



PEOPLE + PLANET + POSSIBILITY

FY25 IMPACT & RESILIENCY REPORT

EXECUTIVE SUMMARY



Avnet FY25 Impact & Resiliency Report Executive Summary

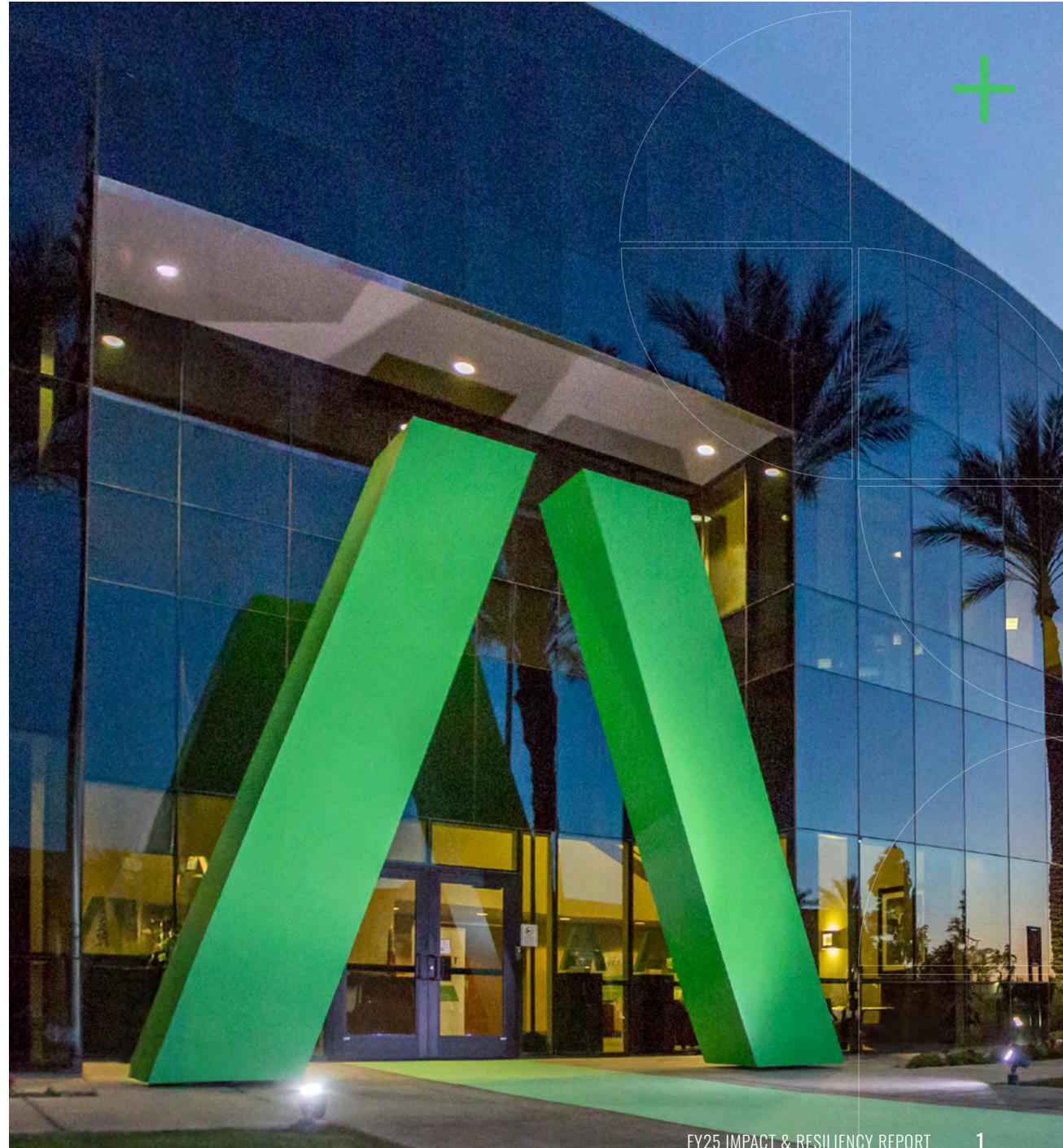
Avnet is a leading global electronic component technology distributor and solutions provider at the center of the technology value chain.

The company operates in over 140 countries and is headquartered in Phoenix, Arizona.

Beyond distribution, Avnet offers engineering support, supply chain solutions and embedded system integration.

