GLOBAL WORKPLACE HEALTH AND SAFETY POLICY

Policy Statement

At Avnet, we recognize the importance of maintaining a healthy and safe workplace for employees, contractors and visitors. We adhere to our Core Values of Integrity, Customer Focus, Ownership, Teamwork and Inclusiveness and follow applicable workplace health and safety laws globally.

Avnet, Inc. and its subsidiaries worldwide ("Avnet") recognizes that the talent and energy of the people who collaborate with us are our most valuable assets. Everyone who works at Avnet is encouraged to comply with this policy to protect their own and others' health and safety. Employees and contractors are expected to share this responsibility by always adhering to healthy and safe workplace practices. Health and safety are not compromised for any other business priority.

Scope

This policy applies to all Avnet employees, visitors, and contractors at Avnet facilities. We also expect our suppliers and vendors to abide by applicable health and safety legal requirements and internationally recognized standards through the Avnet Supplier Code of Conduct.

Policy Details

Avnet focuses globally on workplace health and safety. In this respect, we commit to achieve the following:

- Complying with applicable health and safety laws globally.
- Implementing and maintaining occupational health and safety programs that meet applicable regulatory requirements, with ISO 45001–certified Health and Safety Management Systems implemented at operational facilities where certification is appropriate. Certified sites will maintain a separate occupational health and safety policy relevant to the local operation.
- Defining processes for accurate and consistent data capturing of KPI's, with evaluation of KPI performance to identify improvement opportunities within the workplace.
- Defining our own corporate objectives and goals with a focus on reducing risk and promoting employee health and safety.

  Goals:

  - Fatalities = 0
  - Lost time severity rate = < 2.5 days / 1000 hours worked
- Integrating health and safety into our workplace decision making.
- Providing relevant training, instruction, and information (as appropriate) to allow employees to minimize risk to themselves or others.
- Involving employees, or their representatives, as necessary, to continually improve the health and safety of the organization.

- Providing welfare and first aid facilities as required by applicable law.
- Controlling risks to health in handling, storing and transporting hazardous materials and substances.
- Communicating this 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.

This policy depends on employee cooperation. Management and employees must work together to identify, record and monitor hazardous situations. Accordingly, all employees have a responsibility to comply with this policy through the following:

- Working safely and adhering to the local site procedures.
- Using any Personal Protective Equipment (PPE) provided as directed. Not to misuse or interfere with any Health and Safety equipment or PPE supplied for their safety.
- Reporting accidents at work that led to injury or damage, even if the injury or damage did not stop them from working. Reporting any incident that could have resulted in injury or damage (i.e. near misses).
- Cooperating with local site management to help them comply with health and safety laws.
- Removing themselves from situations that they consider present imminent and serious dangers to themselves. Managers may not retaliate against employees who remove themselves from such situations in good faith.
- Assisting management with investigating workplace injuries, accidents and near misses as directed, with the intention of introducing measures to remove hazards and prevent recurrence.
- Collaborating with the local site management as directed to continually improve the health and safety of the facility.

All contractors are expected to comply with this policy for Health and Safety through the following:

- Working safely and adhering to the local site procedures to protect their own and others' health and safety.
- Making themselves familiar with the site-specific emergency, first aid, and fire evacuation procedures, as well as fire provisions and welfare facilities provided.
- Reporting any injury sustained or damage caused immediately to the relevant site management.
- Keeping workplaces tidy and clear of all debris, waste material, etc.
- Wearing appropriate Personal Protective Equipment (PPE) as required.

Administration

Management Responsibility: The Executive Leadership Team is responsible for ensuring that the health and safety risks for the business are considered and acted upon appropriately, and that Avnet's Occupational Health and Safety 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 (e.g., GRI, SASB).

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

ISO45001 (latest edition) detailing 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 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	ERM&R