

At the center of what's next.

FY2025

Corporate Citizenship Report

Leading from the center means moving forward together,

 bringing clarity to complexity

 preparing for whatever challenges lie ahead

 advancing responsible progress across the IT ecosystem with purpose and momentum



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At the center of what's next

TD SYNnex sits at the center of a technology ecosystem that is moving quickly. Our role is to help partners turn that movement into progress by bringing together the technology, expertise and relationships that help organizations navigate change and achieve meaningful outcomes.

As we help shape the future of IT, we remain equally focused on how we operate, with responsibility, transparency and long-term value in mind. Our Corporate Citizenship framework helps guide that approach, strengthening how we innovate, reduce our environmental impact, support our co-workers and contribute to the communities where we live and work.

In FY2025, we continued to make meaningful progress across our Corporate Citizenship priorities while investing in the long-term resilience of our business and the broader technology ecosystem. We reduced Scope 1 and 2 emissions by 52% from our FY2022 baseline, building on the progress we made after achieving our 2030 science-based target (SBT) six years ahead of schedule. We also began providing product-level carbon footprint data to customers, helping them make better-informed purchasing decisions and supporting their own sustainability goals.

Our progress also reflects a broader commitment to contributing to global priorities. In FY2025, we joined the United Nations Global Compact (UNGC), aligning our work with its principles and reinforcing our commitment to operating responsibly, transparently and sustainably as a global company. As a participant, we support the aims of the UNGC's Ten Principles, and this report serves as our annual communication on progress.

Our co-workers remain at the center of everything we do. This year, we refreshed our values and Servant Leadership Commitments, providing practical guidance that reflects how we work together, lead and serve our stakeholders. These principles help strengthen a culture of accountability, collaboration and service across our organization.

That commitment extends beyond our business. Around the world, co-workers contributed more than 12,000 volunteer hours in FY2025, a more than 60% increase from FY2024, supporting causes and communities that matter where we live and work. Their dedication reflects something that has always been true at TD SYNnex: when people come together around a shared purpose, they can create a lasting impact far beyond the workplace.

We also continue to invest in preparing our workforce for the future. As AI becomes more integrated across the technology ecosystem, we believe people remain indispensable to realizing its full potential. Technology can accelerate insight and productivity, but it is human judgment, creativity and leadership that turn those capabilities into meaningful outcomes. AI will undoubtedly transform how work gets done, but it does not replace the need for trust, accountability and human connection.



To help our co-workers build these capabilities, we launched a new training platform focused on AI fluency, equipping teams to use these technologies responsibly and effectively.

I am proud of the progress we made in FY2025 and grateful to our co-workers, partners and communities who make it possible. The opportunities ahead are significant, and so is our responsibility to help shape them thoughtfully. As technology continues to evolve, we will remain focused on creating meaningful impact for our partners, our people, our communities and the planet while helping build a more sustainable, connected and responsible IT ecosystem for the future.



Patrick Zammit
Chief Executive Officer, TD SYNnex

From complexity to clarity

Our passion for technology is rooted in the possibilities it opens for people.

From our position at the center of the IT ecosystem, we bring together products, services, insights and partnerships and turn complexity into clarity. This role allows us to inspire confidence and create opportunities for those who rely on IT every day.

By applying expertise, responsible practices and scale, we help technology move through the ecosystem with purpose, creating a more resilient, sustainable IT ecosystem where progress is personal and impact is shared.



Complexity in

By personalizing scale and access, we ensure that innovation, responsibility and opportunity can enter the ecosystem without overwhelming it. In partnership with vendors, we:

- Aggregate diverse technologies, insights and market signals
- Personalize scale so access feels intentional, not chaotic
- Remove friction early, before complexity reaches our partners

Insight at the center

Decisions are made with real people, communities and consequences in mind. Our co-workers stay on the cutting edge to:

- Interpret technology and sustainability requirements
- Apply operational, environmental and governance rigor
- Handle sorting, logistics, lifecycle decisions and impact reduction
- Invest in people, culture and learning to power better outcomes

Clarity forward

We provide advanced options, easy access and actionable insights so businesses can move forward with confidence, equipped to grow, specialize and make responsible choices. For our partners, we:

- Simplify access to advanced technologies and services
- Embed insights so better decisions are easier to make
- Enable growth without transferring complexity
- Extend sustainability and responsibility throughout the ecosystem

TD SYNnex by the numbers

- **100+**
countries served
- **150,000+**
customers
- **\$62.5B**
in FY2025 revenue
- **24,000**
skilled co-workers
- **~2,500**
vendors/original equipment manufacturers
- **200,000+**
products sold

Corporate Citizenship highlights



Driving sustainable transformation

Reduced Scope 1 and 2 emissions by ~52% against FY2022 base year and ~16% from FY2024

Acquired ~53% of electricity from renewable sources

Repaired and returned nearly 300,000 devices to service via our Shyft Global Services business

Achieved 100% of electricity in Latin America matched with renewable energy

Reduced carbon intensity by ~22% from FY2024



Fostering connection

Refreshed TD SYNnex values and enhanced our Servant Leadership Commitments

Launched digital coaching services for 3,500 people leaders

Raised \$3.7 million for our Share the Magic initiative, supporting 15 charities helping children and families

Recorded 12,186 volunteer hours from 1,553 co-workers for 191 nonprofits

Business Resource Groups (BRGs) organized 50+ communal events and educational sessions around the world



Leading with integrity

Launched regional Ethics Advisor Networks, connecting co-workers across regions

Achieved 99.3% completion rate for our global Code of Conduct training

Enhanced our cybersecurity measures through improved initiatives and implementation of a strategic roadmap

Furthered AI fluency across our workforce through a new training platform

Invested in AI governance through an AI Committee, Responsible AI governance framework and Gen AI Use and Development Policy

“The progress we’ve made over the last year is testament to the hard work and dedication of our team. Together, our co-workers are delivering sustainable value for partners, empowering our communities and building a more resilient business and industry.”

Jill Kermes
Corporate Vice President,
Global Communications and
Corporate Citizenship

Awards and recognitions

We are proud to have earned awards for our culture and sustainability accomplishments and work completed in FY2025, including:

- CDP Management (B) rating
- ClimateChoice Gold Award, Top Tier 2025
- CRN Inclusive Channel Leaders 2025 — Five TD SYNnex Leaders
- CRN Sustainability in Tech Awards: Net Zero Project of the Year, Sustainability Champion — Distributor (TD SYNnex UK & Ireland)
- Dell Technologies North America Sustainability & ESG Partner of the Year Award 2025
- Disability Index, Best Place to Work for Disability Inclusion 2025 (Germany and US)
- EcoVadis score of 69/100, 80th percentile
- FORTUNE World's Most Admired Companies 2025
- Great Place to Work® 2025 — certified in 22 countries
- Human Rights Campaign Foundation's Corporate Equality Index, Top Score — 100
- Lenovo 360 Circle, Global Distributor of the Year 2025 — Sustainability
- Microsoft Visionary Awards 2025, Sustainability Award (Austria)
- PRSA 2026 Bronze Anvil Award for FY2024 Corporate Citizenship Report
- Softcat UK Most Sustainable Distributor 2025



Personalizing our approach to sustainability

TD SYNnex plays a vital role in the global technology value chain, connecting innovators and business partners to move technology from idea to impact.

Positioned at the center of this ecosystem, we have a unique vantage point into how technology is built, delivered and used, and an opportunity to help ensure it advances in ways that are sustainable, inclusive and resilient. That perspective enables us to identify where meaningful change is needed — and where collaboration can accelerate progress.

Our Corporate Citizenship strategy reflects this central role. Designed to strengthen our business while supporting positive outcomes for people and the planet, our strategy is anchored in six sustainability pillars that guide how we operate, partner and innovate. In FY2025, we operationalized the Commercial Sustainability pillar, which was introduced in FY2024, reinforcing our commitment to creating value through products, services and solutions that support climate adaptation, improve energy efficiency and advance a more circular technology economy.

Learn more about how we're supporting partners with sustainable product offerings and information in [Driving sustainable transformation](#).

Sustainability pillars

Education and Thought Leadership

Establish TD SYNnex as a leader in the industry by collaborating with business partners to identify challenges and opportunities and support the IT ecosystem in collectively advancing sustainable practices



Sustainability Metrics and Reporting

Increase the robustness of our data to prepare for climate-related reporting and regulations, inform our sustainability levers and focus our decarbonization efforts



Climate Mitigation and Greenhouse Gases

Mitigate climate impact by working toward net-zero greenhouse gas (GHG) emissions across our value chain through renewable energy procurement, sustainable logistics and transportation and increased operational efficiencies



Circular Economy

Integrate circularity in our internal and external strategy by reducing resource usage in our operations, enhancing our product lifecycle management strategy, and expanding and improving circular economy services



Culture

Embed a sustainable mindset in our corporate culture of learning, innovation and excellence, empowering sustainability champions and co-worker-led Green Teams to drive sustainability initiatives at their local sites and in commercial projects



Commercial Sustainability

Leverage sustainability as a value creation opportunity with products and services, including helping partners to develop sustainability readiness and to strengthen the value proposition

Focused on what matters most

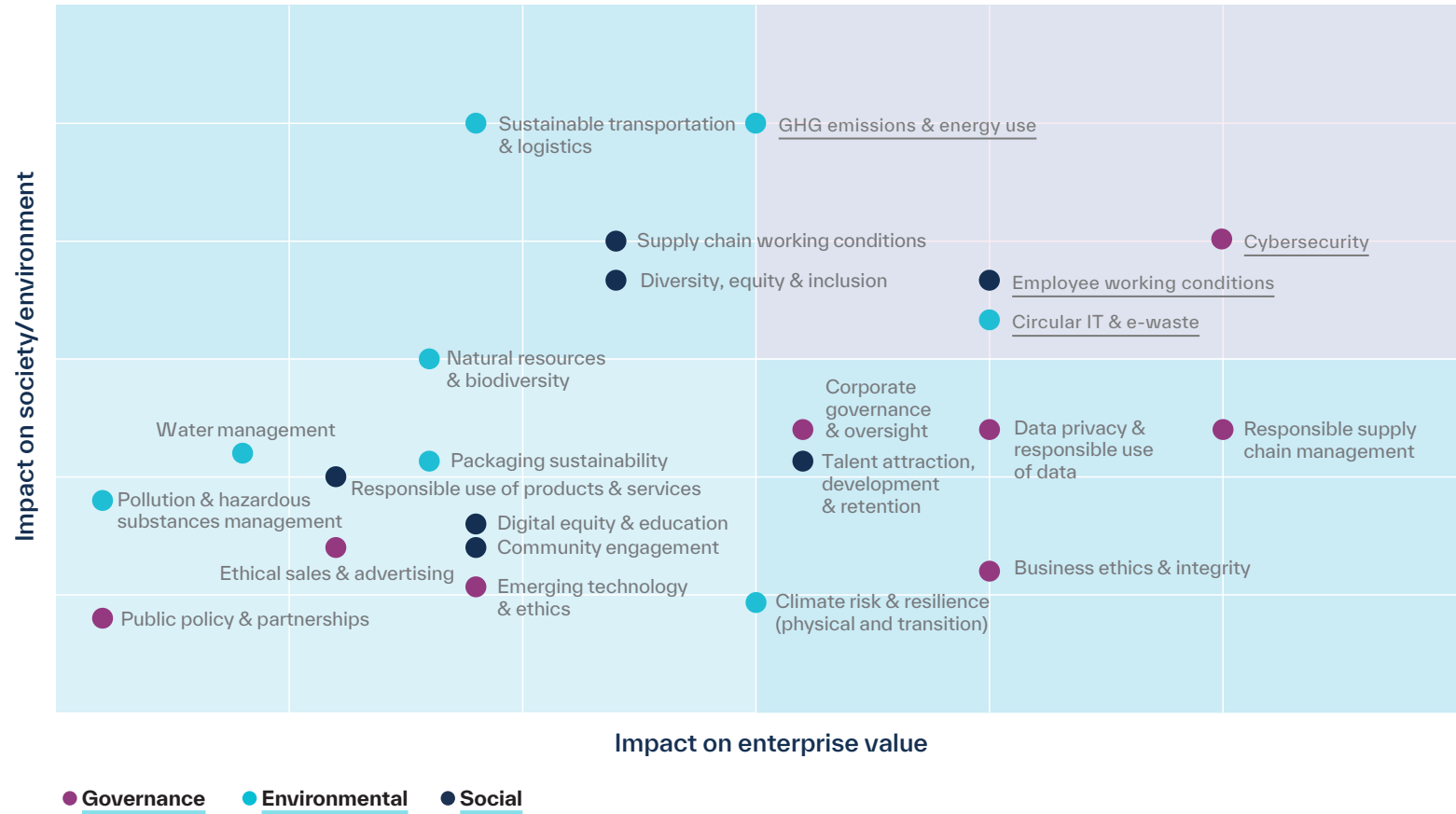
TD SYNEX’s Corporate Citizenship strategy is guided by a double materiality assessment in which we identified sustainability topics with the greatest impact on our business, the environment and society at large. Building on our FY2024 assessment, our FY2025 approach continues to align stakeholder insights with enterprise risk considerations and evolving global expectations.

This process highlights priorities such as cybersecurity resilience, employee working conditions, circular IT and e-waste management, and GHG emissions and energy use, alongside foundational areas such as business ethics, responsible supply chain management and sustainable logistics. By focusing on what matters most, we sharpen our impact and strengthen long-term business resilience. Looking ahead, we plan to refresh our double materiality assessment in FY2026 to ensure we’ve captured the most relevant impacts in our Corporate Citizenship strategy.

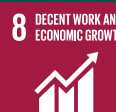
Frameworks and assurance at-a-glance

TD SYNEX’s FY2025 Corporate Citizenship Report aligns with leading sustainability reporting frameworks, including the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB). In addition, we work with an independent, third-party assurance provider to validate GHG emissions data. Read more in the [Appendix](#).

Double materiality matrix



Learn more about our materiality approach, matrix and topic definitions in the [Appendix](#).



Aligning our Corporate Citizenship strategy with global progress

Our Corporate Citizenship strategy supports broader global sustainability efforts. We align our actions with several United Nations Sustainable Development Goals (SDGs), making an impact that extends beyond our business. Read more about how our FY2025 actions contributed to the SDGs in the [Appendix](#).

TD SYNnex is also now a member of the UNGC – an initiative to align business operations and strategies with Ten Principles in the areas of human rights, labor, environment and anti-corruption. We're committed to integrating these Ten Principles, which support the SDGs, into our ways of working.

The Ten Principles of the UN Global Compact

Human Rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2

Make sure that they are not complicit in human rights abuses.

Learn how we're aligning with these Principles in [Leading with integrity](#).

Labor

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

The elimination of all forms of forced and compulsory labor;

Principle 5

The effective abolition of child labor; and

Principle 6

The elimination of discrimination in respect of employment and occupation.

Learn how we're aligning with these Principles in [Fostering connection](#) and [Leading with integrity](#).

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Learn how we're aligning with these Principles in [Driving sustainable transformation](#).

Anti-Corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Learn how we're aligning with this Principle in [Leading with integrity](#).



Operational excellence and quality

TD SYNnex creates value across the technology value chain through how we lead with consistency, quality and accountability in everything we do. From expanding customer reach and evolving our portfolio to building a high-performing, future-ready workforce, we pursue our priorities through an operational model grounded in strong governance, sustainable practices and Corporate Citizenship.

Operational excellence is central to this approach, providing opportunities to reduce environmental impacts while building business resilience. Powered by technology and informed by deep ecosystem insight, we focus on simplifying complexity while raising the bar for quality and reliability at every step. By embedding sustainability into our processes and decision-making, we reduce environmental impact, support our co-workers, create cost efficiencies and reinforce the resilience of our global operations.

Excellence in quality management

We enforce our commitment to operational leadership through globally recognized management system standards. As of FY2025, 60 facilities representing approximately 68% of our total global footprint have achieved International Organization for Standardization (ISO) 9001 certification, the world's most widely adopted quality management standard.¹ We continue to advance additional certifications, including ISO 14001 and 45001, to further strengthen process integrity, consistency and continuous improvement across our operations.

Together, these systems help us drive efficiency, maintain high performance, mitigate operational risk and demonstrate our commitment to delivering quality at scale and with purpose.

¹ As of FY2025, TD SYNnex pursues ISO certifications in locations considered operational to our business, including manufacturing facilities, offices and warehouses. Flex offices and residential locations are excluded, as they collectively represent less than 1% of our total square footage.

Risk mitigation & business resilience

Minimizing supply chain disruptions and climate-related risks through sustainable practices

Co-worker productivity & retention

Building a strong sustainability culture to engage co-workers and minimize turnover

Energy-efficiency projects

Deploying energy-saving technologies to reduce utility costs and energy loss

Waste reduction initiatives

Streamlining processes to reduce material waste and reuse resources

Process optimization

Reviewing operational processes to create more efficient workflows



Optimized transportation & logistics

Improving delivery routes and using eco-friendly transportation

Corporate Citizenship commitments



Environmental commitments

To help protect the planet, we have set a series of environmental commitments that guide us in working toward a healthier, more prosperous future. These commitments include:

Science Based Targets initiative (SBTi)

We are strongly committed to working toward our validated SBTi targets.

By 2028:

90% of our vendors and suppliers by spend covering purchased goods and services will have SBTs.

58% of our customers by revenue covering use of sold products will have SBTs.

By 2030:

Reduce absolute Scope 1 and 2 GHG emissions by 42%.^{1,2}



Goal accomplished in FY2024.

See [page 18](#) for further FY2025 progress.

By 2045:

Reach net-zero GHG emissions across the value chain.²

Additional goals

In addition to our validated SBTi targets, we are working to achieve the following goals:

- Embed circular economy principles in our product lifecycle management strategy and partner with stakeholders to minimize waste through repairs, refurbishment and recycling.
- Further deploy environmental management systems such as the ISO 14001.³



¹ Reduction is based on a FY2022 base year.

² Our SBTi targets exclude the use of refrigerants, other fuels and purchased heating and cooling from the target boundary due to their minimal presence across our various facilities.

³ ISO 14001 refers to the set of standards put forward by the ISO that are focused on environmental management systems.

Corporate Citizenship commitments

(continued)



Social commitments

We believe that when we care for one another, we all win. That's why we invest in our co-workers and communities through our social commitments to help them thrive.

These include:

Company goals

Promote our commitment to representation at all levels to reflect our rich culture.

Grow our team through unbiased recruiting and hiring practices and expand the inclusivity of our partner ecosystem.

Culture goals

Promote co-worker participation in BRGs to strengthen connection and support.

Proactively ensure fair and equitable pay for all co-workers worldwide.

Community goals

Partner to bridge the digital divide by providing underserved communities with devices, digital skills training, internet access and technical support.

Support children's futures and community well-being by offering life-skills development alongside essential services and health awareness.



Centralizing insights for the technology ecosystem

To better understand and guide our business partners, TD SYNnex surveys tech business leaders annually to produce the Direction of Technology (DoT) report — the only report of its kind in the industry.

Our DoT report translates partner perspectives into actionable insights that help the channel navigate change with confidence. As sustainability expectations, cybersecurity threats and talent demands continue to rise in parallel, our DoT research reinforces TD SYNnex’s role at the center of the ecosystem in helping partners understand what’s next and how to respond.

The 2025 DoT report findings underscore that environmental and social responsibility are no longer viewed as adjacent to growth, but as integral to it. Partners increasingly see sustainability as a source of competitive advantage, while also recognizing that progress depends on strong cybersecurity foundations and access to skilled talent. These findings reinforce the importance of TD SYNnex’s leadership in providing guidance and collaborative solutions to help partners build resilient, responsible and future-ready businesses. Key insights from the 2025 report include:

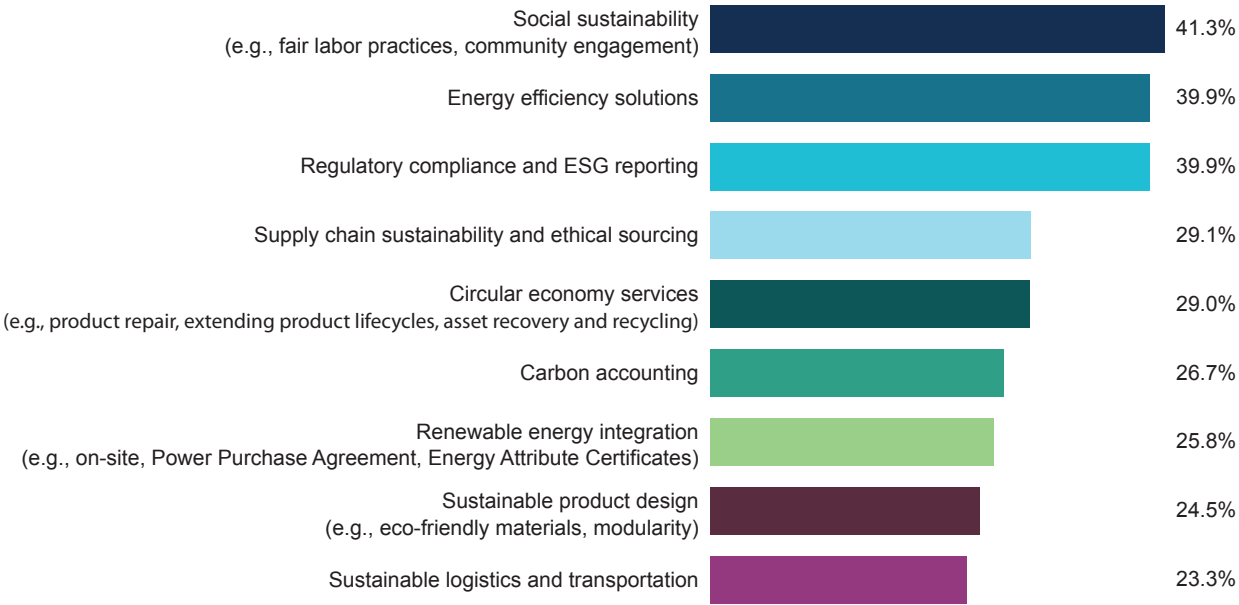
- Sustainable actions remain a strategic priority as partners look to meet customer expectations, regulatory requirements and long-term business goals (see chart).
- Cybersecurity is foundational, with 80% of partners offering at least one cybersecurity solution, emphasizing the need for resilient infrastructure as digital risk continues to grow.
- Nearly 70% of leaders are experiencing persistent talent shortages, particularly for advanced and emerging technologies, highlighting the need for training, enablement and specialization.
- Industry expertise and consultation was the #1 factor that end customers looked for in a partner, reinforcing the idea that industry collaboration and trusted guidance are needed to turn complexity into opportunity.



The 2024 DoT report was a **2025 PRSA Silver Anvil Winner**.



Partners focused on sustainability priorities



Driving sustainable transformation

A healthy, thriving planet is essential to realizing technology's potential, which is why we work to reduce our environmental impact and advance more sustainable, responsible practices across the IT ecosystem.

Our key environmental wins today

- Reduced Scope 1 and 2 emissions by approximately 52% against our FY2022 base year
- Developed a partnership to provide product-level carbon footprint and energy usage data to customers
- Sourced approximately 53% of electricity worldwide from renewables, including 100% in Latin America (LATAM)

How we invested in a more sustainable tomorrow

- Supporting sustainable data center operations by introducing a Sustainable Data Centers and Cloud badge to our training program.
- Helping sequester nearly 3,252 metric tons of carbon dioxide (CO2) over 40 years in the Brazilian Amazon with the Arbor Day Foundation
- Enhancing shipping efficiency and reducing freight-based emissions in North America by consolidating shipments and minimizing miles driven

Material topics covered

- Greenhouse gas (GHG) emissions & energy use
- Circular IT & e-waste
- Sustainable transportation & logistics
- Climate risk & resilience



Our strategic approach

We aim to make sustainability an enterprise-wide priority and to leverage our position at the center of the IT ecosystem to scale these practices across the industry.

Among our six sustainability pillars, our sustainability strategy includes three towers of specialization: Circular Economy, Sustainable Transportation & Logistics and Commercial Sustainability. These towers represent areas where TD SYNnex is well-positioned to make a meaningful impact. Within each tower, Working Groups of cross-functional co-workers help advance key objectives and develop new programs and initiatives. Our Global Environmental Policy supports these towers and outlines our expectations for environmental impact management across the business. Read the full Policy [on our website](#).



Our sustainability towers of specialization

Circular Economy

Embed circularity into our product lifecycle management strategy

Key Focus Areas

- Incorporate circularity into our procurement practices
- Cycle back used devices through collection, reprocessing and remarketing
- Make packaging more circular
- Work toward close-to-zero waste to landfill

Sustainable Transportation & Logistics

Decarbonize our transportation and distribution emissions

Key Focus Areas

- Engage logistics providers for emissions reduction
- Develop and incubate sustainable transportation initiatives
- Improve data for decarbonization
- Educate and influence stakeholders

Commercial Sustainability

Leverage sustainability to create value with our products and services

Key Focus Areas

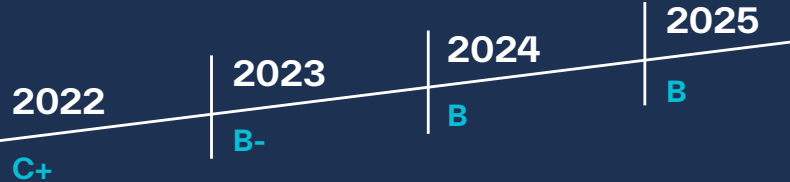
- Support partners in developing their sustainability offerings
- Unlock value of sustainable products and services
- Provide product sustainability attributes to business partners
- Prepare business partners for regulatory demands and changes

■ Read more in [Leading with integrity](#) on how we oversee and advance sustainability across the enterprise.

Recognizing our progress

Year over year, we evaluate the impact and progress of our sustainability work by engaging with environmental, social and governance (ESG) raters such as CDP and EcoVadis. Since 2022, we’ve disclosed data like GHG emissions and shared policies and practices on broader topics, including labor and human rights and sustainable procurement to benchmark and improve.

