



TTI Family of Specialists

2025 SUSTAINABILITY REPORT





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Tiny wings, Big impact.

This report is dedicated to bees—champions of biodiversity and a powerful reminder of how small actions can drive meaningful change. Where you see a blue box with our spokesbee, you will learn a fun fact.

More information is provided on page [3](#) and page [59](#) of this report.



Biodiversity in Action: Supporting Pollinators

As part of our commitment to biodiversity and environmental stewardship, TTI and Mouser has engaged with Oak Cliff Bee Company to implement a corporate hive management program at two key locations: TTI Americas Distribution Center in Fort Worth, Texas and Mouser Electronics in Mansfield, Texas.

Why Pollinators Matter

Pollinators, especially honeybees, play a critical role in maintaining healthy ecosystems and supporting global food systems. It is estimated that a significant portion of agricultural crops depend on pollination, making bee population health essential to biodiversity and food security. However, pollinator populations have faced increasing challenges due to habitat loss, climate change, and pesticide exposure.

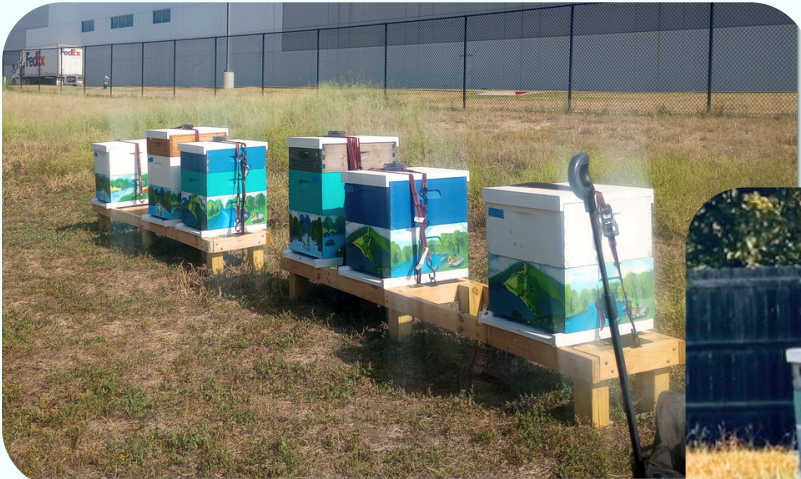
Environmental Impact

By hosting managed hives, we support local pollinator populations and contribute to broader ecosystem health in North Texas. These hives help:

- Enhance local biodiversity and pollination activity
- Support native plant life and surrounding green spaces
- Raise awareness about the importance of pollinators

This Year’s Report

The bee theme was selected for this year's sustainability report because it symbolizes many of the values that guide our sustainability journey: collaboration, resilience, stewardship, and shared purpose. Through our managed hive program, we are supporting biodiversity while creating opportunities for employee engagement and environmental education. Like a thriving hive, meaningful sustainability progress depends on many individuals working together toward a common goal.





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Our CEO's Message

As we come to the close of 2025, I'm reminded of the privilege it is to write this annual letter to our remarkable customers, suppliers, and of course our Family of Specialists. Each year brings its own set of challenges and triumphs, and this year has been no exception. Through it all, your dedication, resilience, and spirit have continued to set TTI apart as a leader in the global electronic components industry.

This year, our industry continued to adjust after several years of rapid change. We saw supply chains become more predictable, and inventory levels return to healthier patterns. While there were still challenges, economic uncertainty, evolving customer needs, and new technologies – we remained steadfast in our commitment to excellence. Instead of simply reacting to market uncertainty, we focused on planning ahead, strengthening our partnerships, and finding new ways to serve our customers and suppliers.

TTI Culture and Values

Our greatest strength is our people, now over 9,000 Specialists worldwide, each of whom brings a unique perspective, skillset, and passion to our company. The values of honesty, hard work, and a relentless pursuit of quality remain at the heart of everything we do. Our culture of kindness, compassion, and ethical business practices is what makes TTI not just a great company, but a great place to work.

We continue to invest in our team's growth and well-being, providing opportunities for career development, leadership, and innovation. Our promise is to maintain a financially stable company, to safeguard our culture, and to ensure that every Specialist feels valued and empowered.

Looking Ahead

I am excited about the opportunities before us. The demand for electronic components will continue to grow, driven by new technologies and applications. We will remain focused on our core competencies, saying "yes" to the right opportunities and "no, but thank you" to those that don't align with our specialization. Our commitment to quality, service, and partnership will continue to set us apart.

TTI remains committed to advancing responsible and sustainable business practices. This includes continued focus on our people, strengthening ethical governance, and working collaboratively with customers and suppliers to build resilient and efficient supply chains. We recognize that sustainability is an ongoing journey, and we are committed to making thoughtful, disciplined progress that aligns with our values and supports the long-term success of our stakeholders.



Mike Morton
Chief Executive Officer, TTI, Inc.



Introduction

About our Report

The data and information contained in this report pertains to TTI, Inc.’s activities from January 1, 2025 to December 31, 2025. Some subsequent initiatives/events are also included. Since 2023, TTI, Inc. has published sustainability reports annually. Prior reports can be found on [TTI’s Sustainability website](#). The terms “we,” “our,” “ours,” “us,” “TTI” and the “company” refer to TTI, Inc., and its subsidiaries. A detailed view of our subsidiaries can be found [later](#) in this report.

This report is prepared in accordance with the Global Reporting Initiative (GRI) standards. More information can be found in the Appendix. Specific ESG topics mentioned in this report are aligned with GRI and ESRS definitions. Limited Assurance was conducted on 2024 and 2025 environmental data. This report is not third-party verified. For any questions regarding this report, please contact sustainability@ttiinc.com.

Restatements of Information

This report includes an updated Environmental Appendix. In previous years, TTI reported ‘Purchased Steam/Heat/Cooling and Other Purchased Energy’ as Scope 1 energy. Upon review, this category should be classified as Scope 2. TTI also found that Natural Gas was incorrectly included in Purchased Energy and should instead be categorized as Scope 1 fuel consumption. Because TTI does not have data for Purchased Energy, this line item has been removed from the Appendix.

This report includes updated U.S Workforce Diversity data for 2024. Rounding up percentages resulted in the total exceeding 100%. The way this is represented has been changed: where a ethnicity group is less than half a percent it will be represented as zero, less than one percent will be represented as <1%, and all others will be represented as a whole percentage.

About TTI and the Family of Specialists

TTI, Inc., a Berkshire Hathaway company, is an authorized specialty distributor of interconnect, passive, electromechanical components, and semiconductors and the distributor of choice for electronics manufacturers worldwide.

The TTI Family of Specialists is made up of TTI, Mouser Electronics, Sager Electronics, and the Exponential Technology Group, which includes Braemac, RFMW, Changnam International and Connected Development. We ensured that each brand retained its identity and specialty, giving them the ability to focus on and excel within their specific niche; while creating a network of cooperative selling and service unmatched by any other electronic component distributor in the world. Operating independently not only lets them concentrate on their individual specialties, it ensures they can maintain and build on their existing customer and supplier relationships while offering product opportunities, designing capabilities, and services well beyond their niche. The TTI Family of Specialists provides the absolute best in products and services to the electronic component customer, combining cooperation and common goals with superior specialization.

Together, we're a family of dedicated, talented, and motivated specialists working to enhance and change how the world communicates and connects.



Bees have 2 stomachs – one for eating, and one for storing nectar and processing it into honey!



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



4.0M
Global Warehouse
Square Footage



9,035
Employees



2M
Part Numbers



Organizational Profile*



*While not pictured above, the following are also covered by this report: Crowd Supply



ESG Steering Committee



JOHN ARCHER
SVP/Chief Administrative &
Legal Officer
TTI, Inc.



MICHAEL KENNEDY
President
Exponential Technology Group
SVP Business Development
TTI, Inc.



