to violate antitrust and other anti-competition laws and regulations. For example, we remain involved in a case in France that began in 2013 and was described in last year's ESG report. At this time, there are no other pending investigations or formal legal actions related to anti-competitive practices that we believe are likely to lead to a material liability.

GRI 207: Tax

3-3 Management of material topics Ingram Micro seeks to comply with tax law and practice in the countries and territories in which it operates. Tax compliance means paying the right amount of tax in the right jurisdiction at the right time and disclosing all relevant facts and circumstances to the tax authorities. We do not undertake aggressive tax planning but seek to demonstrate integrity in corporate conduct by ensuring openness and transparency. Each of Ingram Micro's local country operations is primarily responsible for its own tax affairs, using local staff and third-party professionals as advisors, where appropriate, to ensure compliance.

program, and different operations and locations are assessed for risk each year. For more information, see **2023 ESG Up for Success**.

nunication on our ethical compliance program, which is managed and reviewed by our ELT, across all levels of the pliance program includes anti-corruption training and communication regarding anti-corruption policies. For our resellers, a vetting questionnaire, and perform a due diligence process to mitigate risk. We also train business partners in specific a of the risk assessment. For more information, see **2023 ESG Report: Setting Associates Up for Success**.

nts, we are not reporting the specific number of employees or percentage breakdowns for communication and training.

able to be disclosed due to confidentiality constraints. For more information on the types of hotline cases we received, **ng Ethical Compliance with Integrity**.



GRI 207: Tax (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			Prior to December 6, 2016, Ingr December 6, 2016, Ingram Micr Exchange (SHA:600751.SS). Or an indirect wholly owned subsid by Platinum.
207-1 Approach to tax	207-1 a. ii. Frequency of tax strategy review	Confidentiality constraints	Ingram Micro seeks to comply w amount of tax in the right jurisdic integrity in corporate conduct by compliance with the applicable p
			Each of Ingram Micro's local cou advisors, where appropriate, to required. Ingram Micro would als our U.Sbased head of tax is re
			Currently, our tax strategy is not
			In our efforts to comply with tax integrity in corporate conduct by
207-2 Tax governance, control, and risk management			Each of Ingram Micro's local cou advisors, where appropriate, to required. These positions ensure accurate manner, that any issue report to the local boards of dire responsible for worldwide tax st
			The main areas of Ingram Micro Pricing for transactions between in processing information accura management. Our internal audit concerns about our integrity in r In addition, Ingram Micro seeks Accounting Standards Board.

gram Micro Inc. was the ultimate parent company and was listed on the New York Stock Exchange (NYSE:IM). On cro Inc. was acquired by certain affiliates of Tianjin Tianhai Investment Co. Ltd (TTIC), listed on the Shanghai Stock On July 2, 2021, Platinum indirectly acquired Ingram Micro Inc. from certain affiliates of TTIC. Ingram Micro Inc. is now idiary of Ingram Micro Holding Corporation. No changes have been made to the group tax strategy since the acquisition

with tax law and practice in the countries and territories in which it operates. Tax compliance means paying the right liction at the right time and disclosing all relevant facts and circumstances to the tax authorities. We demonstrate by ensuring openness and transparency. We also maintain a structure for internal controls and financial reporting in provisions of the Sarbanes-Oxley Act of 2002.

ountry operations is primarily responsible for its own tax affairs, using local staff and third-party professionals as ensure compliance. There are directors of tax for geographical regions who can call on additional resources, if also report to the local boards of directors should there be anything needing to be brought to their attention. Ultimately, responsible for worldwide tax strategy and overseas tax reporting and compliance in all jurisdictions.

ot linked to Ingram Micro's sustainable development strategies.

ax law and practice where we operate, the group does not undertake aggressive tax planning but seeks to demonstrate by ensuring openness and transparency.

ountry operations is primarily responsible for its own tax affairs, using local staff and third-party professionals as ensure compliance. There are directors of tax for geographical regions who can call on additional resources, if re that Ingram Micro's tax policies are followed, that compliance reporting to the group is completed in a timely and les are disclosed, and that relevant risks are identified, managed, and monitored. The group companies would also rectors should there be anything needing to be brought to their attention. Ultimately, our U.S.-based head of tax is strategy and overseas tax reporting and compliance in all jurisdictions.

ro's tax risk/compliance are: income taxes, indirect taxes (such as U.S. sales tax and Value Added Tax), and Transfer en group companies. Ingram Micro reviews the main risk of noncompliance due to a failure of a system or human error irately, completely, and in a timely manner. The company's systems and processes are subject to regular review by lit and tax department carries out checks to identify weaknesses and improvements. Stakeholders are advised to raise relation to tax through our Ingram Micro Hotline. See 2023 ESG Report: Third-Party Hotline for more information. s external assurance on its annual financial statements in accordance with the U.S. GAAP set forth by the Financial















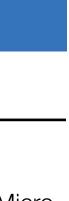


GRI 207: Tax (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
207-3 Stakeholder engagement and management of concerns related to tax			Ingram Micro maintains limited e advocacy on tax, Ingram Micro companies that engage with glo collects and considers the views Engaging Stakeholders in Ou
207-4 Country-by- country reporting	207-4	Confidentiality constraints	Due to confidentiality issues, Ing

d engagement with tax authorities. While the company does not conduct activities to directly influence public policy ro maintains membership in the Silicon Valley Tax Directors group, an organization composed of leading technology global tax policy makers for the purpose of sharing information and dialogue about the technology industry. Ingram Micro ews and concerns of stakeholders through our materiality assessment. For further information, see **2023 ESG Report: Our Sustainability Journey**.

ngram Micro is not able to disclose country-by-country reporting.





GRI 300 Series

GRI 301: Materials

GRI Topic Disclosure	Requirement(s) Reason For Omitted Omission	Location/Explanation
		See 2023 ESG Report: Packag
		Where appropriate, Ingram Micro secondary packaging to further p materials for secondary packagin necessary. Additionally, we use la sourced externally, we reuse som are suitable for reuse.
		Guided by our packaging princip possible, such as fiber in our pac chain, we are fully committed to i vendors to identify and procure th
3-3 Management of material topics		To reduce our material use, we have are transported without additionant of the minimum amount of package di material. By reducing package di Report: Optimizing Distributio
		We also make use of a packaging the number of cartons required to vehicles more efficiently.
		We are also working toward track possible, we avoid the use of pla
		Our goal is to set meaningful targ packaging that comes from susta accelerate our progress.

ging: Thinking Outside the Box.

ro ships products directly in the original packaging from our vendors, but for the majority of orders, Ingram Micro uses protect products shipped to customers and to package multiple items together for an order. We use a variety of ing, primarily corrugated cardboard and paper mailers. We also use kraft paper and poly air pillows as void fill where labels, tape, edge and corner protectors, poly straps, stretch wrap, and pallets. While most of these supplies are me materials in operations, such as incoming cartons and edge protectors. Pallets are examined to determine if they

iples, we aim to minimize packaging and avoid the use of plastic and prioritize renewable materials to the extent ackaging. Though our impact is likely small in the overall Information, Communications, and Technology (ICT) value increasing the amount of packaging that comes from sustainable materials and working closely with our packaging the solutions required to accelerate our progress.

have adopted right-sizing solutions in our facilities. Products that can be transported in the original vendor packaging al secondary packaging. We also make use of a packaging algorithm that consolidates products within an order kaging required, which reduces the number of cartons required to fulfill an order and the need for additional void fill dimensions, we are likewise able to utilize space on pallets and in freight vehicles more efficiently. See **2023 ESG** ion and Transportation for further details.

ng algorithm that consolidates products within an order to the minimum amount of packaging required, which reduces to fulfill an order. By reducing package dimensions, we are likewise able to utilize space on pallets and in freight

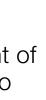
cking the consumption of void fill and resin and polymer-based products used in the preparation of shipments. Where lastic and prioritize renewable materials, such as fiber in our packaging.

rgets related to other packaging materials used in our operations. We are fully committed to increasing the amount of stainable materials and working closely with our packaging vendors to identify and procure the solutions required to

Table continues to the next page.

