

2023

# Sustainability Report



# Table of Contents

---



<b>05</b> Organizational Profile	<b>06</b> Organizational Overview	<b>13</b> Materiality Map	<b>15</b> ESG Steering Committee	<b>16</b> ESG Roadmap
<b>17</b> Our Governance and Ethics	<b>21</b> Ethics Hotline	<b>23</b> The Human Component	<b>25</b> Employee Demographics	<b>31</b> Philanthropy and Volunteerism
<b>35</b> Supply Chain Management	<b>37</b> Our Footprint	<b>38</b> Environmental Impact	<b>41</b> Carbon Footprint	<b>42</b> Water Management
<b>48</b> ESG Appendix & Goals	<b>49</b> Environmental Appendix	<b>50</b> Safety Appendix	<b>51</b> Carbon Methodology	<b>53</b> Contact Us

# Our CEO's Message

As we look back on the close of another remarkable year, I reflect on the journey we've undertaken together. This year we found ourselves navigating many changes and challenges in our market and I am immensely proud of our dedication, resilience and unwavering commitment to excellence.

One of the highlights of the past year has been our collective focus on sustainability. We are working together, across the globe, to implement innovative initiatives to minimize waste, conserve resources, and promote eco-friendly practices across our operations. Our commitment to sustainability is not just about meeting regulatory requirements; it is a reflection of our values and our responsibility to future generations.

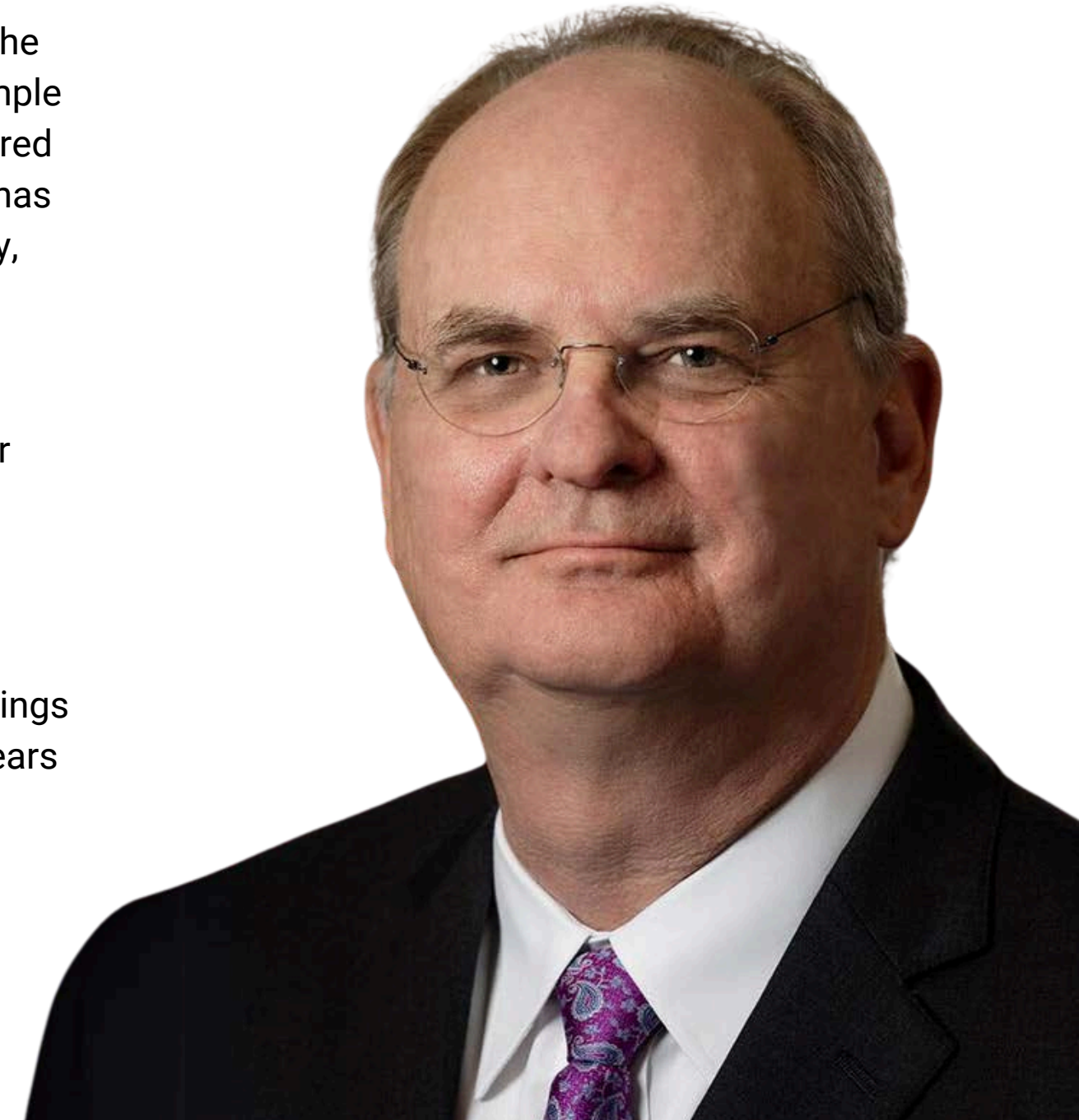
I'm often asked about our culture. I love this question as I get to talk about each of our employees and how making this the best company to work for, and with, is a result of each of us doing our part. Nearly 10,000 Specialists sharing a set of simple values like kindness and compassion for each other and being honest and ethical in all we do. I tell people about our shared passion for the business, our desire to help a customer and to help each other succeed. At the same time, the company has an obligation to guard our culture. We promise to provide a financially stable company for our employees and their family, provide career development opportunities, provide our company with qualified leadership, and deliver a unique and compelling business model that encourages customers to entrust their business to us every day.

Looking ahead, sustainability will continue to be a key focus for our organization. We remain committed to advancing our sustainability agenda, integrating environmental, social, and governance considerations into our business strategy and driving positive change in the communities we serve.

As we celebrate our achievements and look forward to the opportunities that lie ahead, I want to express my heartfelt gratitude to all of our stakeholders for their hard work, dedication and passion. Together, we have accomplished great things and I am confident that with their continued commitment and enthusiasm, we will achieve even greater success in the years to come.

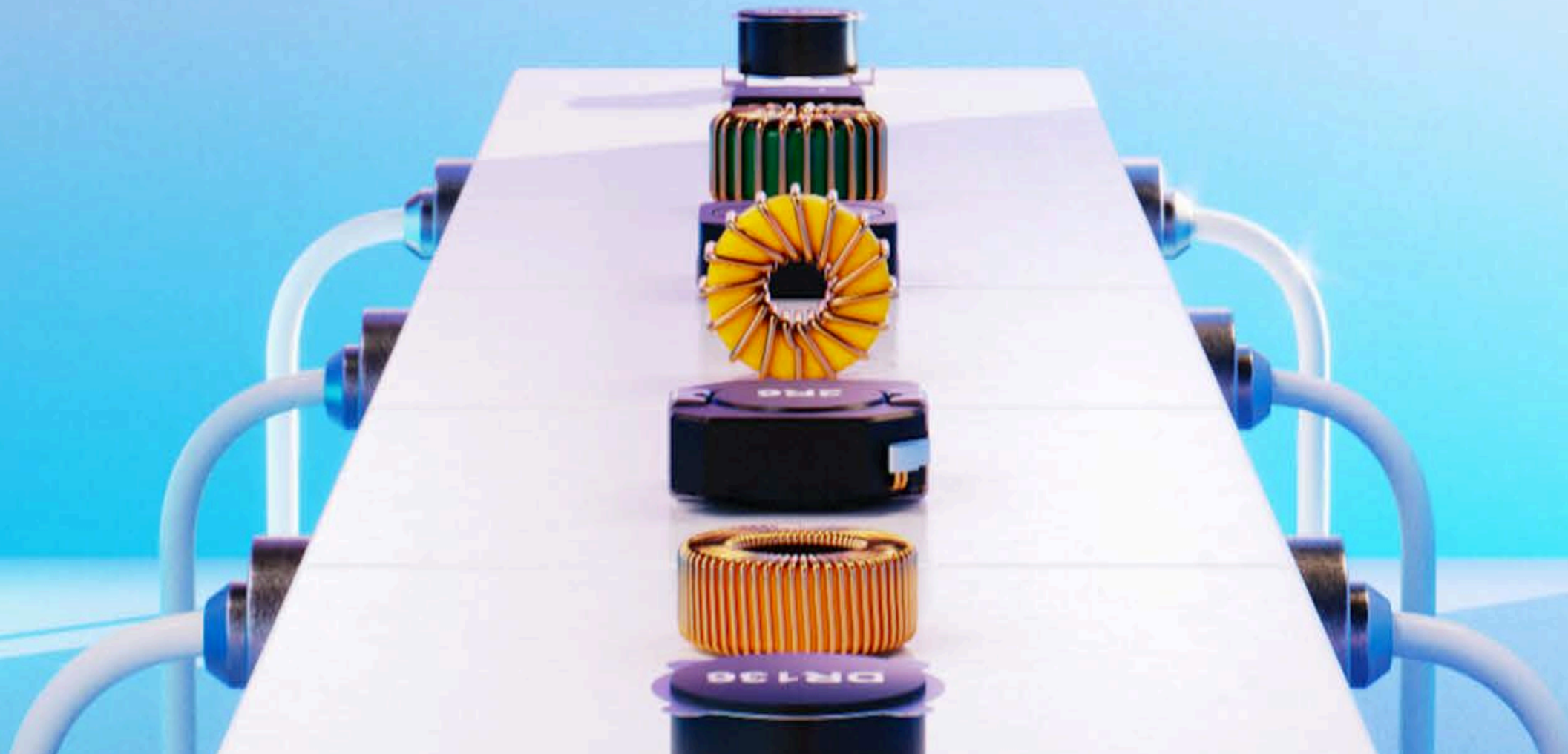
Here's to another year of growth, innovation, and sustainability.

