TD SYNNEX

The Power of Our Purpose

FY2022 Corporate Citizenship Report

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A Message from Our CEO

At TD SYNNEX, Our Purpose Is Powerful

The day we announced the merger that created TD SYNNEX, I stood before a screen displaying our co-workers from around the globe. I invited them to fulfill a mission and purpose that was greater than the sum of our individual parts. After all, that's what the merger of our legacy companies was all about.

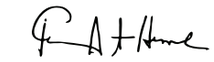
By bringing together the insights and impact of two strong companies, we are unlocking new possibilities for what we can achieve. Most importantly, we are maximizing the value we deliver for our customers, vendors and communities. ***This is how we will fulfill our purpose: Empowering our global partners to achieve great outcomes with technology.*** All of this is possible because of our dedicated co-workers — they embody the best of who we've been and who we are today. Without them, what we stand for is simply words on paper. However, these words become powerful as people embrace them and bring them to life. Everything TD SYNNEX is and will be is ultimately up to us. Together, we can connect the global IT ecosystem and unlock its potential for all.

Since the merger, we have embraced an approach that puts our people and purpose first. In this inaugural corporate citizenship report, we outline the strategic environmental, social and governance (ESG) framework that is shaping our work around the world. It includes ambitious goals and implementation plans to ensure our continued progress. As we nurture a new culture, we are leveraging our unified spirit to ensure that we create a better, more inclusive world for all.

Our deep commitment to innovation, people and the planet is essential to our success. As we continue to align our investments and expand the way we serve our customers, vendors and communities, we are grounded in the principles that have propelled our legacy companies to this unified point.

One of the ways we celebrated the formation of one TD SYNNEX was by partnering with Treedom, providing our co-workers with the opportunity to have trees planted in East Africa. When I think about the positive impact of the 30,256 trees that now make up the TD SYNNEX forest, I remember that the whole is more than the sum of its parts. When we commit to growing together to fulfill a common purpose, there is no limit to what we can do.

Thank you for being with us as we embark on this journey together.



Rich Hume, Chief Executive Officer, TD SYNNEX

"As we continue to align our investments and expand the way we serve our customers, co-workers and communities, we are grounded in the principles that have propelled our legacy companies to this unified point."

We're TD SYNNEX

A Company that Cares

We're a leading distributor and solutions aggregator for the IT ecosystem. The driving force behind our work is approximately 23,500 full-time co-workers of the IT industry's best and brightest, who share an unwavering passion for bringing compelling technology products, services and solutions to the world. We're an innovative partner that helps our customers maximize the value of IT investments, demonstrate business outcomes and unlock growth opportunities. At our core, we're a company that cares. We care about our partners, our co-workers, our investors and the world around us. And we're committed to being a diverse, inclusive employer of choice and a good corporate citizen.

Who We Are

TD SYNNEX[1] brings together approximately 23,500 full-time co-workers of the IT industry's best and brightest. Together, we serve 100+ countries and support 150,000+ technology partners.

We simplify the complex to achieve maximum value, faster. Our vision is to connect the global IT ecosystem and unlock its potential for all.

We deliver solutions for every type of ecosystem partner through global technology distribution and solution aggregation capabilities.

How We're Making an Impact

Our global reach enables big solutions. We benefit from leadership across our operations who test solutions and programs that make a difference.

We move at the speed of technology. We partner with the entire technology ecosystem to manage relentless transformation, execute confidently and evolve to capture opportunities as they emerge.

We care about people and the planet. As we work to be good corporate citizens and a diverse, inclusive employer, our values of inclusion, collaboration, integrity and excellence guide our success.

Where We're Going

Amplifying our impact by focusing on our purpose. We will continue to empower our co-workers and partners to meet the needs of the moment and the future.

Adapting quickly and developing innovative solutions to connect our vendors and customers with what they need, when they need it.

Setting — then achieving — bold goals. Through our new Corporate Citizenship program, we are focused on setting our strategic approach and operationalizing our efforts to achieve progress.

[1]TD SYNNEX is branded and trades as Tech Data and Tec D in the Asia Pacific Japan region. Both Tech Data and Tec D are TD SYNNEX companies.

Awards and Recognitions

Great Place To Work. Certificada DIC 2021 - DIC 2022 México

Great Place To Work. Certified MAI 2021 - MAI 2022 PORTUGAL

BEST PLACES TO WORK 2022 for LGBTQ+ Equality 100% CORPORATE EQUALITY INDEX

BRONZE 2022 ecovadis Sustainability Rating

CRN CHANNEL AWARDS 2022

top EMPLOYER BELGIË BELGIQUE BELGIUM 2022 CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

top EMPLOYER NEDERLAND THE NETHERLANDS 2022 CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

Our Corporate Citizenship Strategy

It's good business to do good business. With that in mind, we launched our first Corporate Citizenship program within the first six months as a combined company. Our strategy for the program includes a global environmental, social and governance (ESG) framework that will help deliver long-term value for our business, co-workers, investors, vendors, customers and communities.

We informed our ESG framework by engaging key stakeholders through an in-depth materiality assessment. Based on insights from the process, we identified priority ESG areas that are most important to our stakeholders and business.

As a large IT distributor situated in the middle of the supply chain, our company is uniquely positioned to drive meaningful environmental and social change. By sharing our ESG commitments and disclosing our progress, we hope to inspire similar action and progress by our suppliers, vendors and customers.

We are actively working to operationalize our strategy across our global organization. To oversee our strategy, we have created a Global Responsibility steering committee comprised of a cross-regional and cross-functional group of senior leaders. They are supported through our strong partnership with Business for Social Responsibility (BSR), a sustainable business network and consultancy that helped us complete our materiality assessment.

Addressing the UN SDGs

Through our corporate citizenship efforts, we are addressing the following United Nations Sustainable Development Goals (UN SDGs):

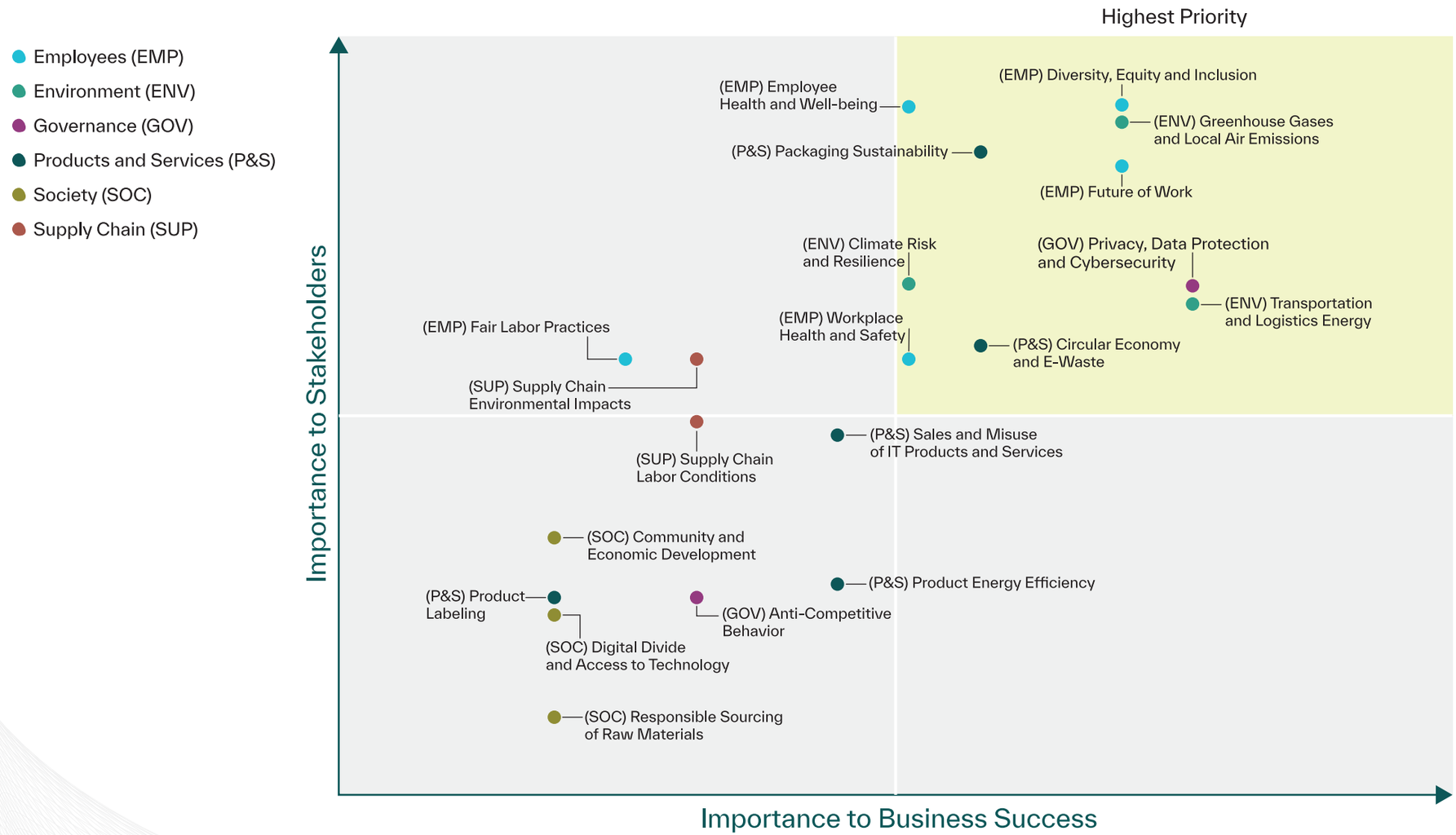
Plotting Our Path Forward: Inside Our First Materiality Assessment

There are many issues that companies can consider when establishing the most sustainable path forward. To make meaningful progress, it's essential to prioritize these issues and take a focused, customized approach. Understanding this, in 2022, we partnered with BSR to conduct an in-depth ESG materiality assessment.

The first step in the process was to create a list of material issues, based on industry standards and relevant reporting frameworks. Next, interviews and surveys with internal and external stakeholders allowed us to rank and contextualize each issue. In the third step, each issue was assigned a score based on various business and stakeholder criteria. Using these scores, the team generated a materiality matrix weighing the importance of the company's top ESG opportunities. The assessment delivered critical insights on a range of sustainability topics. For example, we gained a deeper understanding of our stakeholders' alignment on our environmental goals and our opportunities to lead the technology industry forward. Our stakeholders also affirmed Diversity, Equity and Inclusion (DEI) as an essential element for business success, as well as programs to ensure our co-workers' health, safety and well-being.

Based on these insights, we developed our ESG Framework and corporate citizenship commitments. Together, these provide a roadmap that will unify our organization in driving progress and creating a more resilient future.