2023 Ingram Micro GRI Index















GRI 301: Materials (continued)

GRI Topic Disclosure	Requirement(s) Omitted) Reason For Omission	Location/Explanation
3-3 Management of material topics (continued)			When considering alternate pack certified sustainable), as well as warehouse facilities to ensure bo
			See 2023 ESG Report:
			 Packaging: Thinking Outsid Environmental Data Summa
301-1 Materials used by weight or volume			To create an estimate of packagi collected from a variety of source repacked within our facilities and regarding the weight of each box weight, based on the dimensions making equipment, we used dat Supplemental to this, data was g
			Our estimates do not include kra
			For the external shipping unit, we fiber. The remaining 1% (41 MT)
			As a distributor of IT technology, not track metrics related to othe
301-2 Recycled input materials used			See 2023 ESG Report:
	301-2	Information unavailable/ incomplete	 Packaging: Thinking Outsid Tackling E-Waste Through Environmental Data Summa Ingram Micro's primary business our primary products and service Globally, recycled content is freq specific percentage of recycled of

ckaging materials, we look at the sustainability impacts of the shipping materials (e.g., recycled content, recyclability, the ability of the materials to protect the product during transit. Extensive research and testing are completed at our both quality and environmental responsibility standards are met.

ide the Box

nary

ging materials used, Ingram Micro focused on the main shipping unit, namely boxes and mailers. This information was ces. First, Ingram Micro looked at data from our warehouse management systems regarding shipments that were nd system details of the box or mailer dimensions and description. This was matched to information from procurement ox or mailer sourced and the percentage of recycled content, if available. Where data gaps existed, estimates for ns of the box, were used and recycled content estimates were made using regional averages. In warehouses with boxata from our vendors regarding the total weight of corrugate bales purchased and specifications for recycled content. gathered from locations through internal surveys.

raft paper or poly air pillows used as void fill, nor tape, labels, stretch wrap, or pallets.

we estimated that over 99% of our packaging materials (6,894 MT) come from renewable sources such as corrugate or) come from plastic (non-renewable).

y, data related to the manufacturing of the company's primary products and services is not applicable. We currently do er materials used for our RLR services.

ide the Box **Circular Solutions** nary

as is IT technology distribution. As such, it is not relevant to track data or report metrics related to the manufacturing of ces. We currently do not track metrics related to our ITAD business and product refurbishment.

equently used in corrugate for boxes. Ingram Micro works with packaging suppliers to gather details relating to the content in the packaging purchased and utilized estimates in cases where data was incomplete.











GRI 301: Materials (continued)

GRI Topic Disclosure	Requirement(s) Reason For		Location/Explanation	
	Omitted	Omission		
			See 2023 ESG Report:	
301-3 Reclaimed products and their packaging materials	301-3	Information unavailable/ incomplete	 Packaging: Thinking Outside Tackling E-Waste Through In 2023, Ingram Micro refurbished printers, set top boxes and rout devices (6,800 MT) were sent to place. This includes the units the set of the units the set of the units th	

GRI 302: Energy

3-3 Management of material topics

302-1 Energy consumption within the organization

See 2023 ESG Report: Tracking Our Climate Impact.

Our ambition of achieving more sustainable ways of doing business is closely tied to how we address our energy needs and our Scope 1 and Scope 2 greenhouse gas (GHG) emissions. As part of our decarbonization principles, we aim to drive conservation of energy through behavior change and invest in energy efficient equipment. We currently use energy to power our sites, where we consume electricity in our warehouses and offices for lighting, climate control, and equipment use. We use natural gas to heat buildings in colder climates (estimated up to 58% of our total square footage) and other fuels are used in company-owned or leased vehicles and generators.

See 2023 ESG Report:

Tracking Our Climate Impact **Environmental Data Summary**

Ingram Micro's energy data is captured for each location globally in a central environmental data management system. Data on most energy sources comes directly from invoices provided by utility companies or statements from Ingram Micro's landlords who have dedicated meters for Ingram Micro's usage. For fuels, in some cases Ingram Micro has fuel cards and data is captured through Excel reporting and then manually uploaded into the central environmental data platform. Data is captured in the original form of measurement from the utility invoices and is consolidated in MWh for ease of comparison globally.

side the Box h Circular Solutions

hed, repaired, or recirculated 9.5 million electronic devices. This includes a combination of laptops, mobile phones, uters, as well as other consumer electronics and small domestic appliances. Another 4.5 million obsolete or inoperable to our partners for responsible downstream recycling where the recovery of precious metals and other elements takes that are owned by Ingram Micro, as well as units that Ingram Micro processed through its RLR services.

We do not currently track packaging materials per product category.

Table continues to the next page

2023 Ingram Micro GRI Index











GRI 302: Energy (continued)

GRI Topic Disclosure	Requirement(s Omitted) Reason For Omission	Location/Explanation	
			Energy Consumption within the Organization (MWh)	2023
302-1 Energy consumption within the organization (continued)			Total Non-Renewable Fuel Consumption	47,426
			Total Renewable Fuel Consumption	0
			Total Electricity Consumption	64,534
		Total Heating Consumption	3,045	
		Total Steam Consumption	0	
			Total Cooling Consumption	0
			Total Energy Consumption	115,005
302-2 Energy consumption outside of the organization	302-2	Information unavailable/ incomplete	 See <u>2023 ESG Report</u>: <u>Tracking Our Climate Impact</u> <u>Environmental Data Summary</u> See <u>GRI Index: 305-3</u>. Ingram Micro consumes energy outside of its organization. For more infrategories for this energy consumption, see <u>GRI Index: 305-3</u>. We have been working to improve our environmental data collection and outside of the organization, we do have figures for some sources. Ingramerational context and prove our environmental data collection and outside of the organization, we do have figures for some sources. Ingramerational context and prove our environmental data collection and outside of the organization. 	d quality. Although we do not m Micro leases space in mult
			operational control. For these upstream leased assets, direct energy us the proportion of the building that Ingram Micro occupied. Additionally, Ingram Micro has data centers at co-located facilities, outs MWh of electricity in 2023, which was sourced from renewable energy.	5

ng activities and relevant upstream and downstream

not yet have a full dataset for energy consumption ulti-tenant facilities where the landlord has as estimated to be 4,543 MWh in 2023, based on

ational boundary. These data centers utilized 3,833



GRI 302: Energy (continued)

GRI Topic Disclosure	Requiremer Omitted	nt(s) Reason For Omission	Location/Explanation
			See 2023 ESG Report:
302-3 Energy intensity			 Tracking Our Climate Impa Environmental Data Summa
			Ingram Micro's energy intensity in carbon-efficient. We include all subollars of revenue.
302-4 Reduction of energy consumption			See 2023 ESG Report:
			 Tracking Our Climate Impa Environmental Data Summa
			In 2023, Ingram Micro achieved usage and 5% reduction in grid
302-5 Reductions in energy requirements of products and services	302-5	Information unavailable/ incomplete	We do not currently track this da efficient products (e.g. ENERGY

GRI 303: Water and effluents

According to our materiality assessment, Water Management is a lower-scoring topic (see **2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey**). However, we take a holistic view of the environment and acknowledge that issues like climate change, water security, resource use, and biodiversity are interlinked.

Given that we operate in 58 countries worldwide that consume potable water, we recognize that we are exposed to a range of water-related risks, such as water scarcity, water stress, flooding, infrastructure decay, and drought. However, in our experience and in our estimation, those risks are localized and of relatively low financial impact. Ingram Micro is still at the early stages of determining how best to use the results of our water risk analysis, although we intend to use it to understand the implications for employees and operations in regions with higher risk, particularly for water scarcity. Our **Environmental Stewardship Policy** also includes a commitment to minimize our environmental impact directly where we have control and indirectly where we have influence, which can include water. Further, we also endorse the UN Sustainable Development Goals (UN SDGs), including SDG 6 Clean water and sanitation, and we respond to CDP's Water Security questionnaire.