**Mike Morton**  
*Chief Executive Officer, TTI, Inc.*

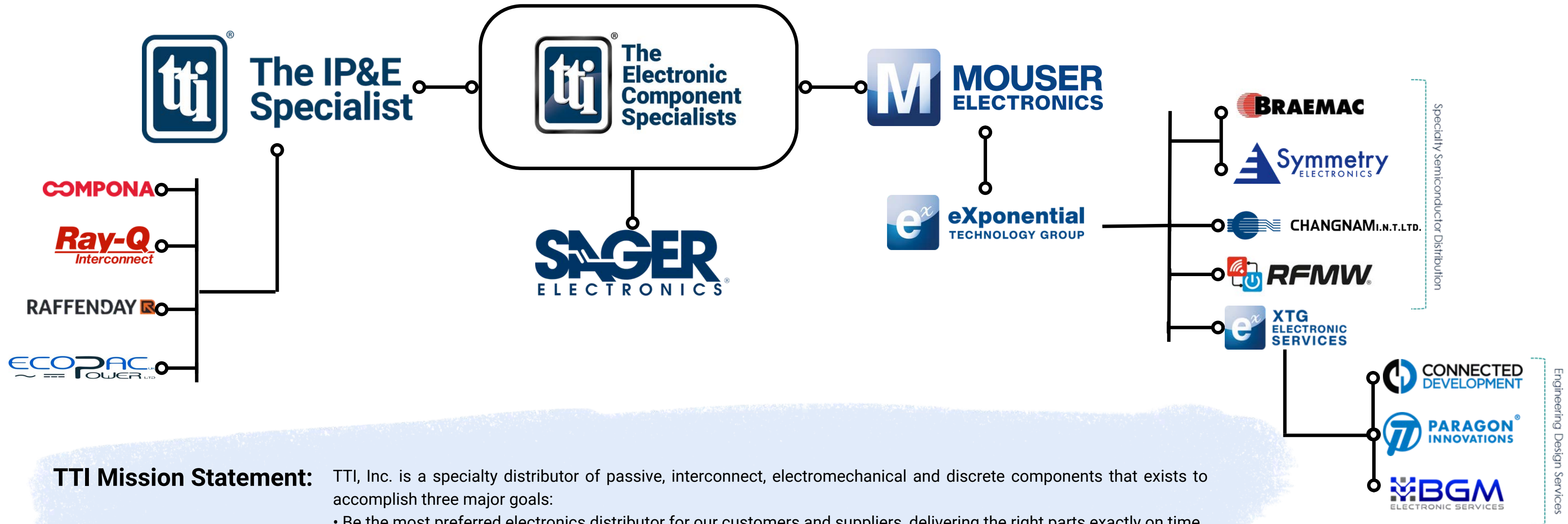


# Organizational Overview

ORGANIZATIONAL PROFILE	5
CORPORATE OVERVIEW	6
ESG POLICY STATEMENT	7



# Organizational Profile\*

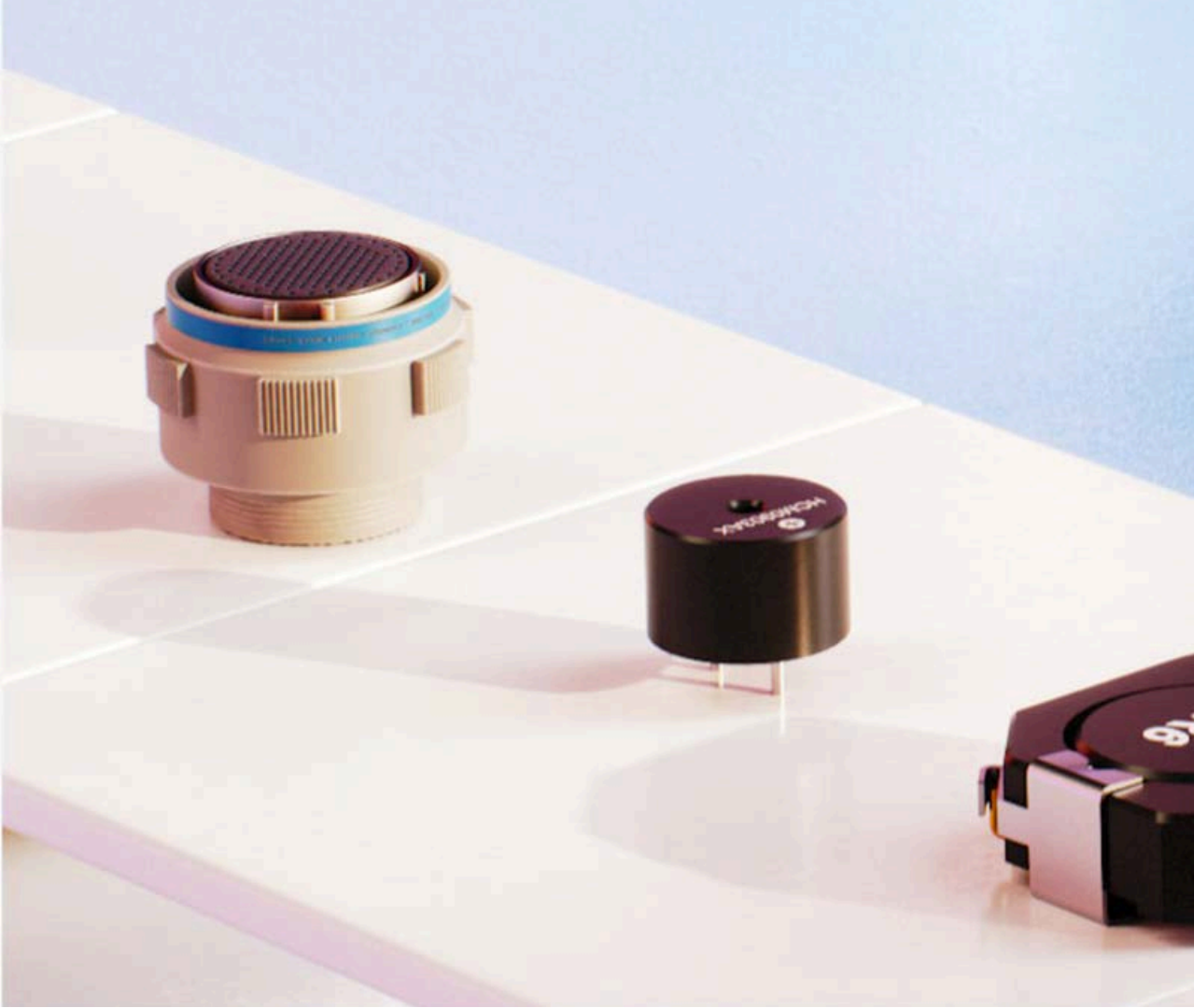


## TTI Mission Statement:

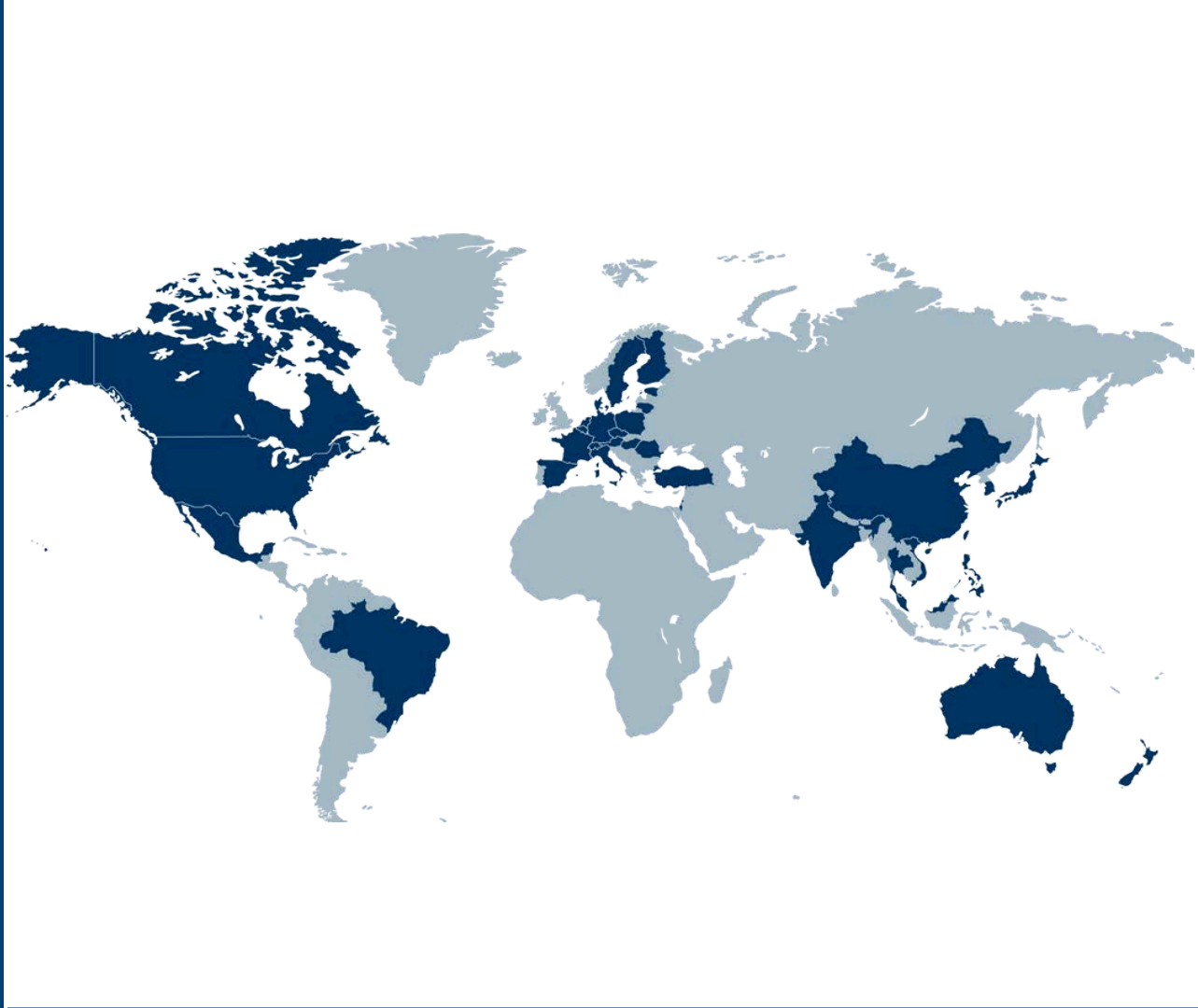
TTI, Inc. is a specialty distributor of passive, interconnect, electromechanical and discrete components that exists to accomplish three major goals:

- Be the most preferred electronics distributor for our customers and suppliers, delivering the right parts exactly on time
- Exceed our internal and external customer requirements through continuous improvement
- Provide a home for hardworking, dedicated, knowledgeable and ethical people who believe in this company and this philosophy

*The TTI Mission Est. 1971 by Paul Andrews, Founder*



We operate in  
**37 Countries**

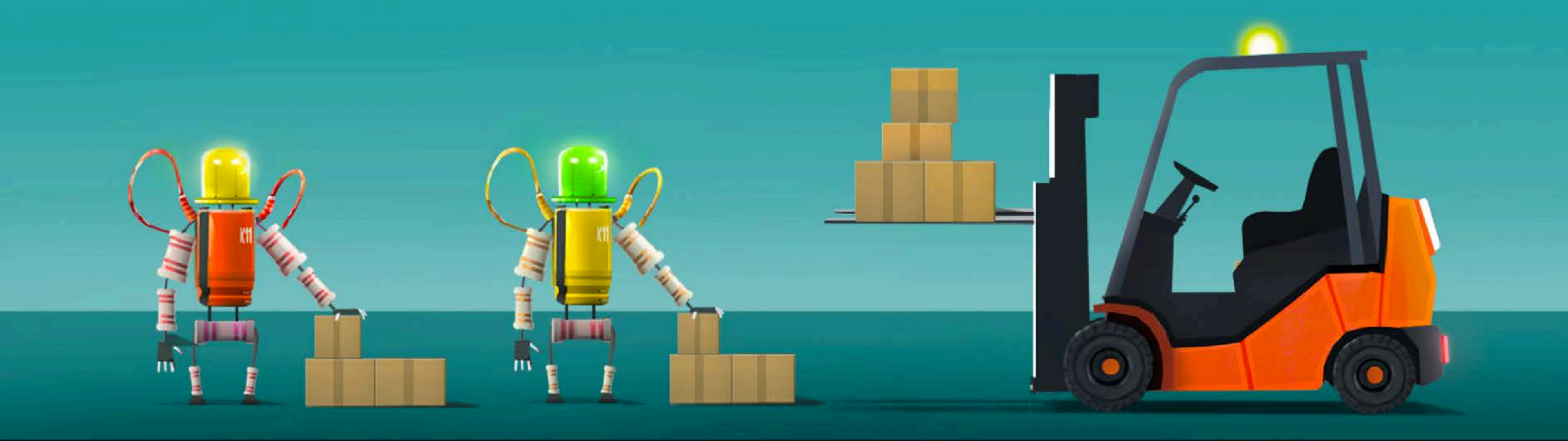


**9,311**  
employees



**3.5M**  
Global Warehouse  
Square Footage

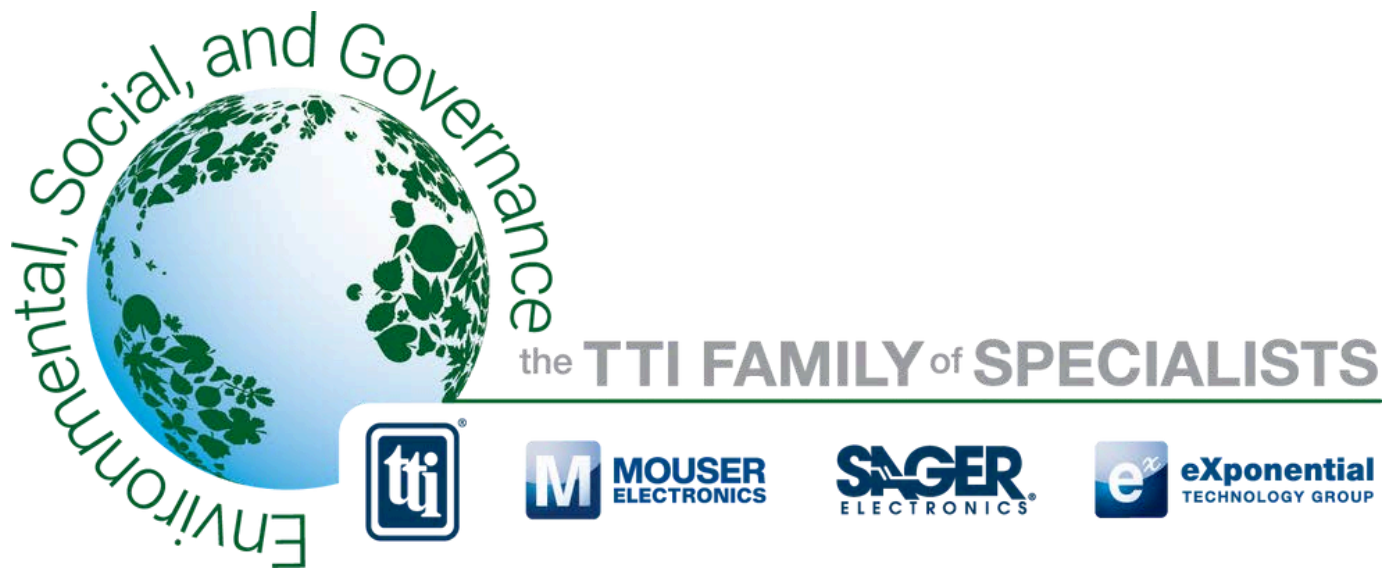
**\$8.8B**  
Annual Sales



# ESG Policy Statement

TTI is committed to guiding a better tomorrow through its Environmental, Social, and Governance (ESG) activities by operating ethically and with integrity; promoting diversity, focusing on safety, reducing waste, and improving the environment through sustainable practices.

**–Mike Morton, CEO of TTI, Inc.**





“As Environment, Social and Governance (ESG) becomes the criteria from which more and more companies evaluate their corporate relationships, it is crucial we consider brand implications. ESG provides an opportunity to further brand trust and loyalty not only with our customers, but also our suppliers, manufacturer representatives, our employees and the communities in which we work and reside.

But words and empty campaigns are not enough. A company must actively and authentically demonstrate a commitment to these values. Not only implementing but embedding strong ESG practices into our business takes time, money and resources. While it won't happen overnight, seeing the demonstrable progress and long-term commitment of the TTI Family of Specialists (FOS) toward ESG will only come to further define what makes the companies of the FOS the distributors of choice in the electronic components industry.”

**Maryellen Stack,**  
*Director of Marketing Communications, Sager Electronics*

## **The Beginning of our Sustainability Story**

Sustainability is central to our mission and how we operate. Our culture reflects the values and ethics of our founder, Paul Andrews, and guides our commitment to sustainability. Paul once said “If a task is once begun never leave it till it’s done. Be of labor great or small do it well or not at all.” We began our sustainability journey with this in mind. Sustainability work requires collaboration and commitment from every part of our organization which is why we have made a global commitment to include all TTI Family of Specialists.

## **ISO-26000 - Social Responsibility**

In 2021, we began our sustainability journey by conducting a thorough gap analysis against the ISO-26000 standard on Social Responsibility. During this process we developed an Environmental, Social and Governance (ESG) Charter, outlining roles, accountabilities and responsibilities across our global operations. Additionally, we published a global ESG Policy, complete with a signed policy statement from our CEO. These documents, collectively, provide the foundation and direction for implementing our Sustainability Management System (SMS). The SMS serves as our framework for managing our ESG program. As we progress, we will continue to establish a structured procedural document system, make updates to existing policies, and create new policies to ensure global applicability remains fluid and adaptable to cultural and environmental changes. Our global policies, supported by core procedures, form the backbone of our SMS.

## **Beyond ISO-26000**

While ISO-26000 provided a solid foundation for our SMS, we have progressed beyond its scope. Our focus now extends to addressing ESG topics on a global scale, driven by insights gained from our employees, customers, and suppliers. We actively participate in training events and collaborate with partners to develop best practices and gather essential data. We continuously seek to expand our data-gathering efforts. These efforts are crucial to establishing benchmarks and will ensure our SMS remains robust. Additionally, this enables us to identify and mitigate all relevant risks across our operations worldwide.

## **Stakeholder Engagement**

Our dedication and commitment to sustainability is deeply rooted in globally standardized systems that provide evidence of the effectiveness of our ESG program. Teams contribute and offer input, ensuring a collaborative approach. Our documented processes and SMS undergo validation through third-party audits, which assess compliance with applicable requirements, laws, and regulations as well as reviews by ranking organizations, customers, and legal counsel. We take our sustainability efforts seriously and value the involvement and input of our stakeholders. Their engagement is not only necessary but essential to ensure everyone’s needs are addressed. Annually we issue a Materiality and Engagement Survey globally to employees, customers, and suppliers. This activity allows us to gather a wide range of input. The analysis of survey responses (as seen on page 14) provides valuable insights into stakeholders’ perspectives and helps define priorities and establish our strategy.

## ESG Governance

Our commitment to sustainability begins at the highest level with our Chief Executive Officer (CEO) and Chief Administrative Officer (CAO). Our CEO, CAO and executive leadership team oversee our work primarily through executive leadership meetings.

As specified in our ESG charter, a global sustainability department was formed to drive corporate sustainability initiatives globally with and for TTI and the FOS.

Outside of the Sustainability Department exists teams of passionate employee volunteers who contribute their time and expertise.

A working ESG team that meets weekly is made up of representation from all across the globe. This team reflects personnel from quality, compliance, legal, environmental, marketing and human resources. This collaborative effort ensures that sustainability is integrated into every aspect of our operations.

The activities of the sustainability department, with collaboration from the working ESG team, are shared quarterly, at a minimum with our ESG Steering Committee. The ESG Steering Committee plays a crucial role in guiding our ESG program, setting priorities, and monitoring our progress towards achieving our sustainability goals.

Together, we are working towards a more sustainable future.





## The Importance of Engagement

Engaging our stakeholders provides substantial business benefits beyond sustainability. Stakeholder insights help us to operate more effectively, forecast market conditions, deliver on customer needs and mitigate risk so that communities across the globe welcome our business and the jobs it creates.

We actively monitor industry-specific information from peers and subject matter experts as well as international organizations such as the International Organization for Standardization (ISO), the International Labor Organization (ILO), the United Nations Global Compact (UNGC), and many others.

We identify stakeholders and stakeholder generated topics and evaluate them as part of our materiality assessment. To gain the most value from stakeholder engagement insights, including informing our sustainability strategy and strengthening inclusivity, we strive to refine engagement methods and broaden the conversation when and where possible.



## Stakeholder Engagement Types

### Employees

- Materiality and engagement survey
- Training and development programs
- Communication and resources via intranet/newsletters/ announcements
- Lunch & learn sessions
- Town halls & team meetings
- Annual performance reviews
- Global sustainability report
- Ethics & compliance training and awareness
- Ethics hotline

### Customers

- Materiality and engagement survey
- Quarterly business reviews
- Assigned account manager engagement
- TTI Family of Specialist websites
- Annual satisfaction survey
- Global sustainability report
- Ethics hotline

### Suppliers

- Materiality and engagement survey
- Supplier development program
- Quarterly business reviews
- Supplier excellence awards
- Supplier quality requirements manual
- Global supplier code of conduct
- Global sustainability report
- Ethics hotline

## Materiality Survey Development

To remain competitive and agile, we must adapt to an everchanging world while also remaining steadfast to our values, commitments, and responsibilities as a company. A materiality assessment helps determine our economic, environmental, and social impact.

In 2024, we conducted our second global materiality assessment. The quantitative survey was sent to all employees and strategically selected global suppliers and customers.

Respondents were asked to rate the significance of TTI's impact on our industry, society, or the planet with respect to each sustainability related topic on a scale from 1-5: Not Significant, Less Significant, Moderately Significant, Very Significant, and Extremely Significant.

After the response period, our Sustainability team analyzed the materiality survey results and charted the topics against their importance to our internal (employees) and external (customers and suppliers) stakeholders.

Through this process, we gained enhanced clarity, identified topics important to key groups, and developed a pathway to address these topics now and into the future.