Both our global CDP and EcoVadis scores have improved over time — due to efforts across our global operations.



“By embedding sustainability across our six strategic pillars, we have transformed ambition into action and integrated sustainability into the way we operate every day.”

Adam Rutstein
Vice President, Corporate Citizenship & Sustainability



Commercial sustainability

As a distributor, TD SYNnex has a unique window into what customers are looking for in technology solutions. Increasingly, that includes demand for more sustainable products and services.



Our Commercial Sustainability strategy focuses on creating core business value while strengthening collaboration across our teams, vendors and partner ecosystem. The Commercial Sustainability Working Group leads this work, bringing together representatives from sales, marketing, services, quality management and other commercial functions. This Working Group meets monthly to help ensure that sustainability is reflected in product positioning, customer engagement and go-to-market strategies. It also provides a platform for commercial-facing co-workers to share best practices, discuss customer expectations and build skills that help incorporate sustainability into their day-to-day work.

Beyond our own operations, we advance commercial sustainability across the IT ecosystem. We provided space for learning and knowledge sharing among IT vendors in FY2025, including during a roundtable at the 2025 European Vendor Partner Summit (EVPS). Read more about this discussion on [page 23](#).

“Our vendors’ and partners’ go-to-market motions are enabled by TD SYNnex. We believe that our Commercial Sustainability specialization is a unique value-add that helps them innovate while meeting internal targets and customer demand.”

Stephen Nolan,
Senior Vice President, Endpoint Solutions, EMEA



Creating data-driven, sustainable value

In FY2025, we focused on empowering customers with more information on the environmental impact of our products and services. We introduced access to product-level carbon footprint data. With implementation beginning in Europe, customers will be able to access carbon emissions and energy usage data for IT hardware and evaluate product footprints.

Offering this data provides particular value to TD SYNnex’s extensive reseller network. Through the distribution of sustainability-focused sales and accounting solutions, these customers gain:

- **Access to validated SKU-level carbon and energy metrics** that helps strengthen sustainable product positioning across both new and refurbished device sales, assess environmental impacts and incorporate credible sustainability data into customer proposals and procurement processes
- **Enhanced reporting capabilities for Scope 3 emissions management and sustainability disclosures**, which helps streamline carbon accounting processes, consolidate product-level emissions data across portfolios and generate audit-ready reports aligned with emerging regulatory requirements

Climate mitigation and GHG emissions

By reducing our GHG footprint, we're delivering for customers more efficiently and sustainably.

To identify and proactively manage business risks from potential climate scenarios like extreme weather events, we conduct climate risk assessments aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). These assessments also help determine where TD SYNnex has climate-related opportunities for growth, like offering more sustainable products and services. Dive into TD SYNnex's identified climate-related risks and opportunities and see how we're continuing to address them in the [TCFD index](#) in the Appendix.

Addressing Scope 1 and 2 emissions

In FY2025, we reduced Scope 1 and 2 emissions by approximately 52% against our FY2022 base year. And as our business expanded, with revenue increasing by approximately 7%, Scope 1 and 2 carbon intensity decreased by 22% year over year, reflecting our ongoing commitment to more efficient and lower carbon operations. This builds on the progress we made in FY2024 to surpass our near-term target of a 42% Scope 1 and 2 emissions reduction by 2030. We are currently reviewing the recently released Science Based Targets initiative (SBTi) Corporate Net-Zero Standard V2.0 to guide the development of our next near-term science-based targets (SBTs). Looking to the long term, we will continue reducing Scope 1 and 2 GHG emissions, with a goal to reach net-zero GHG emissions across the value chain by 2045. Our FY2025 Scope 1 and 2 emissions data has been externally assured. For more details, see [page 95](#).



Where our footprint lies

Our nearly 52% Scope 1 and 2 reduction in GHG emissions since FY2022 reflects strong progress within our operational footprint. However, Scope 3 emissions account for over 99% of our total footprint. Reducing the value chain emissions that make up the majority of our total footprint is the defining, longer term challenge, and the focus of our supplier and customer engagement. Learn more in [Addressing Scope 3 emissions](#).

Taking site-specific action

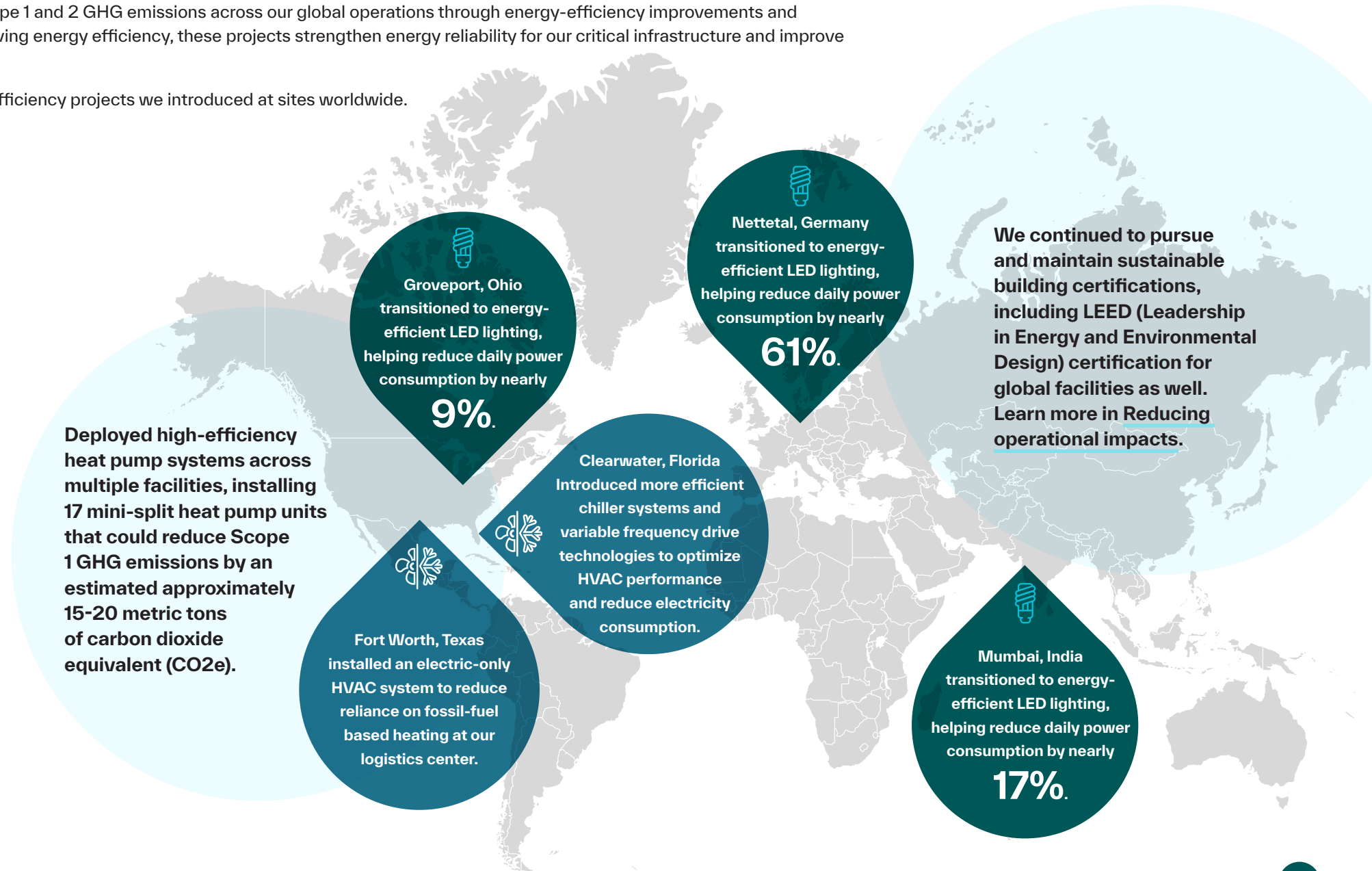
We continue pursuing opportunities to reduce Scope 1 and 2 GHG emissions across our global operations through energy-efficiency improvements and building electrification initiatives. Alongside improving energy efficiency, these projects strengthen energy reliability for our critical infrastructure and improve power outage prevention across our operations.

Here's a look at just some of the standout energy efficiency projects we introduced at sites worldwide.

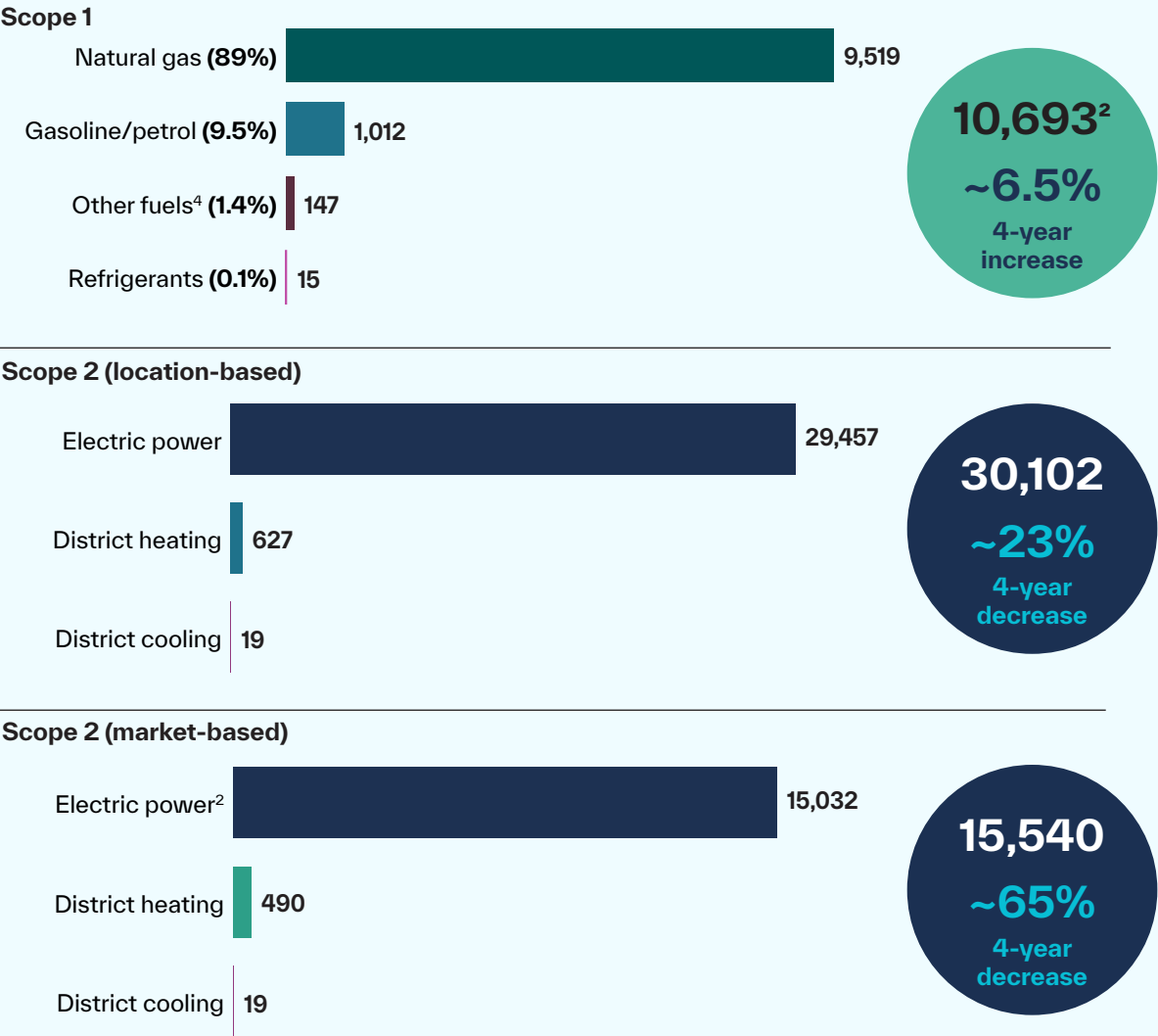
Assessing energy use

To enhance energy efficiency, we conducted energy audits at multiple locations. These audits helped identify energy-intensive areas of our business and opportunities for energy and cost savings. As a result, we've introduced energy-savings measures including HVAC upgrades, equipment timers and LED light replacements.

An energy audit at our Chessy, France, site identified opportunities to reduce consumption across devices, HVAC and other equipment. Our audit noted measurable cost and energy savings from these shifts, including approximately 1,795 kilowatt hours reduced annually from improved device operation.



FY2025 Scope 1 and 2 Emissions^{1, 2, 3}
(metric tons of CO₂e)



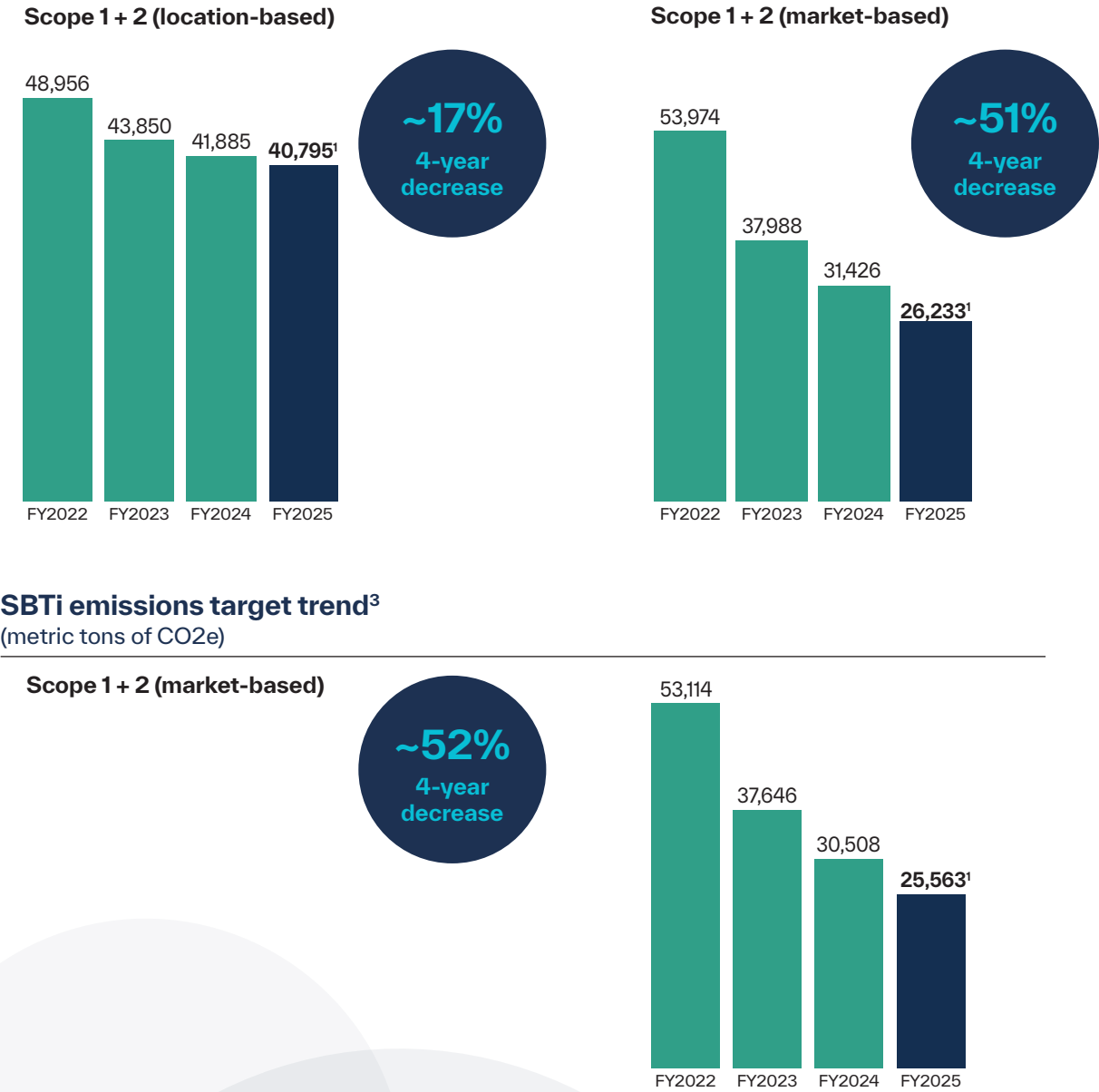
1 FY2025 Scope 1 and 2 emissions data have been externally assured. Please refer to [page 95](#) of the Appendix for more detail.

2 Please refer to [page 65](#) for GHG Inventory disclaimer.

3 Our SBTi Net Zero target excludes the usage of refrigerant, other fuels and purchased heating from the target boundary due to their minimal presence across our various facilities.

4 “Other” refers to emissions sources that each account for less than 3% of the total emissions, including fuel oil, liquefied petroleum gas and diesel.

4-year GHG emissions trend
(metric tons of CO₂e)



Expanding renewable energy use

Reaching our net-zero goal calls for investing in renewable energy. Across global facilities, we assess where we can increase renewable energy sourcing to power our operations. As of FY2025, we have 69 locations powered by renewable energy, with approximately 53% of electricity derived from renewable sources.

TD SYNnex seeks to maximize the use of renewable electricity through direct procurement mechanisms, such as on-site solar and utility green tariff programs. Where market conditions limit these opportunities, we rely on internationally recognized Energy Attribute Certificate (EAC) instruments, including Renewable Energy Certificates and Guarantees of Origin, to advance our renewable energy objectives. We actively pursue additional renewable electricity opportunities to further decarbonize our global operations.

In LATAM, we reached a major renewable energy milestone. We matched 100% of electricity consumption across the region with EACs in FY2025. Many of the countries where we operate in LATAM have robust renewable energy grids, providing a robust foundation for us to procure EACs. Looking ahead, we plan to continue to monitor and assess how we could incorporate green tariffs and on-site renewable generation in LATAM.

We also advanced renewable energy use in:

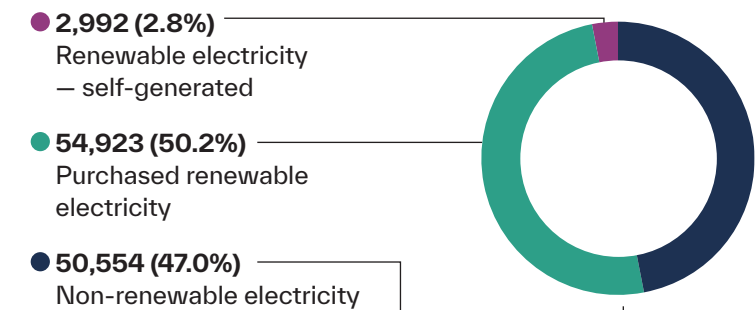
- Erembodegem, Belgium, Ho Chi Minh and Hanoi, Vietnam, and Jakarta, Indonesia, where our offices are now powered by 100% renewable energy
- Aalst, Belgium, where we reupped renewable energy contracts to power facilities and supplement on-site generation from a warehouse rooftop solar installation
- The Netherlands, where we renewed the solar energy contract for our facility in Bodegraven
- In Swedesboro, New Jersey, we're sourcing 100% of our electricity through renewable energy



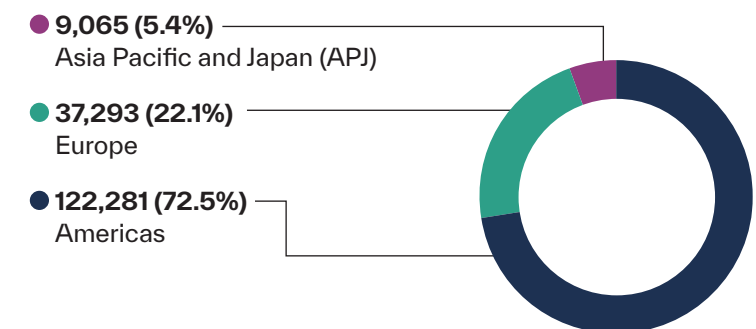
100%

of electricity used to power LATAM operations is now matched to renewable energy.

Global renewable electricity vs non-renewable electricity Megawatt-hour (MWh)¹



Global energy use by region² (MWh)



¹ Please refer to [page 66](#) for energy and electricity use disclaimer.

² FY2024 global energy use by region has been corrected to address previously reported erroneous data: APJ: 9,531 (5.8%), Europe: 35,911 (21.8%) and Americas: 119,225 (72.4%).

Reducing operational impacts

Our global Real Estate team evaluates potential new locations for TD SYNnex using sustainability criteria, including access to renewable electricity and fuel, use of sustainable materials and resources, and water and waste efficiency. We also assess existing facilities for sustainability-focused retrofits and upgrades. In FY2025, we began relocating facilities in Guadalajara, Spain, and Milan, Italy, to more sustainable, efficient buildings. We anticipate welcoming co-workers into these sites in FY2026. As of FY2025, approximately 37% of our locations¹ have International Organization for Standardization (ISO) 14001 certification.²

In addition to ISO certification, many of our facilities worldwide meet leading standards for sustainability, safety, efficiency and quality management. Globally, we have 20 sites with sustainable building certifications, an increase from FY2024. This includes LEED and Building Research Establishment Environmental Assessment Methodology (BREEAM). In Buenos Aires, Argentina, we moved into a new LEED Silver-certified facility in FY2025, leaving an uncertified building for this more efficient, sustainable solution.

Environmental commitments	Actions and progress
Further deploy environmental management systems such as ISO 14001	Achieved ISO 14001 certification at 37% of our locations

Shaping a model of sustainability in Swedesboro

At nearly 1 million square feet, TD SYNnex’s logistics center in Swedesboro, New Jersey, is our largest worldwide. We’ve invested in running this facility more sustainably and efficiently, conducting sustainability assessments that have informed improvements in energy use, waste reduction and water stewardship.

We previously installed rooftop solar panels at our Swedesboro facility and purchased EACs to match the site’s electricity usage. Together, these efforts support our strategy to manage emissions as the facility continues to expand. We continue to evaluate opportunities for additional rooftop solar at the site.

Swedesboro maintained a structured recycling program for shipping materials, diverting over 300 tons of waste from landfill. The site also uses low-flow fixtures to manage water use in office areas. Co-workers at Swedesboro can also take advantage of the on-site walking trail to take a break in nature and stay active during the workday.



1 As of FY2025, TD SYNnex pursues ISO certifications in locations considered operational to our business, including manufacturing facilities, offices and warehouses. Flex offices and residential locations are excluded, as they collectively represent less than 1% of our total square footage.

2 ISO 14001 refers to the set of standards put forward by the ISO that are focused on environmental management systems.

Addressing Scope 3 emissions

Reducing Scope 3 emissions depends on our engagement and collaboration with our vendors and partners. That's why our near-term, SBTi-validated Scope 3 targets focus on engaging other stakeholders to set SBTs¹ of their own. By 2028, our goal is that 90% of our vendors and suppliers and 58% of customers will have SBTs. TD SYNnex partners with these stakeholders to help identify ways they can set targets and begin reducing emissions.

Our Sustainability Training program, which all of our business partners can access, provides capacity-building learning that helps establish

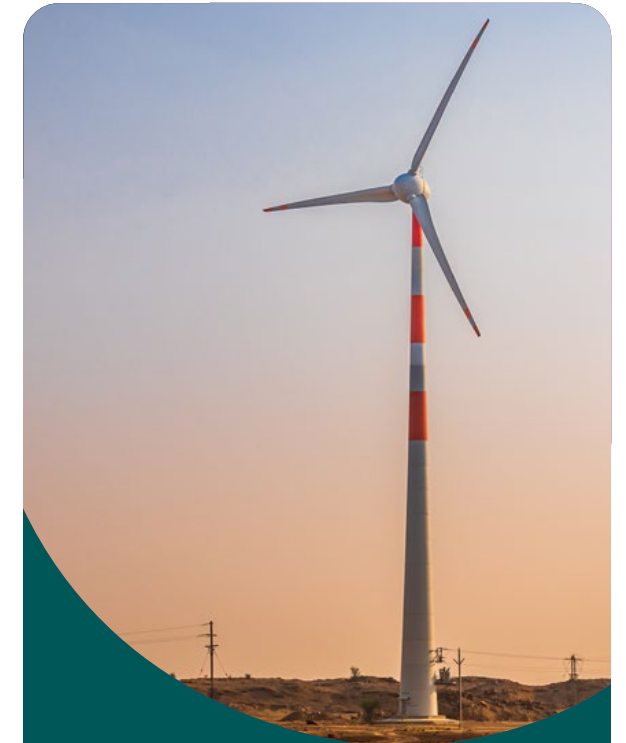
a baseline of sustainability knowledge between TD SYNnex and its vendors, suppliers and customers. This helps improve engagement and partnership in emissions reduction efforts. It also helps us scale engagement across our broad supplier and customer base, which remains a challenge as we work toward our 2028 goals.

We're also focused on tracking product carbon footprint data more closely to help improve our understanding of our Scope 3 footprint. As part of our ongoing efforts to strengthen data quality, we've engaged an independent third-party assurance provider to validate specific categories of Scope 3 emissions data. Explore this data and learn more about our limited assurance process in the [Appendix](#).

Engaging vendors and suppliers

We work proactively with vendors and suppliers, engaging with them one-on-one and in group settings. When partnering directly with these businesses, we can offer insights and recommendations tailored to their operations. We also find opportunities to bring vendors together to share best practices and create space for peer-to-peer learning. At the 2025 EVPS, we hosted a Sustainability Roundtable with representatives from 12 leading IT vendors. This Roundtable focused on climate and circularity, with an external IT analyst joining the conversation to share insights into market demand for sustainable and circular products, including refurbished devices. These conversations are a value-add for vendors, with several attendees sharing that this is one of the only opportunities they have to discuss sustainability with other vendors.

TD SYNnex's Corporate Citizenship team also facilitated sustainable procurement trainings for over 100 buyers. These trainings highlighted Corporate Citizenship and Sustainability goals and the importance of our central role and influence in the IT supply chain. Participant feedback from these sessions informed our decision to add a Corporate Stewardship clause, outlining sustainability and social impact expectations, to our [Terms and Conditions of Sale](#).