3-3 Management of material topics

oact mary

metric (total MWh per million revenue USD) demonstrates whether our business is becoming more energy- and sources of energy inside our organization. In 2023, this figure was 2.39, compared to 2.35 in 2022 for MWh per million

bact mary

ed a 4% reduction in total energy consumption when compared to 2022. This includes a 7% reduction in natural gas d electricity.

data. However, we acknowledge that many of our larger technology vendors have met certain standards for energy GY STAR Certified, EPEAT), which we distribute as part of our offerings.



GRI 303: Water and effluents (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			Ingram Micro uses water for do the number of associates worki activities, such as testing our fir
			While traditionally not identified understand that we have faciliti quality issues. We also acknow certain technologies that rely or
			In 2023, we also assessed wate this methodology, we have asse both natural and human-induce longer-term of 2040.
			As we look at countries and site ensuring access to usable wate
303-1 Interactions with water as a shared resource			We also recognize that fresh wa teams have worked with our lar catchment tanks.
			Our Supplier Code of Condu water and sanitary food prepara that documents, characterizes, contamination. All wastewater i
			Ingram Micro recognizes that IT pollution in the environment, ind avoid contamination. This is par to recover valuable materials fro and reproductive systems as w proudly maintains a wide range built upon high standards for re conduct.
			Ingram Micro does not currently significant water-related impact

Ingram Micro does not currently have any water-related goals or targets.

omestic purposes in our offices and warehouses, so our overall water use is relatively low and strongly dependent on ing on-site at our facilities. Water is also used for cooling and humidity control, landscape irrigation, and maintenance re protection systems.

as a material topic in our sector, we acknowledge the inherent value of water as a resource for survival. We ies that operate in water-stressed areas; therefore, we have associates who may be impacted by drought or water ledge that water is a vital resource in some industrial processes for our supply chain partners, and more directly, in on water for cooling solutions.

er risk across our sites using World Resources Institute (WRI) Aqueduct tools and the WWF Water Risk Filter 5.0. Using essed risks based on basin physical risk metrics, namely water scarcity, flooding, and water quality, which represent ed conditions of river basins. The assessment also looks at risk impacts in the near-term time horizon of 2030 and

es where water scarcity and security are salient issues, we intend to formulate plans that proactively contribute to er, especially for our associates around the world.

ater supplies may be a potential significant long-term risk. At many of our sites most impacted by drought, our ndlords to consider water-saving strategies, including low-flow fixtures, drought-tolerant landscaping, and rainwater

ct also includes provisions that require workers to be provided with ready access to clean toilet facilities, potable ation, storage, and eating facilities. In addition, suppliers are also required to implement a water management program and monitors water sources, use, and discharge; seeks opportunities to conserve water; and controls channels of is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.

equipment can contain heavy metals and that obsolete or defective equipment needs to be handled properly to avoid cluding surface water and groundwater. Recycling efforts to recover these metals need to be managed responsibly to rticularly challenging in developing countries experiencing problems with open-air burning and acid baths being used om electronic components. Heavy metal exposure as a result of improper e-waste recycling can impact the nervous vell as other organs. As part of Ingram Micro's Lifecycle business, which includes ITAD and RLR services, Ingram Micro of industry-critical certifications and accreditations, including e-Stewards, R2, and ElektroG. These certifications are esponsible electronics recycling and reuse. All downstream partners are also held to the same certified standards of

ly work with stakeholders to steward water as a shared resource and does not engage with suppliers or customers with











GRI 303: Water and effluents (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
303-2 Management of water discharge-related impacts			Ingram Micro does not currently discharge requirements. We est does not treat wastewater direc
			See 2023 ESG Report: Enviro
			Total water withdrawals: 259.5 r
	303-3 a,	Information	At this time, we are unable to pr
303-3 Water withdrawal	b (source specifics), c	unavailable/ incomplete	As of December 31, 2023, Ingra with the local water utility or bec estate by square footage for the picture of water usage across the based on the U.S. Energy Inform Buildings Energy Consumption 3
			See 2023 ESG Report: Enviro
	303-4 a (source	Information	Total water discharged: 233.5 m
303-4 Water discharge	(source specifics), b, c, d	unavailable/ incomplete	We estimate that about 90% of wastewater directly. Note that a are treated, although we expect
		Information	See 2023 ESG Report: Enviro
		unavailable/	Total water consumption: 25.9 r
303-5 Water consumption	303-5 b, c	incomplete (303-5 b),	We estimate that about 10% of sewage system for treatment. In
	Not applicable (303-5 c)	Due to the nature of our busines change in water storage figures	

ly set any minimum standards for the quality of effluent discharge, although we expect all locations to comply with local stimate that about 90% of the water withdrawn is discharged into the local sewage system for treatment. Ingram Micro ectly.

ronmental Data Summary.

megaliters

provide quantitative breakdowns of our sources of withdrawal by source due to a lack of data availability.

ram Micro had 72 locations where we have access to water usage data, either because we are the customer of record ecause the landlord provides our water usage data to us. These locations represent approximately 54% of our real ne period. At other locations, Ingram Micro does not have visibility into water usage. In order to have a more complete the global footprint of facilities, Ingram Micro undertook an exercise to estimate water usage for the remaining locations rmation Administration, Office of Energy Consumption and Efficiency Statistics, Form EIA-817A of the 2012 Commercial Survey, Water consumption in large commercial buildings, 2012.

ronmental Data Summary.

megaliters

of the water withdrawn is discharged into the local third-party sewage system for treatment. Ingram Micro does not treat all discharge data is estimated. We also do not have data on how priority substances of concern for which discharges ct all locations to comply with local water discharge and hazardous waste requirements.

ronmental Data Summary.

megaliters

of the water withdrawn is consumed through irrigation and employee use and 90% is discharged back into the local Ingram Micro does not treat wastewater directly.

ess, water storage has not been identified as having a significant water-related impact and therefore not applicable, so es are not disclosed.









GRI 305: Emissions

GRI Topic Disclosure	Requirement(s) Reason For Omitted Omission	Location/Explanation
		See 2023 ESG Report: Trackir
3-3 Management of material topics		As a foundational step towards a of our data and continued pursu guidance of the World Resource Initiative (GHG Protocol) for corp GHG Protocol according to the boundaries includes locations in locations. The "operational conti Micro can influence decisions th facilities, and warehouses.
		All methodologies are based on sources, including the United St Reporting Rule (MRR), Internatic Environment Food and Rural Aff support our market-based inven
305-1 Direct (Scope 1) GHG emissions		See 2023 ESG Report: Tracking Our Climate Impa Environmental Data Summa
		See 2023 ESG Report:
305-2 Energy indirect (Scope 2) GHG emissions		 Tracking Our Climate Impa Environmental Data Summa
		See 2023 ESG Report:
305-3 Other indirect (Scope 3) GHG emissions		 Tracking Our Climate Impa Environmental Data Summa
,		We strive to increase the quality

We strive to increase the quality and accuracy of our data every year, and a number of improvements were made to the Scope 3 inventory in 2023. As a result, a direct comparison of 2022 to 2023 figures is difficult and likely not very revealing.

ing Our Climate Impact.

meeting our goal of zero GHG emissions in our operations by 2030, during 2023 we significantly improved the quality suing strategic opportunities for decarbonization. Ingram Micro's GHG inventory is consistent with the principles and ces Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) Greenhouse Gas Protocol porate GHG accounting and reporting. Ingram Micro defines its organizational boundary conditions consistent with the "operational control" approach for Scope 1, 2, and 3 sources. This means the scope of Ingram Micro's organizational in the company's ownership or under its control where Ingram Micro has responsibility for GHG emissions from these ntrol" approach is the most appropriate organizational boundary for Ingram Micro because it reflects where Ingram hat impact GHG emissions. Facilities included in Ingram Micro's boundary include office buildings, manufacturing

on guidance from the GHG Protocol. Emission factors are from governmental and non-governmental organization States Environmental Protection Agency (EPA), the United States Environmental Protection Agency (EPA) Mandatory ional Energy Agency (IEA), AIB Residual European Mix (RE-DISS), The Climate Registry (TCR), Department for ffairs (DEFRA), and Environment Canada. Additionally, where available, we utilize utility-specific emission factors that entory. Ingram Micro utilizes IPCC's Sixth Assessment Report (AR6) as our source for global warming potentials.