JEFF RAY
SVP Global Strategic
Accounts
TTI IP&E



KEVIN SINK
VP Quality
TTI Americas



JEREMY LANE
VP Change Management,
Strategic Transformations
& Learning Development
TTI IP&E



MARC WINFIELD
SVP Sales
TTI Europe



HEIKE BLODIG
VP Quality & Compliance
TTI Europe



LORI HARTMAN
SVP Customer Experience
Mouser



MELISSA CEVEDA
VP Human Resources
Exponential Technology
Group



JOSH LEVINE
VP Global Operations
Compliance & Quality
Exponential Technology
Group

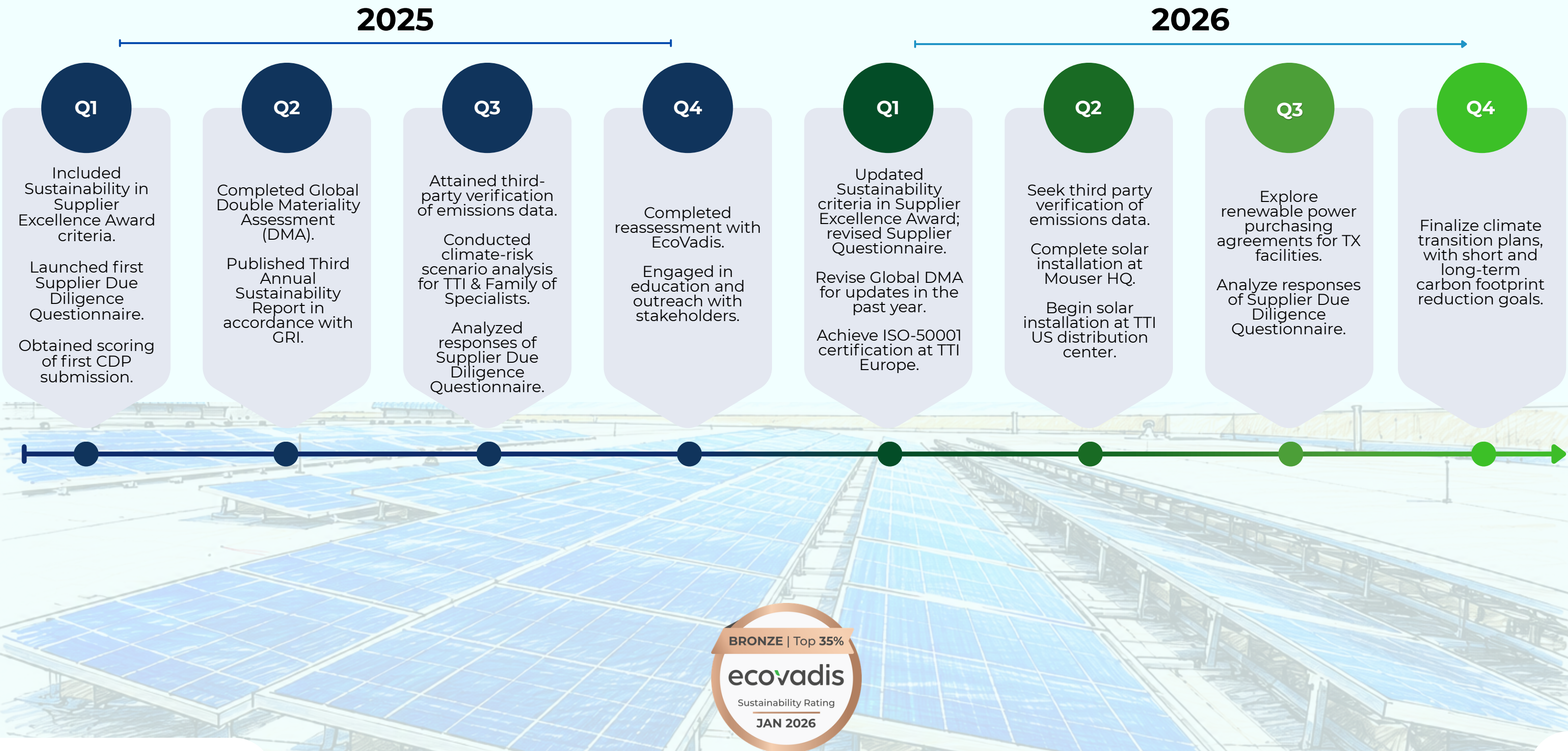


BRUCE KELLAR
SVP Custom Solutions
Sager



ESG Roadmap

Our plan for a sustainable future





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Sustainability as a Strategic Imperative: What It Means to Endure

A company that has been in business since 1971 has done more than survive. TTI has adapted through economic cycles, technology transitions, supply chain disruptions, changing customer expectations, and the rapid expansion of the electronics industry. For a global electronic component distributor, that longevity and sustained growth are unusual, and they reveal something important about the company’s character. Sustainability, in this sense, is not only an environmental or social objective, it is a business discipline that enables a company to remain relevant, trusted, useful, and valuable over time.

Longevity Is a Form of Sustainability

When people hear the word sustainability, they often think first about environmental stewardship, responsible operations, or corporate citizenship. Those remain important, but for a business that has operated for more than five decades, sustainability also has a strategic meaning: a value proposition strong enough to endure and flexible enough to evolve.

Electronic component distributors sit at the center of global technology supply chains. Customers now expect speed, transparency, reliability, technical support, supply chain insight, and flexible solutions that help them manage risk. Suppliers also rely on distributors to represent their brands well, reach the right customers, protect channel integrity, and expand market opportunity.

Relationships That Compound Over Time

One of the clearest signs of strategic sustainability is the quality and duration of a company’s relationships. Long-term customers and suppliers are retained not through history alone, but through performance, trust, consistency, and the ability to create value year after year.

For a global distributor, enduring customer and supplier relationships are a powerful measure of relevance. Customers return when a distributor reduces complexity, improves availability, and provides supply chain peace of mind. Suppliers prioritize partnerships when a distributor extends their reach, supports their reputation, and helps them execute in a complex global market.

Being a leading distributor for many suppliers is more than a commercial achievement. It is evidence of the great business model and culture on which TTI was built, reflecting the operating principles championed by founder Paul Andrews and carried forward by leaders such as Mike Morton and Glenn Smith. In this way, relationship strength becomes a durable competitive advantage.

Leadership Continuity Builds Trust and Discipline

Sustainability also depends on leadership. In industries shaped by volatility, continuity can be a major advantage. TTI’s management team has one of the longest tenures in the industry, giving the company deep institutional knowledge, disciplined decision making, and a long-term perspective.

Long-tenured leadership does not mean standing still. At its best, it combines experience with adaptability. Leaders who have navigated multiple market cycles know that short-term disruptions must be managed without losing sight of long-term relationships, strategic priorities, and timely investment. They understand that trust takes time to earn, but can be lost quickly.

Expanding the Value Proposition

The core component distribution business remains essential, but sustainability requires more than protecting what has worked in the past. It requires evolving and expanding the ways the company creates value for customers and suppliers.

Value-added services are a natural extension of that strategy. They complement distribution by helping customers manage supply chain complexity, reduce administrative burden, improve efficiency, access support more quickly, and focus more of their own energy on innovation and growth.

This is where strategic relevance becomes visible. A distributor that only responds to orders may be useful; one that understands customer pain points and builds services around them becomes an essential partner. By broadening our served market and strengthening the customer experience, TTI reinforces its role as a partner, not simply a provider.

Responsibility as an Operational Advantage

Environmental and social responsibility fit naturally within this broader definition of sustainability when they strengthen the business and the ecosystem around it. Responsible operations can improve efficiency, reduce waste, support compliance, and increase transparency. Ethical sourcing and disciplined resource management also reduce risk and build confidence with customers and suppliers.

Social responsibility matters for similar reasons. Companies endure when they attract and retain capable people, build accountable cultures, support employee development, and contribute positively to the communities and industries they serve. These efforts are not separate from strategy; they are central to sustained relevance, trust, talent, and operating discipline.

Sustaining Relevance Is Everyone’s Work

The fact that TTI has endured since 1971 is not only a point of pride, it is a responsibility. Longevity creates credibility, but it does not guarantee future relevance. That must be earned continuously by listening to customers, supporting suppliers, improving processes, developing new capabilities, and staying focused on the value the company creates.

Employees are central to that work. Every team and function contributes to the company’s ability to remain trusted and useful in a demanding market. Whether the work is customer-facing or behind the scenes, strategic or operational, technical or administrative, it helps sustain a reputation built over decades.

In that sense, sustainability is part of TTI’s DNA. It is the discipline of enduring without becoming complacent, growing without losing focus, and adapting without abandoning the relationships and values that made long-term success possible. The companies that last are the ones that keep finding new ways to matter. For a global electronic component distributor with more than five decades of history, the fulcrum of the opportunity ahead is to keep doing exactly that.



Michael Knight
Corporate SVP, Strategy
TTI



ESG Governance

Board of Directors & Officers

Our company is governed by a Board of Directors, which is the highest governing body of the company. The Board of Directors has elected the following Officers: Chairman & Chief Executive Officer (CEO), Treasurer & Chief Financial Officer (CFO), Secretary & Chief Administrative and Legal Officer (CAO), Assistant Treasurer, and Assistant Secretary. Our Board of Directors and Officers manage the company’s impacts, financially and operationally, through board meetings and regular communication. Board meetings serve as a forum to communicate critical concerns.