TD SYNNEX Materiality Matrix



Within our environmental and social pillars, we have established several bold corporate citizenship commitments. Over the next several years, they will drive us to help contribute to a healthier planet, increase diverse representation in our workforce and provide access to technology for those in need.

Our Corporate Citizenship Commitments

Environmental Commitments

As we work to contribute to a healthier planet where our business and communities can thrive, we are committed to lowering our global carbon footprint. To support this work, we are committed to setting emissions-reduction targets, increasing our sustainability initiatives and supporting our customers and vendors. Our goals include:

By 2045:

- In line with our commitment to the Science Based Targets Initiative (SBTi), achieve net-zero greenhouse gas (GHG) emissions.

Additional goals:

- Embed circular economy principles into our product life-cycle management strategy and partner with stakeholders to minimize waste through repairs, refurbishment and recycling.
- Deploy Environmental Management Systems such as the International Organization for Standardization ISO 14001.

Social Commitments

Our commitment to social responsibility starts by creating an inclusive and welcoming environment for our co-workers. To support that environment, we are committed to increasing diversity in our workforce and ensuring equitable programs and practices. We also aim to double co-worker participation in our seven business resource groups (BRGs), listed on page 22 in this report, to drive our social impact. As our business grows, we are committed to increasing diversity in our business partner ecosystem and working with partners to help bridge the digital divide. Our social goals include:

By 2025:

- Increase representation of underrepresented groups in our workforce.
- Double co-worker participation in our BRGs.

By 2030:

- Increase representation of those who identify as women to 50% of our workforce and 40% of our people leaders.

Additional goals:

- Increase the diversity of our partner ecosystem.
- Help bridge the digital divide by providing devices, digital skills training, internet connectivity and technical support to underserved communities and leverage partnerships with similarly focused nonprofits, such as Human I-T, to digitally equip approximately 20,000 households — touching the lives of 60,000 people.

Environmental Sustainability

At TD SYNNEX, we share a vision for a vibrant, interconnected world. Increasingly, however, the effects of climate change pose an immediate threat to this vision. As a result, one thing that's clear for those in the technology industry and beyond: The time for purposeful environmental action is now. Through our new Corporate Citizenship program, we are working to lower our global carbon footprint, expand the circular economy and deliver education and thought leadership by taking a coordinated, collaborative approach. We have committed to the Science Based Targets initiative (SBTi) Business Ambition Pledge and established a target to achieve net-zero GHG emissions in our global operations by 2045, with many of our locations aligning with even more aggressive timelines and locally appropriate guidelines.

Along the way, we plan to set targets for emissions reductions and increase our sustainability initiatives worldwide. We are committed to advancing the circular economy by partnering with our stakeholders to maximize the value of technology and minimize waste. To better understand our environmental impact and our opportunities to improve, we have conducted internal assessments and benchmarking. We are also deploying environmental management systems, aligning with international standards and reporting our performance through CDP. We recognize that sustainability is a journey and we are confident that we can drive meaningful change across our business and the IT ecosystem.

2022 Highlights

Pillar 1: Education and Thought Leadership

- Launched a module-based sustainability training program.
- Our first two courses "Sustainability Essentials" and "Circular Economy" were launched.

Pillar 2: Sustainability Metrics and Reporting

- Achieved a C score of Awareness on our first CDP assessment as TD SYNNEX.
- 12 sites are Energy Star, LEED or BREEAM certified offices.
- Implemented an ESG Accounting tool for data collection.

Pillar 3: Climate Mitigation and Greenhouse Gases

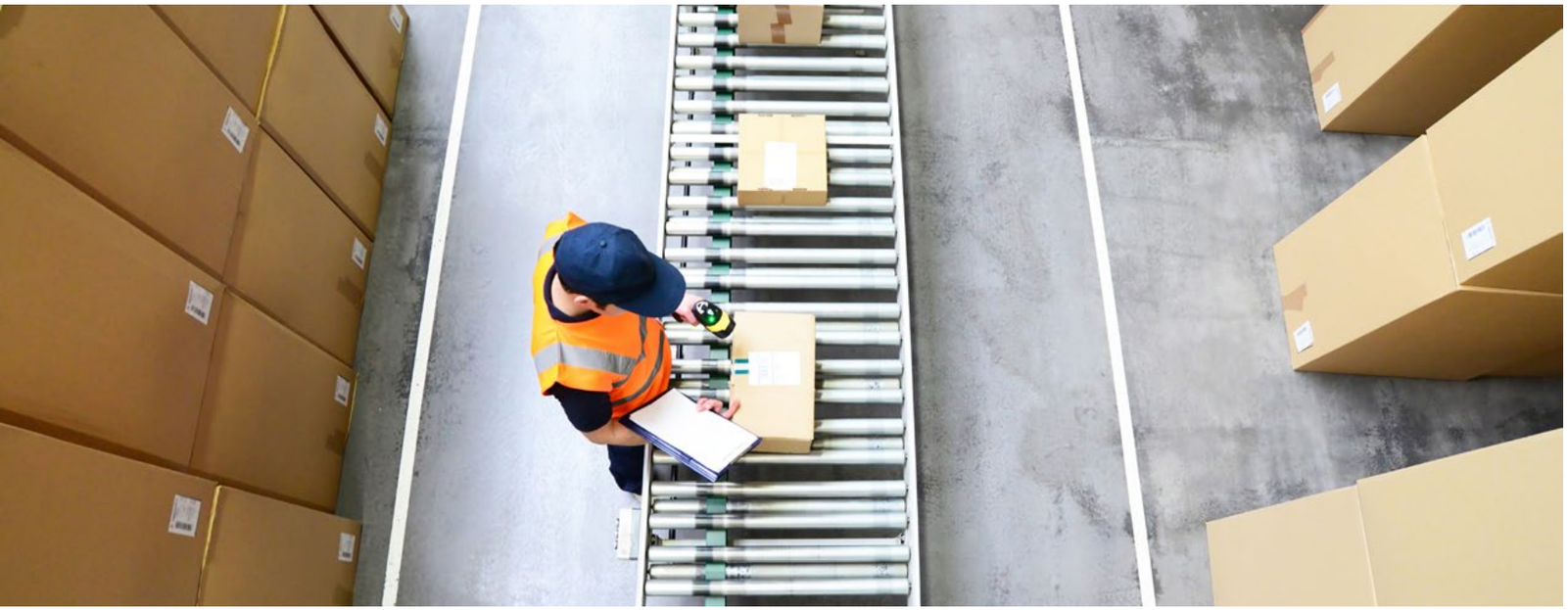
- Committed to achieving net-zero GHG emissions in our global operations by 2045.
- In 2023 we will submit our near-term emissions targets to SBTi for approval.
- Launched a partnership with the University of South Florida to help advance our net-zero carbon ambitions at our Clearwater, Florida, headquarters.
- Established a global, internal TD SYNNEX working group specializing in Sustainable Transportation and Logistics.

Pillar 4: Circular Economy

- In 2021 diverted 350,000 mobile handsets from landfills through TD SYNNEX Renew's mobile trade-in program.
- Established a global, internal TD SYNNEX working group specializing in Circular Economy.

Pillar 5: Culture

- Planted 30,256 trees in East Africa through our ongoing partnership with Treedom.



Reducing Our Carbon Footprint

Climate action can't wait, so we've made it our environmental priority. We began our carbon-reduction journey in September 2021, when we signed the SBTi's Business Ambition Pledge. In line with the Paris Agreement — which aims to limit global warming to pre-industrial levels[2] — we committed to achieving net-zero GHG emissions in our global operations by 2045. To get there, we're focused on minimizing the carbon footprint of our operations while working with partners to help decarbonize the IT ecosystem. We are also implementing data management systems to enhance our collection and disclosure of GHG emissions data. These efforts will help make up our carbon-reduction roadmap, which will outline our pathway forward.

[2]United Nations, "The Paris Agreement."

Promoting Grassroots Action

Sometimes the initiatives that push our company forward grow from the bottom up. That's been the case with Climate Parliament, a co-worker-led initiative to achieve climate neutrality in our Benelux region operations by 2030.

Climate Parliament began in early 2021 with a group of about 25 co-workers from Belgium and the Netherlands. Prompted by a call to action by leaders in our Benelux region, the group volunteered for a five-day training on design thinking. The training inspired them to launch four initiatives aimed at mitigating climate change through green mobility, green transportation, zero waste and energy-consumption awareness. The group also helped the region achieve ISO 14001 certification for improved environmental management practices.

In 2022, the group's participation nearly doubled, and added another initiative, the Green Certificate Program: working with customers to reduce their carbon emissions caused by transportation. When emissions have been reduced the customer receives a TD SYNNEX Green Certificate, which can be prolonged every quarter. We have similar "Green Teams" in Germany, Iberia, Italy and the Nordics region. In the Americas, we have teams in Greenville, South Carolina, and Costa Rica. We plan to expand these co-worker-led teams around the world. The goal is to empower co-workers to inspire their colleagues, customers and vendors in accompanying TD SYNNEX on its carbon-neutral journey. Additionally, TD SYNNEX's wholly owned subsidiary Hyve Solutions recently launched their "Hyve Environmental Initiative." This initiative has a similar goal of harnessing the interests and creativity of Hyve Solutions' global co-worker community to accelerate progress in Hyve's environmental sustainability performance.

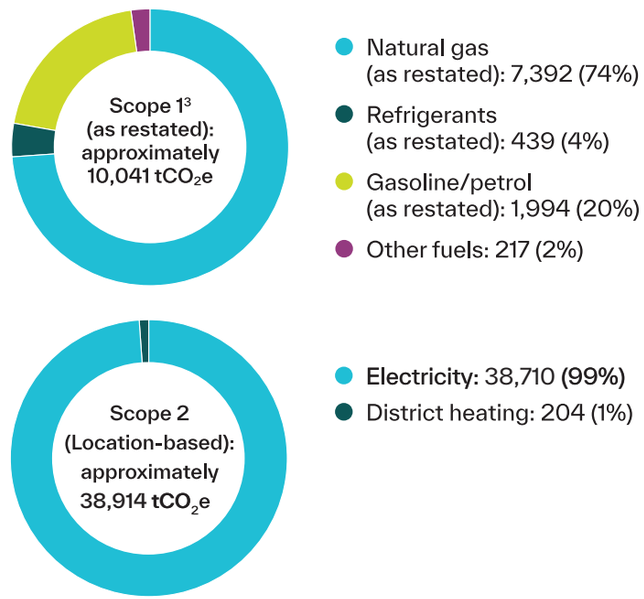
Measuring Our Emissions

Assessing our carbon footprint is the first step in effectively reducing it. With that in mind, we recently calculated our global carbon footprint for FY2022 for locations within our operation control. Our Scope 1 (direct) emissions primarily come from natural gas that we burn for heat, while our Scope 2 (indirect) emissions come from third parties that generate our electricity. To lower these categories, we are working to reduce our energy consumption and use of fossil fuels.

