GLOBAL ENVIRONMENTAL POLICY

Policy Statement

At Avnet, we recognize the importance of conducting business and managing environmental issues in a responsible manner to ensure long-term sustainability. We adhere to our Core Values of Integrity, Customer Focus, Ownership, Teamwork and Inclusiveness to help ensure that we follow applicable environmental laws and regulations, globally.

Avnet, Inc. and its subsidiaries worldwide ("Avnet") are committed to minimizing the environmental impact of our activities, within our sphere of control, by embedding environmental considerations into our decision-making processes and operational activities. As a trusted partner in a complex value and supply chain, we are also positioned to guide environmental thinking, within our sphere of influence, to collaborate with our customers and suppliers in achieving common goals.

Scope

This policy applies to all Avnet employees, visitors, and contractors at Avnet facilities. As part of our responsible business management, we also expect our suppliers and vendors to abide by applicable environmental legal requirements and internationally recognized standards through the Avnet Supplier Code of Conduct.

Policy Details

Avnet focuses globally on environmental sustainability. In this respect, we commit to achieve the following:

- Complying with applicable environmental laws, while upholding agreed upon requirements with our partners globally and locally.
- Implementing and maintaining ISO14001 certified Environmental Management Systems at operational facilities (e.g., warehouses/distribution centers; manufacturing, programming and integration sites) as appropriate. Certified sites will maintain a separate environmental policy relevant to the local operation.
- Defining our own corporate objectives and goals to minimize pollution and continually improve our environmental performance with regard to energy consumption and efficiency, water conservation, carbon emissions, waste and hazardous waste, and material usage (i.e., packaging) within our sphere of control.

  Goals:

  - Reduce Scope 1 GHG emissions by 25% from FY25 baseline by FY30.
  - Reduce Scope 2 GHG emissions by 20% from FY25 baseline by FY30.
  - Reduce Scope 3: Category 1 emissions by 15% from FY25 baseline by FY30.
  - Divert 90% of waste from landfill by FY30.

Promoting environmental awareness and responsibility among our employees through training and communications. Defining processes for accurate and consistent data capturing of KPI's, with evaluation of KPI performance to identify improvement opportunities.

- Reducing our carbon footprint through energy conservation, renewable energy utilization when feasible, and innovation for energy efficiency, within our sphere of control and through supplier and customer collaborations where possible.
- Striving for reduced consumption of natural resources, reduction of waste including hazardous waste, maximized recycling, and biodiversity protection.
- Maintaining a multifaceted approach to reduce the environmental impact of packaging, and other shipping materials used, when distributing products from our facilities.
- Ensuring newly built or refurbished facilities consider procuring products and services that have less effect on human health and the environment when compared to competing products or services *(i.e.*, Environmental Procurement). Considering green technologies to reduce energy consumption, increase water conservation, and reduce waste generation.
- Ensuring the lifecycle, the energy consumption, and maintenance up to disposal of infrastructure and assets is considered during Environmental Procurement.
- Encouraging employees with options for company cars to switch to PHEV or EV models and installing EV charging points at sites where possible.
- Acknowledging how our operations may impact the environment, because such an acknowledgement is (i) expected by our employees, suppliers, customers, and surrounding communities, and (ii) an important part of acting in an environmentally responsible and safe manner.
- Ensuring that no funding is provided that could be used for climate denial or lobbying against climate regulations.
- Engaging with all stakeholders regarding our environmental approach to build knowledge capacity throughout supply chains and the wider communities.
- Communicating this environmental policy externally on Avnet.com and internally on our company intranet, thereby encouraging our business partners, employees, communities, and other interested parties to support it.

Administration

Roles and Responsibilities. The Executive Leadership Team is responsible for ensuring that the environmental risks and opportunities for the business are considered and acted upon appropriately, and that Avnet's Environmental management system is suitable for our business.

Governance. Performance will be measured using internally monitored KPIs and will be regularly reviewed by the Enterprise Risk Management & Resiliency (ERM&R) team in partnership with regional and business unit leaders. Performance progress will be routinely reported through our annual Impact & Resiliency Report and based upon internationally accepted initiatives (GRI, SASB etc.).

Review: The Executive Leadership Team demonstrates commitment to this policy by appointing a dedicated resource, Sr. Director, ERM&R, as the owner of the policy. The Sr. Director, ERM&R will ensure this policy is evaluated regularly, reviewed for suitability, and approved by senior management for publication. It is available to all interested parties at Avnet.com.

References

Avnet's Code of Conduct, which details how we conduct ourselves in every aspect of our business, is available at Avnet.com.

Avnet's Supplier Code of Conduct, which details how Avnet is committed to environmentally and socially responsible business management and we expect the same conduct from all our suppliers. Available on Avnet.com

The Avnet Global Supplier Quality Handbook and EMEA Supplier Quality Handbook are designed to acquaint potential and existing suppliers with our company, culture, supply chain direction and general expectations for suppliers. The handbooks are available at Avnet.com

ISO14001 (latest edition) details specific requirements to achieve certification and provides guiding principles for uncertified operations.

Avnet's Impact & Resiliency Report, which is published on an annual basis and provides full details of our environmental and social performance over the 12-month period.

Additional details regarding Avnet's approach to Corporate Responsibility are available on Avnet's website at Avnet.com.

Revision History

Revision date	Revisions made	Reviewed by
05/2024	Annual review and update goals	EHS
05/2025	Annual review and update goals	EHS
05/2026	Updates to organizational changes and FY30 goals added	ERM&R