## Analyzing Survey Results

Our Materiality Survey asked respondents to rate 43 topics broken down into 7 categories:

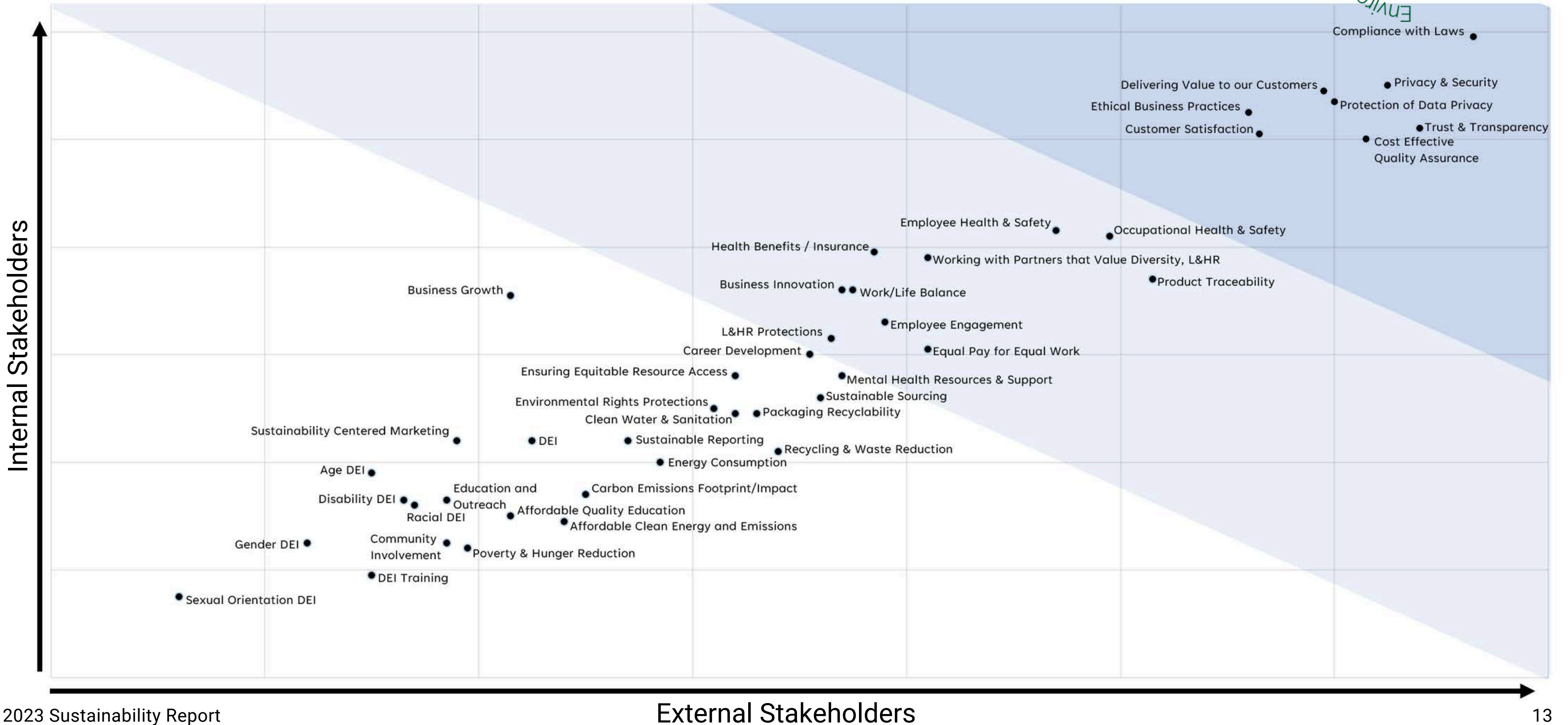
- Business Conduct, Ethics, and Compliance
- Company Financial Performance
- Attracting, Developing, and Rewarding Employees
- Workplace Diversity, Equity, and Inclusion
- Social Impact
- Climate Change and the Environment
- Procurement Practices and Supply Chain Management

Listed below are 8 of the 43 topics that our stakeholders ranked most material through our analysis:

- Compliance with Laws
- Cost Effective Quality Assurance
- Customer Satisfaction
- Delivering Value to our Customers
- Ethical Business Practices
- Privacy and Security
- Protection of Data Privacy
- Trust and Transparency



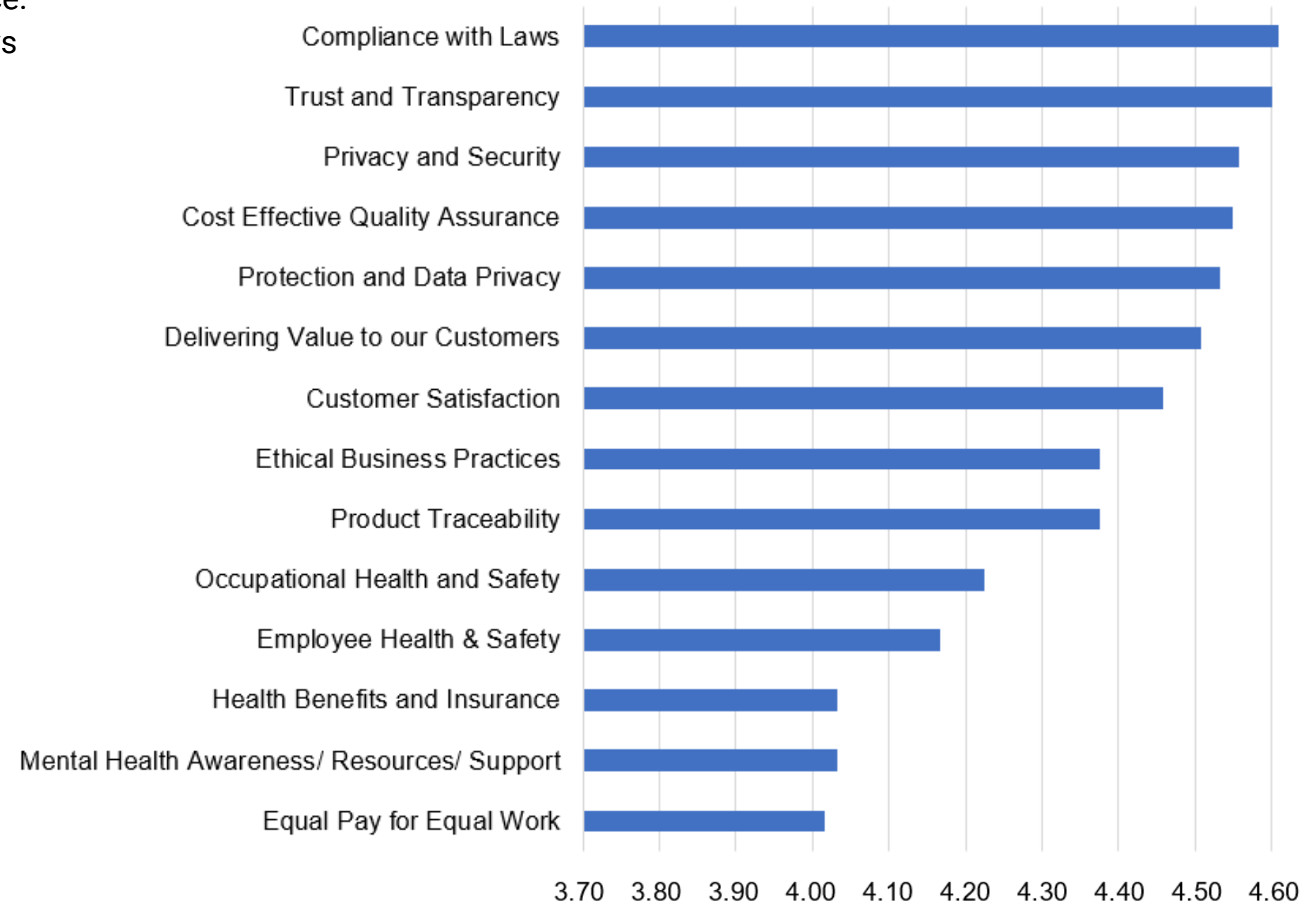
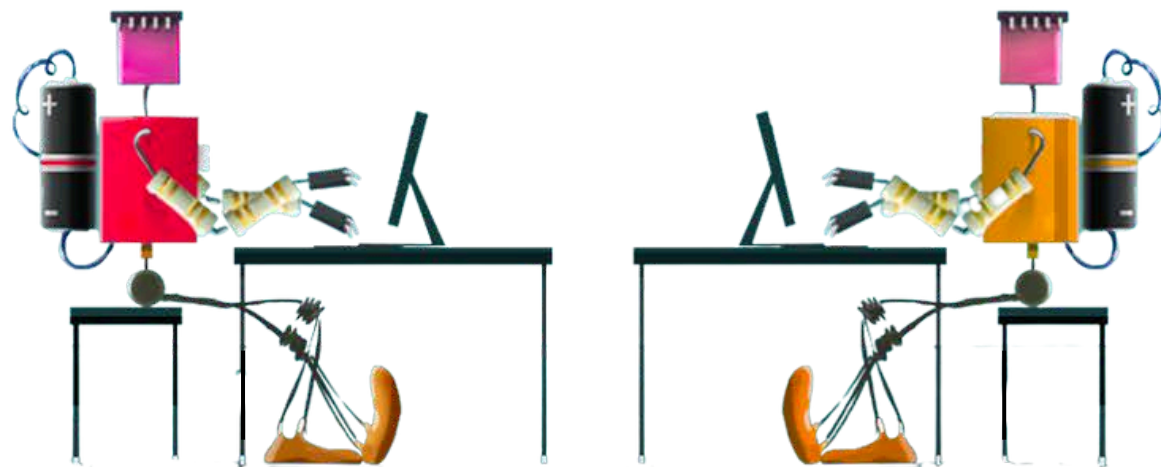
# Materiality Map



## Customer Engagement and Feedback

Customer engagement and feedback is crucial. By actively seeking feedback, we can continuously improve our services and our sustainability initiatives. Customer engagement also fosters a sense of community and loyalty, creating a strong bond between us and those who support our business. We value each and every opinion shared with us and are committed to using feedback to enhance the overall customer experience. We encourage customer feedback through customer satisfaction surveys and regularly scheduled business reviews.

In this year's materiality assessment, we saw 4 times as many customer responses over last year's survey. Customer responses with an average value over 4 are seen on the right. Topics that ranked 4.3 or higher were weighted as material. Our customers, in alignment with our other stakeholders, rated the same topics similarly.



*\*Topics were ranked on a 1-5 scale (1 = least significant, 5 = most significant)\**

# ESG Steering Committee



**JOHN ARCHER**

TTI Corporate SVP/Chief  
Administrative Officer



**MICHAEL KENNEDY**

TTI SVP Business Development/  
XTG President



**JEFF RAY**

TTI SVP Global Strategic  
Accounts



**KEVIN SINK**

TTI NDC VP Quality



**JEREMY LANE**

TTI VP Sales Excellence &  
Talent Enhancement



**MARC WINFIELD**

TTI EDC VP Sales



**HEIKE BLODIG**

TTI EDC VP Quality



**CHUCK AMSDEN**

Mouser VP Quality



**MELISSA CEVEDA**

XTG Director  
Human Resources



**JOSH LEVINE**

RFMW VP Operations

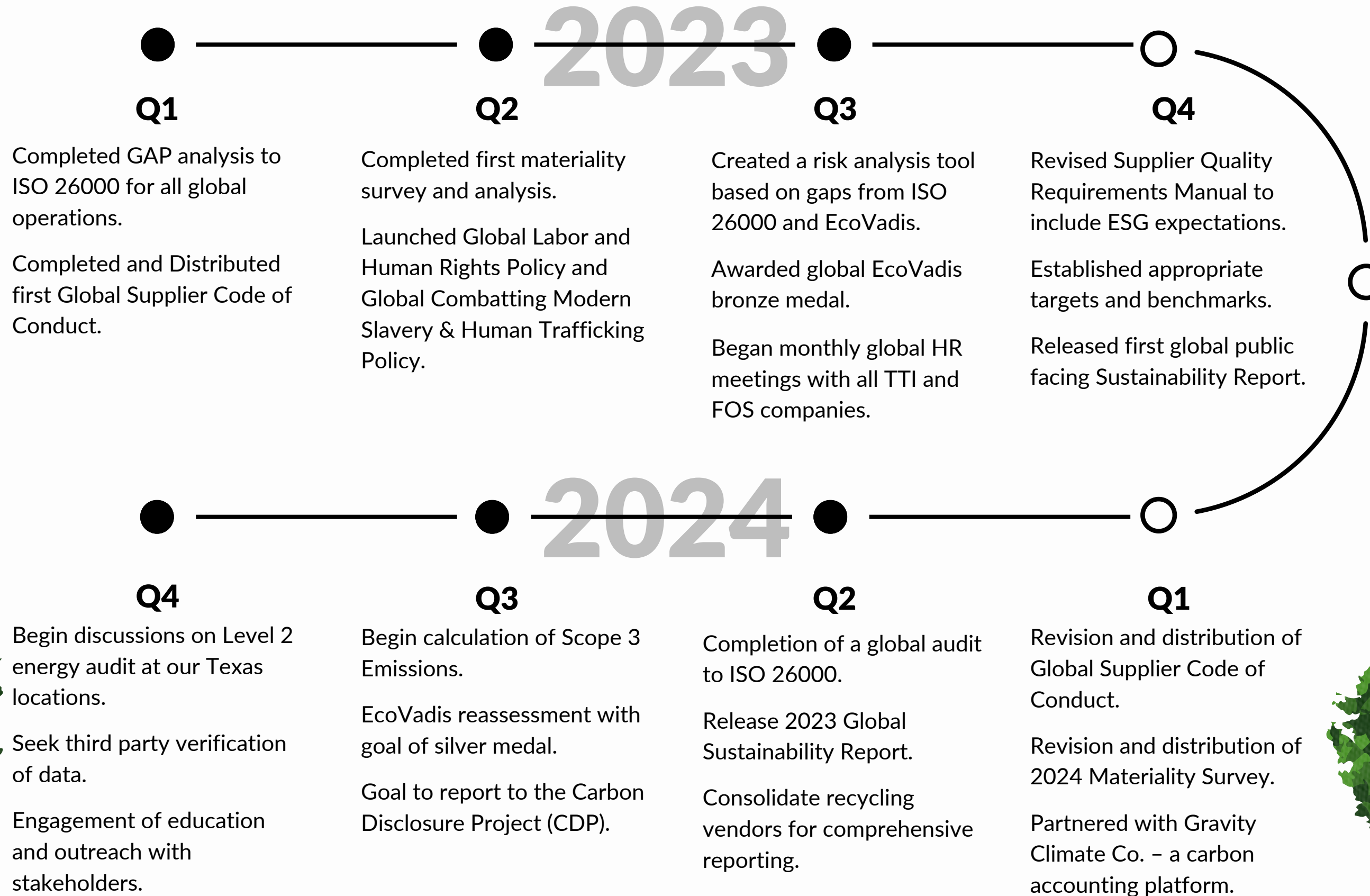


**BRUCE KELLAR**

Sager SVP Sales

# ESG Roadmap

Our plan for a sustainable future



# Our Governance & Ethics

A LEGAL PERSPECTIVE ON ESG	18
OUR ETHICS POLICIES	19
ETHICS HOTLINE	21
WOMEN IN ELECTRONICS	22



## A Legal Perspective on Environmental, Social, and Governance

As a corporate attorney for TTI and the Family of Specialists, my goals are to ensure compliance with the law; manage our risk, reputation, and customer-contract needs; and overall support scalable growth. Where does Environmental, Social, and Governance (“ESG”) fit, from a lawyer’s perspective?

### Regulatory Compliance

The TTI Family of Specialists operates throughout the world, which means it is subject to many sources of ESG regulation. While the majority of regulation comes from the European Union and the United States, more and more countries are building their own ESG regulatory framework. Maintaining ESG regulatory compliance ensures our company can operate throughout the globe, and allows us to open new offices in new locations, to support our global customer base.

### Risk Management

Having a strong ESG program helps our company manage risk. Lawsuits involving ESG issues are on the rise, including supply chain issues. If a customer finds goods were not produced and supplied in accordance with ESG regulation and standards, they may not only sue the manufacturer – they may also sue other parties along the supply chain. Maintaining a strong ESG due-diligence program for our customers and suppliers mitigates this risk.

### Reputation Management

TTI and the Family of Specialists have enjoyed a sterling reputation over the decades, but we all know one negative story will generate far more press than a dozen positive stories. By staying informed and ahead of the curve on ESG requirements, and having a process to support compliance, TTI will continue to be seen as a good corporate citizen and business partner.

### Meeting our Customers’ Contract Needs

More and more, our customers are requiring us to not only certify, but also demonstrate compliance with ESG regulation, and with customer-set standards and goals. Our ESG program is making it simpler and faster to identify what we can certify compliance with, and how we can provide proof. This allows us to process contracts faster, and get down to supporting our customers and suppliers.

The partnership of the ESG and Sustainability teammates allows legal to be a more informed and supported business partner to TTI, the Family of Specialists, and the industry as a whole. Our ESG and Sustainability programs are a vital part of the overall legal and compliance strategy for the TTI Family of Specialists.

**Andrea Palmer,**  
*Vice President - Legal & Compliance, TTI*



## Business Ethics and Compliance

At TTI, we choose to do the right thing. In everything we do, integrity is key. We believe in being ethical, open, and responsible in every part of our work. Upholding these values not only fosters the trust of our customers and partners but also makes a positive impact on the communities where we operate.

Our commitment to doing our best and being accountable ensures that we not only succeed but also make a meaningful difference in the world. It is easy to say what we must do, but the proof is in our actions.

## Our Ethics and Compliance Program

Our ethics and compliance program serves as the cornerstone of our organization, guiding us in upholding the highest standards of integrity and accountability. Through this program, we are committed to promoting a culture of transparency, fairness, and respect in all aspects of our operations. We understand the importance of adhering to legal requirements and ethical guidelines. Our program is designed to provide clear guidance to all employees on how to make ethical decisions and handle compliance issues effectively.

By fostering a culture of ethics and compliance, we aim to build trust with our stakeholders, protect our reputation, and contribute to a sustainable and successful future for our organization. We believe that by consistently demonstrating our commitment to ethical behavior, we can create a positive impact on our employees and all business partners.

## Our Code of Conduct

Our global code of conduct and ethics applies to all employees and sets the ground rules for acceptable and unacceptable behavior. It provides us with basic standards of what is ethical and legal and helps prevent and detect wrongdoing. We believe in going above and beyond the basics. We are committed to compliance, ensuring that all individuals have a way to report any suspected unethical activity.