Our FY25 Impact & Resiliency Report covers activities from June 30, 2024 to June 28, 2025 and aligns with GRI, SASB and TCFD frameworks. The report also closes out our 2020 impact materiality assessment and begins the transition to our new impact materiality topics and climate goals that will be reflected in our FY26 report.

Sections of the report are summarized on the next page:



Governance:

We respect every individual and conduct business in a responsible manner.

Avnet emphasizes ethical business practices, data privacy and board-level oversight of sustainability initiatives, promoting ethics, human rights and environmental compliance across its value chain. Our Code of Conduct describes our core values, explains many of our legal and ethical responsibilities, and identifies how to report concerns and seek guidance. We expect all suppliers and business partners to uphold similar ethical standards.

Corporate responsibility governance is overseen by Avnet's Board of Directors, with committees focused on sustainability, inclusion, ethics, enterprise risk, cybersecurity and compensation. The Corporate Governance Committee manages environmental strategies and climate risks, while the Compensation and Leadership Development Committee integrates non-financial metrics into executive compensation. The Avnet Leadership Team (ALT) and the Sustainability Governance Council guide strategy and reporting, supported by a cross-functional Sustainability Working Team that implements initiatives and educates employees.

Our People & Culture:

We prioritize inclusiveness, core values, employees and community.

Avnet fosters inclusiveness, values employee perspectives and supports communities through Avnet Cares, our volunteer and philanthropy program. Avnet donated over \$788,300 globally.

Avnet's global Thrive program supports holistic health. Employees receive inclusive benefits, and all employees have access to a global employee assistance program. Learning and professional development are important to Avnet's long-term success, as they drive employee engagement, support retention and cultivate a high-performance culture. As part of our occupational health and safety program we maintain ISO 45001 certification across 41% of operational sites.

Responsible Value Chain:

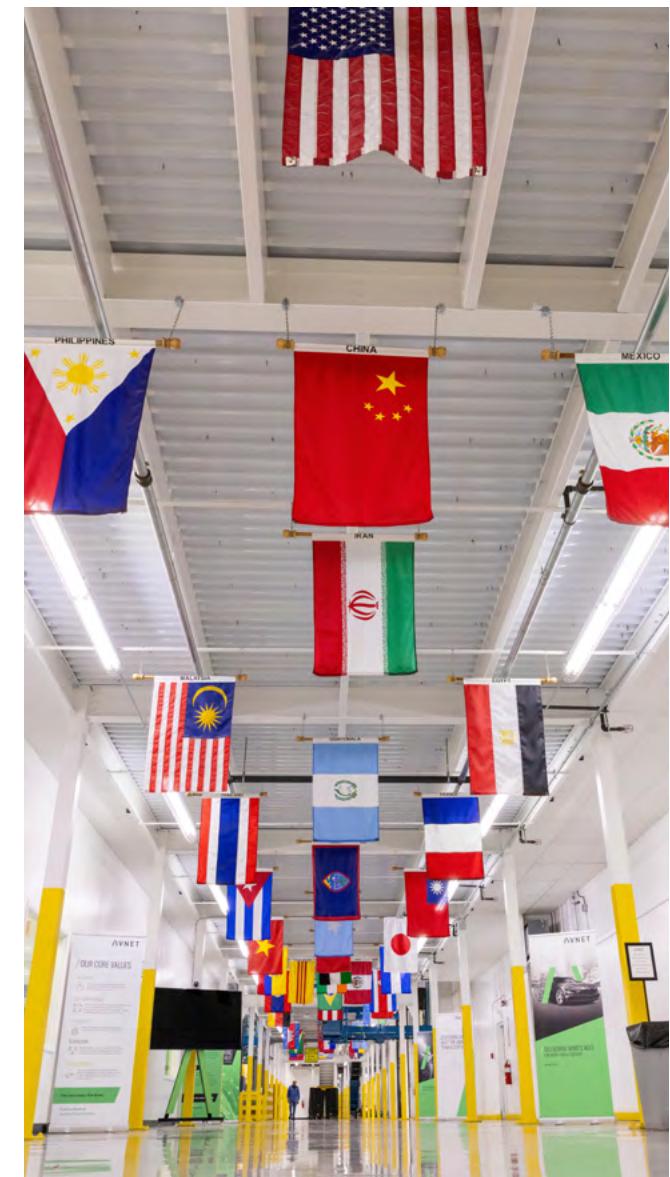
We focus on supporting a resilient, reliable and responsible value chain.

