



2016 Corporate Social
Responsibility Report

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Introduction



A message from Alain Monié

2016 was an unprecedented year for impacts and actions in global sustainability, making this a particularly fitting year for Ingram Micro to publish our first Corporate Social Responsibility report.

At Ingram Micro, we recognize the need for more sustainable business practices and are committed to doing our part. Conserving our planet's resources, investing in a thriving workforce and strengthening our communities are the building blocks for the long-term viability of any organization.

Toward that end, in 2016 Ingram Micro continued to take important steps to strengthen our commitment to corporate responsibility by:

- Adopting a three-year strategy focused on stakeholder engagement, information management and disclosure, CSR management systems and supply chain responsibility
- Establishing a designated CSR department, supported by an executive CSR committee representing the highest level of the organization
- Publishing an inaugural global greenhouse gas emissions inventory
- Investing in a global CSR metrics management platform to track and analyze nonfinancial performance indicators
- Adopting policies that support alignment with credible global standards and best practices

- Implementing multiple facility efficiency projects effectively
- Adopting the Code of Conduct of the Electronic Industry Citizenship Coalition (EICC)

Building on these efforts, we are striving to fully integrate sustainability principles into our operations through effective systems and processes, ongoing stakeholder engagement, focused investments and consistent collaboration. Ingram Micro recognizes that logistics and technology solutions are pivotal components of the circular economy, and we're committed to actions that help us, our business partners and the world move toward this model.

Ingram Micro's recent acquisition by the HNA Group further reinforces our dedication to responsible business practices, as HNA Group shares a similar perspective on the importance of giving back. We'll continue to challenge our associates, business partners and customers to support our sustainability objectives and to hold us accountable to our commitments. We remain steadfast in promoting our Ingram Micro ONE initiative, which is aimed at fostering collaboration among our constituencies—partners, customers and Ingram Micro team members alike—to share best practices and strategies for achieving our corporate goals, including those focused on sustainability.

Working together, we help ensure a healthier and more equitable world where everyone can realize the promise of technology.

2016 AT A GLANCE



5.29%
REDUCTION IN
ABSOLUTE EMISSIONS



AT LEAST
**\$3
million**
IN NON-INVENTORY
SPEND AWARDED
TO SMALL AND
DISADVANTAGED
BUSINESSES



1.2 million
METRIC TONS IN
EMISSIONS AVOIDED THROUGH U.S. IT
ASSET DISPOSITION (ITAD) ACTIVITIES



**8.8
million
kg**
OF WASTE
ELECTRONICS
REPAIRED,
REFURBISHED
OR RECYCLED

2,855,725 kg
IN AVOIDED CO2 EMISSIONS
FROM U.S. FACILITY
EFFICIENCY PROJECTS



7
NORTH AMERICA
SITES CERTIFIED
TO OHSAS 18001



10%
INCREASE
IN ANNUAL
ECOVDIS
SUPPLIER
SCORE



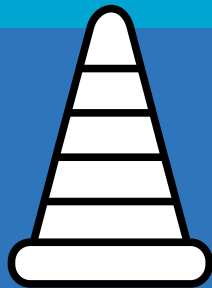
Adopted
EICC CODE
OF CONDUCT



GENERATED
MORE THAN
**\$3
million**
IN RECYCLING
REVENUE



3.07%
REDUCTION IN
EMISSIONS INTENSITY



16%
REDUCTION IN
ANNUAL SAFETY
INCIDENT RATE (IR)



11%
INCREASE
IN FACILITY
ENERGY-DATA
REPORTING



18.5%
INCREASE IN FEMALE
DIRECTORS AND ABOVE



About Ingram Micro

Ingram Micro Inc., headquartered in Irvine, California, delivers a full spectrum of global technology and commerce and fulfillment services to businesses around the world. Our global infrastructure and deep expertise in technology solutions, mobility lifecycle services, commerce and fulfillment solutions and cloud services help our business partners to operate efficiently and successfully in the markets they serve.

We are the largest wholesale technology distributor based on revenues and a global leader in supply chain management/ commerce and fulfillment and device lifecycle services. As a vital link in the technology value chain, we create sales and profitability opportunities for vendors, resellers, mobile

network operators and other customers through unique marketing programs; outsourced logistics and device lifecycle services; technical support; financial services; product aggregation and distribution; solutions creation and cloud service models.

Ingram Micro was a Delaware Corporation and traded on the NYSE (IM) until early Dec. 2016. At that time, we were acquired by China-based HNA Group, a global Fortune 500 company and leading provider of aviation, hospitality, tourism, real estate, retail, finance, logistics, shipbuilding, and eco-tech services and solutions.

Our Strategic Priorities

Our worldwide strategy incorporates four pillars, which encompass all of our service offerings:



Cloud Services Enablement

Ingram Micro is a master cloud services provider (mCSP), enabling partners across multiple channels to connect their customers through the Ingram Micro cloud ecosystem. With the Ingram Micro Cloud Marketplace and our proprietary automation platform—now deployed in 17 countries worldwide—our partners can provision cloud solutions for communication and collaboration, security, infrastructure, business applications and cloud management.



Ingram Micro Commerce and Fulfillment Solutions

We offer fee-based commerce and fulfillment services, encompassing the end-to-end functions of the supply chain to vendors that choose to sell direct. Our commerce and fulfillment function allows customers to leverage the scale of our global network of distribution centers along with a robust service-delivery platform and enhanced order fulfillment, returns logistics and online payment services.



Ingram Micro Mobility and Lifecycle Services

We are a leading provider of global enterprise IT asset disposition (ITAD), lifecycle services, on-site data destruction and e-waste recycling services. These services reduce the risk, cost and complexity associated with securely managing IT assets and consumer electronics throughout their lifecycles in compliance with environmental and data security regulations.



Ingram Micro Technology Solutions

We deliver technology and value-added services to more than 200,000 business customers. We simplify and accelerate complex sales channels for approximately 1,700 suppliers with technical expertise and scale to access customers around the globe. We support our reseller communities with an array of services that solution providers can use to increase efficiencies and gain a competitive edge in the marketplace.

Our Values

The Ingram Micro community comprises exceptional people who share and exemplify similar strong values. These values speak to our business standards for ethical, honest and legal practices. We're committed to them as a framework to guide our decisions and behaviors.

Our Code of Conduct is updated periodically by our chief compliance officer, and code training is administered biennially to all associates. We also require that business partners abide by our Code of Conduct, which is available on our corporate website in 18 languages.

Innovation

We constantly look for better ways to deliver value to our customers, shareowners, suppliers and fellow associates. We anticipate change and create the solutions before a need is even perceived.

Accountability

We say what we do and do what we say. We consistently produce results that meet or exceed the expectations of our customers and suppliers.

Integrity

We abide by the highest ethical standards, demonstrating honesty and fairness in every action we take, everywhere, all the time.

Teamwork and Respect

We honor the rights and beliefs of our fellow associates, partners and community. We treat others with the highest degree of dignity, equality and trust, leveraging diversity to meet our common goals. As a team, we deliver more than as individuals.



Learning

We continually acquire new knowledge to improve performance and enable growth for the company and for ourselves.

Social Responsibility

We actively pursue opportunities to balance our financial, social and environmental responsibilities to achieve positive outcomes for our diverse global stakeholders. Along this journey, we're committed to collaboration, transparency and innovation.

Our Customers

- ✓ Resellers of IT products and services
- ✓ Mobility companies
- ✓ Value-added and corporate resellers
- ✓ Retailers
- ✓ Custom installers
- ✓ Systems integrators
- ✓ Mobile (virtual) network operators
- ✓ Direct marketers
- ✓ Internet-based resellers
- ✓ Independent agents and dealers
- ✓ Product category specialists
- ✓ Reseller purchasing associations
- ✓ Managed services providers
- ✓ Cloud services providers
- ✓ PC assemblers
- ✓ IT and mobile device manufacturers
- ✓ Other distributors

Our Operations

NORTH AMERICA

Canada
United States

LATAM

Argentina
Brazil
Chile
Colombia
Costa Rica
Ecuador
Mexico
Peru
Uruguay

EMEA

Austria
Belgium
Bulgaria
Croatia
Denmark
Egypt
Finland
France
Germany
Hungary
Italy
Lebanon
Luxembourg
Macedonia
Morocco
Netherlands
Norway
Oman
Poland
Portugal
Russia
Saudi Arabia
Serbia
Slovakia
Slovenia
South Africa
Spain
Sweden
Switzerland
Turkey
UAE
UK

APAC

Australia
Bangladesh
Cambodia
China
Hong Kong
India
Indonesia
Malaysia
New Zealand
Philippines
Singapore
Sri Lanka
Thailand
Vietnam



Revenue:
\$41.9 billion



Gross Profit:
\$2.9 billion



Total Compensation Paid
\$1.7 billion



Employees:
30,000+

Quantity of products and services:



700,000+
CATALOG ITEMS



200,000+
CUSTOMERS



1,700
VENDORS



CUSTOMERS IN
~160
COUNTRIES



SHIP
500 million+
ITEMS PER YEAR



NEARLY
200
CLOUD SOLUTIONS



APPROXIMATELY
3,000
SUPPLIERS



OVER
18 million ft²
/1.7 MILLION M²

About Our Approach

Corporate Governance

Through Nov. 2016, prior to Ingram Micro’s acquisition, our Board of Directors consisted of 10 board members, encompassing nine independent members, three of whom were women. The Board of Directors convened 12 times in 2016. Standing committees of the board included Executive, Human Resources, Governance, Audit and IT. Now that we are a subsidiary of HNA Group, our seven-person Board of Directors includes five independent members and one woman.

In 2016, Ingram Micro formed an Executive CSR Committee, which is represented by seven members of the 14-member Executive Leadership Committee. The CSR Committee makes decisions on social and environmental topics, including allocation of program resources.

External Frameworks

In 2016, we resolved to further protect human rights globally by aligning our companywide Human Rights policy with the UN Declaration of Human Rights, the principles of the UN Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. We also adopted the Code of Conduct of the Electronic Industry Citizenship Coalition. These efforts were shaped by multiple stakeholders, including our customers and vendors, our executive CSR Committee, our associates and our CEO. These initiatives add value to our organization by supporting the long-term objectives of Ingram Micro and our business partners, while also reducing risk.

	Executive Committee	Human Resources Committee	Audit Committee	Governance Committee	IT Committee
Howard I. Atkins ★	Member	Chairperson	Member		Member
David Barnes	Member		Member		Chairperson
Leslie S. Heisz ★	Member		Chairperson	Member	
John R. Ingram		Member		Member	
Dale R. Laurance	Chairperson				
Linda Fayne Levinson		Member		Member	Member
Scott McGregor ★	Member		Member	Chairperson	
Carol Mills		Member		Member	Member
Alain Monié	Member				
Wade Oosterman		Member	Member		Member

Ingram Micro Board of Directors prior to acquisition by HNA Group. Member | Chairperson | ★ Financial Expert

“The reality is that a global enterprise does not operate in a vacuum. Diverse stakeholders are increasingly relevant in shaping business operations and this reality underlies our CSR strategy at Ingram Micro.”

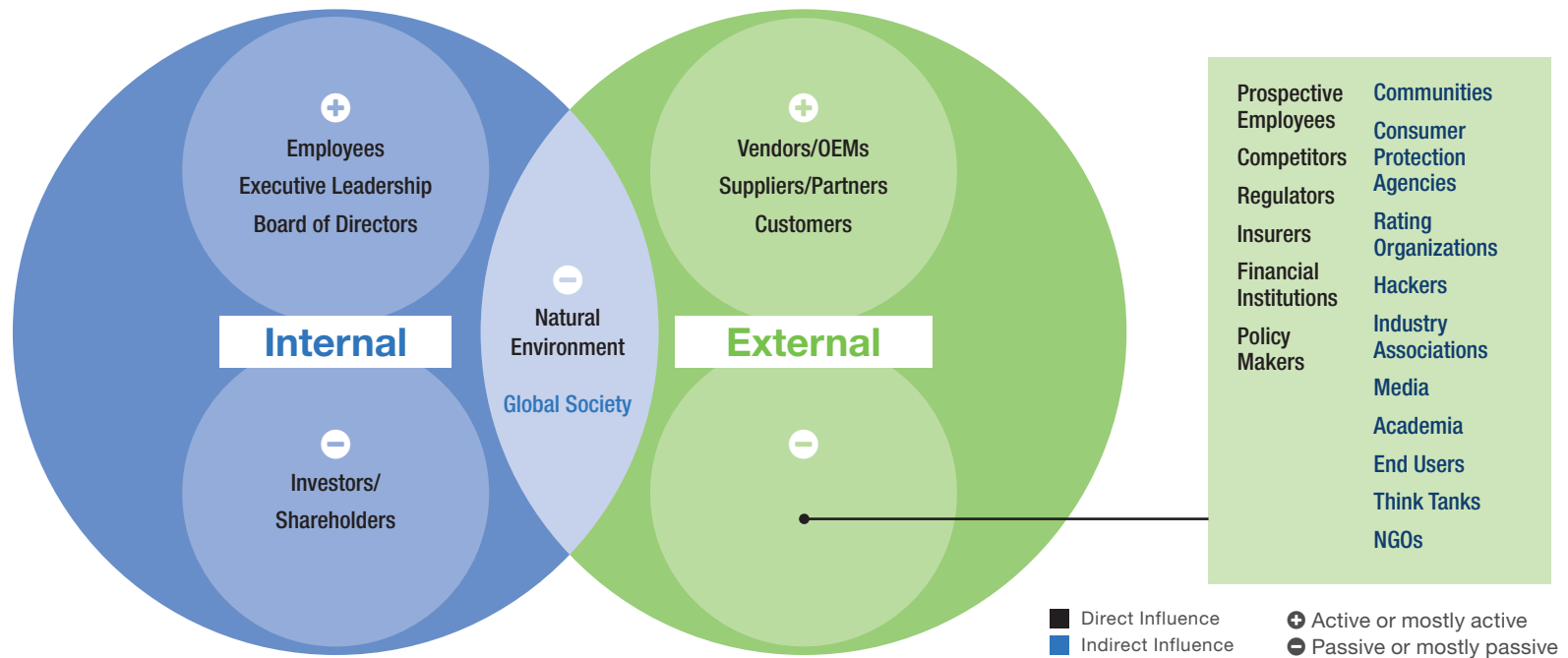
Augusto Aragone, EVP, Secretary and General Counsel

Stakeholder Engagement

As a result of our diversified offerings, deep supply chain and global presence, we’ve identified a large number of stakeholder groups. The inclusion of ecosystems and global society keeps us mindful of the nexus between intact ecosystems, human well-being and long-term organizational viability.