Our biggest challenge is calculating and lowering our Scope 3 (value chain) emissions, which account for most of our global carbon footprint. They are generated by our vendors as they produce the goods and services we distribute, as well as through the transportation and use of the products we bring to market. We are currently refining our data collection and calculation tools to better quantify these. The key to tackling this challenge is to promote circular economy principles and to shift to greener transportation and renewable fuels. One of the ways we are addressing our carbon impact is through our European Travel Policy, which encourages co-workers to be judicious about face-to-face meetings, make trips multi-purpose, and prioritize transportation with a lighter carbon footprint, like rail rather than air. For instances when in-person meetings are necessary, we have partnered with Climate Partner, which specializes in helping companies offset CO_2 emissions, to fund certified projects that have a positive and direct impact on communities. In 2022, our partnership resulted in the offset of 1,991 tCO_2e, which was certified to us by Climate Partner, investing in two high-quality, verified projects: the construction and operation of Mauritius' first large-scale solar plant (Verified Carbon Standard, VCS), and various photovoltaic plants in five different states of India (Gold Standard, GS VER).

When certifying according to ISO 14001, our sites in Europe assume an 80% renewable energy procurement target in the following year, as long as renewable electricity is available in the specific country and leasing contracts allow for this possibility. Additionally, air travel booked through our booking agency automatically calculates and adds a carbon offset fee, which is covered by the company.

FY2022 Scope 1 and 2 Emissions (metric tons)[3]



[3]Please refer to pg. 32.

Creating a TD SYNNEX Forest with Treedom

Without our dedicated co-workers, progress toward our climate commitments wouldn't be possible. So, for TD SYNNEX's one-year anniversary, we wanted to find a creative and climate-friendly way to honor them and continue to embed a culture of impact across the organization. The result was our partnership with Treedom, which planted a tree for each of our approximately 23,500 full-time co-workers around the world, with additional trees planted for each co-worker who joined TD SYNNEX throughout the year. This year, TD SYNNEX was honored to receive Treedom's "Bold and Brave Award" in recognition of the company's efforts to push forward boldly and go above and beyond in pursuit of the mission to Green the Planet.

Through this partnership, Treedom has so far planted 30,256 trees in East Africa. Together, these trees make up the "TD SYNNEX forest," which supports the environment by helping to protect biodiversity, mitigate soil erosion and desertification and sequester carbon. The trees also bear fruit that local farmers can harvest, which helps to bolster the local economies where the trees are planted. The project adds to the work of TD SYNNEX co-workers in Europe, who, in 2021, were gifted trees to redeem through Treedom for a "future dream forest." TD SYNNEX has committed to planting a tree for each new TD SYNNEX employee, to continue the tradition and increase our impact.

By the Numbers: Measuring the Impact of the TD SYNNEX Forest

7,950,750kg

The TD SYNNEX Forest is responsible for absorbing 7,950,750kg of CO_2.

30,256

We've planted 30,256 trees worldwide to date.

1,780

Over 1,780 native farmers were involved in planting the forest.

Optimizing Our Operations

To reduce our carbon footprint, we are focused on enhancing environmental sustainability across our global organization. Our approach is to invest in sustainable infrastructure while bolstering our sites' grassroots projects. For example, co-workers in our Climate Parliament introduced an initiative for greener commuting that began in Europe and has gained interest at our Clearwater, Florida, headquarters. In the United Kingdom, co-workers created in-person event guidelines to proactively work toward delivering a fully environmentally friendly experience. By providing user-friendly checklists for all elements of an event — including catering, accommodation, travel, venue, collateral and merchandising — we aim to reduce the amount of energy, waste and carbon emissions from each event.

To reduce our energy impact, we have invested in five transformative solar projects in Aalst, Belgium; Maplewood, U.K.; Swedesboro, New Jersey; Tempe, Arizona; and in one of our co-headquarters locations of Fremont, California, which has generated more than 9,800 MWh of electricity since the system began operations in 2013. The most recent project installed over 500 panels on the roof of our Maplewood, U.K., location, enabling approximately 185.06 MWh of electricity generated for on-site use.

In 2022, we launched a partnership with the University of South Florida (USF) that brought students together to engage in exercises based on our company's sustainability data, with a focus on improving our key performance indicator (KPI) processes. They have conducted on-site assessments at our headquarters in Clearwater, Florida, and identified solar generation and workplace environment possibilities to decarbonize our operations and advance our net-zero commitment.

As we increase our sustainability initiatives, we're proud of the recognition our teams have received. In China, we recently earned an excellence-level Wastewi$e Certificate via Hong Kong Green Organization Certification (HKGOC). The certificate is HKGOC's top award for waste reduction and recycling. Meanwhile, in France, we have achieved ISO 9001 and 14001 certifications and earned EcoVadis' Platinum Medal for our sustainable management system, meaning that we scored in the top 1%. In all, over 50 TD SYNNEX locations are certified through ISO 9001, ISO 14001, or both. Additionally, we achieved EcoVadis' Bronze Medal for our operations as TD SYNNEX, as well as LEED, BREEAM, or Energy Star certification for our sites in the following locations:

- Alcobendas, Madrid, Spain
- Maplewood, United Kingdom
- Stockholm, Sweden
- San Antonio, Texas, United States
- Chino, California, United States
- Rialto, California, United States
- Herndon, Virginia, United States
- Espoo, Finland
- Warsaw, Poland
- Bor, Czech Republic
- Bangkok, Thailand
- Sydney, Australia

By the Numbers: A Smaller Carbon Footprint in Clearwater, Florida

4,000

Completed LED lighting on approximately 4,000 lights and added multizone HVAC occupancy sensing at our Clearwater HQ.

550

Achieved an estimated annual GHG reduction of more than 550 metric tons of CO_2e.

When we refurbished our Bracknell, U.K., offices, we wanted to minimize waste. By partnering with the charity Waste to Wonder, we donated office furniture to the Not Alone Foundation Trust, which serves underprivileged children in Ghana, West Africa. We plan to adopt the same process as we move and refurbish other U.K. sites.

10 Ways We're Reducing Our Carbon Footprint Around the World

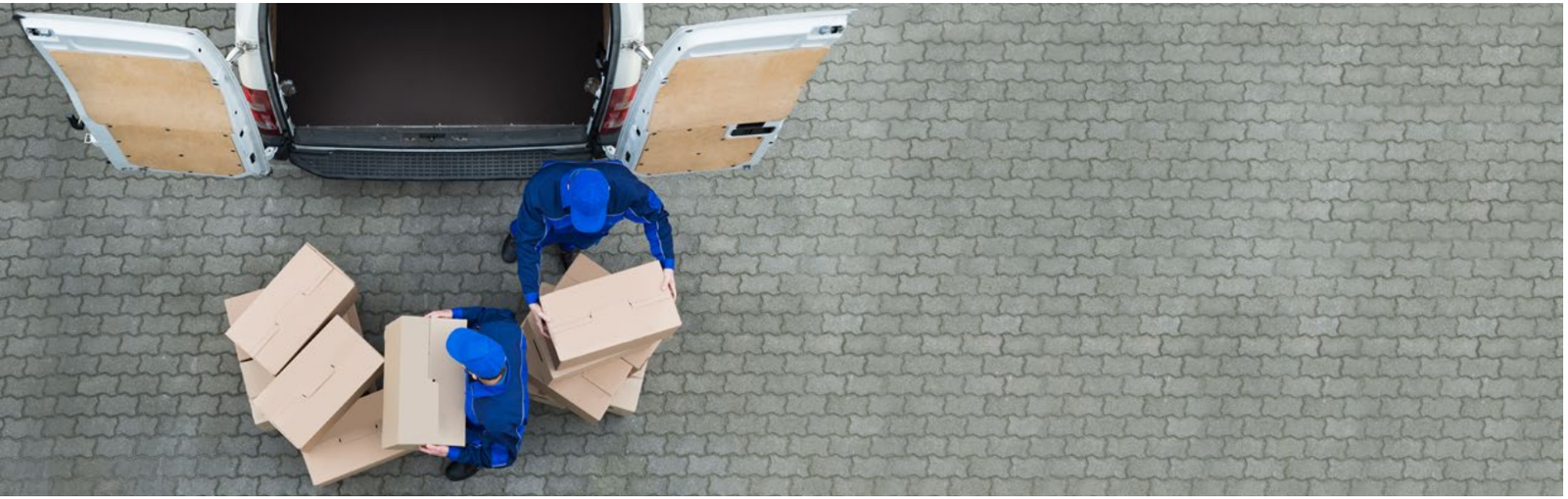
1. **Shifting to energy-efficient lighting,** such as zone lighting and LEDs
2. **Implementing temperature regulation** at our data centers and facilities
3. **Adopting energy-efficient servers** such as those used in Singapore
4. **Investing in energy-efficient conveyor systems** at our North American logistics centers
5. **Introducing green transportation,** through practices like load optimization and by investing in electric vehicles and charging stations
6. **Installing solar panels** including several large-scale projects in the U.S.
7. **E-waste and recycling programs** at facilities throughout the U.S. and Europe
8. **Minimizing waste-to-landfill** by reusing and optimizing packaging, donating office furniture and avoiding single-use office products
9. **Leveraging partnerships,** including with the University of South Florida to optimize our Clearwater headquarters
10. **Environmental progress,** including an EcoVadis assessment, ISO 14001 certification and Hong Kong Green Organization certification

Accelerating Sustainable Transportation and Logistics

As a company in the middle of the technology value chain, transportation and logistics are critical to our operations. However, these areas are also large contributors to our carbon footprint. This isn't unique to TD SYNNEX — according to the Environmental Protection Agency, transportation is the largest contributor of U.S. GHG emissions.[4] The way we see it, our company has a big opportunity to reduce our GHG emissions by finding more sustainable transportation and logistics solutions.

To address these issues, we recently launched an area of focus on sustainable transportation and logistics. This group will help outline goals, develop KPIs and identify specific initiatives that will allow us to accelerate sustainable transportation and logistics. This enables us to prioritize our efforts related to working with logistics partners, optimizing loads and investigating sustainable fuels, and working with suppliers to reduce packaging weight, which saves fuel and the associated emissions.