Avnet continues to strengthen its responsible sourcing program across all suppliers and vendors. Avnet enforces ethical sourcing and human rights standards, conducts supplier risk assessments, and ensures environmental compliance. In FY25, we achieved compliance with new EU responsible sourcing legislation and began preparing for upcoming requirements. We updated EMEA risk management processes for assessing suppliers, monitored program effectiveness under applicable supply chain due diligence laws, and updated our Supplier Code of Conduct.

Environmental Stewardship:

We commit to continuous reduction of our environmental impact.

FY25 achievements include a 52% reduction in Scope 1 & 2 emissions, 24% renewable energy usage, 88% waste recycling, and increased ISO 14001 environmental management certification to 67% of our operational sites. In addition, our Scope 1 and 2 GHG emissions are [verified by third-party limited assurance](#).



Impact performance index

DESCRIPTION	UNIT	FY22	FY23	FY24	FY25
General/About Avnet					
About Avnet	-				Avnet Fact Sheet and Company Profile
Current Annual Report	-				2025 Annual Report
Current Proxy Statement	-				2025 Proxy Statement
Avnet sustainability and corporate responsibility policies summary	-				Avnet policies
Sustainability and Corporate Responsibility at Avnet					
Impact & resiliency reporting archive	-				Impact & Resiliency Reporting
Board committee with sustainability oversight	-				Corporate Governance Committee Charter
Executive compensation linked with corporate responsibility	-	Yes	Yes	Yes	Yes
Materiality assessment	-				2020 Impact Materiality Study
Governance and Ethics					
Board Composition³⁵					
Total board members	#	11	10	10	10
Percentage of independent directors	%	91%	90%	90%	90%
Percentage of female directors	%	27%	30%	30%	40%
Percentage of ethnically diverse directors ³⁶	%	45%	50%	50%	50%
Percentage with corporate responsibility/sustainability (FY22-FY24) / Risk Management and Resiliency (FY25) experience	%	64%	80%	80%	90%
Average age	years	63	64	65	63
Average tenure	years	4.7	5.4	6.5	5.9
Ethics and Compliance					
Business Ethics Policy	-				Code of Conduct Manuals
Policy on nonretaliation	-				Code of Conduct pp. 5, 6-7, 16-17
Policy on nonharassment	-				Code of Conduct pp. 15-16
Policy on collective bargaining	-				Code of Conduct p. 17
Policy on political contributions/activities	-				Code of Conduct p. 25

Fig. 48

³⁵All metrics align with Avnet's Board of Directors composition for each of their respective fiscal years. Data may not match with Proxy due to report timing differences. [Please reference Avnet's 2025 Proxy](#) for more details.

³⁶Includes directors who identify as Middle Eastern.

DESCRIPTION	UNIT	FY22	FY23	FY24	FY25
Whistleblower hotline	-		Ethics Alertline		
Anti-corruption Policy	-		Global Anti-corruption Policy		
Percent of employees completing compliance training	%	CY21 = 99.5%	CY22 = 99.6%	CY23 = 99.2%	CY24 = 99.3%
Supply Chain Management					
Supplier Code of Conduct	-		Supplier Code of Conduct		
Global Supplier Quality Handbook	-		Global Supplier Quality Handbook		
Human rights policies	-		Global Human Rights Policy		
			Statement Against Modern Slavery and Human Trafficking		
Conflict minerals disclosures	-		Conflict Minerals Disclosures		
Responsible Minerals Sourcing Policy	-		Responsible Minerals Sourcing Policy		
Responsible sourcing policies	-		Global Indirect Procurement Integrity Policy		
			Global Responsible Sourcing Policy (Direct and Indirect)		
Percent of EMEA suppliers responding to supplier survey that reported having a corporate social responsibility program	%	62%	63%	63%	79%
Data Security and Privacy					
Privacy Policy	-		Global Privacy Policy		
Global Information Security Policy	-		Available under NDA/MCA; email requests to security.foundations@avnet.com		
Frequency of mandatory data security training covering all employees	-			Annual	
Product Quality and Safety					
Quality certifications	-		Quality certifications		
Net Promoter Score (customer survey)	#	33.7	36.3	47.5	37.4
Our People and Culture					
Talent Attraction, Engagement and Retention					
Total employee headcount ³⁷	# of employees	15,300	15,804	15,462	14,869
Total number of contractors (not included in total employee headcount) ³⁸	# of contractors	Not reported	95	Not reported	414
Employees by region ³⁷	# of employees	Not reported	AMER: 4,700 EMEA: 6,800 APAC: 4,300	AMER: 4,294 EMEA: 6,494 APAC: 4,674	AMER: 4,052 EMEA: 6,185 APAC: 4,632

Fig. 48 continued

³⁷ Includes Softweb and Witekio. Excludes trainees, apprentices and interns.