In 2016, we conducted our first formal stakeholder-engagement initiative specific to sustainability issues. Depending on the pace of change, both internally and in external sustainability trends, we expect to repeat this formal process every three years, though select initiatives, such as associate and customer surveys, trend analysis, risk assessments and informal dialogue will continue to occur annually.

We relied on the AA1000 Stakeholder Engagement Standard to structure the process. In order to optimize resources, while engaging as many stakeholders as possible, we leveraged diversified engagement methods, including interviews, surveys, research and analysis, and informal dialogue. We selected stakeholders who could provide diverse perspectives and insights, making sure to include subject matter experts to adequately account for the interests of ecosystems and society. We also made a concerted effort to include those stakeholders who have significant responsibility within the company, as well as those who influence and depend on the outcomes of our business decisions. To solicit constructive feedback from other associates, we made available anonymous response mechanisms.



Dialogue with stakeholders and analysis of stakeholder group priorities informed our materiality assessment and raised several key issues for our corporate responsibility strategy.

Ingram Micro associates favor a proactive approach to sustainable business practices for the purpose of risk reduction, long-term organizational viability and leveraging new opportunities in technology. While our approach has been primarily reactive in the past, the program foundations we began laying in 2016 enable us to be more proactive going forward. Additionally, associates raised concerns about lagging waste minimization and emissions-reduction initiatives. We addressed both of these concerns by setting specific targets, which are published in this report. In the course of engaging associates, we found a relatively low level of participation and a significant knowledge gap with regard to sustainability risks and opportunities. We've begun to address this by adding communications channels and tools, including designated intranet pages and social networking groups, and through site-level volunteers serving as CSR ambassadors.










During the reporting year, several Ingram Micro business partners requested our adherence to the EICC code of conduct. Many of our valued partners are members of the EICC, and our participation would support membership requirements for supply chain responsibility. In Aug. 2016, Ingram Micro's leadership team agreed to our companywide adoption of the EICC Code of Conduct.



The analysis of customer requests for CSR information revealed that approximately 30 percent of customers expect comprehensive sustainability management systems, followed by energy- and emissions-reduction initiatives (16 percent) and reduction in conflict minerals (16 percent). We've integrated these customer needs into our CSR strategy, including adherence to ISO 26000 by 2020, emissions-reduction targets and initiatives, and expansion of supply chain responsibility efforts.

Other key topics raised by stakeholders included the need for measurable diversity and inclusion initiatives and added global community investment. As explained in more detail later in this report, we've taken several steps to highlight our ongoing commitment to diversity. We're also evaluating our global community engagement strategy and intend to report progress on this issue in an upcoming report.

The following table summarizes our engagement approach:

	STAKEHOLDER GROUP	ENGAGEMENT METHOD	FREQUENCY	SPECIFIC TO CSR REPORT
	Associates	Anonymous sustainability survey	Annual	✓
		Human rights poll	Ongoing	
		Internal social network, informal dialogue	Ongoing	
		Workplace satisfaction survey	Biannual	
		Climate change risk & opportunity perception questionnaire	Every 3 years	✓ (CDP Report)
	Leadership	Executive CSR committee meetings	Annual <i>(minimum)</i>	
	Suppliers	Risk assessment questionnaire	Ongoing	
	Customers	Customer/Vendor experience surveys	Annual	
		Informal dialogue	Ongoing	
		Analysis of sustainability inquiries	Annual	✓
		Third-party surveys (e.g., Ecovadis, CDP Supply Chain)	Annual	
		Social media and external communications	Ongoing	
	Market Trends and Competitors	Nonfinancial performance analysis from public sources	Annual	
	Advocacy Groups	Human Rights Campaign's Corporate Equality Index	Annual	
	Media	Analysis of coverage	Annual	
	Community	In-person dialogue with agency, nonprofit and academic representatives	Every 3 years	✓
	Policy-Makers	Regulatory trend analysis with support from external regulatory intelligence providers	Ongoing	

Reporting Scope and Boundaries

All Ingram Micro entities are covered in this report, unless otherwise indicated in specific sections of the report.

In late 2015, when we began the process of redefining our sustainability strategy to encompass worldwide operations, we identified reporting as an important objective early on. With that in mind, we integrated reporting principles and key indicators into the design of our three -year strategy.

We realized that achieving completeness in reporting would be challenging without adopting a global information management system to gather performance metrics from hundreds of facilities. Consequently, we partnered with UL EHS Sustainability (formerly cr360) to implement such a system, which is expected to be fully functional by early 2018. The UL platform supported the aggregation of data we present in this report.

We expect that, as we continue to operationalize the platform, the quantity and quality of data provided by our global facilities will improve significantly. Since data management constraints impact the scope of information presented in this report, limitations will be disclosed throughout the report as applicable.

The principles of sustainability context, stakeholder inclusiveness and materiality were integrated during the planning stage of the reporting process. We limited material impacts to the top twelve topics identified as important to stakeholders. This prioritization enables us to pursue measurable results in the areas that matter most to our constituencies.

Since we are only beginning our global sustainability journey, we focused primarily on impacts we can directly influence, but we understand that addressing risks and opportunities



in our upstream and downstream value chain is part of a comprehensive sustainability strategy. We therefore intend to reassess the scope and boundaries of our program in 2020.

Materiality

The materiality matrix presented in this section summarizes stakeholder priorities. Business-impact values were developed by an internal sustainability subject matter expert and verified with members of the Executive CSR Committee. Importance to stakeholders was determined by stakeholder ratings of impacts.

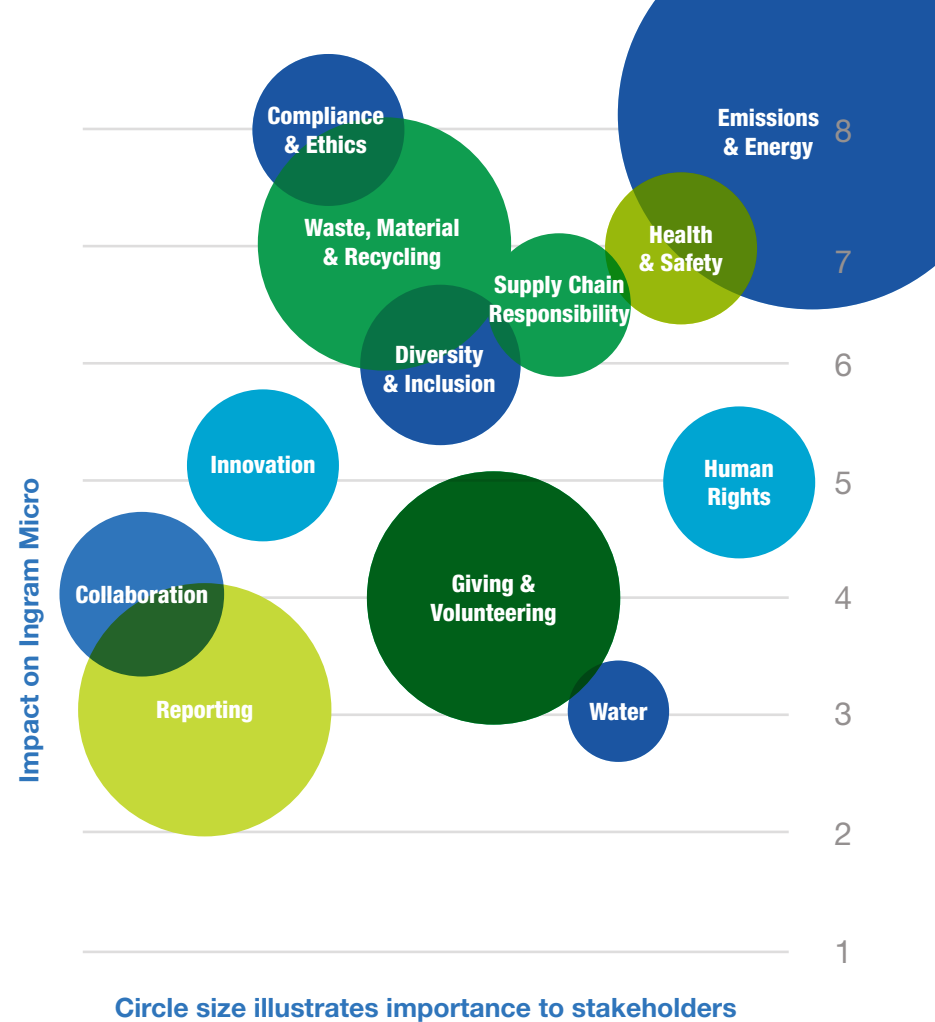
Emissions and energy emerged as our most material impact, which aligns with the nature of our business. The impact of “waste, materials and recycling” includes management of electronic waste, sustainable packaging materials and practices, solid and hazardous waste minimization, as well as recycling, refurbishment and reuse.

In 2016, Ingram Micro set emissions- and waste-reduction targets to address impacts that are of the highest importance to stakeholders and most influence our business. We’ve also taken actions to begin addressing other impacts.

Direct water use was the lowest-ranked impact, which is reflective of minimal water use in our global operations. However, we recognize that water presents a global risk, so we developed a risk map to identify Ingram Micro facilities in water-scarce locations. We briefly discuss our findings on water risk in this report.






About This Report

Information in this report covers the period from Jan. 1 through Dec. 31, 2016. Since this is our inaugural report, there are no restatements or changes in reporting. We plan to publish a GRI report annually. This report has been prepared in accordance with the GRI Standards: Core option, but it hasn’t been



externally verified. While we engaged an independent third party to evaluate our eligibility for verification of scope 1 and scope 2 greenhouse gas emissions, we exceeded the data estimation threshold for assurance. Over the next two reporting periods, we’ll focus on increasing participation in the data submission process, while improving overall data quality. We’ll periodically reassess our opportunities for third party assurance.

Environmental and Social Risk Rating for Ingram Micro's Primary Business Activities

	 Cloud business	 Lifecycle services	 Professional services	 Distribution	 Product sales
ENVIRONMENTAL	✘	✘	✘	✘✘✘	✘✘✘
	<ul style="list-style-type: none"> ✘ Energy consumption ✓ Reduction in need for hardware 	<ul style="list-style-type: none"> ✓ Net positive impact through repair, refurbishment and service models 	<ul style="list-style-type: none"> ⊘ Minimal added impact 	<ul style="list-style-type: none"> ✘ Transport-related impacts and commercial building impacts ✘ Infrastructure-related biodiversity impacts ✓ Consolidated shipments 	<ul style="list-style-type: none"> ✘ Product use impacts ✘ Product end-of-life impacts ✘ Linear consumption model
SOCIAL	✘	✘✘	✘	✘✘	✘✘✘
	<ul style="list-style-type: none"> ✘ Diversity in technology ✘ Privacy ✓ Increased global accessibility ✓ Innovation platform 	<ul style="list-style-type: none"> ✘ Labor and human rights risks in supply chain ✓ Accessibility to technology products at lower price point 	<ul style="list-style-type: none"> ✘ Minimal labor risk in some countries 	<ul style="list-style-type: none"> ✘ Labor and human rights risks in some countries of operation ✓ Diverse work environment 	<ul style="list-style-type: none"> ✘ Labor and human rights risks in product supply chain ✘ Public health impacts from e-waste ✓ Increased access to technology