Key topics covered in this code:

- Conflict of Interest
- Antitrust/Competition Laws
- Trade Sanctions/Embargoes
- Import/Export Controls
- Anti-Bribery/Anti-Corruption
- Insider Trading
- Money Laundering/Terrorism Financing
- Gifts and Entertainment
- Social Media
- Fair Working Conditions
- Safe Work
- Diversity and Inclusion
- Harassment/Discrimination
- Information Security
- Data Privacy/Protection
- Cybersecurity
- Records Management
- Hotline/Non-Retaliation

## Anti-Bribery and Anti-Corruption

Our prohibited business practice policy applies to all employees and prohibits all forms of bribery, corruption, extortion, embezzlement, and facilitation payments either directly or indirectly through a third party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. A prohibited business practice training was first launched globally in 2023 with a **94%** completion rate.

## Anti-Competitive Behavior

We are committed to fair and ethical competition, as we sell products based on their quality, functionality, and competitive pricing. Our relationships with business partners are built upon trust and mutual benefits compliant with competition law. We honor competition by doing the following:

- Prohibiting the sharing of information on prices, market share, customers, or any other sensitive competitive information
- Prohibiting the improper cooperation or coordination of activities with our competitors
- Complying with competition and antitrust laws

## Trade Compliance

It is our responsibility to observe all national and international laws that apply to our global business operations. Complying with international trade laws and regulations as well as ensuring we are following sanctions and export/import controls is a challenge we face daily. We remain committed to complying with all applicable trade controls, restrictions, sanctions, and import-export embargoes.

## Fair Working Conditions

We are committed to the fair treatment of all individuals. We respect and follow all local labor laws, where applicable. We also honor international human rights and labor standards by prohibiting:

- Discrimination or harassment
- Employing underage children
- Slavery and forced labor
- Human trafficking
- Unethical hiring, and
- Any form of physical punishment or abuse.

## Business Continuity

Our corporate headquarters has contracted with a third-party disaster recovery vendor to provide the necessary hardware, data storage, network, telecommunications, and workspace recovery requirements needed to address a full or partial disaster. A disaster recovery exercise is conducted quarterly simulating a partial or full recovery of the data processing capabilities at the disaster recovery vendor provided location based on a scenario. Scenarios vary from one year to the next.

## Data Security and Privacy

Our system is built upon the three pillars of data security, data availability, and access control. This allows our organization to robustly protect our data security and privacy globally. Additionally, our company adheres to the following practices:

- Prohibiting the accessing, collecting, storing, processing, or sharing of personal data without proper authorization.
- Prohibiting the use of company information technology and systems for activities that are harmful, unlawful, unethical, or otherwise contrary to the Code of Conduct.
- Limiting the use of Generative Artificial Intelligence to only approved applications.

We obtained ISO-27001 certification at additional locations in 2023.



## Ethics Hotline

To ensure that our high standards of ethics and compliance are maintained and that we can address violations early to reduce harm to TTI and our stakeholders, it is necessary for us to become aware of ethical violations. These are either reported through the Berkshire Ethics Reporting Hotline, directly to our Chief Administrative Officer, or through our electronic whistleblowing inbox designed for Europe. As an entity of Berkshire Hathaway, we not only have a responsibility to our employees, customers and suppliers but also an obligation to the leaders and shareholders of Berkshire Hathaway.

Everyone is given the opportunity to report potential violations. Every report is investigated and followed up on consistently. Information received is treated confidentially. All investigations are governed by the principle of presumption of innocence. For this reason, confidentiality is assured both to the person making the report and to the person(s) affected by the report. We ensure those who make a report in good faith are protected against adverse action or retaliation.



### BERKSHIRE HATHAWAY INC. Ethics & Compliance Hotline Contact Information



You may submit a report online at:  
[www.BRK-HOTLINE.com](http://www.BRK-HOTLINE.com)



By phone use the following instructions:  
United States & Canada  
1-800-261-8651

**24/7 ■ SAFE ■ EFFECTIVE**



No employee will be retaliated against for making a good-faith report of illegal or unethical violations to the company.

**“THE OPEN-DOOR POLICY GIVES EVERY EMPLOYEE A VOICE AND AN OPPORTUNITY TO BE HEARD. WE ENCOURAGE OPEN AND HONEST COMMUNICATION BETWEEN EMPLOYEES AT ALL LEVELS. ”**

**John Archer**  
Chief Administrative Officer, TTI, Inc.





We are pleased to continue our Platinum-Level support as a founding sponsor of the Women in Electronics (WE) non-profit organization.

TTI, together with Mouser Electronics, Sager Electronics and eXponential Technology Group (XTG), have found great value in partnering with this industry organization dedicated to enhancing the professional platform for women in electronics. The company extends its appreciation to its many employees who have invested their time to serve in various volunteer positions within the organization.

John Drabik, TTI Global President commented, "TTI takes great pride in supporting WE again for the coming year as this organization fosters growth and leadership to the many talented, professional women in the electronic component industry. By providing strong advocacy and valuable mentorship programs, WE is fulfilling a meaningful service to its members, as well as to the entire industry."

"Women play a vital role in our industry's future and success," said Glenn Smith, Mouser Electronics' CEO and President. "Our businesses need the insights, perspective and vision that only women can provide if we are to succeed in the 21st century. We are pleased to continue our support of this important industry organization."

"This organization provides women in our industry with unique professional and personal development opportunities," said Frank Flynn, Sager Electronics' President. "We are firmly committed to providing ongoing access to opportunities for growth and advancement."

"Around the world, women are making great strides in becoming business leaders," said Michael Kennedy, XTG President and TTI SVP Corporate and Business Development, "and we are proud to stand up in support wherever we can."

Mike Morton, TTI CEO commented in a recent WE podcast, "We are fortunate to be considered one of the founding sponsors. For our company and our industry, one of the things that is so important is attracting people to our industry, bringing more women to our industry, and then once in our industry the opportunities become afforded. Many of our employees that are engaged on a personal level with WE share the benefits they get from the camaraderie and events with WE. They are better people for it - and they are better for us."



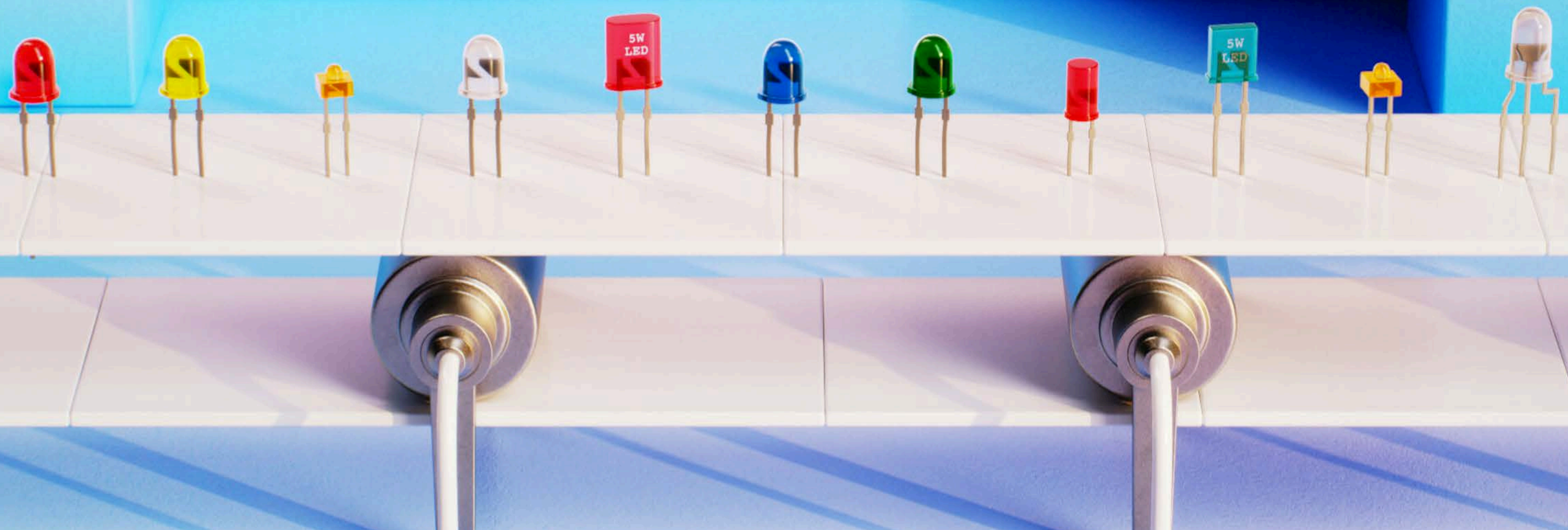
TTI FOS showed up in full force at the WE Annual Leadership Development Summit

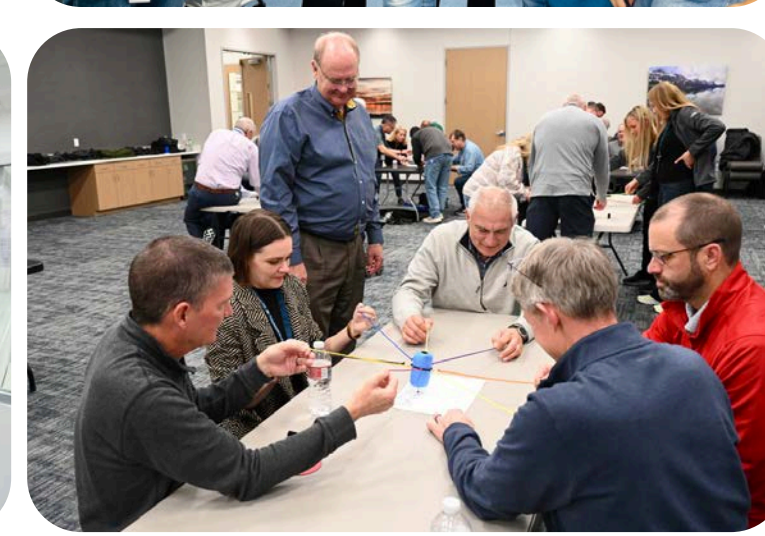
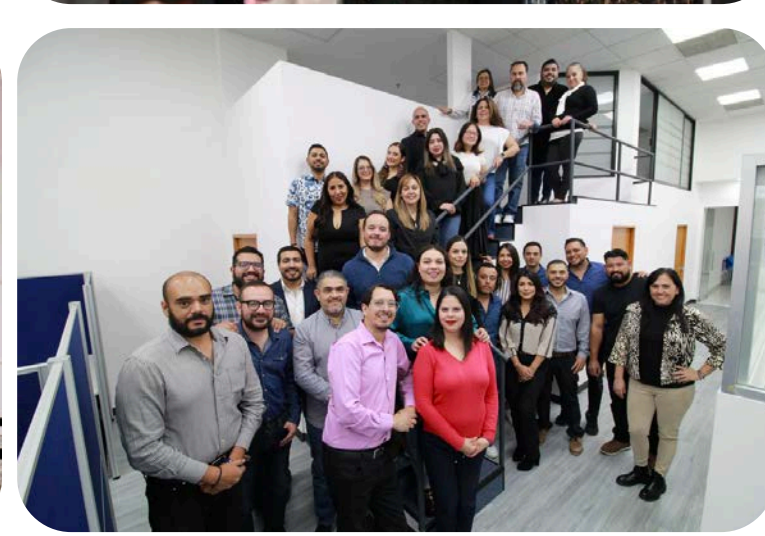
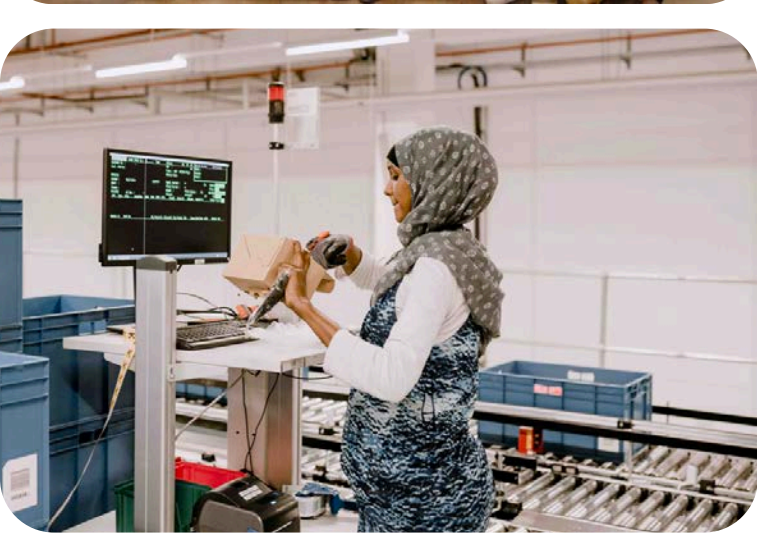
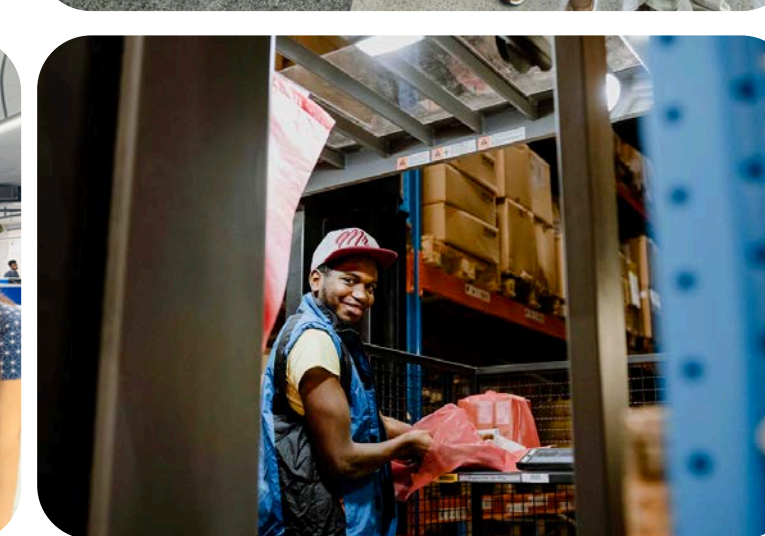
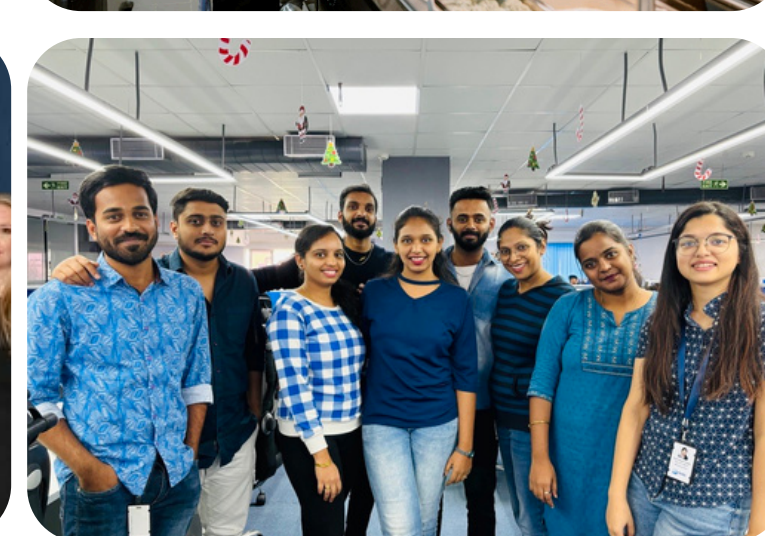
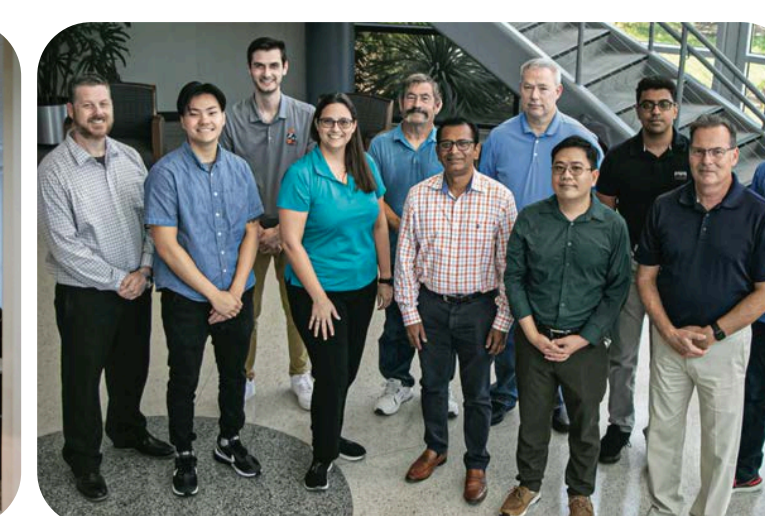
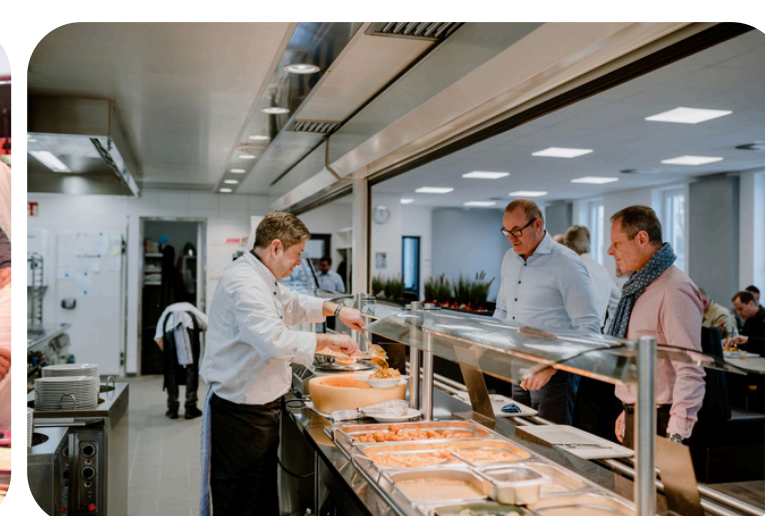