Beyond the value chain

As part of our mitigation efforts beyond the value chain, we continue to offset the travel emissions of our European co-workers with high-quality carbon credit projects. These include a solar project in India and wind project in Thailand. These projects align with our contributions to the UN Sustainable Development Goals of supporting clean energy, infrastructure development and economic growth.

¹ Corporate targets to mitigate GHG emissions that are in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement to pursue efforts to limit warming to 1.5°C.

Engaging customers

We take a similar approach to engaging with customers — partnering individually and collectively to support emissions reductions, share best practices, and meet sustainability goals and objectives. Through our Commercial Sustainability Tower, we distribute solutions that enable customers to make sustainability-driven purchasing decisions with product-level carbon footprint and energy use data. This information helps customers empower their own end users and stand out in the market by providing critical transparency into the sustainability of their products. Together with other IT leaders, we participate in the Global Technology Distribution Council Sustainability Working Group to determine how the industry can better meet customer sustainability goals and rethink product offerings to help customers lower their GHG emissions.

Environmental commitments	Actions and progress
90% of our vendors and suppliers by spend covering purchased goods and services will have SBTs by 2028.	~81% of our vendors and suppliers have SBTs as of FY2025. ¹
58% of our customers by revenue covering use of sold products will have SBTs by 2028.	~30% of our customers have SBTs as of FY2025. ¹
Achieve net-zero GHG emissions across the value chain. ²	We achieved a ~52% reduction in Scope 1 and 2 emissions since FY2022.

No matter where customers or vendors and suppliers are in their sustainability journey, we’re here to help. [Get in touch](#) to learn more.

1 Vendors, suppliers and customers with SBTs were identified based on validated targets through the SBTi and publicly disclosed targets aligned with climate science.
2 Our SBTi Net Zero target excludes the use of refrigerant, other fuels, and purchased heating and cooling from the target boundary due to their minimal presence across our various facilities.

TD SYNnex

Sustainability Distributor of the Year

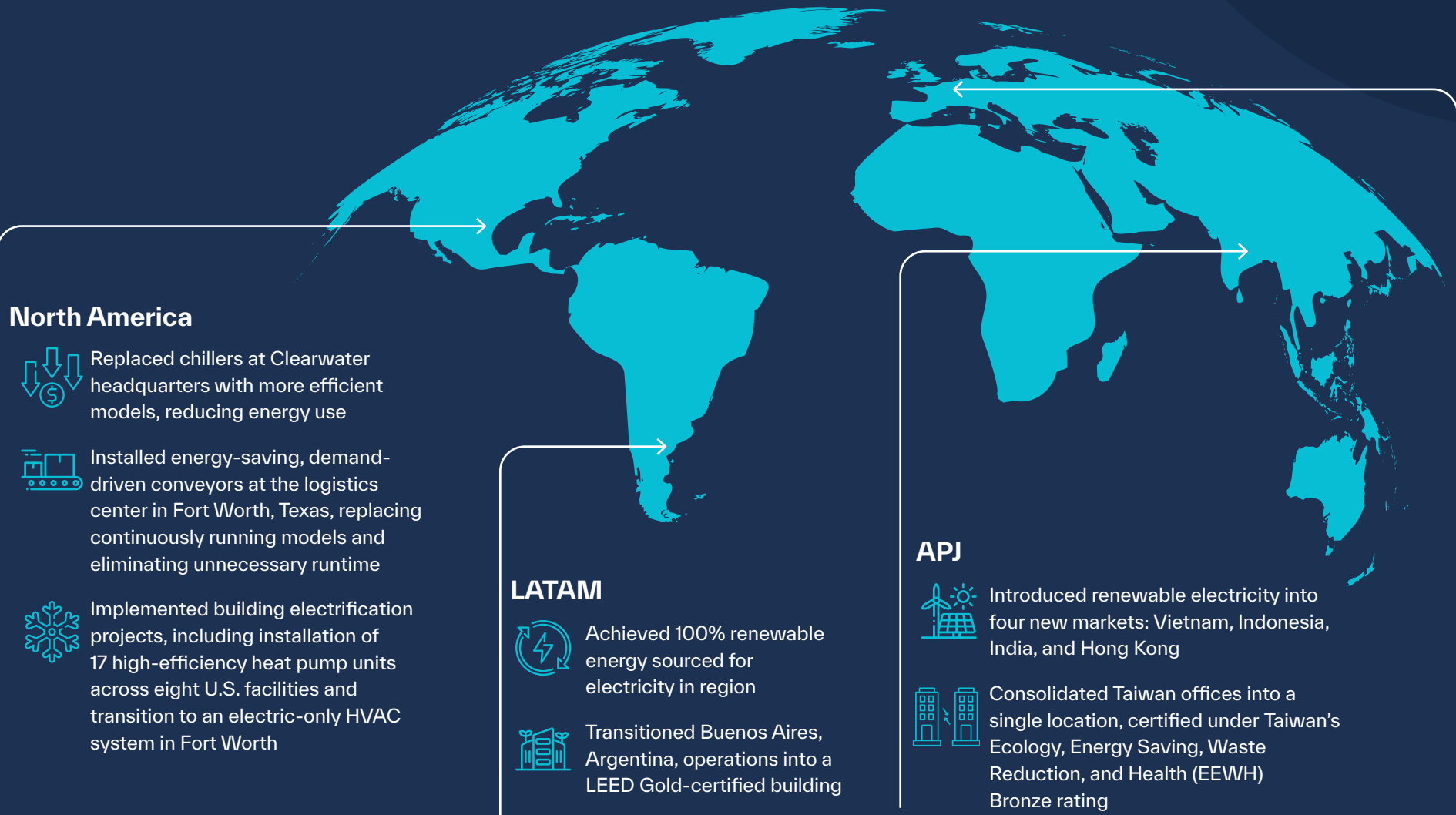


An award-winning impact

TD SYNnex UK and Ireland’s sustainability efforts are gaining recognition. In FY2025, the company won two Sustainability in Tech Awards from CRN, an IT media organization. Among distributors, we were named Sustainability Champion of the Year. We also received the Net Zero Project of the Year award, recognizing our work to reduce power consumption by over 50% across operations in the region. In addition, Softcat, our largest customer in the UK, named TD SYNnex the most sustainable IT distributor in the country.

Optimizing operations around the world

At TD SYNnex locations worldwide, we’re innovating to operate more efficiently and responsibly manage our environmental impact. Here are a few highlights from FY2025.



Sustainable transportation and logistics

To reduce Scope 3 emissions, we focus on optimizing transportation and logistics, collaborating with carriers and cross-functional teams to develop sustainable transportation initiatives.

Freight transportation is a significant contributor to our Scope 3 footprint, both upstream (Category 4) and downstream (Category 9) in the supply chain. As such, we strive to understand and reduce transportation-related emissions. Our Sustainable Transportation and Logistics Tower guides how we approach this work, partnering with logistics providers and internal teams to optimize transportation and reduce related emissions. We've also developed a Sustainable Transportation and Logistics Guidebook to provide co-workers and transportation suppliers with sustainable transportation strategies and recommendations on how to measure and disclose emissions.

We began developing an enhanced North America shipment auto-consolidation program in FY2025 to reduce freight-based emissions and improve efficiency. As of FY2026, we are testing the program for implementation based on logistics centers and customer locations with an aim to reduce company-wide shipments by 7%. In the U.S., which encompasses multiple logistics regions across our operations, we worked to move inventory closer to customers, resulting in nearly 65% or more of total shipments remaining in-region on average. In comparison, less than 60% of shipments remained in-region on average in FY2024.

In North America, we're also increasing our supply base of fuel-efficient carriers. We've expanded our engagement with the U.S. Environmental Protection Agency's (EPA's) SmartWay Transport Partnership to measure, benchmark and improve freight transportation efficiency in Canada and the United States. SmartWay-certified carriers handled 98.6% of TD SYNnex's shipping volume in the U.S. and Canada in CY2024¹, with this data verified in FY2025.

In Europe, we're expanding the number of electric and hybrid vehicles in our fleet of leased co-worker cars. These vehicles now make up approximately 50% of this region's fleet, a shift from 100% combustion engines five years ago. In Belgium and the Netherlands specifically, electric and hybrid vehicles make up approximately 82% of the fleet of leased co-worker cars — up from approximately 37% in FY2022.

Handling hazardous materials

Our approach to transporting items classified as dangerous goods (DG), such as battery-powered devices and lithium batteries, goes beyond compliance. In addition to complying with DG regulations in all regions where we operate, we provide annual hazardous materials (HAZMAT) training to co-workers who handle DGs, furnish all sites with security plans and report annually on our program.

We've advanced reporting practices and enhanced processes to gather HAZMAT data from transportation vendors, particularly in Europe. These shifts have led to more accurate Waste from Electrical and Electronic Equipment data. They've also improved our ability to track progress as we continue to evolve our circular economy and transportation and logistics practices.



Creating sustainable value for customers

TD SYNnex offers connectivity and routing hardware to our partners that power intelligent waste management and fleet operations, including real-time sensors and route optimization.



Leading on logistics in France

TD SYNnex France earned the 2025 Transport & Logistique Responsables Gold Trophy. This French government-supported ESG certification, distributed through the Fédération Nationale des Transports Routiers, is dedicated to the transport and logistics sector. 2025 marks our third consecutive year receiving this recognition. Participation in this assessment reflects TD SYNnex France's continued focus on responsible logistics practices that support operational resilience and build customer trust. The label evaluates ESG performance using a sector-specific framework, ensuring partners and customers that sustainability and ethical standards are embedded across our logistics operations.

¹ CY2024 SmartWay results do not include FedEx Ground shipments because the carrier was listed as inactive in the EPA SmartWay tool and therefore could not be classified within the SmartWay methodology.

Circular economy

At the center of the IT ecosystem, we advance more circular products and practices.

Reducing waste and developing robust reuse, refurbishment and recycling strategies are critical sustainability priorities for TD SYNnex – and significant opportunities for our industry. We recognize that customers increasingly seek sustainable product offerings and support in reaching their own sustainability and emissions reduction targets. As AI accelerates technology refresh cycles, the need to effectively reuse, redeploy or recycle devices is only going to expand. By investing in circular solutions, from reducing packaging waste to running trade-in programs, we meet customer needs and encourage sustainable innovation across the sector.

We focus on lifecycle services through three of our businesses: Lifecycle Sales (formerly PCW), Shyft Global Services and TD SYNnex Renew. These units collect used equipment and give it a second life through repair, remanufacturing, recycling and reuse. Our Circular Economy Working Group helps develop circularity initiatives within our operations and value chain. To ensure the integrity and security of these processes, we’re pursuing relevant certifications, including Responsible Recycling Standard and National Association for Information Destruction AAA Certification. These are in addition to the ISO 14001 certifications we’ve already earned and help us meet customer requirements.

Environmental commitment	Actions and progress
Embed circular economy principles into our product lifecycle management strategy and partner with stakeholders to minimize waste through repairs, refurbishment and recycling	Recovered over 1.1 million devices via takeback services from TD SYNnex Renew since FY2021 Repaired and returned nearly 300,000 devices to service via Shyft Global Services in FY2025 Evolving our U.S. Trade-In Portal through Lifecycle Sales to enhance product waste diversion and technology value recovery



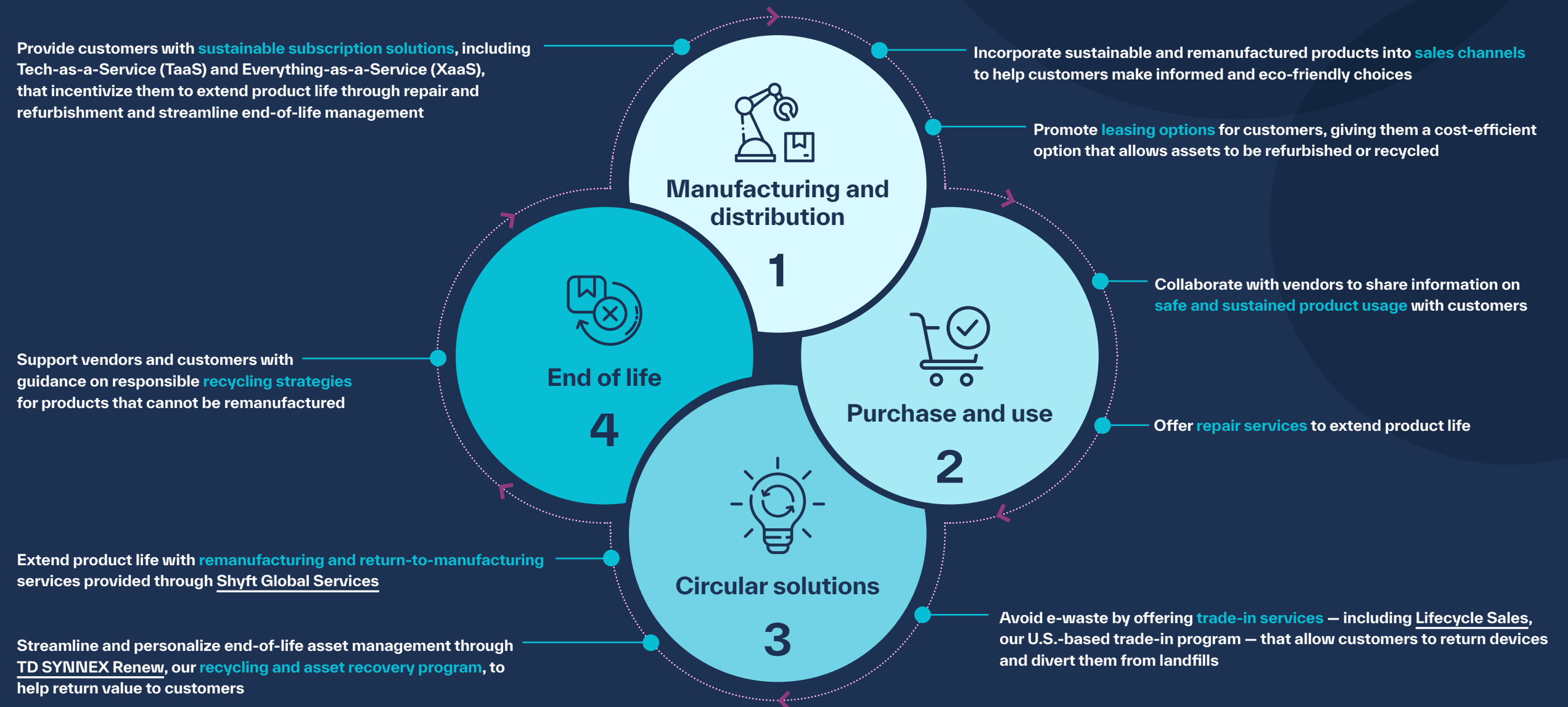
Simplifying trade-ins

Trade-in programs give customers both a cost-saving and sustainability advantage. We’re working to make this process as seamless as possible, helping customers realize these benefits more quickly.

We began developing a new platform in FY2025 that will allow customers to access credits for their trade-ins and apply them to new purchases all in one place. In some cases, we need to involve third parties in distributing these credits to customers, which can delay delivery. This new platform will streamline trade-ins, getting customers their credits more quickly and improving their buying experience. We anticipate launching this platform to our customer base in FY2026.

Advancing circular economy principles

We work with vendors and customers to incorporate circular economy principles at every stage of the product lifecycle — here's how.



Keeping products in use longer

We expanded our return, repair and refurbish offerings. In Europe, we collaborate with Cordon Group, a global leader in electronic lifecycle services, to expand the types of devices accepted for trade-in via TD SYNnex Renew. While we previously focused on mobile device trade-ins in the region, we can now accept laptops, gaming consoles and other IT equipment through Cordon Group's capacity. Through this partnership, we're also broadening circular IT services offered. TD SYNnex Renew can now provide certified data wipe services, IT asset disposition, refurbishment, technical repair and more.



Our European operations advanced circularity beyond this partnership as well. In France, we launched a new iteration of the Green IT feature on our e-commerce platform. This feature allows customers to filter products by sustainable attributes, including whether they're made with recycled or recyclable material. We also added a free training section on Corporate Social Responsibility issues in the IT sector, spotlighted TD SYNnex Renew offerings more prominently via Green IT and added a QR code to product packaging to help customers access these resources. Our efforts in Belgium, Luxembourg and the Netherlands earned recognition, with Apple spotlighting TD SYNnex's trade-in program at its regional business partner event after we traded in over 100,000 Apple devices for refurbishment.

Going from consumable to repairable

Through Shyft Global Services, we repaired and returned nearly 300,000 devices back to the market for reuse in FY2025. To reach this milestone, Shyft advanced its consumable-to-repairable (C2R) strategy. Shyft conducts C2R feasibility assessments for customers, helping them transform single-use products into those designed for repair or refurbishment.

For one customer, developing C2R products has helped the company avoid sending thousands of devices out for recycling or to landfill. Shyft partnered with this customer to develop an initial set of four C2R products, including software components and computer towers. For each of these offerings, Shyft worked with the customer to design an end-to-end solution that repairs and returns these products to market. In some cases, Shyft's collaboration helped identify inefficiencies in design or manufacturing processes and improve overall product quality along with circularity. The customer has since asked Shyft to conduct C2R feasibility assessments for 36 additional products.



Responsibly managing and minimizing waste

We've established Waste Management Guidelines, which cover collection, segregation, storage and disposition of waste generated across our operations. Anchored in the waste hierarchy of prevention, reuse, recycling and diversion, these Guidelines help us reduce the waste we generate and maximize what we divert from landfill. They support a cycle of continuous improvement, advancing site-level targets up to zero waste to landfill. Kept intentionally high-level, they apply at every TD SYNnex site worldwide, complementing rather than replacing local regulatory requirements. They give each location a common framework for waste management planning, responsible e-waste handling and reporting, with the flexibility to set their own local goals.

To minimize waste generated in our global logistics and operations, we developed a Sustainable Packaging Playbook to guide our approach to packaging design and handling. Whether we distribute products as received, unpack and reconfigure shipments, or repack items for customers, the Playbook provides a consistent framework for decision-making.



Over
~90%
waste diverted in
Aalst, Netherlands, and
Richmond, Canada,
sites in FY2025

Eliminate

We eliminate unnecessary components by optimizing material thickness, using digital documentation in place of printed paper inserts and removing items that do not add functional value.

Reuse

When elimination is not possible, we look for opportunities to reuse packaging. Many logistics centers already repurpose inbound materials — such as boxes, void fill and pallets — for subsequent outbound shipments, and we continue to explore other reusable packaging options.

Circulate

Where packaging is still required, we help it circulate safely and effectively, including prioritizing materials that are widely recyclable, such as single-layer, uncolored plastics, and ensuring fiber-based materials remain free from coatings or additives that hinder recovery. We also source packaging made from recycled content.



We evolved packaging
in FY2025 — three of our
facilities in California
began using ~100%
recycled corrugate boxes.



Our fully owned subsidiary,
Hyve Solutions, runs a
wood crate reuse program,
encouraging customers to
return wood crates used in
shipments for reuse until
quality degrades.



Reducing waste and supporting community connection

Since 2021, TD SYNnex has partnered with Human-I-T, a nonprofit that repurposes and creates value from donated electronics to benefit local communities. Our partnership helps address the digital divide — read more in [Bridging the digital divide](#). With Human-I-T, we help ensure proper handling and waste diversion of outdated, damaged or surplus technology in our U.S. operations. Over the last five years, our technology donations to Human-I-T have helped see:

- **33,000+**
pounds of toxic metals diverted from landfills
- **340,000+**
metric tons of GHG emissions prevented
- **500,000+**
pounds of technology diverted from landfills

Nature and biodiversity

Across our business, we depend on and impact nature and biodiversity.

Our suppliers source critical minerals and rely on stable water supply for production. Thriving ecosystems help us remain a reliable delivery and distribution partner and provide material for packaging.

Addressing these impacts, and helping secure these dependencies, is an ongoing priority. We recognize that frameworks like the Taskforce on Nature-related Financial Disclosures and Science Based Targets for Nature are providing a mechanism for companies to assess their nature-related impacts and dependencies and take action. While we are not yet reporting through these frameworks, we're stepping up for nature both within and outside our operations.

Water stewardship

Optimizing our operations includes conserving water and responsibly managing water use.

While our business may not be water-intensive, we take steps to reduce water usage where we can. At our Clearwater headquarters, water bottle filling stations are helping reduce single-use plastic waste while encouraging more sustainable everyday habits. Based on usage data, these stations support the equivalent of approximately 88,000 bottles annually, avoiding nearly one ton of plastic waste each year. This simple but impactful initiative highlights how small, everyday choices — supported by the right infrastructure — can add up to meaningful environmental benefits.

We've prioritized water conservation measures around the world:

- In **India**, we installed water aerators on facility faucets to slow flow and reduce overall water consumption, helping us save a collective 212,493 gallons from FY2023 through FY2025.
- Co-workers in **India** took personal pledges to save water, sharing how they responsibly use water and helping further a culture of sustainability.
- We also introduced water aerators in **Malaysia**, helping us see an approximately 50% decrease in water usage across facilities.
- At our logistics center in **Bussy-Saint-Georges, France**, we saw a nearly 30% decrease in water usage compared to FY2024 after upgrading our water systems and implementing a leak detection protocol.



5,944

gallons of water saved per tap per year through water aerator installation in India



Restoring a critical ecosystem

Our focus on biodiversity and water conservation extends beyond our own operations. In FY2025, TD SYNEX teamed up with the Arbor Day Foundation to support its project to plant approximately 6,000 trees in the Brazilian Amazon Rainforest — one of the largest and most diverse biomes on the planet.

By supporting this project, we're helping advance a critical nature-based solution. Reforestation in the Brazilian Amazon holds immense environmental benefit, including increasing water quality, protecting biodiversity and stabilizing regional climate patterns. In deforested areas, rainwater moves more rapidly across the land instead of soaking into the soil to recharge the water table, leaving remaining vegetation and future plant growth unable to access sufficient water levels needed to thrive. Our support for the Foundation's work in the Brazilian Amazon will help improve watershed functionality where it's needed most.

In our first year of funding, we helped the Foundation replant 2.9 acres of forest. Over a projected 40-year outlook, the impact of these trees is estimated to:

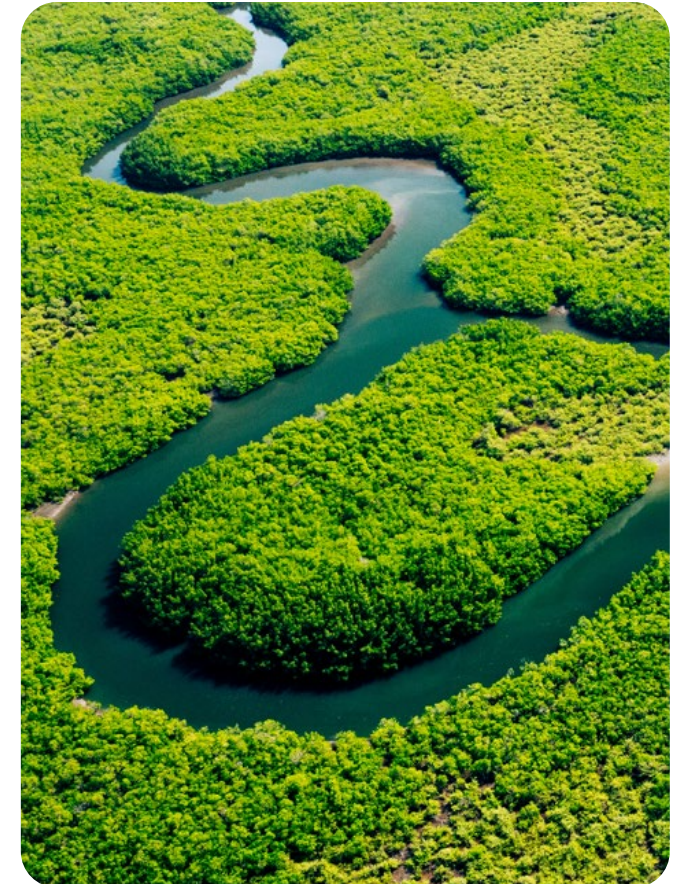
- Sequester nearly 3,252 metric tons of CO2
- Remove nearly 10 metric tons of air pollution
- Avoid over 1.2 million gallons of water runoff

This project will have meaningful impact on biodiversity in the region, and our support is due in part to the engagement of our workforce. We invited co-workers to choose a project for TD SYNEX to support through the Foundation, with the majority voting in favor of the Brazilian Amazon effort.

As we advance this partnership, co-workers will vote on a restoration project to support annually, empowering them to continually shape our impact around the world.

Our projected 40-year impact

- Nearly **3,252** metric tons of CO2 sequestered
- Nearly **10** metric tons of air pollution removed
- Over **1.2M** gallons of water runoff avoided



“Through this partnership, TD SYNEX has empowered its co-workers to play a direct role in stewardship of one of the world's most important ecosystems. By helping restore critical forests in the Brazilian Amazon, we're supporting biodiversity, strengthening water systems and improving long-term climate resilience. This collaboration reflects what is possible when partners, people and purpose come together.”

Dan Lambe
CEO, Arbor Day Foundation

Culture of sustainability

The success of our sustainability efforts relies on the engagement and collaboration of TD SYNEX co-workers.

We create opportunities for co-workers at all levels and functions to contribute to sustainability work. This includes a global network of Green Teams, groups of co-workers who organize local sustainability initiatives. Across our operations, Green Teams organized initiatives including:

- Echangeo, a platform for TD SYNEX France co-workers to exchange products they no longer need and organize carpools for commuting
- Local cleanups in Belgium, Luxembourg and the Netherlands, with 165 co-workers volunteering over 138 hours to remove trash from around sites
- Circular economy workshop in Brazil where co-workers upcycled old T-shirts into reusable bags. In São Paulo, co-workers also repurposed textile scraps and Styrofoam from packaging to create decorative paintings
- Polyethylene terephthalate (PET) collection campaign in Mexico, resulting in over 660 pounds of PET collected
- Park cleanup in Greenville, South Carolina, where co-workers contributed towards collecting over 1,000 pounds of trash
- E-waste drives across China, India, Malaysia and Singapore collected over 290 pounds of e-waste, preventing hazardous chemicals from leaching into the ecosystem



Co-workers in the UK helped protect the native honeybee population, sponsoring a hive hosted by family-run beekeepers, Buckley's Bees.