✓ Benefit | ✘ Risk | ✘ Low Risk | ✘✘ Medium Risk | ✘✘✘ High Risk



Honesty and Integrity

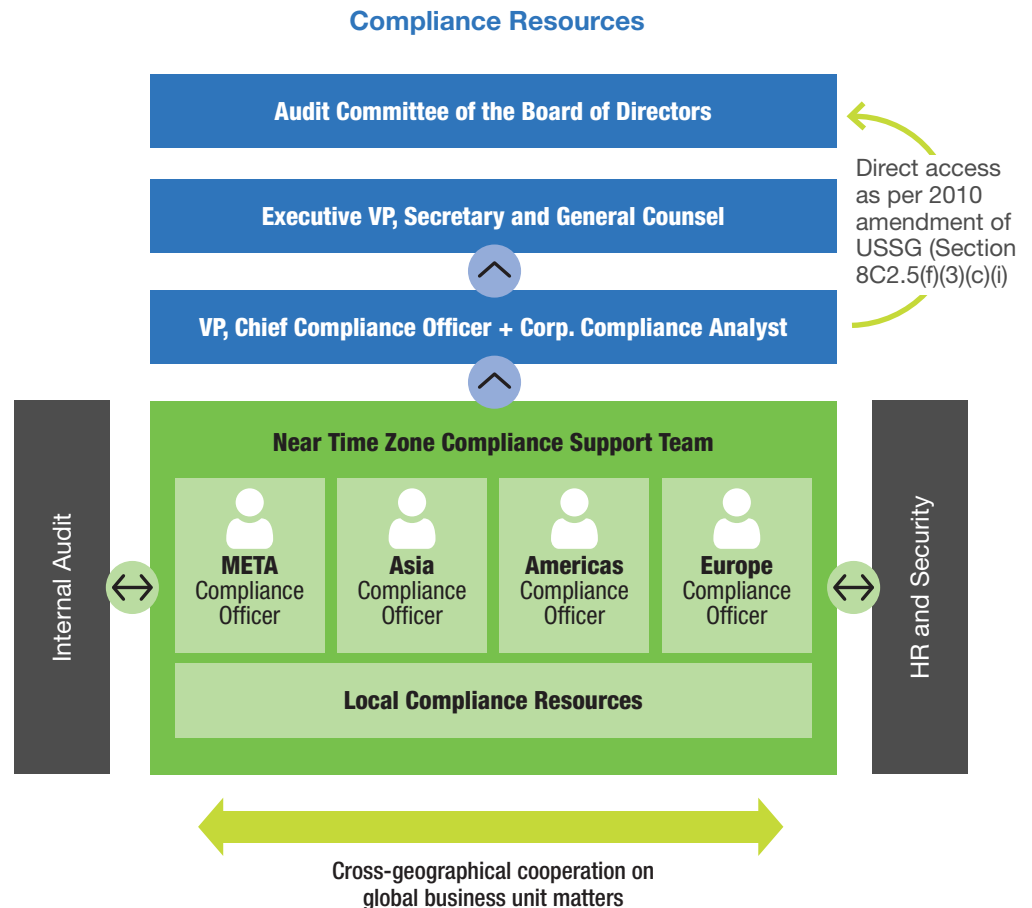
Making the Right Decisions

Conducting business with integrity is among our core values and the foundation on which we've built enduring relationships with our stakeholders. We evaluate compliance risks through on-site assessments, and in 2016, we focused risk evaluations on our recently acquired business units.

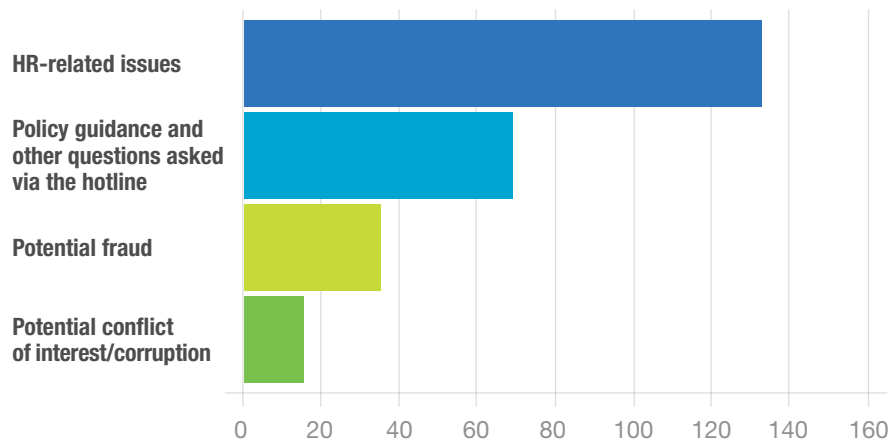
The overall goal of Ingram Micro's compliance program is to prevent and detect noncompliance with policies, procedures, controls and other legal requirements. This includes identifying compliance risks; defining the controls needed to mitigate these risks, including a robust training framework for all associates; and monitoring the efficiency of risk mitigation, including the provision of guidance and assistance for operational issues. Ingram Micro's compliance management system also addresses data privacy issues. In 2016, we received no substantiated complaints concerning breaches of customer privacy or losses of customer data.

Our anticorruption, anti-competition and anti-bribery controls apply to all Ingram Micro entities worldwide and are based on our values and the principles outlined in our Code of Conduct. Policies related to ethical conduct are made available to associates across the organization in multiple languages. All Ingram Micro directors, officers and associates are expected to conform to the highest standards of legal and ethical conduct, including compliance with the laws and regulations of the countries in which we do business. No legal actions were pending or completed in the reporting year, and Ingram Micro didn't incur significant fines or sanctions for noncompliance with environmental or socioeconomic regulations.

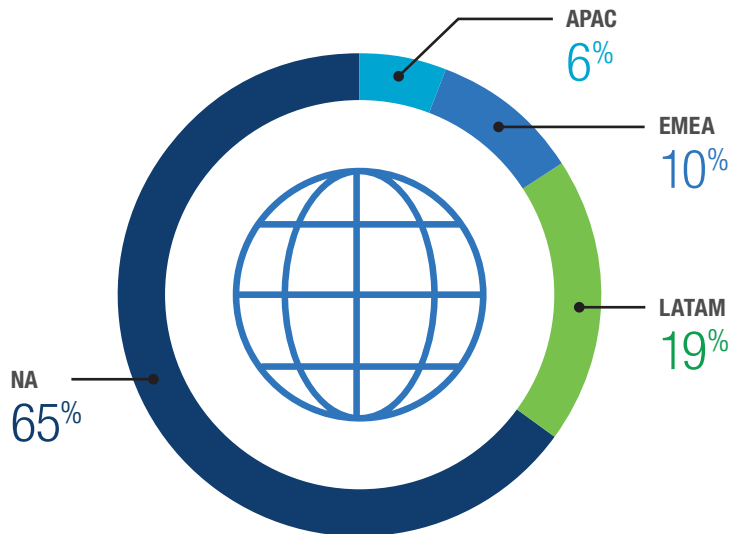
We're committed to educating our associates about Ingram Micro's compliance program to help them make the right decisions in their daily professional activities. To achieve this, we partner with an online training provider to deliver a core curriculum focused on essential compliance principles.



Ethics hotline: Top 4 case types for FY16



2016 Case Allocation by Region



Associates are enrolled in web-based training (available in their native language) that focuses on our Code of Conduct as well as global anticorruption and other specific compliance risks. The 2016 online training effort had a total of 16,341 enrollments. In addition, the compliance team provides in-person training sessions. In 2016, 4,776 associates were trained in person. A dedicated compliance portal—accessible to all associates on our intranet since 2011—provides general and specific information about the program, direct access to a worldwide policy repository, training dates and external resources.

Ingram Micro has an open door policy, and our Sunshine Rule encourages employees to bring unethical conduct to light immediately without fear of retaliation. To support timely reporting, we provide associates and third parties with access to an external ethics hotline, which is available at any time. In 2016, associates reported approximately 250 cases to our hotline. Cases reported to the hotline are investigated immediately, and appropriate action is determined on a case-by-case basis.

In order to ensure the effectiveness of our compliance management system, we rely on internal audits, knowledge assessments and employee surveys. Ingram Micro's *Annual Legal and Compliance Certificate* surveys associates about conflicts of interest and their knowledge of key compliance policies. In 2016, more than 19,000 associates were asked to complete the survey and 100 percent responded. The compliance team analyzes, investigates when necessary and reports to the audit committee. On a biennial basis, Ingram Micro anonymously surveys its global workforce on key compliance issues, including their confidence in the grievance process and any potential reporting challenges. The resulting data is used to improve program communication and policies. Assessment results and corrective action plans are reported to management and the Board of Directors on a quarterly basis.

Rewarding outstanding leadership



Each year, we honor the legacy of former Ingram Micro chairperson and CEO Martha Ingram by recognizing associates who demonstrate outstanding leadership in business and in their communities. In 2016, Svetlana Sorokina, Director of Marketing, META; Rebecca Benzie, Sr. National Account Manager; and Susan O’Sullivan, VP Advanced Solutions—pictured left to right with CEO Alain Monié—received the prestigious award for their remarkable contributions.

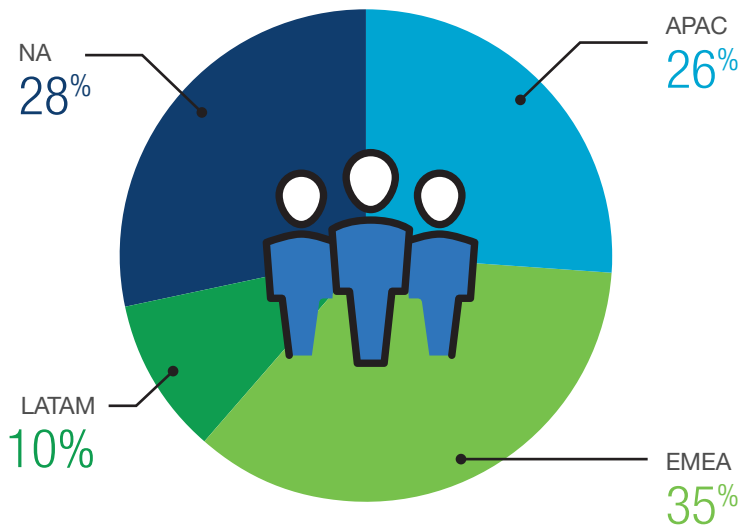
Our Associates



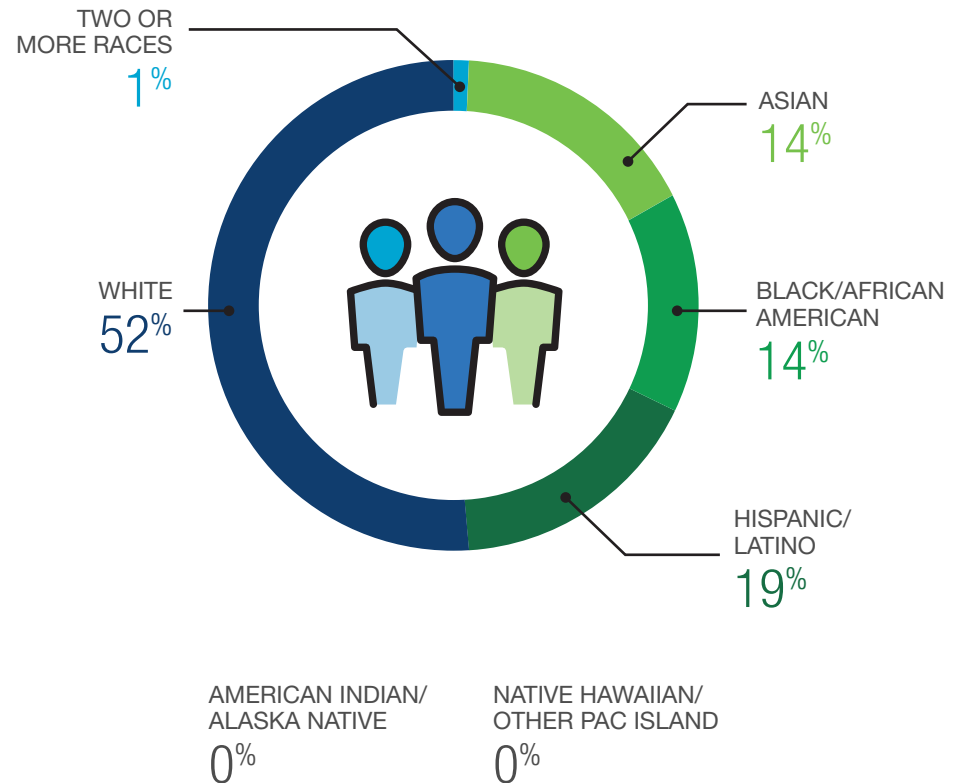
Who We Are at a Glance

Everything we do at Ingram Micro is driven by our more than 30,000 dedicated associates serving in 4,000 unique roles. Every success story we celebrate reflects their ingenuity, teamwork, talent and commitment to service. As an employer, we recognize that we, in turn, have a responsibility to them—to provide a workplace that's safe and inclusive and fosters personal and professional achievement.

TOTAL WORKFORCE 30,000+



TOTAL U.S. ASSOCIATES BY ETHNICITY 7,600+



	AGE GROUP (GLOBAL)*			GENDER (GLOBAL)*		ETHNICITIES (U.S. ONLY)						
	<30	30-50	>50	Female	Male	American Indian/ Alaska Native	Asian	Black/ African American	Hispanic/ Latino	Native Hawaiian/ Other Pac Island	Two or More Races	White
Governance Bodies												
Board of Directors	0%	0%	100%	30%	70%	0%	0%	0%	0%	0%	0%	100%
Employee Categories												
Executives (<i>director & above</i>)	0%	69%	31%	20%	79%	1%	12%	2%	8%	0%	1%	72%
Management (<i>people managers</i>)	8%	80%	12%	31%	69%	0%	8%	11%	13%	0%	1%	66%
Admin/Professional	32%	61%	8%	44%	55%	0%	10%	4%	8%	0%	1%	74%
Warehouse/Labor	26%	51%	23%	44%	55%	0%	18%	25%	30%	0%	1%	23%
Other**	31%	58%	11%	42%	57%	NO DATA						

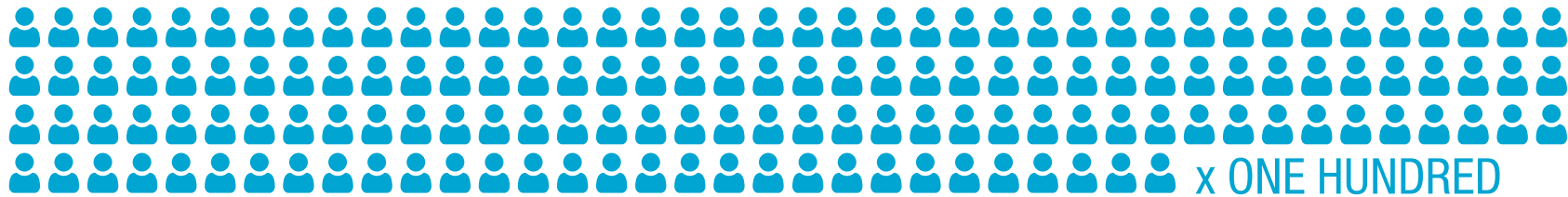
* Categories may not total 100% due to rounding or no specified value.
 **Other reflects recently acquired companies—job mapping in progress.