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2023 Ingram Micro GRI Index







GRI 305: Emissions (continued)

GRI Topic Disclosure	Requirement(s) Reason F Omitted Omissior	-
		Summary of improvements:
		 Purchased Goods and Service utilized the EPA Supply Chain and services. The 2023 calcul from emissions calculations de distinct product sub-categorie
305-3 Other indirect (Scope 3) GHG emissions (continued)		 Capital Goods: EPA Supply C conduct rough approximation
		 Fuel-and-Energy Related Active emissions, while last year, we Based Targets initiative (SBTi)
		 Upstream Transportation & Dis which is a higher quality calcu
		 Upstream Leased Assets: In p certain facilities as upstream le
		See 2023 ESG Report:
		 Tracking Our Climate Impa Environmental Data Summa
305-4 GHG emissions intensity		Ingram Micro's Scope 1 and Sco business is becoming more carb
		One of the major contributions to and grid electricity usage.
		See 2023 ESG Report:
305-5 Reduction of GHG emissions		 Tracking Our Climate Impa Environmental Data Summa

ces: Improved calculations reflect refined methodology, updated emission factors, and broader emissions coverage. We n Greenhouse Gas (GHG) Emission Factors database v1.2, which allowed us to expand estimates to cover all goods ulations now include non-physical products such as software, services, and warranties, which were historically omitted due to lack of emission factors. Calculations referenced over 100 primary product categories and more than 1,000 ies to ensure accurate mapping. Operational expenses were also added in the 2023 inventory.

Chain GHG Emissions Factors were also used here in place of the Quantis Scope 3 evaluator tool, which was used to ns for 2022 emissions and were of lower quality.

tivities (FERA): A more accurate country-by-country estimation methodology was used to estimate electricity FERA ve used global averages. Transmission and distribution (T&D) losses were also added for electricity to align with Science i) and GHG Protocol guidance.

Distribution: This year, we were able to obtain ton-miles activity data and applied DEFRA ton-mile emission factors, ulation than using spend data as was done in previous years.

previous years, emissions from this category were captured in Scope 1 and 2 calculations. This year, we reclassified leased assets and therefore were able to separate leased facilities' energy use into this Scope 3 category.

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cope 2 (market-based) GHG emissions intensity metric (MT CO2e per million revenue USD) measures whether our rbon-efficient. In 2023, this figure was 0.47, compared to 0.54 in 2022.

to this decline is the increase in renewable energy certificates that Ingram Micro procured and reduction in natural gas

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GRI 305: Emissions (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
305-5 Reduction of GHG emissions (continued)			In 2023, total Scope 1 (excludin 27,571 MT CO2e. As noted in C
305-6 Emissions of ozone- depleting substances (ODS)	305-6	Information unavailable/ incomplete	Ingram Micro does not currently Importer of Record, we require publication, we do not carry any
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	Information unavailable/ incomplete	Ingram Micro does not currently

GRI 306: Waste

See 2023 ESG Report:

Keeping a Lid on Waste

In 2022, Ingram Micro established an ambitious goal to achieve zero waste in our operations by 2030 as part of our 10 to Zero initiative. To achieve this goal, we are assessing the waste streams we generate and determining how we can reduce, reuse, or recycle materials and properly dispose of any hazardous materials in line with local regulations. We realize there are different challenges and opportunities in each of the markets we operate and will be taking a systematic approach to identifying and sharing best practices across our locations and finding partners who can help us reduce waste and increase diversion.

Some of the strategies we have implemented to minimize waste include right-sizing cartons, reusing supplies from incoming shipments, donating excess inventory, and diverting recyclable materials.

In general, hazardous waste generated in our operations and logistics centers is minimal. It includes materials, such as used oil, spent solvents, batteries, and residue in non-empty aerosol and paint cans.

3-3 Management of material topics

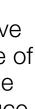
ling offsets) and 2 (market-based) emissions were 22,438 MT CO2e. This is a 19% reduction from 2022, which was GRI 305-4 (see **GRI Index: 305-4**), this can largely be attributed to the increase in renewable energy.

tly track potential emissions of ODS from refrigerants. However, in the U.S., any time Ingram Micro is classified as an e that the product vendor produce the Ozone-Depleting Chemical (ODC) certification for its products. As of this report's ny products that are subject to the ODC regulation.

tly track NOx, SOx, or other significant air emissions.

Tackling E-Waste Through Circular Solutions







GRI 306: Waste (continued)

GRI Topic Disclosure	Requirement(s) Reason For Omitted Omission	Location/Explanation
		See 2023 ESG Report:
		 Packaging: Thinking Outsid Keeping a Lid on Waste Tackling E-Waste Through Environmental Data Summa
306-1 Waste generation		As a global distributor, most of th
and significant waste- related impacts		 Corrugated boxes Plastic film Paper Pallets Scrap metal
		As such, we primarily focus on re
		We also generate waste from off waste generated from our prima
		See 2023 ESG Report: Packaging: Thinking Outsid
		 Keeping a Lid on Waste Tackling E-Waste Through (
306-2 Management of significant waste-related impacts	t	The IngramMicroPlanetary team our central data management pla waste hauler reporting that captu measured. In instances where or make estimates using EPA data.
		Hazardous waste data is collecte accordance with legal standards

ide the Box

Circular Solutions

nary

the waste we generate within our operations relates to shipping materials, including:

reducing non-hazardous waste in our direct operations.

offices, facility maintenance, and furniture/equipment disposal, although the volume of this waste is much lower than the ary warehouse operations.

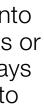
ide the Box

Circular Solutions

n works with individual facilities to capture non-hazardous waste data from a variety of sources. Data is uploaded into platform to measure diversion, monitor, and track overall trends. At most sites, waste data is collected from invoices or otures the weight of each pickup by type of material. Across Ingram Micro locations, the weight of waste is not always only the size of the container and the frequency of pickup was available, the IngramMicroPlanetary team was able to

cted through weekly on-site waste compliance audits and reported to an integrated management system, in IS.

Table continues to the next page.



GRI 306: Waste (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation	
306-2 Management of significant waste-related			As a technology distributor, we sell and distribute billions of electronic devi by 2030 the amount of e-waste generated will increase by 32% compared collected and recycled. To better serve our communities and reduce environ following best practices for the proper disposal and recycling of obsolete o	I to 2022; and currently less onmental impacts, we reco
impacts (continued)			Each device we receive is evaluated to determine its potential for reuse with value through resale on the secondary market.	thin the customer's organiza
			See 2023 ESG Report:	
			 Keeping a Lid on Waste Environmental Data Summary 	
306-3 Waste generated			Total hazardous and non-hazardous waste generated (MT)	12,541
ooo o maste generated			Total hazardous waste	270
			Total non-hazardous waste	12,271
			Waste data was self-reported via Ingram Micro's data management platfor Report Environmental Data Summary contains more details on the compo	,
			See 2023 ESG Report:	
306-4 Waste diverted from disposal	306-4	Information unavailable/ incomplete	 Keeping a Lid on Waste Tackling E-Waste Through Circular Solutions Environmental Data Summary Total non-hazardous waste recycled: 9,938 Metric Tons (81% diversion rate) 	ce)
			Waste data was self-reported via Ingram Micro's data management platfor unable to disaggregate the non-hazardous and hazardous waste directed	, ,

to the Global E-Waste Monitor, it is expected that less than 25% of e-waste generated is formally ecognize the importance of minimizing e-waste and

anization or for the company to recover the residual

and then internally validated. The 2023 ESG dous recycled waste.

and then internally validated. At this time, we are unable to disaggregate the non-hazardous and hazardous waste directed to different types of diversion options or if it was performed onsite or offsite.