Vacancies are filled by a vote of the existing board or by appointment. All board members undergo an annual evaluation process to assess their performance as an employee and leader of our company.

Our internal business processes are geared towards comprehensive and continuous improvement and innovation. This includes stakeholders' concerns relating to economic, environmental, and social topics. The Board of Directors & Officers receive feedback and input on these aspects from discussions with various stakeholder groups, such as customers and suppliers. This helps to advance their collective knowledge about the sustainability and operational aspects that are relevant to the company.

The Board of Directors & Officers, like all our employees, are expected to act in full accordance with the Code of Conduct, including provisions on ethics and conflict of interest.

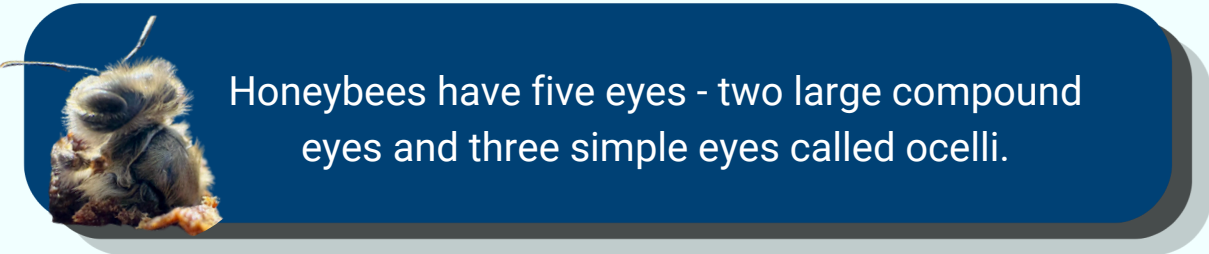
Delegation of Sustainability Matters

Our CEO, CAO, and executive leadership team oversee the Global Sustainability Department primarily through annual review roundtables. These reviews provide a forum to cover climate-related topics and issues. Historically, these forums rarely considered climate-related issues to guide strategy, major plans of action, risk management policies, annual budgets, acquisitions, capital expenditures, or other business plans. However, in recent years, these topics have entered into discussion through these forums. Our Board of Directors & Officers and Executive Leadership delegate oversight of sustainability related issues to the ESG Steering Committee.

The ESG Steering Committee plays a crucial role in guiding TTI and its subsidiaries’ ESG program, by setting priorities, and monitoring progress towards achieving TTI’s sustainability and climate-related goals. The activities of the Sustainability Department, with collaboration from the ESG team, are shared quarterly, at a minimum, with the ESG Steering Committee.

Outside of the Global Sustainability Department exist teams of passionate employees who contribute their time and expertise. A working ESG team that meets weekly is made up of representation from 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.

Together, we are working towards a more sustainable future. All of our policy commitments can be found on the [governance section of our website](#).



Honeybees have five eyes - two large compound eyes and three simple eyes called ocelli.



Stakeholder Engagement

The Importance of Engagement

Engaging stakeholders provides substantial business benefits beyond sustainability. Stakeholder insights help us 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 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 surveys
- 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

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
- Supplier due diligence questionnaire
- 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

Employee Engagement Survey

We actively engage our employees and promote open, direct feedback through employee engagement surveys. These surveys consistently gather insights to enhance our employees’ experiences, pinpoint areas for improving the work environment, boost employee satisfaction, and reinforce our company culture. Across our regions that conduct an engagement survey, an average **77%** participation rate was observed. We remain committed to using the feedback to drive continuous improvement in our employee’s experiences.

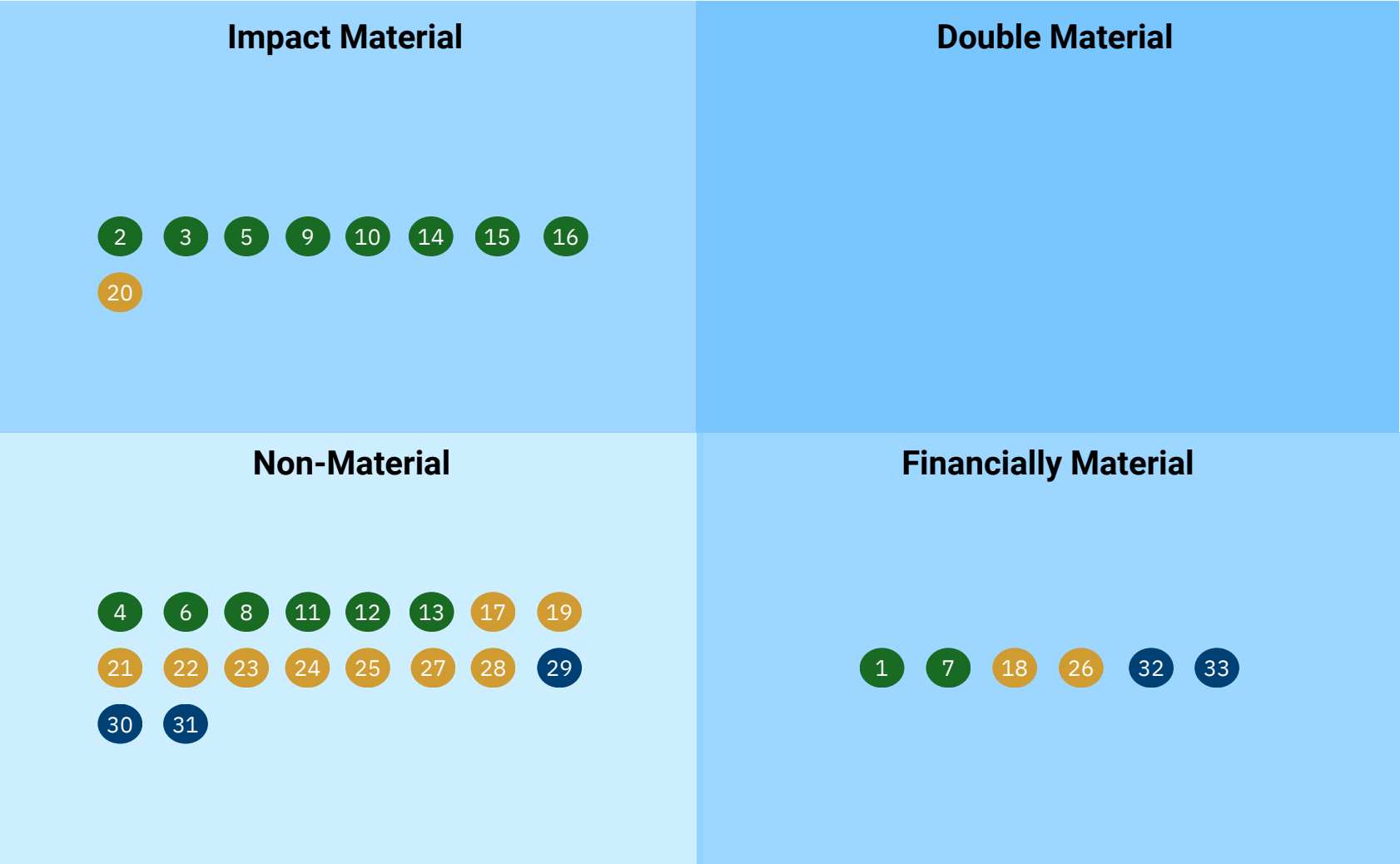




Double Materiality Assessment

In Q1 of 2026, we refreshed our global Double Materiality Assessment (DMA) to be compliant with the European Sustainability Reporting Standards (ESRS). We engaged with various stakeholders, including relevant subject-matter experts (SMEs), to identify our material sustainability matters. This engagement was primarily conducted through stakeholder workshops and desktop research. The Steering Committee and Executive Leadership validated all material findings of the assessment.