³⁸ Excludes Softweb, Witekio, and ALS Poing.

DESCRIPTION	UNIT	FY22	FY23	FY24	FY25
New hires (by gender) ³⁹	# of employees	Not reported	Total: 1,906 Male: 1,089 Female: 807	Total: 1,046 Male: 626 Female: 415 Undisclosed: 5	Total: 960 Male: 582 Female: 378 Undisclosed: 0
New hires (by age group) ³⁹	# of employees	Not reported	Under 30 years old: 812 30-50 years old: 918 Over 50 years old: 176	Under 30 years old: 512 30-50 years old: 441 Over 50 years old: 93	Under 30 years old: 443 30-50 years old: 421 Over 50 years old: 96
New hires (by region) ³⁹	# of employees	Not reported	AMER: 654 EMEA: 638 APAC: 614	AMER: 293 EMEA: 414 APAC: 339	AMER: 397 EMEA: 160 APAC: 403
Percentage of total employees covered by collective bargaining agreements	%	Not reported	Less than 2% (255 employees)	Less than 2%	1.0% (145 employees)
Global voluntary turnover rate ³⁹	%	11.9%	9.1%	7.9%	8.1%
Voluntary turnover rate: U.S. female ³⁹	%	12.0%	9.0%	7.4%	7.7%
Voluntary turnover rate: U.S. minority ³⁹	%	18.4%	13.1%	10.0%	7.5%
Percentage of employees receiving regular performance reviews ⁴⁰	%	97.0%	97.6%	99.3%	97.5%
Employee engagement survey score ⁴⁰	Engagement score	82.0	83.5	81.1	81.4
Participation in employee engagement survey ⁴⁰	#	71	71.4	71.6	76.0
Employee Health and Safety					
Health and Safety Policy	-	Global Workplace Health and Safety Policy			
Total injuries ⁴¹	#	69	108	52	63
Fatalities ⁴¹	#	0	0	0	0
Lost time injury (LTI) severity rate ⁴¹	# of lost days per 1,000 hours	0.01746	0.01773	0.013062	0.011299
Lost time injury frequency rate (LTIFR) ⁴¹	LTI per 1 million hours worked	1.31032	1.54316	1.55386	1.43098
Total recordable incident rate (TRIR) ⁴¹	# of incidents per 200,000 hrs.	0.408878	0.482289	0.310771	0.286195
Number and percentage of all employees covered by an occupational health and safety management system that has been internally audited and certified	#, %	Not reported	2,487, 15%	2,354, 15%	3,683, 25%

Fig. 48 continued

³⁹ Excludes Softweb, Witekio, trainees, apprentices and interns. Some percentages may not total 100% due to rounding.

⁴⁰ Excludes Softweb, Witekio, ALS Poing, EMEA ALB, trainees, apprentices in Germany, and interns.

⁴¹ Includes both Avnet employees and contractors.

