



2023 Sustainability Accounting Standards Board Index

Sustainability Accounting Standards Board (SASB) Index

We are reporting the SASB metrics according to the Consumer Goods: Multiline and Specialty Retailers (CG-MR) industry-based standard. Any text that is **bolded and underlined** within this index references our separate 2023 ESG Report, GRI Index, TCFD Index, and UN SDGs Index, all of which can be found on our [ESG Reports](#) webpage.

SASB Code	Activity Metric	Location/Explanation
<u>CG-MR-000.A</u>	Number of: (1) retail locations and (2) distribution centers	Ingram Micro has 125 logistics centers and service centers. We do not have retail locations.
<u>CG-MR-000.B</u>	Total area of: (1) retail space and (2) distribution centers	Ingram Micro's logistics centers and service centers cover approximately 11 million square feet. We do not have retail locations.

Energy Management in Retail & Distribution

SASB Code	Accounting Metric	Location/Explanation
<u>CG-MR-130a.1</u>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 414,018 GJ (2) 56% (3) 19%

Data Security

<u>CG-MR-230a.1</u>	Description of approach to identifying and addressing data security risks	See <u>2023 ESG Report: Upholding Cybersecurity and Data Privacy</u> ; <u>GRI Index: 418</u> .
<u>CG-MR-230a.2</u>	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	See <u>2023 ESG Report: Upholding Cybersecurity and Data Privacy</u> ; <u>GRI Index: 418-1</u> . In 2023, we did not identify any material data privacy incidents or data breaches.

Labor Practices

SASB Code	Accounting Metric	Location/Explanation
CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	(1) and (2) See 2023 ESG Report: Compensation . We pay at or above applicable minimum wage requirements in all locations and in compliance with all applicable standards and regulations. 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. Entry-level wages do not vary by gender.
CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	Our total turnover rate (voluntary and involuntary) in 2023 was 19% across all employee types. Ingram Micro is not a retailer, so an in-store employee turnover rate is not applicable. Our total turnover rate (voluntary and involuntary) for distribution center associates was 23.2%.
CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	In 2023, Ingram Micro experienced no material legal proceedings associated with labor law violations.

Workforce Diversity & Inclusion

SASB Code	Accounting Metric	(1) Percentage of gender representation by (a) executive management, (b) non-executive management and (c) all other employees			
		Employee Group	Females	Males	Undeclared
CG-MR-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	Executive management	27.6%	72.4%	0.0%
		Non-executive management	34.7%	65.1%	0.2%
		All other employees	43.6%	55.6%	0.8%

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Workforce Diversity & Inclusion (continued)

SASB Code	Accounting Metric	Location/Explanation																																				
		(2) Percentage of diversity group representation by (a) executive management, (b) non-executive management and (c) all other employees—U.S. only, voluntary disclosure																																				
CG-MR-330a.1 (continued)	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	<table border="1"> <thead> <tr> <th>Employee Group</th> <th>White</th> <th>Hispanic/Latino/a/x</th> <th>Asian</th> <th>Black</th> <th>Did not disclose</th> <th>Two or more races</th> <th>Native American</th> <th>Pacific Islander</th> </tr> </thead> <tbody> <tr> <td>Executive management</td> <td>59.8%</td> <td>8.4%</td> <td>21.5%</td> <td>1.5%</td> <td>7.3%</td> <td>1.2%</td> <td>0.4%</td> <td>0.0%</td> </tr> <tr> <td>Non-executive management</td> <td>53.8%</td> <td>18.4%</td> <td>13.0%</td> <td>8.2%</td> <td>5.0%</td> <td>1.1%</td> <td>0.4%</td> <td>0.0%</td> </tr> <tr> <td>All other employees</td> <td>48.5%</td> <td>23.4%</td> <td>13.5%</td> <td>8.5%</td> <td>4.0%</td> <td>1.5%</td> <td>0.5%</td> <td>0.1%</td> </tr> </tbody> </table>	Employee Group	White	Hispanic/Latino/a/x	Asian	Black	Did not disclose	Two or more races	Native American	Pacific Islander	Executive management	59.8%	8.4%	21.5%	1.5%	7.3%	1.2%	0.4%	0.0%	Non-executive management	53.8%	18.4%	13.0%	8.2%	5.0%	1.1%	0.4%	0.0%	All other employees	48.5%	23.4%	13.5%	8.5%	4.0%	1.5%	0.5%	0.1%
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CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	In 2023, Ingram Micro experienced no material losses as a result of legal proceedings associated with employment discrimination.																																				

Product Sourcing, Packaging & Marketing

CG-MR-410a.1	Revenue from products third-party certified to environmental or social sustainability standards	At this time, we do not have information available for revenue from products that are third-party certified to environmental or social sustainability standards. However, we acknowledge that some of our larger technology vendors are aware of and have marketed energy efficient products (e.g., ENERGY STAR Certified), which we may distribute as part of our service offerings.
CG-MR-410a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	<p>The vast majority of the physical products that Ingram Micro sells are third-party branded products from our network of more than 1,500 vendors. These products are electronic devices like computers, computer systems, computer accessories, and peripherals. There is a wide array of laws and regulations relating to the manufacture and management of these types of products, and Ingram Micro's focus is to meet all of its obligations under such laws and regulations as a distributor of these products.</p> <p>For example, in the U.S., where 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.</p>

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Product Sourcing, Packaging & Marketing (continued)

SASB Code	Accounting Metric	Location/Explanation
CG-MR-410a.2 (continued)	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	<p>For products that contain batteries, toners and ink, and cleaning solutions, we provide Safety Data Sheets that accompany the products. For our V7 brand of private label products, which represent a small portion of our revenue, we collect European Union (EU) Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) and Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) documentation from the supplier to ensure the product is RoHS- and REACH-compliant. We follow a similar process for California's Prop 65 program.</p> <p>As a global distributor of products, our approach to chemical management is driven by the vendors of the products we sell. Our suppliers are the world's most trusted technology leaders, along with emerging technology brands, which include the industry's premier computer hardware suppliers, mobility hardware suppliers, networking equipment suppliers, and software publishers.</p> <p>Beyond maintaining our compliance practices for the regulatory requirements referenced above, we have no additional operational processes for chemical management or prioritizing specific chemicals for reduction and/or elimination from the products we sell. A number of our vendors have their own programs and targets to reduce or eliminate certain chemicals from their products.</p>
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	<p>See <u>2023 ESG Report: Packaging: Thinking Outside the Box.</u></p> <p>We are guided by our packaging principles in order of priority:</p> <ol style="list-style-type: none"> 1. Use less 2. Avoid plastic, use fiber 3. Use recycled or certified sustainable content <p>Even still, we acknowledge that the use of fiber has a direct linkage to forests conservation and impacts. Fiber-based packaging and wood pallets are used by Ingram Micro for shipping products to customers as part of our global operations and distribution model and other services. Though our impact on forests is likely small in the overall information, communication, 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>