In our Benelux region, we talk to our carriers to make the "last mile" green in all major cities. Our goal is to work toward electric transportation alternatives within the major cities where we deliver to our end customers. In addition, the group started a Green Certificate Program, working with customers to reduce their carbon emissions caused by transportation. When emissions have been reduced, the customer receives a TD SYNNEX Green Certificate, which can be renewed every quarter.



[4]United States Environmental Protection Agency, "Carbon Pollution from Transportation."

Working Toward Energy Sobriety in France

In terms of our company's environmental impact, energy consumption plays a major role. That was one of our French team's key insights as they deployed the ISO 14001 standard in 2019. As a result, they are focused on achieving energy sobriety by reducing the frequency and intensity of the region's overall energy use. The team's first step was to create an action plan with ambitious water, gas and electricity reduction targets set for 2024, 2030, 2040 and 2050. To achieve these targets, they have developed an energy sobriety plan focused on three areas:

- **Reducing** energy consumption (in terms of water, electricity and gas).
- **Optimizing** their operations to support cleaner consumption patterns and increase the use of renewable energy.
- **Anticipating** potential shortages or challenges related to the carbon impacts of current consumption patterns.

So far, the plan has prompted a variety of actions that have led to promising results. For example, in 2021, the team achieved a 20.6% reduction in its electricity consumption compared to 2019. Building on this success, they intensified their efforts in 2022. Plans are underway to deploy the ISO 50001 standard for energy management and begin regular internal and external energy audits. The region is also training its co-workers to become "eco-responsible workers" — including fighting against at-home and on-the-job energy waste.

Promoting the Circular Economy

Usually, circular products are associated with applying circular economy principles to the design phase of products, such as design for durability or using secondary materials instead of virgin. However, design alone does not guarantee that products will be collected and cycled back at the end of their use. Thus, a circular economy for IT requires not only circular products, but a holistic circular system of products, services, networks of actors and supporting infrastructure. Companies that want to offer circular products to their customers will have to actively establish such a system collaborating with value chain partners to manage the different dependencies and monitor the system's effectiveness.

One way technology companies can boost environmental progress is by combatting e-waste — or waste from electrical and electronic equipment. According to the United Nations, e-waste is one of the fastest-growing waste streams, with humans producing an estimated 53.6 megatons (Mt) of e-waste in 2019 alone.[5] Beyond crowding landfills, many types of e-waste, such as batteries, contain heavy metals, so improper disposal can contaminate soil and waterways and be harmful to people's health. This is a pressing challenge — and an important opportunity for our industry to accelerate positive change.

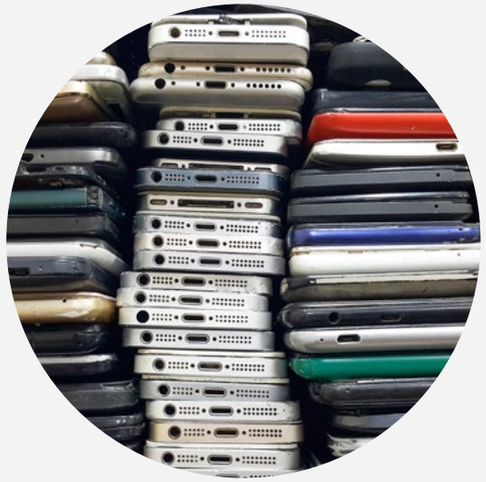
Accordingly, TD SYNNEX is working toward incorporating circular economy principles into our product life-cycle management strategy. We also provide tools, services and other resources that support and encourage our partners to do the same. In 2021, we established areas of specialization within the company to address and manage issues related to the circular economy. By embracing the four R's — reduce, reuse, repair and recycle — this team is leading our effort to collectively minimize waste by maximizing the long-term value of our products.

Shyft Global Services, a subsidiary of TD SYNNEX, delivers end-to-end product and customer life cycle management services for original equipment manufacturers and other technology innovators. Outsourcing downstream logistics and related services to a global partner like Shyft helps technology companies adopt a circular economy philosophy, which is important in reducing the impact of their IT infrastructure, extending the product life cycle and minimizing e-waste. Building upon our former Global Lifecycle Management organization and other global services teams, Shyft brings together world-class facilities, a robust infrastructure and more than 1,500 service professionals and IT experts from around the globe. The result of these efforts is that approximately 550 tonnes of repaired computer, storage, network, broadband and retail products were returned to service.

Similarly, in 2022, we expanded services in TD SYNNEX Renew's device trade-in program. Renew includes an online portal that resellers, retailers and dealers can use to provide a customer-friendly device trade-in process. In fact, during the year, our mobile device trade-in program saw 30% growth and in 2021 we diverted approximately 350,000 mobile handsets from landfills by either reusing or recycling them from our reseller's customers.

[5]United Nations Institute for Training and Research, "Global Transboundary E-waste Flows Monitor 2022."

By the Numbers: Reducing Impact Through Reuse



By giving a second life to devices, TD SYNNEX Renew has provided the following environmental benefits:

128
We saved the water of approximately 128 Olympic swimming pools.

0.20
We reused approximately 0.20 tonnes of precious material.

+33
We preserved over 33 tonnes of ferrous materials.

+42
We diverted over 42kg of rare material from e-waste disposal.

This avoided an estimated 38,000 tonnes of CO_2 and saved enough metals to produce the equivalent of 12 mid-sized cars. We also improved the functionality of our InTouch e-commerce platform, currently in use in France with plans to expand globally, to guide customers toward products that are developed with sustainability in mind. It's important to note that various regions have unique regulations surrounding the production and disposal of technology products, so our teams work hard to ensure compliance to do what's required to protect our communities and environment.

Another TD SYNNEX program that contributes to the circular economy is our sustainable subscription solution for both B2B and B2C resellers known as Tech-as-a-Service (TaaS). The TaaS program enables resellers to offer flexible finance plans, including leases to their small and medium sized business customers whereby hardware, software and services can be bundled into single recurrent payments. The hardware is returned at the end of the program, where it is given a second life. This prevents the unnecessary storage of depreciating assets for long periods of time, as well as avoiding any improper disposal.

Moving Waste to Wonder in Our Facilities

As part of our commitment to reduce our overall carbon impact and move toward net-zero carbon, TD SYNNEX was excited to work with partner organization the Waste to Wonder Trust to repurpose furniture following our Bracknell office refurbishment. The donated chairs, desks and other items prevented approximately 10,000 kilograms of material from going to landfill and avoided the emission of approximately 18,000 kilograms of carbon in virgin materials, harvesting and manufacturing. The Waste to Wonder Trust seeks out and refurbishes IT and other good quality office equipment and works with other charities to support children in the U.K. and 19 other countries. The items donated by TD SYNNEX were passed from the Waste to Wonder Trust to the Not Alone Foundation Trust Ghana, where we are certain they will be put to good and productive use. The items diverted from landfill as a result of this partnership include 200 wooden desks, 200 fabric desk screens, 60 wooden storage units, 40 chairs, four tables and two small settees.

We plan to repeat this process when TD SYNNEX relocates its Basingstoke offices to an adjacent building that is more energy efficient early in 2023.

Sustainability Practices in Our New Stockholm Office

Our new office in Stockholm, Sweden, was designed and built with environmental, social and economic sustainability in mind. The new office boasts state-of-the-art finishings and technology, as well as mindful use of used equipment and furniture. The office is optimally located to allow for commuting by public transport, and is built to support a hybrid workforce, enabling a much lower commuting footprint. By designing the space well, we are able to occupy fewer square meters, thus saving electricity and water use. All of these features enable us to cater to as many people as possible while utilizing the planet's resources with long-term sustainablity in mind.

Ensuring Responsible Packaging and Materials Use Throughout the Supply Chain

Yet another effort focuses on protecting users and the environment by ensuring that products we bring into the market are properly labeled and include necessary safety warnings and handling instructions.

TD SYNNEX further takes action to ensure that vendors are selling compliant products. This includes a mindful usage of raw materials and chemicals; and reducing hazardous substances in materials, products and packaging. Our goal is to have waste related to our vendor's products, batteries and packaging be collected, recycled and disposed of properly.

Education and Thought Leadership: Launching Our Badge Program

Knowledge sharing is one of the most powerful tools we can use to create a more sustainable future. We recently developed and are disseminating an industry-leading training program to provide our co-workers, vendors, customers, partners and other IT leaders with critical information about sustainable practices. Currently, the program includes two modules, with plans to expand into other ESG topic areas soon. The two existing modules are focused on sustainability essentials and the circular economy, and compile leading sustainability practices from vendors in addition to TD SYNNEX's own practices. They contain explanations, graphs and videos, with participants earning a badge upon the training's completion. We see it as a badge of honor for investing in new knowledge that can support our environment and communities.

Social Responsibility

TD SYNNEX is proud of its co-workers, who represent the best and brightest in the IT industry and work every day to rewrite the rules of what technology distribution can do. Our co-workers are strategic thinkers who are passionate about their work and want to make a positive impact on their communities and the world. Through a servant leadership approach, we empower them to innovate new approaches and lead local initiatives. As we learn from their efforts, we leverage our company's global footprint to help them expand their reach and success. Through our new social strategy, which is focused on our company, culture and people, we will further empower and inspire this powerful team.

2022 Highlights

- Achieved 27% female representation at the director and above level
- Awarded 7 college scholarships to co-workers and their families by expanding our annual Huang Leadership Development Scholarship
- Raised $17M to support TD SYNNEX Share the Magic program since its inception

Connecting Our Co-Workers Across the Globe

Our business is all about creating connections, so in the past year, we focused on the values that bring us together. We value inclusion and the unique backgrounds, perspectives and experiences that make each of us who we are. We value collaboration — both with our co-workers and our value chain partners. We value character, as true innovation requires accountability and trust. And we value excellence; when we deliver for our customers, partners and communities, we all win.

Our company's success stems from our ability to attract and develop co-workers who embody these values each day. We seek people with a can-do attitude who are eager to tackle new challenges in a workplace where they can thrive. As we expand our global workforce, we're committed to increasing diversity, including in leadership roles. We're also invested in ensuring ample opportunities for co-workers to connect, learn and lead. Crucially, we prioritize our co-workers' personal and family health and wellness. From the candidate phase all the way through succession planning, we want every co-worker to look back on a great experience.

Ensuring a Safe Workplace for All

We believe that safety is a shared responsibility, and that we can ensure future safety through a combination of strong work practices and the vigilance of every one of our co-workers. Our objective is to provide a safe workplace and environment for all co-workers and our goal is zero accidents and injuries. We work to achieve this by following the guidance of applicable Occupational Safety & Health Administration (OSHA) standards, continually reviewing work practices, and analyzing any incidents for ways to improve. We provide a wide variety of safety training courses — delivered when co-workers are hired, based on their job description, prior to use of certain equipment, or annually — as appropriate to the situation.