DESCRIPTION	UNIT	FY22	FY23	FY24	FY25
Operational sites certified to ISO 45001	%	22%	34%	31%	41%
Employee Demographics⁴²					
Equal Opportunity and Inclusion Policy	-			Equal Opportunity and Inclusion policy	
Percentage male in global workforce	%	55%	55%	55%	55%
Percentage female in global workforce	%	45%	45%	45%	45%
Percentage female in global workforce by management level:	-	-	-	-	-
Senior leadership (VP and above)	%	19%	18%	18%	19%
Management (non-executive leadership management)	%	33%	34%	35%	36%
Individual contributors	%	47%	47%	47%	47%
Gender distribution by region:	-	-	-	-	-
AMER: Percentage male	%	45%	55%	57%	56%
AMER: Percentage female	%	55%	45%	43%	44%
EMEA: Percentage male	%	56%	57%	53%	57%
EMEA: Percentage female	%	44%	43%	43%	43%
APAC: Percentage male	%	52%	52%	53%	52%
APAC: Percentage female	%	48%	48%	48%	48%
Racial/ethnic representation in workforce (U.S. employees only)	%	30%	31%	30%	31%
Learning and Development⁴³					
Average learning hours	# hours	APAC: 18.2 EMEA: 8.5 AMER: N/A	APAC: 18.1 EMEA: 11.0 AMER: 6.6	APAC: 15.7 EMEA: 6.6 AMER: 5.7	APAC: 17.5 EMEA: 6.1 AMER: 9.5
Total learning hours	# hours	Not reported	135,840	135,462	155,555
Philanthropy					
Total community giving	USD	\$721,028	\$869,398	\$758,000	\$788,300
Environmental Stewardship					
Environmental Management					
Environmental policy	-			Global Environmental Policy	
Percent of operational sites certified to ISO 14001	-	50%	62%	65%	67%
Percent of operational site employees trained on environmental topics	-	71%	83%	87%	89%

Fig. 48 continued

⁴² Excludes Softweb, Witekio, trainees, apprentices and interns. Some percentages may not total 100% due to rounding.

⁴³ This aggregated total of learning hours includes a variety of sources from all regions, including LinkedIn Learning, Learning Management System hours logged in Workday, and onboarding or other course offerings.

DESCRIPTION	UNIT	CY21	CY22	FY24	FY25
Energy					
Total energy consumed ^{44, 45}	MWh	113,406	110,149	104,923	93,478
Percentage green energy ^{44, 45}	%	20%	18%	20%	24%
Percentage non-green energy ^{44, 45}	%	80%	82%	80%	76%
Total Scope 1 energy ⁴⁴	MWh	29,436	37,727	39,065	28,421
Total Scope 2 energy ⁴⁵	MWh	83,970	72,423	65,858	65,057
Total energy consumed (collected data) ^{44, 45}	MWh	100,504	99,293	104,923	93,478
Nonrenewable electricity purchased ^{44, 45}	MWh	47,557	44,861	43,947	42,429
Renewable electricity purchased ⁴⁵	MWh	19,936	17,028	20,823	21,460
Renewable electricity consumed from generated solar and air-to-heat pump ⁴⁴	MWh	1,718	1,359	684	1,426
Consumption of fuel ⁴⁴	MWh	25,732	34,202	38,381	26,995
Nonrenewable purchased steam/heat/cooling and other purchased energy ⁴⁵	MWh	4,195	683	1,087	1,168
Renewable purchased steam/heat/cooling and other purchased energy ⁴⁵	MWh	1,365	1,161	0	0
Percentage of total renewable energy (collected) ^{44, 45}	%	23%	20%	20%	24%
Energy intensity ratio by floor area ^{44, 45}	MWh/’000 ft ²	17.82	19.34	17.65	16.44
Energy intensity ratio per employee ^{44, 45}	MWh/employee	7.82	7.20	6.79	6.29
Total solar energy sell-back ⁴⁴	MWh	832	690	210	506
Emissions					
Scope 1 & 2 emissions (location-based) ^{46, 47}	mtCO ₂ e	37,021	33,730	32,143	28,786
Scope 1 & 2 emissions (market-based) ^{46, 47}	mtCO ₂ e	30,789	28,013	25,933	22,949
Scope 1 GHG emissions ⁴⁶	mtCO ₂ e	6,556	8,219	8,204	5,827
Scope 2 GHG emissions (location-based) ⁴⁷	mtCO ₂ e	30,464	25,510	23,939	22,959
Scope 2 GHG emissions (market-based) ⁴⁷	mtCO ₂ e	24,232	19,793	17,729	17,122
Total Scope 3 emissions (collected) ⁴⁸	mtCO ₂ e	49,705	5,514,475	5,089,840	4,928,443
Category 1: Purchased goods and services ⁴⁹	mtCO ₂ e	-	5,425,818	4,972,954	4,856,385
Category 2: Capital goods ⁴⁹	mtCO ₂ e	-	6,341	33,768	16,363
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) ⁵⁰	mtCO ₂ e	6,727	6,298	5,868	5,302
Category 4: Upstream transportation and distribution ⁵¹	mtCO ₂ e	19,811	20,383	8,090	5,195

Fig. 48 continued

(Environmental Stewardship footnotes at end of section)

