



# 2023 Global Reporting Initiative Index

## 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 disclosures

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|---|------------------------|------------------------------------|---|
| <b>2-1 Organizational details</b>   |                        |                                    | <p>See <b><u>2023 ESG Report: Who We Are</u></b>.</p> <p>The 2023 ESG Report, GRI Index, SASB Index, TCFD Index, and UN SDGs Index have been prepared by Ingram Micro Holding Corporation. Ingram Micro Holding Corporation conducts its operations through its subsidiaries, including its indirect wholly owned subsidiary Ingram Micro Inc. Unless the context otherwise indicates, any reference in this report to “Ingram Micro,” “our Company,” “the Company,” “us,” “we,” and “our” refers to Ingram Micro Inc., prior to July 2, 2021, the date on which Ingram Micro Inc. was acquired by Platinum Equity, LLC (together with its affiliated investment vehicles, “Platinum”), and to Ingram Micro Holding Corporation after such date.</p> <p>Ingram Micro is a leading technology company for the global information technology ecosystem. With the ability to reach nearly 90% of the world's population, we play a vital role in the worldwide IT sales channel, bringing products and services from technology manufacturers and cloud providers to a highly diversified base of business-to-business technology experts. Our wide-ranging solutions portfolio includes client and endpoint solutions (formerly referred to as commercial and consumer), advanced solutions offerings, and cloud-based solutions. We also enable a global circular economy with full-service IT Asset Disposition (ITAD) and Reverse Logistics and Repair (RLR) services. We provide our customers with broad product availability, technical expertise and a full suite of professional services to simplify their deployment and maximize their use of technology, including data-driven business and market insights, pre-sales engineering, post-sales integration, technical support and financing solutions.</p> <p>Headquartered in Irvine, California, Ingram Micro operates in 58 countries and reaches close to 200 countries. We have approximately 25,800 associates committed to providing our more than 161,000 customers and 1,500 vendor partners worldwide with a superior experience. For a list of our countries of operation, see our <b><u>2023 ESG Report: Ingram Micro Around the World</u></b>.</p> |
| <b>2-2 Entities included in the organization's sustainability reporting</b> | 2-2 a-c                | Information unavailable/incomplete | <p>See <b><u>2023 ESG Report: About This Report</u></b>.</p> <p>In 2022, we began a process to reorganize and simplify our corporate structure. As the entity list is still in flux, we are opting not to share the information as of the publication of this report. We expect to include this information in subsequent reports.</p>  |

## GRI 2: General disclosures (continued)

| GRI Topic Disclosure                               | Requirement(s) Omitted           | Reason For Omission                | Location/Explanation   |
|--|----------------------------------|------------------------------------|--|
| 2-3 Reporting period, frequency, and contact point |                                  |                                    | <p>See <b>2023 ESG Report: About This Report</b>.</p> <p>Unless otherwise noted, the 2023 ESG Report, GRI Index, SASB Index, TCFD Index, and UN SDGs Index cover Ingram Micro’s operations, entities, activities, and initiatives for calendar year 2023 (January 1 to December 31) and serves as an update to our 2022 report. All financial numbers disclosed in this report align to our fiscal year 2023 (January 2 to December 30).</p> <p>The 2023 ESG Report, GRI Index, SASB Index, TCFD Index, and UN SDGs Index were published on August 29, 2024. We expect to continue publishing such reports on an annual basis. For further information about this report, please contact:</p> <p>Laurie Olague<br/>           Ingram Micro Holding Corporation<br/> <a href="mailto:Laurie.Olague@ingrammicro.com">Laurie.Olague@ingrammicro.com</a></p>   |
| 2-4 Restatements of information                    | 2-4 a i (average training hours) | Information incomplete/unavailable | <p><b>Social:</b></p> <p>We are reporting a change in the methodology used to calculate the average training hours per employee (See <b>GRI Index: 404-1</b>). In 2022, we reported that Ingram Micro associates averaged 11.5 hours of training per associate, which was calculated as the total number of training hours completed divided by the total number of associates in our human resources (HR) system. In 2023, we have calculated the average as the total number of training hours completed divided by the total number of associates for whom we track training through our learning management system. We are reporting an omission for restatement of our 2022 average training hours per employee due to unavailability of data.</p> <p>We are also reporting a restatement of our temporary worker count (See <b>GRI Index: 2-7</b>) because our previously disclosed figure (69) in our 2022 ESG Report only accounted for a subset of our temporary workers in our HR systems. Our restated number (now 4,733) accounts for workers who have access to and are tracked through any of our HR systems. As such, Ingram Micro had 5,348 total non-associates in 2022, which is inclusive of 4,733 temporary workers and 615 non-temporary other workers.</p> |

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## GRI 2: General disclosures (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted           | Reason For Omission                | Location/Explanation   |
|--|----------------------------------|------------------------------------|--|
| 2-4 Restatements of information (continued)                  | 2-4 a i (average training hours) | Information incomplete/unavailable | <p><b>Environmental:</b></p> <p>We are reporting restatements of our energy and Scope 1 and 2 greenhouse gas (GHG) emissions figures for 2022. Figures published in the 2022 ESG Report contained several estimations, as we transitioned into a new data management system and required further evaluation of the data collection boundary and data refinement. In the 2023 ESG Report, 2022 data for energy and Scope 1 and 2 emissions are provided to show the data for the entire organization, including sites that were divested during the year, as well as the organization without the divested locations. Data that excludes the divested locations is now the baseline for our GHG emissions goals moving forward. As a result, the percentage of total electricity from renewable sources was greater than the previously disclosed figure (22% inclusive of divested facilities data and 18% excluding divested facilities data vs. 11% excluding divested facilities as disclosed in the 2022 ESG Report). Furthermore, we have made recalculations based on updated emissions factors that were made available for the 2022 reporting year. We will continue to monitor public databases for the latest available emissions factors and will update our emissions inventories as appropriate. As part of the further refinement of Scope 3 methodologies, 2022 Scope 3 data was recalculated for comparison purposes using the same methodologies that were refined for the 2023 inventory. The restatements are for Scope 3 categories 1 (Purchased Goods and Services), 2 (Capital Goods), 8 (Upstream Leased Assets), 11 (Use of Sold Products), and 12 (End of Life Treatment of Sold Products).</p> <p>The weight of generated non-hazardous waste is also restated due to a reporting error for one site’s recycling data. Previous data for this site was updated using 2023 as a proxy. As a result, the restated total non-hazardous waste is now 19,480 MT, as opposed to the previously disclosed figure of 21,766 MT.</p> <p>Packaging data has been restated due to further refinement in data methodologies for measuring and estimating the weight of shipping cartons as well as due to an error identified which had resulted in the inclusion of 2021 data from one country in the 2022 calculations.</p> <p>For restated figures on 2022 energy consumption, GHG emissions, waste, and packaging data, see <a href="#">2023 ESG Report: Environmental Data Summary</a>.</p> |
| 2-5 External assurance                                       |                                  |                                    | <p>See <a href="#">2023 ESG Report: About this Report</a>.</p> <p>While we have not sought external assurance for our ESG Report, we have included selected data from our financial statements, which has been prepared in accordance with the U.S. Generally Accepted Accounting Principles and has been independently audited. Our approach to ESG matters is data-driven and informed by stakeholder feedback. We constantly work to understand the impacts of our business so that we can develop strategies to maximize positive impacts while minimizing negative ones across stakeholders.</p>  |
| 2-6 Activities, value chain and other business relationships |                                  |                                    | <p>See <a href="#">2023 ESG Report: Who We Are</a>.</p>  |

## GRI 2: General disclosures (continued)

| GRI Topic Disclosure                            | Requirement(s) Omitted | Reason For Omission  | Location/Explanation  |
|---|------------------------|--|---|
| <b>2-7 Employees</b>                            | 2-7 b ii. (gender); e  | Information unavailable/incomplete Confidentiality constraints | <p>See <a href="#">2023 ESG Report: Social Data Summary; GRI Index: 2-8</a>.</p> <p>Ingram Micro refers to all employees and workers who perform work for Ingram Micro as “associates” throughout the report. However, our reported total permanent employee count (approximately 25,800 as of 12/31/2023) represents only associates who are categorized as full-time and part-time regular employees in our HR system. This count excludes 4,585 temporary workers, 283 non-temporary other worker types, and the contingent workforce. See <a href="#">GRI Index: 2-8</a> for more information on non-associates. Non-guaranteed workers, who are defined as workers who are not guaranteed a minimum or fixed number of working hours per day, week, or month, but who may need to make themselves available for work as required, per GRI guidance, are not a relevant employee category for Ingram Micro because we do not have workers who fit this description or are classified as such.</p> <p>Associate counts are based on the average headcount at the end of each month for calendar year 2023. We had fewer associates in 2023 (approximately 25,800) compared to that of 2022 (approximately 27,000 as of December 31, 2023). We are reporting an omission on the reason for changes in associate count due to confidentiality constraints.</p>   |
| <b>2-8 Workers who are not employees</b>        |                        |  | <p>See <a href="#">2023 ESG Report: Social Data Summary</a>.</p> <p>The reported total number of non-associates (4,868) has been determined by the average headcount each month for calendar year 2023. This count represents 4,585 temporary workers and 283 non-temporary other worker types. Workers who are categorized as seasonal, fixed term, intern, apprentice, and casual are the most common types of other non-temporary workers. The type of work performed varies by role and can range from warehouse logistics to professional services. A “fixed term” worker is defined as a person with a contract of employment, which is due to end when a specified date is reached, a specified event does or does not happen, or a specified task has been completed. In addition, although we report the breakdowns of our tracked temporary workers by region, we are unable to provide a full breakdown by gender for this group as only partial data on gender is available with our current HR system. Several countries in which we have operations also have legislation that prohibits or limits the collection of sensitive data including information such as gender. Our reported temporary worker count only represents tracked workers who have access to our HR systems. We are noting an omission of temporary workers who are sourced locally at the site in different regions but who are not tracked in systems of record.</p> <p>For 2023, Ingram Micro reports a decrease in the number of non-temporary other worker types compared to 2022 (615 as of December 31, 2022). The difference in count can be attributed to a correction in the classification of these workers within our HR systems.</p> |
| <b>2-9 Governance structure and composition</b> | 2-9 c                  | Confidentiality constraints                                    | <p>At this time, we are not disclosing information regarding the governance structure and composition of the sole member of our Board of Directors. See <a href="#">GRI Index: 2-10</a> and <a href="#">2-11</a>) for other information regarding this selection. However, below the Board of Directors, our highest governing body is the Executive Leadership Team (ELT). Of the 15 ELT members, 13 (87%) identified as male and 2 (13%) identified as female.</p> <p>For more information about our executive composition, see <a href="#">2023 ESG Report: Governance Structure</a>.</p>  |

## GRI 2: General disclosures (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission         | Location/Explanation  |
|--|------------------------|-----------------------------|---|
| <a href="#">2-10 Nomination and selection of the highest governance body</a>                     | 2-10 b                 | Confidentiality constraints | In 2023, our Board of Directors consisted of one member affiliated with and appointed by Platinum.  |
| <a href="#">2-11 Chair of the highest governance body</a>  |                        |                             | The sole member of our Board of Directors is not a senior executive within the organization.  |
| <a href="#">2-12 Role of the highest governance body in overseeing the management of impacts</a> |                        |                             | See <a href="#">2023 ESG Report</a> : <ul style="list-style-type: none"> <li>▪ <a href="#">Our Governance Structure</a></li> <li>▪ <a href="#">Engaging Stakeholders in Our Sustainability Journey</a></li> </ul> See <a href="#">TCFD Index</a> .  |
| <a href="#">2-13 Delegation of responsibility for managing impacts</a>                           |                        |                             | See <a href="#">2023 ESG Report</a> : <ul style="list-style-type: none"> <li>▪ <a href="#">Our Governance Structure</a></li> <li>▪ <a href="#">Engaging Stakeholders in Our Sustainability Journey</a></li> </ul> See <a href="#">TCFD Index</a> .  |
| <a href="#">2-14 Role of the highest governance body in sustainability reporting</a>             |                        |                             | See <a href="#">2023 ESG Report: Our Governance Structure</a> .<br><p>Our Executive Leadership Team (ELT) ESG Steering Committee members attend regularly scheduled meetings with the Board of Directors and discuss important ESG matters, including climate-related issues and impacts. At its meetings, which take place at least quarterly, the ELT ESG Steering Committee is briefed on ESG initiatives and progress and approves goals, budgets, and project timelines. In addition, the Committee contributes to and reviews various ESG communications, including this annual ESG report. The IngramMicroESG team formally presents information on progress against goals and targets for addressing climate-related issues on a quarterly basis to the Committee. Beyond formal meetings, interim updates are provided on major projects, such as progress related to our commitment to setting science-based targets.</p> <p>Platinum is keenly focused on overall ESG-related issues, including climate-related issues. As a result, strategic and performance milestones related to ESG are established by the Committee, with the company's IngramMicroESG team tasked with operationalizing them.</p> <p>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.</p> |