Awarding sustainability around the world

FY2025 marked the inaugural TD SYNEX annual Sustainability Awards. These Awards celebrate standout sustainability initiatives across the organization and in our global regions, helping foster a culture of sustainability. The actions our individual sites take around the world add up, and we're proud to recognize their impact. The Awards honor both operational sustainability and Green Teams efforts. FY2025's winners include:

Green Teams

- Brazil**
1st place
- Mexico**
2nd place
- Belgium, Luxembourg and the Netherlands**
3rd place

Sustainable Operations

- Richmond, Canada**
North America
- Serra, Brazil**
LATAM
- Aalst, Belgium**
Europe
- Mumbai, India**
APJ

Education and thought leadership

We leverage our unique position in the IT ecosystem to help co-workers and business partners learn about sustainability.

In doing so, we help build a stronger, more resilient industry. The cornerstone of this work is our industry-leading badge training program, which provides co-workers, customers, vendors, partners and other IT leaders with critical sustainability knowledge. Since launching in FY2022, the program has issued nearly 1,900 sustainability badges. We introduced a new badge, Sustainable Data Centers and Cloud, in FY2025 to respond to emerging sustainability challenges in the market. This joins our three other badges covering Sustainability Essentials, Circular Economy and Carbon.

Beyond the badge program, we conducted workshops with key functional teams throughout the year. These sessions helped educate co-workers on how sustainability influences their functions and how they can incorporate it into their work. Our procurement team, for example, began adding environmental clauses to contracts after completing one of these workshops. The Corporate Real Estate team also developed minimum sustainability standards for new and existing locations through these workshops.



Nearly **1,900** sustainability badges issued to partners and co-workers since FY2022



Engaging the next generation of sustainability leaders

We collaborate with universities to give students hands-on sustainability experience. In FY2025, we continued to partner with the University of South Florida (USF) to support graduate student research and real-world sustainability projects focused on transportation emissions reduction, AI-enabled energy efficiency and sustainable operations. Through presentations, facility tours and collaboration with TD SYNnex teams, students worked with real company data and explored practical strategies for reducing environmental impacts across logistics and commercial facilities. We've partnered with USF since the onset of our Corporate Citizenship work in FY2022, evolving this collaboration alongside this strategy.

Fostering connection

Our co-workers power the innovative, customized solutions and service we provide, so we invest in a culture that helps them thrive.

Our key people wins today

- Refreshed TD SYNnex values and enhanced Servant Leadership Commitments to provide practical leadership guidance for co-workers
- Launched digital coaching program for people leaders, giving 3,500 co-workers access to live digital coaching
- Recorded 12,186 volunteer hours from 1,553 co-workers in support of over 191 nonprofits

How we invested in a more connected tomorrow

- Investing in a robust internal leadership pipeline through Session T, an initiative to identify potential leaders and equip them with right-fit skills
- Creating opportunities for communal, co-worker-driven learning through 50+ events and educational sessions organized by BRGs around the world
- Encouraging increased volunteering from co-workers by connecting Green Teams and Volunteer Ambassadors to align opportunities

Material topics covered

- Employee working conditions
- Talent attraction, development & retention
- Diversity, equity & inclusion

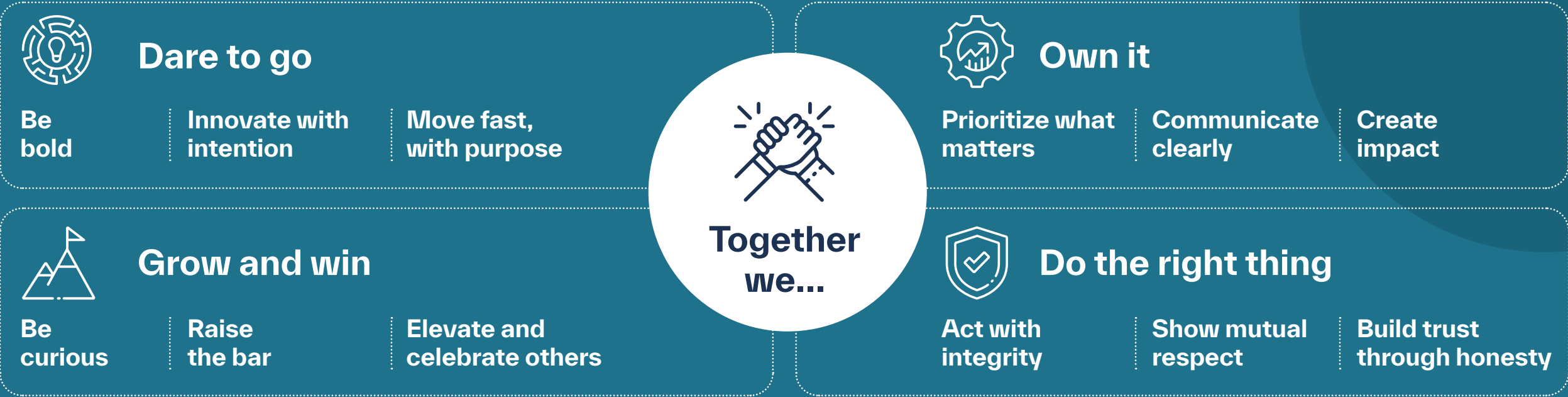


Our values in action

We’ve prioritized creating a cohesive, people-centric culture that’s grounded in a set of core values and norms.

TD SYNnex encourages co-workers to operate with a servant leadership mindset, supporting each other and recognizing that what we can achieve together is greater than what we can achieve alone. We believe this mindset enables us to continually improve, deliver excellence and make IT personal for customers. In FY2025, we refreshed our values to align with this approach and give co-workers a simple, easy-to-understand framework to help shape our culture. These new values reflect both TD SYNnex’s roots and where we aim to grow.

TD SYNnex values



[Hear from TD SYNnex co-workers on how our values show up every day and explore opportunities to grow with us.](#)

Putting servant leadership into practice

Alongside refreshing our values, we enhanced our Servant Leadership Commitments to guide our 3,500 people leaders on how to embrace servant leadership in their day-to-day. These commitments focus on inspiring, influencing and impacting others. Each commitment is accompanied by a pledge for people leaders to take and behaviors for them to embody. To measure how leaders are acting on these commitments, we added a servant leadership index to our annual Your Voice Matters Engagement Survey. Managers with five or more direct reports who responded to the survey received an index score, reflecting feedback on their leadership style and opportunities for improvement.

Our Servant Leadership Commitments

	 Inspire I ignite belief	 Influence I empower others	 Impact I drive performance
Pledge	As a leader, I breathe life into purpose. I energize my team with clarity, conviction and optimism — especially when the path is unclear. I connect work to meaning, model the values I expect and celebrate growth as much as results. I know inspiration is not a speech — it’s how I show up every day.	Leadership is not control — it’s contribution. I listen deeply, coach intentionally and create space for others to shine. I build trust through transparency and elevate every voice. My power lies in helping others step into theirs. Influence is earned by how I serve, not the title I hold.	I turn purpose into performance. I drive accountability with empathy, make courageous decisions and hold myself to the highest standard. I build systems that outlast me and people who grow beyond me. I lead not just for today, but to leave a lasting imprint on our culture, business and industry.
Behaviors	Set ambitious goals that guide and grow	Trust, delegate, empower execution	Build strong teams, nurture accountability
	Generate followership	Coach in the moment	Collaborate to elevate
	Recognize progress and potential	Share decision-making	Deliver today, build for tomorrow

“We lead with inspiration, influence and impact. That’s not just a slogan for us; it’s how our teams operate day after day, grounded in values we live and a servant leadership mindset.”

Alim Dhanji
Chief Human Resources Officer

Recognizing our culture

We’re building a values-driven and award-winning culture. In FY2025, we earned several awards recognizing TD SYNEX as an employer of choice. In the U.S., we received Great Place to Work® Certification™ for the third straight year in 2025. In a survey conducted by Great Place to Work®, 80% of co-workers reported TD SYNEX as a great place to work — 23 points above the typical U.S. company. In 2026, Fortune named TD SYNEX as one of the World’s Most Admired Companies for the fifth year in a row.

Our focus on belonging and inclusion also gained recognition. For the fourth consecutive year, we received a score of 100 on the Human Rights Campaign Foundation’s (HRCF) 2026 Corporate Equality Index, which measures corporate policies and practices related to LGBTQ+ workplace inclusion. This achievement earned TD SYNEX the HRCF Equality 100 Award.



A Great Place to Work® around the globe

TD SYNEX is certified as a Great Place to Work® worldwide. As of FY2025, we have 22 Great Place to Work® certifications across our global operating regions.



North America

- 1. USA

Latin America (LATAM)

- 2. Colombia
- 3. Brazil
- 4. Mexico

Europe

- 5. Italy
- 6. France
- 7. Romania
- 8. Czechia
- 9. Hungary
- 10. Austria
- 11. Belgium
- 12. Spain
- 13. UK
- 14. Poland
- 15. Sweden
- 16. Norway
- 17. Denmark
- 18. Finland
- 19. Turkey
- 20. Portugal

Asia Pacific and Japan

- 21. India
- 22. Vietnam



80%
of co-workers reported TD SYNEX as a great place to work — 23 points above the typical U.S. company.

Empowering co-workers to learn and lead

No matter where they are in the organization or in their career, we give co-workers the opportunity to learn, grow and lead.

In FY2025, we further invested in a holistic, systemic approach to learning and development. We welcomed an inaugural Chief Learning and Belonging Officer to oversee this work and its connection to fostering a culture of belonging. We also refined our learning and development strategy to center around three core principles.



Skillset

Building the skills needed to advance our business strategy



Toolset

Helping co-workers demonstrate capabilities and learn by doing



Mindset

Coaching co-workers and bringing them together in learning experiences

To support leaders within the organization, we partnered with Ezra, a digital coaching platform. Through Ezra, people leaders can now access live coaching, democratizing these services beyond senior executives. As we introduced new Servant Leadership Commitments, we developed nine bespoke leadership courses aligned with these commitments and their associated behaviors. These courses – covering topics like goal setting, decision-making and team building – are strengthening our leadership capabilities.

We're focused on equipping co-workers with the right skills at the right stage in their careers. Session T, a new initiative, helps identify leaders with succession potential. Through Session T, we assess co-workers and segment them into five talent categories based on their leadership readiness. Co-workers collaborate with their managers to complete related development offerings and set goals based on their category.



Learning Labs bring co-workers together around moments that matter. Read about more moments that matter in [Creating a culture of belonging and inclusion](#).

Focusing on feedback

We actively seek feedback from co-workers to better understand how they experience our workplace and how we can best support them.

According to research from Gallup, global employee engagement in 2025 reached its lowest level since 2020.¹ TD SYNnex continues to buck this trend, with our scores increasing annually since FY2023. Part of how we stay competitive as a company in a dynamic industry is by empowering employees and providing opportunities for continuous learning and growth. Our annual Your Voice Matters Engagement Survey gives our entire full-time global workforce the opportunity to share feedback on a range of topics, including management, communication and well-being. The FY2025 survey saw an 84% participation rate, an increase from 83% from FY2024. Overall engagement reached 76 and we saw year-over-year increases in the following measures:

This survey targets improvements in employee experience and engagement. For example, FY2024 survey feedback inspired our learning and development investments during FY2025. Also, based on FY2024 feedback, we enhanced transparency and communication around company-wide strategy, giving co-workers greater visibility through quarterly town halls with our CEO and direct touchpoints with executives through our intranet. The FY2025 survey identified well-being and recognition as two of our greatest opportunities for growth. We plan to expand mental health and well-being initiatives and evolve our Spark employee recognition program in FY2026.

I feel proud to work at TD SYNnex.



TD SYNnex motivates me to give my best effort.



I feel a sense of belonging at TD SYNnex.



I would stay at TD SYNnex even if offered a comparable job elsewhere.



¹ Gallup, State of the Global Workplace 2026.

Securing health and safety

Protecting the health and safety of TD SYNnex co-workers is an ongoing commitment that extends to every corner of our organization.

We believe a safe and healthy workplace is only possible through the shared dedication of all team members, and we empower co-workers to take an active role in maintaining a safe and secure environment. TD SYNnex operates 168 distribution and administrative facilities globally, including 47 warehouses and logistics centers.

All new logistics center co-workers undergo mandatory health and safety training as part of their onboarding. We also provide annual and job-specific training in support of a commitment to safety excellence. These trainings are comprised of network standard protocols and site-specific instruction.

Working toward a goal of zero accidents, we emphasize risk prevention through Job Hazard Analyses, goal setting, safety training and constant vigilance. Our Injury Illness Prevention Program (IIPP) is the foundation of our safety program. The IIPP guides managers in promoting the health and safety of their teams. It establishes methods for auditing, identifying and correcting workplace hazards, providing co-worker safety training, communicating safety information and ensuring compliance with safety programs.



Our operations in the Netherlands have phased out the use of hazardous substances with health and environmental risks.

Aligning with safety standards

TD SYNnex adheres to and regularly exceeds requirements of safety standards in every jurisdiction in which we operate, including those set by the U.S. state and federal Occupational Safety and Health Administration (OSHA). We review our programs annually and as needed to reflect internal changes or regulatory modifications, ensuring that we protect each co-worker, contractor and visitor in our facilities.

Globally, we strive toward leading standards set by the International Organization for Standardization (ISO). In FY2025, we continued to advance ISO 45001 certification, the internationally recognized standard for occupational health and safety management systems, across our European operations. Across 15 countries, approximately 58% of our European locations have ISO 45001 certification — representing nearly 80% of our square footage in the region.

We conduct internal audits and welcome third-party auditors to ensure certified facilities adhere to these standards. In locations that aren't certified, we apply the same rigorous audit criteria. Throughout the year, we focused on enhancing audit insight documentation across our global regions to allow sites to learn from each other.



FY2025 health and safety highlights

Our key safety wins today

- **1.1 total case incident rate, compared to U.S. Bureau of Labor Statistics (BLS) industry average of 1.8**
- **Introduced new platforms for co-workers to share best practices and initiatives implemented from audit results**
- **Achieved ISO 45001 certifications at 16 additional locations**

How we continued to invest in a safer tomorrow

- **Focused on enhancing psychological safety among co-workers alongside mitigating physical risks**
- **Leveraged technology and digital solutions, including iWarehouse and UpKeep, to enhance safety monitoring and real-time performance insights**
- **Simplified incident tracking and reporting through an online incident tracking feature**

Leveraging technology to enhance safety

We've integrated technology and digital solutions into our safety processes. iWarehouse, a digital forklift fleet and warehouse optimization system, provides real-time safety monitoring of operator certifications, daily checklists and impact detection for all forklifts. This system supports proactive hazard identification and helps us create action plans to prevent recurrence. UpKeep, our computerized maintenance platform, supports preventive equipment maintenance and ensures we comply with lock-out/tag-out procedures for certain electrical equipment.

To more easily facilitate audits and act on their findings, we use a safety audit application. Co-workers complete audits by answering a series of questions, and the application provides recommendations for action based on their results. Audit results are delivered with a list of online best practices and required corrective actions, pictures, videos and regulatory compliance links. The application sends these results and resources to TD SYNnex leaders, who assign a responsible party, set a date of completion, document the corrective and preventive actions, and upload pictures of completed work.

Simplifying incident tracking

When incidents occur in our workplace, we make it as seamless as possible for co-workers to document what happened and learn from these instances. Through an online incident tracking feature within our internal human resources platform, managers can report incidents and upload photos and videos to provide thorough documentation. Their peers can interact with these reports and ask follow-up questions, which enables idea sharing, open dialogue and process improvements.

During an incident investigation meeting, co-workers can easily review uploaded documents, pictures and videos. This system helps streamline root cause analyses and determine corrective and preventive actions and refresher training steps. It also allows us to implement long-term safety enhancements, using uploaded data to analyze trends in reports.

FY2025 safety performance

In the U.S., we track a series of standardized metrics to provide a clear measure of workplace safety performance at TD SYNnex.

1.1

total case incident rate compared to BLS industry average of 1.8

2.152

lost time injury frequency rate

0.144

lost time injury severity rate

Creating safe workplaces worldwide

TD SYNnex sites around the world embed safety in day-to-day work and introduce measures best suited to their operations.

- In **Southaven, Mississippi**, our logistics center team has built a robust safety system, conducting bi-weekly internal safety audits, holding monthly safety meetings and benchmarking performance against other sites. At the end of 2025, the site updated its Emergency Response and Evacuation/Shelter in Place plans and earned ISO 45001 certification.
- In **Bussy-Saint-Georges, France**, we take a continuous improvement approach to safety. This logistics center has earned ISO 45001 while also earning a 45003 certification, strengthening physical and psychological safety, reducing accident rates and improving co-worker well-being.
- Across our **India** offices, over 50 co-workers completed certified First Aid training, strengthening workplace readiness to respond to medical emergencies. The hands-on program covered critical life-saving techniques, including CPR, AED awareness, fracture management and burn care. For co-workers, the training helped build confidence, improve immediate response capability and reinforce a strong culture of safety and care.



Championing well-being

We recognize that our co-workers can only do their best when they feel their best. TD SYNnex focuses on four dimensions of well-being – physical, mental, social and financial. A group of Global Well-Being Champions, consisting of 122 co-workers, helps promote these efforts across the company.

Physical

We encourage co-workers to care for their physical health through the Wellbeing+ platform. Through this platform, we launch challenges that incentivize co-workers to record healthy actions. We ran three challenges during the year, including Around the World in Eight Plates where we shared recipes from different parts of the world while challenging co-workers to record their daily step count. Over 1,800 co-workers from 43 countries participated, walking more than 993 million steps in total.

Wellbeing+ allows us to launch company-wide challenges as well as team-specific ones. If a team or department wants to focus on nutrition, for example, they can design and develop this challenge in the platform. Each challenge has its own leaderboard, and co-workers can upload photos as they complete activities.



We support U.S. co-workers and their family members experiencing menopause by offering access to coaching and symptom management resources through Maven Clinic.

Mental

TD SYNnex's Life Empowerment Assistance Program (LEAP) helps co-workers address challenges in both their work and personal lives. Co-workers can access counseling, mindfulness resources and work-life coaching and support with day-to-day challenges. If they're looking for a daycare in their area, for example, they can contact LEAP to help them navigate local options. We expanded LEAP's offerings to include financial and legal counseling to support co-workers' mental well-being as they navigate through related challenges.

Social

To encourage co-workers to recognize and celebrate each other's contributions, we rolled out the Spark platform. This platform encourages peer-to-peer and manager-to-direct-report recognition – both around major milestones and daily interactions. In FY2025, TD SYNnex co-workers sent over 10,000 recognition messages via Spark. Spark also serves as a tool to highlight how co-workers and leaders are living up to our refreshed values and Servant Leadership Commitments.

Financial

For co-workers in the U.S., we focused on easing the financial burden of health care costs through health care navigation services. If a co-worker has a question about completing a screening or confirming whether a procedure is covered under their medical insurance, they access tailored guidance and support through this service. They'll be assigned a care coordinator who will determine what the smartest, most cost-effective option is for them.

For the second consecutive year, we gave U.S. co-workers the opportunity to access a medical premium discount – alongside greater insights into their health. Co-workers who completed an annual biometric screening were eligible for this discount. They could complete this screening on-site at several U.S. locations, with their own physician, with a TD SYNnex-sponsored lab order or at home. Thanks to this flexibility, 2,576 co-workers participated, an increase of approximately 5% from FY2024. In addition to the premium discount, we gave all participating co-workers access to health coaching to understand and act on their screening results.





Investing in well-being on-site

We invest in on-site features to support our co-workers' health and well-being. At our global headquarters in Clearwater, Florida, and at our offices in Greenville, South Carolina, we refreshed food offerings at our canteens. Co-workers now have access to a more varied menu, with a focus on fresh, healthy food options. In Clearwater, we worked to open a new, nearly 7,000-square-foot gym for co-workers in the same building as our offices. Previously, co-workers had access to a TD SYNnex-sponsored gym off-site. When this new gym opens in FY2026, it will feature added locker rooms, a studio for workout classes and an open area exercise space.



Expanding access to education for co-workers and their families

Each year, TD SYNnex offers the Huang Leadership Development Scholarship to current and former co-workers and their family members who are entering a four-year college or university. The scholarship grants up to \$10,000 each to up to 10 students annually, recognizing those who excel academically, serve their communities and are driven to make a difference.

Legacy company SYNnex founder, Bob Huang, and his wife, Lily Huang, created the scholarship to help co-workers and their families access the education they need to achieve their dreams. In FY2025, we proudly supported 28 students, including nine new awardees and 19 renewal applicants. Since 2011, we've awarded more than \$1.8 million, representing 272 new and renewed scholarships.

Creating a culture of belonging and inclusion

Around the world, we're building a culture where all co-workers feel valued and have meaningful opportunities to connect with their colleagues.

TD SYNnex co-workers come from a range of backgrounds, reflecting the global markets we serve. To make sure all co-workers feel welcome and valued, we invest in building a culture of belonging and inclusion. This work complements our focus on servant leadership by recognizing that co-workers have a responsibility to each other, and, together, they can create a supportive, inclusive environment. It also helps drive innovation and best meets our customers' diverse needs across the IT ecosystem.

“At TD SYNnex, we know that great minds think differently, together. That's why belonging and inclusion is critical to how we learn, grow and lead in our workplace.”

Vidya Krishnan
Chief Learning and Belonging Officer



In our FY2025 Your Voice Matters Engagement Survey, “I feel a sense of belonging at TD SYNnex” earned a score of 74 — up a point from FY2024.

Taking a global approach

To best manage inclusion efforts around the world, we employ regional Belonging and Inclusion Councils in North America, LATAM, Europe and APJ. This approach helps us account for differences across our global operations, including regional size and structure, country- and culture-specific nuances, languages, BRG structures, regional inclusion maturity and co-worker demographics.

While we prioritize giving each region flexibility in how it approaches this work, we also create space for co-workers from different regions to share insights. In FY2026, we are planning to host a summit that will bring our global Belonging and Inclusion Councils together to refresh priorities. To support each group's success, we also encourage executive sponsorship to address region-specific needs.



Social commitments	Actions and progress
Company goals	Increase our commitment to demographic equality at all levels to reflect our rich culture
	Partnered with our Limitless BRG to support and accommodate candidates with disabilities throughout the hiring process
Culture goals	Grow our team through unbiased recruiting and hiring practices and expand the inclusivity of our partner ecosystem
	Maintained partnerships with Workplace Pride, Disability:IN, Biz Disability Forum and Women in Tech to increase industry representation
	Tracked spending with diverse suppliers and determined where we can increase spend with these business
	Promote co-worker participation in BRGs to strengthen connection and support
	Introduced a global maturity framework to assess BRG impact and enable BRG leaders to share best practices
	Proactively ensure fair and equitable pay for all co-workers worldwide
	Expanded our partnership with Syndio to embed pay equity checkpoints into hiring and internal compensation decisions
	Conducted second annual pay equity analysis and addressed identified gaps

Advancing a more inclusive workforce and industry

Creating a culture of belonging and inclusion starts with broadening hiring and recruiting efforts. We aim to increase representation across our workforce and recognize that the way we approach recruitment plays a key role. In partnership with Limitless, our BRG that supports and celebrates anyone who is directly or indirectly affected by neurodiversity or disability, we help ensure that we best support and accommodate candidates with disabilities in the hiring process.

We also expanded our partnership with Syndio, a leader in pay equity and transparency, to use its tools to continuously monitor and manage pay equity across all applicable countries and regions globally. Through this partnership, we’ve embedded pay equity checkpoints into all hiring and internal compensation decisions, making equitable pay outcomes an essential component of day-to-day people processes. To evaluate our pay equity practices, we conducted our second annual pay equity analysis for existing co-workers and implemented remediation actions to address identified equity gaps — reinforcing our commitment to proactive, data-driven fairness.

We leverage our position at the center of the IT ecosystem to support a more inclusive sector. Internally, our North American Belonging and Inclusion Council runs the Diversity Alliance, a program that creates space for sharing insights and practices among partners. The Alliance also works to identify customers and vendors that are minority-owned businesses, bolstering our own Supplier Diversity program and those of our partners. In 2026, the program will be rebranded with new value-added attributes.

TD SYNnex’S Supplier Diversity program helps us increase direct and indirect spending with diverse businesses, including those owned by minorities, veterans, people with disabilities, LGBTQ+ individuals and women. We leverage a diverse supplier spend database to track spending and determine where we can grow this program.



To help increase representation in tech and beyond, we partner with Workplace Pride, Disability:IN, Biz Disability Forum and Women in Tech.