DESCRIPTION	UNIT	CY21	CY22	FY24	FY25
Category 5: Waste generated in operations ⁵²	mtCO ₂ e	558	864	389	264
Category 6: Business travel ⁵³	mtCO ₂ e	3,064	9,127	11,063	10,229
Category 7: Employee commuting ⁵⁴	mtCO ₂ e	1,409	1,574	16,478	12,941
Total Scope 3 Upstream emissions (collected) ⁴⁸	mtCO ₂ e	31,569	5,470,405	5,048,610	4,906,679
Category 9: Downstream transportation and distribution ⁵⁵	mtCO ₂ e	18,136	16,972	17,525	15,473
Category 10: Processing of sold products ⁵⁶	mtCO ₂ e	-	830	736	2,055
Category 12: End-of-life treatment of sold products ⁵⁶	mtCO ₂ e	-	25,138	22,283	3,745
Category 13: Downstream leased assets ⁵⁷	mtCO ₂ e	-	1,130	686	491
Total Scope 3 Downstream emissions (collected) ⁴⁸	mtCO ₂ e	18,136	44,070	41,230	21,764
Scope 1 (collected) GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ e ⁴⁶	mtCO ₂ e	291	-	-	-
Scope 2 (collected) GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ e ⁴⁷	mtCO ₂ e	-	1,744	1,587	2,611
Scope 1 & 2 GHG emissions intensity by floor area (market-based) ^{46, 47}	mtCO ₂ e/ '000 ft ²	4.84	4.92	4.36	4.04
Scope 1 & 2 GHG emissions intensity by floor area (location-based) ^{46, 47}	mtCO ₂ e/ '000 ft ²	5.82	5.92	5.41	5.06
Scope 1 & 2 GHG emissions intensity per employee (market-based) ^{46, 47}	mtCO ₂ e/ employee	2.12	1.83	1.68	1.54
Scope 1 & 2 GHG emissions intensity per employee (location-based) ^{46, 47}	mtCO ₂ e/ employee	2.55	2.20	2.08	1.94
Water (Collected)⁵⁸					
Water withdrawn by source:	-	-	-	-	-
Surface water, including wetlands, rivers, lakes, oceans	m ³	0	0	0	0
Groundwater	m ³	0	0	0	0
Rainwater	m ³	0	0	0	0
Wastewater from another organization	m ³	0	0	0	0
Municipal water suppliers or other public or private water utilities	m ³	168,514	132,782	109,237	117,775
Total water withdrawn	m ³	168,514	132,782	109,237	117,775

Fig. 48 continued

DESCRIPTION	UNIT	CY21	CY22	FY24	FY25
Domestic	m ³	145,182	121,275	99,818	109,634
Irrigation	m ³	5,296	5,303	1,170	2,078
Process water	m ³	18,036	6,204	8,249	6,063
Total water consumed	m ³	168,514	132,782	109,237	117,775
Domestic	m ³	145,182	121,275	99,818	109,634
Irrigation	m ³	5,296	5,303	1,170	2,078
Process water	m ³	18,036	6,204	8,249	6,063
Total water recycled	m ³	0	0	0	0
Percentage of water withdrawn in regions with high or extremely high baseline water stress	%	11%	13%	17%	15%
Percentage of water consumed in regions with high or extremely high baseline water stress	%	11%	13%	17%	15%
Waste (Collected)⁵⁹					
Waste generated	metric tons	6,354	5,738	3,216	2,951
Percentage of waste recycled (CY22 calculated from extrapolated data)	%	87%	79%	83%	88%
Total hazardous waste	metric tons	282	359	61	50
Total recycled waste	metric tons	5,764	4,483	2,680	2,608
Recycled hazardous waste	metric tons	282	80	59	49
Recycled nonhazardous waste	metric tons	5,483	4,403	2,621	2,559
Total disposed waste	metric tons	590	1,255	536	343
Disposed hazardous waste	metric tons	1	279	2	1
Disposed nonhazardous waste	metric tons	589	976	534	342
Percentage of nonhazardous waste to landfill	%	10%	18%	17%	12%
Percentage of nonhazardous waste incinerated	%	0%	4%	3%	3%

Fig. 48 continued

ENVIRONMENTAL STEWARDSHIP FOOTNOTES:

44. Scope 1 energy – Collected energy data represents an estimated 100% (FY25), 100% (FY24), 88% (CY22) and 87% (CY21) of Avnet's square footage, excluding residual estates. For CY21 - CY22, extrapolated energy data is estimated to 100% of Avnet's square footage. Scope 1 = On-site generation of energy owned/controlled by Avnet (generation of on-site combustion of heat or electricity examples: solar, natural gas, fuel oil and corporate fleet).