GRI 306: Waste (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report:
306-5 Waste directed to disposal	306-5	Information unavailable/	 Keeping a Lid on Waste Environmental Data Summa
		incomplete	Total non-hazardous waste land
			Waste data was self-reported via unable to disaggregate the non-

GRI 308: Supplier environmental assessment

3-3 Management of material topics	3-3	Information unavailable/ incomplete	Ingram Micro operates a broad s We recognize that our business of regulated products, as well as in Our supply chain also includes p Social and environmental compli reference in vendor agreements. improvements across the ICT ch
308-1 New suppliers that were screened using environmental criteria	308-1	Information unavailable/ incomplete	We do not yet have a formal pro- trade suppliers, as this group ma environmental impacts and have

mary

ndfilled or incinerated: 2,333 Metric Tons

via Ingram Micro's data management platform by facilities managers and then internally validated. At this time, we are unable to disaggregate the non-hazardous and hazardous waste directed to different types of disposal options or if it was performed onsite or offsite.

I supply chain to support working with thousands of suppliers, vendors, and original equipment manufacturers.

creates indirect environmental impacts through transportation, construction, purchasing, and the distribution of indirect social impacts from the end use of certain products and actions of business partners with whom we engage. partners who operate in countries and industries that are at higher environmental and socioeconomic risk.

pliance is an expectation of our supply chain partners, and the **Supplier Code of Conduct** is incorporated by s. We are in the process of determining what meaningful and impactful actions we should take to drive stepwise channel.

ocess to screen new trade or non-trade suppliers for environmental criteria. However, we have evaluated our major nakes up the vast majority of our total spend. Most of these key suppliers have made commitments to reduce their ve strong environmental programs. We are also collaborating with key trade suppliers on ESG issues.



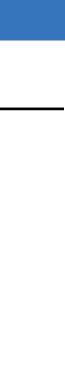
GRI 308: Supplier environmental assessment (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report:
308-2 Negative environmental impacts in the supply chain and actions taken	308-2	Information unavailable/ incomplete	 Optimizing Distribution and Packaging: Thinking Outsid Keeping a Lid on Waste Tackling E-Waste Through (Environmental Data Summa We do not yet have a formal procession of the table of table of the table of tabl

nd Transportation ide the Box

Circular Solutions nary

rocess to assess negative environmental impacts in our supply chain. As a technology solutions provider, we understand that the IT sector has high materials and energy needs and can cause negative environmental impacts. We are also assessing and calculating our Scope 3 GHG emissions. This work will not only help us understand our environmental impacts across our supply chain, but it will also serve as a tool and roadmap to better engage our suppliers to mitigate environmental impacts in the value chain.



GRI 400 Series

GRI 401: Employment

Requirement(s) Omitted	Reason For Omission	Location/Explanation
		See 2023 ESG Report: Dedica
401-1 a b (rates by age groups)	Information unavailable/ incomplete	See 2023 ESG Report: Social
		See 2023 ESG Report: Reward
	Information unavailable/ incomplete	Ingram Micro benefits provide fu benefit and varies by local, regio
re 401-2 a Information		In the U.S., part-time associates dismemberment insurance; com other significant locations of ope
	Temporary workers and other wo life insurance, and disability insu	
	rates by age unavailable/ incomplete 101-2 a Information unavailable/ incomplete Information	See 2023 ESG Report: Reward
401-3 a	unavailable/	Specific parental leave data can or adoption event. This means a bonding periods of time. Parenta we do have and are assessing h being able to take time off work pregnancy, paternity/parental, ba 42% of the jurisdictions in which parental leave for male associate
	Omitted 401-1 a b (rates by age groups) 401-2 a	401-1 a b (rates by age groups)Information unavailable/ incomplete401-2 aInformation unavailable/ incomplete401-3 aInformation unavailable/

ation to Our Talent.

Data Summary.

rding Exceptional Talent.

full-time and part-time associates with protection for themselves and their families. Eligibility varies for each type of ional, and national regulations and contexts.

es (working 20–29 hours per week) are eligible for medical, dental, and vision insurance; basic life/accidental death and mmuter benefits; and participation in a health savings account and retirement plan. A breakdown of this information for peration is not available.

workers who are not associates are not eligible for Ingram Micro benefits, including health insurance, retirement plan, urance.

rding Exceptional Talent.

n vary by location and jurisdiction, and in many cases, leaves can be taken intermittently or consecutively for the birth an individual can take leave from work multiple times for the same birth event, e.g., pregnancy and multiple baby tal leaves can also span calendar years, making strict year-over-year comparisons difficult. We are reporting the data how to improve data reporting and interpretation for the future. Ingram Micro acknowledges the importance of parents k to bond with their children. In many countries, we provide parents with some form of parental leave (e.g., maternity, baby bonding).

ch Ingram Micro has associates provide some type of parental leave for women; 28% of the jurisdictions also provide tes.

Table continues to the next page.

2023 Ingram Micro GRI Index









GRI 401: Employment (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
401-3 Parental leave (continued)	401-3 a	Information unavailable/	458 associates (331 women and or during 2023, 421 returned to actively employed by Ingram Mid
		incomplete	In Australia and the U.S., we have additional support to Ingram Mic

GRI 402: Labor/management relations

3-3 Management of material topics			See GRI Index: 2-30 .
402-1 Minimum notice periods regarding operational changes	402-1	Information unavailable/ incomplete	Minimum notice periods regardin centrally tracked and available.

GRI 403: Occupational health and safety

See 2023 ESG Report: Reaching Zero in 10 to Zero.

Our approach to safety entails involving all associates in safety awareness and injury prevention. We annually celebrate I AM SAFE DAY, a global event hosted by the Operational Excellence team in which sites celebrate successes in safety awareness and building a positive safety culture. During the event, associates are encouraged to participate in safety-oriented activities and reflect on how our safety strategy resonates within their teams. Throughout the year, we support and promote safety efforts to promote widespread accountability by:

Excellence principles to drive safety performance.

3-3 Management of material topics

nd 127 men) started some form of parental leave during 2023. Of the associates who went on parental leave prior to to work following their leave. 306 associates (209 female and 97 male) returned from leave during 2022 and are still licro in February 2024 (12 or more months later).

ave gender-neutral paid parental leave programs available to all associates. This additional paid time off provides licro parents taking time away from work to nurture their growing families.

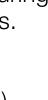
ling operational changes vary by contract or agreement and by the country within Ingram Micro. This information is not

Intentional integration of safety in processes and training activities: Our I AM SAFE campaign guide, Safety Management Sytems (SMS) training checklist, and protocols on hazardous spills all serve as crucial training resources to uphold safety awareness and incident prevention. The Global Health and Safety team delivers site- or region-specific trainings and discussions to managers and team leaders across the organization to share insights and best practices while providing the support and knowledge to teams to adopt new tools and trainings. These meetings are supplemented by workshops hosted by the Operational Excellence which seek to integrate and illustrate how teams can utilize Operational

Table continues to the next page.

2023 Ingram Micro GRI Index









GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			 Disclosure and analysis of safety analyses are performed complement the practice of tra- to identify and solve unsafe sit Operational Excellence practic
3-3 Management of material			 Continuous improvement: safety in our communications by a Safety Management Syst
topics (continued)			Investments in tools and restreamlined the reporting expension incidents and observations. O safety program in real-time and to help teams hit milestones factors.
			Sharing of experiences glo through Safety Champion, ass
402 1 Occupational health and			See GRI Index: 3-3 for 403.
403-1 Occupational health and safety management system			Our SMS covers all sites and op including associates, seasonal e
			See 2023 ESG Report:
403-2 Hazard identification, risk assessment, and			 A Safe Culture Third-Party Hotline
incident investigation			See GRI Index :
			 3-3 for 403 403-4
403-3 Occupational			See 2023 ESG Benort: A Safe

+00-0 Occupational health services

key safety metrics and reported incidents: Facility risk assessments for all sites are reviewed annually, and job ed throughout the year to identify work-related hazards that may include risk of high-consequences injury or ill health. To tracking safety observations in the Safety Champion platform, sites are encouraged to embrace preventative measures situations proactively through departmental and site safety audits on a minimum monthly basis. Through cascading ices into our day-to-day safety activities, we seek to identify the origin of incidents to remediate.