Creating collective value for customers

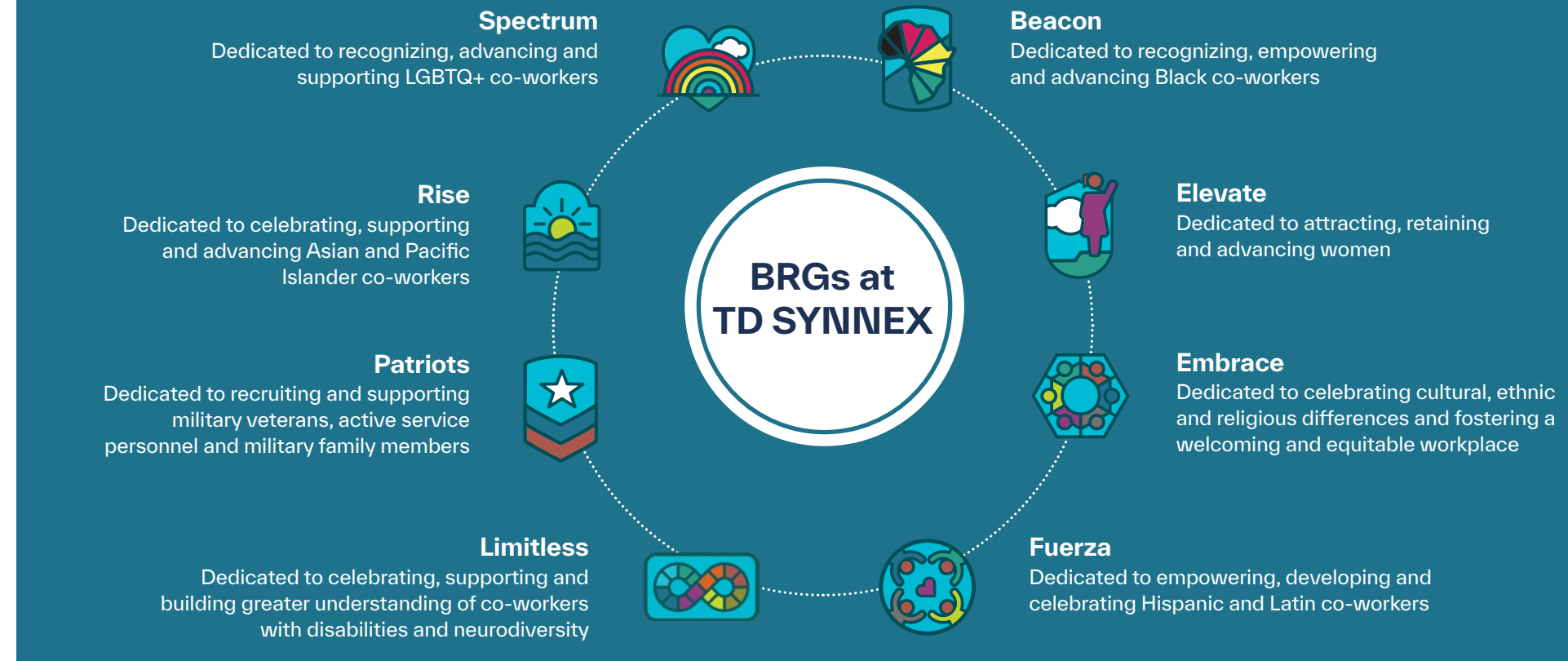
TD SYNnex supports customers in growing together through PartnerLINK, a collaborative community fostering strong peer-to-peer relationships, enabling continuous learning and supporting long-term, future-ready success.

Encouraging co-workers to connect

Through BRGs, we create opportunities for co-workers to connect around shared experience, identity or affiliation. BRGs are voluntary, co-worker-led communities that are open to all co-workers, helping foster connection, learning and career growth. We have eight BRGs, which operate across all four of our global regions. Collectively, our network of BRGs consists of over 30 chapters spanning more than 25 countries.

We set up BRGs for success with a leadership structure and annual planning process. Each BRG receives an annual budget and develops a roadmap for what the group aims to accomplish over the year. BRGs each have a board, including a chair, vice chair and committees to oversee this work. These leaders have access to internal engagement platforms to help them better manage events, engage members and measure impact. As our BRGs continue to grow, we're developing a global maturity framework to assess their impact and enable best-practice sharing across regions.

BRGs played a critical role in our efforts to more closely align learning and development with belonging in FY2025. Around moments that matter throughout the year, such as International Women's Day and Black History Month, BRGs organized events and educational sessions for co-workers. Through these, BRGs welcomed external experts to speak candidly with co-workers about topics relevant to each occasion. These conversations provided communal, co-worker-driven learning experiences. Globally, our BRGs hosted or sponsored more than 50 sessions.



Looking ahead, we plan to further integrate BRGs into our learning and development offerings. In FY2026, we're working to pilot a mentorship program through BRGs, giving co-workers more formal opportunities to support each other's growth.

Creating connections around the world

BRGs organized activities that championed inclusion across our operating regions. At our annual Inspire conference in Greenville, South Carolina, BRGs hosted an event for all attendees

focused on "The Business of Belonging." Leaders from all eight of our global BRGs spoke about what their groups do and how BRGs help TD SYNEX make a difference in three critical areas: company, culture and community. BRG leaders also partnered with United Way of Greenville to arrange for attendees to pack well-being kits for Greenville community members experiencing homelessness — demonstrating our BRGs' multilayered impact.

Around International Women's Day, the Elevate BRG India chapter brought women co-workers together to hear from a colleague. This BRG invited Nisha Nandakumar, Legal Counsel at

TD SYNEX, to discuss her career journey and the challenges women face in the workplace. She also spoke about using her artistic talents to further causes that matter to her — encouraging co-workers to embrace their whole selves to make an impact inside and outside the workplace.



Hyve Solutions' BRGs help colleagues connect with each other and learn from different perspectives. [Learn more about Hyve's BRGs.](#)

Investing in communities

We step up for the communities where we operate, leveraging our resources and expertise to address key community challenges.

TD SYNnex’s Community Relations program centers on three pillars: Digital Divide, Children and Wellness. These priorities reflect areas where we can have a unique and meaningful impact, leveraging our position as a technology leader to invest in community well-being and opportunity. Across our business and operating regions, we encourage co-workers to support local organizations that make a real difference in these areas — including by providing dedicated time for volunteering. We help amplify their impact by providing up to \$360,000 annually in financial support to the causes our co-workers care about. In FY2025, TD SYNnex financially supported 50 nonprofits.

Social commitments	Actions and progress
Partner to bridge the digital divide by providing underserved communities with devices, digital skills training, internet access and technical support	Partnered with Human-I-T and other local organizations across our regional operations to donate devices and build digital skills
Support children’s futures and community well-being by offering life-skills development alongside essential services and health awareness	Furthered critical skill-building through Junior Achievement, supporting its BizTown, Finance Park and 3DE programs, which provide hands-on learning opportunities for elementary, middle and high school students



Bridging the digital divide

We recognize the power of technology to connect and uplift communities, and we are dedicated to closing gaps in access. We continued partnering with nonprofit Human-I-T, with total donations reaching over \$400,000 since the beginning of our partnership, along with providing nearly 700 device donations to other nonprofits. In FY2025, TD SYNnex allocated 200 laptops for donation and invited U.S. co-workers to nominate receiving organizations. We supported five nonprofits, including GirlUp GVL, Children's Home Society of Florida and DeSoto Dream Center, by donating 40 laptops to each organization through this initiative.

FY2025 donations also included a personal touch. To kick off the summer internship program, interns and managers participated in a volunteer day to create tech-themed, handmade cards to accompany device donations. This initiative also gained additional support during our inaugural TD SYNnex Day, a company-wide celebration of our culture. We partnered with Human-I-T to distribute the donated laptops during Digital Inclusion Week 2025.

We organized e-waste drives around the world during our Earth Month celebration, encouraging co-workers to bring in their devices for recycling or refurbishment. In the U.S., we collected nearly 700 pounds of e-waste, helping keep these devices out of landfills and preventing approximately 430 kilograms (kg) of greenhouse gas (GHG) emissions. These donations support Human-I-T's efforts to broaden access to computers, high-speed internet and digital literacy education to reduce the digital divide.

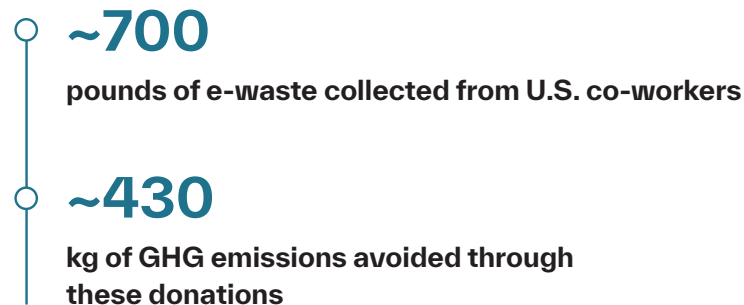
Making a global impact

TD SYNnex helped bridge the digital divide around the world in FY2025. Here are just a few ways we made a difference:

- In **Ecuador**, we donated 26 computers to El Placer, a community computer center in Quito, as well as to other children and families in the community.
- In **Brazil**, we supported Escola da Nuvem in preparing individuals from underserved communities for careers in cloud computing through co-worker volunteer time, knowledge sharing and institutional sponsorship.
- In **Belgium**, we donated 53 laptops to Entrepreneurs for a Warm Belgium, an organization of entrepreneurs working to help children and youth in their development and education.



Reducing e-waste in FY2025



TD SYNnex's community relations pillars

We are **bridging the digital divide** by expanding access to technology, connectivity and digital skills — aligned with **UN SDGs 9, 10 and 4** — to drive inclusive economic opportunity



We support **children's futures** by expanding access to education and skill development, aligning directly with **UN SDG 4** and advancing opportunities for underserved communities



We promote **health, well-being** and community resilience through essential services and initiatives aligned with **UN SDG 3**.



Developing future leaders

We invest in children's futures by supporting their essential needs and helping them develop critical skills. Junior Achievement is a key partner in this work. We continued supporting Junior Achievement's BizTown and Finance Park programs, which provide hands-on learning experiences for elementary and middle school students. In BizTown, elementary school students visit a simulated town where they take on different jobs and learn about their responsibilities as citizens in their communities. At Finance Park, middle school students put classroom learning about personal finance into practice by developing a budget based on their job interests.

At our Clearwater, Florida, headquarters, our finance team volunteers with Junior Achievement of Tampa Bay's BizTown, Finance Park and 3DE programs. 3DE, geared toward high-school students, presents student teams with real-world business challenges and asks them to propose solutions. We expanded our support of 3DE, sponsoring four high schools to participate — up from two in FY2024. TD SYNnex co-workers continued to volunteer as judges, evaluating the students' proposals. We invited all 3DE participants, over 120 students, to deliver their final presentations at our Clearwater office and get a firsthand look at what we do.

Making a global impact

TD SYNnex supported bright futures for children around the world in FY2025. Here are just a few ways we made a difference:

- In **Groveport, Ohio**, co-workers volunteered to pack backpacks with school supplies to support two local elementary schools.
- In **Malaysia**, we partnered with Grace Education Center and the Myanmar Community Learning Center to provide school supplies, books and stationery for children preparing to start a new school year.
- In **Brazil**, we supported Instituto Bola pra Frente, an organization that uses education, sports and culture to help vulnerable children and youth through volunteer mentorship, connectivity projects and financial contributions.
- In **Costa Rica**, co-workers volunteered to create a new library space at Doris Z. Stone High School, which serves students in a remote Indigenous community in Boruca.



- In the **U.S.**, we welcomed over 200 children across four sites for Bring Your Child to Work Day, offering activities including a tour of our innovation Lab, hands-on demo stations and card-making for Make-A-Wish.



Through our Double Play partnership with the Tampa Bay Rays, we donated \$21,500 to Girls Inc., and co-workers provided mentorship and career-readiness to young girls supported by the nonprofit.

Sharing the magic with families in need

When we launched Share the Magic in 2011, our goal was to raise \$10 million over 10 years for children and families in need. Fifteen years later, we've far exceeded that goal — raising over \$32 million, including \$3.7 million contributed in 2025 alone. Across the U.S. and Canada, this initiative has brought together our workforce, business partners and other stakeholders to create life-changing impact for children and families. In FY2025, we supported 15 charities through our annual fundraising campaign.



Supporting community well-being

We support the health and well-being of individuals and families in our global communities. The cornerstone of this work is our Next Meal campaign, which focuses on alleviating hunger. In July 2025, co-workers came together for the fourth annual Next Meal campaign — organizing food drives and volunteering with local organizations to prepare and serve meals and sort food donations. The number of co-worker volunteers and volunteer hours recorded during the 2025 campaign more than doubled the FY2024 totals. Our 2025 impact included:



○ **1,100+**
total volunteer hours

○ **450+**
co-worker volunteers

○ **11+**
nonprofits supported

During American Heart Month, recognized each February, we hosted blood drives and CPR classes across our U.S. operations. More than 40 co-workers donated blood at our Clearwater, Florida; Greenville, South Carolina; and Fremont, California, offices, impacting nearly 140 lives. We also hosted two in-person CPR demonstrations and one virtual session to broaden access to this critical knowledge.

Making a global impact

TD SYNnex cared for community health and well-being around the world in FY2025. Here are just a few ways we made a difference:

- In **Canada**, co-workers assembled care packages for the Shoebox Project, which supports women affected by homelessness or domestic violence.

- In **Clearwater, Florida**, we teamed up with the Tampa Bay Rays, partnering for a 5th consecutive year for a game on Roberto Clemente Day, to collect 1,321 pounds of food.
- In **Brazil**, we supported SP Invisível, a nonprofit focused on humanizing the experiences of individuals experiencing homelessness through donations of food and clothing, distributed in person by fifteen TD SYNnex volunteers.
- In **Belgium**, we collected physical goods, such as lotions and soap, for Mensen voor Mensen, an organization providing social connection and services to individuals living in poverty.
- In **India**, we partnered with the Smit Foundation, an organization that provides shelter, care and dignity to senior citizens in need, offering activities and lunch to residents who live at the foundation.



TD SYNnex was named a 2025 Google Cloud Global Social Impact Partner of the Year, recognizing our community impact around the world. Learn more on [our website](#).

Stepping up in the face of disaster

When co-workers and communities face natural disasters, TD SYNnex steps up to support their health and safety. We organized a robust response to aid co-workers affected by Hurricanes Helene and Milton in FY2024 and formalized an employee relief fund in FY2025. Through this fund, eligible employees may receive up to \$2,500 to help meet their needs in the immediate aftermath of a natural disaster or federally declared emergency.

In tandem, we developed a framework to guide our disaster relief efforts — focusing on where funding can have the greatest impact for communities and co-workers. We applied this framework to support organizations providing critical aid and relief to communities affected by the Los Angeles County wildfires, Central Texas flooding and Hurricane Melissa in Jamaica.



Supporting co-worker volunteerism

We give co-workers the support they need to volunteer their time and expertise to causes aligned with our community relations pillars. Volunteer Ambassadors across TD SYNnex organize local volunteer opportunities, coordinating with Green Teams and BRGs to increase participation. In FY2025, we set up quarterly calls with Green Teams and Volunteer Ambassadors to more closely align initiatives and share best practices. These groups helped facilitate company-wide volunteer efforts during Earth Month in April and our annual Volunteer Month in December, boosting volunteer hours and numbers significantly from FY2024.

Our FY2025 volunteer impact

- 12,186
total volunteer hours,
~64% increase from FY2024
- 1,553
co-worker volunteers,
~69% increase from FY2024
- 191
nonprofits supported,
~73% increase from FY2024
- 1,806
hours volunteered in July 2025,
a record monthly amount



Spotlighting co-worker volunteers

One Friday per month, we celebrate our co-workers' volunteer contributions and achievements. Our 'Feel Good Friday' series highlights the various ways co-workers around the world are giving back to their communities.

One of those co-workers is Erik Olsen, who leads our Enterprise Sales team in Canada. In 2021, Erik began volunteering with CityServe, an organization that redistributes goods to charities and individuals in need. Erik began volunteering once a month, and when CityServe opened an operation in his neighborhood, he stepped up as lead volunteer. He now manages warehouse operations and coordinates more than 100 volunteers each month. Under his leadership, the team distributes donated goods — ranging from household items and clothing to furniture, small appliances and tech items — to the people who need them most.

In 2025 alone, Erik volunteered 450 hours with CityServe. And while his commitment has grown, he encourages his peers to start simple:

"Give your time. Don't think that you have to give everything. Give what you can, even if it's only 30 minutes. Our world would be a lot better if we all just did something."



Leading with integrity

In a fast-changing technology landscape, trust is the foundation of every partnership. Through strong governance, ethical leadership and disciplined oversight, TD SYNnex earns that trust every day by doing what we say we will do and holding ourselves accountable to the highest standards.

Our key governance wins today

- Achieved a 99.3% completion rate for our global Code of Conduct training
- Stood up AI governance (AI Committee, Responsible AI framework, Gen AI Use & Development Policy) — with 95%+ of the workforce completing Responsible Gen AI training and 200+ AI tools reviewed and approved for use
- Advanced the Ethos AI Policy Assistant functionality by adding a conversational ethics agent that allows co-workers to ask follow-up questions and receive more detailed and nuanced information

How we invested in a more responsible tomorrow

- Securing our digital workspace by implementing strategic cybersecurity improvements to combat cyberattacks, strengthen ransomware resilience and enhance global visibility across our entire IT estate
- Expanding ethics and compliance expertise and insights among co-workers across the business by launching regional Ethics Advisor Networks
- Building an AI-fluent workforce by introducing a new training platform to equip co-workers with relevant knowledge and skills

Material topics covered

- Business ethics & integrity
- Cybersecurity
- Data privacy & responsible use of data
- Responsible supply chain management
- Corporate governance & oversight



Responsible leadership at our core

TD SYNnex's Corporate Citizenship and Sustainability governance is anchored in active leadership and clear oversight from our [Executive Leadership Team](#) and [Board of Directors](#). Together, they set expectations, provide guidance and oversee practices that support responsible decision-making, innovation and long-term value creation. In doing so, they help ensure we balance the needs of co-workers, communities, customers, vendors and shareholders while helping advance progress across the IT ecosystem. Our [Corporate Governance Guidelines](#) define the roles and responsibilities of the Board and senior leadership, including matters related to Board composition and leadership, operations, committees, management and other governance topics.

Strategic oversight of sustainability

As a steward for shareholders, our Board receives regular updates on issues material to our business, including the efforts of our Corporate Citizenship team. The Board has three core committees, each of which guides our sustainability and business progress in critical ways.

Composed solely of independent directors, the **Nominating and Corporate Governance Committee** oversees Corporate Citizenship efforts and assists the Board in reviewing the development and implementation of sustainability policies, programs and practices. The **Audit Committee** supports the Board in fulfilling its legal and fiduciary responsibilities by overseeing disclosure and internal controls and ensuring compliance with regulatory requirements. The **Compensation Committee** reviews, administers and approves equity-based compensation for officers and co-workers and reviews the development and implementation of human capital management strategies, practices and risks.

Our Corporate Citizenship Steering Committee — composed of a cross-functional group of senior leaders — helps drive sustainability efforts forward. At the regional and global levels, we maintain Compliance Committees to ensure key executive leaders at TD SYNnex, including the CEO, are aware of current reporting trends and the resolution or status of investigations and ethical matters. We provide metrics and qualitative updates to these internal governing bodies on a quarterly basis.



[See our investor relations webpage for all Governance documents, including our Conflict Minerals Policy Statement, Whistleblower Policy, Global Human Rights Policy, Supplier Integrity Principles and more.](#)



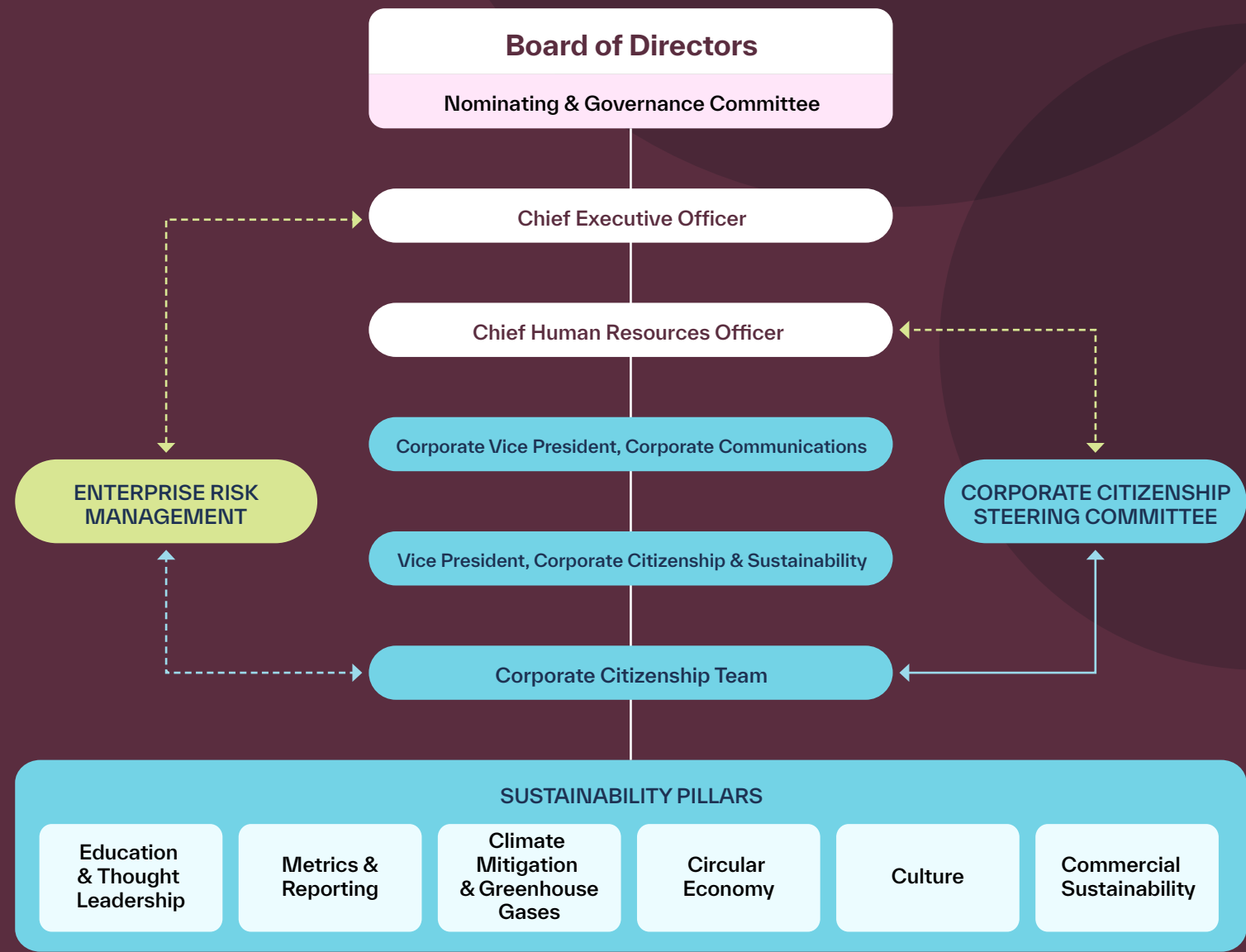
In addition, we work closely with our Internal Audit team to establish process controls around our sustainability data and ensure the accuracy of our external reporting. Our Enterprise Risk Management (ERM) and Business Continuity team also work closely with our Corporate Citizenship team to help monitor and mitigate sustainability-related material risks and opportunities. Together, these teams also help ensure we're up-to-date with evolving global sustainability and environmental, social and governance (ESG) regulations.

Director compensation and benefits program

We review compensation for our nonexecutive directors each year. Our compensation and benefits program for this group is based on the following principles:

- Fairly compensate for the work required of directors serving an entity of our size and scope
- Align directors’ interests with the long-term interests of our stockholders
- Maintain a structure that is transparent and easy for stockholders to understand

Our leadership structure at a glance



Our culture of ethics and compliance

Ethical leadership begins with our people and is essential to how we build trust across the technology ecosystem.

Our Ethics & Compliance (E&C) program equips co-workers to act with integrity, supports responsible decision-making and reinforces accountability — strengthening relationships with our stakeholders while helping ensure we meet legal and regulatory obligations.

Governing technological transformation

In FY2025, we expanded our oversight of responsible technology adoption. At the Board level, we established a Technology Committee to guide how we leverage technology across our business and address technology-related risks. We also formed a dedicated committee of leaders and functional experts from our Legal & Compliance teams to oversee the E&C and legal AI tools that support our culture of integrity. This committee reviews enhancement requests and addresses questions related to AI-generated outputs, helping ensure the tools continue to operate as intended and reflect our values. By combining human judgment, experience and contextual understanding with the speed and scale of AI, we are strengthening oversight, improving decision quality and reinforcing trust across our organization.

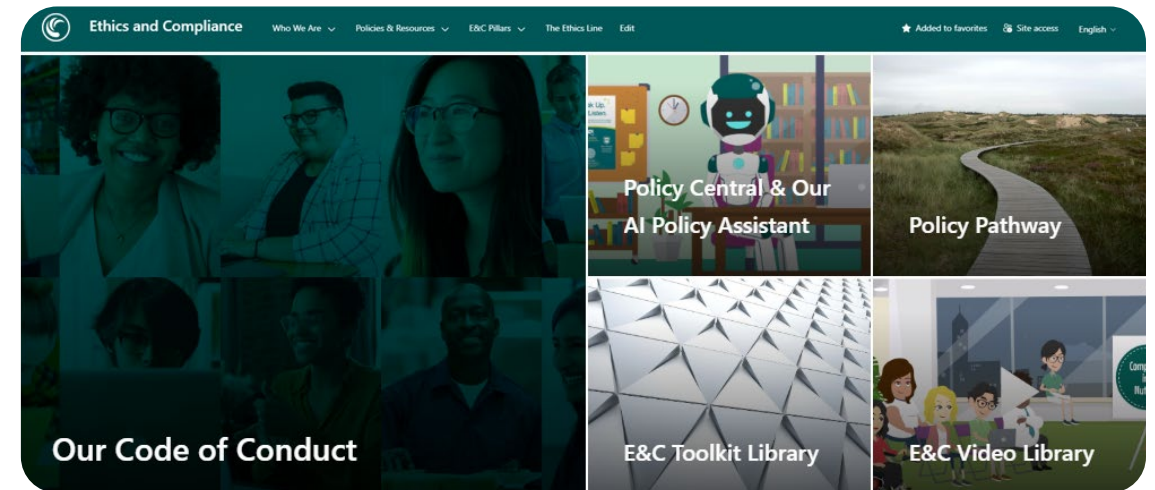
Supporting co-worker knowledge and skills

To establish a baseline understanding of E&C topics and concepts, TD SYNEX co-workers complete Code of Conduct training, which includes anti-corruption awareness, among many other ethics-related topics relevant to our business. As part of this training, co-workers must attest their commitment to our Code of Conduct and disclose any potential conflicts of interest. In FY2025, we reached a 99.3% completion rate for this training across our global workforce.