Table represents data for Jan. through Nov. 2016

TEMPORARY CONTINGENT WORKFORCE

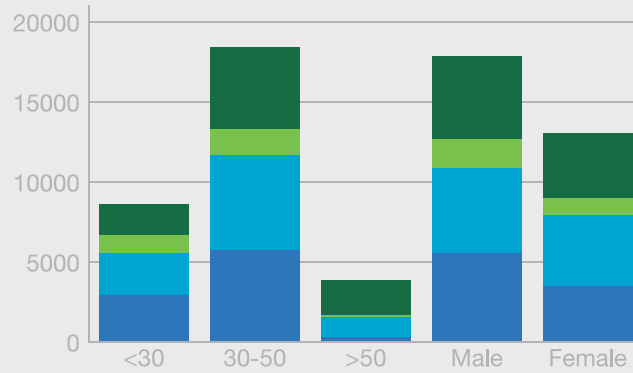
Ingram Micro relies on a significant number of contingent workers. This gives us the flexibility to meet our business needs, particularly during peak periods.

Over the holiday season, we may manage more than 13,000 contingent workers in our distribution centers around the world.

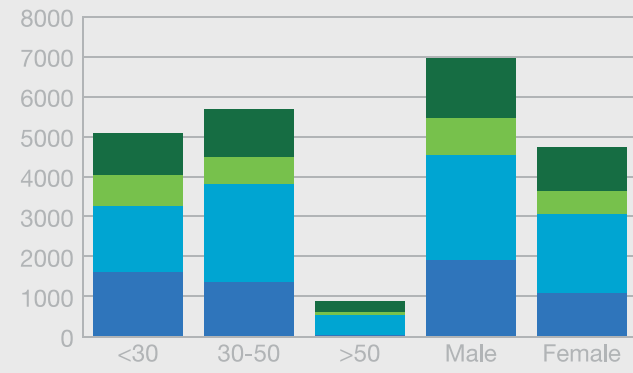




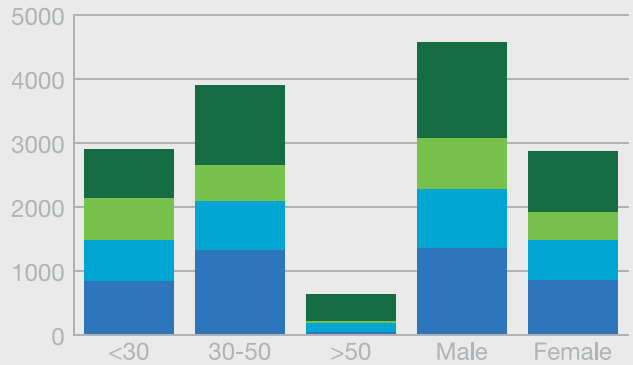
2016 Headcount



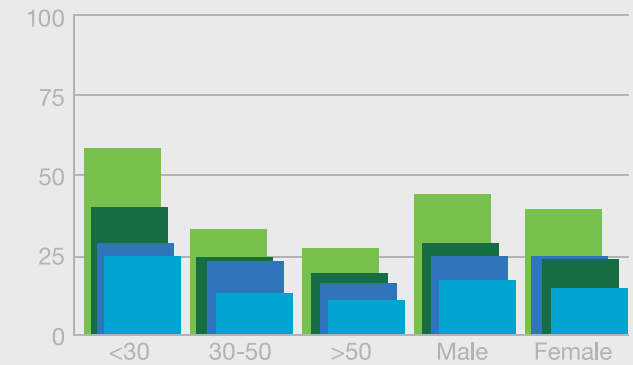
2016 New Hires



2016 Turnover (number)



2016 Turnover (percent)



■ APAC ■ EMEA ■ LATAM ■ NA

Organizing Donation Drives and Fundraisers

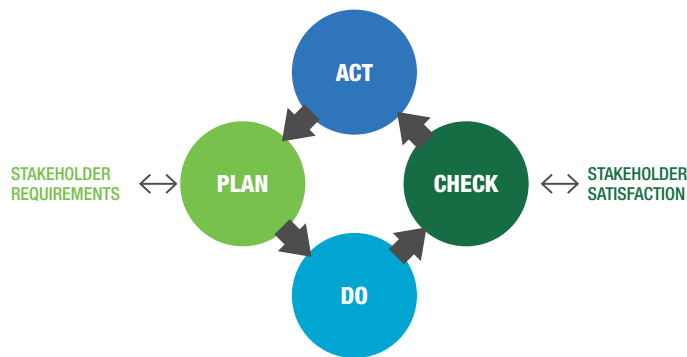
Ingram Micro facilities around the world have participated in many local gift drives and fundraisers to support children, seniors and those suffering from illnesses. For example, our Arizona locations participated in a Toys for Tots drive to deliver toys for children at Christmas. Our Costa Rica facilities donated \$7,600 to terminally ill children, where 50 percent of the amount was donated by the company and the other half by associates. The Irvine headquarters collected gifts and gift cards for children and seniors during the holiday season. In Brazil, our associates collected clothes, food, toys and money for children with cancer. Ingram Micro's annual West Coast Charity Golf Classic and Wine Tasting raised more than \$200,000, benefiting local charities, including Canine Companions for Independence, Gold Rush Cure Foundation, Honor Flight Southland and Inspire Life Skills Training.



Committing to a Safe Workplace

At Ingram Micro, we recognize our duty as an employer to keep our associates safe across all business entities. The well-being of our workforce is intrinsically tied to job satisfaction, work-life balance and productivity. In addition, we take seriously our obligation to protect visitors and contractors on our premises from hazardous conditions.

The Ingram Micro Safety Management System utilizes the plan, do, check, act (PDCA) process to implement, measure and continually improve our safety program and associated key performance indicators. Associates at all levels are encouraged to participate in this effort and, in accordance with our open-door policy and Sunshine Rule, may report grievances through multiple channels, including supervisors, safety managers and Ingram Micro's third-party ethics hotline.

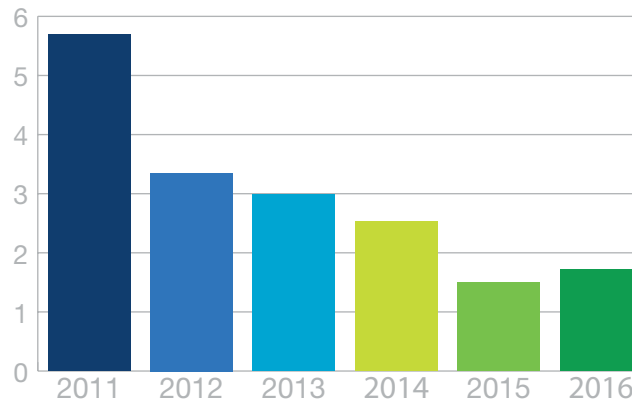


Ingram Micro's I AM SAFE policy focuses on three key activities:

- Injury and illness prevention
- Continual improvement
- Compliance with all legal and other requirements

Launched in North America in 2011, the Ingram Micro Safety Management System has led to significant reduction in safety incidents. We believe that, despite our decentralized operational structure, a uniform, companywide safety initiative will provide us with improved analytics and ensure that resource needs are effectively addressed. In 2015, we began expansion of the program to include sites in the U.K., Australia, France, Mexico, Germany and the Netherlands. In 2016, we also added facilities in Sweden, Italy and Spain. At the end of the reporting year, the Ingram Micro Safety Management System was active in facilities with a combined floor space of nearly 13 million square feet, or approximately 70 percent of our total floor space. The program is expected to be fully implemented across all locations in 2018.

North America Annual Incidence Rates



During the reporting year, Ingram Micro recorded 202 injuries, 89 of which were sustained by female associates (44.06%) and 113 by male associates (55.94%): 130 permanent (64.36%) and 72 temporary associates (35.64%) were injured. Just over half of all injuries (105) led to days away from work, resulting in a lost-time incident rate of 0.8 and a lost-time severity rate

“**At Ingram Micro, we take the health and safety of our teammates very seriously. Providing an injury-free workplace is one of our key objectives as this protects our most important and valuable asset—our people**”

Mark Snider,
EVP and Group
President of EMEA

of 11.25. Ingram Micro does not currently track incident rates for contractors but is in the process of implementing a platform to facilitate tracking of nonemployee injury and illness data.

The majority of injuries were directly related to material handling. Specifically, 82 percent of all cases were attributable to picking inventory, lifting or carrying items, and shipping/receiving activities. The remaining injuries occurred from a wide range of other activities, including walking, taping, maintenance, repair and waste disposal, among others. Nearly a quarter of all injuries were to the lower back, 15 percent to hands, eight percent to feet and seven percent each to arms and shoulders. Associates did not report work-related illnesses, and there were no fatalities.

Ingram Micro’s goal is to create an injury-free workplace. In addition, we set minimum annual reduction targets for incidence rates (IR), based on facilities’ prior year performances. In 2016, we experienced an IR increase of 55.7 percent at our Ingram Micro Mobility sites, while rates declined by 7.2 percent in our Advanced Logistics Centers and by 20.4 percent at sites integrated in 2015.

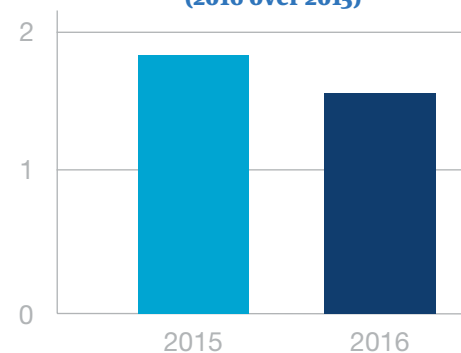
Group	2015 IR	2016 Max IR Target	2016 IR
Ingram Micro Mobility (IMM)	0.79	0.74	1.23
Ingram Micro Advanced Logistics Centers	2.63	1.89	2.44
Global Ingram Micro facilities added in 2015	3.28	2.59	2.61

In 2016, we achieved an overall 16.39 percent reduction in our IR, compared to 2015, for global facilities included in the Ingram Micro Safety Management System. In another notable accomplishment, seven Ingram Micro Mobility sites across

North America attained certification to Occupational Health and Safety Assessment Series (OHSAS) 18001:2007, Occupational Health and Safety Management System.

As we expand our workplace safety efforts, we seek to increase employee training opportunities at all facilities, perform audits to verify training effectiveness, assess overall program performance, encourage proactive behavior-based safety initiatives and improve safety-related data management.

Ingram Micro Global Incidence Rates (2016 over 2015)



We periodically evaluate our management approach based on data trends and ongoing feedback from site safety managers and provide regular updates to executive leaders to ensure the adequacy, suitability and effectiveness of our approach. During the reporting year, the expansion of our safety management system received continued support. Furthermore, as part of the implementation of our three-year CSR strategy, Ingram Micro’s Executive CSR Committee allocated resources for an information management system. Among other features, the platform facilitates global incident data tracking, provides analytical tools, and enhances internal and external reporting capabilities.

Empowering Our Associates

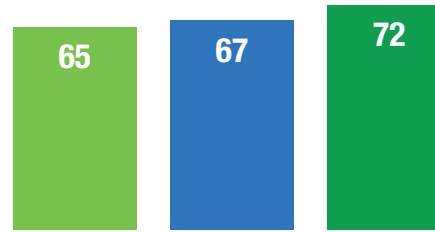
Ingram Micro conducts a biennial companywide associate engagement survey ('Breakthroughs'). The survey assesses how our associates view us and the effectiveness of our countries, functions and business units at delivering value to our partners and customers. In addition, we learn how associates view their jobs and Ingram Micro as a place to work. This is one of several avenues through which associates can voice their opinions about important work-related topics. In addition to this formal survey, we periodically conduct global town hall meetings, local roundtables and skip-level discussions to engage and seek feedback. We aggregate the results of these activities to continually improve our workplace in order to better align with the needs of our associates.

The most recent Breakthroughs survey was conducted in Sept. 2016 and had a response rate of over 90 percent from associates in 43 countries. Since the prior Breakthroughs survey in 2014, Ingram Micro underwent significant organizational changes in alignment with our business strategy, including new acquisitions and corporate restructuring. Taking these developments into consideration, the recent engagement survey results were comparable to those of the previous survey.

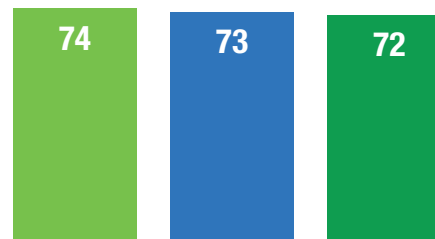
The manager effectiveness and performance excellence indices slightly exceeded our benchmark, which is based on the IBM Global Index. Our engagement index lags by five points but represents a two point improvement over 2014.