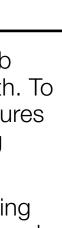
We continue to strengthen our existing safety management system, which follows legal requirements, by embedding is and key performance indicators (KPIs) while engaging directly with our associates. Thirteen of our sites are governed stem (SMS) certified to ISO 45001.

resources to empower knowledge: As part of our intent to drive performance by bolstering accountability, we have perience at various sites by continuously investing in reporting kiosks to enable quick, smooth reporting of safety Our digital platform Safety Champion provides an easy-to-use overview dashboard to monitor the progress of the nd on any device while the complementary learning portal to support Safety Champion delivers highly targeted courses faster.

obally to embed safety culture at all levels: Through associate engagement platforms and customized reporting ssociates can discover solutions from other associates' learnings.

perations under Ingram Micro's operational control. All workers performing work under Ingram Micro are covered, employees, temporary workers, interns, and the contingent workforce.

See 2023 ESG Report: A Safe Culture; GRI Index: 3-3 for 403.









GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: A Safe
			Focusing on enhanced communi perspective, the Global Health ar sites; in 2023, the team unveiled statement aims to serve as a set mission statement.
403-4 Worker participation, consultation, and communication on occupational health and safety			Alongside this group, most sites response and will work hand-in-h managers, with the support of the important safety culture advocate the team, and report each accide
			Additionally, in response to a high incident, the manager, supervisor for the team to develop a balance of necessary information in order warehouse floors to identify safet promptly be set into motion.
403-5 Worker training on occupational health and safety			See 2023 ESG Report: A Safe
			See 2023 ESG Report:
403-6 Promotion of worker health			 Benefits Promoting a Culture of Well
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			We have developed a formal proc contractors who perform work at and Near Miss modules. It also o Observation module in Safety Ch module), as we are actively search ensure root cause assessments h

Culture.

nications to develop associate awareness on safety is a key element to drive safety success. From an organizational and Safety team provides oversight, guidance, coordination, and active promotion of best practice sharing across d its Global Safety Mission Statement to serve as a formal replacement to the previous Global Safety Policy. The et of guidelines that sites can review locally to evaluate current practices and align gaps to what is outlined in the

maintain a safety committee with representation from various career levels to offer flexible, day-to-day support and -hand with the Global Health and Safety team to implement solutions aimed at enhancing safety measures. In addition, heir supervisor and safety manager, are responsible for ensuring the safety of all associates at all times and are tes. Managers select topics for the whole team to discuss, offer resources and solutions in the event of an issue, lead tent or incident by facilitating the follow-up investigations.

gh number of incidents at one of our previous sites, Ingram Micro also initiated an Incident Review Board. For each or, security manager, and senior manager are required to attend a meeting with the Incident Review Board in order ced understanding of what happened, how it happened, what could have been done differently, and the availability er to make appropriate recommendations to HR. During this event, the group will also conduct quarterly walks on the ety issues, concerns, or violations and immediately document the problem so that the chain of corrective action can

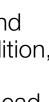
Culture.

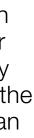
llness

ocess that helps us to identify, assess and abate certain occupational health and safety hazards and risks for our at any or our Ingram Micro sites. This occurs while using our Safety Champion platform in the New Actions, Hazards, occurs while using the Incident Reporting module and while conducting audits and inspections in the Inspection/ hampion. The modules referenced above allow us to input the hazards as we come upon them (Hazard/Action rching for them (Inspection/Observation module), and after they have occurred (Incident module) so that we can have been conducted and signed off by management. In addition, our **Supplier Code of Conduct** seeks to ensure our vendors and non-trade suppliers maintain the same culture of safety that we do.









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GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation		
403-8 Workers covered by	403-8 a iii.	Information unavailable/	Approximately 25,800 of our associates (100%) covered by our health and safety system. Approwerkforce, are also covered.	·	•
an occupational health and safety management system	403-0 a III.	incomplete	Currently, our health and safety system has not	been internally audited, b	out we plan to do so startinç
			Thirteen of our sites were certified to ISO 45001	I in 2023, although we do	o not have the total number
			See 2023 ESG Report:		
			 A Safe Culture Reaching Zero in 10 to Zero 		
				Number	Rate
			Recordable work-related injuries	152	0.99
	403-9 a, b		High-consequence work-related injuries	0	O ¹
403-9 Work-related injuries	(separation for employees	Information unavailable/	Fatalities	0	0
,,	and non- employees)	incomplete	Total working hours	31,471,304	Not applicable
			Reported metrics have been determined based Data covers all associates and workers who are by employees and non-employees.	6	5 1
			The main types of work-related hazards are ergo Per GRI guidance, high-consequence work-related does not, or is not expected to recover fully to prelated hazards have been determined based of historical safety platform as well as our new plat	ited injuries are defined as pre-injury health status wi n risk scores assigned to	s injuries that result in a fata thin six months, neither of w reported cases of recordab

ssociates, and our temporary workers (4,585) are who are not associates, in addition to our contingent

rting in 2024 at the earliest.

ber of associates at these sites.

latform as well as our new platform Safety Champion. this time, we are not able to break down our metrics

lacerations, contusions, concussions, and fractures. fatality or in an injury from which the worker cannot, of which Ingram Micro recorded in 2023. Work-ordable work-related injuries (collected through our by the consequence and likelihood of such injuries.





GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: A Safe
403-10 Work-related ill health	403-10 b	Information unavailable/ incomplete	We recognize COVID-19 and he an OSHA recordable case of ill h reported cases of recordable wo scores are defined by the conse
		incomplete	Ingram Micro recorded no fatalit covers all associates and non-a contractors.

GRI 404: Training and education

See 2023 ESG Report: How We Develop Purpose-Driven Leaders.

In 2023, Ingram Micro associates completed 418,412 hours of training and averaged 15.1 hours of training per associate. See **2-4** for an explanation of how we changed calculation methods for average training hours.

Average training hours through our formal internal training systems are reported below. This does not include hours associated with compliance training, which is tracked separately. Associates also receive additional job-specific training through on-the-job learning opportunities.

By Job Category

ł	Executive ²
]	Management
/	Admin/Professional
١	Warehouse labor
(Other ³

404-1 Average hours of training

per year per employee

fe Culture; GRI Index: 3-3 for 403.

nearing loss as work-related hazards that have the potential to pose a risk of ill health, though neither contributed to health as per the federal recordkeeping guidelines. Hazards have been determined based on risk scores assigned to work-related injuries (collected through our historical safety platform as well as our new platform Safety Champion). Risk sequence and likelihood of such injuries.

alities as a result of work-related ill health and recorded no cases of recordable work-related ill health. This data -associate workers who are covered by our SMS. Due to data unavailability, the reported numbers exclude metrics for

	By Gender	
23.2	Female	10
28.1	Male	14
14.4	Undeclared gender	13
6.9		
20.4		







0.3 4.2 13.8



GRI 404: Training and education (continued)

GRI Topic Disclosure	Requirement(s) Omitted) Reason For Omission	Location/Explanation			
			See 2023 ESG Report:			
404-2 Programs for upgrading employee skills and transition assistance programs	404-2 b	Information unavailable/ incomplete	 Propelling Careers Forward How we Develop Purpose-Driven Leaders Empowering the Next Generation of the Workforce Ingram Micro provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment in some countries in EMEA. However, the programs vary based on local laws and benefit offerings. Due to information incompleteness, we will not be reporting specific details of these programs. 			
			See 2023 ESG Report: Evolving with Top Talent.			
			The annual review is a critical part of our commitment to personal each associate's contributions.	and pro	fessional development as well as our dedic	ation to recognize and celebra
			The performance review cycle is based on the calendar year; indi- calendar year, as there is not enough data to complete a meaning a performance review during their period of absence. In 2023, 98	ul asses	ssment. Eligible associates who are on exte	nded leave will also not under
404-3 percentage of employees receiving regular performance and career development reviews			Completion by Employment Category		Completion by Gender	
			Executive	92%	Male	989
			Management	99%	Female	979
			Admin/Professional	98%	Gender Undeclared	999
			Warehouse	99%		



98% 97% 99%

GRI 405: Diversity and equal opportunity GRI Topic Disclosure Requirement(s) Reason For Location/Explanation Omitted Omission See 2023 ESG Report: Attracting Innovative Minds

3-3 Management of

material topics

At Ingram Micro, we work to cultivate an authentic associate experience in which every associate can thrive. This work is underpinned by the concept of belonging. While the introduction of our formalized diversity, equity, inclusion, and belonging (DEIB) strategy and program Together at Ingram Micro marked an important step on our cultural journey, belonging has always been a foundational element to our approach towards diversity, equity, and inclusion.