**Platinum-level founding sponsor**

# The Human Component

EMPLOYEE DEMOGRAPHICS	25
EMPLOYEE BENEFITS & ENGAGEMENT	27
LEARNING & DEVELOPMENT	28
SAFETY	29
ETHICAL LABOR PRACTICES	30
PHILANTHROPY & VOLUNTEERISM	31





**Ah Gong Says**

- 10 volunteers
- MC will say some of the actions with the start of "Ah Gong say" & "1" & "2" & "3" & "4" & "5" & "6" & "7" & "8" & "9" & "10"
- If you hear the MC say "1" you need to do the action if you hear "2" you need to do the action if you hear "3" you need to do the action if you hear "4" you need to do the action if you hear "5" you need to do the action if you hear "6" you need to do the action if you hear "7" you need to do the action if you hear "8" you need to do the action if you hear "9" you need to do the action if you hear "10" you need to do the action

# Employee Demographics



## US WORKFORCE DIVERSITY

	2021	2022	2023
White	53%	51%	49%
Hispanic or Latino	21%	23%	24%
Asian	13%	13%	14%
African American or Black	10%	11%	11%
Two or More Races	3%	3%	4%
Native Hawaiian or Pacific Islander	.61%	.60%	.62%
American Indian or Native American	.11%	.22%	.14%
Not Specified	1%	1%	.48%

## GLOBAL AGE

	2021	2022	2023
Over 50 years of age	31%	29%	30%
30–50 years of age	47%	45%	46%
Under 30 years of age	22%	26%	24%

## GLOBAL GENDER

	2021	2022	2023
Women	50%	50%	49%
Men	50%	50%	51%

## GLOBAL FTE\* BY GENDER

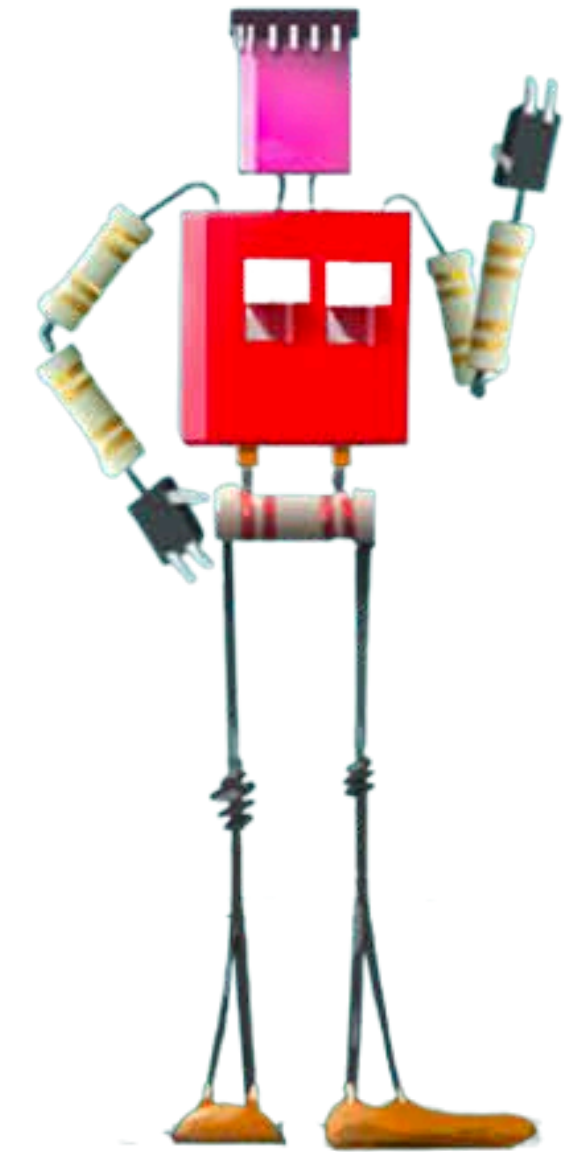
	2021	2022	2023
Women	50%	49%	49%
Men	50%	51%	51%

## GLOBAL PTE\* BY GENDER

	2021	2022	2023
Women	67%	59%	65%
Men	33%	41%	35%

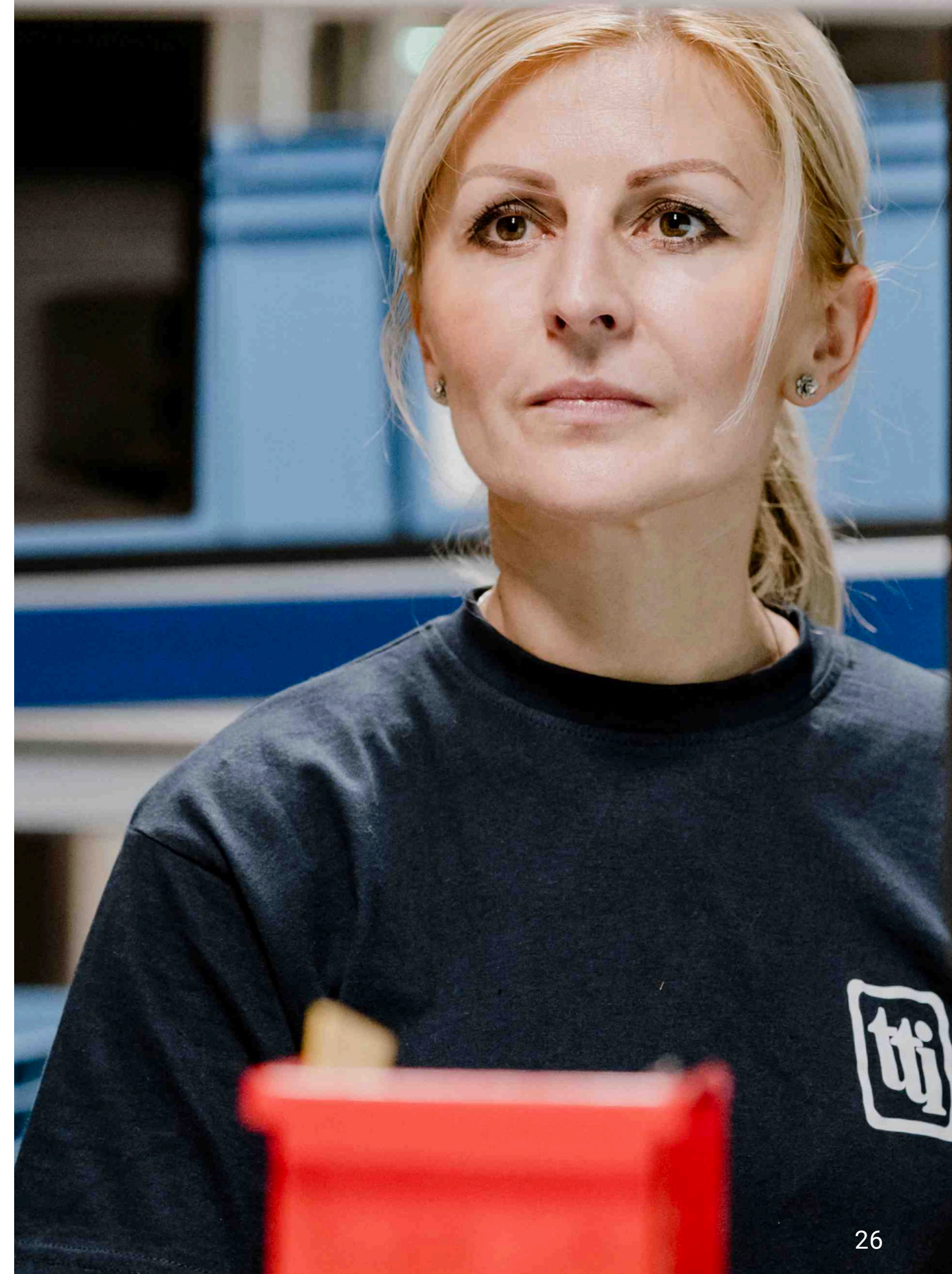
\*FTE - Full-time Employee

\*PTE - Part-time Employee



# Employee Demographics

GLOBAL GENDER BY ROLE	2021	2022	2023
Total Employees	8,043	8,896	9,311
GLOBAL EXECUTIVE LEADERSHIP*			
Women	21%	23%	25%
Men	79%	77%	75%
MANAGER OR HIGHER			
Women	37%	37.5%	37.4%
Men	63%	62.5%	62.4%
SALARIED NON-MANAGER			
Women	50%	49%	48.7%
Men	50%	51%	51.5%
HOURLY ROLES			
Women	55%	54%	55%
Men	45%	46%	45%



## Health Benefits

Our health benefits offered to our both full-time and part-time employees are managed by our Human Resources department. The benefits are regularly assessed by leadership to ensure their competitiveness and fairness. Below are some of the wide-array of U.S. benefits offered to our employees:

- Paid Pregnancy and Parental Leave
- Health Insurance plans that cover Preventive Care such as:
  - Wellness Visits
  - Immunizations
  - Pediatric Screenings
  - Breastfeeding Support
  - Anemia Screenings
- Life and Disability Insurance - Fully paid by company

## Health & Wellness Program

Our Health & Wellness program seeks to educate employees on how to best take advantage of their available benefits while also practicing healthy lifestyles. Resources are easily accessible on our intranet, and monthly updates are emailed to keep employees informed on changes to benefits programs and upcoming wellness events.



Employees attending our annual Health Fair

## Financial Benefits & Compensation

It is our policy to establish a compensation strategy that is competitive within the electronics distribution industry and within our geographical areas. The company recognizes that this is necessary to recruit, attract, retain and reward qualified employees for all positions. The ability to continue to offer competitive compensation is based on our ability to remain profitable and continue to expand our product lines and markets.

We also support the long-term financial well being of our employees through our 401k retirement savings program. All employees are 100% vested from the start, and contributions are matched to the limit of 5%.

## Performance Evaluation Framework

Performance evaluations are a critically important component of our strategy to foster professional career development and improve productivity. They are conducted annually and are based on the foundation of open two-way communication that seeks to provide constructive feedback and praise. The transparency and honesty that goes into this process is critical to engaging our employees and identifying room for personal growth and skills training. In 2023, **99%** of employees who had been assigned performance evaluations had completed them.



## Global Learning and Development

Training is vital to keeping our employees educated and aware of a wide variety of relevant topics that can assist in personal and professional development. Employees have access to self-paced courses covering trainings on diversity, sustainability, ethics and anti-corruption, software applications, and other job-specific trainings. We aim to expand and globalize training requirements over 2024 and beyond to better equip our workforce amidst a rapidly evolving world.

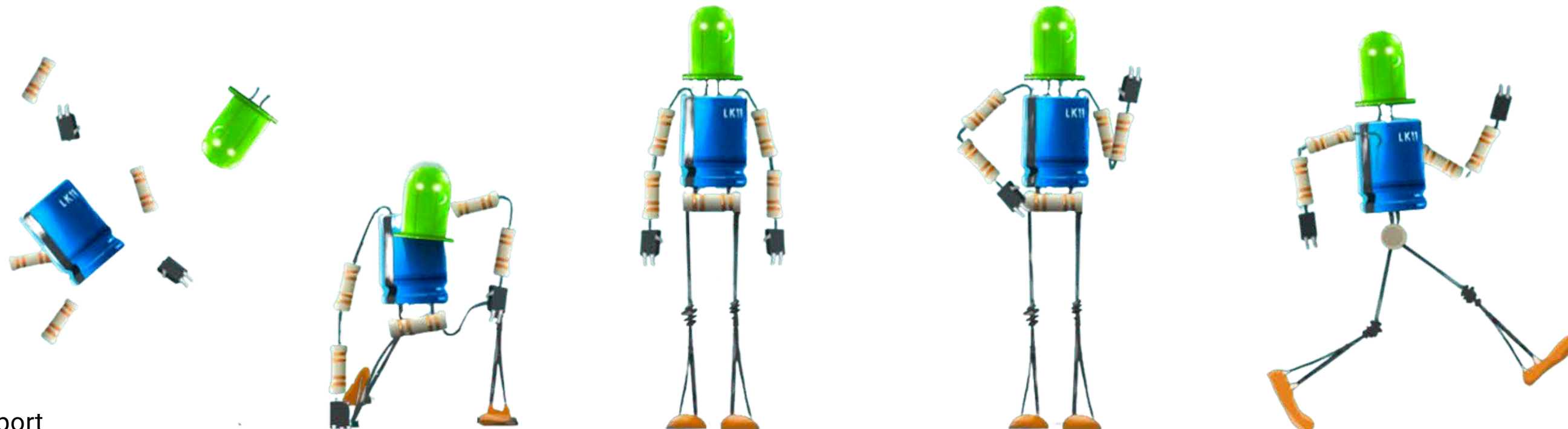
To date, there are more than **16,000** trainings offered through our learning management system.

# 28

Amount of Skills Trainings Offered to Each Warehouse Employee on Average

# 120

Hours of Training per Warehouse Employee on Average

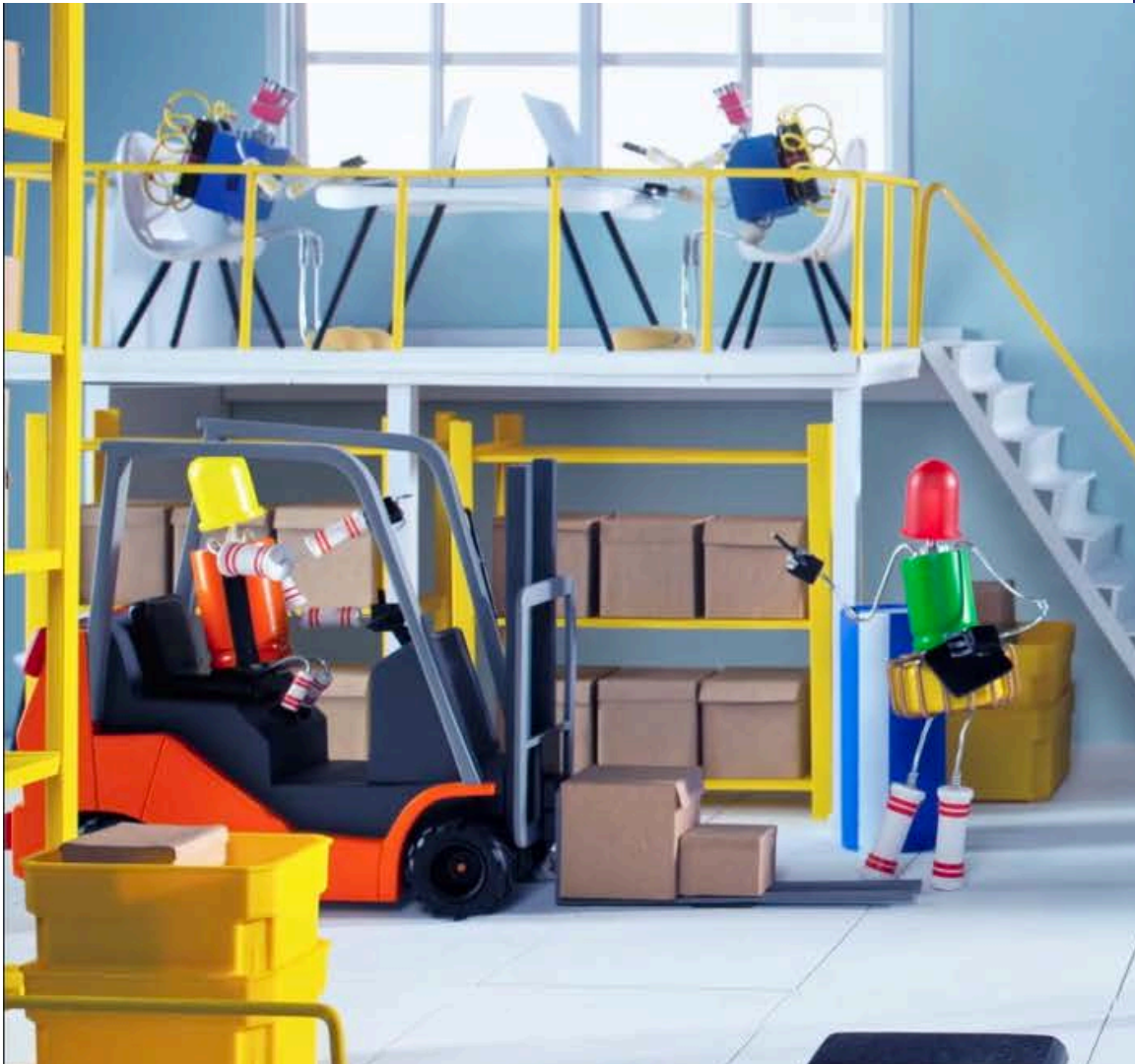


## Tuition Reimbursement Program

We believe that formal education has a positive impact and can enhance one's growth, development, and future potential. That is why for over 20 years, we have offered financial assistance in the U.S. through our tuition reimbursement program for both full-time and part-time employees who choose to pursue individual courses, certificate programs, undergraduate, graduate, or doctoral degrees.