## GRI 2: General disclosures (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted            | Reason For Omission                | Location/Explanation   |
|--|-----------------------------------|------------------------------------|--|
| <b>2-15 Conflicts of interest</b>  |                                   |                                    | Ingram Micro's <a href="#">Code of Conduct</a> describes and references our policies regarding the disclosure and handling of potential conflicts of interest, which in certain cases will be reported to the Board of Directors for review and potential approval. We do not have a formal mechanism for disclosing conflicts of interest to stakeholders.  |
| <b>2-16 Communication of critical concerns</b>                           |                                   |                                    | See <a href="#">2023 ESG Report: Third-Party Hotline</a> .   |
| <b>2-17 Collective knowledge of the highest governance body</b>          |                                   |                                    | See <a href="#">2023 ESG Report</a> : <ul style="list-style-type: none"> <li>▪ <a href="#">Our Commitment to ESG</a></li> <li>▪ <a href="#">Our Commitment to Corporate Excellence</a></li> </ul>  |
| <b>2-18 Evaluation of the performance of the highest governance body</b> |                                   |                                    | An evaluation of the performance of the Board of Directors has not been conducted at this time.  |
| <b>2-19 Remuneration policies</b>  | 2-19 a                            | Confidentiality constraints        | We are not disclosing our remuneration policies, as this information is considered confidential. However, all members of our ELT have at least one ESG-relevant objective tied to their performance compensation.  |
| <b>2-20 Process to determine remuneration</b>                            | 2-20                              | Confidentiality constraints        | We are not disclosing our process to determine remuneration, as this information is considered confidential.   |
| <b>2-21 Annual total compensation ratio</b>                              | 2-21                              | Confidentiality constraints        | We are not disclosing our annual total compensation ratio, as this information is considered confidential.   |
| <b>2-22 Statement on sustainable development strategy</b>                |                                   |                                    | See <a href="#">2023 ESG Report: Message from the CEO</a> .  |
| <b>2-23 Policy commitments</b>   | 2-23 d (Supplier Code of Conduct) | Information unavailable/incomplete | See <a href="#">2023 ESG Report: Driving Ethical Compliance with Integrity</a> .<br>Ingram Micro has many policy commitments related to responsible business conduct, including our <a href="#">Global Human Rights Policy</a> , <a href="#">Environmental Stewardship Policy</a> , U.S. Anti-Money Laundering Policy, <a href="#">Anti-Bribery Policy</a> , and <a href="#">Non-Retaliation Policy</a> , as well as our <a href="#">Code of Conduct</a> and <a href="#">Supplier Code of Conduct</a> . Ingram Micro associates are required to be aware of company policies as part of their onboarding and compliance with our Code of Conduct. Our U.S. Anti-Money Laundering Policy is not meant for external audiences and is therefore not public. |

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## GRI 2: General disclosures (continued)

| GRI Topic Disclosure                         | Requirement(s) Omitted            | Reason For Omission                | Location/Explanation  |
|--|-----------------------------------|------------------------------------|---|
| 2-23 Policy commitments (continued)          | 2-23 d (Supplier Code of Conduct) | Information unavailable/incomplete | <p>Our <a href="#">Global Human Rights Policy</a> does not specifically reference the precautionary principle. However, we pursue company-wide conformance to international human rights standards, and we consider the implementation of processes and business controls to help with such conformance. We expect the same of our Ingram Micro entities, associates, and business partners throughout our supply chain. We are committed to protecting the rights of women, minority groups, and other underrepresented groups. We are also committed to providing equal employment opportunity through various ways, including, but not limited to, signing onto the United Nations (UN) Universal Declaration of Human Rights.</p> <p>Our <a href="#">Global Human Rights Policy</a> was approved by our Executive Vice President, Secretary and General Counsel; Executive Vice President, Global Operations and Engineering; Vice President, Chief Compliance Officer; and Executive Vice President, Human Resources.</p> <p>Our policy commitments are communicated to business partners through multiple channels, including our website and through agreements with vendors. In the U.S., both our standard vendor agreement and non-trade supplier agreement contain language explaining that parties agree to abide by laws, regulations, and their own respective codes of conduct. Where a counterparty does not have a code of conduct, our contracts specify that Ingram Micro's Code of Conduct must be observed.</p> <p>Ingram Micro Germany also aligns its methods of stakeholder communications on policy commitments in preparation for Germany's Supply Chain Due Diligence Act.</p> |
| 2-24 Embedding policy commitments            |                                   |                                    | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Driving Ethical Compliance with Integrity</a></li> <li>▪ <a href="#">Third-Party Standards and Certifications</a></li> </ul> <p>Our <a href="#">Supplier Code of Conduct</a> incorporates the Responsible Business Alliance Code of Conduct principles and covers labor, health and safety, environment, and business ethics. In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of the Code are derived from and respect internationally recognized standards, including the International Labour Organization Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. The Code also outlines the elements of an acceptable system to manage conformity to this Code, including periodic self-evaluations and a corrective action process.</p>   |
| 2-25 Processes to remediate negative impacts | 2-25 d, e                         | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Driving Ethical Compliance with Integrity</a></li> <li>▪ <a href="#">Third-Party Hotline</a></li> </ul> <p>See <a href="#">TCFD Index</a>.</p>   |



## GRI 2: General disclosures (continued)

| GRI Topic Disclosure                                    | Requirement(s) Omitted | Reason For Omission | Location/Explanation  |
|---|------------------------|---------------------|---|
| 2-26 Mechanisms for seeking advice and raising concerns |                        |                     | See <a href="#">2023 ESG Report: Third-Party Hotline</a> .<br>See <a href="#">Code of Conduct</a> .   |
| 2-27 Compliance with laws and regulations               |                        |                     | We believe that we are in material compliance with applicable laws and regulations, and we are not aware of any significant instances of non-compliance. However, many of the laws and regulations to which we are subject continue to develop and could be interpreted, applied, or amended in ways that are unfavorable to our business.  |
| 2-28 Membership associations                            |                        |                     | Ingram Micro's CEO is on the Board of Directors of the Global Technology Distribution Council. Furthermore, Ingram Micro is a member of several global and national organizations (see below). Our company also participates in local diversity and philanthropic organizations not included in this list. For more information, see <a href="#">2023 ESG Report: Succeeding Together: Our Culture of Excellence</a> .<br><br><ul style="list-style-type: none"> <li>▪ L'Association pour la transition Bas Carbone</li> <li>▪ Computing Technology Industry Association</li> <li>▪ Global Technology Distribution Council</li> <li>▪ International Data Sanitization Consortium</li> <li>▪ National Association for Information Destruction</li> <li>▪ Responsible Minerals Initiative</li> <li>▪ Reverse Logistics Association</li> <li>▪ Silicon Valley Tax Directors Group</li> <li>▪ Transported Asset Protection Association</li> <li>▪ United Nations Global Compact</li> <li>▪ Wireless Communications Association</li> </ul> |
| 2-29 Approach to stakeholder engagement                 |                        |                     | See <a href="#">2023 ESG Report</a> :<br><ul style="list-style-type: none"> <li>▪ <a href="#">Engaging Stakeholders in Our Sustainability Journey</a></li> <li>▪ <a href="#">Listening and Learning: How Transformation Is Driven by Associates</a></li> </ul> See <a href="#">GRI Index: 3-1</a> .   |

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## GRI 2: General disclosures (continued)

| GRI Topic Disclosure                                       | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|--|------------------------|------------------------------------|--|
| <b>2-29 Approach to stakeholder engagement (continued)</b> |                        |                                    | Ingram Micro engages internal and external stakeholders using a variety of methods and tools, including surveys, interviews, assessments, and collaboration. Internal stakeholders participate in conversations about ESG through, among other things, our company social networking platform where we have established communities for both IngramMicroESG and IngramMicroPlanetary. External stakeholders are engaged on ESG topics through the course of our regular business and we regularly respond to ESG-related customer and vendor requests for information. For instance, in 2023, we received 29 CDP requests as part of the Supply Chain Program and 40 for EcoVadis.   |
| <b>2-30 Collective bargaining agreements</b>               | 2-30 a                 | Information unavailable/incomplete | <p>While Ingram Micro does not have unions or collective bargaining agreements in the U.S., some of our associates are covered by collective bargaining agreements and works council arrangements in a number of countries in which we operate, including Australia, Brazil, Chile, Costa Rica, France, Germany, Mexico, the Netherlands, Poland, Spain, Sweden, and the United Kingdom.</p> <p>Due to issues of data availability, we do not have a total count of associates covered by collective bargaining agreements.</p> <p>With respect to our associates not covered by collective bargaining agreements, we do not determine their working conditions and terms of employment based on collective bargaining agreements that cover our other associates or based on collective bargaining agreements from other organizations.</p> |

## GRI 3: Material topics

|   |  |  |   |
|---|--|--|---|
| <b>3-1 Process to determine material topics</b> |  |  | <p>See <b><u>2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</u></b>.</p> <p>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.</p> <p>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.</p> |
|---|--|--|---|

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## GRI 3: Material topics (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission | Location/Explanation   |
|--|------------------------|---------------------|--|
| <p><b>3-1 Process to determine material topics (continued)</b></p> |                        |                     | <p>Using the preliminary list of topics, we designed a survey and interview process in accordance with the principle of double materiality, as illustrated in the <b>2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</b>. This approach allowed us to assess both the financial impacts of ESG topics on Ingram Micro's business success, as well as the impacts Ingram Micro could have on the economy (i.e., our markets), environment, and people (including human rights).</p> <p>We distributed the surveys globally and received responses from 35 countries, including internal SMEs, chief country executives, and regional representatives, as well as suppliers and vendors.</p> <p>Stakeholder survey and interview responses provided quantitative and qualitative data and insights on the actual and potential, positive, and negative impacts of various ESG topics. Respondents were also asked about their judgment on the severity and likelihood of an impact taking place.</p> <p>The results were processed and analyzed, and topics were scored and ranked using the double materiality concept, which places more weight on topics that have, or could have, a significant impact on the environment, society, and economy, as well as the company's profitability. Our final list of material topics is shown in the matrix within the <b>2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</b>, with topics identified as higher, moderate, and lower scoring. While the relative positioning of topics within the overall matrix provides meaningful insights, the materiality of financial or other impacts of a topic may differ across stakeholder groups or geographic regions. Though the materiality assessment was conducted in 2022, we believe the assessment and major conclusions are still valid for 2023.</p> |
| <p><b>3-2 List of material topics</b></p>                          |                        |                     | <p>See <b>2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</b>.</p> <p>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 Index.</p>  |

## 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  | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|---|------------------------|------------------------------------|---|
| <b>3-3 Management of material topics</b>                    | 3-3                    | Information unavailable/incomplete | <p>According to our materiality assessment, biodiversity is a lower-scoring topic (see <b>2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</b>). However, we take a holistic view of the environment and acknowledge that issues like climate change, water security, resource use, and biodiversity are interlinked.</p> <p>We are still in the early stages of understanding our biodiversity impacts, so we do not have a specific management process around biodiversity. However, our <b>Environmental Stewardship Policy</b> includes a commitment to minimize our environmental impact directly where we have control and indirectly where we have influence, which can include biodiversity. Further, we also endorse the UN Sustainable Development Goals (UN SDGs), including SDG 14 “Life below water” and SDG 15 “Life on land,” and we responded to CDP’s Forests questionnaire for the first time in 2023.</p>                                    |
| <b>101-1 Policies to halt and reverse biodiversity loss</b> | 101-1                  | Information unavailable/incomplete | <p>We do not currently have specific policies in place to halt and reverse biodiversity loss. However, our <b>Environmental Stewardship Policy</b> includes a commitment to minimize our environmental impact directly where we have control and indirectly where we have influence, which can include biodiversity.</p> <p>In addition, we are guided by our packaging principles, which in order of priority include:</p> <ol style="list-style-type: none"> <li>1. Use less;</li> <li>2. Avoid plastic, use fiber;</li> <li>3. Use recycled or certified sustainable content.</li> </ol> <p>For example, we have been working to increase the use of fiber-based shipping mailers as opposed to corrugate boxes as these are lighter, use fewer materials, and help realize cost 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.</p> |