TTI's Impact on People and the Environment



Financial Impact on TTI

ESRS Topics

Environmental

E1 Climate

- 1 Climate change adaptation
- 2 Climate change mitigation
- 3 Energy

E2 Pollution

- 4 Air
- 5 Water
- 6 Soil
- 7 Substances of concern
- 8 Microplastics

E3 Water and Marine Resources

- 9 Water

E4 Biodiversity and Ecosystems

- 10 Direct impact drivers of biodiversity loss
- 11 Impacts on state of species
- 12 Impacts on the extent and condition of ecosystems
- 13 Impacts and dependencies on ecosystem services

E5 Resource Use and Circular Economy

- 14 Resource inflows and usage
- 15 Resource outflows related to products and services
- 16 Waste

Social

S1 Own Workforce

- 17 Working conditions
- 18 Equal treatment and opportunities for all
- 19 Other work-related rights

S2 Workers in the Value Chain

- 20 Working conditions
- 21 Equal treatment and opportunities for all
- 22 Other work-related rights

S3 Affected Communities

- 23 Communities' civil and political rights
- 24 Communities' economic, social, and cultural rights
- 25 Rights of indigenous peoples

S4 Consumer & End-User

- 26 Information-related impacts for consumers and/or end-users
- 27 Personal safety of consumers and/or end-users
- 28 Social inclusion of consumers and/or end-users

Governance

G1 Business Conduct

- 29 Corporate culture
- 30 Protection of whistleblowers
- 31 Political engagement and lobbying activities
- 32 Management of relationships with suppliers including payment practices
- 33 Corruption and bribery

Legend

- Environmental Topic
- Social Topic
- Governance Topic



Double Materiality Assessment

Impacts, Risks, and Opportunities (IROs) Scoring Methodology

The identified IROs were assessed according to the EFRAG Implementation Guidance Materiality Assessment. Each IRO statement was scored on a 1-to-5 point scale, with a score of 4 or above selected as the materiality threshold by our team. Assessment of the financial effects of risks and opportunities was qualitative; robust quantitative assessments, resulting in dollar-value impacts through statistical modeling, were not performed when evaluating financial magnitude. For human rights-related impacts, as specified in ESRS 1 paragraph 45, a severity score took precedence over likelihood when identifying material matters. The following impact time horizons were identified for the IROs:

- Short Term: 1 year
- Medium Term: 2-5 years
- Long Term: More than 5 years

Impact Scoring Methodology

For impact materiality, the scope, scale, irremediable character, and likelihood were scored separately on a 1-to-5 point scale. Severity was derived as the average values for scope, scale, and irremediable character. In the event of a negative human rights-related impact, likelihood was not assessed, giving severity full precedence over the likelihood. The average of severity and likelihood provided the overall score for impact materiality.

Risks and Opportunities Scoring Methodology

Each risk and opportunity statement was scored for financial magnitude along with likelihood, on a 1-to-5 point scale. The average of magnitude and likelihood provided the overall score for impact materiality.

Stakeholder Input

All IROs were preliminarily scored prior to sharing with SMEs. Workshops were conducted for IROs with scores greater than 3, allowing SMEs to provide detailed insights and validate the preliminary scoring for borderline and material topics. During these workshops, SMEs were presented with preliminary scores and were asked to provide feedback to refine key assumptions, data, and logic underpinning the scoring determinations. SMEs were asked to consider perspectives from key stakeholder groups, acting as proxies to represent the viewpoints of affected stakeholders, such as customers, employees, and nature as a silent stakeholder.

Stakeholder Calibration

Once scoring was finalized, material IROs were mapped to ESRS sub-sub-topics to determine a list of material topics. The final set of material topics underwent a calibration process with our ESG Steering Committee and Executive Leadership to ensure overall reasonableness.



Bees both depend on healthy ecosystems and actively help create them through pollination. Pollination connects thousands of plants, insects, animals, and ecosystems in an interdependent network.



Governance & Ethics Policies

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 along with total compliance to all applicable laws and regulations. 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 Global Code of Conduct & Ethics

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. In 2025, our code of conduct training was launched globally with a 98.8% completion rate.

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. In 2025, our prohibited business practice training was launched globally with a 98.6% completion rate. We also undergo an annual risk assessment.



Governance & Ethics Policies

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 improper 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; and
- 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 applicable local labor laws. 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 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; and
- Limiting the use of generative artificial intelligence to only approved applications.

We maintained our ISO-27001 certification at all certified locations in 2025 and continued to strengthen cybersecurity practices across our business units through activities aligned with the Cybersecurity Maturity Model Certification (CMMC) framework, supporting risk mitigation, operational resilience, and the protection of sensitive information.



Certain worker bees serve as guards and inspect incoming bees and help prevent intruders such as robber bees, wasps, or other predators from entering.



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. Reports can be made through the Berkshire Ethics Reporting Hotline, through our electronic whistleblowing inbox designed for Europe, or directly to our CAO through our open-door policy. As a subsidiary of Berkshire Hathaway, Inc., we not only have a responsibility to our employees, customers, and suppliers but also an obligation to the leaders and shareholders of Berkshire Hathaway, Inc.

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.

“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 & Legal Officer, TTI, Inc.





Bees communicate danger through agitated movement, rapid buzzing, and physical jostling inside the hive.

EASY ONLINE REPORTING

www.BRK-HOTLINE.com
24/7 ■ CONFIDENTIAL ■ TAKEN SERIOUSLY



The best way to submit a report is through www.BRK-HOTLINE.com
Scan this code or click on the link above to get started.

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

You can also submit a report by calling the hotline: **1-800-261-8651** (United States & Canada)

Electronics manufacturing is rapidly evolving, with sustainability now joining speed, cost, and innovation as a core priority. Growing concerns over environmental impact, including rising e-waste projected to exceed 75 million metric tons by 2030, are driving pressure from regulators, customers, and society to reduce carbon footprints and resource use.

This shift goes beyond compliance, reshaping how products are designed, sourced and managed across their lifecycle. Manufacturers are adopting bio-based materials, energy-efficient processes and circular economy principles focused on reuse and recyclability, creating both challenges and opportunities.

Authorized distributors are emerging as key enablers in this transformation. Once seen mainly as intermediaries, they now act as strategic partners by sourcing environmentally responsible components and helping manufacturers meet sustainability goals without sacrificing performance.

They also play a vital role in navigating complex regulations like RoHS and WEEE, providing documentation and traceability that reduce risk and speed development. In addition, distributors support education through technical guidance and resources, helping engineers integrate sustainable choices early in design.

Ultimately, sustainability depends on trust and transparency. Reliable data and credible environmental claims strengthen partnerships and influence decision-making.

As the industry evolves, collaboration between manufacturers and distributors will be essential. By prioritizing responsible sourcing, transparency and circular practices, companies can ensure sustainability becomes a key measure of success, and shape a more resilient future for electronics manufacturing.



Jeff Ray
TTI SVP Global Strategic Accounts

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 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;
- Sending an annual supplier due diligence questionnaire;
- Cooperating with customer sustainability requests in good faith, and implementing appropriate changes to the development of our sustainability program;
- Including sustainability criteria in our Supplier Excellence Award Program;
- Conducting supplier alignment calls on ESG topics;
- Monitoring relevant laws and regulations to determine how best to engage our supply chain partners for compliance; and
- Attending trainings and workshops with customers and consultants to understand evolving sustainability needs, and to better inform our own requests to our suppliers.

We remain committed to expanding 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 our value chain and for everyone.

For additional information, visit our website [here](#).

Healthy bee populations are a sign of strong biodiversity, which in turn enhances soil health, crop yields, and ecosystem resilience. For companies, this translates into more stable and sustainable supply chains. Encouraging pollination isn’t just an environmental effort—it’s a strategic step toward protecting the systems that businesses rely on.

Bees may be small, but their role in the value chain is enormous—powering ecosystems, supporting industries, and helping ensure that products reach shelves and consumers around the world.





Our Value Chain

Supplier Code of Conduct

Since 2023, we have sent our Supplier Code of Conduct (Code) to all suppliers, to meet the requirements of the German Supply Chain Act. As of 2025, our Code includes the following topics:

- 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; and
- Compliance with conflict mineral laws.

From 2023 to 2024, we observed hundreds more of our suppliers return signed acknowledgement of our Code. Since 2025, we encouraged our partners to align their practices with our values and ethics by integrating this requirement as a recognized component of our Supplier Excellence Award Program.

Third-Party Due Diligence

We conduct thorough due-diligence of our value-chain partners and seek to work with reputable and trusted businesses. Portals like Sayari are used as a part of our due-diligence process to ensure potential partners have a record of engaging in ethical business practices, and remaining consistent with our values.

Conflict Minerals

For the past decade, we have monitored issues and developments, regarding conflict minerals, as they impact the electronics supply chain. 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, but over the years it has been updated to include topics of social responsibility, conflict minerals, Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoHS) compliance, Material Safety Data Sheet compliance, counterfeit-parts prevention, and trade compliance. The SQR is sent to strategic suppliers with an acknowledgement page that is kept on record, and follow-ups conducted with those that do not reply. Signed acknowledgement of the SQR Manual is rewarded with a point in our Supplier Excellence Award Program.