## College Development Program

Individuals from universities across the United States are immersed in the culture and knowledge of all things TTI through the proprietary College Development Program. This program provides an interactive classroom training environment with meaningful job rotations that ensure these participants are equipped for a productive future. Once the training program concludes, the individuals will report to their full-time positions at various locations.



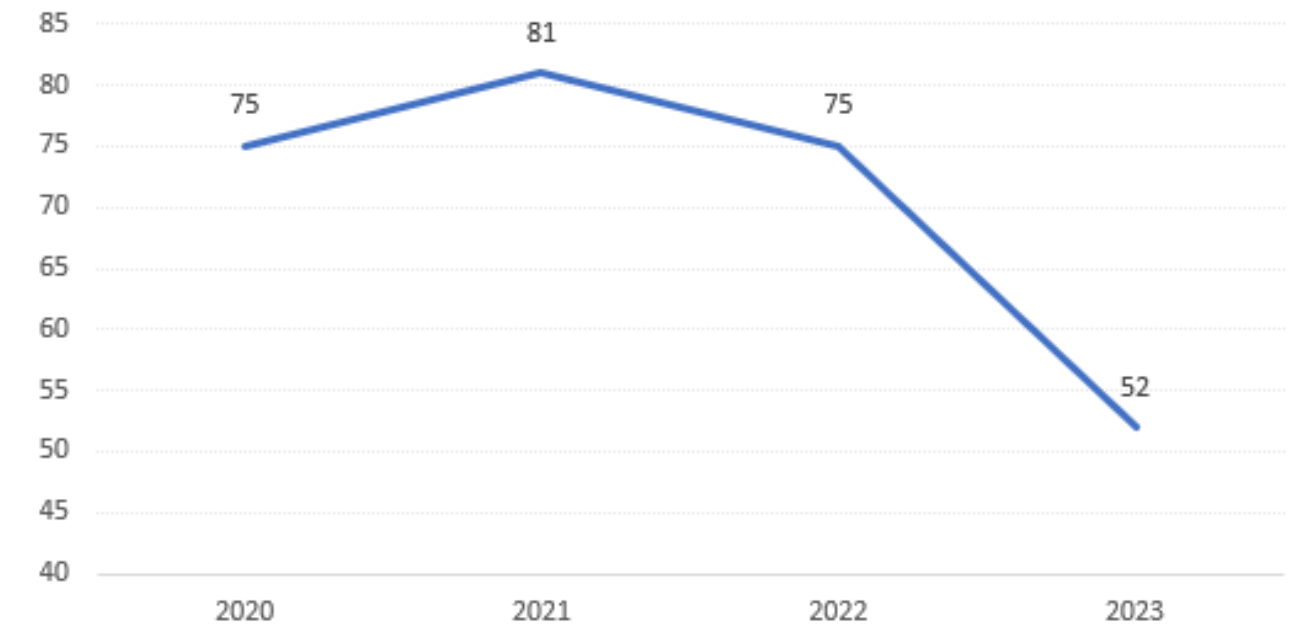
## We conduct

- Internal Safety Audits
- Formal Material Handling Equipment Training with Certifications
- Regularly Held Safety Committee Meetings with Warehouse Employees
- Annual 3rd Party Safety Inspections

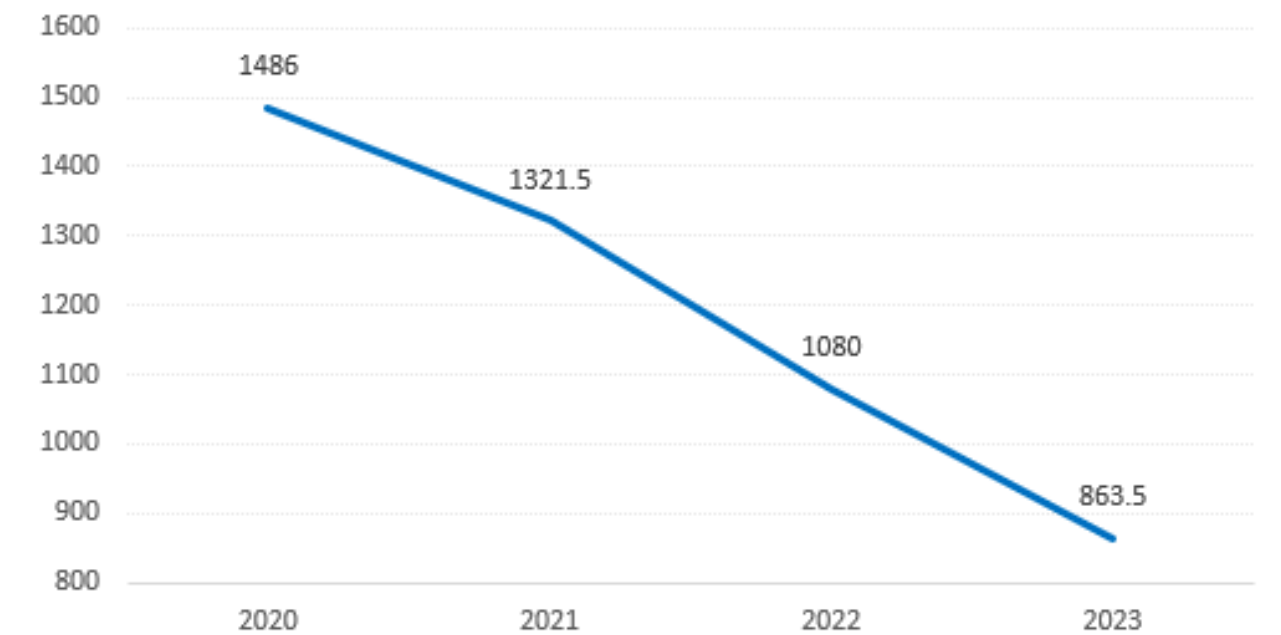
# Safety



Incidents per Year



Days Lost per Year



TTI Electronics Asia PTE Ltd  
obtained



certification for a safe working  
environment at our Singapore  
headquarters.



## Labor and Human Rights Policy

In 2023, we released our first global Labor and Human Rights Policy, which formally stated our non-tolerance of slave labor, child labor, discrimination/harassment, and excessive working hours. The policy also states our recognition of the right for workers to have healthy and safe working conditions along with their ability to collectively bargain without fear of retaliation. In the event of any violation, the policy provides further information on our reporting mechanism and urges our business partners, suppliers, sub-contractors, and consultants to have one as well. The policy was drafted in alignment with ISO 26000, the International Labor Organization (ILO) and the United Nations Global Compact (UNGC)

## Combatting Modern Slavery and Trafficking Policy

In 2023, we updated our global Combatting Modern Slavery and trafficking Policy, which states our zero-tolerance policy of any form of modern slavery or human trafficking within our company. The policy also defines key terms such as modern slavery, human trafficking, involuntary servitude, and child labor in compliance with applicable laws and regulations. Included in the policy is information on how to report any violations without any fear of reprisal or retaliation.

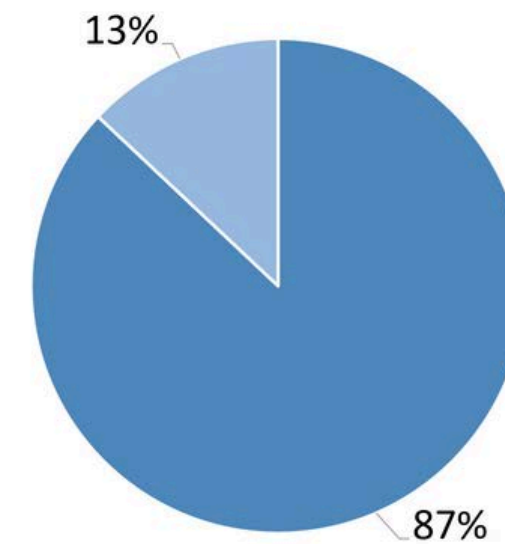
## Adoption of Slavery & Trafficking Risk Template

In 2023, we began the process of completing the Slavery & Trafficking Risk Template (STRT) for its global operations. The STRT is a free, open-source industry standard template that helps companies and their suppliers work together to build socially responsible supply chains by facilitating accurate data collection. We intend on completing the template and posting on our website in 2024.



## Worker's Rights and Benefits

Although not a traditional unionized industry, we support and respect the right of workers to collectively bargain and join a union if they choose to do so.



- Employees not in a Collective Bargaining Agreement
- Employees in a Collective Bargaining Agreement



# Philanthropy and Volunteerism

Philanthropy and volunteerism is at the core of our community involvement practices. We value the individual and ensure that our employees and communities are treated with the highest respect and support. The list of charities that TTI and our employees support is long and diverse. We take the idea of Think Globally - Act Locally to heart and encourage our offices, branches and warehouses around the world to support local causes, giving charitable contributions each year. In 2023, TTI donated a sum of **\$888,811** in charitable contributions.



American Red Cross

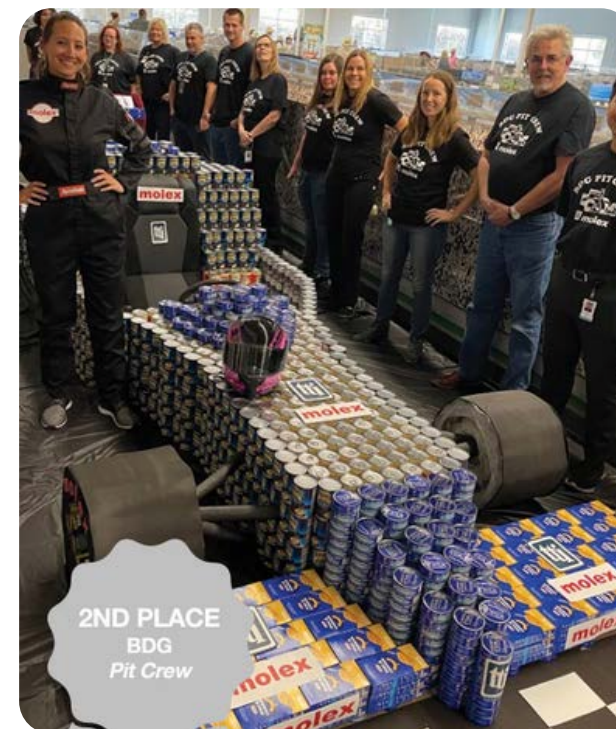


We allow employees the opportunity to give back to their community. We give each employee a volunteer paid time off benefit up to eight hours to volunteer in their communities. In the program's first year, 2013 hours were volunteered by our employees. Additionally, we offer a Workplace Giving Program, which matches charitable contributions by our employees of up to \$250 in the United States. In 2023, **\$29,140** was donated by our employees and was company matched through the Workplace Giving Program.

## Can Construction Annual Fundraiser

This year's can construction entries from the TTI headquarters and the Paul E. Andrews, Jr. Distribution Center, designed in support of the annual canned food drive benefiting the Tarrant Area Food Bank, beat last year's submissions - utilizing 10,000 cans of food! Experienced builders and first-timers brought their creativity and community spirit to the challenge with the College Development Program trainees along with the Learning and Development team taking first place, followed by the BDG Pit Crew, with the Quote teams receiving third place for "Yes, We CAN" a safari-themed entry.

Food is a human right and is an immediate and tangible way to help someone. Every donation of food can make a difference.



# Philanthropy and Volunteerism



Just before Thanksgiving, members of Sager’s Human Resources team proudly volunteered their time to those less fortunate in our community. Laurie Barlow and Ann Marie Barrile volunteered at Sacred Heart Food Pantry in Middleborough, Massachusetts where they helped to assemble and distribute Thanksgiving food boxes to those in need – ensuring these families a warm holiday meal. Each family received a box with stuffing mix, veggies, fruit, rolls, a pie and a frozen turkey.

Volunteers from the Fort Worth branch stepped up to show their community spirit by participating in the Don’t Mess with Texas Great American Cleanup held in Irving, Texas. The branch and local community members spent time collecting trash and recyclables along the Elm Fork of the Trinity River.



On June 14, World Blood Donor Day, Mouser India organized a blood drive that highlighted the company's dedication to making a positive impact on the community. Employees from various departments stepped forward to support the worthwhile cause, demonstrating compassion and solidarity. A total of 85 units of blood were donated, including five units of the rarest blood groups. This will go a long way towards helping others and potentially saving lives.

In December, members of different New England companies of the electronics industry came together for the Women in Electronics annual holiday event. As a way to partake in the season of giving, attendees donated gift cards in support of Rosie's Place - the first women-only shelter in the U.S., founded in 1974.



# Philanthropy and Volunteerism

## An evening of team-building and giving back

When our leadership was presented with a team building activity that gives back to those with mobility challenges - the response was an overwhelming yes! A group of 100 sales, marketing, quality and sustainability professionals came together to get to know each other, collaborate, compete, and build wheelchairs!

An estimated 2.8 million Americans use wheelchairs and many of them don't have the resources for the equipment that would help make their lives easier. It is estimated that there are over 67 million people in need of wheelchairs around the world, many living in isolation.

With the help of Magnovo Training Group, we created camaraderie and engagement through social responsibility. Our team built 25 wheelchairs and donated them to a local hospital!



# Supply Chain Management

OUR APPROACH	35
SUPPLY CHAIN POLICIES	36



## Our Approach to Our Value Chain

In a global economy with increasing complexity and shorter cycle times, our objective is to operate supply chains that can adapt to continuously changing conditions by combining our extensive industry experience with skills in strategy and planning, sourcing and procurement, and distribution. Our philosophy in supply chain management is to achieve and maintain supply chain excellence.

We also recognize that we play a key role in the technology value chain as a trusted partner and driver of change in sustainability. We aim to openly communicate with our valued suppliers and customers on sustainability related topics to help build a better tomorrow that drives long lasting change for our value chain and the world. We actively engage with our value chain through the following methods:

- Conducting thorough supply chain due diligence through codes of conduct and information requests from suppliers
- Cooperating with customer sustainability requests in good faith through our Global Resource Center (GRC), and implementing appropriate changes to the development of our Sustainability program
- Monitoring relevant laws and regulations to determine how best to engage our supply chain partners for compliance
- Attending trainings and workshops with customers and consultants to understand their evolving sustainability needs and to better inform our own requests for our suppliers

We remain committed to upholding responsible procurement practices that prioritize sustainability, fair labor practices, and transparency. By engaging in responsible procurement, we not only benefit our company's practices, but we also contribute to creating a more sustainable and equitable world for everyone and our value chain.



## Supplier Code of Conduct

In 2023, our first Supplier Code of Conduct was drafted with the inclusion of ESG topics to meet the requirements of the German Supply Chain Act and to start sustainability related conversations with our suppliers. While signed acknowledgement was not requested, we successfully sent the Code of Conduct to over 1000 suppliers. The Code included the following key provisions:

- Freely Chosen Employment
- Prohibition of Child Labor
- Migrant Worker Protections
- Freedom of Association
- Prohibition of Unlawful Eviction
- Taking of Land, Forests, and Waters
- Avoidance of Raw Materials that Finance Armed Groups Violating Human Rights
- Compliance with Conflict Mineral Laws

In 2024, we revised our Supplier Code of Conduct to include additional sustainability related expectations including signed acknowledgement, to fully ensure our supply chain operations align their practices with our values and ethics.

We conduct third party due diligence to ensure that any potential business partner has a record of engaging in ethical business practices and afterwards, continues to act consistently with our Supplier Code of Conduct.

Supplier performance is monitored on a regular basis using our Supplier Excellence Award program. This program measures suppliers' performance in the areas of: delivery, functional and administrative quality, business systems, operational capabilities, material content compliance and support.