The response rate is a promising indicator of the overall level of associate engagement and confidence. Our leadership is committed to act on the feedback provided by incorporating key actions into our global and local operating plans, including improved communication and engagement, coaching and talent development, removing barriers and prioritizing the integration of our acquired businesses.

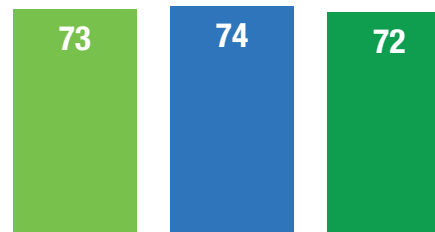
Engagement Index



Manager Effectiveness Index



Performance Excellence Index

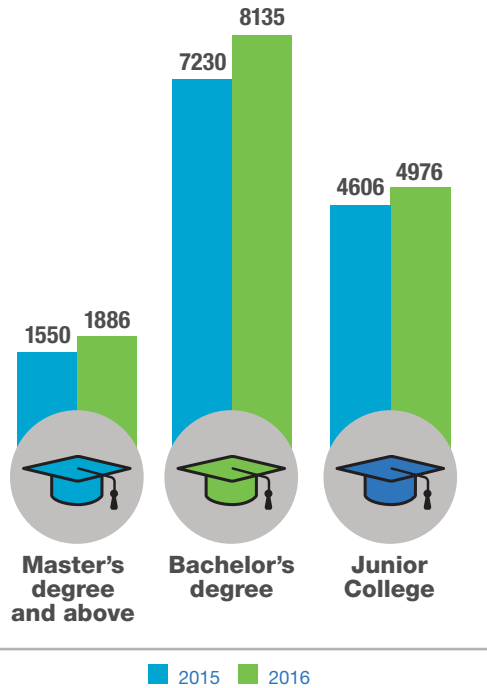


Enabling Learning and Development

Learning is a core value at Ingram Micro. As part of our learning and development strategy, we've recently introduced blended enterprise learning options for all associates, team development training for our senior leaders and their direct reports, and multiple executive development opportunities. In some regions, we offer a tuition reimbursement benefit to support the educational endeavors of our workforce.

Throughout 2017, we plan to expand our offering of learning opportunities through Accelerate, our new and recently implemented online learning management system.

AUDIENCE	LEARNING PROGRAMS	ROLL-OUT DATES
Executive Development	Stanford Program	Sept. 2015
	Enterprise Leadership	2017
	Franklin Covey Great Leadership	2016/2017
	Aspiring Women in Leadership	2016/2017
Management Development	Harvard Manage Mentor Leadership Series	2016/2017
	Franklin Covey Digital	2017
	Situational Leadership	2017
	Development Center	2017
	Transformational Coaching	2017
Enterprise-wide Development	Functional Skills	2017
	Technical Skills	
	Professional Skills	
	Foundational Business Skills	
New Hire Onboarding + Orientation		
Learning Management System		



Ingram Micro's annual performance reviews provide employees with constructive feedback regarding their performance to ensure continual professional development. Employees and their managers set specific objectives and targets at the beginning of each year, as well as long-term career goals. Progress tracking occurs throughout the year and associates document their achievements at year's end. Managers then provide feedback and issue a performance rating. High performance is incentivized at all levels of our organization.

Fostering Diversity and Inclusion

Diversity and inclusion emerged as material topics during Ingram Micro's 2016 stakeholder engagement process. We've always valued diversity, but due to our decentralized structure and rapid growth through acquisitions, formal programs were established at the discretion of our management around the world. This changed in early 2016, when our corporate offices

in Irvine, Calif., and Williamsville, N.Y., as well as our facilities in Indianapolis and across the EU, piloted the Women's Leadership Forum, a structured initiative to mentor, prepare and encourage women at Ingram Micro to pursue leadership roles. Targeted at mid-level professionals and based on a curriculum of self-awareness, business acumen and building cross-functional networks, the program showed promising first-year results. During our inaugural year, we realized an 18.5 percent increase in women executives, including directors and above. We plan to expand this initiative in 2017 and beyond.

Ingram Micro also participated in the 2016 Corporate Equality Index of the Human Rights Campaign to evaluate whether our policies and practices are inclusive of LGBT stakeholders. While our benefits options were rated highly, our overall score of 70 was approximately 16 percent below the average for California-based companies. This was primarily due to lack of targeted marketing, recruitment and communication efforts, as well as the absence of corporate-driven international initiatives.

As an initial step toward improvement, Ingram Micro's CSR and recruiting teams partnered to develop an action plan for reaching out to prospective employees in underrepresented segments, including the disabled, older employees, LGBTQIA, women and veterans, among others. Our goal is to establish indicators and targets by the end of 2017. Once implemented, we plan to expand our efforts in other areas of our business as well, including inclusive marketing, supplier diversity, and internal awareness and communications.

We've also added wording to our global Human Rights policy, explicitly broadening our nondiscrimination policy scope to global operations and business partners. This action will guide future efforts in global diversity and supply chain responsibility, which is part of our 2018 strategy. Additionally, we've refined our charitable giving guidelines to better communicate that organizations we support must align with our nondiscrimination policy.

“The development of globally diverse and world-class talent is critical for our organization. We've made significant investments into hiring and learning platforms to ensure our partners receive the superior service they have come to expect.”

Scott Sherman,
EVP, Human Resources

Encouraging Girls to Pursue STEM Jobs



Ingram Micro facilities in Germany organized Girls' Day, introducing female students to professions in which women are usually underrepresented. On April 28, 2016, Ingram Micro gave four students the opportunity to visit the regional distribution center in Straubing, Germany, and to gain insights into what it's like to be a mechatronics technician for a day. The students received a guided tour of the regional distribution center and an opportunity to test their practical skills at the electrical workshop and the mechanical spare parts warehouse.

Investing in Our Communities

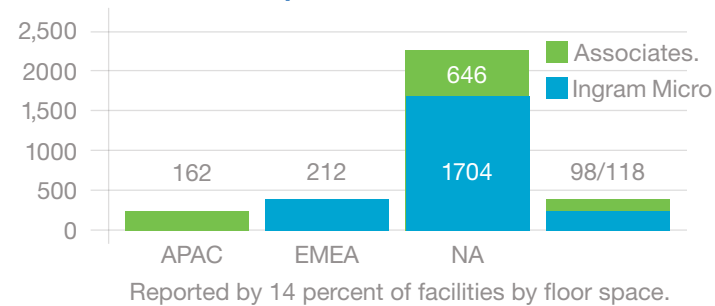
Charitable giving and volunteering were material issues for stakeholders in 2016. Ingram Micro invests in its communities through structured giving campaigns, volunteer efforts and in-kind donations. As in most areas of our operations, we've taken a decentralized approach to community engagement and investment in the past. Our associates value direct engagement with their communities, but we recognize that there are opportunities to unite our associates in their engagement efforts through corporate initiatives as well.

In 2016, Ingram Micro associates across the globe came together to participate in the Ocean Conservancy's International Coastal Clean-Up. Additionally, through our recently introduced Yammer platform, associates from around the world are increasingly sharing their community engagement initiatives with colleagues.

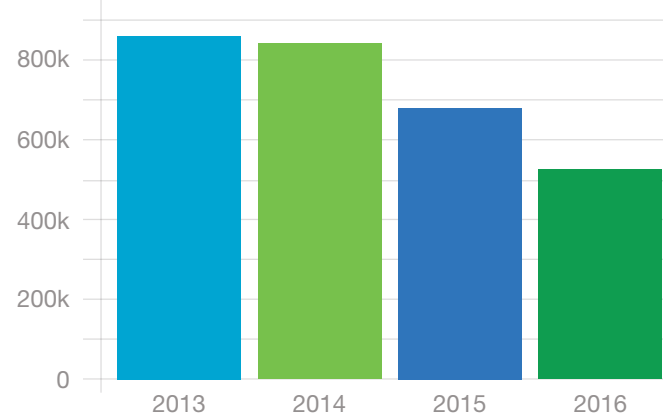
As we developed our global CSR program in 2016, we encountered two specific challenges. First, we lacked the data management processes and systems to measure the impact of our worldwide community initiatives. To help resolve this issue, we've added an indicator for volunteer hours to our data management system. Second, as part of our acquisition by HNA Group, we anticipated a joint strategy for our charitable giving and community engagement activities, resulting in decreased funding of community initiatives. As our joint giving strategy takes shape, we fully expect an increase in community investments.



2016 Reported Volunteer Hours



Ingram Micro Global Monetary Donations 2013–2016



“Giving back to our communities is a top priority for Ingram Micro. Together we will continue to celebrate our successes and support those who are committed to strengthening our communities and building a better future.”

Paul Bay,
EVP and
Group President
of the Americas

Sample of charities Ingram Micro supported in 2016

CANINE COMPANIONS FOR INDEPENDENCE

ESPERANZA SPECIAL EDUCATION SCHOOL

HELEN
KELLER
INSTITUTE
FOR THE
BLIND
AND DEAF

NATAL SOLIDARIO

APEDISPROSA

GIRL SCOUTS

HEART OF
NIAGARA
ANIMAL
RESCUE

INSPIRE LIFE SKILLS TRAINING

BIG BROTHERS BIG SISTERS

RED CROSS

UNITED WAY

GOLD RUSH CURE FOUNDATION

AMERICAN HEART ASSOCIATION

PROJECT TOMORROW

PLYMOUTH CROSSROADS

HONOR FLIGHT SOUTHLAND

NEWPORT BAY CONSERVANCY

COMPASS HOUSE

AMYNA

HEARTS FOR THE HOMELESS

STOP HUNGER NOW

TOYS FOR TOTS

Providing Disaster Relief

In 2016, several Ingram Micro facilities around the world participated in Red Cross blood drives.

Following the Aug. 2016 earthquake in Central Italy, our local facilities also partnered with the Red Cross to support disaster relief efforts.

Ingram Micro raised €7,100 to help displaced residents. Additionally, the company granted a payment extension of 30 days to business partners who were impacted by the earthquake.

Ingram Micro facilities in Costa Rica delivered food, water and personal hygiene items to those who were impacted by tropical cyclone Otto in Nov. 2016.

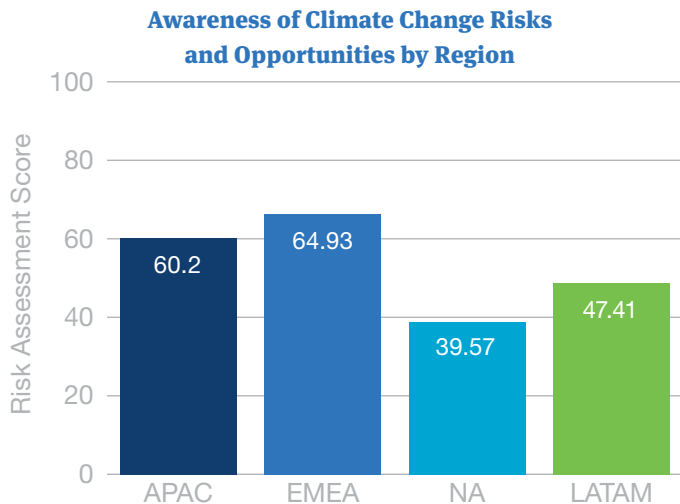


Environmental Stewardship




Recognizing Risks and Opportunities

When we launched our CSR strategy in 2016, we also began to assess our global environmental risks and opportunities. In order to evaluate our internal level of risk awareness, we administered a climate change survey to nearly 200 Ingram Micro facilities and compared responses from our associates against the Global Climate Risk Index published by Germanwatch. We found that 58 percent of respondents accurately identified at least some local risks and opportunities from climate change, while 42 percent were unaware of them to varying degrees. Awareness also varied by region, with associates in the EMEA region being most aware, followed by APAC, LATAM and North America. This and similar exercises helped us gain a better understanding of the gaps we need to close in order to fully integrate risk mitigation strategies and leverage opportunities throughout our operations.




According to our 2016 risk assessment, Ingram Micro’s top three climate change risks (by category) include the following:




Physical Risk

- Resource shortages
- Extreme weather
- Productivity loss due to temperature extremes



Regulatory Risk

- Mandatory energy efficiency standards
- Requirements for use of renewable energy
- Mandatory emission limits



Other Risk

- Economic instability
- Social instability
- External pressures (e.g., customers)

The financial implications of these risks to Ingram Micro stem primarily from their potential to disrupt supply chains. For instance, while we don’t operate a fleet, we rely on fleet partners to deliver products. Fleet disruptions due to extreme weather events, rising fuel costs or regional instability would likely impact our economic performance. Similarly, while our own operations aren’t water intensive, electronics manufacturers, whose products we distribute and resell, rely heavily on this resource. Other risks, such as decreased workforce productivity, have the potential to financially impact us directly in distribution centers we operate and indirectly

through our supply chain. Finally, regulatory risks continuously affect our business decisions, and our global presence requires us to address varying requirements across the world. Noncompliance carries financial risks in the form of penalties and remediation costs, as well as reputational risk.

While we haven't assessed the cost of actions to manage each risk factor, we've begun to deploy management methods. For example, the adoption of an information management system in 2016 allows us to track and benchmark our sustainability performance, enabling us to set targets for improving resource consumption, renewable energy use and other indicators. Investment in regulatory compliance intelligence enables us to identify regional trends and implement appropriate programs proactively. Our early efforts to engage suppliers are aimed at mitigating risks indirectly in the same manner our customers influence us.