## GRI 101: Biodiversity (continued)

| GRI Topic Disclosure                                | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|---|------------------------|------------------------------------|--|
| <b>101-2 Management of biodiversity impacts</b>     | 101-2                  | Information unavailable/incomplete | <p>In early 2023, we completed an assessment for the purposes of this report using the WWF Biodiversity Risk Filter tool. The analysis included reviewing the following categories:</p> <ol style="list-style-type: none"> <li>1. Provisioning Services</li> <li>2. Regulating &amp; Supporting Services—Enabling</li> <li>3. Regulating Services—Mitigating</li> <li>4. Cultural Services</li> <li>5. Pressures on Biodiversity</li> <li>6. Environmental Factors</li> <li>7. Socioeconomic Factors</li> <li>8. Additional Reputational Factors</li> </ol> <p>We focused our assessment on the Pressures of Biodiversity category and its four indicators:</p> <ol style="list-style-type: none"> <li>1. Land, Freshwater, and Sea Use Change</li> <li>2. Deforestation</li> <li>3. Invasives</li> <li>4. Pollution</li> </ol> <p>We found that within our portfolio, air pollution was one of the highest areas of risk with 56% of our sites at “High Risk” and 1% at “Very High Risk.” The second highest area of risk identified was invasives, with 18% of our sites at “High Risk.”</p> |
| <b>101-3 Access and benefit-sharing</b>             | 101-3                  | Not applicable                     | <p>According to GRI Guidance, “this disclosure is relevant for organizations that use genetic resources to conduct research and development on the genetic or biochemical composition of resources.” As an IT distributor, this disclosure is not relevant.</p>  |
| <b>101-4 Identification of biodiversity impacts</b> | 101-4                  | Information unavailable/incomplete | <p>We have not conducted an analysis to identify which sites, products, and services within our supply chain have the most significant impacts on biodiversity. However, fiber-based packaging and wood pallets are used by Ingram Micro for shipping products to customers as part of our global operations, distribution model, and other services. The raw materials used for shipping products may have biodiversity impacts that are yet to be measured by Ingram Micro. We have not assessed the deforestation or conversion footprint of our fiber-based packaging.</p> <p>Though our impact on forests is likely small in the overall ICT value chain, we acknowledge that the use of fiber has a direct linkage to nature loss and biodiversity impacts. We are fully committed to increasing the amount of packaging that comes from sustainable materials and working closely with our packaging vendors to accelerate our progress. In 2023, we responded to CDP’s Forests questionnaire for the first time in order to assess our forest-related risks and dependencies.</p>      |

## GRI 101: Biodiversity (continued)

| GRI Topic Disclosure                              | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|---|------------------------|------------------------------------|---|
| <b>101-5 Locations with biodiversity impacts</b>  | 101-5                  | Information unavailable/incomplete | <p>We have not conducted an analysis to identify which of our sites have the most significant impacts on biodiversity. We have completed a preliminary biodiversity risk assessment using the WWF Biodiversity Risk Filter for our direct operations, which found that almost all of our facilities are not located in key areas of biodiversity importance. However, our distribution centers in Manukau (Auckland), New Zealand, and Miami, Florida, have less than 10% overlap with global Key Biodiversity Areas (KBA) and were found to be at “Medium Risk.” The main activities at these sites include receiving and shipping products, and we have not assessed whether or not our activities could negatively impact biodiversity.</p> <p>In 2023, Ingram Micro began operations at a new leased warehouse in Spartanburg County, South Carolina in the United States. The land was previously undeveloped. As part of the construction, the entire parcel was graded to include two storm water retention pools. Parking lots, truck yards, and driveways were built, covering approximately 70% of the parcel. In the assessment of the biodiversity risks for this location, which is located just off a major interstate, it was determined that this location has a medium risk for pressures on biodiversity, primarily due to the risk of invasives and pollution.</p> <p>In addition, our preliminary water risk assessment using the WWF Water Risk Filter and WRI Aqueduct Tool, found that approximately 60% of our facilities are in areas projected to have extremely high water-stress risk in 2030 and 2040.</p> <p>We have not assessed our supply chain for significant impacts on biodiversity.</p> |
| <b>101-6 Direct drivers of biodiversity loss</b>  | 101-6                  | Information unavailable/incomplete | We have not conducted a full analysis to identify which sites in our direct operations or in our supply chain have the most significant impacts on biodiversity, so therefore we are unable to report on the sites where its activities lead or could lead to land and sea use change.  |
| <b>101-7 Changes to the state of biodiversity</b> | 101-7                  | Information unavailable/incomplete | We have not conducted a full analysis to identify which sites in our direct operations or in our supply chain have the most significant impacts on biodiversity, so therefore we are unable to report on affected or potentially affected ecosystems.   |
| <b>101-8 Ecosystem services</b>                   | 101-8                  | Information unavailable/incomplete | We have not conducted a full analysis to identify which sites in our direct operations or in our supply chain have the most significant impacts on biodiversity. Therefore, we are 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) Omitted | Reason For Omission                | Location/Explanation   |
|--|------------------------|------------------------------------|--|
| 3-3 Management of material topics  |                        |                                    | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Who We Are</a></li> <li>▪ <a href="#">2023 Highlights</a></li> </ul> <p>See <a href="#">TCFD Index</a>.</p>   |
| 201-1 Direct economic value generated and distributed                                | 201-1 a. ii., iii.; b  | Confidentiality constraints        | <p>See <a href="#">2023 ESG Report: 2023 At-a-Glance</a>.</p> <p>We have disclosed certain financial figures in the 2023 ESG Report, but at this time are unable to share data related to payments to providers of capital; payments to government by country, and community investments; economic value retained; or breakdown by significant countries/markets due to confidentiality constraints.</p> <p>Our financial statement data has been prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP) and has been independently audited.</p>   |
| 201-2 Financial implications and other risks and opportunities due to climate change |                        |                                    | <p>See <a href="#">TCFD Index</a>.</p>   |
| 201-3 Defined benefit plan obligations and other retirement plans                    | 201-3 a-e              | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report: Rewarding Exceptional Talent</a>.</p> <p>Ingram Micro provides defined contribution plans to associates in a number of countries to assist eligible associates in saving for retirement. A defined contribution plan is a retirement plan in which both Ingram Micro and the associate make contributions on a regular basis to an individual's account. Contributions are often made to the account before taxes and may have a lower tax rate upon withdrawal. Many of these plans do not allow withdrawals until the associate reaches a certain age and is no longer working. We review market data to determine the competitiveness of offering these plans, as well as the amount of the company's contribution. The company provides the contributions each year as part of that year's compensation expense.</p> |
| 201-4 Financial assistance received from government                                  | 201-4                  | Confidentiality constraints        | <p>In 2023, we reported approximately \$3 million of U.S. federal and California research and development (R&amp;D) tax credits. Global information is not disclosed due to confidentiality constraints.</p>   |

## GRI 202: Market presence

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|--|------------------------|------------------------------------|--|
| 3-3 Management of material topics  |                        |                                    | See <a href="#">2023 ESG Report: Attracting Innovative Minds</a> .   |
| 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | 202-1                  | Information unavailable/incomplete | Information on local minimum wage is currently not available. We pay at or above applicable minimum wage requirements in all locations and in compliance with all applicable standards and regulations. Entry level wages do not vary by gender.   |
| 202-2 Proportion of senior management hired from the local community               |                        |                                    | In 2023, 100% of our senior management hires in our significant locations of operation were local. "Significant locations of operations" are defined as operations in a country in which Ingram Micro has at least 500 full-time equivalents. "Senior management" is defined as director level or above. An in-country hire is considered "local." |

## GRI 203: Indirect economic impacts

|   |  |  |  |
|---|--|--|--|
| 3-3 Management of material topics                       |  |  | See <a href="#">2023 ESG Report:</a> <ul style="list-style-type: none"> <li>▪ <a href="#">Dedication to Our Talent</a></li> <li>▪ <a href="#">Making a Positive Impact in Our Communities</a></li> </ul>   |
| 203-1 Infrastructure investments and services supported |  |  | See <a href="#">2023 ESG Report:</a> <ul style="list-style-type: none"> <li>▪ <a href="#">Who We Are</a></li> <li>▪ <a href="#">Making a Positive Impact in Our Communities</a></li> </ul> <p>Beyond our operations, we have also supported legal protection for those in need. 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.</p> |
| 203-2 Significant indirect economic impacts             |  |  | See <a href="#">2023 ESG Report:</a> <ul style="list-style-type: none"> <li>▪ <a href="#">Who We Are</a></li> <li>▪ <a href="#">Making a Positive Impact in Our Communities</a></li> <li>▪ <a href="#">Practicing Responsible and Sustainable Supply Chain Capabilities</a></li> </ul>   |



## GRI 204: Procurement practices

| GRI Topic Disclosure              | Requirement(s) Omitted                          | Reason For Omission | Location/Explanation  |
|-----------------------------------|---|---------------------|---|
| 3-3 Management of material topics |   |                     | <p>See <a href="#">2023 ESG Report: In Our Operations</a>.</p> <p>As a leading solutions provider by revenue for the global IT ecosystem, Ingram Micro operates a broad range of capabilities across the IT value chain. We enable our partners to provide excellent business outcomes to the companies and consumers they serve. As a global IT distributor, we recognize the impacts of our procurement practices on the economy, environment, and people. Technological solutions are accelerating the way our world addresses prominent environmental issues by improving energy efficiency, phasing out fossil fuels, and mitigating environmental degradation. Technology can also help communities around the world by improving safety, security, healthcare, and social connectedness. However, we recognize that our operations create indirect environmental and social impacts through activities such as transportation, construction, provisioning, purchasing, distribution, and end use of our products. Additionally, parts of our supply chain operate in regions and industries considered to be at higher environmental and social risk. These include industries such as manufacturing, construction, freight services, waste management, janitorial services, temporary employment agencies, and financial institutions. We have taken action to help lessen potential negative impacts.</p> <p>Ingram Micro vets its suppliers, including awareness and management of environmental and social issues. Although we have not established a formal supply chain engagement program, we have implemented policies related to responsible conduct in our trade procurement (procurement related to operating segments of our distribution business) and non-trade procurement (procurement related to equipment and services to enact our business). These include our <a href="#">Code of Conduct</a>, <a href="#">Supplier Code of Conduct</a>, related policies, and contractual obligations. We expect our supply chain partners to comply with all jurisdictional regulatory requirements at a minimum, as communicated through our <a href="#">Supplier Code of Conduct</a>, as well as the terms and conditions outlined in our service-level agreements. Our <a href="#">Supplier Code of Conduct</a> sets out further expectations around labor, health and safety, environment, ethics, and management systems, which we expect suppliers to meet. Ingram Micro is aware of risks that can arise from noncompliance within supply chains, due to the breadth and complexity of IT supply chains globally. We continue to work towards identifying actions we can take to drive ongoing improvements in our supply chain.</p> |
|                                   | 204-1 Proportion of spending on local suppliers | 204-1               | Information unavailable/incomplete  |

## GRI 205: Anti-corruption

|                                   |  |  |   |
|-----------------------------------|--|--|---|
| 3-3 Management of material topics |  |  | <p>See <a href="#">2023 ESG Report: Driving Ethical Compliance with Integrity</a>.</p> <p>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.</p> |
|-----------------------------------|--|--|---|

## GRI 205: Anti-corruption (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission         | Location/Explanation  |
|---|------------------------|-----------------------------|---|
| <b>205-1 Operations assessed for risks related to corruption</b>                      |                        |                             | We have a robust compliance program, and different operations and locations are assessed for risk each year. For more information, see <a href="#">2023 ESG Report: Setting Associates Up for Success</a> .   |
| <b>205-2 Communication and training about anti-corruption policies and procedures</b> | 205-2                  | Confidentiality constraints | We perform training and communication on our ethical compliance program, which is managed and reviewed by our ELT, across all levels of the organization. The ethical compliance program includes anti-corruption training and communication regarding anti-corruption policies. For our resellers, we create a risk matrix, issue a vetting questionnaire, and perform a due diligence process to mitigate risk. We also train business partners in specific regions based on the outcome of the risk assessment. For more information, see <a href="#">2023 ESG Report: Setting Associates Up for Success</a> .<br><br>Due to confidentiality constraints, we are not reporting the specific number of employees or percentage breakdowns for communication and training. |
| <b>205-3 Confirmed incidents of corruption and actions taken</b>                      | 205-3                  | Confidentiality constraints | Specifics on incidents are not able to be disclosed due to confidentiality constraints. For more information on the types of hotline cases we received, see <a href="#">2023 ESG Report: Driving Ethical Compliance with Integrity</a> .  |