“A robust E&C program is essential to TD SYNEX’s position as a trusted partner for customers and vendors.”

Jean-Paul Durand

Chief Ethics & Compliance Officer



We also provide resources beyond this training. TD SYNEX introduced our Ethos AI Policy Assistant in FY2024 to provide co-workers with timely, accessible guidance tailored to our organization. Powered by a proprietary AI workflow and represented by our E&C Ethos mascot, the policy assistant enables co-workers to ask questions across a globally harmonized library of 26 policies and receive clear guidance in 17 languages. We advanced the functionality of the Ethos AI Policy Assistant by adding a conversational ethics agent for our most complex topics. This improvement allows co-workers to ask follow-up questions and receive more detailed and nuanced information, increasing comfort and confidence in the guidance received. Since its launch, Ethos has answered over 4,000 questions, with a nominal error rate based on co-worker feedback. While most questions have been submitted in English, strong use across other languages reflects broad global adoption. Beyond day-to-day support, Ethos has provided valuable insights into how policies are being used and where enhancements are needed.

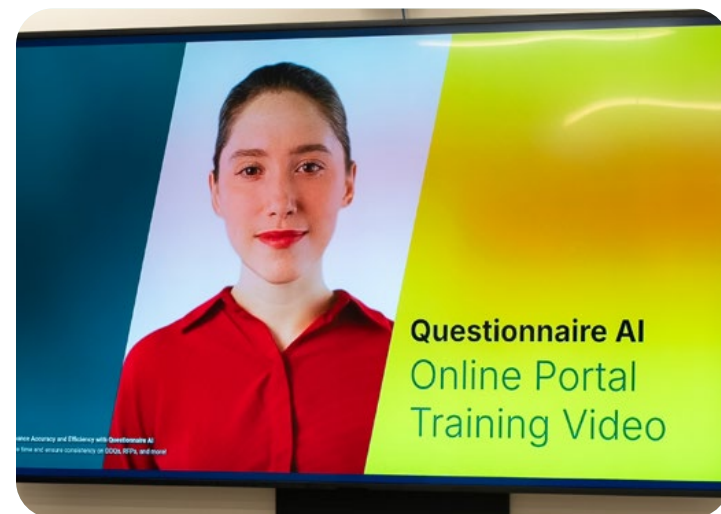
Our Ethos mascot also appears in simulations that give co-workers the chance to test their ethical leadership skills in fun, engaging ways. In the simulations, Ethos faces realistic challenges and co-workers must choose the best path forward. To encourage participation, TD SYNEX planted a tree for each co-worker who completed an ethical challenge, resulting in more than 100 trees being planted in FY2025 in our Forest of Integrity.

Ethos and our annual training also help increase awareness of TD SYNEX’s Ethics Line, a 24/7 reporting channel for any conduct that doesn’t align with our Code of Conduct. The Ethics Line is available to all of our operations and sites globally, including all co-workers, contractors and external partners.

Questionnaire AI

As regulatory expectations continue to evolve, TD SYNnex receives a growing volume of due diligence and ESG questionnaires from partners and through requests for proposals. Our Corporate Citizenship Report, governance documents and disclosures already contain the information needed for most questions, and Questionnaire AI helps co-workers retrieve these details more efficiently to provide complete and timely responses to our partners.

To meet this demand with greater efficiency and consistency, we developed a Questionnaire AI tool that can respond to most inquiries accurately, escalating only a limited number for human review. When new questions arise, we partner with legal and subject matter experts to develop vetted responses that strengthen future coverage. This approach improves efficiency, supports consistent disclosures, and reinforces transparency and trust with our partners and across the industry.



Upholding human rights throughout the supply chain

We conduct an annual human rights assessment, leveraging AI and publicly available information to assess vendor human rights programs, processes and potential risks, and reinforcing the importance of this issue across the technology value chain. Building on our initial assessments, we continued engaging with vendors to better understand their auditing practices, governance structures and readiness to address human rights risks in a rapidly evolving global environment. These engagements reinforce the expectations outlined in our [Global Human Rights Policy](#), which sets clear standards for conducting business in alignment with applicable laws and internationally recognized human rights principles and requires partners to demonstrate compliance. As technology supply chains grow more complex, this work supports stronger risk management, resilience and trust.

AI is helping strengthen our culture of compliance. Learn more about how we're approaching and applying this technology in [Fostering ethical AI fluency](#).

hyvesolutions®

Hyve Solutions and the Responsible Business Alliance (RBA)

Hyve Solutions, a wholly owned subsidiary of TD SYNnex, designs and delivers purpose-built digital infrastructure for some of the world's largest and most innovative companies developing AI, cloud and connected services.

Hyve Solutions joined the RBA as an Affiliate Member in 2021 and advanced to a Regular Member in 2022. In addition to maintaining its International Organization for Standardization (ISO) 9001 and 14001 certifications, Hyve Solutions embeds the RBA Standards into its own manufacturing standards and aligns Hyve Solutions' Supplier Code of Conduct to the RBA Code of Conduct. Hyve Solutions and priority suppliers adhere to the RBA Code of Conduct, which includes labor, environmental, health and safety, ethics and management system requirements aimed at improving labor and environmental responsibility in global supply chains. In FY2025, Hyve Solutions achieved a 20% higher RBA assessment score than the industry average and 10% higher than average RBA member scores.

Hyve Solutions also publishes a Responsible Minerals Sourcing Policy and Modern Slavery Statement and reviews its policies and procedures annually to promote transparency, resilience and responsible sourcing.



~20%

higher score on RBA audits than industry average

Advancing our active Speak Up culture

We encourage co-workers and business partners to speak up whenever concerns arise. Our Speak Up and Non-Retaliation Policy outlines our expectation that concerns should be raised and that retaliation will not be tolerated. We work to ensure everyone understands our expectations and feels supported in asking questions or sharing concerns at any time. Across the regions where we operate, we comply with whistleblower laws and foster a culture where people are empowered to act with integrity. Multiple reporting channels are available to support confidentiality and trust. All reports are reviewed independently and objectively, and we take appropriate action to address issues, strengthen accountability and help prevent future misconduct.

Connecting with co-workers on compliance

Our co-workers play a critical role in identifying and preventing potential ethics and compliance issues. We enhanced our Regional Ethics Advisor Networks in FY2025, further expanding opportunities for co-workers to connect with colleagues across countries, share experiences and deepen their understanding of ethics and compliance. Leaders nominate co-workers to serve as Ethics Advisors, where they support the global E&C team, promote shared principles and core values, and provide a confidential resource for raising ethical concerns. Ethics Advisors also support ongoing E&C outreach and help increase awareness of policies and expectations across sites. The network strengthens access to resources and reporting options on a local level, while providing a trusted forum for guidance and learning.



See how simple it is to [Speak Up at TD SYNEX](#).

99.3%

completion rate for our global Code of Conduct training

Strengthening resources to support ethical conduct

We maintain a comprehensive and ever-evolving library of E&C resources that support ethical leadership across TD SYNEX. Through regular training and communications, we reinforced awareness of these resources, driving more than 60,000 training content completions and delivering over 240 global, local and targeted communications during the year. Together, these resources help co-workers apply our expectations consistently and confidently in real-world situations.

Ethos ethical challenges allow co-workers to practice ethical decision-making through engaging simulations featuring our E&C mascot, Ethos.

The Real Tales of E&C series enhances the impact of our training and communications with short films and interactive exercises based on real world cases. True stories help win more attention and prepare our co-workers for realistic challenges.

E&C toolkits provide practical guidance for specific situations, while **Policy Pathway modules** use automation to deliver timely policy guidance and route approval requests efficiently.

Supplier Integrity Principles outline standards related to human rights, fair competition, anti-bribery and governance expected of our supply chain. In FY2025, 100% of new suppliers agreed to abide by our Supplier Integrity Principles and Code of Conduct when onboarding.

See our [Policy library](#) for more.



Risk assessment and management

TD SYNEX maintains an established risk governance ERM framework to support effective risk governance across the organization. The ERM process is led by the Business Continuity and ERM team, who work closely with other teams across TD SYNEX to identify, monitor, assess and mitigate risk throughout the organization.

The Executive Leadership Team reviews and assesses all corporate risks, along with key functional directors across all regions, ensuring robust oversight of our global operations and alignment with mitigation measures. Our Board of Directors has oversight of the ERM process, including risks related to climate, compliance and cybersecurity.

We conduct local country risk assessments informed by relevant regulations and focused on specific risk areas. We address identified risks through defined controls and processes, supported by activities such as training, awareness sessions, tailored simulation exercises and testing to strengthen preparedness across the organization. In addition, the Internal Audit team provides independent assurance on the effectiveness and compliance of the ERM framework.

The Corporate Citizenship and ERM teams collaborate to ensure sustainability-related risks are incorporated into the annual corporate ERM process. Our double materiality assessment and climate scenario analysis further support this work, enhancing our understanding of interconnected sustainability, operational and financial risks.

In addition, TD SYNEX has a comprehensive global approach to legal and compliance risk assessments and reviews. These assessments are conducted bi-annually and focus on specific legal and compliance risks. Our approach incorporates both quantitative and qualitative inputs, drawing on financial data, case reporting, surveys and interviews to capture insights from key risk owners and leadership. Legal and compliance risk assessments are carried out in collaboration with internal subject matter experts across relevant risk areas to ensure appropriate coverage.

Our Cybersecurity team oversees technology risk assessments across the business. We align this work with leading global standards for cybersecurity, ensuring we adhere to best practices in risk management. Read more in [Safeguarding data and privacy](#).

Countering bribery and corruption

We are committed to acting professionally, fairly and with integrity in all business relationships. A core part of this commitment is the implementation and enforcement of effective systems designed to prevent bribery, corruption and fraud. We apply a global risk-based approach to third-party due diligence, allowing us to better understand our partners and determine appropriate levels of review during onboarding and throughout the relationship. Depending on a partner's risk profile, due diligence may include questionnaires, integrity screening and enhanced background checks. Following initial review, active relationships are monitored on an ongoing basis to help safeguard our operations and uphold trust across the ecosystem.



Learn more about our [climate risk assessment](#) and [Task Force on Climate-related Financial Disclosures \(TCFD\)](#) report.

Fostering ethical AI fluency

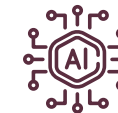
As AI reshapes the technology landscape, TD SYNnex plays a central role in translating rapid change into trusted guidance across the value chain.

The Digital and AI Responsible Transformation (DART) team is our central destination for AI at TD SYNnex — bringing together approved technologies, trusted guidance, education and resources to help teams innovate responsibly. Positioned at the intersection of technology, governance and operations, the DART team enables co-workers across the business to adopt generative AI in ways that are secure, transparent and fair while protecting our data and digital assets. To support this work, DART maintains the risk assessment process to evaluate AI tools and use cases with required co-worker attestation. This team also introduced a Responsible Gen AI Use and

Development Policy, which was published in FY2025. More than 95% of our workforce have completed our Responsible Use of Gen AI training and a Gen AI Use and Development Policy attestation.

Through DART’s oversight, AI tools are assessed not only for efficiency but for reliability, safety and inclusivity, with clear accountability for outcomes. To date, following DART assessment, our AI Committee has judiciously approved more than 200 AI tools and solutions for use. This approach helps ensure that innovation strengthens both internal performance and customer experience.

The DART team also launched a new workforce training platform to better equip co-workers with the knowledge and skills needed to responsibly implement, operationalize and continuously improve AI systems across the organization. We are now building a program that helps co-workers level up AI skills; understand what tools and resources to use; and shift how they view their role, team, processes and data.



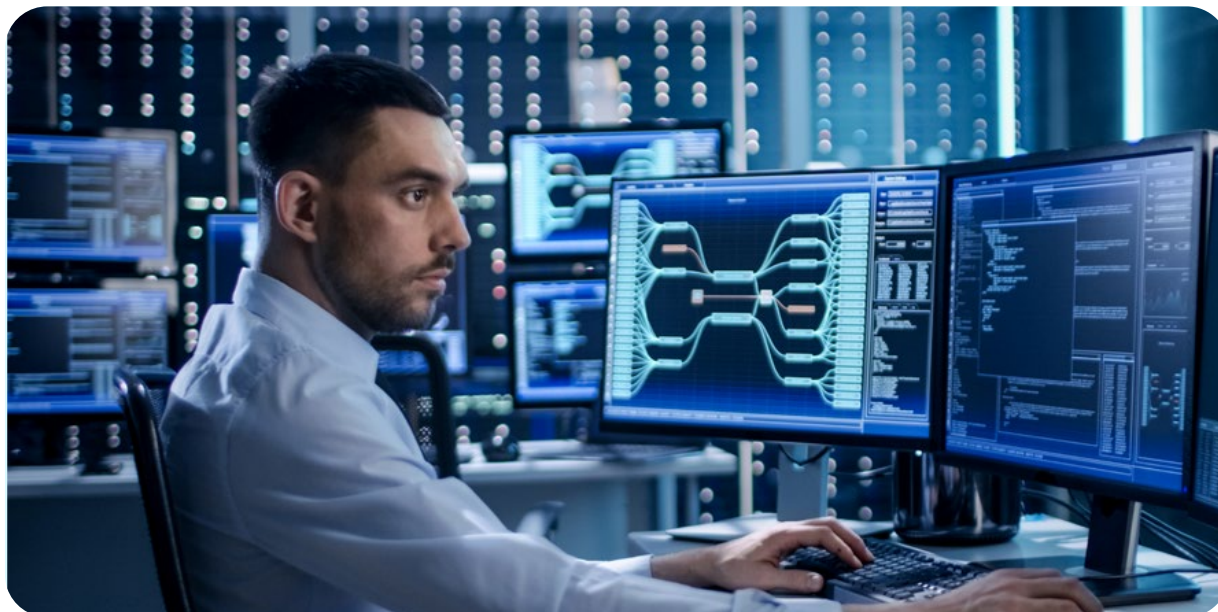
AI Lab is our testing environment for evaluating AI technologies while our AI risk assessment management process (AI RAMP) helps identify risk levels.

Safeguarding privacy and data

The privacy and security of our systems is central to our ability to do business reliably.

TD SYNnex is a complex global business that operates a variety of offices, warehouses and logistics centers — all of which require unique management systems. We remain on the cutting edge of data protection by providing ongoing training to help our teams and partners recognize and address potential privacy and data protection risks while aligning with global security standards.

In FY2025, we focused on strengthening our enterprise-wide, cybersecurity foundation. This work included review and maintenance of core cybersecurity policies and standards, ongoing security training and awareness initiatives, structured risk assessment and mitigation activities, and the evolution of incident response and operational resilience capabilities. Together, these initiatives supported alignment with recognized security frameworks and reinforced a consistent, security-first approach across the company.



We also implemented strategic improvements in cybersecurity initiatives to combat cyberattacks, ensure ransomware resilience and achieve global visibility into our entire IT estate. We focused on defining success, establishing standards and policies, and gathering the tools we will use to achieve the roadmap. As we move forward, we're focused on minimizing operational risk and prioritizing threat protection and recovery with full transparency.

TD SYNnex aligns its cybersecurity program with two globally recognized standards: the National Institute of Standards and Technology (NIST) and the ISO.

- **NIST guidance, such as the NIST Cybersecurity Framework and relevant NIST security controls,** provides a structured, risk-based approach to identifying, protecting against, detecting and responding to cyberthreats. Alignment with NIST complements our ISO-based certifications by strengthening governance, consistency and maturity across security practices.
- **ISO management system standards** help us structure governance, manage risk and provide assurance to customers and partners. We maintain several ISO certifications and alignments related to cybersecurity and data protection, including:
 - **ISO 27001:2022 — Information Security Management**
Establishes a risk-based information security management system covering policies, controls and continual improvement to protect the confidentiality, integrity and availability of information
 - **ISO 9001 — Quality Management (supporting security outcomes)**
While not a cybersecurity standard, ISO 9001 supports consistent, well-documented processes that underpin reliable security and privacy practices, particularly in global operations

Together, these frameworks help TD SYNnex protect data, support resilient operations and build trust with customers, partners and regulators across the technology ecosystem.



Apptium Technologies, a TD SYNnex Company, also earned ISO 27001:2022, ISO 27017:2015, and ISO 27018:2019 certifications in FY2025.

Our subsidiary, Hyve, achieved ISO 27001:2022 certification by demonstrating information security management controls that safeguard data confidentiality, integrity and availability.

Partnering to secure the IT ecosystem

TD SYNnex engages in key partnerships and ecosystem-based programs that support cybersecurity, responsible technology adoption and risk management across the channel. In FY2025, this included collaborations with strategic technology partners and participation in internal and cross-functional governance forums focused on cybersecurity, AI governance and third-party risk management. These engagements support alignment with industry standards and enable knowledge-sharing and best-practice adoption across the partner ecosystem.



Creating secure value for customers

TD SYNnex provides customers many tools to help them stay ahead of an evolving threat landscape, including AI-powered cloud security platforms.

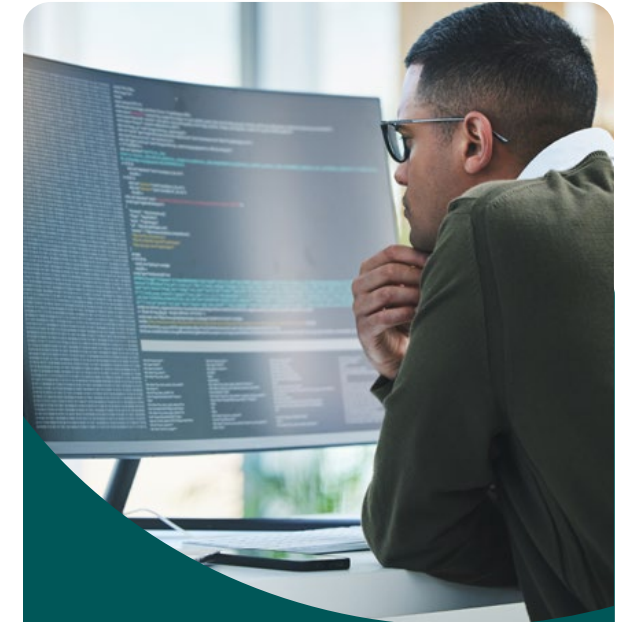


Data privacy oversight and governance

Our data privacy team provides guidance and training to all co-workers, with tailored programming for new co-workers and those who develop policies for emerging technologies such as AI. This approach helps ensure co-workers thoughtfully embed data security considerations into the policies they oversee.

We are self-certified under the U.S. Data Privacy Framework, affirming our commitment to protecting personal data transferred from the European Union, United Kingdom and Switzerland to the U.S. The Framework establishes clear requirements around data protection, accountability and individual rights and provides a recognized legal mechanism for cross-border data transfers in line with applicable privacy laws. By participating, TD SYNnex demonstrates that our data handling practices meet these standards, reinforcing trust with customers, partners and co-workers while supporting lawful and secure international operations.

We set a baseline for data classification and handling across the business, and tailor safeguards and security measures as needed. Read more in the [Appendix](#).



Engaging co-workers during Cybersecurity Awareness Month

October is Cybersecurity Awareness Month, and at TD SYNnex, we engage co-workers with information and training and offer prizes for participation. Our subsidiary, Hyve, boasted an impressive 100% engagement rate with initiatives including a social media campaign and internal thought leadership and awareness content during the month-long effort.

TD SYNnex provides partners with clear guidance on managing data privacy through defined contractual requirements, privacy standards and structured third-party risk management processes. We expect partners to adhere to applicable data protection laws and implement appropriate technical and organizational measures when handling personal data. Through data processing agreements, privacy assessments and ongoing engagement with our data privacy and cybersecurity teams, we help support compliant and responsible data handling within our partners' own operations.

The majority of the team managing privacy and data security hold a Certified Ethics Professional designation (CCEP and CCEP-I), which are globally recognized designations issued by the Compliance Certification Board. These certifications demonstrate expertise in designing, implementing and overseeing effective ethics and compliance programs, with a strong emphasis on regulatory compliance, risk management and ethical decision making. Maintaining this level of professional certification helps ensure TD SYNnex's privacy and data security practices are informed by recognized best practices and consistently applied across jurisdictions, strengthening accountability and trust with stakeholders.

Protecting intellectual property (IP)

We know there are threats to IP in an increasingly global marketplace, and we work closely with vendor partners to ensure the overall health of the IT channel. One of the ways we do this is through our partnerships, including the Alliance for Gray Market and Counterfeit Abatement (AGMA) Global, which brings together some of the most innovative technology companies in the world to share best practices for mitigating global IP risks. We are the only IT distributor with AGMA Global membership. We have taken on a new leadership level, as TD SYNnex's Chief Ethics & Compliance Officer Jean-Paul Durand was elected AGMA Global president for the term beginning February 2026.

DLT Solutions achieves Cybersecurity Maturity Model Certification (CMMC) certification

DLT Solutions, a specialized subsidiary of TD SYNnex serving the U.S. public sector, earned CMMC Level 2 in FY2025. This milestone formally validates DLT's ability to safeguard Controlled Unclassified Information against evolving Department of Defense standards.

Achieving CMMC Level 2 demonstrates mature security controls, disciplined governance and deep investment in cybersecurity. It positions TD SYNnex and DLT as trusted partners for mission-critical federal programs, giving public-sector agencies confidence that sensitive data is managed securely, efficiently and at scale.



Appendix



About this report

This report details TD SYNEX's progress in sustainability and data collected during FY2025, the period between December 1, 2024, and November 30, 2025, unless otherwise noted. It is intended to be our primary source of annual disclosure on sustainability performance and provide a transparent account of our Corporate Citizenship approach and performance. Reporting on other matters can be found in our public Securities and Exchange Commission (SEC) filings, annual reports and corporate website.

Reporting boundaries and methodology

Unless otherwise stated, the scope of our sustainability disclosures covers all entities that are fully consolidated in our financial reporting. This scope excludes entities not fully consolidated, such as equity investments. For greenhouse gas (GHG) emissions, we apply an operational control approach in accordance with the GHG Protocol, reporting emissions from operations over which we have operational control. Scope 3 emissions are reported based on relevant value chain activities and may extend beyond these organizational boundaries.

Safe harbor statement

Statements in this report regarding TD SYNEX Corporation that 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, 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 SEC, 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 SYNEX Corporation as of the date of presentation, and TD SYNEX Corporation assumes no obligation to update information contained in this report except as otherwise required.

Other data and calculations disclaimers

Due to rounding, numbers presented throughout this report may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.

GHG emissions

TD SYNEX's GHG inventory is consistent with the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) Greenhouse Gas Protocol Initiative (GHG Protocol) for corporate GHG accounting and reporting. TD SYNEX defines its organizational boundary conditions consistent with the GHG Protocol according to the "operational control approach" for Scope 1, 2 and 3 sources.¹

Under this approach, TD SYNEX includes facilities over which it has operational control, including the authority to implement operating policies and environmental management practices. Facilities within the organizational boundary include offices, manufacturing sites, data centers and warehouses. The operational control approach is considered the most appropriate organizational boundary for TD SYNEX because it reflects where the company can influence decisions that impact GHG emissions.

Scope 3 emissions are estimated using a combination of average-based, spend-based, supplier-specific, and activity-based methods, depending on data availability across the relevant categories. Due to limitations in the availability, consistency and transparency of supplier-specific emissions information, a portion of Scope 3 emissions is based on estimates and assumptions. For Category 1 (Purchased Goods and Services), emissions are estimated using assumptions regarding average product weights and representative manufacturing emissions for product categories distributed by TD SYNEX. For Category 11 (Use of Sold Products), emissions are estimated using assumptions relating to expected product lifetimes and average electricity consumption during the use phase of products sold.

Emissions associated with software installed on customer devices are not separately reported within Category 11. Energy consumption attributable to software may be captured in the use-phase emissions of the underlying hardware. We acknowledge that software may be deployed on devices not sold by TD SYNEX. Due to the potential for double counting, methodological complexity, limited availability of activity data and the absence of widely adopted approaches within the GHG Protocol for allocating software-related use-phase emissions to software providers, such emissions are not separately quantified at this time.

¹ We define operational facilities as our office, warehouses, data centers and manufacturing sites. Locations such as flex offices and residential sites are omitted, and make up less than 1% of our total square footage.

Emission factors are sourced from governmental and nongovernmental organizations’ sources, including the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) 100-year V2.0, International Energy Agency (IEA) CO2 Emissions from Fuel Combustion 2025-Year 2023, Department for Environment Food and Rural Affairs (DEFRA) 2025 Guideline to DEFRA, US EPA WARM Electronics, Nov 2023 and US Environmentally-Extended Input-Output (USEEIO) models for 2022.

Additionally, where available, we utilize utility-specific emission factors that support our market-based inventory. We utilize IPCC’s AR6 as our source for global warming potentials. GHG emissions are subject to inherent uncertainties associated with measurement, estimation techniques, data availability and methodological assumptions. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

TD SYNEX continues to engage with suppliers and industry initiatives to enhance data quality, improve methodological consistency and expand the scope and accuracy of emissions reporting over time.

Energy/electricity

Please note that this report includes a small portion of estimated energy and electricity usage data. While every effort has been made to ensure the accuracy of the information presented, the use of estimated data means these values should be viewed as approximations.

Operational footprint

We define operational facilities as our office, warehouses, data centers and manufacturing sites. Locations such as flex offices and residential sites are omitted, and make up less than 1% of our total square footage.