Our associates also identified opportunities from climate change:



Climate Change Opportunities

- New technologies to reduce operational spend
- Innovation and added business opportunities
- Opportunity to create competitive advantage

These opportunities align with activities in which we're already engaged, such as distribution of smart technologies, device as a service, cloud-based technology and the operation of service centers that repair, refurbish and recycle electronics. As we move forward, we intend to further explore opportunities in these and other areas that support circular economy principles.



Ingram Micro hasn't yet adopted the precautionary principle in managing environmental impacts. In other words, if an activity may have potentially adverse impacts on the environment, but this isn't conclusively proven, we don't currently take measures to modify the activity. Our priorities have been shaped by regulatory and customer requirements, and as of 2016, we're only beginning to assess our environmental performance. Our current management approach is primarily risk-based and reactive. Our aim is to become more proactive as we collect and analyze data, benchmark our performance, engage with our suppliers and build organizational awareness.

Managing Energy Use and Emissions

In 2015, we developed our baseline emissions inventory by manually collecting energy data from our global facilities. In 2016, we invested in an information management platform, enabling us to add multiple indicators and improve data quality. We've increased year-over-year data provision from our global facilities by more than 10 percentage points from approximately 75 to 86 percent by floor space. We'll continue to work with our global sites to increase reporting, so that we can pursue independent verification of our companywide emissions in the future. Our aim is to achieve at least 95 percent participation by 2019, while improving data quality through training and audits.

We now determine our energy consumption by collecting data from global facilities via a SaaS platform. Our real estate portfolio is primarily comprised of leased properties over which we have operational control, though in some instances we have to prorate our energy consumption based on total building consumption and floor space. When facilities don't provide information, we extrapolate energy consumption based on global averages by building type (administrative, warehouse or service center). Extrapolation was applied to approximately 14 percent of our total floor space in 2016. We internally audited data submissions for gross inaccuracies, but we expect some minor data entry errors since this was our first cycle of data collection with a new platform. Ingram Micro uses the unit converter of the International Energy Agency for converting units of measurement.

Total 2016 energy consumption (megajoules):



Total fuel consumption

- **Natural gas:** 578,559,279
- **Diesel:** 23,157,316
- **Gasoline:** 5,042
- **Propane:** 135,282



Total electricity consumption:

- **Purchased electricity:** 515,420,901
- **Purchased heating:** 0
- **Purchased cooling:** 0
- **Purchased steam:** 0



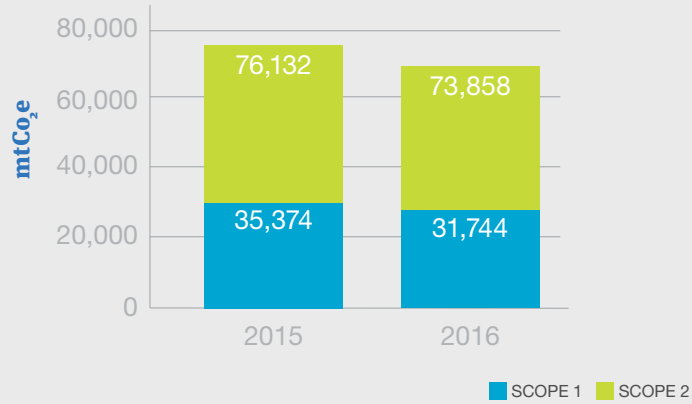
Total consumption of renewable energy

- **Solar:** 761,616
- **Wind:** 0
- **Hydropower:** 5,232,878
- **Other** (e.g., mixed renewables): 7,263,950

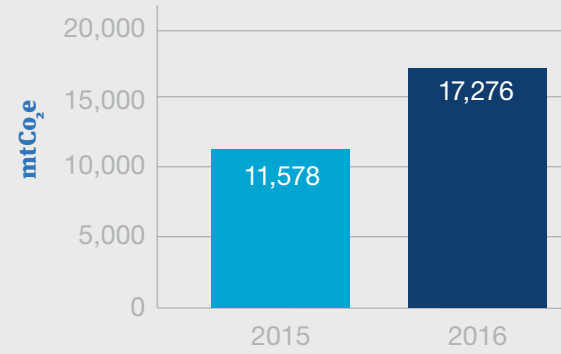
Ingram Micro didn't engage in the sale of electricity, heating, cooling or steam.

We completed several energy efficiency projects in our facilities in 2016, primarily internal and external lighting retrofits. In North America alone, these improvements are projected to avoid 2,855,725 kg in annual carbon dioxide emissions and reduce electricity consumption by 3,935,456 kWh or 14,167,642 megajoules per year over our 2015 usage.

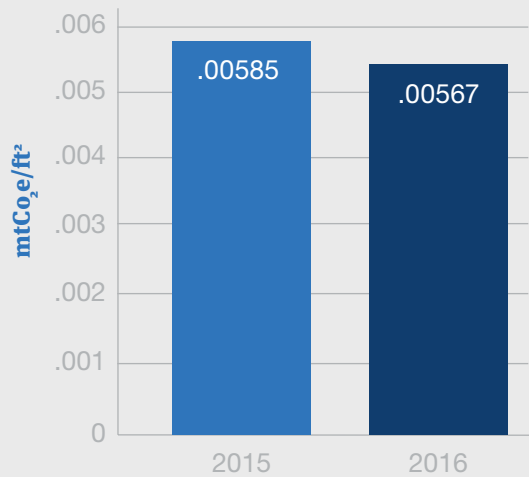
Ingram Micro GHG Emissions (2016 over 2015 Baseline)



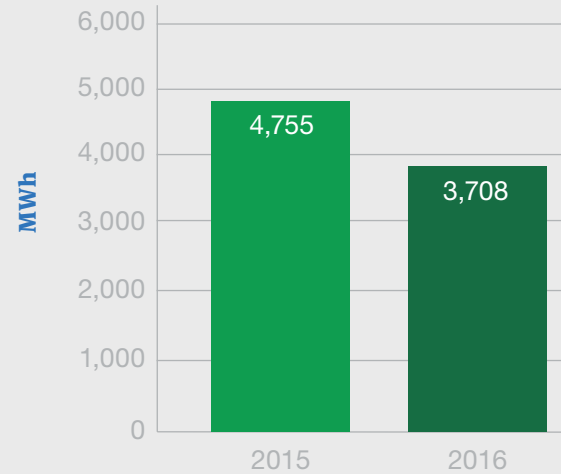
GHG Emissions From Business Air Travel (2016 over 2015 Baseline)



Scope 1 and 2 GHG Emissions Intensity (2016 over 2015 Baseline)



Renewable Energy Consumption





“The effects of climate change have elevated in criticality across all global communities. I’m pleased that Ingram Micro is doing its part, from warehouse efficiency projects and renewable energy purchases to sustainable product solutions”

Michael Zillis,
EVP and Group President of Asia Pacific

Ingram Micro’s most significant contribution to energy conservation stems from our lifecycle services business. The repair, refurbishment and recycling activities at our service centers reduce the need for new products and raw materials. In 2016, avoided greenhouse gas emissions from our IT Asset Disposition activities in the U.S. alone amounted to more than 1.2 million metric tons and estimated energy savings of more than 2 billion kilowatt hours (per EPA Electronics Environmental Benefits Calculator). Going forward, we plan to quantify these impacts from repair operations outside of the U.S. as well.

We published our inaugural global CDP Supply Chain response in 2015 at the request of customers comprising nearly \$500 million in annual sales. 2015 is also our baseline year, since it was the first year for which we collected comprehensive energy data from our worldwide facilities. Our inventory includes emissions from carbon dioxide, methane, nitrous oxide, hydrofluorocarbons and perfluorocarbons but excludes those from sulfur hexafluoride and nitrogen trifluoride, which we don’t generate in our own operations. We rely on the Greenhouse Gas Protocol for emissions accounting standards and the Second Assessment Report of the IPCC (AR2) for global warming potential (GWP) factors. Our emission factor

sets include those of the U.S. EPA (eGRID), IEA, Climate Leaders (2015) and Defra (2015) depending on fuel type. Our consolidation approach for emissions is operational control.

	2015	2016
Scope 1 emissions	35,374	31,744
Scope 2 emissions (total)	76,132	73,858
Scope 2 emissions (location-based)	62,168	73,858
Scope 2 emissions (market-based)	13,964	0
Biogenic emissions	0	0
Restated figure	Yes – Scope 1 and 2	NA
Scope 1 and 2 emissions intensity	0.00585 mt CO ₂ e/ft ²	0.00567 mt CO ₂ e/ft ²

Emissions in metric tons CO₂e

Our baseline inventory includes estimated emissions from HVAC and chiller systems, which we carried forward to 2016. We intend to apply the simplified screening method every five

years to evaluate our impact from cooling systems. At present, these emissions comprise approximately 1.73 percent of total scope 1 emissions and exclude R-22 in line with its phase-out under the Montreal Protocol.

Scope 1 change	-10.26%
Scope 2 change	-2.99%
Scope 1 and 2 combined change	-5.29%

Our consumption of renewables declined in 2016, due to efficiency gains at a hydropowered facility in Germany.

Our scope 3 emissions inventory currently consists of emissions from business air travel and electricity transportation and distribution losses. In 2016, our emissions from air travel increased by 49 percent over 2015. The change may be partially attributable to multiple global acquisitions by Ingram Micro, as well as Ingram Micro's acquisition by HNA in late 2016. However, the primary cause is likely that our travel

agency only began providing data in May 2015. Emissions from January through April 2015 therefore had to be prorated, resulting in less reliable data. A full assessment of our scope 3 impacts is a monumental task, particularly as it relates to the sale, distribution and end-of-life treatment of electronics. Going forward, we'll consider adding scope 3 categories for which obtaining data is most feasible, such as emissions from waste generation. Although we've calculated a science-based target for scope 1 and 2 emissions in 2016, we'll be unable to obtain verification until we have screened all relevant scope 3 emissions sources. At this time, we haven't set a target for this activity or for scope 3 emissions reduction.

Our annual CDP supply chain responses are available from our website: <http://corp.ingrammicro.com/About-Us/Social-Responsibility/CRS-Report.aspx>

Our 2016 CDP score, as determined by ADEC, was C (Awareness), compared to the industry activity average of D (Disclosure).

“Ingram Micro’s investments in IT and mobility product refurbishment and recycling infrastructure demonstrate our commitment to responsible materials management. These initiatives reduce adverse environmental impacts from electronic waste, while providing affordable technology to economically disadvantaged segments of society.”

Shailendra Gupta
EVP and President, Mobility & Lifecycle Services

Reducing Waste

We expanded our data collection efforts in 2016 to include solid waste, recycled materials and hazardous waste. In addition, we began tracking the weight of corrugate used in tertiary packaging and its post-consumer or post-industrial recycled content. We learned that many of our facilities are not yet tracking various waste streams, while others have successfully implemented zero-waste programs. In many instances, data collection is complicated by the inclusion of waste management in general building services, particularly in multi-tenant environments.

Based on these insights, we're prioritizing the introduction of waste reduction, diversion and recycling programs at global facilities with available infrastructure by 2018. Additionally, we're requiring all non-zero-waste sites with existing recycling programs to reduce landfill waste by at least five percent per year, while encouraging the adoption of more aggressive targets.

As we work to reduce waste in our own operations, our repair centers contribute to the reduction of waste electronics around the world. In 2016, we processed more than 8.8 million kg of waste electronics through repair, refurbishment and recycling. The United Nations' Global E-Waste Monitor 2014—Quantities, Flows and Resources reported worldwide e-waste generation of 41.8 million metric tons in 2014 with an upward trend projected to result in more than 50 million metric tons by 2018. As a reseller, distributor and brand owner of electronics, we acknowledge our role in contributing to circular economy solutions. In addition to product end-of-life treatment, we also help reduce e-waste by offering device as a service and cloud solutions that reduce the need for hardware.



Ingram Micro's shipping materials are often defined by our customers, including carton sizes and suppliers, but we have made efforts to reduce packaging corrugate we procure

independently. Several facilities have installed Packsizer equipment that right-sizes our cartons and reduces material waste. In 2016, 37% of our facilities by floor space consumed 6.5 million kg of shipping corrugate, of which 3.5 million kg contained post-consumer or post-industrial recycled content.

	APAC	EMEA	NA	LATAM
Corrugate by weight (kg)	113,635	4,522,394	1,680,095	14,167,642
Percent facilities reporting by floor space	21%	61%	21%	53%

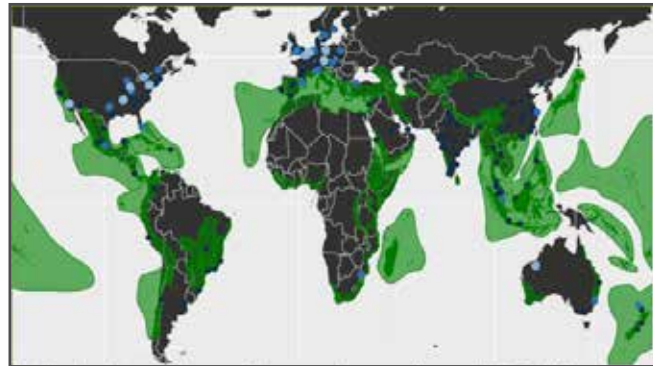
Many Ingram Micro sites have yet to develop local waste-tracking processes, but 49 percent of our facilities reported nonhazardous waste metrics for 2016. Twenty-one percent of non-office facilities also reported hazardous waste generation. We primarily rely on our waste management providers to disclose the disposal method for each waste stream.