Reimagining Our Future Workplaces

There are so many ways that our work environments can shape our daily experience. At TD SYNNEX, we're taking this into account as we design and refabricate offices. For example, in some locations, we're planning to include wellness spaces for people to concentrate, take a break from their screens or unwind. In our larger locations, we are also creating mothers' rooms to support co-workers and their families, following the lead of our locations in Clearwater, Fremont and Greenville. Another new feature will be multi-faith areas, which will enhance our culture of inclusion. The idea is to increase flexibility and build new spaces where people feel comfortable and welcomed by design.

A Social Strategy that Puts People First

Company

We prioritize accountability and make sure that resources, processes and measurements are in place to support our commitments and ensure that every co-worker understands their role.

Culture

We know our differences make the difference. We value, respect and celebrate our diversity. Through our councils, BRGs and our co-workers, we create opportunities to educate, celebrate and recognize our diverse co-worker communities and our inclusive culture.

Community

We emphasize corporate citizenship to engage and uplift our local communities and we leverage our position to help build a diverse and robust IT ecosystem.

By the Numbers: Making TD SYNNEX a Great Place to Work

As we created TD SYNNEX, we had an important opportunity to bring forward the defining cultures of our legacy companies, SYNNEX and Tech Data. Following the merger, we put enormous energy into prioritizing and guiding our company's culture.

In 2022, we were proud to earn several awards that recognize our culture and caring environment, including Forbes' America's Best Employers For Diversity, FORTUNE World's Most Admired Companies, The Human Rights Campaign's Best Places to Work for LGBTQ+ Equality and Great Place to Work-Certified™ in the United States. Great Place to Work-Certified™ is a prestigious recognition based on what co-workers say about their experience working at our company. In fact, 74% of co-workers said TD SYNNEX is a great place to work — putting us 17 points higher than the average U.S. company. Here are some other insights co-workers have provided about working at TD SYNNEX:[6]

85%

85% of co-workers said they felt welcomed when they joined TD SYNNEX.

81%

81% of co-workers said our management trusts people to do a good job.

84%

84% of co-workers said people here are given a lot of responsibility.

[6]US-only figures.

Investing in The Power of Us

At TD SYNNEX, we talk a lot about The Power of Us, our employee value proposition, which teams of co-workers inspired and created early on in our evolution as a new company. Here's what we deliver to them as they help us deliver great results:

An environment rooted in the principles of DEI

It's not just about words on our website — it's about fair hiring and promotion practices and an environment that brings us together to celebrate the differences that make us who we are.

Environmental responsibility

Our co-workers know we're committed to climate action and environmental sustainability, and we empower them to help us make progress toward our goals each day.

Community engagement

We encourage our co-workers to become leaders in their local communities by joining us in volunteering our collective time and expertise to build resources that make life better for those in need.

Recognition and awards

Great work should be recognized! To fuel our co-workers' commitment to helping our company deliver great outcomes, we award and acknowledge their exceptional performance — in some cases on the spot.

Promoting growth

When it comes to realizing co-workers' career ambitions, joining us is just the start. We provide opportunities to learn and grow on the job and offer a range of resources for learning and development.

Supporting health and wellness

We provide comprehensive benefits, training and resources to help our co-workers and their families stay well — not only physically but emotionally and mentally, too.

Affirming that Our Differences Make the Difference

When people join our company, they do so for a multitude of reasons. However, one that we hear over and over is that our culture and co-workers give us an edge. People are eager for the chance to connect with a vibrant, diverse and globally recognized team. Here, the principles of DEI aren't stand-alone concepts — they are foundational to all we do.

Recently, we launched a DEI strategy to strengthen our pillars of company, culture and community. Our central DEI team oversees this strategy, with support from leaders and co-workers across our sites. Through our DEI roadmap, we are driven to foster a diverse workforce, an inclusive culture and programs and practices that are equitable for all. We are dedicated to providing opportunities for DEI-focused education, awareness and engagement. To help make this effort come to life, TD SYNNEX has committed to having a diverse Board, with members coming from a variety of industries and backgrounds. Currently, 55% of our Board identifies as female or a member of a minority group.

TD SYNNEX is also committed to the growth of our Supplier Diversity program, which aims to increase direct and indirect spending with diverse businesses, including minority, veteran, people with disabilities, LGBTQ+ and women-owned businesses. We have taken concrete steps in the first year as a combined company to create an ongoing diverse supplier spend database, to embed supplier diversity as part of ongoing sourcing practices, and to identify key areas of opportunity to grow spend with existing and new diverse suppliers. Additionally, we have asked several of our key supply partners to partner with us in measuring Tier 2 diverse spend associated with our purchases from them. As all these plans continue to solidify, we are looking to grow our diverse supply base by about 20% in the coming 12 to 18 months.

Advancing Our Social Commitments

Through our corporate responsibility commitments, we are building on our legacy companies' history as a leader in promoting and practicing the principles of DEI.

By 2025:

- We will increase representation of underrepresented groups
- We will double co-worker participation in our Business Resource Groups

By 2030:

- We will increase representation of people who identify as women to 50% of our workforce
- We will increase representation of people who identify as women to 40% of leadership roles

Bolstering Inclusion and Community through Business Resource Groups (BRGs)

An important component of our DEI strategy is to support and grow our seven BRGs. These inclusive, co-worker-led communities are centered around underrepresented affinities and identities. Through internal and external engagement opportunities, our BRGs provide opportunities for co-workers to have meaningful and inclusive conversations, celebrate cultural differences, give back to our surrounding communities and develop skills to achieve their personal and professional goals. They also serve as powerful advisory networks for leaders and decision makers at TD SYNNEX, amplifying their communities' needs in order to influence positive organizational change.

While many of our BRGs began in North America, we are excited to continue expanding them across the globe. For example, Elevate and Spectrum have expanded their reach with new chapters in many European countries over the last few years, and in 2022, one of our newest BRGs, Embrace, was established and launched in the United Kingdom and Ireland. Plans are underway to launch additional groups and double co-worker participation by 2025.

Our Business Resource Groups Include:

ELEVATE

Dedicated to attracting, retaining and advancing women, founded in 2012.

PATRIOTS

Dedicated to recruiting and supporting military veterans, active service personnel and military family members, founded in 2013.

SPECTRUM

Dedicated to recognizing, advancing and supporting LGBTQ+ co-workers, founded in 2016.

BEACON

Dedicated to recognizing, empowering and advancing Black co-workers, founded in 2017.

FUERZA

Dedicated to empowering, developing and celebrating Hispanic and Latinx co-workers, founded in 2019.

EMBRACE

Dedicated to celebrating cultural, ethnic and religious differences and fostering a welcoming and equitable workplace, founded in 2022.

RISE

Dedicated to celebrating, supporting and advancing Asian and Pacific Islander co-workers, founded in 2022.

By the Numbers: Partnership for Disability Inclusion

Since 2011, the Barcelona, Spain, office of TD SYNNEX has been collaborating with Randstad Foundation, the non-profit arm of HR services company Randstad established in 2004, to integrate people at risk of exclusion and with disabilities into the workforce and successful careers. Contributions to the Randstad Foundation assist in the development of actions to increase inclusion, raise awareness about disability and ensure the development of social impact strategies. Thanks in large part to our donations over the last 11 years, we have seen the following results:

300
Assisted and guided almost 300 people.

120
Integrated almost 120 people in ordinary companies.

170
Trained more than 170 people.

Local and Global Diversity, Equity and Inclusion (DEI) Milestones

Goal	Achieved
Increase representation of underrepresented groups by 2025	Launched our global DEI strategy. Established a DEI Executive Council chaired by our CEO and made up of our executive leadership team. Additionally, established four regional DEI Councils (APJ, Europe, Latin America and North America). Launched a recruitment directive to ensure equal representation when sourcing and interviewing for people leader roles. Advanced European DEI Council priorities to address the workforce gender imbalance, cultivate an inclusive culture and enhance the disability employment program.
Double co-worker participation in our Business Resource Groups (BRGs) by 2025	Increased co-worker participation through the creation of two new BRGs, Rise and Embrace.
We will increase representation of people who identify as women to 50% of our workforce by 2030	Established listening circles to provide women with a safe and confidential space to discuss workplace and personal challenges.
Increase representation of people who identify as women to 40% of leadership roles by 2030	Reached 27% female representation at the director and above level. Developed a Mentoring Program to support and guide women senior managers and directors and APJ.
Improve our pay equity position across the globe through our compensation and benefits programs	Moved to a single, harmonized job evaluation and grading structure across a significant portion of our global footprint, to enable fair and consistent compensation decision-making and protect against discrimination and inequity. Significant harmonization of benefits programs.
Evaluate promotion practices for fairness for all co-workers	Created a workstream to increase employment and development opportunities for people with disabilities.

Committing to Our Communities

When our people are working toward a greater purpose, they can do incredible things. Dating back to our legacy companies, we have always taken pride in making a difference for our local communities. Today, TD SYNNEX is building on this tradition with community commitments focused on three pillars: digital divide, children and wellness. Through our Community Relations program, we are working to align our efforts and maximize our co-worker and community impact. We know that when we put our hearts into our work, the benefits go both ways.

Expanding Our Community Relations Program

At TD SYNNEX, we are focused on aligning and expanding our collective efforts. Many of our enterprise-level initiatives are currently based within the U.S. As we build our Community Relations program, we plan to gradually expand them to include leaders and co-workers from sites across the world.

Encouraging Co-Worker Engagement

Not only is volunteering a great way of giving back, it's also a great way for co-workers to get to know one another outside of work. We are currently working to grow a robust Volunteer Ambassador Network, which brings co-workers together to organize volunteer events that support their local communities.

Recently, we established two companywide volunteerism programs — Volunteer Month and Next Meal Campaign. December represents our Volunteer Month and is the first month of our fiscal year, a wonderful time to share TD SYNNEX's commitment to communities where we have a presence. Co-workers are encouraged to give the gift of time by volunteering within their communities through TD SYNNEX community partners or preferred local organizations.

In July, we focus on our annual Next Meal Campaign. Each year, the campaign brings co-workers together to partner with local organizations focused on combatting food insecurity.

TD SYNNEX's Share the Magic campaign is the focal point of our fundraising efforts. Co-workers from our legacy company, SYNNEX, launched the campaign 11 years ago at what is now TD SYNNEX's location in Greenville, South Carolina. Today, the campaign has expanded across North America with plans to further expand its reach in years to come. Share the Magic has raised over $17 million over the course of 11 years for 12 beneficiaries. They include Children's Hospital Colorado, FIRST Canada and Make-a-Wish South Carolina, to name a few.