Additionally, we ask that suppliers follow the guidance of ISO-14001 to ensure their environmental processes include conservation and reduction goals. The revised SQR Manual has been distributed to global suppliers since 2025.



The Human Component

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TTI NAMED ONE OF THE BEST PLACES TO WORK IN FORT WORTH

In 2025, TTI was recognized as one of the premier workplaces in Fort Worth by Fort Worth, Inc. in their annual listing of Best Places to Work. In collaboration with Workforce Research Group, the publication took into account many aspects of TTI, from benefits and employee retention to culture, including the Activity Committee. Combined with surveys from randomly selected employees, TTI came out as a clear winner. “We’ve built an environment where people are truly vested in each other’s success, and recognition like this reinforces that pride while helping us attract others who want to be part of a culture like ours,” said Traci Nelson, Vice President of Human Resources. “As someone who just celebrated by 25th anniversary with TTI, it’s incredibly rewarding to see that our employees feel proud of where they work.” TTI is excited to continue to build on this momentum and share with the world our values and culture.



Traci Nelson and Mike Morton celebrate TTI’s recognition as one of Fort Worth’s Best Places to Work.







In Mexico, our culture is built on accountability to each other. When we commit to doing the right thing, it shapes how we lead, collaborate, and ultimately how we operate sustainably.

In Mexico, culture plays a defining role in how sustainability comes to life. There is a strong emphasis on relationships, trust, and shared responsibility, and those behaviors directly influence how decisions are made every day. Rather than being treated as a separate initiative, sustainability becomes a natural outcome of how teams operate and support one another.

People take pride in being accountable not only for results, but also for how those results are achieved. That mindset shapes everything from how we use resources to how we engage with our communities and build long-term trust with stakeholders.

Leadership is critical in reinforcing this connection. By modeling transparency, encouraging open communication, and setting clear expectations around ethical behavior, we create a culture where sustainability is embedded, not instructed. Over time, this shared way of working ensures that responsible practices are sustained, even as the business continues to grow.



Luzmila Hamilton
Country Manager Mexico
TTI





Employee Demographics

U.S. Workforce Diversity			
	2023	2024	2025
White	49%	46%	48%
Hispanic or Latino	23%	22%	20%
African American or Black	11%	15%	12%
Asian	13%	14%	15%
Two or More Races	3%	2%	5%
Native Hawaiian or Pacific Islander	.62%	0%	0%
American Indian or Native American	.14%	<1%	0%
Not Specified	.48%	<1%	<1%





Employee Demographics

Global Demographics			
Age Distribution			
	2023	2024	2025
Over 50 Years of Age	30%	30%	31%
30 – 50 Years of Age	46%	48%	49%
Under 30 Years of Age	24%	22%	20%
Gender Distribution			
	2023	2024	2025
Women	49%	49%	49%
Men	51%	51%	51%
Gender Distribution of Full-Time Employees*			
	2023	2024	2025
Women	49%	49%	48%
Men	51%	51%	52%
Gender Distribution of Part-Time Employees*			
	2023	2024	2025
Women	65%	71%	74%
Men	35%	29%	26%





Employee Demographics

Global Gender by Role			
Global Executive Leadership			
	2023	2024	2025
Women	25%	25%	25%
Men	75%	75%	75%
Manager or Higher			
	2023	2024	2025
Women	37%	39%	38%
Men	62%	61%	62%
Salaried Non-Manager			
	2023	2024	2025
Women	48.7%	48%	48%
Men	51.5%	52%	52%
Hourly Roles			
	2023	2024	2025
Women	55%	55%	55%
Men	45%	45%	45%





Employee Benefits

Health Benefits

Our health benefits 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

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 immediately, with contributions matched up to 5%.

Performance Evaluation Framework

Performance evaluations are an 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 2025, **97.5%** of employees who had been assigned performance evaluations had completed them.

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.

Veterans Hiring Initiative

Hiring military veterans is more than good corporate citizenship; veterans bring a wealth of knowledge, real-world problem solving and their second to none work ethic. Since our founding as a distributor to manufacturers serving the defense and aerospace industries, TTI has welcomed returning veterans and their spouses into the company with specific hiring programs.

Sustainability becomes real when people understand it, apply it consistently, and carry it forward in their every day work.

The Training and Quality function plays a fundamental role in embedding sustainability because it turns expectations into action. It is not enough to define processes or set goals; people need to understand how their individual roles contribute and how to apply that understanding consistently in their daily work.

From the India support center, we have a unique vantage point. We work across teams, functions, and geographies, which allows us to help build alignment at scale. By delivering structured, consistent training, we create a shared foundation, one where sustainability and quality expectations are clearly understood, regardless of location.

Sustainability, in this sense, is sustained through capability. When people are equipped with the right knowledge and skills, they are more confident in their decisions, more consistent in their actions, and better able to identify opportunities for improvement. Over time, this creates a multiplier effect, where knowledge spreads through teams and strengthens the organization as a whole.



Tanzeem Jawad
Quality and Training Manager,
TTI (India)





Learning and Development

Training is vital to keeping our employees educated and aware 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 2025 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.

LAUNCH Program

The LAUNCH Program launches college graduates into a 17-week immersive interactive training program that provides hands-on experience in electronic component distribution at TTI corporate headquarters in Fort Worth, Texas. The Program begins with a 3-week classroom phase covering industry essentials and foundational building blocks. During a subsequent 7-week simulation phase, trainees gain hands-on experience aligned with their branch or department, followed by 7-week departmental rotations for a holistic understanding of organizational collaboration.

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.

Bees may be tiny, but they are highly sophisticated learners. Their skills develop through a combination of instinct, experience, and social learning within the hive—much like a well-functioning team or workforce.

Bees have incredible cognitive abilities for their size. They can remember flower types, colors, and scents and they optimize routes over time, creating efficient “pollination circuits” (similar to logistics optimization in a value chain).







Ethical Labor Practices

Labor and Human Rights Policy

Our global Labor and Human Rights Policy formally states we do not tolerate 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. In addition, our Policy urges our business partners, suppliers, sub-contractors, and consultants to have a reporting mechanism as well. The Policy was drafted in alignment with ISO 26000, the International Labor Organization (ILO), and the United Nations Global Compact (UNGC) guidelines.

Combatting Modern Slavery and Trafficking Policy

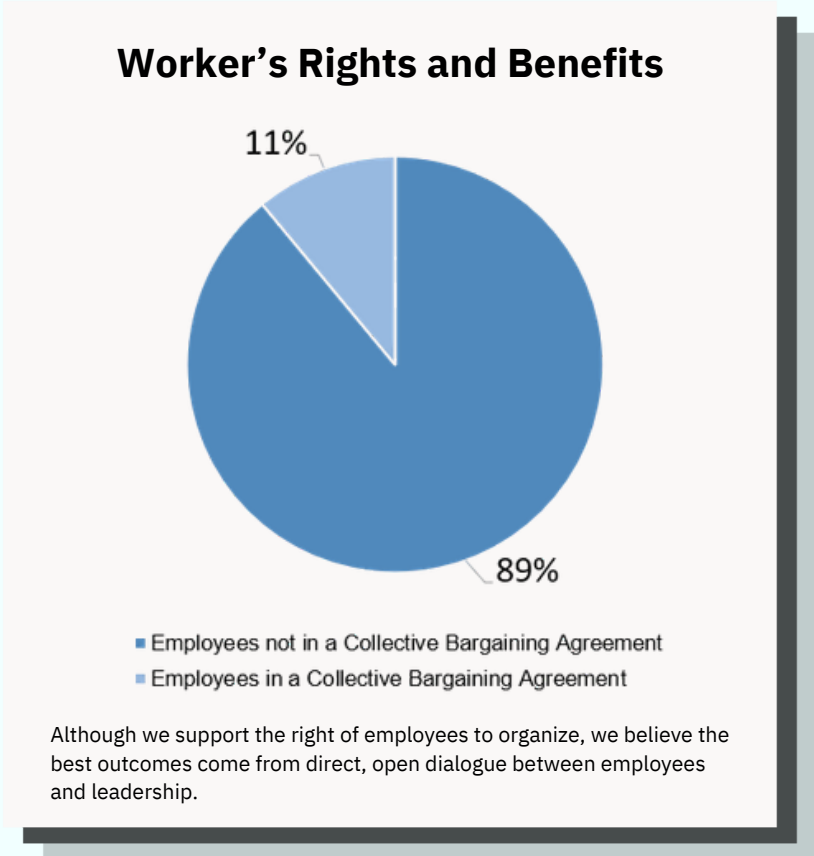
Our global Combatting Modern Slavery and Trafficking Policy, which states our zero-tolerance policy of any form of modern slavery or human trafficking within our company. The policy also defines key terms, such as modern slavery, human trafficking, involuntary servitude, and child labor, in compliance 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

Since 2023, TTI has completed and published 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. Our most recent version can be found [here](#).