## GRI 206: Anti-competitive behavior

|  |  |  |  |
|--|--|--|--|
| <b>3-3 Management of material topics</b>   | See <a href="#">2023 ESG Report: Driving Ethical Compliance with Integrity</a> .   |  |  |
| <b>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b> | <p>There were no legal actions taken against Ingram Micro regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in 2023.</p> <p>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.</p> |  |  |

## GRI 207: Tax

|  |   |
|--|---|
| <b>3-3 Management of material topics</b> | 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. |
|--|---|

## GRI 207: Tax (continued)

| GRI Topic Disclosure                                      | Requirement(s) Omitted                        | Reason For Omission         | Location/Explanation   |
|---|---|-----------------------------|--|
| <b>207-1 Approach to tax</b>                              | 207-1 a. ii. Frequency of tax strategy review | Confidentiality constraints | <p>Prior to December 6, 2016, Ingram Micro Inc. was the ultimate parent company and was listed on the New York Stock Exchange (NYSE:IM). On December 6, 2016, Ingram Micro Inc. was acquired by certain affiliates of Tianjin Tianhai Investment Co. Ltd (TTIC), listed on the Shanghai Stock Exchange (SHA:600751.SS). On July 2, 2021, Platinum indirectly acquired Ingram Micro Inc. from certain affiliates of TTIC. Ingram Micro Inc. is now an indirect wholly owned subsidiary of Ingram Micro Holding Corporation. No changes have been made to the group tax strategy since the acquisition by Platinum.</p> <p>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 demonstrate integrity in corporate conduct by ensuring openness and transparency. We also maintain a structure for internal controls and financial reporting in compliance with the applicable provisions of the Sarbanes-Oxley Act of 2002.</p> <p>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. There are directors of tax for geographical regions who can call on additional resources, if required. Ingram Micro would also report to the local boards of directors should there be anything needing to be brought to their attention. Ultimately, our U.S.-based head of tax is responsible for worldwide tax strategy and overseas tax reporting and compliance in all jurisdictions.</p> <p>Currently, our tax strategy is not linked to Ingram Micro's sustainable development strategies.</p>  |
| <b>207-2 Tax governance, control, and risk management</b> |   |                             | <p>In our efforts to comply with tax law and practice where we operate, the group does not undertake aggressive tax planning but seeks to demonstrate integrity in corporate conduct by ensuring openness and transparency.</p> <p>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. There are directors of tax for geographical regions who can call on additional resources, if required. These positions ensure that Ingram Micro's tax policies are followed, that compliance reporting to the group is completed in a timely and accurate manner, that any issues are disclosed, and that relevant risks are identified, managed, and monitored. The group companies would also report to the local boards of directors should there be anything needing to be brought to their attention. Ultimately, our U.S.-based head of tax is responsible for worldwide tax strategy and overseas tax reporting and compliance in all jurisdictions.</p> <p>The main areas of Ingram Micro's tax risk/compliance are: income taxes, indirect taxes (such as U.S. sales tax and Value Added Tax), and Transfer Pricing for transactions between group companies. Ingram Micro reviews the main risk of noncompliance due to a failure of a system or human error in processing information accurately, completely, and in a timely manner. The company's systems and processes are subject to regular review by management. Our internal audit and tax department carries out checks to identify weaknesses and improvements. Stakeholders are advised to raise concerns about our integrity in relation to tax through our Ingram Micro Hotline. See <b>2023 ESG Report: Third-Party Hotline</b> for more information. In addition, Ingram Micro seeks external assurance on its annual financial statements in accordance with the U.S. GAAP set forth by the Financial Accounting Standards Board.</p> |

## GRI 207: Tax (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission         | Location/Explanation   |
|---|------------------------|-----------------------------|--|
| <b>207-3 Stakeholder engagement and management of concerns related to tax</b> |                        |                             | Ingram Micro maintains limited engagement with tax authorities. While the company does not conduct activities to directly influence public policy advocacy on tax, Ingram Micro maintains membership in the Silicon Valley Tax Directors group, an organization composed of leading technology companies that engage with global tax policy makers for the purpose of sharing information and dialogue about the technology industry. Ingram Micro collects and considers the views and concerns of stakeholders through our materiality assessment. For further information, see <b><u>2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</u></b> . |
| <b>207-4 Country-by-country reporting</b>                                     | 207-4                  | Confidentiality constraints | Due to confidentiality issues, Ingram Micro is not able to disclose country-by-country reporting.  |

## GRI 300 Series

### GRI 301: Materials

| GRI Topic Disclosure              | Requirement(s) Omitted | Reason For Omission | Location/Explanation  |
|-----------------------------------|------------------------|---------------------|---|
| 3-3 Management of material topics |                        |                     | <p>See <b><u>2023 ESG Report: Packaging: Thinking Outside the Box.</u></b></p> <p>Where appropriate, Ingram Micro ships products directly in the original packaging from our vendors, but for the majority of orders, Ingram Micro uses secondary packaging to further protect products shipped to customers and to package multiple items together for an order. We use a variety of materials for secondary packaging, primarily corrugated cardboard and paper mailers. We also use kraft paper and poly air pillows as void fill where necessary. Additionally, we use labels, tape, edge and corner protectors, poly straps, stretch wrap, and pallets. While most of these supplies are sourced externally, we reuse some materials in operations, such as incoming cartons and edge protectors. Pallets are examined to determine if they are suitable for reuse.</p> <p>Guided by our packaging principles, we aim to minimize packaging and avoid the use of plastic and prioritize renewable materials to the extent possible, such as fiber in our packaging. Though our impact is likely small in the overall Information, Communications, and Technology (ICT) value chain, we are fully committed to increasing the amount of packaging that comes from sustainable materials and working closely with our packaging vendors to identify and procure the solutions required to accelerate our progress.</p> <p>To reduce our material use, we have adopted right-sizing solutions in our facilities. Products that can be transported in the original vendor packaging are transported without additional secondary packaging. We also make use of a packaging algorithm that consolidates products within an order to the minimum amount of packaging required, which reduces the number of cartons required to fulfill an order and the need for additional void fill material. By reducing package dimensions, we are likewise able to utilize space on pallets and in freight vehicles more efficiently. See <b><u>2023 ESG Report: Optimizing Distribution and Transportation</u></b> for further details.</p> <p>We also make use of a packaging algorithm that consolidates products within an order to the minimum amount of packaging required, which reduces the number of cartons required to fulfill an order. By reducing package dimensions, we are likewise able to utilize space on pallets and in freight vehicles more efficiently.</p> <p>We are also working toward tracking the consumption of void fill and resin and polymer-based products used in the preparation of shipments. Where possible, we avoid the use of plastic and prioritize renewable materials, such as fiber in our packaging.</p> <p>Our goal is to set meaningful targets related to other packaging materials used in our operations. We are fully committed to increasing the amount of packaging that comes from sustainable materials and working closely with our packaging vendors to identify and procure the solutions required to accelerate our progress.</p> |

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## GRI 301: Materials (continued)

| GRI Topic Disclosure                          | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|---|------------------------|------------------------------------|--|
| 3-3 Management of material topics (continued) |                        |                                    | <p>When considering alternate packaging materials, we look at the sustainability impacts of the shipping materials (e.g., recycled content, recyclability, certified sustainable), as well as the ability of the materials to protect the product during transit. Extensive research and testing are completed at our warehouse facilities to ensure both quality and environmental responsibility standards are met.</p>  |
| 301-1 Materials used by weight or volume      |                        |                                    | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Packaging: Thinking Outside the Box</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>To create an estimate of packaging materials used, Ingram Micro focused on the main shipping unit, namely boxes and mailers. This information was collected from a variety of sources. First, Ingram Micro looked at data from our warehouse management systems regarding shipments that were repacked within our facilities and system details of the box or mailer dimensions and description. This was matched to information from procurement regarding the weight of each box or mailer sourced and the percentage of recycled content, if available. Where data gaps existed, estimates for weight, based on the dimensions of the box, were used and recycled content estimates were made using regional averages. In warehouses with box-making equipment, we used data from our vendors regarding the total weight of corrugate bales purchased and specifications for recycled content. Supplemental to this, data was gathered from locations through internal surveys.</p> <p>Our estimates do not include kraft paper or poly air pillows used as void fill, nor tape, labels, stretch wrap, or pallets.</p> <p>For the external shipping unit, we estimated that over 99% of our packaging materials (6,894 MT) come from renewable sources such as corrugate or fiber. The remaining 1% (41 MT) come from plastic (non-renewable).</p> <p>As a distributor of IT technology, data related to the manufacturing of the company’s primary products and services is not applicable. We currently do not track metrics related to other materials used for our RLR services.</p> |
| 301-2 Recycled input materials used           | 301-2                  | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Packaging: Thinking Outside the Box</a></li> <li>▪ <a href="#">Tackling E-Waste Through Circular Solutions</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>Ingram Micro’s primary business is IT technology distribution. As such, it is not relevant to track data or report metrics related to the manufacturing of our primary products and services. We currently do not track metrics related to our ITAD business and product refurbishment.</p> <p>Globally, recycled content is frequently used in corrugate for boxes. Ingram Micro works with packaging suppliers to gather details relating to the specific percentage of recycled content in the packaging purchased and utilized estimates in cases where data was incomplete.</p>   |

## GRI 301: Materials (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|---|------------------------|------------------------------------|---|
| <b>301-3 Reclaimed products and their packaging materials</b> | 301-3                  | Information unavailable/incomplete | <p>See <u>2023 ESG Report</u>:</p> <ul style="list-style-type: none"> <li>▪ <u>Packaging: Thinking Outside the Box</u></li> <li>▪ <u>Tackling E-Waste Through Circular Solutions</u></li> </ul> <p>In 2023, Ingram Micro refurbished, repaired, or recirculated 9.5 million electronic devices. This includes a combination of laptops, mobile phones, printers, set top boxes and routers, as well as other consumer electronics and small domestic appliances. Another 4.5 million obsolete or inoperable devices (6,800 MT) were sent to our partners for responsible downstream recycling where the recovery of precious metals and other elements takes place. This includes the units that are owned by Ingram Micro, as well as units that Ingram Micro processed through its RLR services.</p> <p>We do not currently track packaging materials per product category.</p> |

## GRI 302: Energy

|   |  |  |   |
|---|--|--|---|
| <b>3-3 Management of material topics</b>                |  |  | <p>See <u>2023 ESG Report: Tracking Our Climate Impact</u>.</p> <p>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.</p>   |
| <b>302-1 Energy consumption within the organization</b> |  |  | <p>See <u>2023 ESG Report</u>:</p> <ul style="list-style-type: none"> <li>▪ <u>Tracking Our Climate Impact</u></li> <li>▪ <u>Environmental Data Summary</u></li> </ul> <p>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.</p> |

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## GRI 302: Energy (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |        |
|---|------------------------|------------------------------------|--|--------|
| <b>302-1 Energy consumption within the organization (continued)</b> |                        |                                    | <b>Energy Consumption within the Organization (MWh)</b>  |        |
|   |                        |                                    | <b>2023</b>  |        |
|   |                        |                                    | 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      |
|   |                        | <b>Total Energy Consumption</b>    | <b>115,005</b>   |        |
|   |                        |                                    | Ingram Micro does not sell electricity, heating, cooling, or steam.  |        |
| <b>302-2 Energy consumption outside of the organization</b>         | 302-2                  | Information unavailable/incomplete | See <a href="#">2023 ESG Report</a> :  |        |
|   |                        |                                    | <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul>  |        |
|   |                        |                                    | See <a href="#">GRI Index: 305-3</a> .   |        |
|   |                        |                                    | Ingram Micro consumes energy outside of its organization. For more information on the contributing activities and relevant upstream and downstream categories for this energy consumption, see <a href="#">GRI Index: 305-3</a> .  |        |
|   |                        |                                    | We have been working to improve our environmental data collection and quality. Although we do not yet have a full dataset for energy consumption outside of the organization, we do have figures for some sources. Ingram Micro leases space in multi-tenant facilities where the landlord has operational control. For these upstream leased assets, direct energy usage is not measured but was estimated to be 4,543 MWh in 2023, based on the proportion of the building that Ingram Micro occupied. |        |
|   |                        |                                    | Additionally, Ingram Micro has data centers at co-located facilities, outside of Ingram Micro’s operational boundary. These data centers utilized 3,833 MWh of electricity in 2023, which was sourced from renewable energy.   |        |