Our Community Pillars

Making an impact on local communities has been a point of pride for TD SYNNEX throughout its history and the history of its legacy companies. TD SYNNEX is continuing its commitment to community support with a focus on the pillars of bridging the digital divide, supporting health and wellness, and investing in children and education.

Digital Divide

- **We believe** that anyone can do great things with technology — but first, they need access.
- **We're focused on** bridging the digital divide by ensuring communities not only have access to devices but to digital literacy programs.
- **We're making it happen** by partnering with organizations like Human-I-T and PCs for People.

Wellness

- **We believe** that health and wellness are essential for our communities to thrive.
- **We're focused on** taking action around the globe to respond to unique challenges and situations.

Children

- **We believe** that unlocking potential for all starts early and never truly ends.
- **We're focused on** actively supporting programs that provide children the tools and resources they need to succeed.
- **We're making it happen** through **Share the Magic**, which has raised **more than $17 million over the past 11 years for 12 beneficiaries** in North America.

Governance

TD SYNNEX takes pride in practicing strong corporate governance, in line with the history of our legacy companies and our values of inclusion, collaboration, integrity and excellence. Our corporate governance program is based on industry best practices, local and national requirements and the needs of our various stakeholders. We are committed to meeting and exceeding our responsibilities to our vendors, partners, customers, co-workers and communities. This includes being transparent and reporting our progress along the way.

To support our value of integrity and promote a culture of ethical leadership and decision-making, we have designed and implemented a comprehensive Ethics and Compliance program. The program has many facets, including several courses focused on ethical business conduct, anti-bribery, anti-corruption and other compliance-related issues. We have also established a series of governance guidelines, which outline the roles of our Board of Directors and our company's senior leadership and shared principles, which describe the behavior expected of our co-workers.

Our Corporate Citizenship program is overseen by a cross-functional steering committee of leaders and is supported through our strong partnership with BSR. Our executive leadership team, including the CEO, reviews and approves our corporate citizenship strategy and provides regular updates to our Board.

2022 Highlights

- Harmonized a new TD SYNNEX Global Code of Conduct establishing and communicating our core expectations and principles regarding ethical business conduct that serves as a foundation to guide us as a single, unified team
- Launched TD SYNNEX's purpose, mission, vision and values and fostered one culture under a Servant Leadership in Action model
- Established a corporate citizenship leadership and governance structure, including our Global Responsibility Team and Sustainability Working Group
- Created and filled the roles of Director of Global Responsibility and Global Sustainability Managers

Leading with Integrity

At TD SYNNEX, leading with integrity begins with our Board, who receives regular updates about our corporate citizenship program. As part of our commitment to ensure strong oversight of ESG issues, our Nominating and Corporate Governance Committee assists the Board in its review of the development, oversight and implementation of our ESG policies, programs and practices. Our Audit Committee assists the Board with oversight of the integrity of the company's financial statements, reliability and integrity of the systems of disclosure controls and internal controls over financial reporting processes, the company's compliance with legal and regulatory requirements, the independent auditor's qualifications and independence, performance of the company's internal audit function and independent auditors. The company's IT security and data privacy controls are assigned to the full board via the Corporate Governance Principles. Based on its philosophy of sound corporate governance, the Board sets high standards for itself and for our co-workers, officers and directors. The Board's duty is to serve as a prudent fiduciary for our shareholders as outlined in our governance policies and principles.

We maintain regional and global Compliance Committees to ensure that key executive leaders at TD SYNNEX, including the CEO, are aware of current reporting trends and the resolution or status of investigations and ethics matters. We provide metrics and qualitative details to these internal governing bodies at the end of each quarter.

"The world has an expectation that businesses will be major contributors in helping around environmental, social and governance issues. And you know what? I think that as a group, we're all up for that challenge."

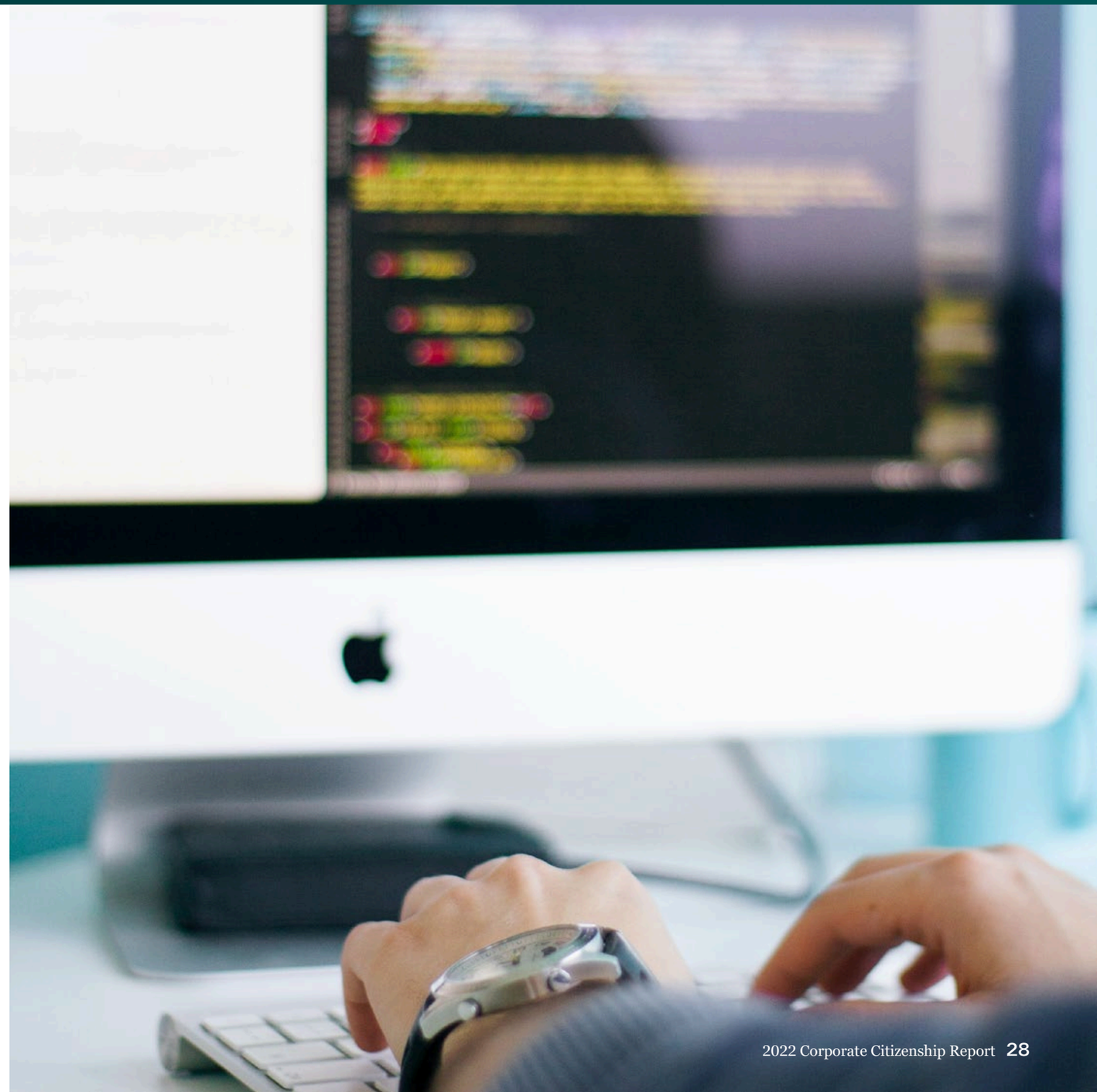
Rich Hume, CEO of TD SYNNEX, during an ESG panel held in 2022 with five of our company's senior leaders for our investor day. Learn more about our leaders' perspectives on TD SYNNEX's role in addressing ESG issues by watching the full ESG panel discussion.

In September 2021, TD SYNNEX's wholly owned subsidiary, Hyve Solutions, which manufactures hyperscale racked server systems for customer data centers, joined the RBA (Responsible Business Alliance) as an "Affiliate" member; and in January 2022 was accepted for "Regular" membership. RBA is a coalition of companies driving sustainable value for workers, the environment and business through the global electronics supply chain. Through this membership, Hyve Solutions joins more than 200 other companies in committing to and implementing the RBA Code of Conduct in its own operations and in deploying the Code to its suppliers.

Prioritizing Privacy and Data Security

Our partnerships are strengthened by relationships built on trust. We know that our partners look to us to help them keep their IT systems and assets secure and we take that responsibility seriously. We apply cybersecurity best practices and international standards, in addition to using best-in-class technology and processes to protect our company and partners. Our company upholds strict IT standards to achieve confidentiality and integrity while ensuring that pertinent information is readily available. We design our IT systems to provide safe and secure use of that information and we extend these best practices to our company's supporting partners. Our policy requires that we use approved TD SYNNEX systems when conducting company business and do not use company devices or networks for any illegal or unethical activities.

While we are constantly improving our organizational and technical measures to stay ahead of emerging threats, we also rely on the security awareness of each of our co-workers. We regularly train our teams to follow all policies and best practices regarding privacy, cybersecurity and IT-acceptable use. TD SYNNEX operates a Cyber Defense Center, which is a specialized security operations team that works to minimize organizational risk and reduce the impact of security breaches through a global team of security experts from across the company to help protect, detect, and respond to threats in real time. They provide continuous security monitoring, vulnerability risk assessment, threat intelligence, and intrusion detection. The Cyber Defense Center uses advanced tools and managed service providers using AI and deep learning to identify atypical user behavior and system events. If we suspect a phishing email, a potential data breach or any other cyber threat, we immediately alert our Cyber Defense Center so it can respond appropriately.



Ensuring Ethics and Compliance

At TD SYNNEX, we empower our global partners to achieve great outcomes with technology. By emphasizing ethical leadership, behavior and compliance, we continue to deliver on our purpose and build our stakeholders' trust. Since unifying our legacy companies, we have worked to harmonize our policies and procedures to ensure a seamless customer and co-worker experience. We want to retain the best practices of both Tech Data and SYNNEX, and we know that will require collaboration and time. Our recently launched TD SYNNEX Code of Conduct establishes and communicates our core expectations and principles regarding ethical business conduct and serves as a foundation to guide us as a single, unified team.

We plan on continuing to enhance our policy library; for example in 2023 we plan to publish a dedicated TD SYNNEX Human Rights Policy, which will include expectations of routine due diligence to identify and address human rights issues in the supply chain.

We also utilize technology to automate guidance and approvals to ensure fast and accurate guidance for our co-workers for common co-worker questions, including gifts and entertainment, conflicts of interest, government official expenses, competitive intelligence and third-party screening. To date, TD SYNNEX co-workers have received over 2,500 instances of custom guidance using these tools.