Policy library

Key internal policies

30 seconds with ethics and compliance video series

Spotlights important insights and key takeaways on relevant ethics and compliance subjects

Change Control Policy

Emphasizes proactively managing changes to the production environment while minimizing customer impact, mitigating implementation risk, protecting IT service level targets and communicating cross-functional impacts

Cybersecurity and Acceptable Use Policy

Establishes TD SYNnex's overarching framework for cybersecurity governance, defining the effective management of cybersecurity risks, the protection of information assets and the resilience of operations

Data Classification and Handling Policy

Sets the minimum requirements for classification and handling but allows for implementation of additional safeguards and security measures to individual applications, business processes or databases

Ethics and compliance toolkits

Deliver concise guidance and actionable steps for specific scenarios in easily digestible formats

Responsible Gen AI Use and Development Policy

Builds on our values and the shared principles in our Code of Conduct, including never encouraging or allowing Gen AI to engage in any misconduct on our behalf

IT security standards and controls

Set standards for responsible use and protection of internal systems such as databases, networks and applications

Policy pathway modules

Utilize automation to efficiently provide digital guidance and submit approval requests in response to compliance-related queries for our co-workers

Real tales of ethics and compliance video series

Share real-life stories through online tutorials, in-person training sessions and articles in our company communications platform that illustrate the repercussions of actual compliance issues to our global internal audience and put our resources in an applicable context

Publicly available policies

Supplier Integrity Principles

Establish clear expectations for suppliers and partners on supply chain human rights, anticompetitive behavior, anti-bribery, corruption and governance

TD SYNnex ethics line

Offers a 24/7, year-round channel — available to all of our operations and sites globally, including all co-workers, contractors and external partners — to report any conduct that doesn't align with our Code of Conduct

Global Human Rights Policy

Establishes clear guidelines and expectations for partners to conduct business activities in accordance with all applicable laws, regulations and internationally recognized human rights principles. It also outlines expectations for business partners to provide documentation demonstrating their compliance

Global Environmental Policy

Affirms our commitment to continuously improve performance and to comply with all applicable environmental laws and regulations relevant to our business

Code of Conduct

Details our legal and ethical expectations of conduct from co-workers and contractors worldwide.

This is not a comprehensive list of all our policies. For publicly available policies, please see our [Governance documents](#).

Task Force on Climate-related Financial Disclosures (TCFD) index

Introduction

TD SYNnex is a Fortune 100 corporation and a leading global distributor and solutions aggregator for the information technology (IT) ecosystem. We serve a critical role, bringing products from the world's leading and emerging technology vendors to market and helping our customers create solutions best suited to maximize business outcomes for their end-user customers. We aggregate and distribute IT hardware, software and systems, including personal computing devices and peripherals, mobile phones and accessories, printers, server and data center infrastructure, hybrid cloud, security, networking, communications and storage solutions, and system components. We also design and deliver purpose-built server, storage and networking solutions for the hyperscale infrastructure market.

As a leading IT distributor, we recognize the increasing importance of taking action to help protect the planet and to work toward a more prosperous and just future. Our unique position at the center of the technology universe connects us to over 150,000 reseller customers with more than 2,500 best-in-class technology vendors. This allows us to identify opportunities for innovation, sustainable practices and positive outcomes up and down the value chain.

In 2021, shortly after the merger that created TD SYNnex, we 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. We then launched our first Corporate Citizenship program within

the first six months as a combined company, including the development of a global Corporate Citizenship framework that will help deliver long-term value for the business, co-workers, investors, vendors, customers and communities. In FY2024, our near-term and net-zero targets were validated by SBTi to be in line with the Paris Agreement, which aims to limit global temperature rise to 1.5°C above pre-industrial levels.

With TD SYNnex deeply embedded in the IT value chain, acting as a connector between manufacturers, suppliers, solutions providers and the rest of the market, we are exposed to multiple risks that come from climate change and its associated impacts. In FY2024, to ensure that we remain resilient against such risks, we conducted a more detailed climate resilience exercise involving a qualitative and quantitative climate scenario analysis to refine our identification of our associated risks and opportunities. In FY2025, we reviewed this analysis and determined that its results remained relevant to our business. We also worked on enhancing our climate risk and opportunities management as we further develop our Corporate Citizenship program and climate strategy.

This report outlines the outcomes from that exercise and aligns with the recommendations from the TCFD, structured around four thematic areas of governance, strategy, risk management and metric and targets. Although TCFD was disbanded end-2023, its recommendations are still widely adopted and have been incorporated into many other sustainability reporting regulations.

Governance

Board oversight

The TD SYNnex Board's Nominating and Corporate Governance Committee (Nom/Gov Committee) is chartered with the responsibility of assisting the Board in its review of the development, oversight and implementation of the company's Corporate Citizenship policies, programs and practices. The Nom/Gov Committee also reviews the draft proxy statements recounting the company's environmental, social and governance (ESG) activities, including those addressing climate-related issues.

Since September 1st, 2025, our Chief Human Resources Officer (CHRO) leads climate-related matters and raises climate-related agenda items to the Nom/Gov Committee or the Board at least annually or when there are material updates, seeking feedback as necessary.

Management

TD SYNnex's Corporate Citizenship program is overseen by our CHRO with strategic leadership input from our Chief Executive Officer (CEO). The CHRO also oversees the Corporate Communications department, where the Corporate Citizenship team resides.

The Corporate Citizenship team is led by the Vice President of Sustainability and Corporate Citizenship who provides quarterly updates to the CHRO and CEO on progress toward commitments and ongoing efforts.

The Corporate Citizenship and Sustainability team is responsible for the Corporate Citizenship program at TD SYNnex, working on sustainability policies and performance, including education and thought leadership, sustainability metrics and reporting, climate mitigation and GHGs, circular economy, fostering a sustainable culture and developing commercial sustainability opportunities. The team collaborates with other functions, including a Sustainability Working Group and ERM team, to identify, monitor and manage climate-related risks and opportunities, translating them into actionable plans and policies.

Several members of the Executive Leadership Team (ELT) sit on the Corporate Citizenship Steering Committee to provide insight and advice on climate-related issues such as climate risk, decarbonization strategy and Corporate Citizenship policies. The Committee includes nearly 30 ELT members and other leaders across our global operations. They meet quarterly with the Corporate Citizenship team to discuss issues like carbon reduction roadmaps, sustainability capacity building and sustainable leasing policies. Key findings and decisions are then raised to the Board or Nom/Gov Committee through the CHRO or the Vice President of Sustainability and Corporate Citizenship at least annually or when there are material updates.

For an overview of our sustainability governance organization and structure, see [page 55](#).

Risk management

Identifying, assessing and managing climate-related risks

Since the start of our Corporate Citizenship program, we have been continuously enhancing our climate-related risks and opportunities identification and assessment and aligning it to existing processes and assessments. This process is led by the Corporate Citizenship team with support from the ERM and Risk & Insurance teams. We have been supported by consultants from internal and external stakeholders to provide inputs on materiality for the organization.

In FY2024, to support a more robust risk and opportunities assessment, TD SYNnex:

- Improved our climate scenario analysis to include quantitative factors, expanded the climate scenarios and conducted a series of internal workshops with functions across the organizations to widen the breadth of climate resiliency in the organization
- Conducted our first double materiality assessment with key internal and external stakeholders to assess how topics may impact our enterprise value or society and the environment, informing us of the velocity and severity of risks and opportunities for us
- Conducted strategic intervention workshops to identify and build plans to mitigate climate-related risks and capitalize on opportunities regardless of future uncertainty
- Further embedded climate-related risks into our ERM process by enhancing climate considerations into existing corporate risks

Double materiality assessment

In FY2024, we conducted our first double materiality assessment to identify, evaluate and prioritize sustainability topics that impact society and the environment, as well as TD SYNnex's enterprise value.

While this was our first double materiality assessment, we have been guided by materiality from the start, conducting an initial impact materiality assessment when establishing our Corporate Citizenship framework in 2022. We conducted 10 interviews with senior leaders across a range of functions; 10 interviews with external stakeholders, including investors, nongovernmental organizations and supply chain actors; and 300 surveys with both internal and external stakeholders. The assessment was aligned with the European Corporate Sustainability Reporting Directive (CSRD), and the assessment criteria were adjusted for ease of integration into our enterprise risk management (ERM) process.

Double materiality assessments are considered the most comprehensive, rigorous and challenging approach to analyzing material issues. Through this process, we identified priority sustainability risks, opportunities and impacts and developed a shared understanding of priorities across our team. Of the 23 sustainability topics we identified and assessed, 12 emerged as material both from a financial and impact perspective, the most relevant being:

- **Cybersecurity**
Preparedness for and resilience against cybersecurity-related disruptions, including risks such as unauthorized access or criminal use of networks, devices and data
- **Employee working conditions**
Fair working conditions for co-workers, including adequate wages, health and safety, a sense of work-life balance and others
- **Circular IT and e-waste**
Minimization of raw materials use and solid waste throughout the product and packaging lifecycles, including resource efficiency, responsible waste and e-waste management, and re-use and circularity practices across the value chain
- **GHG emissions and energy use**
Efforts to reduce GHG emissions in global operations to reach net-zero targets, including energy efficiency and renewable energy use

We are planning to refresh this assessment in FY2026, engaging with stakeholders to determine if any of these topics have emerged as more or less relevant, and continuing to revisit them every two years. In identifying these and other key issues — such as responsible supply chain management, business ethics and integrity, and sustainable transportation and logistics — we are better able to focus on the areas that foster both a more sustainable world and a more resilient business.

Climate scenario analysis

In FY2022, TD SYNnex conducted a preliminary climate risk assessment using estimations from the Climate Impact Lab.¹ We estimated 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. We also reviewed localized climate risk information for our operations. In FY2023, we furthered that assessment by conducting an internal qualitative climate scenario analysis to examine possible future implications for regulations, customer behavior and physical climate impact.

In FY2024, TD SYNnex conducted a more detailed climate resilience exercise involving a qualitative and quantitative climate scenario analysis to refine our identification of the associated risks and opportunities we are exposed to. We selected three climate scenarios developed by the Network for Greening the Financial System and extended each of the narratives by adding content about how a range of business-relevant topics might plausibly play out in each of these scenarios. We chose a mix of scenarios that would allow us to explore plausible futures, including a 2°C or lower scenario and a higher than 3°C scenario.

We employed the following time horizons in our analysis:

- Short-term: 0–3 years
- Medium-term: 4–10 years
- Long-term: > 10 years

We conducted several internal workshops with key TD SYNnex stakeholders from diverse functions and regions to analyze the business impacts of the three scenarios, identify climate-related (transition and physical) risks and opportunities for TD SYNnex and identify ideas to enhance resilience and refine our strategy around climate risks and opportunities. During our annual review in FY25, we determined that there are no significant changes to our risk levels.

¹ <https://impactlab.org/>.

Description of selected climate scenario and their assumptions

	Current policies	Net-zero 2050	Delayed transition
Description	Emissions have steadily grown over the past three decades, leading to 2°C of warming by 2050 and at least 3.3°C of warming by 2100. As a result, physical climate impacts have increased steadily, both in severity and frequency and are experienced globally. Despite this, investment in low-carbon energy and energy efficiency remains slow, with continued coal and oil additions.	The transition to a net-zero economy by 2050 required drastic and coordinated global action, particularly in the 2020s. The cost of this action in the 2020s was high, as many industries shuttered and the location and types of jobs changed. However, warming peaks at 1.6°C in 2060 then declines to 1.5°C by 2100. Early climate impacts continue to escalate but are managed over time.	A decade of inaction in the 2020s drove mounting public pressure for climate action. What followed was a set of hasty and reactionary policies in the 2030s that sought to rapidly halt GHG emissions and make up for lost time. This disorderly approach came at high social and economic costs but ultimately led to a halving of emissions by 2040 and peak warming at 1.6-1.8C by 2050.
Impact of transition & physical risks	High physical risks	Low physical risks	Medium physical risks
	Low transition risks	Medium transition risks	Medium to high transition risks
Policy ambition	3°C+	1.4°C	1.6°C
Policy reaction	No additional policy reaction with low regional variation	Immediate and smooth policy reaction with medium regional variation	Delayed policy reaction with high regional variation
Technology	Slow technology change	Fast technology change	Slow then fast technology change
Carbon dioxide removal	Low use of carbon dioxide removal	Medium/high use of carbon dioxide removal	Low/medium use of carbon dioxide removal

Enterprise risk assessment

TD SYNEX’s Enterprise Risk Assessment is performed annually. Our climate-related risks alongside and within other corporate risks are assessed via our ERM process. The risk register is reviewed and assessed by the ELT, as well as by Regional Presidents and key functional directors across the regions. Additionally, specific or emerging risks not on the risk register are also reviewed during a follow-up interview within the assessment process. A risk level is then given to each risk.

In addition, site-specific physical climate-related risks are identified with support from a risk management and insurance specialist firm. All facilities under TD SYNEX are assessed for their exposure to acute and chronic physical climate risks, such as floods from heavy rainfall and rising sea levels, severe weather resulting in wildland fire and extreme temperatures as well as windstorms. These risks are updated at least annually. Physical climate-related risks are also included in the annual Enterprise Risk Assessment.

If a specific climate-related risk is identified and determined to be substantive, addressing it would then be prioritized. We define substantive financial or strategic impact by a climate-related risk on our business as risk with a potential to materially impact the financial, operational and reputational aspects of the company. This can include any of the following: financial loss, loss of market share, negative media coverage, loss of customers/vendors, prosecution and fines, litigation, regulatory queries, injuries, turnover rate and/or departure of senior leaders. Depending on the nature of the risk, a mitigation plan would be developed to reduce risk levels. During our annual review in FY2025, we determined that there are no significant changes to our risk levels. These risks are continuously monitored throughout the year and updated where there may be changes in legislation, markets, business or the environment.

Strategy and resilience

Climate-related risks and opportunities

We have identified several transitional and physical risks, as well as opportunities, with the potential to have an impact on the company.

Summary of TD SYNnex’s climate-related risks

TCFD category		Risk	Time horizon	Potential impact
Transitional	Policy & legal	Emerging climate-related regulations	Short, Medium & Long	Medium
	Technology	Competition on low carbon technologies	Medium, Long	High
	Market	Limited access to critical materials	Medium, Long	High
		Race to renewable energy	Medium, Long	High
		Changing consumer-buying preferences to more sustainable practices	Medium, Long	Medium
	Reputation	Increased scrutiny on climate performance	Short, Medium & Long	High
Physical	Acute	Increased frequency of extreme weather and climate-related natural disasters	Short, Medium & Long	High
	Chronic	Changing weather patterns affecting TD SYNnex workers and operations	Medium & Long	High
		Water shortages across the value chain	Short, Medium & Long	Medium

Summary of TD SYNnex’s climate-related opportunities

TCFD category		Opportunity	Time horizon	Potential impact
Resource efficiency		Development of green transportation	Medium & Long	Medium
		Local, shorter supply chains	Medium & Long	High
Energy sources		Renewable energy procurement	Short, Medium & Long	Medium
Products & services		Circular economy	Short, Medium & Long	Medium
		Climate data and analytics	Medium & Long	Medium
		Green products	Medium & Long	Medium
Markets		First-mover advantage	Medium & Long	High
		Value chain collaboration	Medium & Long	Medium
Resilience		Staying ahead of ESG regulations	Medium & Long	Medium
		Facility design and location	Short, Medium & Long	High

Transitional risks

TCFD category/risk	Impact description	Potential impact	Time horizon	Risk management strategy
Policy & legal Emerging climate-related regulations	Climate regulations, including GHG reporting requirements, stringent circularity and electronic waste requirements, and strict supplier and vendor monitoring are increasing for TD SYNnex and its suppliers. - Increased monetary and resource investment required for TD SYNnex compliance - Increased cost of products as suppliers adhere to more stringent standards	Medium	Short, Medium & Long	- Maintain a strong legal and compliance team that actively monitors regulations, including climate-related ones, and strategies to remain aligned with the emerging requirements - Maintain a strong relationship with our vendors, extending to the exploration of collaborative projects to reduce climate-related impacts - Established an ESG Reporting Working Group consisting of subject matter experts across the organization to prepare for the rigor of CSRD reporting and any other climate reporting - Invested in a carbon accounting tool to ensure a more precise and streamlined data collection process to support robust and auditable reporting
Technology Competition on low-carbon technologies	Access to technology to decarbonize is in high demand as multiple companies and industries strive for their sustainability targets and as cleaner technology regulations kick in. - Lack of access to or higher costs to access technology needed to decarbonize rapidly enough for TD SYNnex (e.g., renewable energy, electrification, energy efficiency) - Higher cost for TD SYNnex to access electric vehicles (EVs) and/or the logistics providers servicing them	High	Medium, Long	- Established a Sustainable Transportation and Logistics Tower that works with our supply chain to reduce the transportation emissions per delivered products, including encouraging low-carbon transportation alternatives and load optimization - Published internal sustainable sites criteria used during the leasing of new sites to ensure access to infrastructure-related decarbonization solutions - Develop and allocate dedicated budgets for energy efficiency and site electrification projects, prioritizing upgrades that enable continued decarbonization beyond low-cost measures already implemented
Market Limited access to critical materials	Global decarbonization will increase demand for critical materials and natural resources needed for the transition. Suppliers may have to compete for stable access of critical materials for their hardware products. Increased cost of products as suppliers cascade increased cost to TD SYNnex	High	Medium, Long	- Established Circular Economy and Commercial Sustainability Towers to enhance our asset use and product collection and recycling to extract these critical materials, as well as developing commercial motions for vendors and partners, including in the area of remanufactured products, to reduce the need for new hardware products - Maintain updated business continuity plans in response to information on risk exposure levels globally
Market Race to renewable energy	Higher demand for renewable energy may cause energy shortages and difficulty accessing long-term renewable energy contracts. - Increased cost of procuring renewable energy - Lack of access to renewable energy needed to progress toward our net-zero goal	High	Medium, Long	- Identified sites where solar roof installations are feasible and are examining the economics needed - Developed a renewable energy strategy to expand our renewable energy procurement across our global operations while driving further operational efficiencies

TCFD category/risk	Impact description	Potential impact	Time horizon	Risk management strategy
Market Changing consumer-buying preferences to more sustainable practices	Consumers may be more environmentally conscious and demand more sustainable products, turning away from buying new physical products and being more interested in refurbished devices or green products, shifting the sales portfolio for TD SYNnex. • Demand for, and hence revenue from, hardware may decrease • Inability to meet the market demand for green products may damage TD SYNnex’s brand and reputation and have long-term impacts on the business	Medium	Medium, Long	• Established a Commercial Sustainability Tower to develop commercial motions for vendors and partners, including in the areas of green products and services such as energy efficiency, remanufactured products, IT Asset Disposition (ITAD) and Cloud GreenOps • Maintain an active relationship with key vendors to identify sustainability challenges and opportunities, as well as potential areas of collaboration
Reputation Increased scrutiny on climate performance	Stakeholders may put TD SYNnex’s climate performance under higher scrutiny and signal discontent with our stance on the climate if they consider it laggard or greenwashed. • Negative impact in talent recruitment and retention • Negative impact on sales for environmentally conscious customers • Investors who consider environmental factors in their investment decisions may be deterred, resulting in a decrease in investments	High	Short, Medium & Long	• Established local Green Teams across our operations to drive ground-up efforts on sustainability • Developed ESG criteria for our procurement strategy and policies to ensure that the products we sell meet and go beyond local regulatory requirements • Monitor our climate performance against established standards such as CDP, EcoVadis, S&P, ISS and MSCI and developing corrective plans for any areas of concern • Established a Commercial Sustainability Tower to develop commercial solutions that better address the needs of environmentally conscious customers

Physical risks

TCFD category/risk	Impact description	Potential impact	Time horizon	Risk management strategy
Acute Increased frequency of extreme weather and climate-related natural disasters	Increasing frequency and intensity of natural disasters, such as heatwaves, hurricanes and wildfires, can significantly impact our operations and supply chain, putting business continuity at risk. • Disruption in labor productivity, inability to work and an increase in health and safety risks • Increased risk of damage to facilities in high-risk locations, potentially requiring closures, relocations and additional investments • Increased premiums or the risk of assets becoming uninsurable due to high physical risks • Increase in supply chain disruption risk impacting operations, transportation and resource availability • Higher price of products, as suppliers may face rising raw material costs due to supply chain disruptions	High	Short, Medium & Long	• Conduct annual assessments for our global facilities using natural hazard risk maps with forward-looking analysis accounting for changing climatic dynamics • Maintain individual site risk management plans that are reviewed and verified by technical experts • Maintain updated crisis management and business continuity plans in response to information on risk exposure levels globally • Provide access to flexible work arrangements including remote work for our co-workers, where possible
Chronic Changing weather patterns affecting TD SYNnex workers and operations	Higher temperatures due to constant heatwaves may impact TD SYNnex workers' ability to come to work and decrease their productivity. It may also affect our facilities and operations. • In areas that are inhospitable or uninhabitable, climate migration may occur, and TD SYNnex may face a manpower shortage • Facilities may not be able to properly operate and store products under increased temperatures or may face increased costs to maintain a safe temperature range	High	Medium & Long	• Review physical climate risks during the renewal of leases to ensure that we are adequately prepared and protected against such risks, including relocation if needed
Chronic Water shortages across the value chain	Water shortage and desertification are likely to rise and could impact our value chain in the areas of manufacturing and data center operations, both within our own facilities and by our customers. • Higher price of products as suppliers may face raw material costs rise due to supply chain disruptions • Lower demand for the data center business as viability of operations decreases • Higher costs for business continuity planning to ramp up in order to adapt to long-term weather pattern shifts	Medium	Short, Medium & Long	• Review physical climate risks during the renewal of leases to ensure that we are adequately prepared and protected against such risks, including relocation if needed • Maintain updated business continuity plans in response to information on risk exposure levels globally

Opportunities

TCFD category/ opportunity	Opportunity potential	Potential impact	Time horizon	Opportunity realization strategy
Resource efficiency Development of green transportation	Lower risks from fluctuations in fossil fuel prices are expected as cost of technology is expected to decrease in the long-term.	Medium	Medium & Long	- Established a Sustainable Transportation and Logistics Tower that works with our logistics suppliers on low-carbon transportation alternatives - Support the green transportation growth such as through PowerSolv (USA) working on end-to-end charging solutions to address EV growth
Resource efficiency Local, shorter supply chains	Working with vendors and partners to develop local and shorter supply chains will allow shorter transportation routes and reduce reliance on intermediaries. - Decrease in transportation costs - Increased resilience to supply chain disruptions	High	Medium & Long	Establishing strong relationships with our vendors and partners to develop routes with direct drop shipping processes where feasible
Energy sources Renewable energy procurement	Investing in renewable energy infrastructure and supply in the near term can help mitigate future competition and secure supply. Lower risks from renewable energy cost hikes from future demand spikes	Medium	Short, Medium & Long	Developed a renewable energy strategy to expand our renewable energy procurement across our global operations while driving further operational efficiencies
Products & services Circular economy	Integrating circular economy practices into our products and services such as substituting packaging with sustainable alternatives and increasing product-as-a-service offerings contribute to a circular economy. - Reduced material use and hence cost - Increased revenue from access to a growing market	Medium	Short, Medium & Long	Established a Circular Economy Tower which works on expanding and improving our circular economy services, such as our device trade-in program (TD SYNnex Renew) and our sustainable subscription solution, Tech-as-a-Service, as well as exploring how to further increase the use rates of assets we sell, recycling the materials used to make them and avoiding waste
Products & services Climate data and analytics	Leveraging our expertise in data and analytics can support climate-related services, such as helping partners measure and manage their environmental impact. Increased revenue from access to new markets	Medium	Medium & Long	Expanding sustainability-focused sales enablement, customer engagement resources and environmental data capabilities to help co-workers and partners identify, position and realize climate-related commercial opportunities

TCFD category/ opportunity	Opportunity potential	Potential impact	Time horizon	Opportunity realization strategy
Products & services Green products	With the development of AI and energy efficiency requirements (market or regulatory), TD SYNnex can market a range of sustainable products with eco-design, low-emissions and recycled materials to support decarbonization efforts of partners. • Gain a competitive advantage and a position of preferred supplier for customers in a difficult market context • Increased revenue from access to a growing market	Medium	Medium & Long	• Establishing a Commercial Sustainability Tower to develop commercial motions for vendors and partners including in the areas of green products and services such as energy efficiency, remanufactured products, ITAD and Cloud GreenOps
Markets First-mover advantage	Prior to harmonious regulations taking hold, TD SYNnex can become a sustainability leader, attracting partnerships, investment and vendors by developing a robust decarbonization strategy and capturing various climate-related opportunities. • Increase in capital	High	Medium & Long	• Through our Education & Thought Leadership pillar, developed and published a series of sustainability training for co-workers, vendors and partners which provide best practices and critical information about sustainable practices in the IT ecosystem
Markets Value chain collaboration	Partnering with vendors and partners throughout the value chain can allow us to co-create and benefit from ecosystem enablement and innovation. • Reduced capital and resources needed to develop programs • Increased revenue from access to innovative co-developed products and services	Medium	Medium & Long	• Maintain an active relationship with key vendors and partners to identify sustainability challenges and opportunities, and potential areas of collaboration, including in running pilot projects

TCFD category/ opportunity	Opportunity potential	Potential impact	Time horizon	Opportunity realization strategy
Resilience Staying ahead of ESG regulations	Progressing ahead on ESG ahead of competitors and regulatory requirements can shield us from price shocks and regulatory penalties as requirements become more stringent. • Reduced noncompliance cost in the long-term	Medium	Medium & Long	• Standardizing and establishing global processes for compliance with the most ambitious jurisdiction’s sustainability regulations (e.g., CSRD)
Resilience Facility design and location	Improving the design and locations of our facilities, such as resilience designs against heatwaves or moving away from high climate risk areas, can allow us to be better prepared against physical shocks. • Reduced risks of cost from physical climate damage • Reduced manpower disruption from climate change impacts	High	Short, Medium & Long	• Inclusion of climate hazards into lease renewal/procurement decisions with the advice of real estate and risk experts

Climate Strategy

Our climate strategy is centered around our goal to help build a healthier planet and develop a more sustainable approach to doing good business. Our sustainability strategy consists of six main pillars to mitigate our climate-related risks and capture opportunities.