## GRI 302: Energy (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|--|------------------------|------------------------------------|--|
| 302-3 Energy intensity   |                        |                                    | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>Ingram Micro’s energy intensity metric (total MWh per million revenue USD) demonstrates whether our business is becoming more energy- and carbon-efficient. We include all sources of energy inside our organization. In 2023, this figure was 2.39, compared to 2.35 in 2022 for MWh per million dollars of revenue.</p> |
| 302-4 Reduction of energy consumption                            |                        |                                    | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>In 2023, Ingram Micro achieved a 4% reduction in total energy consumption when compared to 2022. This includes a 7% reduction in natural gas usage and 5% reduction in grid electricity.</p>  |
| 302-5 Reductions in energy requirements of products and services | 302-5                  | Information unavailable/incomplete | <p>We do not currently track this data. However, we acknowledge that many of our larger technology vendors have met certain standards for energy efficient products (e.g. ENERGY STAR Certified, EPEAT), which we distribute as part of our offerings.</p>   |

## GRI 303: Water and effluents

|                                   |  |  |  |
|-----------------------------------|--|--|--|
| 3-3 Management of material topics |  |  | <p>According to our materiality assessment, Water Management is a lower-scoring topic (see <a href="#">2023 ESG Report: Engaging Stakeholders in Our Sustainability Journey</a>). However, we take a holistic view of the environment and acknowledge that issues like climate change, water security, resource use, and biodiversity are interlinked.</p> <p>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 <a href="#">Environmental Stewardship Policy</a> 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.</p> |
|-----------------------------------|--|--|--|

## GRI 303: Water and effluents (continued)

| GRI Topic Disclosure                                      | Requirement(s) Omitted | Reason For Omission | Location/Explanation  |
|---|------------------------|---------------------|---|
| <b>303-1 Interactions with water as a shared resource</b> |                        |                     | <p>Ingram Micro uses water for domestic purposes in our offices and warehouses, so our overall water use is relatively low and strongly dependent on the number of associates working on-site at our facilities. Water is also used for cooling and humidity control, landscape irrigation, and maintenance activities, such as testing our fire protection systems.</p>  |
|   |                        |                     | <p>While traditionally not identified as a material topic in our sector, we acknowledge the inherent value of water as a resource for survival. We understand that we have facilities that operate in water-stressed areas; therefore, we have associates who may be impacted by drought or water quality issues. We also acknowledge that water is a vital resource in some industrial processes for our supply chain partners, and more directly, in certain technologies that rely on water for cooling solutions.</p>   |
|   |                        |                     | <p>In 2023, we also assessed water risk across our sites using World Resources Institute (WRI) Aqueduct tools and the WWF Water Risk Filter 5.0. Using this methodology, we have assessed risks based on basin physical risk metrics, namely water scarcity, flooding, and water quality, which represent both natural and human-induced conditions of river basins. The assessment also looks at risk impacts in the near-term time horizon of 2030 and longer-term of 2040.</p>   |
|   |                        |                     | <p>As we look at countries and sites where water scarcity and security are salient issues, we intend to formulate plans that proactively contribute to ensuring access to usable water, especially for our associates around the world.</p>   |
|   |                        |                     | <p>We also recognize that fresh water supplies may be a potential significant long-term risk. At many of our sites most impacted by drought, our teams have worked with our landlords to consider water-saving strategies, including low-flow fixtures, drought-tolerant landscaping, and rainwater catchment tanks.</p>  |
|   |                        |                     | <p>Our <a href="#">Supplier Code of Conduct</a> also includes provisions that require workers to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. In addition, suppliers are also required to implement a water management program that documents, characterizes, and monitors water sources, use, and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.</p>  |
|   |                        |                     | <p>Ingram Micro recognizes that IT equipment can contain heavy metals and that obsolete or defective equipment needs to be handled properly to avoid pollution in the environment, including surface water and groundwater. Recycling efforts to recover these metals need to be managed responsibly to avoid contamination. This is particularly challenging in developing countries experiencing problems with open-air burning and acid baths being used to recover valuable materials from electronic components. Heavy metal exposure as a result of improper e-waste recycling can impact the nervous and reproductive systems as well as other organs. As part of Ingram Micro's Lifecycle business, which includes ITAD and RLR services, Ingram Micro proudly maintains a wide range of industry-critical certifications and accreditations, including e-Stewards, R2, and ElektroG. These certifications are built upon high standards for responsible electronics recycling and reuse. All downstream partners are also held to the same certified standards of conduct.</p> |
|   |                        |                     | <p>Ingram Micro does not currently work with stakeholders to steward water as a shared resource and does not engage with suppliers or customers with significant water-related impacts.</p>   |
|   |                        |                     | <p>Ingram Micro does not currently have any water-related goals or targets.</p>   |

## GRI 303: Water and effluents (continued)

| GRI Topic Disclosure                                       | Requirement(s) Omitted              | Reason For Omission   | Location/Explanation  |
|--|-------------------------------------|---|---|
| <b>303-2 Management of water discharge-related impacts</b> |                                     |   | Ingram Micro does not currently set any minimum standards for the quality of effluent discharge, although we expect all locations to comply with local discharge requirements. We estimate that about 90% of the water withdrawn is discharged into the local sewage system for treatment. Ingram Micro does not treat wastewater directly.   |
| <b>303-3 Water withdrawal</b>                              | 303-3 a, b (source specifics), c    | Information unavailable/incomplete  | <p>See <a href="#">2023 ESG Report: Environmental Data Summary</a>.</p> <p>Total water withdrawals: 259.5 megaliters</p> <p>At this time, we are unable to provide quantitative breakdowns of our sources of withdrawal by source due to a lack of data availability.</p> <p>As of December 31, 2023, Ingram Micro had 72 locations where we have access to water usage data, either because we are the customer of record with the local water utility or because the landlord provides our water usage data to us. These locations represent approximately 54% of our real estate by square footage for the period. At other locations, Ingram Micro does not have visibility into water usage. In order to have a more complete picture of water usage across the global footprint of facilities, Ingram Micro undertook an exercise to estimate water usage for the remaining locations based on the U.S. Energy Information Administration, Office of Energy Consumption and Efficiency Statistics, Form EIA-817A of the 2012 Commercial Buildings Energy Consumption Survey, Water consumption in large commercial buildings, 2012.</p> |
| <b>303-4 Water discharge</b>                               | 303-4 a (source specifics), b, c, d | Information unavailable/incomplete  | <p>See <a href="#">2023 ESG Report: Environmental Data Summary</a>.</p> <p>Total water discharged: 233.5 megaliters</p> <p>We estimate that about 90% of the water withdrawn is discharged into the local third-party sewage system for treatment. Ingram Micro does not treat wastewater directly. Note that all discharge data is estimated. We also do not have data on how priority substances of concern for which discharges are treated, although we expect all locations to comply with local water discharge and hazardous waste requirements.</p>   |
| <b>303-5 Water consumption</b>                             | 303-5 b, c                          | Information unavailable/incomplete (303-5 b),<br>Not applicable (303-5 c) | <p>See <a href="#">2023 ESG Report: Environmental Data Summary</a>.</p> <p>Total water consumption: 25.9 megaliters</p> <p>We estimate that about 10% of the water withdrawn is consumed through irrigation and employee use and 90% is discharged back into the local sewage system for treatment. Ingram Micro does not treat wastewater directly.</p> <p>Due to the nature of our business, water storage has not been identified as having a significant water-related impact and therefore not applicable, so change in water storage figures are not disclosed.</p>   |

## GRI 305: Emissions

| GRI Topic Disclosure                          | Requirement(s) Omitted | Reason For Omission | Location/Explanation   |
|---|------------------------|---------------------|--|
| 3-3 Management of material topics             |                        |                     | <p>See <a href="#">2023 ESG Report: Tracking Our Climate Impact</a>.</p> <p>As a foundational step towards meeting our goal of zero GHG emissions in our operations by 2030, during 2023 we significantly improved the quality of our data and continued pursuing strategic opportunities for decarbonization. Ingram Micro’s GHG inventory is consistent with the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD) Greenhouse Gas Protocol Initiative (GHG Protocol) for corporate GHG accounting and reporting. Ingram Micro defines its organizational boundary conditions consistent with the GHG Protocol according to the “operational control” approach for Scope 1, 2, and 3 sources. This means the scope of Ingram Micro’s organizational boundaries includes locations in the company’s ownership or under its control where Ingram Micro has responsibility for GHG emissions from these locations. The “operational control” approach is the most appropriate organizational boundary for Ingram Micro because it reflects where Ingram Micro can influence decisions that impact GHG emissions. Facilities included in Ingram Micro’s boundary include office buildings, manufacturing facilities, and warehouses.</p> <p>All methodologies are based on guidance from the GHG Protocol. Emission factors are from governmental and non-governmental organization sources, including the United States Environmental Protection Agency (EPA), the United States Environmental Protection Agency (EPA) Mandatory Reporting Rule (MRR), International Energy Agency (IEA), AIB Residual European Mix (RE-DISS), The Climate Registry (TCR), Department for Environment Food and Rural Affairs (DEFRA), and Environment Canada. Additionally, where available, we utilize utility-specific emission factors that support our market-based inventory. Ingram Micro utilizes IPCC’s Sixth Assessment Report (AR6) as our source for global warming potentials.</p> |
| 305-1 Direct (Scope 1) GHG emissions          |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul>  |
| 305-2 Energy indirect (Scope 2) GHG emissions |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul>  |
| 305-3 Other indirect (Scope 3) GHG emissions  |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>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.</p>  |

Table continues to the next page.

## GRI 305: Emissions (continued)

| GRI Topic Disclosure                                     | Requirement(s) Omitted | Reason For Omission | Location/Explanation  |
|--|------------------------|---------------------|---|
| 305-3 Other indirect (Scope 3) GHG emissions (continued) |                        |                     | <p>Summary of improvements:</p> <ul style="list-style-type: none"> <li>▪ Purchased Goods and Services: Improved calculations reflect refined methodology, updated emission factors, and broader emissions coverage. We utilized the EPA Supply Chain Greenhouse Gas (GHG) Emission Factors database v1.2, which allowed us to expand estimates to cover all goods and services. The 2023 calculations now include non-physical products such as software, services, and warranties, which were historically omitted from emissions calculations due to lack of emission factors. Calculations referenced over 100 primary product categories and more than 1,000 distinct product sub-categories to ensure accurate mapping. Operational expenses were also added in the 2023 inventory.</li> <li>▪ Capital Goods: EPA Supply Chain GHG Emissions Factors were also used here in place of the Quantis Scope 3 evaluator tool, which was used to conduct rough approximations for 2022 emissions and were of lower quality.</li> <li>▪ Fuel-and-Energy Related Activities (FERA): A more accurate country-by-country estimation methodology was used to estimate electricity FERA emissions, while last year, we used global averages. Transmission and distribution (T&amp;D) losses were also added for electricity to align with Science Based Targets initiative (SBTi) and GHG Protocol guidance.</li> <li>▪ Upstream Transportation &amp; Distribution: This year, we were able to obtain ton-miles activity data and applied DEFRA ton-mile emission factors, which is a higher quality calculation than using spend data as was done in previous years.</li> <li>▪ Upstream Leased Assets: In previous years, emissions from this category were captured in Scope 1 and 2 calculations. This year, we reclassified certain facilities as upstream leased assets and therefore were able to separate leased facilities' energy use into this Scope 3 category.</li> </ul> |
| 305-4 GHG emissions intensity                            |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>Ingram Micro's Scope 1 and Scope 2 (market-based) GHG emissions intensity metric (MT CO2e per million revenue USD) measures whether our business is becoming more carbon-efficient. In 2023, this figure was 0.47, compared to 0.54 in 2022.</p> <p>One of the major contributions to this decline is the increase in renewable energy certificates that Ingram Micro procured and reduction in natural gas and grid electricity usage.</p>  |
| 305-5 Reduction of GHG emissions                         |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Tracking Our Climate Impact</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul>   |

Table continues to the next page.