Should we ever fall short of our principles or fail to achieve compliance, we are committed to taking swift action to address and correct the issue. Our company does not tolerate retaliation and we ask every member of our community to speak up when they see something that isn't right. We have established a broad compliance policy library, as well as reporting channels, to empower our co-workers to understand ethics and compliance issues and report any concerns. These resources include:

- **TD SYNNEX EthicsLine:** provides a means to report any behavior inconsistent with our Code of Conduct 24 hours a day, 365 days a year.
- **Real Tales of Ethics & Compliance video series:** highlights and explains the consequences of real compliance issues.
- **30 Seconds with Ethics & Compliance video series:** highlights key tips and takeaways regarding relevant ethics and compliance topics.
- **Ethics & Compliance toolkits:** provide key points and steps to take in specific situations and delivered in short and simple packages.
- **Policy Pathway modules:** help our co-workers get answers to compliance-related questions digitally and efficiently by leveraging technology tools.
- **Supplier Integrity Principles:** set clear expectations for our suppliers and other business partners regarding human rights in the supply chain, anti-competitive behavior, anti-bribery and anti-corruption, as well as other core governance topics.

Our Principles

Our principles apply to all our co-workers, contractors, Board members and channel partners. They guide us to lead with integrity in the following ways:

- **We will follow** the relevant policies and law
- **We offer a safe,** respectful and inclusive workplace
- **We value** basic human rights
- **We respect** our shareholders and resources
- **We keep** competitive information confidential
- **We report** and manage potential conflicts of interest
- **We are fair and honest** in every interaction
- **We do not tolerate** bribery or corruption
- **We respect** personal privacy
- **We prioritize** cybersecurity
- **We embrace** free and fair competition
- **We hold ourselves accountable** to these principles

Appendix

About this Report

This report details TD SYNNEX's progress in sustainability and is our first-ever sustainability report. Many of the programs mentioned were begun by one of our two legacy companies prior to the merger that established TD SYNNEX – Tech Data and SYNNEX. As part of our effort to establish a unified and strategic approach to all business functions, we believe a corporate citizenship report is a natural next step in tracking the efforts to improve resource management, innovate and ensure responsible governance across our global footprint. It is intended to be our primary source of annual disclosure on sustainability performance and provide a transparent account of our ESG approach and performance. Reporting on other matters can be found in our public SEC filings, annual reports, and corporate website. Data in this report were collected during fiscal year 2022, the period between December 1, 2021 and November 30, 2022, unless otherwise noted.

Safe Harbor Statement

Statements in this report regarding TD SYNNEX Corporation which are not historical facts may be forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. These forward-looking statements may be identified by terms such as believe, expect, may, will, provide, could and should and the negative of these terms or other similar expressions. These forward-looking statements include, but are not limited to, statements regarding our strategies and goals. These are subject to risks and uncertainties that could cause actual results to differ materially from those discussed in the forward-looking statements. Please refer to the documents filed with the Securities and Exchange Commission, specifically our most recent Form 10-K and subsequent SEC filings, for information on risk factors that could cause actual results to differ materially from those discussed in these forward-looking statements. Statements included in this report are based upon information known to TD SYNNEX Corporation as of the date of presentation and TD SYNNEX Corporation assumes no obligation to update information contained in this report except as otherwise required.

Sustainability Data Summary

Corporate Metrics

	2022
Impact	
Total revenue (thousands)	$62,343,810
Technology partners supported	150,000
Countries served	100

[7]Energy usage was estimated/extrapolated for 23% of our energy consumption (as restated)[10], and we have used estimations based on two-year averages of energy consumption by building type reported by the Urban Land Institute (Greenpoint Performance Report, Vol. 10 & 11). These estimations are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

[8]We assert that our Greenhouse Gas emissions were calculated and estimated based on the World Resource Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, including the GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard (collectively, the "GHG Protocol"). We utilize the operational control approach as our organizational boundary to consolidate emissions. Emission factors have been applied according to the prioritization hierarchy set forth by the GHG Protocol. These factors were sourced from the 2022 UK Department of Environment, Food & Rural Affairs (DEFRA), U.S. eGRID, Carbon FootPrint's 2021 Grid Electricity Emissions Factors v1.1, 2020 International Energy Agency (IEA) Emission Factors, Energy Market Authority (EMA), Institute for Global environmental Strategies (IGES) List of Grid Emission Factors 2022, and Association of Issuing Bodies (AIB). The measurement of GHG emissions requires us to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. GHG emissions are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. KPMG LLP (KPMG) has reviewed our assertion that our Scopes 1 and 2 Greenhouse gas emissions for the year ended November 30, 2022 were calculated based on the GHG Protocol. A copy of the KPMG report can be found on page 47. No other information included within the 2022 Corporate Citizenship Report was subject to KPMG's limited assurance engagement and, accordingly, KPMG does not express a conclusion or any form of assurance on such information.

[9]For direct emissions (Scope 1), approximately 8% of the emissions were the result of estimates (as restated)[10]. For indirect (Scope 2) emissions, approximately 25% of location-based and 26% of market-based emissions were estimated. In these cases, proxies such as floor area and historical usage were used to derive estimates. Emissions categories are rounded to nearest whole percentage.

[10]Subsequent to the issuance of the 2022 Corporate Citizenship Report on February 9, 2023, we identified errors in Scope 1 emissions of 24,243 MWh and 4,212 metric tons CO2e. As a result, Scope 1 emissions and energy consumption have been restated.

Environment

	2022
Energy & Emissions	
Energy Consumption (MWh)[7] (as restated)[10]	174,319
Renewable energy consumption (MWh)	1,659
Greenhouse Gas Emissions[8,9]	
Scope 1 GHG Emissions (metric tons CO_2e) (as restated)[10]	10,041
Scope 2 GHG Emissions (metric tons CO_2e)	
Location-based emissions	38,914
Market-based emissions	43,932

Sustainability Data Summary, Cont.

Environment

	2022
CDP Assessment	
Score	C “Awareness”
EcoVadis Assessment	
Score	Bronze Medal

Social

	2022
U.S. Ethnicity (%)	
American Indian/Alaska Native	1
Asian	8
Black/African American	11
Hawaiian/Pacific Islander	0
Hispanic/Latino	16
Two or more races	2
Undisclosed	1
Elected Not to Specify	2
White	59

Sustainability Data Summary, Cont.

Social	2022
Workforce	
Number of full-time employees	approximately 23,500
Global Employees by Gender (%)	
Male	58
Female	42

Social	2022
Employee Engagement	
Huang Leadership Development Scholarships awarded	7
Co-workers reporting that they felt welcomed when they joined TD SYNNEX (%)[11]	85
Co-workers reporting that management trusts people to do a good job (%)[11]	81
Business Resource Groups	7

[11]US-only figures.

Task Force on Climate-related Financial Disclosures (TCFD) Disclosure Index

Disclosure Focus Area	2022 Response
Governance Disclose the organization's governance around climate-related risks and opportunities.	Our Corporate Citizenship program is overseen by a cross-functional steering committee of leaders and is supported through our strong partnership with BSR. Our executive leadership team, including the CEO, reviews and approves our corporate citizenship strategy and provides regular updates to our Board. Board members participate in discussions on climate-related issues. The Nominating and Corporate Governance Committee has primary oversight of ESG. Climate-related issues were discussed in several Board meetings in the period, and have later guided major plans of action and goal setting, among others.

TCFD Disclosure Index, Cont.

Disclosure Focus Area	2022 Response
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	We do not define, in explicit terms, substantive risk within our public filings at this time. However, we acknowledge that increasing attention on environmental, social and governance (ESG) matters may have a negative impact on our business, impose additional costs on us, and expose us to additional risks. Companies are facing increasing attention from investors, customers, partners, consumers and other stakeholders relating to ESG matters, including environmental stewardship, social responsibility, diversity and inclusion, racial justice and workplace conduct. In addition, organizations that provide information to investors on corporate governance and related matters have developed ratings processes for evaluating companies on their approach to ESG matters. Such ratings are used by some investors to inform their investment and voting decisions. Unfavorable ESG ratings may lead to negative investor sentiment toward the Company, which could have a negative impact on our stock price and our access to and costs of capital. We have established corporate social responsibility programs aligned with sound environmental, social and governance principles. These programs reflect our current initiatives and are not guarantees that we will be able to achieve them. Our ability to successfully execute these initiatives and accurately report our progress presents numerous operational, financial, legal, reputational and other risks, many of which are outside our control, and all of which could have a material negative impact on our business. With regard to climate-related risks, which have the potential to have substantive financial or strategic impact on our business, TD SYNNEX acknowledges that risks exist, but none with potential to have a substantive financial or strategic impact on business. The preliminary climate risk assessment we conducted in 2022 using estimations from the Climate Impact Lab does not show risks with potential to have a substantive negative impact on our business. However, we are continuously assessing risk and may identify additional risks in the future. We will develop our transition plan in the next two years following our formal commitment to SBTi.

TCFD Disclosure Index, Cont.

Disclosure Focus Area	2022 Response
Risk Management Disclose how the organization identifies, assesses and manages climate-related risks.	We conducted a preliminary climate risk assessment in 2022 using estimations from the Climate Impact Lab (https://impactlab.org). This Lab estimates the relationship between a changing climate and human well-being across eight categories: human health, labor productivity, energy demand, agriculture, manufacturing, damage to coastal infrastructure, increased social conflict and crime, and altered migration patterns. In addition to providing localized climate risk information, the Lab is monetizing and aggregating these impacts to produce the world's first empirically derived estimate of the social cost of carbon (SCC) — the cost to society and the economy from each ton of carbon dioxide emitted. Additionally, we have a Business Continuity Plan that follows industry-standard guidelines, which include end-to-end procedures that enable TD SYNNEX to respond to a natural or man-made disaster with minimal disruption to our critical business functions. Disasters are defined as major business interruptions and fall into these categories: natural disasters (e.g., hurricanes, floods, earthquakes, etc.), contamination (e.g., pandemic, HAZMAT leaks, etc.), infrastructure or technology disasters (e.g., data center, telecommunication failure, etc.), and life/safety-security related events (e.g., civil unrest, terrorism, war, etc.). As a part of our planning process, we coordinate with Corporate Real Estate and Security to assess potential risks at each location, which may include, but are not limited to, climate/flood zones, security threats and health/safety risks. In the following months, we will be forming a Climate Task Force with internal functional teams such as Sustainability, Finance, Real Estate, Procurement and Business Continuity Planning.

TCFD Disclosure Index, Cont.