## Conflict Minerals Policy

For the past decade, we have monitored and continue to monitor the related issues and developments, regarding conflict minerals, as they impact the electronics supply chain. We are fully aware of these laws and standards and will continue to monitor the related, ongoing SEC developments. We are committed to helping our customers comply with all reporting requirements, such as those laid out by United States Dodd-Frank Wall Street Reform and Consumer Protection Act and Regulation (EU) 2017/821 of the European Parliament. We realize the importance of this initiative and we fully support its spirit. To aid customers in determining the component manufacturer's conflict mineral and cobalt position, we provide access to our component manufacturer's statements [here](#).

## Supplier Quality Requirements (SQR) Manual

Our SQR Manual was originally written for quality specific requirements and over the years it has been updated to include requirements beyond quality surrounding the topics of social responsibility, conflict minerals, REACH/ROHS compliance, MSDS compliance, counterfeit parts prevention and trade compliance. The SQR is sent to subcontractors and suppliers with an acknowledgement page that is kept on record with follow-up conducted with those that do not reply.

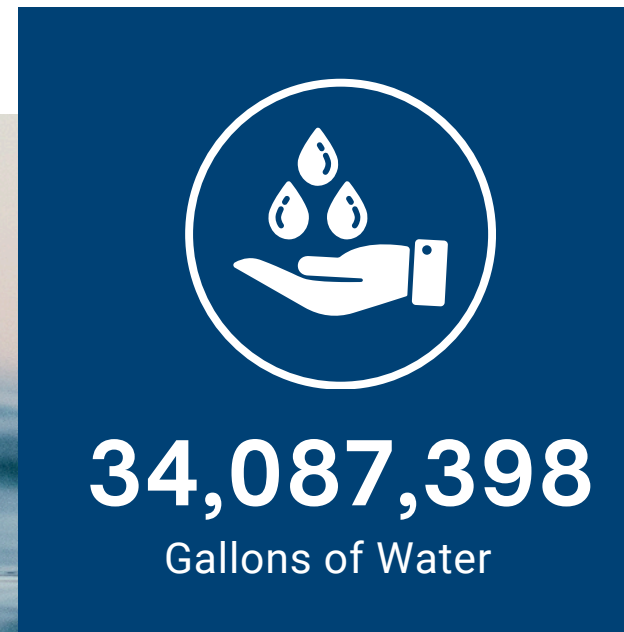
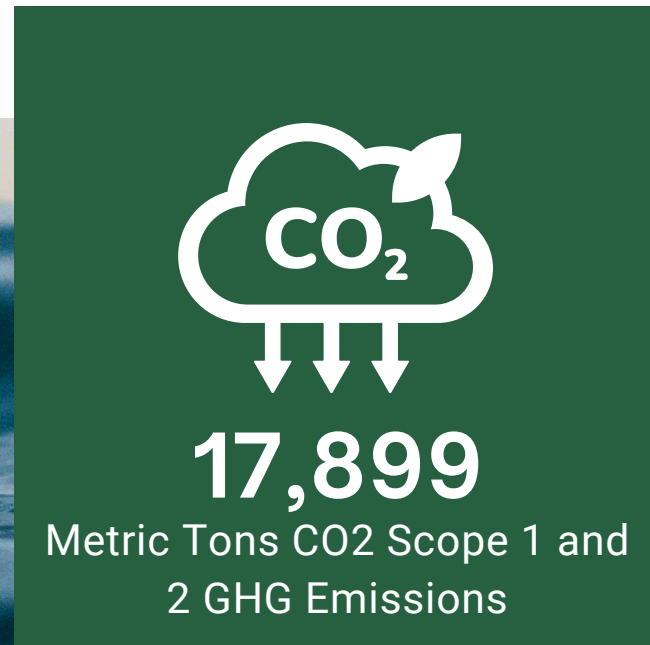
Additionally, we ask that suppliers follow the guidance of ISO-14001 to ensure their environmental processes include conservation and reduction goals.

# Our Footprint

ENVIRONMENTAL RISK ANALYSIS & STRATEGY	39
OUR CARBON FOOTPRINT	41
WATER MANAGEMENT	42
WASTE AND WATER MANAGEMENT	44
ONE TREE PLANTED PARTNERSHIP	46
EARTH DAY AT TTI	47



# 2023 Environmental Impact



Based on the guidance of [ISO 14001](#), TTI's environmental commitment includes conserving energy and water, and recycling wastepaper and packaging materials. We define and achieve these goals by continuously evaluating operations and acting to ensure we are as efficient as possible.

# Environmental Risk Analysis & Strategy

## Managing Environmental Risks

We are committed to environmental stewardship pursuing programs and initiatives designed to protect and improve our environment. Our guiding principles are:

- Reduce and minimize energy and water consumption and prevention of pollution through continual improvement of our environmental management system using recycled materials and earth friendly substances whenever practical.
- Lessen our impact through reusing, recycling, and reducing.
- Determine the significant environmental aspects over which the organization has control. Set and review applicable environmental objectives and targets through periodic meetings.
- Comply with relevant environmental legislation and regulations and with other requirements to which we subscribe, including ISO 14001.

## Locations Certified to ISO-14001

- TTI Corporate Headquarters
- TTI North America Distribution Center
- Mouser Headquarters/Distribution Center
- TTI Europe Headquarters/Distribution Center
- TTI Asia Headquarters/Distribution Center
- TTI Hong Kong Distribution Center
- TTI Shanghai Distribution Center

## Our Strategy in Managing Risk

In 2023, our strategy was focused on expanding our ISO-14001 certifications to our larger strategic locations which distribute product. Managing the footprint of our larger facilities first, allows us to determine best environmental practices that can be adopted for future certifications.

Mouser’s Mansfield distribution center, using the EMS adopted at our North American and Asian locations, was certified in May of 2023. The nearly one million square foot site is responsible for shipping to over 650,000 customers in 223 countries/territories. After its successful audit, our square footage coverage by ISO-14001 certifications for our distribution centers increased from **47%** in 2022 to **71%** in 2023.

In 2023, we also began including environmental awareness training as it pertained to ESG practices and ISO-14001 for onboarding of North American employees. We intend on expanding this to all employees globally in the future.

In 2024, we intend to implement an ISO-14001 certifiable EMS at our newly acquired Braemac distribution centers. In future certifications, our sustainability department plans on globalizing EMS policies and procedures to help facilitate a more efficient certification process.

Goals	Status
Increase ISO-14001 square footage coverage to <b>71%</b> by end of FY2023.	✓
Increase ISO-14001 square footage coverage to <b>72%</b> by end of FY2024.	
Increase ISO-14001 square footage coverage to <b>75%</b> by end of FY2025.	

## Measuring our Carbon Emissions

Understanding our Scope 1, 2, and 3 emissions are key to track, monitor, and set goals for our energy management as a company. We established our emissions baseline in 2020 and have since been tracking our Scope 1 & 2 emissions for all locations globally.

In 2023, we set a goal of reducing our carbon revenue intensity (metric tons CO<sub>2</sub> / millions of revenue in USD) by 15% from 2022-2026. From 2020-2022, we observed a drop in carbon revenue intensity from 2.95 to 1.93 largely due to our expanding revenue and increases in energy efficiency improvements. Our total emissions, however, have been steadily increasing each year, as a result of increased acquisitions and increased business demand.

In 2024, we re-evaluated our carbon emission goals and began calculating our carbon intensity on headcount rather than revenue. While revenue can be an indicator of business growth, its volatility may not be consistent with our growing operations. Headcount is more reflective of our business growth. However, we also intend on continuing to report and track our carbon intensity based off of our revenue. Additionally, we intend on tracking Scope 3 emissions globally in 2024 to be prepared for disclosure to the CDP at the end of the year.

We also aim to obtain third-party assurances over our current Scope 1 & 2 data, and eventually our Scope 3 data in 2024.

## Our Strategy in Energy Management

Reducing our energy usage is key to our commitment to reduce our carbon emissions going forward. Recently, we contracted with Gravity Climate. With Gravity's energy and carbon management platform, we will:

- Explore potential renewable energy options for our key distribution centers, mainly focusing on solar energy
- Build on our progress to increase energy efficiency in new and current buildings through energy audits and improvements
- Use Gravity's automated platform to track our carbon emissions and be prepared for compliance with the CDP and other disclosure efforts
- Identify of emission hotspots throughout our supply chain and prioritize the most cost-effective pathways

In the first two months with Gravity, we measured full Scope 1 and Scope 2 emissions for almost 200 locations, eliminated manual data entry and reporting, completed data traceability to origin, reduced risk, and saved countless hours.

# Our Carbon Footprint



EV charging station powered by rooftop solar at our Maisach, Germany location

## Carbon Emission Intensity

**2.03**

Metric tons of CO<sub>2</sub> / Revenue in Millions of USD

Progress

**7%**

Increase in Carbon Emission Revenue Intensity from 2022-2023

Scope 1

**2,826**

metric tons of CO<sub>2</sub> in 2023

**1.92**

Metric tons of CO<sub>2</sub> / Total Employee Headcount

Goal

**15%**

Reduction in Carbon Emission Headcount Intensity from 2022-2026

Progress

**.05%**

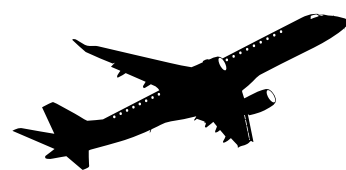
Increase in Carbon Emission Headcount Intensity from 2022-2023

Scope 2

**15,073**

metric tons of CO<sub>2</sub> in 2023

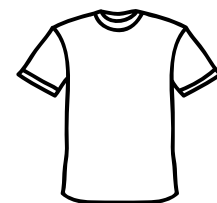
One metric ton of CO<sub>2</sub> is equal to:



A flight from Paris to New York per passenger



138 meat-based meals or 1,961 vegetarian meals



192 cotton T-shirts

# Water Management



## Our Strategy in Water Management

Water conservation is a critical piece of our global sustainability efforts. As a part of our Environmental Management System (EMS) policies and sustainability program, we remain committed to reduce and minimize water consumption by doing the following:

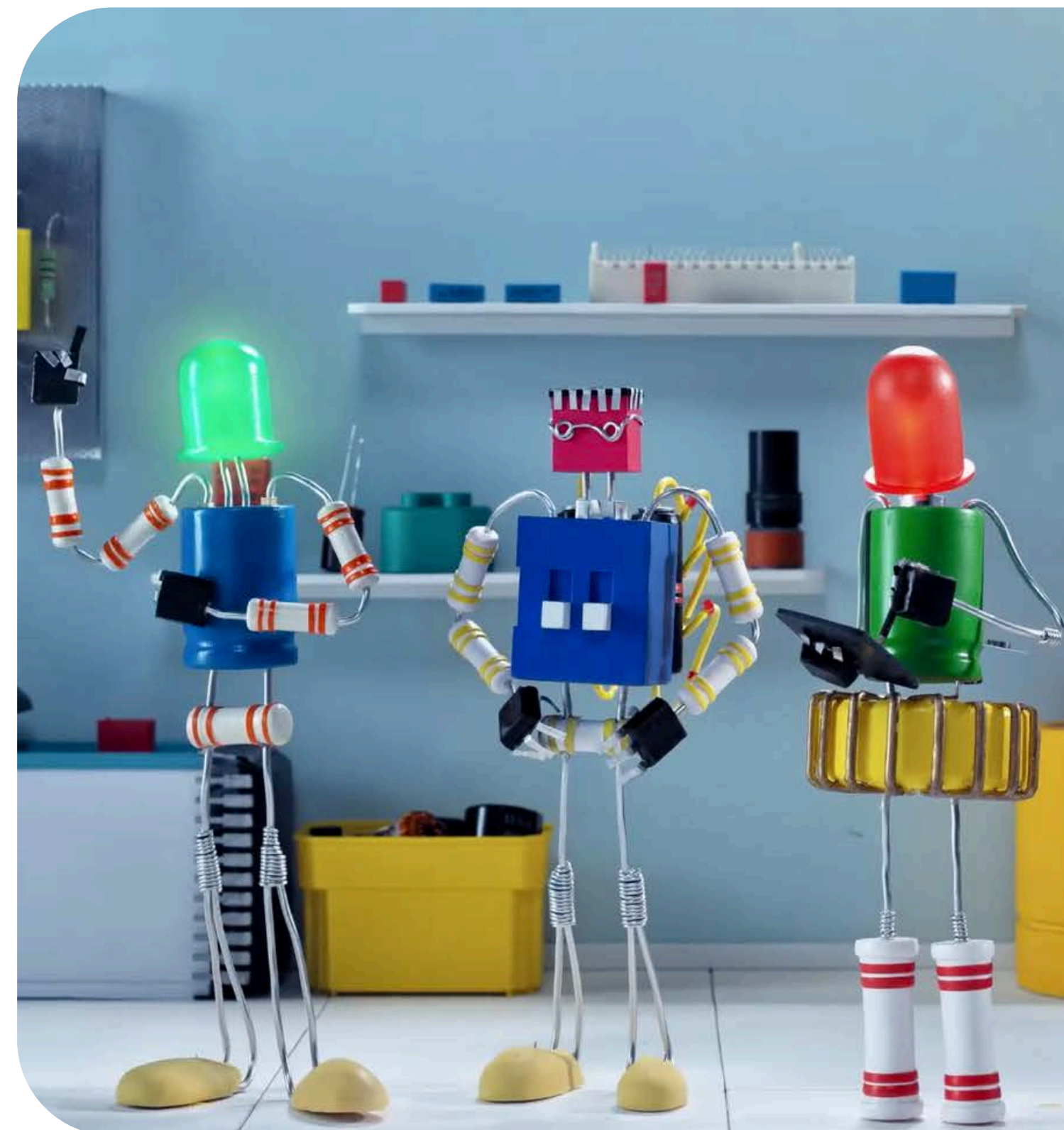
- Expanding ISO-14001 certifications, and eventual adoption of a global EMS
- Actively engaging and training employees on best water conservation practices through required ISO-14001 training sessions
- Identifying and sharing water management best practices to uniformly display our commitment to reducing and minimizing water usage
- Including low-flow toilets and auto shut off faucets in both newly constructed and current facilities

## Tracking Water Consumption

ISO-14001 facilities report their water usage. Similar to waste, water usage is also important to calculate Scope 3 emissions.

Our current goals aim to reduce water usage by 15% from 2022-2026 through the use of better practices and improvements. For 2023, we observed an increase of about 4,000,000 gallons of water consumed.

In the coming years, we hope to begin expanding water tracking for sales offices. Doing so can help us have a clearer image of our global water consumption.



# Water Usage



**30,364,317**

Gallons water used in 2022

**34,087,398**

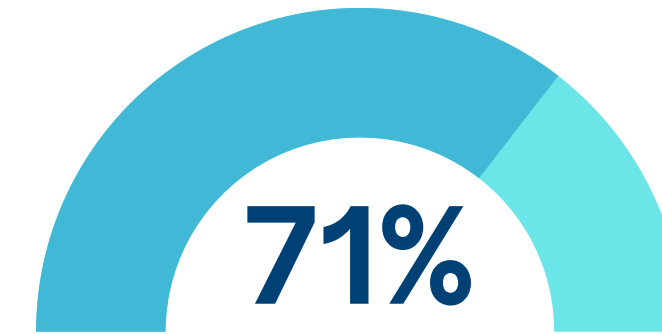
Gallons water used in 2023

**Goal**  
**15%**  
Reduction in water intensity from 2022-2026

**8%**  
Increase in water intensity from 2022-2023



A **12%** increase in water consumption from 2022-2023



of our global square footage reports water consumption\*



# Waste and Hazardous Materials Management



## Our Strategy in Waste Management

Our primary source of waste is from shipping materials used by our distribution centers. Our waste reduction efforts primarily focus on the following:

- Strengthening recycling across all locations and reducing the amount of waste sent to a landfill
- Continuing to recycle 100% of our cardboard used
- Complying with REACH, POP, RoHS, and WEEE directives as applicable
- Actively engaging and training employees on best waste management practices through required ISO-14001 training sessions
- Use recycling providers that provide proper traceability and ensure recycled material reaches appropriate facility
- Globalizing recycling and waste management practices to uniformly display our commitment to reducing waste

## Handling of Hazardous Waste

We handle hazardous waste as mandated by applicable regulations and our policies. This includes receiving and handling all relevant Safety Data Sheets. Any hazardous waste is also properly handled by employees who are well-trained.

## Tracking Solid Waste

We monitor solid waste as an indicator of prevention of pollution while practicing recycling of cardboard and plastics within applicable locations. Measuring this not only aids our waste management system, but also assists in tracking Scope 3 emissions. Our current goals aim to reduce solid waste intensity by 15% from 2022-2026 through the use of better practices. In 2023, we were on track to meet this goal as solid waste intensity declined by 16% from 2022. We also intend on expanding our solid waste tracking to all distribution centers globally to better understand our waste production as a whole and revisit our current goals.