## GRI 305: Emissions (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|--|------------------------|------------------------------------|---|
| <b>305-5 Reduction of GHG emissions (continued)</b>  |                        |                                    | In 2023, total Scope 1 (excluding offsets) and 2 (market-based) emissions were 22,438 MT CO <sub>2</sub> e. This is a 19% reduction from 2022, which was 27,571 MT CO <sub>2</sub> e. As noted in GRI 305-4 (see <b>GRI Index: 305-4</b> ), this can largely be attributed to the increase in renewable energy.   |
| <b>305-6 Emissions of ozone-depleting substances (ODS)</b>   | 305-6                  | Information unavailable/incomplete | Ingram Micro does not currently track potential emissions of ODS from refrigerants. However, in the U.S., any time Ingram Micro is classified as an Importer of Record, we require that the product vendor produce the Ozone-Depleting Chemical (ODC) certification for its products. As of this report's publication, we do not carry any products that are subject to the ODC regulation. |
| <b>305-7 Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions</b> | 305-7                  | Information unavailable/incomplete | Ingram Micro does not currently track NO <sub>x</sub> , SO <sub>x</sub> , or other significant air emissions.   |

## GRI 306: Waste

See **2023 ESG Report:**

- **Keeping a Lid on Waste**
- **Tackling E-Waste Through Circular Solutions**

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

## GRI 306: Waste (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission | Location/Explanation  |
|---|------------------------|---------------------|---|
| <b>306-1 Waste generation and significant waste-related impacts</b> |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Packaging: Thinking Outside the Box</a></li> <li>▪ <a href="#">Keeping a Lid on Waste</a></li> <li>▪ <a href="#">Tackling E-Waste Through Circular Solutions</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>As a global distributor, most of the waste we generate within our operations relates to shipping materials, including:</p> <ul style="list-style-type: none"> <li>▪ Corrugated boxes</li> <li>▪ Plastic film</li> <li>▪ Paper</li> <li>▪ Pallets</li> <li>▪ Scrap metal</li> </ul> <p>As such, we primarily focus on reducing non-hazardous waste in our direct operations.</p> <p>We also generate waste from offices, facility maintenance, and furniture/equipment disposal, although the volume of this waste is much lower than the waste generated from our primary warehouse operations.</p>   |
| <b>306-2 Management of significant waste-related impacts</b>        |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Packaging: Thinking Outside the Box</a></li> <li>▪ <a href="#">Keeping a Lid on Waste</a></li> <li>▪ <a href="#">Tackling E-Waste Through Circular Solutions</a></li> </ul> <p>The IngramMicroPlanetary team works with individual facilities to capture non-hazardous waste data from a variety of sources. Data is uploaded into our central data management platform to measure diversion, monitor, and track overall trends. At most sites, waste data is collected from invoices or waste hauler reporting that captures the weight of each pickup by type of material. Across Ingram Micro locations, the weight of waste is not always measured. In instances where only the size of the container and the frequency of pickup was available, the IngramMicroPlanetary team was able to make estimates using EPA data.</p> <p>Hazardous waste data is collected through weekly on-site waste compliance audits and reported to an integrated management system, in accordance with legal standards.</p> |

Table continues to the next page.

## GRI 306: Waste (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |  |        |                       |     |                           |        |
|--|------------------------|------------------------------------|--|--|--------|-----------------------|-----|---------------------------|--------|
| <b>306-2 Management of significant waste-related impacts (continued)</b> |                        |                                    | <p>As a technology distributor, we sell and distribute billions of electronic devices globally. According to the Global E-Waste Monitor, it is expected that by 2030 the amount of e-waste generated will increase by 32% compared to 2022; and currently less than 25% of e-waste generated is formally collected and recycled. To better serve our communities and reduce environmental impacts, we recognize the importance of minimizing e-waste and following best practices for the proper disposal and recycling of obsolete devices.</p> <p>Each device we receive is evaluated to determine its potential for reuse within the customer's organization or for the company to recover the residual value through resale on the secondary market.</p> |  |        |                       |     |                           |        |
| <b>306-3 Waste generated</b>   |                        |                                    | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Keeping a Lid on Waste</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <table border="1"> <thead> <tr> <th>Total hazardous and non-hazardous waste generated (MT)</th> <th>12,541</th> </tr> </thead> <tbody> <tr> <td>Total hazardous waste</td> <td>270</td> </tr> <tr> <td>Total non-hazardous waste</td> <td>12,271</td> </tr> </tbody> </table> <p>Waste data was self-reported via Ingram Micro's data management platform by facilities managers and then internally validated. The 2023 ESG Report Environmental Data Summary contains more details on the composition of our non-hazardous recycled waste.</p>                | Total hazardous and non-hazardous waste generated (MT) | 12,541 | Total hazardous waste | 270 | Total non-hazardous waste | 12,271 |
| Total hazardous and non-hazardous waste generated (MT)                   | 12,541                 |                                    |  |  |        |                       |     |                           |        |
| Total hazardous waste  | 270                    |                                    |  |  |        |                       |     |                           |        |
| Total non-hazardous waste  | 12,271                 |                                    |  |  |        |                       |     |                           |        |
| <b>306-4 Waste diverted from disposal</b>                                | 306-4                  | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Keeping a Lid on Waste</a></li> <li>▪ <a href="#">Tackling E-Waste Through Circular Solutions</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>Total non-hazardous waste recycled: 9,938 Metric Tons (81% diversion rate)</p> <p>Waste data was self-reported 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 diversion options or if it was performed onsite or offsite.</p>   |  |        |                       |     |                           |        |



## GRI 306: Waste (continued)

| GRI Topic Disclosure             | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|----------------------------------|------------------------|------------------------------------|--|
| 306-5 Waste directed to disposal | 306-5                  | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Keeping a Lid on Waste</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>Total non-hazardous waste landfilled or incinerated: 2,333 Metric Tons</p> <p>Waste data was self-reported 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.</p> |

## GRI 308: Supplier environmental assessment

|   |       |                                    |  |
|---|-------|------------------------------------|--|
| 3-3 Management of material topics                                   | 3-3   | Information unavailable/incomplete | <p>Ingram Micro operates a broad supply chain to support working with thousands of suppliers, vendors, and original equipment manufacturers.</p> <p>We recognize that our business creates indirect environmental impacts through transportation, construction, purchasing, and the distribution of regulated products, as well as indirect social impacts from the end use of certain products and actions of business partners with whom we engage. Our supply chain also includes partners who operate in countries and industries that are at higher environmental and socioeconomic risk.</p> <p>Social and environmental compliance is an expectation of our supply chain partners, and the <a href="#">Supplier Code of Conduct</a> is incorporated by reference in vendor agreements. We are in the process of determining what meaningful and impactful actions we should take to drive stepwise improvements across the ICT channel.</p> |
| 308-1 New suppliers that were screened using environmental criteria | 308-1 | Information unavailable/incomplete | <p>We do not yet have a formal process to screen new trade or non-trade suppliers for environmental criteria. However, we have evaluated our major trade suppliers, as this group makes up the vast majority of our total spend. Most of these key suppliers have made commitments to reduce their environmental impacts and have strong environmental programs. We are also collaborating with key trade suppliers on ESG issues.</p>   |

## GRI 308: Supplier environmental assessment (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|--|------------------------|------------------------------------|---|
| 308-2 Negative environmental impacts in the supply chain and actions taken | 308-2                  | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Optimizing Distribution and Transportation</a></li> <li>▪ <a href="#">Packaging: Thinking Outside the Box</a></li> <li>▪ <a href="#">Keeping a Lid on Waste</a></li> <li>▪ <a href="#">Tackling E-Waste Through Circular Solutions</a></li> <li>▪ <a href="#">Environmental Data Summary</a></li> </ul> <p>We do not yet have a formal process 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.</p> |

## GRI 400 Series

### GRI 401: Employment

| GRI Topic Disclosure  | Requirement(s) Omitted          | Reason For Omission                | Location/Explanation  |
|---|---------------------------------|------------------------------------|---|
| <b>3-3 Management of material topics</b>  |                                 |                                    | See <a href="#">2023 ESG Report: Dedication to Our Talent</a> .   |
| <b>401-1 New employee hires and employee turnover</b>   | 401-1 a b (rates by age groups) | Information unavailable/incomplete | See <a href="#">2023 ESG Report: Social Data Summary</a> .  |
| <b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b> | 401-2 a                         | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report: Rewarding Exceptional Talent</a>.</p> <p>Ingram Micro benefits provide full-time and part-time associates with protection for themselves and their families. Eligibility varies for each type of benefit and varies by local, regional, and national regulations and contexts.</p> <p>In the U.S., part-time associates (working 20–29 hours per week) are eligible for medical, dental, and vision insurance; basic life/accidental death and dismemberment insurance; commuter benefits; and participation in a health savings account and retirement plan. A breakdown of this information for other significant locations of operation is not available.</p> <p>Temporary workers and other workers who are not associates are not eligible for Ingram Micro benefits, including health insurance, retirement plan, life insurance, and disability insurance.</p>   |
| <b>401-3 Parental leave</b>   | 401-3 a                         | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report: Rewarding Exceptional Talent</a>.</p> <p>Specific parental leave data can vary by location and jurisdiction, and in many cases, leaves can be taken intermittently or consecutively for the birth or adoption event. This means an individual can take leave from work multiple times for the same birth event, e.g., pregnancy and multiple baby bonding periods of time. Parental leaves can also span calendar years, making strict year-over-year comparisons difficult. We are reporting the data we do have and are assessing how to improve data reporting and interpretation for the future. Ingram Micro acknowledges the importance of parents being able to take time off work to bond with their children. In many countries, we provide parents with some form of parental leave (e.g., maternity, pregnancy, paternity/parental, baby bonding).</p> <p>42% of the jurisdictions in which Ingram Micro has associates provide some type of parental leave for women; 28% of the jurisdictions also provide parental leave for male associates.</p> |

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## GRI 401: Employment (continued)

| GRI Topic Disclosure                    | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|---|------------------------|------------------------------------|---|
| <b>401-3 Parental leave (continued)</b> | 401-3 a                | Information unavailable/incomplete | <p>458 associates (331 women and 127 men) started some form of parental leave during 2023. Of the associates who went on parental leave prior to or during 2023, 421 returned to work following their leave. 306 associates (209 female and 97 male) returned from leave during 2022 and are still actively employed by Ingram Micro in February 2024 (12 or more months later).</p> <p>In Australia and the U.S., we have gender-neutral paid parental leave programs available to all associates. This additional paid time off provides additional support to Ingram Micro parents taking time away from work to nurture their growing families.</p> |

## GRI 402: Labor/management relations

|   |       |                                    |   |
|---|-------|------------------------------------|---|
| <b>3-3 Management of material topics</b>                          |       |                                    | See <b>GRI Index: 2-30</b> .  |
| <b>402-1 Minimum notice periods regarding operational changes</b> | 402-1 | Information unavailable/incomplete | Minimum notice periods regarding operational changes vary by contract or agreement and by the country within Ingram Micro. This information is not centrally tracked and available. |

## GRI 403: Occupational health and safety

|  |  |  |  |
|--|--|--|--|
| <b>3-3 Management of material topics</b> |  |  | <p>See <b>2023 ESG Report: Reaching Zero in 10 to Zero</b>.</p> <p>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:</p> <ul style="list-style-type: none"> <li> <b>Intentional integration of safety in processes and training activities:</b> Our I AM SAFE campaign guide, Safety Management Systems (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 Excellence principles to drive safety performance.         </li> </ul> |
|--|--|--|--|