Globally, Ingram Micro facilities generated recycling revenue exceeding USD 3 million in 2016. Some sites, such as our facilities in Mexico, invested these funds into community development initiatives.

	 Nonhazardous waste	 Hazardous waste
Landfill	5,992.72	1.25
Recycled	54,474.70	27.83
Waste-to-energy/Incineration	85.93	0.87
Other diversion	132.25	10.36

Weight in metric tons

Understanding Water and Biodiversity Impacts

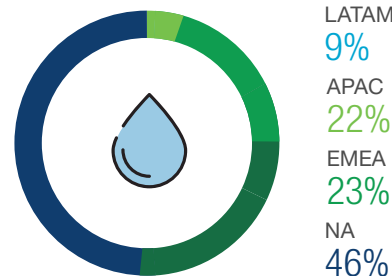


Biodiversity hotspots in Ingram Micro operating areas. Map credit: Dr. Olaf Menzer, Predictive Analyst, Ingram Micro Business Intelligence. Data source: Critical Ecosystem Partnership Fund



Water risk assessment for Ingram Micro locations globally, including water quantity, quality, accessibility, groundwater stress, upstream protected lands, flood and drought risk and regulatory and reputation risk. Source: WRI Aqueduct Water Risk Atlas

2016 WATER USE BY REGION



Reported water use extrapolated to represent 100 percent of global floor space.

We recognize that water and biodiversity are critical issues in environmental management. Yet water ranked lowest in our materiality assessment, and stakeholders didn't mention biodiversity often enough to appear on the matrix. This could in part be due to their perception that other issues are more urgent, or it could reflect a narrower stakeholder focus on direct operational impacts. For instance, while we're critically reliant on infrastructure, we have no direct involvement in its construction. The impacts of development on ecosystems are well-known, but we have yet to initiate discussions with stakeholders to better understand why biodiversity remains a low-ranking indicator. The same is true of water. Even though water use at Ingram Micro is limited to associate use, building operations and maintenance, we operate multiple facilities in water-scarce areas.

In order to illustrate the connection between our operations, water and biodiversity, we've created GIS risk maps of our global facilities for both indicators. These maps are available to our associates via our intranet and will be incorporated into future stakeholder engagement activities. We've also begun tracking our annual water consumption. Total 2016 water consumption was 72,630,231 gallons (274,935,332 liters) from municipal sources and utilities, as reported by 70 percent of our global facilities by floor space.



LEED Gold Certified Building

In 2015, we moved our headquarters to an award-winning LEED Gold certified building in Irvine, Calif. In 2016, LBA Realty equipped the

2.1 million ft² mixed-use building with 1.3 MW of intelligent energy storage. From electric car charging stations in parking structures and regular household electronic waste collection to energy conservation events and donation drives, our choice of headquarters aligns with our values. Leasing space in LEED buildings is just one way for us to support more sustainable communities.



Supply Chain Responsibility

Working Toward a Responsible Supply Chain

Ingram Micro's significant supply chain activities involve non-inventory purchases, such as supplies and equipment, services we use to operate our business, products we purchase from vendors for resale, private-label products, and parts we procure in our lifecycle services business to repair and refurbish electronics. Our supply chain spans an estimated 3,000 suppliers and our annual non-inventory procurement budget alone exceeds \$1.5 billion. We didn't experience any significant changes in the structure of our supply chain or our supplier relationships during the reporting period.

Based on Ingram Micro's position in the value chain, we have the opportunity to exert influence on some of our business partners but are limited in our ability to affect others. While we haven't yet screened all of our supply chain impacts, we suspect that the most significant social and environmental risks stem from the manufacture, use and disposal of electronics we resell and distribute. However, Ingram Micro doesn't manufacture or contract to manufacture these products and has virtually no visibility to the supply chains of our vendors. As a B2B company, we also don't typically engage with end users on behalf of our vendors and clients. Considering that we resell and distribute thousands of products from approximately 1,700 OEMs, it isn't feasible that we perform due diligence on every product. We do, however, strive to meet customer requests for due diligence and compliance information by passing these requests on to the product manufacturers.

Transportation is another significant supply chain impact, and while we have limited influence on upstream transport, we have an opportunity to affect the environmental performance of our downstream providers. In the U.S., we've already taken action by partnering with several EPA SmartWay partners and plan to launch similar efforts in other regions.

Moreover, we're able to procure non-inventory products and services that align with our environmental stewardship objectives. Choosing efficient lighting systems in our warehouses, leasing space in LEED-certified buildings and purchasing Energy Star equipment for our offices all support our supply chain responsibility strategy.

Due to the scale of our organization and resource constraints, obtaining and managing supplier data remains challenging. However, Ingram Micro has committed to the following actions in order to expand and improve our supplier responsibility program:

- Informing key suppliers of our participation in the EICC Code of Conduct
- Requesting that key suppliers adhere to the code as well
- Expanding and automating supplier risk evaluations
- Proactively addressing supply chain risks
- Introducing indicators to evaluate year-over-year performance
- Reporting supplier responsibility performance to stakeholders

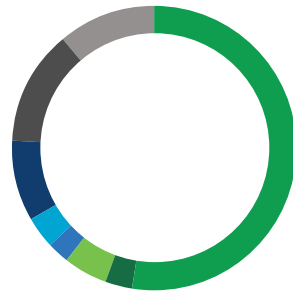
During the reporting period, we've developed a supplier code of ethics for suppliers that meet a specific set of risk criteria. In our EU Lifecycle Services division, we've administered risk evaluation questionnaires to 70 suppliers, including an assessment of social and environmental performance. The average scores were 52 of 100 for environmental performance and 28 of 100 for social performance. For suppliers with scores below 50 in any category, we collaboratively develop action plans for improvement. Since this is a newly established program, we have very limited data on supplier progress. However, where we've had an opportunity to perform follow-up

“**The protection and preservation of human rights relies on individual actions, as well as engagement at a corporate level. At Ingram Micro, we are committed to doing our part to ensure that everyone is treated with dignity and respect and to minimize socio-environmental risks in our supply chain.**”

Gina Mastantuono,
Chief Financial Officer

assessments, suppliers improved by an average of 30 points year over year. In all instances, low supplier scores resulted from the absence of programs, policies and management systems, not from known negative socio-environmental impacts. We identified 35 suppliers with no or insufficient environmental programs and 59 with no or insufficient programs to protect human rights, subcontractor labor rights and other social issues outlined in the EICC Code of Conduct. We believe that collaboration with our business partners is the most responsible strategy in the early stages of our supplier sustainability efforts. Therefore, we didn't terminate any supplier relationships during the reporting period.

Ingram Micro aims to support diversity in its supply chain. Based on voluntary supplier disclosure, our 2016 spend in various supplier diversity categories amounted to USD 3.1 million.



\$1,803,996

Small business

\$101,162

Small disadvantaged business

\$179,455

Women-owned small business

\$83,844

Veteran-owned small businesses

\$127,982

Svc. disabled veteran-owned small business

\$127,982

Minority small business

\$449,528

Women-owned enterprises

\$378,154

Other

Protecting Human Rights

As a multinational organization, Ingram Micro operates in a number of risk countries for human and labor rights, including Brazil, China, Colombia, Egypt, India, Indonesia, Lebanon, Mexico, Peru, Philippines, Russia and Vietnam. Ingram Micro-controlled operations are at low risk of human rights violations, including child labor, forced labor and unsafe working conditions. As we discussed adopting the EICC code of conduct, we evaluated adherence to labor and human rights sections in 20 countries in which we operate, including six risk countries. These countries represent 195 facilities or 56 percent of operations, including offices. Based on responses received from our management team, we determined that our internal risk is low. In 2016, we received one complaint from our EMEA region for withholding identification documents. The incident was reported through our employee hotline and occurred at a facility that had recently been acquired. Our HR team addressed and resolved the complaint immediately, ensuring that the site is in full compliance with our global policy on free and voluntary labor. We've also expanded our Global Human Rights policy to mirror the EICC code of conduct and included contact information for the Global Human Trafficking Hotline. Through our intranet, we offer educational materials to our associates via a designated human rights page.

Being a link in the technology value chain, we realize that there are significant risks for human rights violations throughout multiple tiers of suppliers, particularly in the sourcing and processing of raw materials and in the manufacture of products we distribute. Contractors and subcontractors that provide services to Ingram Micro in high-risk countries might also engage in such violations, including transportation businesses, janitorial services and construction contractors. We've integrated these and other risk sectors, as well as risk countries, into a supplier evaluation matrix for our procurement teams. We expect to pilot this risk review process in 2017.



Standing Up for Education

Ingram Micro’s California headquarters hosted more than 20 interns in various departments. The internship program helps prepare students for future careers and also provides a valuable opportunity for them to assess whether their career choices meet their expectations. Interns were able to participate in multiple social networking and volunteer events throughout their engagement with Ingram Micro.

In 2016, Ingram Micro donated to the Esperanza Special Education School, which serves 70 students with moderate to severe disabilities. Our contribution helped the school purchase a wheelchair-accessible van to take students on different vocational field trips and expose them to real workplace environments.

Finally, Ingram Micro Mobility launched “Operation Backpack,” purchasing 200 backpacks and filling them with school supplies for children in need.

Our 2017 Goals



10%
REDUCTION
IN ABSOLUTE
EMISSIONS
OVER 2015



90%
INCREASE IN
SUSTAINABILITY
METRICS REPORTING



3%
YEAR-OVER-
YEAR INCREASE
IN RENEWABLE
ENERGY



Minimum 5%
SOLID WASTE REDUCTION IN
NON-ZERO WASTE FACILITIES WITH
EXISTING RECYCLING PROGRAMS



Implementation
OF RECYCLING PROGRAMS AT
FACILITIES WITH NO EXISTING
PROGRAMS AND AVAILABLE
LOCAL INFRASTRUCTURE



Supporting Community Food Banks

Ingram Micro associates periodically volunteer at the Second Harvest Food Bank of Orange County, which is located near the company's headquarters in Irvine, Calif. This nonprofit organization delivers more than 2 million meals to children, the elderly and the working poor every year. To assist in this effort, our associates sort incoming food, package and organize items, and prepare boxes for deliveries. Similarly, in 2016, associates at Ingram Micro Canada prepared more than 3,500 meals at the Mississauga Food Bank in Ontario.

Appendix



2016 Global Subsidiaries

SUBSIDIARY	JURISDICTION
Brightpoint, Inc.	Indiana
Brightpoint Eclipse LLC	Indiana
Wireless Fulfillment Services Holdings, Inc.	Delaware
Wireless Fulfillment Services LLC	California
Brightpoint Services, LLC	Indiana
Brightpoint North America LLC	Indiana
Brightpoint North America L.P.	Delaware
2601 Metropolis LLC	Indiana
501 Airtech Parkway LLC	Indiana
Actify LLC	Indiana
Brightpoint Allpoints LLC	Indiana
Brightpoint Distribution LLC	Indiana
Brightpoint Latin America LLC	Indiana
Brightpoint de Mexico S.A. de C.V.	Mexico
Brightpoint Solutions de Mexico S.A. de C.V.	Mexico
Brightpoint North America Services LLC	Indiana
Touchstone Acquisition LLC	Indiana
Touchstone Wireless Repair and Logistics, LP	Pennsylvania
Touchstone Wireless Latin America LLC	Puerto Rico
Brightpoint International Ltd.	Delaware
Brightpoint Philippines Limited	British Virgin Islands
BPGH LLC	Indiana
Brightpoint Global Holdings II, Inc.	Indiana
Brightpoint EUROPCO B.V.	the Netherlands
Brightpoint Europe ApS	Denmark
Ingram Micro Mobility Denmark A/S	Denmark
Brightpoint Global Holdings C.V.	the Netherlands
Ingram Micro Slovakia, s.r.o.	Slovakia
DBL Distributing LLC	Delaware
VPN Dynamics, Inc.	Delaware
Ingram Micro Philippines BPO LLC	Delaware
Ingram Micro CLBT LLC	Delaware
Ingram Micro CLBT	Pennsylvania
Ingram Micro Delaware Inc.	Delaware

SUBSIDIARY	JURISDICTION
Ingram Micro L.P.	Tennessee
Ingram Micro Texas L.P.	Texas
Ingram Micro Singapore Inc.	California
Ingram Micro Texas LLC	Delaware
Ingram Export Company Ltd.	Barbados
Ingram Micro (Thailand) Ltd	Thailand
Ingram Micro Logistics Inc.	Cayman Islands
CIM Ventures Inc.	Cayman Islands
Export Services Inc.	California
Securematics, Inc.	California
Ingram Micro SB Inc.	California
Ingram Micro Americas Inc.	California
Ingram Micro Mexico LLC	Indiana
Ingram Micro Compañía de Servicios, S.A. de C.V.	Mexico
Ingram Micro Mexico, S.A. de C.V.	Mexico
Ingram HoldCo SRL de C.V.	Mexico
Ingram Funding Inc.	Delaware
Ingram Micro Asia Pacific Pte. Ltd	Singapore
Ingram Micro Lanka (Private) Limited	Sri Lanka
Tech Pacific (Thailand) Co., Ltd	Thailand
Ingram Micro Management Company	California
Ingram Micro Global Holdings C.V.	the Netherlands
Ingram Micro Holdings (Australia) Pty Ltd	Australia
Ingram Micro Pty Ltd	Australia
Ingram Micro Australia Pty Ltd	Australia
Brightpoint Australia Pty Ltd	Australia
Ingram Micro Inc.	Ontario, Canada
Ingram Micro Mobility Canada BRC Inc.	Ontario, Canada
Ingram Micro Holdco Inc.	Ontario, Canada
Ingram Micro LP	Ontario, Canada
Ingram Micro Logistics LP	Ontario, Canada
SoftCom Group Inc.	Ontario, Canada
SoftCom Inc.	Ontario, Canada
SoftCom Bili im Hizmetleri ve Ticaret A. .	Turkey