Education and Thought Leadership

Establish TD SYNnex as a leader in the industry by collaborating with vendors and partners to identify challenges and opportunities and support the IT ecosystem in collectively advancing sustainable practices

Sustainability Metrics and Reporting

Increase the robustness of our data to prepare for climate-related reporting and regulations, inform our sustainability levers and focus our decarbonization efforts

Climate Mitigation & Greenhouse Gases

Mitigate our climate impact by working toward net-zero GHG emissions across our value chain through renewable energy procurement, sustainable logistics and transportation and increased operational efficiencies

Circular Economy

Integrate circularity in our internal and external strategy by reducing resource usage in our operations, enhancing our product lifecycle management strategy, and expanding and improving circular economy services

Culture

Embed a sustainable mindset in our corporate culture of learning, innovation and excellence, empowering sustainability champions and co-worker-led Green Teams to drive sustainability initiatives at their local sites and in commercial projects

Commercial Sustainability

Leverage sustainability as a value creation opportunity with products and services, including helping partners to develop sustainability readiness and to strengthen the value proposition

We also have three sustainability towers of specialization with Working Groups comprising co-workers with expertise from various fields and disciplines who share a common vision and passion for sustainability and collaborate on the design of new programs that further our sustainability efforts.

For more on our strategic pillars and towers of specialization, [page 15](#).

Resilience

At the foundation of our strategy, we recognize that society and the environment have already been experiencing the devastating effects of climate change, with the intensity and frequency of extreme weather and associated disasters increasing. This impact will continue to increase even as the world works toward limiting GHG emissions. As a result, we actively update and maintain natural hazard assessments for all our operational sites, including business continuity plans in response to the information on the risk exposure level. We also review physical climate risks during the renewal of our leases, with advice from real estate and risk experts, to ensure that we are adequately protected against natural hazards.

Our climate scenario analysis identified four areas of our strategy that may incur climate-related risks and opportunities across all scenarios. While some of the risks and opportunities were identified from our previous exercises and incorporated into our strategy, we recognize that additional variables have been identified which may affect their impacts or likelihood of materializing. We engage in a continuous process of reviewing and updating our strategy to further enhance our resilience in these areas.

Regulatory landscape

We expect regulatory demands to grow and shift in response to climate-related impacts and to cover a broad range of topics. There is potential for such regulations to also be fragmented with a need for us to adjust by regions to new developments. With our ESG Regulatory Working Group and in close association with our legal functions, we continuously monitor upcoming regulations and work toward enhancing the interoperability of our reporting efforts. In addition, we are also investing in ESG reporting platforms to enhance the efficiency, efficacy and auditability of our data reporting. We believe this puts us in a good position to stay ahead of ESG regulations and mitigate any potential noncompliance shocks and risks of being noncompliant.

Operations and facilities

As global temperatures rise, we expect our operations to see an increase of impacts from adverse weather events, affecting our physical facilities, the safety of our co-workers and access to resources such as renewable energy and water. We are committed to aligning our operations with the leading standards for sustainability, safety, efficiency and quality management. There are many factors that we incorporate into our risk management across enterprise risk, physical facility risk and health and safety of our co-workers, which all support the safety of our co-workers amidst growing climate impacts. We

are also planning ahead for our facilities to increase their resilience against climate change, including in renewable energy procurement and natural hazards exposure. Together with our risk management process and site selection criteria, we believe that our consideration of the extent of key risks and our ability to mitigate them are strong.

Supply chain, logistics and transportation

With our position at the center of a complex and global technology supply chain, we are exposed to cascading regulatory and demand challenges upstream and downstream, as well as those caused by physical disruption from climate-related impacts. It solidifies the importance of our industry collaboration, including with peers, to ensure that our supply chain faces minimal disruptions and is also actively decarbonizing. We are continuously building capacity in this area, such as through our membership with the Global Technology Distribution Council to grow more resilient.

Products and services portfolio

With markets adapting to climate impacts and regulations, products and services that can support climate adaptation, that are more energy efficient or support a more circular economy may grow in demand. We believe that this is a growing and critical market, and supporting its expansion is key to creating a more sustainable IT industry. With our Commercial Sustainability pillar and Tower of Specialization, we are working to close this gap around such offerings and to scale innovation to offer more attractive solutions, support growth and ensure that we are at the forefront of these developments. We understand that climate risks and opportunities will continue to be dynamic due to the uncertainty of climate change impacts, changes in regulations and resulting market behaviors. It is therefore important to us to periodically refresh the assessment to understand new risks and opportunities, considering the latest data and climate projections, as well as changes in business and sustainability contexts. In addition to this, our key risks are incorporated into our annual ERM process, ensuring that it receives executive-level oversight. This work allows us to maintain a level of flexibility and nimbleness in our strategy to ensure that we can continue to mitigate the range of risks and swiftly capture opportunities.

Metrics and Targets

Environmental commitments

TD SYNnex has committed to reaching net-zero GHG emissions across the value chain by FY2045¹, with ambitious near-term targets. Our targets, which have been validated by the SBTi in line with Paris Agreement goals and aligned to a 1.5°C future, are as follows:

By FY2028:

- 90% of our vendors and suppliers by spend covering purchased goods and services, will have science-based targets (SBTs).
- 58% of our customers by revenue covering use of sold products, will have SBTs.

By FY2030:

- Reduce absolute Scope 1 and 2 GHG emissions 42% from a FY2022 base year.

By FY2045:

- Reduce absolute Scope 1, 2 and 3 GHG emissions 90% from a FY2022 base year.

Progress of environmental commitments

Target year	Target	FY2025 progress
FY2028	90% of our vendors and suppliers by spend covering purchased goods and services, will have SBTs	81% of our vendors and suppliers, by spend, have SBTs
FY2028	58% of our customers by revenue covering use of sold products, will have SBTs	30% of our customers, by revenue, have SBTs
FY2030	Reduce absolute Scope 1 and 2 GHG emissions 42% from a FY2022 base year	Scope 1 and 2 GHG emissions have been reduced by 52% against our FY2022 base year
FY2045	Reduce absolute Scope 1, 2 and 3 GHG emissions 90% from a FY2022 base year	Scope 1, 2 and 3 GHG emissions have been reduced by 5.2% against our FY2022 base year

Greenhouse gas emissions

(metric tons of CO2e)	FY2025
Scope 1 emissions	10,693
Scope 2 emissions (market-based)	15,540
Scope 2 emissions (location-based)	30,102
Scope 3 emissions	18,187,052

For our full greenhouse gas inventory, see [page 91](#).

1 Our SBTi Net Zero target excludes the usage of refrigerant, other fuels and purchased heating from the target boundary due to their minimal presence across our various facilities.

Sustainability Accounting Standards Board (SASB) index

This report contains disclosures in accordance with the SASB Multiline and Specialty Retailers & Distributors. The report reflects data and information from the December 1, 2024, to November 30, 2025, reporting period.

Topic	Accounting metric	Category	Unit of measure	Code	2025 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 2025 ¹ : Approximately 168,640 MWh 2. Percentage grid electricity: 62% 3. Percentage renewable electricity: 51%
Data security	Description of approach to identifying and addressing data security risks	Discussion and analysis	n/a	CG-MR-230a.1	Our Security Platform Optimization Center, staffed by security experts, monitors and responds to threats in real time. The team uses advanced tools, including machine-learning and deep-learning AI systems, that improve threat detection by learning to distinguish false alarms from real threats over time. We take a proactive approach, conducting periodic simulations to rehearse and validate the effectiveness of our controls. Any suspected security issues are promptly reported for appropriate action. For further information, see Safeguarding privacy and data in our Corporate Citizenship Report.
	(1) Number of data breaches, (2) percentage that are personal data breaches (3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	2025 Form 10-K , Legal Proceedings, p. 29
Labour practices	(1) Average hourly wage and (2) percentage of in-store and distribution centre employees earning minimum wage, by region	Quantitative	Presentation currency, Percentage (%)	CG-MR-310a.1	We pay all employees at or above minimum wage requirements according to regional mandates.
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution centre employees	Quantitative	Percentage (%)	CG-MR-310a.2	As a global organization operating in a dynamic industry, workforce mobility is a natural part of our evolution and an opportunity to strengthen our capabilities while supporting career growth. We remain focused on fostering a positive co-worker experience through strong engagement, continuous learning and well-being initiatives that support a stable and resilient workforce.
	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Quantitative	Presentation currency	CG-MR-310a.3	2025 Form 10-K , Legal Proceedings, p. 29
Workforce diversity & inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Belonging is essential to fostering an inclusive culture where all co-workers feel valued and can contribute meaningfully. By increasing representation at all levels, we strengthen innovation, attract diverse talent and better serve our global partners.
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Presentation currency	CG-MR-330a.2	2025 Form 10-K , Legal Proceedings, p. 29

1 In previous reporting periods, this metric was reported as total electricity consumed. We have switched to reporting total energy consumed to better align with the SASB accounting metric, [CG-MR-130a.1](#).

Topic	Accounting metric	Category	Unit of measure	Code	2025 response
Product sourcing, packaging & marketing	Revenue from products third-party certified to environmental or social sustainability standards	Quantitative	Presentation currency	CG-MR-410a.1	We do not currently report a global revenue figure for products certified to third-party environmental or social sustainability standards. Our regional product marketplaces already incorporate filters for certified sustainable products, and we are actively expanding these sustainability attribute filters across our platforms. We will continue to evaluate our ability to report this metric as our data capabilities mature.
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion and analysis	n/a	CG-MR-410a.2	2025 Corporate Citizenship Report > Driving sustainable transformation > Sustainable transportation and logistics > Handling hazardous materials
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and analysis	n/a	CG-MR-410a.3	2025 Corporate Citizenship Report > Driving sustainable transformation > Circular economy

Activity metric	Category	Unit of measure	Code	2025 response
Number of: (1) retail locations and (2) distribution centres	Quantitative	Number	CG-MR-000.A	We operate 47 distribution sites globally.
Total area of: (1) retail space and (2) distribution centres	Quantitative	Square metres (m²)	CG-MR-000.B	11,134,948 square feet

United Nations Global Compact (UNGC) principles

Category	UNGC Principle	Examples of impact in 2025
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	2025 Corporate Citizenship Report > Leading with Integrity > Our culture of ethics and compliance > Upholding human rights throughout the supply chain
	2. make sure that they are not complicit in human rights abuses	2025 Corporate Citizenship Report > Leading with Integrity > Our culture of ethics and compliance > Upholding human rights throughout the supply chain; Advancing our active speak up culture; Risk assessment and management
Labor	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Code of Conduct , p. 16
	4. the elimination of all forms of forced and compulsory labor	2025 Corporate Citizenship Report > Leading with Integrity > Our culture of ethics and compliance > Upholding human rights throughout the supply chain
	5. the effective abolition of child labor; and	2025 Corporate Citizenship Report > Leading with Integrity > Our culture of ethics and compliance > Upholding human rights throughout the supply chain
	6. the elimination of discrimination in respect of employment and occupation	2025 Corporate Citizenship Report > Fostering connection > Creating a culture of belonging and inclusion
Environment	7. Businesses should support a precautionary approach to environmental challenges;	2025 Corporate Citizenship Report > Driving sustainable transformation > Our strategic approach
	8. undertake initiatives to promote greater environmental responsibility; and	2025 Corporate Citizenship Report > Driving sustainable transformation
	9. encourage the development and diffusion of environmentally friendly technologies	2025 Corporate Citizenship Report > Driving sustainable transformation > Circular economy
Anti-Corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery	2025 Corporate Citizenship Report > Leading with Integrity > Our culture of ethics and compliance > Countering bribery and corruption

United Nations Sustainable Development Goals (SDGs)

Goal	Most relevant targets	Examples of impact in 2025
Goal 3. Ensure healthy lives and promote well-being for all at all ages (Good Health and Well-Being)	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	TD SYNnex adheres to and regularly exceeds requirements of safety standards in every jurisdiction in which we operate, including those set by the U.S. state and federal Occupational Safety and Health Administration (OSHA). In FY2025, we recorded a 1.1 total case incident rate, compared to the U.S. Bureau of Labor Statistics (BLS) industry average of 1.8. We also continued to advance ISO 45001 certification, the internationally recognized standard for occupational health and safety management systems, across our European operations. An additional 16 locations earned this certification, with 58% of our European locations representing nearly 80% of our square footage in the region now certified. In FY2025, our operations in the Netherlands also phased out the use of hazardous substances with health and environmental risks. 2025 Corporate Citizenship Report > Fostering connection > Securing health and safety
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	Our Community Relations program is structured around the pillars of Digital Divide, Children and Wellness, in which we strive to engage our co-workers and neighbors to help make life better for those in need. At TD SYNnex, we're working to bridge the digital divide by expanding access to literacy programs and digital devices. Additionally, we support programs that provide children with the tools and resources they need to succeed. In FY2025, we continued to partner with Human I-T to bridge the digital divide, including donating 200 laptops to nonprofits in need, and continued to support Junior Achievement's BizTown, Finance Park and 3DE program, which provide hands-on learning for elementary, middle and high school students. We expanded our support of 3DE in FY2025, sponsoring four high schools to participate — up from two in FY2024. 2025 Corporate Citizenship Report > Fostering connection > Investing in communities

Goal	Most relevant targets	Examples of impact in 2025
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	TD SYNnex co-workers come from a range of backgrounds, reflecting the global markets we serve. To make all co-workers feel welcome and valued, we invest in building a culture of belonging and inclusion. This work complements our focus on servant leadership, recognizing that co-workers have a responsibility to each other and, together, can create a supportive, inclusive environment. Two of our company goals are to increase our commitment to demographic equality at all levels and to grow our team through unbiased recruiting and hiring practices. Beyond internal culture, we continued to support a more diverse, inclusive and equitable IT ecosystem throughout FY2025. Internally, our North American Belonging and Inclusion Council runs the Diversity Alliance, a program that creates space for sharing insights and practices among partners. The Alliance also works to identify customers and vendors that are minority-owned businesses, bolstering our own Supplier Diversity program and those of our partners. TD SYNnex’s Supplier Diversity program helps us increase direct and indirect spending with diverse businesses, including those owned by minorities, veterans, people with disabilities, LGBTQ+ individuals and women. We also aim to increase representation across our workforce and recognize that the way we approach recruitment plays a key role. 2025 Corporate Citizenship Report > Fostering connection > Creating a culture of belonging and inclusion
Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all	7.2 By 2030, increase substantially the share of renewable energy in the global energy mix	As of FY2025, we have 69 locations powered by renewable energy with approximately 53% of electricity derived from renewable sources. In LATAM, we matched 100% of electricity consumption across the region with EACs. Several TD SYNnex sites around the world are powered by 100% renewable energy including Erembodegem, Belgium; Ho Chi Minh and Hanoi, Vietnam; and Swedesboro, New Jersey. 2025 Corporate Citizenship Report > Driving sustainable transformation > Expanding renewable energy use
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	Our values of inclusion, collaboration, integrity and excellence shape our approach to corporate governance. They guide us to be accountable for our performance, transparent with our stakeholders and committed to doing what’s right. We’re helping our co-workers put these values into action by building a culture where ethics and compliance are top of mind. Our business depends on our ability to attract, retain and develop top talent. That’s why we focus on providing resources to help our co-workers do their best work. We want TD SYNnex to be a place where people can be happy, healthy and safe – a place where they can succeed in their roles while continuing to grow. 2025 Corporate Citizenship Report > Fostering connection > Creating a culture of belonging and inclusion 2025 Corporate Citizenship Report > Leading with integrity > Our culture of ethics and compliance > Upholding human rights throughout the supply chain

Goal	Most relevant targets	Examples of impact in 2025
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	The technology ecosystem is as complex as it is critical, requiring specialized expertise from many kinds of organizations such as vendors, distributors and resellers. Together, we deliver hardware, such as laptops; software, such as cybersecurity solutions; and services, such as data storage and many more. TD SYNnex sits in the middle of it all, ideally positioned to orchestrate and influence the future of sustainability industrywide. 2025 Corporate Citizenship Report > Our approach > Corporate Citizenship highlights 2025 Corporate Citizenship Report > Leading with integrity > Our culture of ethics and compliance
Goal 10. Reduce inequality within and among countries.	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	We give co-workers the support they need to volunteer their time and expertise to causes aligned with our community relations pillars. Volunteer Ambassadors organize local volunteer opportunities, coordinating with Green Teams and BRGs to increase participation. In FY2025, our volunteering impact included: • 12,186 total volunteer hours, ~64% increase from FY2024 • 1,553 co-worker volunteers, ~69% increase from FY 2024 • 191 nonprofits supported, ~73% increase from FY2024 • 1,806 hours volunteered in July 2025, a record monthly amount 2025 Corporate Citizenship Report > Fostering connection > Supporting co-worker volunteerism

Goal	Most relevant targets	Examples of impact in 2025
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	At heart, TD SYNnex is a solutions company driven to deliver transformative results. Through our Corporate Citizenship program, we’re applying that strength to unlock progress toward key environmental goals. We’re committed to expanding the circular economy, sharing our sustainability insights and achieving net-zero GHG emissions in our global operations by 2045. By engaging our global co-workers and channel partners, we aspire to advance environmental sustainability – not only at TD SYNnex, but industrywide. By measuring our performance, we can identify where we’re making environmental progress and how we can continue to improve. This also equips us with insights that we can share with co-workers, customers, partners, shareholders, regulators and other stakeholders. As we continue to deepen our sustainability efforts, we strive to be accountable and transparent each step of the way. The stories and data shared throughout this report reflect that commitment. 2025 Corporate Citizenship Report > Driving sustainable transformation
	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	At TD SYNnex, the circular economy is one of our two towers of specialization – areas where we’re uniquely positioned to advance sustainable change. As a leading IT distributor, we leverage relationships with thousands of vendors and customers to intervene in linear systems of e-waste management in favor of circular models. Three of our businesses – Lifecycle Sales (formerly PCW), Shyft Global and TD SYNnex Renew – provide customers with IT Asset Disposition services including redistribution, refurbishment, recycling and more. Through the leadership of our Circular Economy Tower of Specialization, we are working to spearhead circularity initiatives both within our operations and throughout our value chain. We furthered return, repair and refurbish offerings throughout FY2025. In Europe, we collaborated with Cordon Group, a global leader in electronic lifecycle services, to expand the types of devices accepted for trade-in via TD SYNnex Renew. Beyond e-waste, we minimize waste generated throughout our business including packaging. We’ve developed a Sustainable Packaging Playbook to provide guidance for our global logistics and operations teams on how to approach packaging design and handling throughout our value chain. It focuses on three key strategies: • Eliminating packaging while maintaining or enhancing user experience • Reusing packaging, creating value for both users and businesses • Designing packaging for material circulation, making it possible to recycle or compost 2025 Corporate Citizenship Report > Driving sustainable transformation > Circular economy
13. Climate Action	13.2 Integrate climate change measures into national policies, strategies and planning	Our corporate sustainability strategy accounts for various factors and climate scenarios. To identify and proactively manage business risks from potential climate scenarios like extreme weather events, we conduct regular climate risk assessments aligned with the recommendations of the TCFD. At the 2025 European Vendor Partner Summit, we hosted a Sustainability Roundtable with representatives from 12 leading IT vendors. 2025’s Roundtable focused on climate and circularity 2025 Corporate Citizenship Report > Driving sustainable transformation > Climate mitigation and GHG emissions 2025 Corporate Citizenship Report > Our approach > Corporate Citizenship commitments > Environmental commitments

Sustainability data center

	FY2022	FY2023	FY2024	FY2025
ESG ratings				
CDP score	C+	B-	B	B
EcoVadis score	47	59	61	69
Energy and emissions				
Global energy use by region (megawatt-hours)				
Global energy use	174,319	167,734	164,668	168,640
Asia Pacific and Japan	11,718	10,472	9,531	9,065
Europe	44,437	36,294	35,911	37,293
Americas	118,163	120,969	119,225	122,281
Renewable electricity (megawatt-hours)				
Non-renewable electricity	87,635	72,165	63,793	50,554
Purchased renewable electricity	983	29,915	39,578	54,923
Renewable electricity, self-generated	676	2,719	2,258	2,992
% electricity from renewable sources	2%	31%	40%	53%

	FY2022	FY2023	FY2024	FY2025
Greenhouse gas emissions (metric tons of CO2e)				
Scope 1				
Natural gas	7,392	9,642	8,776	9,519
Gasoline/petrol	1,994	1,898	1,534	1,012
Other fuels	217	175	468	147
Refrigerants	439	52	0	15
Scope 2 (location-based)				
Electricity	38,710	31,968	30,657	29,457
District heating	204	115	450	627
District cooling	0	0	0	19
Scope 2 (market-based)				
Electricity	43,728	26,106	20,198	15,032
District heating	204	115	450	490
District cooling	0	0	0	19
Total Scope 1 and 2				
Location-based	48,956	43,850	41,885	40,795
Market-based	53,974	37,988	31,426	26,233
Carbon intensity: Scope 1 and 2 (metric tons of CO2e per million USD)				
Location-based	0.79	0.76	0.72	0.65
Market-based	0.87	0.66	0.54	0.42

	FY2022	FY2023	FY2024	FY2025
Scope 3				
Category 1: Purchased Good and Services	6,452,337	6,477,869	6,776,795	7,131,503
Category 2: Capital Goods	71,604	34,474	25,467	13,016
Category 3: Fuel- & Energy-Related Activities	11,386	4,595	3,445	9,035
Category 4: Upstream Transportation & Distribution	264,657	289,620	204,342	292,357
Category 5: Waste Generated in Operations	4,813	3,077	3,369	4,361
Category 6: Business Travel	9,639	15,104	14,182	17,657 ¹
Category 7: Employee Commuting	35,360	38,414	35,590	48,427
Category 8: Upstream Leased Assets	3,836	3,481	4,188	2,833
Category 9: Downstream Transportation & Distribution	78,712	51,372	61,162	74,038
Category 11: Use of Sold Products	12,223,341	9,814,490	10,591,432	10,590,864
Category 12: End of Life Treatment	5,476	4,295	2,090	2,429
Category 13: Downstream Leased Assets	439	13	74	150
Category 15: Investments	195	259	257	382
Total Scope 1, 2 and 3				
Location-based	19,210,750	16,780,914	17,764,276	18,227,847
Market-based	19,215,768	16,775,052	17,753,817	18,213,285
Other sustainability metrics				
Partner engagement				
% vendors and suppliers, by spend, with SBTs	70%	—	80%	81%
% customers, by revenue, with SBTs	10%	—	23%	30%
Circular economy				
Metric tons of repaired product returned to service by our Shyft Services business	~550	~523	~1,000	~1,000

1 Includes emissions from our fully owned subsidiary business’ travel that are not included in our assurance processes.

	FY2022	FY2023	FY2024	FY2025
Sustainability badge training				
Total sustainability badges issued to partners and co-workers (since FY2022)	—	~700	~1,500	~1,900
Workforce				
Co-worker engagement				
Co-worker engagement score	—	74	77	76
Great Place to Work® certifications	—	10	12	22
Human Rights Campaign Foundation’s Corporate Equality Index score	100	100	100	100
Code of Conduct training completion rate	—	99.8%	98.5%	99.3%
Safety				
Total case incident rate	—	—	0.891	1.1
Lost time injury frequency rate	—	—	2.088	2.152
Lost time injury severity rate	—	—	0.095	0.144
Community impact				
Hours volunteered	—	—	7,374	12,186
Co-workers volunteered	—	—	916	1,553
Nonprofits supported	—	—	107	191
Facilities and operations				
Sites with sustainable building certifications (LEED, BREEAM, etc.)	12	16	19	20
ISO certifications¹				
ISO 14001				
Number of locations	—	44	54	52
% locations	—	25%	30%	37%
% square footage	—	35%	40%	39%

1 As of FY2025, TD SYNEX pursues ISO certifications in locations considered operational to our business, including manufacturing facilities, offices and warehouses. Flex offices and residential locations are excluded, as they collectively represent less than 1% of our total square footage.

	FY2022	FY2023	FY2024	FY2025
ISO 9001				
Number of locations	—	63	64	60
% locations	—	36%	36%	43%
% square footage	—	69%	72%	68%
ISO 13485				
Number of locations	—	—	4	5
% locations	—	—	2%	4%
% square footage	—	—	6%	5%
ISO 27001				
Number of locations	—	—	7	17
% locations	—	—	4%	12%
% square footage	—	—	8%	17%
ISO 45001				
Number of locations	—	—	16	32
% locations	—	—	9%	23%
% square footage	—	—	17%	24%

Assurance statement

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS



TO: THE STAKEHOLDERS OF TD SYNnex CORPORATION

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by TD SYNnex Corporation (TD SYNnex) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of TD SYNnex. TD SYNnex is responsible for the preparation and fair presentation of the GHG emissions statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG emissions statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs

GHG Emissions Statement:

- Scope 1:** 10,693 metric tons of CO₂ equivalent
- Scope 2 (Location-Based):** 30,102 metric tons of CO₂ equivalent
- Scope 2 (Market-Based):** 15,540 metric tons of CO₂ equivalent
- Scope 3:**
 - Fuel- and Energy-Related Activities:** 9,035 metric tons of CO₂ equivalent
 - Business Travel:** 16,298 metric tons of CO₂ equivalent
 - Employee Commuting:** 48,427 metric tons of CO₂ equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were generally historical in nature, but in some cases estimated.

Data and information supporting the Scope 3 GHG emissions statement were in most cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- December 1, 2024 to November 30, 2025

Criteria against which verification was conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second Edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG Emissions Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of TD SYNnex and their consultant;
- Review of documentary evidence produced by TD SYNnex and their consultant;
- Review of TD SYNnex data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and
- Audit of sample of data used by TD SYNnex to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and

- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that TD SYNnex has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with TD SYNnex, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Megan O'Neil, Lead Verifier
ESG Program manager
Apex Companies, LLC

David Reilly, Technical Reviewer
ESG Principal Consultant
Apex Companies, LLC

August 13, 2026

This verification opinion declaration, including the opinion expressed herein, is provided to TD SYNnex Corporation and is solely for the benefit of TD SYNnex Corporation in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.



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