**378,356**

Pounds of Solid Waste produced in 2022

**334,369**

Pounds of Solid Waste produced in 2023

**Goal**

**15%**

Reduction in Solid Waste Intensity from 2022-2026

**Progress**

**16%**

Reduction in Solid Waste Intensity from 2022-2023



**3,187,220**

Pounds of Recycled Content in 2023

**Progress**

**286%**

Increase in Recycled Content from 2022-2023

# Mouser and Analog Devices' Partnership with One Tree Planted



In February 2023, TTI subsidiary Mouser Electronics Inc. and its valued manufacturer partner, Analog Devices, pledged that with the purchase of each Mouser order including at least one line of Analog Devices products, both companies would donate funds to One Tree Planted to plant trees across the two regions. The program began in Europe initially, and after much success, it was extended to the United States in July.

In December, Mouser was pleased to announce that the fundraising goals had been met to donate to One Tree Planted for the purpose of planting 100,000 trees across Europe and 50,000 trees across the United States. In Europe, the trees were planted across Denmark, Ireland, Portugal, Netherlands, Scotland, Germany, and Spain. In the United States, One Tree Planted focused on urban planting and forest fire recovery projects in several states.

"We are very excited to have met our 2023 fundraising goals, with our customer support, to contribute to this meaningful environmental program," said Marie-Pierre Ducharme, Vice President EMEA Supplier Marketing & Business Development at Mouser Electronics. "We thank the many European and American customers who supported this worthwhile initiative."

"With Mouser Electronics' commitment to giving back to the environment by planting trees, we are restoring forests, creating habitat for biodiversity, and making a positive social impact in projects across Europe and the United States," said Louis Lagoutte, Regional Fundraising Director for Europe at One Tree Planted.

Trees provide substantial benefits to the environment and our communities. One Tree Planted is an environmental nonprofit focused on global reforestation. As an official partner of the United Nations Decade on Ecosystem Restoration, they have planted over 100 million trees in more than 80 countries across the globe since 2014. In 2022 alone, they planted over 52 million trees – more than doubling their 2021 impact. They work to re-establish woodland, improve water and soil quality, and restore habitat for biodiversity in areas that have been degraded or deforested.

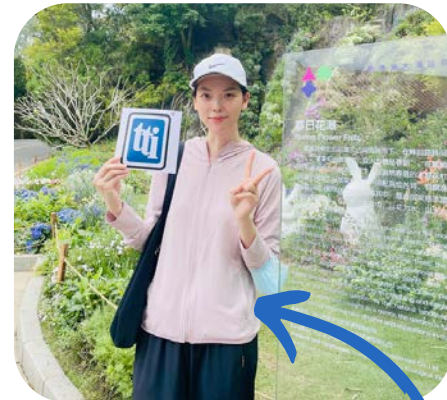


# Earth Day at TTI

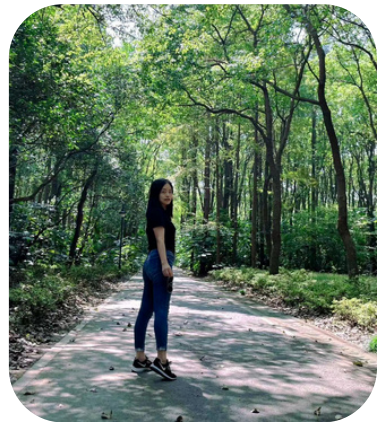
We are proud to celebrate Earth Day every year along with our commitment to sustainability and environmental responsibility. We recognize that protecting our planet is critical to ensuring a healthy and prosperous future for all, and we're dedicated to doing our part to make a positive impact. As a company, we have together continually taken steps toward reducing our emissions and minimizing our impact on the environment.



In honor of Earth Day 2023, our TTI Asia employees chose different ways to minimize their carbon footprint as a part of their commitment to sustainability.



Employees spent time in nature and observe their local biodiversity.



**tti EARTH DAY 2023**  
22 APRIL 2023

**Reduce, Reuse, Recycle.**  
Reuse: Use reusable water bottles, shopping bags, and coffee cups and repurpose jars and containers for storage.

**Sustainable Transportation**  
Instead of driving alone, use public transportation, bike or carpool to reduce your carbon footprint.

**Home Garden**  
A healthy garden will attract different life forms and will help reduce your carbon footprint.

**Donate**   
Support environmental organizations that are working to protect the planet and promote sustainability.

SCAN ME

HAPPY EARTH DAY APRIL 22

take a photo and share with us what you have done to protect our planet

In anticipation of Earth Day 2023, our employees were encouraged to protect our planet in many different ways.

Others used glass cups instead of plastic ones.



A branch manager planted onions!



Some decided to ride their bike to work, instead of driving.



# ESG Appendix & Goals

ENVIRONMENTAL APPENDIX & GOALS	49
SAFETY APPENDIX	50
ENVIRONMENTAL METHODOLOGY	51



# Environmental Appendix & Goals



Year	Natural Gas Usage (MCF)	Scope 1 Emissions (metric tons CO2)	Electricity Usage (kWh)	Scope 2 Emissions (metric tons CO2)	Total Emissions (metric tons CO2)	Carbon Headcount Intensity (metric tons CO2 / Global Headcount)	Carbon Revenue Intensity (metric tons CO2 / millions of revenue in USD)	Water Usage (gallons)	Water Intensity (gallons / Global Headcount)	Solid Waste Produced (lbs)	Solid Waste Intensity (lbs / Global Headcount)
2020	52,000	2,860	35,174,000	13,341	16,201	2.23	2.95	30,364,317	4,187.03	371,040	51.16
2021	60,091	3,305	36,865,000	14,285	17,234	2.14	2.24	35,317,960	4,413.64	578,294	72.27
2022	46,982	2,584	39,425,000	14,401	16,985	1.91	1.89	30,272,898	3,402.98	378,356	42.53
2023	51,382	2,826	41,387,000	15,073	17,899	1.92	2.03	34,087,398	3,660.98	334,369	35.91

*\*Water and Solid Waste data is only published for 30 strategic locations that represents approximately 70% of our workforce and 76% of our global square footage\*  
 \*Data and goals are subject to change with third party validation\**

GOAL #1:

**15%**

Reduction in Carbon Headcount Intensity from 2022-2026

GOAL #2\*:

**15%**

Reduction in Water Intensity from 2022-2026

GOAL #3\*:

**15%**

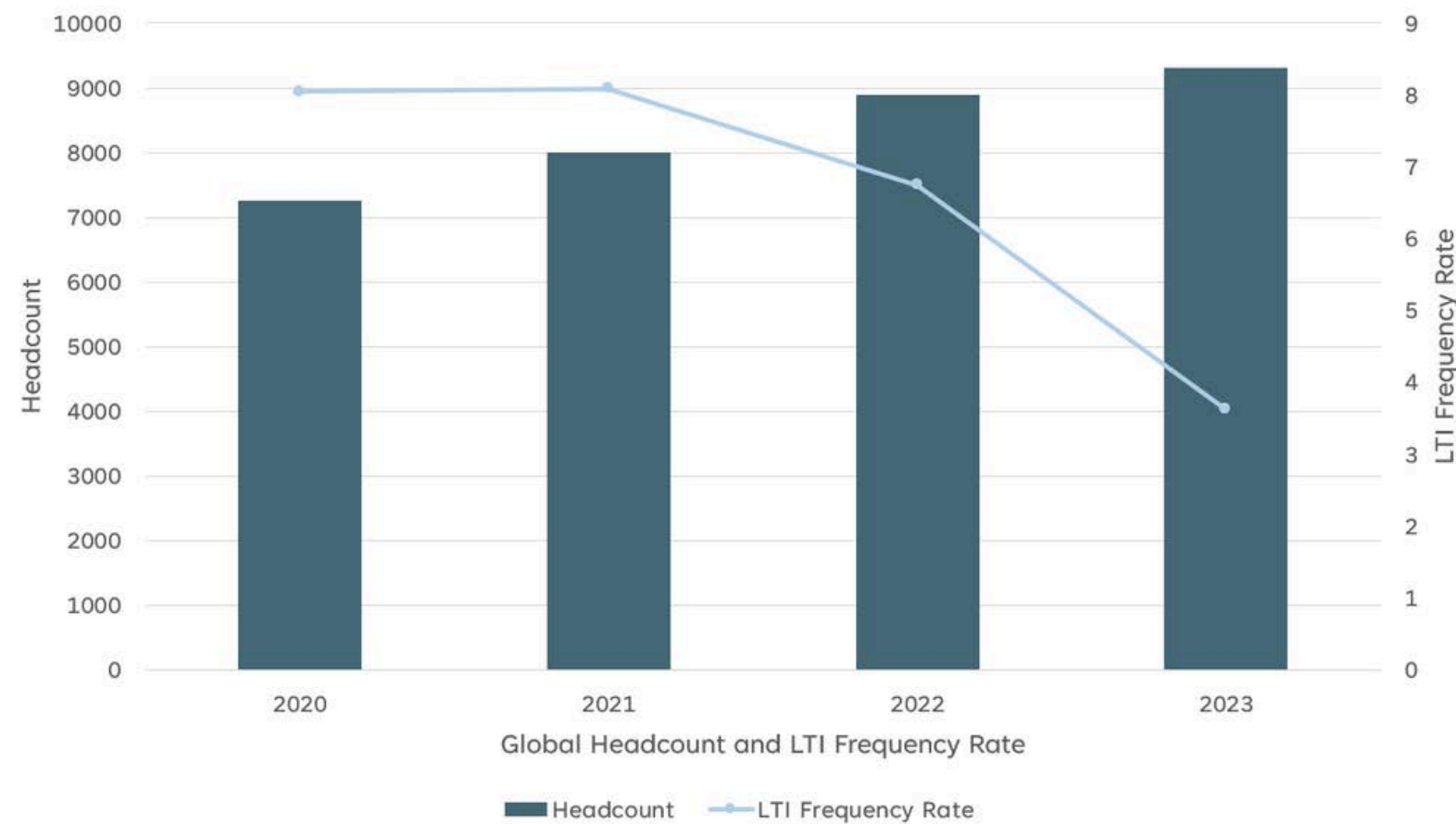
Reduction in Solid Waste Intensity from 2022-2026

*\*In last year's sustainability report we reported reduction goals for our overall water and waste numbers. Our intent was to state a goal of 15% reduction in water and waste intensity. That has been corrected in this report.*

# Safety Appendix



Year	Number of Injuries per Year	Number of Days Lost per Year	Total Hours Worked per Year	LTI Frequency Rate	LTI Severity Rate
2020	75	1,486	9,321,660	8.046	159.414
2021	81	1,322	10,013,460	8.089	131.972
2022	75	1,080	11,114,744	6.748	97.168
2023	52	864	14,339,584	3.63	60.22



*\*Lost Time Frequency Rate: The number of total injuries per year multiplied by 1,000,000 and divided by the total hours worked that year. Out of 1 million hours worked, the number posted is the potential lost time incidents that could have occurred.*

*\*Lost Time Severity Rate: The number of total days lost per year due to an injury multiplied by 1,000,000 and divided by the total hours worked that year. Out of 1 million hours worked, the number posted is the potential lost time days that could have occurred.*

# Environmental Methodology

Gravity’s greenhouse gas emissions calculations follow the Greenhouse Gas Protocol, the gold-standard methodology in carbon accounting. The Gravity platform includes extensive features around transparency and visibility into methodology, including calculation-level emission factor transparency, primary data attachments, and exports of all calculations. To supplement the platform, this document provides additional details on the emissions sources and data included in the 2023 carbon footprint, as well as additional methodological notes where warranted – for example, for cases in which physical-activity data (e.g., kilowatt hours, gallons of fuel) was unavailable and estimates were used. Emissions calculations are based on all data submitted by company personnel. Please don’t hesitate to reach out to [support@gravityclimate.com](mailto:support@gravityclimate.com) with questions.



Emissions Category	Business Activity	Data Used	Additional Methodological Notes, Where Relevant
SCOPE 1 Stationary Combustion	Natural gas used at offices and facilities.	<p>For 22 strategic locations, primary physical-activity data was supplied through utility bills or direct software integration with the utility provider via API. Approximately 2% month-consumption was estimated due to utility bill gaps. For 1 strategic location, primary physical-activity data was supplied through company-compiled spreadsheets. For the remaining 8 strategic locations, there is no natural gas consumption.</p> <p>For all other 160 global locations, natural gas consumption was estimated based on building square footage and geography.</p>	<p>TTI operates roughly 30 “strategic locations” with the biggest operations. For this measurement cycle, primary data collection was concentrated in these sites, while estimates were made for the other global locations. In future reporting cycles, there is an opportunity to incorporate an increasing amount of primary energy consumption data.</p> <p>For the locations where estimates were made, a country-specific building energy intensity metric was applied based on each building’s square footage and location. These metrics were sourced from IEA’s Building Energy Performance Metrics report (August 2015), the most recent source with comprehensive global energy intensities identifiable. Although more recent data exists for average energy intensities within certain geographies (e.g., the European Union), it is intended that adopting a single, multi-country source from the same year across locations will enable more consistent and meaningful inter-location comparisons.</p> <p>To identify the portion of energy consumption attributable to stationary combustion, the IEA’s average of an 8:18 ratio between Scope 1: Scope 2 for building energy consumption was employed.</p>
	Diesel and gasoline generators are used at some sites.	Activity data on fuel consumption for gasoline generators provided for 10 sites.	Achieving greater data coverage on fuel consumption for generators at other sites will be a focus in future reporting cycles.
SCOPE 1 Mobile Combustion	Fleet of 25 company-controlled light- and medium-duty trucks and passenger cars.	Average annual fuel consumption provided for 4 vehicles, and average vehicle-miles or vehicle-kilometers provided for the remainder.	Cars and light-duty trucks assumed to use gasoline. Medium-duty trucks assumed to use diesel.

# Environmental Methodology



<b>SCOPE 1 Fugitive</b>	Refrigerant leakage from HVAC systems. No large refrigeration present at any facilities. Fort Worth refrigeration systems are central plant-based and monitored for leakage and faults.	None – not included.	No data was possible to obtain this reporting cycle on refrigerant leakage. Although this is not expected to comprise a large portion of the overall footprint, future reporting cycles offer an opportunity to collect data for this category.
<b>SCOPE 1 Process</b>	N/A.		
<b>SCOPE 2 Acquired Energy</b>	Grid-purchased electricity at offices and facilities.	<p>For 22 strategic locations, primary physical-activity data was supplied through utility bills or direct software integration with the utility provider via API. Approximately 5% month-consumption was estimated due to utility bill gaps. For 9 strategic locations, primary physical-activity data was supplied through company-compiled spreadsheets.</p> <p>For the remaining 160 global locations, an estimate based on building square footage and geography was taken.</p>	<p>TTI operates roughly 30 “strategic locations” with the biggest operations. For this measurement cycle, primary data collection was concentrated in these sites, while estimates were made for the other global locations. In future reporting cycles, there is an opportunity to incorporate an increasing amount of primary energy consumption data.</p> <p>Electricity consumption estimates are combined with a geography-specific emission factor so final emissions results incorporate different grid-level emissions intensities.</p> <p>For the locations where estimates were made, a country-specific building energy intensity metric was applied based on each building’s square footage and location. These metrics were sourced from IEA’s Building Energy Performance Metrics report (August 2015), the most recent source with comprehensive global energy intensities identifiable. Although more recent data exists for average energy intensities within certain geographies (e.g., the European Union), it is intended that adopting a single, multi-country source from the same year across locations will enable more consistent and meaningful inter-location comparisons.</p> <p>To identify the portion of energy consumption attributable to electricity, the IEA’s average of an 8:18 ratio between Scope 1: Scope 2 for building energy consumption was employed.</p>



the **TTI FAMILY** of **SPECIALISTS**



TTI, Inc.  
1.800.CALL.TTI  
[www.tti.com](http://www.tti.com)

TTI EMEA  
[www.ttieurope.com](http://www.ttieurope.com)

TTI APAC  
[www.ttiasia.com](http://www.ttiasia.com)

Mouser Electronics  
1.800.804.3888  
[www.mouser.com](http://www.mouser.com)

Sager Electronics  
1.800.724.3780  
[www.sager.com](http://www.sager.com)

eXponential Technology Group  
[www.xtgcorp.com](http://www.xtgcorp.com)

RFMW  
1.877.367.7369  
[www.RFMW.com](http://www.RFMW.com)

Symmetry Electronics  
1.866.506.8829  
[www.symmetryelectronics.com](http://www.symmetryelectronics.com)

Changnam I.N.T. LTD.  
82.2.2068.0412  
[www.changnam.com](http://www.changnam.com)

Connected Development  
1.800.375.6050  
[www.connecteddev.com](http://www.connecteddev.com)

Paragon Innovations  
1.866.242.1062  
[www.paragoninnovations.com](http://www.paragoninnovations.com)

BGM Electronic Services  
1.586.997.7090  
[www.bgm-es.com](http://www.bgm-es.com)

Braemac Pty Ltd.  
[www.braemac.com](http://www.braemac.com)

Ecopac Power  
[www.ecopacpower.co.uk](http://www.ecopacpower.co.uk)