SUBSIDIARY	JURISDICTION
Ingram Micro Latin America & Caribbean LLC	Delaware
Ingram Micro Chile, S.A.	Chile
Ingram Micro SAS	Colombia
Ingram Micro SSC (Costa Rica) Ltda.	Costa Rica
TD Chile, S.A.	Chile
Ingram Micro S.A.C.	Peru
Ingram Micro New Zealand Holdings	New Zealand
Tech Pacific Holdings (NZ) Limited	New Zealand
Ingram Micro (NZ) Limited	New Zealand
Brightpoint New Zealand Limited	New Zealand
Ingram Micro Global Holdings S.a.r.l.	Luxembourg
Ingram Micro Global Holdings LLC	Indiana
Ingram Micro Global Operations C.V.	the Netherlands
Ingram Micro Management Company SCS	Luxembourg
Ingram Micro Worldwide Holdings Sarl	Luxembourg
Ingram Micro Global Services B.V.	the Netherlands
IM Engineering Services OOO	Russian Federation
Ingram Micro OOO	Russian Federation
Ingram Micro Asia Marketplace Pte. Ltd.	Singapore
Ingram Micro Europe B.V.	the Netherlands
Ingram Micro SSC EMEA EOOD	Bulgaria
Ingram Micro BVBA	Belgium
Ingram Micro SLU	Spain
One 2 One Canarias SLU	Spain
One 2 One Logistics Solutions SA	Spain
Zedchain International Logistics SL	Spain
Ingram Micro GmbH	Austria
Ingram Micro BV	the Netherlands
Dupaco Holding B.V.	the Netherlands
Dupaco Distribution B.V.	the Netherlands
Ingram Micro SRL	Italy
Ingram Micro Holdings Ltd	UK
Canai Europe Ltd.	UK
Canai (SE Europe) Srl.	Romania
Discan Limited	UK
Commshare Holdings Limited	UK
Commshare Group Limited	UK

SUBSIDIARY	JURISDICTION
Platform Consultancy Services Limited	UK
Ingram Micro (UK) Ltd	UK
Ingram Micro Protect Limited	Ireland
ANOV Expansion SAS	France
ANOV France SAS	France
ANOV IMMO SAS	France
SCI d'Artagnan	France
ANOVO Benelux SA	Belgium
A NOVO Holdings Ltd.	UK
A NOVO UK Limited	UK
ANOVO Suisse SA	Switzerland
ANOVO Deutschland GmbH	Germany
ANOVO Polska Sp z.o.o.	Poland
ANOVO Colombia S.A.S.	Colombia
ANOVO do Brasil Serviços de Reparo Ltda.	Brazil
ANOVO Tek S.A.	Brazil
A NOVO America del Sur S.A.	Panama
Icon Enterprises S.A.	Panama
ANOVO Andes S.A.	Chile
ANOVO Perú S.A.C.	Peru
A NOVO Bolivia S.A.	Bolivia
ANOVO Hong Kong Limited	Hong Kong
SOMANCO SAS	France
Ingram Micro Magyarország Kft	Hungary
Ingram Micro Southern Africa (Proprietary) Limited	South Africa
Ingram Micro Mobility Austria Holding GmbH	Austria
Ingram Micro Mobility Austria GmbH	Austria
Brightpoint Costa Rica Limitada	Costa Rica
Brightpoint European Regional Services, S.L.U.	Spain
Ingram Micro European Services, S.L.U.	Spain
Ingram Micro OY	Finland
Brightpoint India Private Limited	India
Brightpoint International (Hong Kong) Limited	Hong Kong
Ingram Micro Nordic Logistics AB	Sweden
Ingram Micro Mobility AS	Norway
Moobi Norway AS	Norway

SUBSIDIARY	JURISDICTION
Ingram Micro Philippines, Inc.	Philippines
Ingram Micro Poland Sp. z o.o.	Poland
Brightpoint Senegal SARL	Senegal
Brightpoint Singapore Pte. Ltd.	Singapore
Brightpoint Sub Saharan Africa (Proprietary) Limited	South Africa
Ingram Micro Mobility Sweden AB	Sweden
Brightpoint Vietnam LLC	Vietnam
Ingram Micro Portugal, Unipessoal, Lda.	Portugal
ANOVO Portugal, Unipessoal Lda.	Portugal
Persequor Limited	British Virgin Islands
Persequor Holdings I Ltd.	British Virgin Islands
Brightpoint Middle East FZE	Dubai Airport Free Zone
Sequor Systems Ltd.	British Virgin Islands
Brightpoint Solutions FZE	Dubai Airport Free Zone
Ingram Micro CFS Germany Holding GmbH	Germany
Ingram Micro CFS Germany GmbH	Germany
Ingram Micro CFS Assets GmbH	Germany
Ingram Micro CFS Fulfilment GmbH	Germany
Ingram Micro CFS Fulfilment Services GmbH	Germany
Ingram Micro CFS Fashion Services GmbH	Germany
Ingram Micro CFS E-Business GmbH	Germany
Ingram Micro CFS Eurohub Fulfilment GmbH	Germany
Ingram Micro Regent B.V.	the Netherlands
Ingram Micro CFS Nederland B.V.	the Netherlands
Ingram Micro CFS Benelux B.V.	the Netherlands
Ingram Micro CFS eServices B.V.	the Netherlands
Docdata Commerce B.V.	the Netherlands
Best2Serve B.V.	the Netherlands
Ingram Micro CFS Technology Beheer B.V.	the Netherlands
Ingram Micro CFS Technology B.V.	the Netherlands
Docdata payments B.V.	the Netherlands
Docdata Payments platform B.V.	the Netherlands
Stichting foundation docdata payments	the Netherlands
Ingram Micro CFS International B.V.	the Netherlands
Docdata Fulfilment Sp.Z.o.o.	Poland
Docdata Fulfilment Solutions Sp.Z.o.o.	Poland

SUBSIDIARY	JURISDICTION
Docdata Italy Srl	Italy
Ingram Micro CFS Holding Limited	UK
Ingram Micro CFS Fulfilment Limited	UK
Ingram Micro SAS	France
Ingram Micro AB	Sweden
Ingram Micro GmbH	Switzerland
Ingram Micro Holding GmbH	Germany
Ingram Micro Pan Europe GmbH	Germany
Ingram Micro Distribution GmbH	Germany
Ingram Micro Israel Ltd	Israel
Ingram Micro ApS	Denmark
Ingram Micro AS	Norway
Brightpoint GmbH, in liquidation	Germany
Bright Creative Communications BV	the Netherlands
Ingram Micro Europe GmbH	Germany
Ingram Macrotron GmbH	Germany
Ingram Micro Administration GmbH	Germany
Ingram Micro Services GmbH	Germany
Ingram Micro Singapore Holdings S.a.r.l.	Luxembourg
Ingram Micro Asia Ltd.	Singapore
Brightpoint International (Malaysia) Sdn. Bhd.	Malaysia
Platinum Waves Wireless Sdn. Bhd.	Malaysia
PT Ingram Micro Indonesia	Indonesia
Ingram Micro Malaysia Sdn Bhd	Malaysia
Ingram Micro Hong Kong (Holding) Ltd	Hong Kong
Ingram Micro (China) Ltd	Hong Kong
Ingram Micro Holding (Thailand) Ltd	Thailand
Ingram Micro (China) Holding & Commercial Co. Ltd.	China
Ingram Micro Trading (Shanghai) Co. Ltd.	China
Shanghai Ingram Micro Logistics Co., Ltd.	China
Shanghai Ingram Micro IT Services Co., Ltd.	China
Ingram Micro Cloud Computing Solution Co., Ltd.	China
Ingram Micro Supply Chain Services (Shenzhen) Co., Ltd.	China
Ingram Micro (Shanghai) Commercial Factoring Co., Ltd.	China

SUBSIDIARY	JURISDICTION
Ingram Micro International Trading (Shanghai) Co., Ltd.	China
Mobilecover Singapore Pte. Ltd.	Singapore
Mobile Support Services Pte. Ltd.	Singapore
Mobile Support Services Malaysia Sdn Bhd.	Malaysia
PT Mobile Support Services Indonesia	Indonesia
Tech Pacific (N.Z.) Ltd	New Zealand
Techpac Holdings Limited	Bermuda
Tech Pacific Asia Limited	British Virgin Islands
Tech Pacific (H.K.) Limited	Hong Kong
First Tech Pacific Distributors Sdn Bhd	Malaysia
Tech Pacific Inc.	Philippines
Tech Pacific Mauritius Limited	Mauritius
Techpac Mauritius Limited	Mauritius
Surajami Investment & Trading Co. Ltd	India
Aptec Holdings Limited	Dubai Intl Financial Centre
A Advanced Logistics Services LLC	United Arab Emirates
Advanced Technology Services FZ LLC	Dubai Internet City Free Zone
Aptec Distribution FZ LLC	Dubai Internet City Free Zone
Aptec Holding Egypt LLC	Egypt
Aptec Egypt LLC	Egypt
Aptec Lebanon SAL	Lebanon
Aptec Distribution (SA) Ltd.	British Virgin Islands
Ingram Micro Bilgisayar Ve Ticaret Limited Sirketi	Turkey
Track Distribution Middle East FZ LLC	Dubai Internet City Free Zone
Aptec Saudi Arabia LLC	Saudi Arabia
Armada Bilgisayar Sistemleri Sanayi ve Ticaret A.S.	Turkey
Supernet Systems Limited	UK
Ingram Micro Pakistan (Pvt) Limited	Pakistan
Ingram Micro North Africa SARL	Morocco
Supernet Distribution DMCC	DMCC Free Zone
Track Systems DMCC	DMCC Free Zone
Ingram Micro India SSC Private Limited	India
RRC Poland sp. z.o.o.	Poland
RRC Hungary Kft.	Hungary

SUBSIDIARY	JURISDICTION
RRC d.o.o.	Serbia
RRC BT d.o.o.	Slovenia
RRC-CZ s.r.o.	Czech Republic
RRC BT Poslovne Telekomunikacije d.o.o.	Croatia
RRC Tech Distribution s.r.l.	Romania
RRC Macedonia DOOEL Skopje	Macedonia
RRC Tirana SHPK	Albania
Ingram Micro India Private Limited	India
Ingram Micro (India) Exports Pte Ltd	Singapore
Ingram Micro Latin America	Cayman Islands
Ingram Micro Argentina, S.A.	Argentina
Ingram Micro Brasil Ltda.	Brazil
Ingram Micro Tecnologia E Informatica Ltda	Brazil
Ingram Micro Informatica Ltda.	Brazil
Aktio (Argentina) S.A.	Argentina
Aktio Chile S.A.	Chile
Aktio Peru S.A.C.	Peru
Informatica del Ecuador Infoecusa S.A.	Ecuador
Aktio (Uruguay) S.A.	Uruguay
Aktio Colombia SAS	Colombia
Ingram Micro Caribbean	Cayman Islands
Ingram Micro Luxembourg Sarl	Luxembourg
Brightpoint Switzerland S.A. in liquidation	Switzerland
Ingram Micro Finance Luxembourg Sarl	Luxembourg
Ingram Micro (Europe) PTE Ltd	Singapore
Ingram Micro Europe BVBA	Belgium
Promark Technology, Inc.	Maryland
Shipwire, Inc.	Delaware
Eastvale Store LLC	California
Ingram Micro Services LLC	Delaware
Pinnacle Service Solutions Group, Inc.	Delaware
SoftCom America, Inc.	Delaware
NETXUSA, Inc.	South Carolina
Ensim Corporation	Delaware
Ensim India Private Limited	India

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GRI 103: Management Approach			
103-1	Explanation of the material topic and its Boundary	47	
103-2	The management approach and its components	47	
103-3	Evaluation of the management approach	47	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	47	
GRI 412: Human Rights Assessment			
GRI 103: Management Approach			
103-1	Explanation of the material topic and its Boundary	47	
103-2	The management approach and its components	47	
103-3	Evaluation of the management approach	47	
412-1	Operations that have been subject to human rights reviews or impact assessments	47	
GRI 414: Supplier Social Assessment			
GRI 103: Management Approach			
103-1	Explanation of the material topic and its Boundary	46, 47	
103-2	The management approach and its components	46, 47	

GRI DISCLOSURE	DESCRIPTION	RESPONSE/ PAGE	REASON(S) FOR OMISSION
103-3	Evaluation of the management approach	47	
414-1	New suppliers that were screened using social criteria	46	
414-2	Negative social impacts in the supply chain and actions taken	47	
GRI 415: Public Policy			
GRI 103: Management Approach			
103-1	Explanation of the material topic and its Boundary	We are addressing this indicator, because collaboration is a material topic and our stakeholders include those who may influence or make policy decisions. All Ingram Micro entities are included in the boundary.	
103-2	The management approach and its components	At present, Ingram Micro does not engage in public policy.	
103-3	Evaluation of the management approach	Not applicable	
415-1	Political contributions	USD 0.00	
GRI 419: Socioeconomic Compliance			
GRI 103: Management Approach			
103-1	Explanation of the material topic and its Boundary	18	
103-2	The management approach and its components	18	
103-3	Evaluation of the management approach	18	
419-1	Non-compliance with laws and regulations in the social and economic area	18	



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