In a beehive, worker bees gradually transition from caring for the hive to gathering resources for the colony. This natural progression supports development, prepares worker bees for new responsibilities, and contributes to long-term hive success.





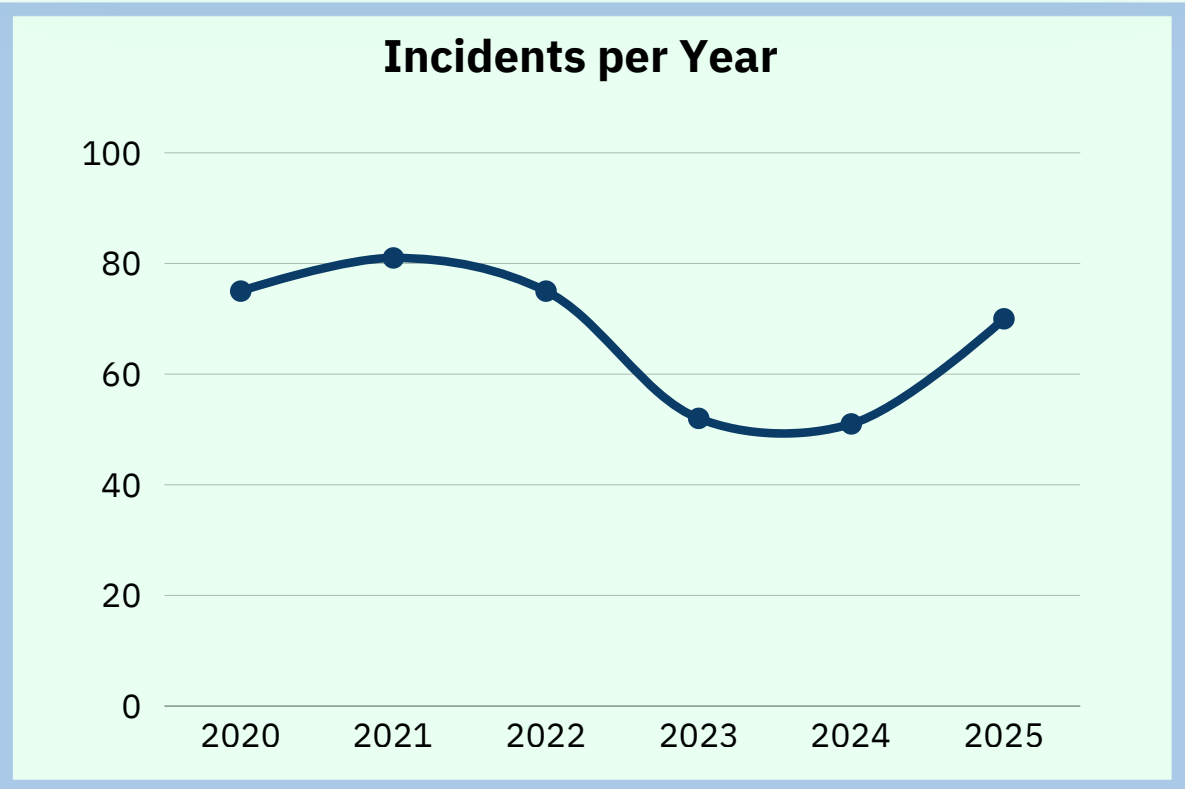
Safety

An aggressive approach to occupational health, industrial hygiene, and safety is consistent with and integral to the spirit and intent of our established corporate objectives and cultural values. This approach also extends to our suppliers with the expectation that they are to align on a common commitment to occupational health and safety. Our global Environmental, Health, and Safety (EHS) Policy identifies EHS responsibilities of leadership, managers, supervisors, and individual employees. The following key activities are conducted:

- Providing employees with adequate safety training and awareness of the nature and hazards of materials with which they work;
- Conducting EHS audits of facilities;
- Investigating injuries, illnesses, and observed unsafe acts or conditions, and ensuring that necessary corrective actions are completed promptly;
- Enforcing EHS rules and regulations as applicable to the company and its activities;
- Including employee participation in EHS programs as part of their performance evaluation;
- Holding regular Safety Committee Meetings with Distribution Center employees; and
- Achieving loss reduction goals as defined within applicable sites.



Bees keep each other safe through teamwork, communication, and shared responsibility—demonstrating how collective action creates resilience.





Philanthropy & 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 2025, TTI donated a sum of **\$902,130** in charitable contributions.

Volunteer Time-Off Program

We encourage employees to give back to their community. As part of this commitment, each employee has a volunteer paid time off benefit up to eight hours to volunteer in their communities. In 2025, **3,857** 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 2025, **\$47,848** was donated through the Workplace Giving Program.



Pink Ribbon Walk



TTI’s Singapore team proudly joined the Pink Ribbon Walk, organized by the Breast Cancer Foundation. Walking together in pink, they stood in solidarity with survivors, fighters, and families, raising awareness and supporting a cause that touches countless lives.

Veteran Recognition



Mouser employees show their support of military veterans by participating in the annual t-shirt fundraiser for the Wounded Warrior campaign, organized by TTI Family of Specialists.



Philanthropy & Volunteerism

Sager Operation Spring Cleaning

Spring cleaning took on a new meaning this year at Sager, as their team came together for a special cause, supporting a local school. Through Operation Spring Cleaning drive, they collected much-needed classroom supplies that local teachers often purchase out of their own pockets. Collected items included essentials like water bottles, tissues, hand sanitizer, pencils, pencil-top erasers, and Expo markers. All are simple yet critical supplies that make a daily difference in classrooms. Sager is proud to be making a positive impact, one small act at a time.



TTI Team Steps Up to Benefit Local Women’s Center

TTI team members got some exercise on a sunny Saturday morning at the 28th Annual Victory Over Violence Walk/Run at Trinity Park in Fort Worth. The event, sponsored by the Tarrant County Women’s Center, raises funds for critical services for survivors of sexual assault.

From left: Amanda Ford, Esli Pina, Kevin Sink, Tiffany McDaniel, Dash the Duck, Bill Elliott, Becky Elliott, John Archer.

Teaming Up for a Cause



TTI Eden Prairie branch teamed up with Mel Foster Company to volunteer at Feed Our Starving Children and packed over 13k meals for children in the community.

Philanthropy & Volunteerism

Toys for Tots

Our teams at TTI and Mouser proudly supported Toys for Tots, collecting and donating toys to help brighten the holiday season for children in our communities. This initiative highlights the generosity of our employees and our shared commitment to giving back.



Team Mouser



Team TTI - New Jersey Branch

Empowering Safety in Education

Yekini Belo, our colleague from TTI Europe, heads the aid organization Agamanos Afrika e.V. The organization is committed to fire safety and first-aid training in schools in Togo. To date, fire safety measures have been implemented at three schools, including the establishment and signage of evacuation routes, as well as the provision of fire extinguishers, smoke detectors, first-aid kits, and other safety equipment. Together, the three schools serve approximately 2,100 people. This important initiative empowers students and teachers to respond safely to emergencies—and helps save lives.



Empowering Education

TTI is proud to sponsor the FIRST® Governors Cup and the engineers of tomorrow it will inspire.



Sager supports Friends of TJ2 Robotics Inc in the FIRST® Robotics Competition.



Mouser is an industry leader in supporting educational programs that inspire and engage students in STEM. By supporting Engineer’s Week, NASA Day, MISD Engineering the Holidays and UTA Innovation Day, we help encourage new generations of innovators, engineers and scientists.





Our Footprint

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Sustainability is built on consistency, and consistency starts with strong quality processes and a culture of continuous improvement.

A strong Quality, Environmental, and Energy Management System supports sustainability by creating a framework where continuous improvement is expected and measured. When teams are empowered to identify inefficiencies and improve processes, the result is less waste, better use of resources, and more reliable outcomes. Just as importantly, it builds a culture where people take ownership of doing things right the first time. Over time, that consistency drives both operational excellence and meaningful, lasting sustainability impact.



Solar installation at TTI European Headquarters



Heike Blodig
Vice President, Quality and Compliance
TTI Europe



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.
- Plan implementation of global energy-management systems compliant to ISO 50001.