Hire Great, our robust talent process that enables us to consistently select candidates with valuable experiences and perspectives that match the needs of the position and the company, is one way in which we identify top talent. Interview questions are designed to elicit detailed, job-relevant responses about what the candidate knows and has experienced, what the candidate can do, and the overall fit for the role and department. Utilizing a structured process such as Hire Great helps us remain consistent and allows interviewers to evaluate every candidate on the same factors. In addition to this process, we also embed the following best practices as part of our hiring framework to maximize success:

- Arrange diverse panels of decision-makers to represent the diversity we are seeking to achieve as an organization.
- Utilize best practice interview guides and methodologies to maintain consistent interview processes and eliminate bias.
- Expand our pipelines through external outreach and campaigns to capture a diverse population.
- Advance progress toward placement commitments for individuals with disabilities.

	405-1 Diversity of governance bodies and employees		Confidentiality constraints	See 2023 ESG Report: Social
		405-1 a		As Ingram Micro's Board of Dire
				See 2023 ESG Report: Comp
	405-2 Ratio of basic salary and remuneration of women to men	405-2	Confidentiality constraints	Ingram Micro strives to impleme requirements in all locations. Ou in role, and performance should compensation elements, and we Additionally, managers receive t

nent and execute fair and equitable pay practices around the globe. We pay at or above applicable minimum wage Dur philosophy is that associates in the same location with similar responsibilities, job titles, experience levels, time Id be paid equally, regardless of their gender or race. We regularly conduct analyses on the management of our we make appropriate pay adjustments in line with our philosophy to address statistically significant pay inequities. training on how to recognize and prevent discrimination on hiring, performance management, and compensation

decisions. We are unable to provide the ratio of basic salary and remuneration of women to men for each employment category.

Our Dedication to Diversity, Equity, Inclusion, and Belonging

Incorporate inclusive language in job postings and descriptions.

al Data Summary for the diversity breakdown of our executives and all associates.

rectors consists of one individual, we are not disclosing this individual's information for confidentiality.

pensation.









GRI 406: Non-discrimination

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: Attracting Innovative Minds Listening and Learning: Ho
-3 Management of naterial topics			 Our Dedication to Diversity Discrimination in the workplace i and expect the same from our b associates, along with other Dive guide our approach on this issue
406-1 Incidents of discrimination and corrective actions taken	406-1	Legal prohibitions	See 2023 ESG Report: Third-F Throughout 2023, we received s were promptly investigated and a

GRI 407: Freedom of association and collective bargaining

3-3 Management of material topics			Ingram Micro supports the rights regulations. For more information
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1 a	Information unavailable/ incomplete	Ingram Micro supports the rights Supplier Code of Conduct . The of association or collective bargative vendors' operations that carried

ow Transformation Is Driven by Associates ty, Equity, Inclusion, and Belonging

is not tolerated at Ingram Micro. We are committed to a workforce free from harassment and unlawful discrimination business partners. We continue to take a proactive approach on this issue by administering mandatory training for all versity-, Equity-, Inclusion-, and Belonging-related training. For more details on our policies, process, and values that ue, see our Code of Conduct, Non-Retaliation Policy, and Tenets of Our Success.

-Party Hotline.

some reports of alleged discrimination across our global operations as reflected in our hotline cases graph. All cases appropriate corrective actions, including disciplinary measures and remediation plans, were implemented.

ts of associates to work with work councils and representatives. We comply with all local and national laws and on on our management approach, see our Global Human Rights Policy and Supplier Code of Conduct.

ts of associates to work with work councils and representatives and expects our suppliers to do the same, per our Though we have not undertaken a formal assessment to evaluate the risk that workers' rights to exercise freedom gaining may be violated or at significant risk, we are not aware of any areas in our operations or our suppliers and ed this risk during the reporting period.





GRI 408: Child labor

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
3-3 Management of material topics			Ingram Micro does not tolerate — this risk but are not aware of an
408-1 Operations and suppliers at significant risk for incidents of child labor	408-1 a, b	Information unavailable/ incomplete	and regulations regarding emplo preventing the use of child labo

GRI 409: Forced or compulsory labor

3-3 Management of material topics			Ingram Micro does not tolerate tl to evaluate this risk but are not a
409-1 Operations and suppliers	409-1 a	Information	and national laws and regulations
at significant risk for incidents		unavailable/	our approach to preventing the u
of forced or compulsory labor		incomplete	Conduct

GRI 410: Security practices

3-3 Management of material topics

See 2023 ESG Report: Security Practices.

We communicate the relevance of security across the whole organization. As part of our mandatory onboarding process for associates, we cover various security topics, such as preventing workplace violence, loss prevention, and reporting of incidents – topics which are also integrated in our **Code of Conduct**. Our security personnel are specifically required to undergo training related to local regulations and requirements. We maintain constant communication with operations leaders regarding any structural or procedural changes that may impact security, and we continuously receive feedback from associates on our security measures for further improvement.

Ingram Micro's global security program is designed to prevent and mitigate threats to human health and safety, as well as the destruction and theft of company property and assets. The program is managed by our Chief Security Officer, who reports directly to our General Counsel and oversees our corporate security team, whose main role is to preserve company value by protecting our people, assets, and reputation.

e the use of child labor our its operations or by our suppliers. We have not undertaken a formal assessment to evaluate any instances of unlawful child labor in areas in our operations or with suppliers. We follow local and national laws oloyment, which includes verifying employment eligibility during onboarding. For more information on our approach to oor in our operations, see our **Global Human Rights Policy** and **Supplier Code of Conduct**.

the use of forced or compulsory labor in its operations or our suppliers. We have not undertaken a formal assessment aware of any areas in our operations or our suppliers that carried this risk during the reporting period. We follow local ons regarding employment, which includes verifying employment eligibility during onboarding. For more information on use of forced or compulsory labor in our operations, see our **Global Human Rights Policy** and **Supplier Code of**

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2023 Ingram Micro GRI Index





GRI 410: Security practices (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
3-3 Management of material topics (continued)			At Ingram Micro, respect, equali of human rights globally, directly Human Rights, the Ten Principle at Work, and the Responsible Be every associate, regardless of lo
			We are not aware of any situatio in relation to security, we conduc events across our operations an
			See 2023 ESG Report: Champ
410-1 Security personnel trained in human rights policies or procedures	410-1	Information unavailable/ incomplete	Associates who are in security re unavailable as we do not have a due to the mandatory nature of t addition, various security topics on our approach to ensuring hur <u>Code of Conduct</u> .