45. Scope 2 energy – Collected energy data represents an estimated 100% (FY25), 100% (FY24), 88% (CY22) and 87% (CY21) of Avnet's square footage, excluding residual estates. For CY21 - CY22, extrapolated energy data is estimated to 100% of Avnet's square footage. Scope 2 = Purchase of off-site generation of electricity, heating, cooling and steam consumed by Avnet facilities. It may contain a mix of both green and non-green energy. Facilities in Austria, Belgium, Denmark, Germany, Poland, Romania, Switzerland and the U.K. use green electricity products (e.g., green tariffs) supported by energy attribute certificates and invoices.

46. Scope 1 emissions – Includes sources of direct emissions owned/controlled by Avnet (generation of on-site combustion of heat or electricity examples: solar, natural gas, fuel oil and corporate fleet). Collected emissions data represents an estimated 100% (FY25), estimated 100% (FY24), 88% (CY22) and 87% (CY21) of Avnet's square footage, excluding residual estates. For CY21 - CY22, extrapolated data is estimated to 100% of Avnet's square footage. Sources for emissions calculations include EPA GHG Guidance: Direct Emissions From Stationary Sources and EPA GHG Inventory Guidance: Direct Emissions From Mobile Combustion Source, DEFRA Environmental Reporting Guidelines, and IEA CO₂ Emissions From Fuel Combustion. Corporate fleet data was sourced from EMEA fleet and fuel emissions averages. Collected fugitive emissions do not meet material threshold and are excluded from reporting. For additional details regarding emissions factor sources, [see our latest CDP report](#).

47. Scope 2 emissions – Includes indirect emissions from purchased off-site generation of electricity, heating, cooling and steam consumed by Avnet facilities. Collected emissions data represents an estimated 100% (FY25), estimated 100% (FY24), 88% (CY22) and 87% (CY21) of Avnet's square footage, excluding residual estates. For CY21 - CY22, extrapolated data is estimated to 100% of Avnet's square footage. Sources for emissions factors and calculations include EPA GHG Guidance: Indirect Emissions From Purchased Electricity, DEFRA Environmental Reporting Guidelines, the U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) and IEA Emissions Factors. For additional details regarding emissions factor sources, [see our latest CDP report](#).

48. Scope 3: Category 11: Use of sold products, **Category 14:** Franchises, and **Category 15:** Investments were deemed not relevant to Avnet's operations. **Category 8:** Upstream leased assets – all leased assets that directly consume fuels or electricity are included in Scope 1 and Scope 2 inventory, excluding residual estates. Scope 3 FY24 total emissions updated due to immaterial correction to category 7 employee commuting.

49. Scope 3: Category 1: Purchased goods and services & Category 2: Capital goods - Emissions for purchased goods and services were calculated with a hybrid methodology including both supplier-specific emission factor data and the spend-based method. The spend-based method was applied using Environmentally Extended Economic Input Output (EIO) lifecycle analysis (LCA) emissions factors from the U.S. EPA. Avnet's total direct and indirect spend was leveraged to account for all purchased goods and services in Category 1. Cash flows from investing activities/property, plant and equipment noted in Avnet's 2025 10-K and details of Capital Expenditure projects were leveraged to account for all capital goods in Category 2. Where available supplier-specific emission factors were leveraged from publicly available emissions disclosures.

50. Scope 3, Category 3: Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2) – Emissions calculated using well-to-tank and transmission and distribution emissions (FY24-FY25). Emissions calculated using standard average data method of 25% of Scope 1 emissions + 20% of Scope 2 emissions (CY21 - CY22).

51. Scope 3, Category 4: Upstream transportation and distribution – Emissions data sourced from carrier invoicing data provided by Data2Logistics. CO2 emissions were calculated based on DEFRA averages using mode, weight, distance and distance range (long haul, short haul, etc.) to determine the spent carbon. Data includes Avnet: AMER & EMEA and Farnell: AMER. Data does not include Avnet: APAC and Farnell: APAC and EMEA. Emissions are calculated for transportation and distribution logistics for carriers within Avnet's control. For additional details regarding emissions sources, [see our latest CDP report](#).