Locations Certified to ISO 14001

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

Our Strategy in Managing Risk

Our strategy remains focused on expanding ISO 14001 certified environmental management systems across our strategic locations worldwide. While ISO 14001 square footage coverage decreased from 73% in 2023 to 69% in 2024, this change was driven by the expansion of a distribution center. We maintained certification coverage at 69% in 2025. The expanded facility is currently progressing through the certification process and is expected to achieve ISO 14001 certification in 2026.

To further support future certifications, our Sustainability Department is working to standardize and globalize Environmental Management System policies, procedures, and best practices. This initiative is expected to improve consistency across sites, streamline certification efforts, and accelerate the adoption of environmental management standards throughout our global operations.

In parallel, we continue to provide environmental awareness training covering ESG principles and ISO 14001 requirements for all newly onboarded North American employees. Building on the success of this program, we are developing plans to expand environmental training globally, strengthening employee engagement and fostering a shared culture of environmental stewardship across our organization.

ISO-50001 Implementation

Our European Distribution Center successfully achieved ISO 50001 certification for its energy management system in Q1 2026, marking an important milestone in our sustainability journey. This internationally recognized standard demonstrates our commitment to improving energy performance, increasing operational efficiency, and reducing energy related environmental impacts. Building on this success, we will expand ISO 50001 implementation across additional distribution centers over the coming years.



Our Carbon Footprint

Our Carbon-Emissions Measurement Progress

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. Since 2025, our Scope 1, 2, and 3 emissions have limited assurance conducted on them.

In years prior, we utilized a spend-based approach to simplify the complexity of inter-departmental data requests and help educate stakeholders on a broader understanding of Scope 3 emissions. In 2026, we used a mix of spend-based and process-based approaches to get a more accurate baseline on our 2025 Scope 3 inventory.

Our Emissions Goal-Setting Journey

In 2023, we set a goal of reducing our carbon revenue intensity by 15% from 2022-2026. From 2020-2022, we observed a drop in carbon revenue intensity, 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, facility expansion, and increased business demand.

In 2024, we re-evaluated our carbon emission goals and began calculating our carbon intensity on headcount rather than revenue. Headcount was determined to be more reflective of our business growth. This change was made under the assumption that revenue’s volatility may not be consistent with our growing operations. However, we continued to report and track our carbon intensity based off of our revenue.

Our 2024 emissions saw an increase in our carbon revenue intensity and in our carbon headcount intensity. In 2025, after thorough review, we are not trending to meet targets at the end of 2026. We remain committed to exploring pragmatic decarbonization pathways that drive value creation, and will revisit our carbon reduction goals at the end of 2026.



Bees are among the most important pollinators. By helping plants reproduce, they ensure the growth of trees, plants and crops. Plants absorb CO2 from the atmosphere during photosynthesis and store that carbon in their tissues and in the soil.

Our Strategy in Energy Management

Reducing our energy usage is key to our commitment to reduce our carbon emissions going forward. Our partnership with Gravity, a carbon inventory management platform, is integral to our planning around decarbonization strategies. With Gravity’s energy and carbon management platform, we are:

- Exploring potential renewable energy options for our key distribution centers, mainly focusing on solar energy;
- Building on our progress to increase energy efficiency in new and current buildings through energy audits and improvements;
- Using Gravity’s automated platform to track our carbon emissions in compliance with CDP and other disclosure efforts;
- Successfully auditing TTI’s GHG inventory on an annual basis; and
- Identifying emission hotspots throughout our supply chain.



Powering Progress with Clean Energy

As energy demands evolve, so does our strategy. We are rapidly expanding our solar footprint to provide clean, cost-effective energy across our operations. This investment strengthens energy resiliency, reduces emissions, and positions our business for long-term success in a low-carbon economy. Below are examples of solar projects helping power our operations.



TTI European Headquarters

System Size: 750 kWp
Planned Expansion in 2026: 630 kWp



Mouser Headquarters

System Size: 1242 kWp
2026 Installation Complete



TTI Americas' Distribution Center

System Size: 899 kWp
2026 Installation Coming Soon





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; and
- Installing low-flow toilets and auto-shut-off faucets in both newly constructed and current facilities.

Tracking Water Consumption

Only nine of our facilities report their water usage, and we currently do not track water on other locations. Similar to waste, water usage is also important to calculate Scope 3 emissions.

Our current goals aim to reduce water usage intensity by 15% from 2022-2026, through the use of better practices and improvements. For 2025, we observed an increase of about 255,489 gallons of water consumed.

We are currently not on track to meet our reduction target. We remain committed to exploring pragmatic pathways to reduce our water consumption and will revisit our reduction goals at the end of 2026.





Waste 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:

- Increasing the percentage of waste diverted from landfills through recycling;
- Continuing to recycle 100% of 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;
- Using recycling providers that provide proper traceability and ensure recycled material reaches appropriate facilities;
- Globalizing recycling and waste management practices to uniformly display our commitment to reducing waste; and
- Maintaining the landfill-free status of our largest distribution center since mid-2023.

Handling of Hazardous Waste

We handle hazardous waste as mandated by applicable regulations and our policies. This includes reviewing 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 a 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. We began tracking landfilled waste from our largest distribution center in mid-2022. Prior to 2024, waste was only tracked at ISO-14001 certified facilities. As part of our Scope 3 efforts, we approximate the waste produced by all of our other locations using global headcount.

Our current goals aim to reduce solid waste intensity by 15% from 2022-2026 through the use of better practices. In 2024, we observed a 93% reduction from our 2022 baseline. This was due to an implementation in mid-2023 of a landfill-free program at our largest distribution center and increased construction efforts.

2025 Overview

1278

Metric Tons of Waste Landfilled



2860

Metric Tons of Recyclables Recycled



67

Metric Tons of Electronic Waste Recycled



4

Metric Tons of Components Combusted





Appendix & Methodology

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Environmental Appendix

DE DESCRIPTION	UNIT	2021	2022	2023	2024	2025
Energy						
Total Energy Consumed	MWh	54711	53822	63589	70000	69882
Total Scope 1 Energy	MWh	17852	14092	15435	16924	18033
Total Scope 2 Energy	MWh	36859	39530	48134	53076	51829
Nonrenewable Electricity Purchased	MWh	36859	39530	48134	53076	51829
Consumption of Fuel	MWh	17852	14092	15435	16924	18033
GHG Emissions						
Scope 1 & 2 Emissions	mtCO2e	17672	17641	20842	22751	21463
Scope 1 Emissions	mtCO2e	3750	3203	3682	4439	3895
Scope 2 Emissions	mtCO2e	13922	14438	17160	18312	17568
Total Scope 3 Emissions	mtCO2e	*	*	1018753	730903	729598
Category 1: Purchased Goods and Services	mtCO2e	*	*	873580	613028	589888
Category 2: Capital Goods	mtCO2e	*	*	45541	22433	13948
Category 3: Fuel-and-Energy Related Activities	mtCO2e	*	*	5037	5487	5845
Category 4: Upstream Transportation and Distribution	mtCO2e	*	*	52378	45132	54188
Category 5: Waste Generated in Operations	mtCO2e	*	*	1068	961	1126
Category 6: Business Travel	mtCO2e	*	*	12839	8714	9335
Category 7: Employee Commuting	mtCO2e	*	*	7304	5811	7615
Category 8: Upstream Leased Assets	mtCO2e	*	*	316	192	166
Category 9: Downstream Transportation and Distribution	mtCO2e	*	*	17900	27474	45963
Category 12: End-of-Life Treatment of Sold Products	mtCO2e	*	*	2812	1670	1524
Scope 1 & 2 Revenue Intensity	mtCO2e / millions of revenue	2.30	1.99	2.34	2.89	2.43
Scope 1 & 2 Headcount Intensity	mtCO2e / employees	2.20	1.98	2.24	2.44	2.37
Water						
Water Withdrawn and Consumed ¹	gallons	33618593	25758027	32677382	41399249	41651738
Water Headcount Intensity	gallons / employees	4179.86	2895.24	3509.54	4431.99	4610.04
Water Floor Area Intensity	gallons / square footage	12.62	9.10	11.54	14.67	14.44
Waste						
Waste Generated	metric tons	278	2812	3826	6395	4209
Percentage of Waste Recycled	%	*	*	69.70%	80.40%	67.96%
Total Recycled Waste	metric tons	*	*	2669	5134	2931
Total Landfilled Waste	metric tons	278	2812	1157	1261	1278
Landfilled Waste Headcount Intensity	metric tons / employees	0.035	0.35	0.12	0.13	0.14

*Not measured for given year.