GRI 411: Rights of indigenous peoples

3-3 Management of material topics	Not applicable	Based on our materiality assessr
411-1 Incidents of violations involving rights of indigenous peoples	Not applicable	Based on our materiality assessr

ality, diversity, safety, and human kindness are essential principles of our organization—and we support the protection ly within operations we control and indirectly through our supply chain. In alignment with the Universal Declaration of les of the UN Global Compact, the International Labour Organization Declaration on Fundamental Principles and Rights Business Alliance Code of Conduct, our Global Human Rights Policy is designed to help us protect human rights for location, as well as stakeholders throughout our supply chain.

ions in 2023 where our security practices led to negative impacts on human rights. Should negative incidents occur uct investigations to determine root causes and undertake corrective actions. We share lessons learned from actual nd incorporate them into our global standards and guidelines in a timely manner.

pioning Human Rights: Our Approach to Global Rights and Security.

roles undergo training on the use of force and best practices in guarding tasks. Although an exact percentage is a central data management system in place to track this percentage, we are confident that the percentage is high training on the use of force. Some regions also have specific certification for human rights for security practices. In s are part of mandatory onboarding for associates and are mentioned in our **Code of Conduct**. For more information uman rights policies or procedures within our security personnel, see our **Global Human Rights Policy** and **Supplier**

sment, this topic was not deemed to be material in 2023.

sment, this topic was not deemed to be material in 2023.











GRI 413: Local communities

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
			See 2023 ESG Report: Makin
3-3 Management of material topics			Engagement with local commun corporate headquarters. Ingram neighbor; and supporting local
			See 2023 ESG Report:
413-1 Operations with local community engagement, impact assessments, and development programs	413-1	Information unavailable/ incomplete	 Making a Positive Impact i In Our Supply Chain Third-Party Hotline Ingram Micro's direct impacts fr for our stakeholders and contin EcoVadis. We also remain a me da Nuvem). Ingram Micro create have engagement with work co other bodies to deal with impact newly constructed buildings that
413-2 Operations with significant actual and potential negative impacts on local communities			Ingram Micro is not aware of an not yet performed a formal asse be a good neighbor, and suppo and autonomy to address any p
GRI 414: Supplier soci	al assessm	ent	
3-3 Management of material topics			See 2023 ESG Report: In Our
414-1 New suppliers that were screened using social criteria	414-1	Information unavailable/ incomplete	We do not yet have a formal pro Supplier Code of Conduct , w issues.

ng a Positive Impact in Our Communities.

unities is determined at a team business function, site, region, or country level with guidance from Ingram Micro's m Micro is focused on providing employment, career, and growth opportunities; taking responsible actions to be a good charities and causes within our communities.

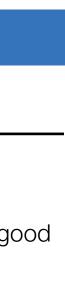
in Our Communities

from office and warehouse locations have not yet been formally assessed. However, we are committed to transparency nue to share our ESG progress through third-party platforms, such as CDP's Climate Change questionnaire and nember of the UN Global Compact and have helped local communities through initiatives like our Cloud School (Escola ates job opportunities in the community in which it operates and delivers value to both the economy and people. We ouncils and maintain site-level occupational health and safety committees, some of which include representation from acts. Stakeholders are also encouraged to report concerns to our third-party hotline. In addition, it is expected that any nat Ingram Micro occupies within the U.S. will undergo environmental assessments in compliance with applicable laws.

any significant actual or potential negative impacts related to our operations at any specific location, although we have sessment. We have focused on providing employment, career, and growth opportunities, taking responsible actions to porting local charities and causes within our communities. Country leads and local teams are entrusted with authority potential issues related to our standing in the local communities in which we operate.

Ir Supply Chain.

process to screen new trade or non-trade suppliers for social criteria. However, suppliers are required to sign our which contains compliance with various social topics, and we are also collaborating with key trade suppliers on ESG









GRI 414: Supplier social assessment (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
414-2 Negative social	414-2	Information	We do not yet have a formal pro
impacts in the supply		unavailable/	our supply chain includes partne
chain and actions taken		incomplete	determining what meaningful an

GRI 415: Public policy

3-3 Management of material topics

415-1 Political contributions

health and safety impacts of products and services

Since 2018, Ingram Micro has shown solidarity with the Legal Services Corporation (LSC) in efforts to ask Congress for more funding. This would allow LSC to provide legal help to thousands of low-income Americans facing serious civil legal problems. In 2023, Ingram Micro was an official signatory to LSC's engagement in Congress towards equal access to justice.

GRI 416: Customer health and safety			
3-3 Management of material topics	Not applicable	Based on our materiality assessr	
416-1 Assessment of the health and safety impacts of product and service categories	Not applicable	Based on our materiality assessr	
416-2 Incidents of non- compliance concerning the	Not applicable	Based on our materiality assess	

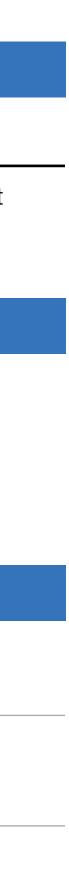
rocess to assess negative social impacts in our supply chain. As a technology solutions provider, we recognize that ners who operate in countries and industries that are at higher socioeconomic risk, and we are in the process of and impactful actions we should take to drive stepwise improvements across the ESG ecosystem.

Ingram Micro is committed to the principle of equal justice and rights for all. Ingram Micro did not make any political contributions or perform any lobbying in 2023. Our Anti-Bribery Policy provides guidelines regarding political contributions.

sment, this topic was not deemed to be material in 2023.

sment, this topic was not deemed to be material in 2023.

Not applicable Based on our materiality assessment, this topic was not deemed to be material in 2023.



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GRI 417: Marketing and labeling

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
3-3 Management of material topics	3-3	Information unavailable/ incomplete	As a distributor, we often are no labeled or used. Our Supplier (intended to facilitate our complia
417-1 Requirements for product and service information and labeling			There are several countries in w not have operations in the countries in the countries in the countries involve criminal charges.
417-2 Incidents of non- compliance concerning product and service information and labeling			In 2023, there were no incidents
417-3 Incidents of non- compliance concerning marketing communications			In 2023, Ingram Micro did not h

GRI 418: Customer privacy

See 2023 ESG Report: Upholding Cybersecurity and Data Privacy.

Our cybersecurity strategy includes maintenance of industry standard technical security measures to protect stakeholder and company data. We have developed processes to embed privacy by design into our project requirements, in order to identify risks with processing personal data. We evaluate the appropriate cybersecurity measures to take based on factors such as our business offerings and solutions; industry practices; the nature, scope, context, and purposes of data processing; and the risk to individuals' rights and freedoms.

We comply with data security standards and regulations including the Payment Card Industry Data Security Standard (PCI DSS), the European Union General Data Protection Regulation (GDPR), and the California Consumer Privacy Act. Many jurisdictions where we operate are adopting data protection laws similar to GDPR, and our efforts have prepared us to effectively manage our obligations under such emerging regulations. We take necessary measures to align our data protection and privacy programs to requirements issued by data protection authorities and laws, and continually monitor the evolving regulatory and legislative landscape to remain abreast of developments. Ingram Micro is committed to protecting the personal data we handle, and we work with our partners, customers, associates, and other stakeholders so concerns or questions are addressed in a timely manner.

3-3 Management of material topics

not directly involved in the content of the products we sell, how those contents are sourced, or how the products are **Code of Conduct**, which our vendors are required to sign, includes certain labeling and other requirements that are pliance with the applicable laws and regulations of the jurisdictions in which we do business.

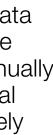
which we could potentially be held liable for a mislabeling incident on a vis-a-vis basis, especially when the vendor does intry. In instances where we could be held liable, the fees/fines can typically be passed along to the vendor but may also

its of nonconformance concerning product and service information and labeling.

have any instances of noncompliance concerning marketing communications.







GRI 418: Customer privacy (continued)

GRI Topic Disclosure	Requirement(s) Omitted	Reason For Omission	Location/Explanation
418-1 Substantiated complaints	418-1 b		See 2023 ESG Report: Upholo
concerning breaches of customer privacy and losses of customer data		Legal prohibitions	Since 2019, our hotline has n 2023, we did not identify any

Iding Cybersecurity and Data Privacy.

ot received any substantiated complaints from associates or outside parties regarding data protection and privacy. In material data privacy incidents or material data breaches.



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