Disclosure Focus Area	2022 Response
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	We are tracking emissions data including: • Gross global Scope 1 emissions (metric tons CO_2e) (as restated)[12]: 10,041 • Scope 2, location-based (metric tons CO_2e): 38,914 • Scope 2, market-based (metric tons CO_2e): 43,932 Our emissions intensity will reduce over the next five years aligned with our goal of net-zero GHG emissions in our global operations by 2045. We will develop our emissions target in the next year when formally submitting to SBTi.

[12]Please refer to pg. 32.

Sustainability Accounting Standards Board (SASB) Standards Index

Multiline and Specialty Retailers & Distributors					
Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Response
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	1. Total energy consumed in 2022 (as restated)[13]: Approximately 174,319 MWh 2. Percentage grid energy: Approximately 99% 3. Percentage renewable energy: Approximately 1%

[13]Please refer to pg. 32.

SASB Standards Index, Cont.

Multiline and Specialty Retailers & Distributors					
Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Response
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	The maintenance of privacy and a security culture and the prevention of cybercrimes is a core focus that is addressed by the Board during security briefings on cybersecurity matters. Our prioritization of our cybersecurity risk management strategy is critical to maintaining the trust of our stakeholders. Our cybersecurity program is led by a dedicated team and includes protocols for detecting, addressing and responding to cybersecurity incidents. Business continuity, disaster recovery planning and testing, and security vulnerability assessments are frequently conducted. Our security strategy has been assessed by several independent security firms. As part of our information security training program, we provide cybersecurity awareness training and emphasize ethical spear-phishing simulations. Our cybersecurity insurance thresholds and deductibles align with industry expectations. 2022 Corporate Citizenship Report > Governance > Prioritizing Privacy and Data Security

SASB Standards Index, Cont.

Multiline and Specialty Retailers & Distributors

Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Response
Workforce Diversity & Inclusion	Percentage of gender and U.S. racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage	CG-MR-330a.1	2022 Corporate Citizenship Report > Appendix > Sustainability Data Summary
Product Sourcing, Packaging & Marketing	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	2022 Corporate Citizenship Report > Environmental Sustainability > Optimizing Our Operations
Activity Metrics	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	As a result of the Merger, we have expanded both our domestic and international operations. We operate 181 distribution and administrative facilities globally.[14]

[14]The locations included in this report are aligned with our Corporate Real Estate listing of sites. Our larger company facilities often have several utility meters and/or accounts. For this reason, some company locations may be counted as one site with several discrete sites within, for the purpose of calculating emissions.

United Nations Sustainable Development Goals

Goal	Most Relevant Targets	Examples of Impact in 2022
Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (Quality Education)	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Making an impact on local communities has been a point of pride for TD SYNNEX throughout its history and the history of its legacy companies. TD SYNNEX is continuing its commitment to community support with a focus on the pillars of bridging the digital divide, supporting health and wellness, and investing in children and education. 2022 Corporate Citizenship Report > Social Responsibility > Committing to Our Communities
Goal 5. Achieve gender equality and empower all women and girls (Gender Equality)	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Through our DEI roadmap, we are driven to foster a diverse workforce, an inclusive culture and programs and practices that are equitable for all. We are dedicated to providing opportunities for DEI-focused education, awareness and engagement. To help make this effort come to life, TD SYNNEX has committed to having a diverse Board, with members coming from a variety of industries and backgrounds. Currently, 55% of our Board identifies as female or a member of a minority group. 2022 Corporate Citizenship Report > Social Responsibility > Affirming that Our Differences Make the Difference

United Nations Sustainable Development Goals, Cont.

Goal	Most Relevant Targets	Examples of Impact in 2022
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (Decent Work and Economic Growth)	8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	TD SYNNEX takes pride in practicing strong corporate governance, in line with the history of our legacy companies and our values of inclusion, collaboration, integrity and excellence. Our corporate governance program is based on industry best practices, local and national requirements and the needs of our various stakeholders. We are committed to meeting and exceeding our responsibilities to our vendors, partners, customers, co-workers and communities. We believe that safety is a shared responsibility, and that we can ensure future safety through a combination of strong work practices and the vigilance of every one of our co-workers. Our objective is to provide a safe workplace and environment for all co-workers and our goal is zero accidents and injuries. We work to achieve this by following the guidance of applicable Occupational Safety & Health Administration (OSHA) standards, continually reviewing work practices, and analyzing any incidents for ways to improve. We provide a wide variety of safety training courses — delivered when co-workers are hired, based on their job description, prior to use of certain equipment, or annually — as appropriate to the situation. 2022 Corporate Citizenship Report > Governance 2022 Corporate Citizenship Report > Social Responsibility > Ensuring a Safe Workplace for All TD SYNNEX Website > Governance Policies and Principles

United Nations Sustainable Development Goals, Cont.

Goal	Most Relevant Targets	Examples of Impact in 2022
Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation (Industry, Innovation and Infrastructure)	9.b Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities	We're a leading distributor and solutions aggregator for the IT ecosystem and our vision is to connect the global IT ecosystem and unlock its potential for all. We're an innovative partner that helps our customers maximize the value of IT investments, demonstrate business outcomes and unlock growth opportunities. Our global reach enables big solutions and we benefit from leadership across our operations who test solutions and programs that make a difference. We partner with the entire technology ecosystem to manage relentless transformation, execute confidently and evolve to capture opportunities as they emerge. We deliver solutions for every type of ecosystem partner through global technology distribution and solution aggregation capabilities. 2022 Corporate Citizenship Report > We're TD SYNNEX TD SYNNEX Website > About Us

United Nations Sustainable Development Goals, Cont.

Goal	Most Relevant Targets	Examples of Impact in 2022
Goal 12. Ensure sustainable consumption and production patterns (Responsible Consumption and Production)	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Through our new Corporate Citizenship program, we are working to lower our global carbon footprint, expand the circular economy and deliver education and thought leadership by taking a coordinated, collaborative approach. We have committed to the Science-based Target initiative (SBTi) Business Ambition Pledge and established a target to achieve net-zero GHG emissions in our global operations by 2045, with many of our locations aligning with even more aggressive timelines and locally appropriate guidelines. Along the way, we plan to set targets for emissions reductions and increase our sustainability initiatives worldwide. We are also committed to advancing the circular economy by partnering with our stakeholders to maximize the value of technology and minimize waste. To better understand our environmental impact and our opportunities to improve, we have conducted internal assessments and benchmarking. We are also deploying environmental management systems, aligning with international standards and reporting our performance through CDP. We recognize that sustainability is a journey, and we are confident that we can drive meaningful change across our business and the IT ecosystem. 2022 Corporate Citizenship Report > Environmental Sustainability
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Our goal is to embed circular economy principles into our product life-cycle management strategy and partner with stakeholders to minimize waste through repairs, refurbishment and recycling. Efforts such as our waste reduction program in Hong Kong have earned distinctions including Wastewi$e certification, and in France we achieved ISO 9001 and 14001 certifications and earned EcoVadis' Platinum Medal for our sustainable management system. When we refurbished our Bracknell, U.K., offices, we wanted to minimize waste. By partnering with the charity Waste to Wonder, we donated office furniture to the Not Alone Foundation Trust, which serves underprivileged children in Ghana, West Africa. We plan to adopt the same process as we move and refurbish other U.K. sites. 2022 Corporate Citizenship Report > Environmental Sustainability > Optimizing Our Operations

United Nations Sustainable Development Goals, Cont.

Goal	Most Relevant Targets	Examples of Impact in 2022
Goal 13. Take urgent action to combat climate change and its impacts (Climate Action)	13.2 Integrate climate change measures into national policies, strategies and planning	Climate action can't wait, so we've made it our environmental priority. We began our carbon-reduction journey in September 2021, when we signed the SBTi's Business Ambition Pledge. In line with the Paris Agreement — which aims to limit global warming to pre-industrial levels — we committed to achieving net-zero GHG emissions in our global operations by 2045. To get there, we're focused on minimizing the carbon footprint of our operations while working with partners to help decarbonize the IT ecosystem. We are also implementing data management systems to enhance our collection and disclosure of GHG emissions data. These efforts will help make up our carbon-reduction roadmap, which will outline our pathway forward. 2022 Corporate Citizenship Report > Our Corporate Citizenship Strategy 2022 Corporate Citizenship Report > Environmental Sustainability > Reducing Our Carbon Footprint

Independent Accountants' Report

KPMG LLP
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To the Board of Directors
TD SYNNEX Corporation:

We have reviewed management of TD SYNNEX Corporation's (the Company) assertion that the Company's Scope 1 and 2 Greenhouse Gas Emissions, as presented on page 32 of the accompanying 2022 Corporate Citizenship Report, for the year ended November 30, 2022 (the "Subject Matter") are calculated based on the World Resource Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, including the GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard (collectively, the "GHG Protocol" and the "Criteria"). The Company's management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in AT-C Section 105, *Concepts Common to All Attestation Engagements*, and AT-C Section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the subject matter in order for it to be in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter is in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of inquiries of management to obtain an understanding of the methodology applied, assessment of the Company's application of the stated methodology for deriving the greenhouse gas emissions, recalculation of a selection of greenhouse gas emissions, analytical procedures comparing greenhouse gas emissions trends, inspection of a selection of source documentation, and inquiries of management regarding subsequent events.

As described on page 32 of the accompanying 2022 Corporate Citizenship Report, the preparation of the Subject Matter requires the Company's management to interpret the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. The selection of different, but acceptable measurement techniques can result in materially different measurements. Different entities may make different, but acceptable interpretations and determinations.

As described in footnote 10 on page 32 of the accompanying 2022 Corporate Citizenship Report, the Subject Matter has been restated to correct material misstatements relating to its Scope 1 Greenhouse Gas Emissions. Our conclusion is not modified with respect to this matter.

Our review was limited to management's assertion that the Company's Scope 1 and 2 Greenhouse Gas Emissions, as presented on page 32 of the accompanying 2022 Corporate Citizenship Report, for the year ended November 30, 2022 (the "Subject Matter") are calculated based on the Criteria. The Company's 2022 Corporate Citizenship Report includes other information and metrics that were not subject to our review procedures. The Company's 2022 Corporate Citizenship Report also includes goals and targets that were not subject to our review procedures. Accordingly, we do not express an opinion, conclusion, or any other form of assurance on such information or metrics.

Based on our review, we are not aware of any material modifications that should be made to management of TD SYNNEX Corporation's assertion that the Company's Scopes 1 and 2 Greenhouse Gas Emissions for the year ended November 30, 2022 are calculated based on the GHG Protocol in order for it to be fairly stated.

KPMG LLP

Santa Clara, California
November 17, 2023

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