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## GRI 403: Occupational health and safety (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission | Location/Explanation   |
|--|------------------------|---------------------|--|
| 3-3 Management of material topics (continued)                            |                        |                     | <ul style="list-style-type: none"> <li>▪ <b>Disclosure and analysis of key safety metrics and reported incidents:</b> Facility risk assessments for all sites are reviewed annually, and job safety analyses are performed throughout the year to identify work-related hazards that may include risk of high-consequences injury or ill health. To complement the practice of tracking safety observations in the Safety Champion platform, sites are encouraged to embrace preventative measures to identify and solve unsafe situations proactively through departmental and site safety audits on a minimum monthly basis. Through cascading Operational Excellence practices into our day-to-day safety activities, we seek to identify the origin of incidents to remediate.</li> <li>▪ <b>Continuous improvement:</b> We continue to strengthen our existing safety management system, which follows legal requirements, by embedding safety in our communications and key performance indicators (KPIs) while engaging directly with our associates. Thirteen of our sites are governed by a Safety Management System (SMS) certified to ISO 45001.</li> <li>▪ <b>Investments in tools and resources to empower knowledge:</b> As part of our intent to drive performance by bolstering accountability, we have streamlined the reporting experience at various sites by continuously investing in reporting kiosks to enable quick, smooth reporting of safety incidents and observations. Our digital platform Safety Champion provides an easy-to-use overview dashboard to monitor the progress of the safety program in real-time and on any device while the complementary learning portal to support Safety Champion delivers highly targeted courses to help teams hit milestones faster.</li> <li>▪ <b>Sharing of experiences globally to embed safety culture at all levels:</b> Through associate engagement platforms and customized reporting through Safety Champion, associates can discover solutions from other associates' learnings.</li> </ul> |
| 403-1 Occupational health and safety management system                   |                        |                     | <p>See <a href="#">GRI Index: 3-3 for 403</a>.</p> <p>Our SMS covers all sites and operations under Ingram Micro's operational control. All workers performing work under Ingram Micro are covered, including associates, seasonal employees, temporary workers, interns, and the contingent workforce.</p>  |
| 403-2 Hazard identification, risk assessment, and incident investigation |                        |                     | <p>See <a href="#">2023 ESG Report:</a></p> <ul style="list-style-type: none"> <li>▪ <a href="#">A Safe Culture</a></li> <li>▪ <a href="#">Third-Party Hotline</a></li> </ul> <p>See <a href="#">GRI Index:</a></p> <ul style="list-style-type: none"> <li>▪ <a href="#">3-3 for 403</a></li> <li>▪ <a href="#">403-4</a></li> </ul>   |
| 403-3 Occupational health services                                       |                        |                     | <p>See <a href="#">2023 ESG Report: A Safe Culture</a>; <a href="#">GRI Index: 3-3 for 403</a>.</p>  |

## GRI 403: Occupational health and safety (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission | Location/Explanation   |
|--|------------------------|---------------------|--|
| <b>403-4 Worker participation, consultation, and communication on occupational health and safety</b>                       |                        |                     | <p>See <a href="#">2023 ESG Report: A Safe Culture</a>.</p> <p>Focusing on enhanced communications to develop associate awareness on safety is a key element to drive safety success. From an organizational perspective, the Global Health and Safety team provides oversight, guidance, coordination, and active promotion of best practice sharing across sites; in 2023, the team unveiled its Global Safety Mission Statement to serve as a formal replacement to the previous Global Safety Policy. The statement aims to serve as a set of guidelines that sites can review locally to evaluate current practices and align gaps to what is outlined in the mission statement.</p> <p>Alongside this group, most sites maintain a safety committee with representation from various career levels to offer flexible, day-to-day support and response and will work hand-in-hand with the Global Health and Safety team to implement solutions aimed at enhancing safety measures. In addition, managers, with the support of their supervisor and safety manager, are responsible for ensuring the safety of all associates at all times and are important safety culture advocates. Managers select topics for the whole team to discuss, offer resources and solutions in the event of an issue, lead the team, and report each accident or incident by facilitating the follow-up investigations.</p> <p>Additionally, in response to a high number of incidents at one of our previous sites, Ingram Micro also initiated an Incident Review Board. For each incident, the manager, supervisor, security manager, and senior manager are required to attend a meeting with the Incident Review Board in order for the team to develop a balanced understanding of what happened, how it happened, what could have been done differently, and the availability of necessary information in order to make appropriate recommendations to HR. During this event, the group will also conduct quarterly walks on the warehouse floors to identify safety issues, concerns, or violations and immediately document the problem so that the chain of corrective action can promptly be set into motion.</p> |
| <b>403-5 Worker training on occupational health and safety</b>   |                        |                     | <p>See <a href="#">2023 ESG Report: A Safe Culture</a>.</p>  |
| <b>403-6 Promotion of worker health</b>  |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Benefits</a></li> <li>▪ <a href="#">Promoting a Culture of Wellness</a></li> </ul>  |
| <b>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b> |                        |                     | <p>We have developed a formal process that helps us to identify, assess and abate certain occupational health and safety hazards and risks for our contractors who perform work at any or our Ingram Micro sites. This occurs while using our Safety Champion platform in the New Actions, Hazards, and Near Miss modules. It also occurs while using the Incident Reporting module and while conducting audits and inspections in the Inspection/Observation module in Safety Champion. The modules referenced above allow us to input the hazards as we come upon them (Hazard/Action module), as we are actively searching for them (Inspection/Observation module), and after they have occurred (Incident module) so that we can ensure root cause assessments have been conducted and signed off by management. In addition, our <a href="#">Supplier Code of Conduct</a> seeks to ensure our vendors and non-trade suppliers maintain the same culture of safety that we do.</p>  |

## GRI 403: Occupational health and safety (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted                                  | Reason For Omission                | Location/Explanation  |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |
|---|---|------------------------------------|---|--|--------|------|----------------------------------|-----|------|--|---|----------------|------------|---|---|---------------------|------------|----------------|
| <b>403-8 Workers covered by an occupational health and safety management system</b> | 403-8 a iii.  | Information unavailable/incomplete | <p>Approximately 25,800 of our associates (100%), which includes regular full-time and part-time associates, and our temporary workers (4,585) are covered by our health and safety system. Approximately 283 additional non-temporary workers who are not associates, in addition to our contingent workforce, are also covered.</p> <p>Currently, our health and safety system has not been internally audited, but we plan to do so starting in 2024 at the earliest.</p> <p>Thirteen of our sites were certified to ISO 45001 in 2023, although we do not have the total number of associates at these sites.</p>   |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |
| <b>403-9 Work-related injuries</b>  | 403-9 a, b (separation for employees and non-employees) | Information unavailable/incomplete | <p>See <b>2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li><b><u>A Safe Culture</u></b></li> <li><b><u>Reaching Zero in 10 to Zero</u></b></li> </ul> <table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Recordable work-related injuries</td> <td>152</td> <td>0.99</td> </tr> <tr> <td>High-consequence work-related injuries</td> <td>0</td> <td>0<sup>1</sup></td> </tr> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total working hours</td> <td>31,471,304</td> <td>Not applicable</td> </tr> </tbody> </table> <p>Reported metrics have been determined based on data collected through our historical safety platform as well as our new platform Safety Champion. Data covers all associates and workers who are not associates that are covered by our SMS. At this time, we are not able to break down our metrics by employees and non-employees.</p> <p>The main types of work-related hazards are ergonomic or musculoskeletal (sprain/strain) injuries, lacerations, contusions, concussions, and fractures. Per GRI guidance, high-consequence work-related injuries are defined as injuries that result in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months, neither of which Ingram Micro recorded in 2023. Work-related hazards have been determined based on risk scores assigned to reported cases of recordable work-related injuries (collected through our historical safety platform as well as our new platform Safety Champion). Risk scores are defined by the consequence and likelihood of such injuries.</p> |  | Number | Rate | Recordable work-related injuries | 152 | 0.99 | High-consequence work-related injuries | 0 | 0 <sup>1</sup> | Fatalities | 0 | 0 | Total working hours | 31,471,304 | Not applicable |
|   | Number  | Rate                               |   |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |
| Recordable work-related injuries  | 152   | 0.99                               |   |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |
| High-consequence work-related injuries  | 0   | 0 <sup>1</sup>                     |   |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |
| Fatalities  | 0   | 0                                  |   |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |
| Total working hours   | 31,471,304  | Not applicable                     |   |  |        |      |                                  |     |      |  |   |                |            |   |   |                     |            |                |

1. Calculated as injuries per 200,000 hours worked.

## GRI 403: Occupational health and safety (continued)

| GRI Topic Disclosure                  | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|---------------------------------------|------------------------|------------------------------------|---|
| <b>403-10 Work-related ill health</b> | 403-10 b               | Information unavailable/incomplete | <p>See <b>2023 ESG Report: A Safe Culture; GRI Index: 3-3 for 403.</b></p> <p>We recognize COVID-19 and hearing loss as work-related hazards that have the potential to pose a risk of ill health, though neither contributed to an OSHA recordable case of ill health as per the federal recordkeeping guidelines. Hazards have been determined based on risk scores assigned to reported cases of recordable work-related injuries (collected through our historical safety platform as well as our new platform Safety Champion). Risk scores are defined by the consequence and likelihood of such injuries.</p> <p>Ingram Micro recorded no fatalities as a result of work-related ill health and recorded no cases of recordable work-related ill health. This data covers all associates and non-associate workers who are covered by our SMS. Due to data unavailability, the reported numbers exclude metrics for contractors.</p> |

## 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.

### 404-1 Average hours of training per year per employee

| By Job Category        |      | By Gender         |      |
|------------------------|------|-------------------|------|
| Executive <sup>2</sup> | 23.2 | Female            | 10.3 |
| Management             | 28.1 | Male              | 14.2 |
| Admin/Professional     | 14.4 | Undeclared gender | 13.8 |
| Warehouse labor        | 6.9  |                   |      |
| Other <sup>3</sup>     | 20.4 |                   |      |

2. Director and above.

3. Associates categorized as Intern/Seasonal/Trainee/Apprentice.



## GRI 404: Training and education (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |
|---|------------------------|------------------------------------|---|-----------------------------------|--|----------------------|--|-----------|-----|------|-----|------------|-----|--------|-----|--------------------|-----|-------------------|-----|-----------|-----|--|--|
| <b>404-2 Programs for upgrading employee skills and transition assistance programs</b>            | 404-2 b                | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Propelling Careers Forward</a></li> <li>▪ <a href="#">How we Develop Purpose-Driven Leaders</a></li> <li>▪ <a href="#">Empowering the Next Generation of the Workforce</a></li> </ul> <p>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.</p>   |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |
| <b>404-3 percentage of employees receiving regular performance and career development reviews</b> |                        |                                    | <p>See <a href="#">2023 ESG Report: Evolving with Top Talent</a>.</p> <p>The annual review is a critical part of our commitment to personal and professional development as well as our dedication to recognize and celebrate each associate's contributions.</p> <p>The performance review cycle is based on the calendar year; individuals hired after September 30 are not eligible for a performance review within that calendar year, as there is not enough data to complete a meaningful assessment. Eligible associates who are on extended leave will also not undergo a performance review during their period of absence. In 2023, 98% of eligible associates received a performance review.</p> <table border="1"> <thead> <tr> <th colspan="2">Completion by Employment Category</th> <th colspan="2">Completion by Gender</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>92%</td> <td>Male</td> <td>98%</td> </tr> <tr> <td>Management</td> <td>99%</td> <td>Female</td> <td>97%</td> </tr> <tr> <td>Admin/Professional</td> <td>98%</td> <td>Gender Undeclared</td> <td>99%</td> </tr> <tr> <td>Warehouse</td> <td>99%</td> <td></td> <td></td> </tr> </tbody> </table> | Completion by Employment Category |  | Completion by Gender |  | Executive | 92% | Male | 98% | Management | 99% | Female | 97% | Admin/Professional | 98% | Gender Undeclared | 99% | Warehouse | 99% |  |  |
| Completion by Employment Category   |                        | Completion by Gender               |   |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |
| Executive   | 92%                    | Male                               | 98%   |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |
| Management  | 99%                    | Female                             | 97%   |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |
| Admin/Professional  | 98%                    | Gender Undeclared                  | 99%   |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |
| Warehouse   | 99%                    |                                    |   |                                   |  |                      |  |           |     |      |     |            |     |        |     |                    |     |                   |     |           |     |  |  |

## GRI 405: Diversity and equal opportunity

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission         | Location/Explanation  |
|--|------------------------|-----------------------------|---|
| 3-3 Management of material topics                            |                        |                             | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Attracting Innovative Minds</a></li> <li>▪ <a href="#">Our Dedication to Diversity, Equity, Inclusion, and Belonging</a></li> </ul> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> <li>▪ Incorporate inclusive language in job postings and descriptions.</li> <li>▪ Arrange diverse panels of decision-makers to represent the diversity we are seeking to achieve as an organization.</li> <li>▪ Utilize best practice interview guides and methodologies to maintain consistent interview processes and eliminate bias.</li> <li>▪ Expand our pipelines through external outreach and campaigns to capture a diverse population.</li> <li>▪ Advance progress toward placement commitments for individuals with disabilities.</li> </ul> |
| 405-1 Diversity of governance bodies and employees           | 405-1 a                | Confidentiality constraints | <p>See <a href="#">2023 ESG Report: Social Data Summary</a> for the diversity breakdown of our executives and all associates.</p> <p>As Ingram Micro’s Board of Directors consists of one individual, we are not disclosing this individual’s information for confidentiality.</p>  |
| 405-2 Ratio of basic salary and remuneration of women to men | 405-2                  | Confidentiality constraints | <p>See <a href="#">2023 ESG Report: Compensation</a>.</p> <p>Ingram Micro strives to implement and execute fair and equitable pay practices around the globe. We pay at or above applicable minimum wage requirements in all locations. Our philosophy is that associates in the same location with similar responsibilities, job titles, experience levels, time in role, and performance should be paid equally, regardless of their gender or race. We regularly conduct analyses on the management of our compensation elements, and we make appropriate pay adjustments in line with our philosophy to address statistically significant pay inequities. Additionally, managers receive 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.</p>   |