52. Scope 3, Category 5: Waste Generated in Operations – Waste-type-specific emissions calculated from waste generated during operations.

53. Scope 3, Category 6: Business Travel – Air, rental car, rail and hotel travel data includes 100% of U.S. and EMEA and 40% of APAC. Avnet reports 85% of corporate transport data for FY25, and the remaining 15% was estimated using a percentage of actual airfare spend. Calculations are based on guidelines specified by the U.K. DEFRA and the Department of Energy and Climate Change. Business travel emissions data is provided by travel management companies. Mileage reimbursement (AMER and EMEA) emissions are calculated using the GHG Protocol's distance-based method. For additional details regarding emissions sources, [see our latest CDP report](#).

54. Scope 3, Category 7: Employee Commuting – FY24 total emissions updated due to immaterial correction. FY25 emissions were calculated using the GHG Protocol's Activity-Data and Average-Data methodologies, which represent an expansion from the prior years' (CY21 – FY24) calculation by shifting from a global model to a regional approach. The methodology included the following changes: (1) Regional approach: Commuting profiles were based on three regions (AMER, EMEA, APAC). (2) EFs included CO2 (CY21 - FY24) and additionally CH4, and N2O for FY25, using factors from the 2025 DEFRA and US EPA Conversion Factors. (3) Physical Commute Calculation: Emissions from physical commuting are calculated using the Distance-Based Method: (a) AMER: Primary weekly miles traveled per transport mode were sourced directly from the Maricopa County (Arizona) Travel Reduction Program survey and extrapolated from the AMER workforce. (b) For FY25, EMEA & APAC used average-data method: Commuting distances are based on regional averages. (4) Net Telecommuting Emissions (FY25): The model includes the Net Emissions Principle for hybrid work, calculated as (Induced Emissions - Avoided Emissions): (a) Induced Emissions (FY25): Home energy consumption is accounted for based on work schedules and regional electricity grid factors (b) AFV Integration (FY25): Emission factors for Single Occupancy Vehicles (SOV) incorporate a blended rate reflecting AFV penetration in each market.

55. Scope 3, Category 9: Downstream transportation and distribution – Emissions data sourced from carrier invoicing data provided by Data2Logistics. CO2 emissions were calculated based on DEFRA averages using mode, weight, distance and distance range (long haul, short haul, etc.) to determine the spent carbon. Data includes Avnet: AMER & EMEA and Farnell: AMER. Data does not include Avnet: APAC and Farnell: APAC and EMEA. Emissions are calculated for transportation and distribution logistics for carriers within Avnet's control. For additional details regarding emissions sources, [see our latest CDP report](#).

56. Scope 3: Category 10: Processing of sold products & Category 12: End-of-life treatment of sold products – Avnet estimated emissions with a focus on semiconductor products and associated processing since they are a significant product for the business in terms of revenue and units sold. Assumptions of the energy consumption of a "pick and place" machine from literature and life cycle assessment (LCA) values were used to estimate processing emissions. Avnet made some methodological improvements for its FY25 calculations to better represent other (non-semiconductor) products which accounts for some of the increase associated with this category. Total unit sales also increased in FY25, also contributing to the increase. Calculations for the end-of-life treatment of sold products (Category 12) were based on the average weight of products sold using a sample from one of Avnet's key business regions. Average electronic recycling rates and emission factors from the U.S. EPA were used to estimate emissions from disposal at the end of their life.

57. Scope 3: Category 13: Downstream leased assets – Emissions from electricity, natural gas and refrigerants used for AC were estimated based on the geographic location, building use and square footage of the leased space. For electricity and natural gas intensity factors, sources varied by geography but were all derived from national government agencies (i.e. CBECS in the U.S.). For AC/refrigerant intensity factors, a common intensity factor was used across all locations, where applicable, based on square footage derived from methodologies detailed by the US EPA and IPCC.

58. Water – Collected water data represents an estimated 76% (FY25), 70% (FY24), 68% (CY22) and 73% (CY21) of Avnet's square footage, excluding residual estates.

59. Waste – Collected waste data represents an estimated 69% (FY25), 66% (FY24), 70% (CY22) and 71% (CY21) of Avnet's square footage, excluding residual estates. For facilities that provided invoices without the weight of waste, data was estimated by applying usage rates. Usage rates were based on collected data and categorized by waste and facility type.