## GRI 406: Non-discrimination

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission | Location/Explanation   |
|--|------------------------|---------------------|--|
| 3-3 Management of material topics                              |                        |                     | <p>See <a href="#">2023 ESG Report</a>:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Attracting Innovative Minds</a></li> <li>▪ <a href="#">Listening and Learning: How Transformation Is Driven by Associates</a></li> <li>▪ <a href="#">Our Dedication to Diversity, Equity, Inclusion, and Belonging</a></li> </ul> <p>Discrimination in the workplace is not tolerated at Ingram Micro. We are committed to a workforce free from harassment and unlawful discrimination and expect the same from our business partners. We continue to take a proactive approach on this issue by administering mandatory training for all associates, along with other Diversity-, Equity-, Inclusion-, and Belonging-related training. For more details on our policies, process, and values that guide our approach on this issue, see our <a href="#">Code of Conduct</a>, <a href="#">Non-Retaliation Policy</a>, and <a href="#">Tenets of Our Success</a>.</p> |
| 406-1 Incidents of discrimination and corrective actions taken | 406-1                  | Legal prohibitions  | <p>See <a href="#">2023 ESG Report: Third-Party Hotline</a>.</p> <p>Throughout 2023, we received some reports of alleged discrimination across our global operations as reflected in our hotline cases graph. All cases were promptly investigated and appropriate corrective actions, including disciplinary measures and remediation plans, were implemented.</p>  |

## GRI 407: Freedom of association and collective bargaining

|  |         |                                    |   |
|--|---------|------------------------------------|---|
| 3-3 Management of material topics  |         |                                    | <p>Ingram Micro supports the rights of associates to work with work councils and representatives. We comply with all local and national laws and regulations. For more information on our management approach, see our <a href="#">Global Human Rights Policy</a> and <a href="#">Supplier Code of Conduct</a>.</p>   |
| 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 | <p>Ingram Micro supports the rights of associates to work with work councils and representatives and expects our suppliers to do the same, per our <a href="#">Supplier Code of Conduct</a>. Though we have not undertaken a formal assessment to evaluate the risk that workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk, we are not aware of any areas in our operations or our suppliers and vendors' operations that carried this risk during the reporting period.</p> |

## GRI 408: Child labor

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|--|------------------------|------------------------------------|---|
| <b>3-3 Management of material topics</b>   |                        |                                    | Ingram Micro does not tolerate the use of child labor our its operations or by our suppliers. We have not undertaken a formal assessment to evaluate this risk but are not aware of any instances of unlawful child labor in areas in our operations or with suppliers. We follow local and national laws and regulations regarding employment, which includes verifying employment eligibility during onboarding. For more information on our approach to preventing the use of child labor in our operations, see our <a href="#">Global Human Rights Policy</a> and <a href="#">Supplier Code of Conduct</a> . |
| <b>408-1 Operations and suppliers at significant risk for incidents of child labor</b> | 408-1 a, b             | Information unavailable/incomplete |   |

## GRI 409: Forced or compulsory labor

|   |         |                                    |  |
|---|---------|------------------------------------|--|
| <b>3-3 Management of material topics</b>  |         |                                    | Ingram Micro does not tolerate the use of forced or compulsory labor in its operations or our suppliers. We have not undertaken a formal assessment to evaluate this risk but are not aware of any areas in our operations or our suppliers that carried this risk during the reporting period. We follow local and national laws and regulations regarding employment, which includes verifying employment eligibility during onboarding. For more information on our approach to preventing the use of forced or compulsory labor in our operations, see our <a href="#">Global Human Rights Policy</a> and <a href="#">Supplier Code of Conduct</a> . |
| <b>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</b> | 409-1 a | Information unavailable/incomplete |  |

## GRI 410: Security practices

|  |  |  |   |
|--|--|--|---|
| <b>3-3 Management of material topics</b> |  |  | <p>See <a href="#">2023 ESG Report: Security Practices</a>.</p> <p>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 <a href="#">Code of Conduct</a>. 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.</p> <p>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.</p> |
|--|--|--|---|

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## GRI 410: Security practices (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation   |
|--|------------------------|------------------------------------|--|
| <b>3-3 Management of material topics (continued)</b>                           |                        |                                    | <p>At Ingram Micro, respect, equality, diversity, safety, and human kindness are essential principles of our organization—and we support the protection of human rights globally, directly within operations we control and indirectly through our supply chain. In alignment with the Universal Declaration of Human Rights, the Ten Principles of the UN Global Compact, the International Labour Organization Declaration on Fundamental Principles and Rights at Work, and the Responsible Business Alliance Code of Conduct, our <a href="#">Global Human Rights Policy</a> is designed to help us protect human rights for every associate, regardless of location, as well as stakeholders throughout our supply chain.</p> <p>We are not aware of any situations in 2023 where our security practices led to negative impacts on human rights. Should negative incidents occur in relation to security, we conduct investigations to determine root causes and undertake corrective actions. We share lessons learned from actual events across our operations and incorporate them into our global standards and guidelines in a timely manner.</p> |
| <b>410-1 Security personnel trained in human rights policies or procedures</b> | 410-1                  | Information unavailable/incomplete | <p>See <a href="#">2023 ESG Report: Championing Human Rights: Our Approach to Global Rights and Security</a>.</p> <p>Associates who are in security roles undergo training on the use of force and best practices in guarding tasks. Although an exact percentage is unavailable as we do not have a central data management system in place to track this percentage, we are confident that the percentage is high due to the mandatory nature of training on the use of force. Some regions also have specific certification for human rights for security practices. In addition, various security topics are part of mandatory onboarding for associates and are mentioned in our <a href="#">Code of Conduct</a>. For more information on our approach to ensuring human rights policies or procedures within our security personnel, see our <a href="#">Global Human Rights Policy</a> and <a href="#">Supplier Code of Conduct</a>.</p>  |

## GRI 411: Rights of indigenous peoples

|   |  |                |  |
|---|--|----------------|--|
| <b>3-3 Management of material topics</b>                                    |  | Not applicable | Based on our materiality assessment, this topic was not deemed to be material in 2023. |
| <b>411-1 Incidents of violations involving rights of indigenous peoples</b> |  | Not applicable | Based on our materiality assessment, 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   |
|---|------------------------|------------------------------------|--|
| <b>3-3 Management of material topics</b>  |                        |                                    | See <a href="#">2023 ESG Report: Making a Positive Impact in Our Communities</a> .<br>Engagement with local communities is determined at a team business function, site, region, or country level with guidance from Ingram Micro's corporate headquarters. Ingram Micro is focused on providing employment, career, and growth opportunities; taking responsible actions to be a good neighbor; and supporting local charities and causes within our communities.   |
| <b>413-1 Operations with local community engagement, impact assessments, and development programs</b> | 413-1                  | Information unavailable/incomplete | See <a href="#">2023 ESG Report</a> :<br><ul style="list-style-type: none"> <li>▪ <a href="#">Making a Positive Impact in Our Communities</a></li> <li>▪ <a href="#">In Our Supply Chain</a></li> <li>▪ <a href="#">Third-Party Hotline</a></li> </ul> Ingram Micro's direct impacts from office and warehouse locations have not yet been formally assessed. However, we are committed to transparency for our stakeholders and continue to share our ESG progress through third-party platforms, such as CDP's Climate Change questionnaire and EcoVadis. We also remain a member of the UN Global Compact and have helped local communities through initiatives like our Cloud School (Escola da Nuvem). Ingram Micro creates job opportunities in the community in which it operates and delivers value to both the economy and people. We have engagement with work councils and maintain site-level occupational health and safety committees, some of which include representation from other bodies to deal with impacts. Stakeholders are also encouraged to report concerns to our third-party hotline. In addition, it is expected that any newly constructed buildings that Ingram Micro occupies within the U.S. will undergo environmental assessments in compliance with applicable laws. |
| <b>413-2 Operations with significant actual and potential negative impacts on local communities</b>   |                        |                                    | Ingram Micro is not aware of any significant actual or potential negative impacts related to our operations at any specific location, although we have not yet performed a formal assessment. We have focused on providing employment, career, and growth opportunities, taking responsible actions to be a good neighbor, and supporting local charities and causes within our communities. Country leads and local teams are entrusted with authority and autonomy to address any potential issues related to our standing in the local communities in which we operate.   |

## GRI 414: Supplier social assessment

|   |       |                                    |  |
|---|-------|------------------------------------|--|
| <b>3-3 Management of material topics</b>                            |       |                                    | See <a href="#">2023 ESG Report: In Our Supply Chain</a> .   |
| <b>414-1 New suppliers that were screened using social criteria</b> | 414-1 | Information unavailable/incomplete | We do not yet have a formal process to screen new trade or non-trade suppliers for social criteria. However, suppliers are required to sign our <a href="#">Supplier Code of Conduct</a> , which contains compliance with various social topics, and we are also collaborating with key trade suppliers on ESG issues. |

## GRI 414: Supplier social assessment (continued)

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|--|------------------------|------------------------------------|---|
| <b>414-2 Negative social impacts in the supply chain and actions taken</b> | 414-2                  | Information unavailable/incomplete | We do not yet have a formal process to assess negative social impacts in our supply chain. As a technology solutions provider, we recognize that our supply chain includes partners who operate in countries and industries that are at higher socioeconomic risk, and we are in the process of determining what meaningful and impactful actions we should take to drive stepwise improvements across the ESG ecosystem. |

## GRI 415: Public policy

|  |  |  |  |
|--|--|--|--|
| <b>3-3 Management of material topics</b> |  |  | 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 <a href="#">Anti-Bribery Policy</a> provides guidelines regarding political contributions.  |
| <b>415-1 Political contributions</b>     |  |  | 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

|  |  |                |  |
|--|--|----------------|--|
| <b>3-3 Management of material topics</b>   |  | Not applicable | Based on our materiality assessment, this topic was not deemed to be material in 2023. |
| <b>416-1 Assessment of the health and safety impacts of product and service categories</b>                 |  | Not applicable | Based on our materiality assessment, this topic was not deemed to be material in 2023. |
| <b>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</b> |  | Not applicable | Based on our materiality assessment, this topic was not deemed to be material in 2023. |

## GRI 417: Marketing and labeling

| GRI Topic Disclosure   | Requirement(s) Omitted | Reason For Omission                | Location/Explanation  |
|--|------------------------|------------------------------------|---|
| <b>3-3 Management of material topics</b>   | 3-3                    | Information unavailable/incomplete | As a distributor, we often are not directly involved in the content of the products we sell, how those contents are sourced, or how the products are labeled or used. Our <a href="#">Supplier Code of Conduct</a> , which our vendors are required to sign, includes certain labeling and other requirements that are intended to facilitate our compliance with the applicable laws and regulations of the jurisdictions in which we do business. |
| <b>417-1 Requirements for product and service information and labeling</b>                       |                        |                                    | There are several countries in which we could potentially be held liable for a mislabeling incident on a vis-a-vis basis, especially when the vendor does not have operations in the country. In instances where we could be held liable, the fees/fines can typically be passed along to the vendor but may also involve criminal charges.   |
| <b>417-2 Incidents of non-compliance concerning product and service information and labeling</b> |                        |                                    | In 2023, there were no incidents of nonconformance concerning product and service information and labeling.   |
| <b>417-3 Incidents of non-compliance concerning marketing communications</b>                     |                        |                                    | In 2023, Ingram Micro did not have any instances of noncompliance concerning marketing communications.  |

## 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**



## GRI 418: Customer privacy (continued)

| GRI Topic Disclosure  | Requirement(s) Omitted | Reason For Omission | Location/Explanation   |
|---|------------------------|---------------------|--|
| <b>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</b> | 418-1 b                | Legal prohibitions  | See <b><u>2023 ESG Report: Upholding Cybersecurity and Data Privacy</u></b> .<br>Since 2019, our hotline has not received any substantiated complaints from associates or outside parties regarding data protection and privacy. In 2023, we did not identify any material data privacy incidents or material data breaches. |