¹ Only includes water consumption for these facilities: IDC Ray-Q Warehouse, ADC HC (Mei Sheng), ADC 50 (Kowloon), ADC 53 (Fengyun Road), EDC Munich, Mouser HQ, Mouser - Big Six, NDC 5050 Mark IV, Raffenday UK and SK, TTI Corporate, and TTI North America Distribution Center



Safety Appendix

DESCRIPTION	UNIT	2021	2022	2023	2024	2025
Safety						
Headcount	#	8043	8896	9311	9341	9035
Total Injuries	#	81	75	52	51	70
Total Days Lost	#	1322	1080	864	890	973
Total Hours Worked	#	10013460	11114744	14339584	14742596	15432939
Lost Time Injury Severity Rate	# of lost days * 1,000,000 / hours worked	131.97	97.17	60.22	60.37	63.05
Lost Time Injury Frequency Rate	# of injuries * 1,000,000 / hours worked	8.089	6.748	3.63	3.46	4.54
Total Recordable Incident Rate	# of injuries * 200,000 / hours worked	1.62	1.35	0.73	0.69	0.91

List of Associations

- A3 Association for Advancing Automation (A3)
- China Information Industry Trade Association (CIITA)
- Counterfeit Avoidance Accreditation Program (CAAP)
- Electronic Components Industry Association (ECIA)
- Electronics Industries Association of India (ELCINA)
- Electronics Representatives Association (ERA)
- India Electronics & Semiconductor Association (IESA)
- Joint Supply Chain Accreditation Register (JOSCAR)
- National Association of Wholesalers-Distributors (NAW)
- Platinum Founding Member of Women in Electronics (WE)



2025 Carbon Inventory Methodology Supplement

Gravity’s greenhousegas emissions calculations followthe 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 2025 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 with questions.

Emissions Category	Business Activity	Data Used	Additional Methodological Notes, Where Relevant
SCOPE 1 Stationary Combustion	Natural gas used at offices and facilities.	For 16 locations, primary physical-activity data was supplied through utility bills or direct software integration with the utility provider via API. For the remaining global locations, natural gas consumption was either estimated based on building square footage and geography or data was aggregated by TTI personnel via spreadsheet.	Primary data collection was concentrated in TTI’s strategic locations with the biggest operations, 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. For the locations where estimates were made, estimates were generated using a method based on square footage and primary building type, using the U.S. EIA Commercial Buildings Energy Consumption Survey. Estimates cover specified periods of time when primary data is not available. Note that this estimation method is consistent with TTI’s 2024 inventory but varies from the methodology used in 2023, which was based on metrics sourced from IEA’s Building Energy Performance Metrics report (August 2015).
	Diesel and gasoline generators used at some sites.	Activity data on fuel consumption for gasoline generators provided for the Changnam - Bucheon Warehouse facility.	Achieving greater data coverage on fuel consumption for generators at other sites will be a focus in future reporting cycles.
SCOPE 1 Mobile	Fleet of company-controlled light-	A combination of average annual fuel consumption and average	Cars and light-duty trucks are assumed to use gasoline. Medium-duty trucks assumed to use diesel. The company plane was assumed to use



Combustion	and medium-duty trucks and passenger cars, and one company plane.	vehicle-miles or vehicle-kilometers provided for mobile fleet. For the company plane, fuel data was aggregated and uploaded via spreadsheet by company personnel.	aircraft jet fuel.
SCOPE 1 Fugitive	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.
SCOPE 1 Process	No process emissions reported as relevant by TTI.		
SCOPE 2 Acquired Energy	Grid-purchased electricity at offices and facilities.	For 39 locations, primary physical-activity data was supplied through utility bills or direct software integration with the utility provider via API. Some primary data was compiled from invoices into spreadsheet format and uploaded by company personnel. For the remaining global locations, electricity consumption was estimated based on building square footage and geography.	Primary data collection was concentrated in TTI’s strategic locations with the biggest operations, 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. Electricity consumption estimates are combined with a geography-specific emission factor so final emissions results incorporate different grid-level emissions intensities. For the locations where estimates were made, estimates were generated using a method based on square footage and primary building type, using the U.S. EIA Commercial Buildings Energy Consumption Survey. Estimates cover specified periods of time when primary data is not available.
SCOPE 3 Category 1 –	All upstream emissions from goods and services	Spend data categorized from the company Profit & Loss statement	Spend categories such as taxes & fees and lease expenses were excluded from the category due to either being captured in other



Purchased Goods and Services	purchased by the company during the reporting year, including both physical products and general corporate services.	and uploaded via spreadsheet by company personnel.	emissions categories or not being relevant for inclusion in the emissions measurement. Line items representing non-ordinary costs (i.e., Restructuring Charge Op Exp Account) were also excluded from this category.
SCOPE 3 Category 2 – Capital Goods	All upstream emissions of capital goods purchased by the company during the reporting period.	Spend data on capital goods purchases categorized into type of capital, e.g., building, computer hardware.	Capital Goods is tracked as any net new capital obtained by the company through acquisitions or additions.
SCOPE 3 Category 3 – Fuel and Energy Related Activities	Emissions related to the upstream extraction, production, and transportation of fuels and energy consumed by TTI in the reporting year.	Scope 1 & 2 data for site-level electricity and natural gas consumption are used to drive calculations. Regional specific emission factors are used for electricity (well-to-tank), electricity (transmission & distribution loss), and natural gas (well-to-tank) where applicable.	Gravity’s automatic FERA calculation was enabled and utilized for the 2025 measurement such that FERA is calculated directly on the relevant rows of activity data. This differs from prior year 2024 methodology which was also an automated calculation in Gravity, but created separate data rows representing FERA rather than calculating directly on the activity data rows.
SCOPE 3 Category 4 – Upstream Transportation and Distribution	Emissions from transportation and distribution or logistics services that relate to: → Products moving between tier 1 suppliers and operations; → Logistics services purchased by TTI.	Spend data from the company Profit & Loss statement covering freight expenses.	The cost of duties were excluded from the 2025 measurement. This is because the cost of duties only represent taxes and fees associated with transportation rather than the actual transportation activity.
SCOPE 3 Category 5 – Waste Generated in	Emissions from treatment of waste and wastewater based on disposal methods, including treated,	For a subset of sites, primary data was uploaded either through invoices, direct integration with the waste provider, or aggregated	For sites that did not have direct waste consumption data, waste was estimated using a proportional calculation based on the TTI sales office.



Operations	landfilled, and recycled.	data in spreadsheets.	
SCOPE 3 Category 6 – Business Travel	Emissions from transportation carriers (automobiles, airplanes, trains, etc.) used for company travel. Includes, for example, travel for conferences, sales team travel, rental cars, etc.	Spend data categorized into type of travel expense, such as air travel, car, travel, meals, and hotel stays. Spend data is also categorized by business units. Where available, air travel itineraries were used to track total distance flown.	Worth noting an improvement in data quality from prior year 2024 is that TTI was able to incorporate, where available, use of air travel itineraries to calculate distance traveled. This is an improvement from using a fully spend-based calculation in prior measurements.
SCOPE 3 Category 7 – Employee Commute and Remote Work	Emissions from employees commuting between their residences and workplaces, and emissions for work-from-home employees.	Data on commuting modes and distances collected via employee survey. Uploaded data is categorized based on mode of commute.	Data points were collected via employee survey, which was then normalized to represent the global headcount of 9,035 in 2025 for TTI. The normalization was done in two parts: 1) assume % proportions of activities from the 216 responses to total global headcount, and 2) estimate an average annual commute distance by activity.
SCOPE 3 Category 8 – Upstream Leased Assets	Emissions from operations of property leased by TTI.	Lease expense data reported in USD for leased assets such as equipment.	
SCOPE 3 Category 9 – Downstream Distribution	Transportation and distribution of TTI’s products paid for by customers.	Mass and distance data provided for TTI NDC, EDC, and Mouser shipping activity. For other business units, emissions were estimated using a normalization approach.	Where the granularity is available, origin and ending zip codes were provided to calculate the distance transported for certain rows of shipping activity. For business units where the normalization approach was used, sum of emissions for NDC, EDC, and Mouser were used for normalization for ADC, Sager, and XTG based on revenue. There were 4,781 rows of shipping activity where zip codes were unavailable or invalid. For these rows of data, a sample of distance transported was taken, multiplied by 4,781, and manually entered to represent this shipping activity.



SCOPE 3 Category 10 – Processing of Sold Products	Since TTI sells component parts that are ready-to-use for assembly or final use rather than raw materials that require additional processing before their intended use, this category was considered not material for TTI’s footprint.		
SCOPE 3 Category 11 – Use of Sold Products	Since TTI sells component parts that do not independently require energy for use, this category was considered not material for TTI’s footprint.		
SCOPE 3 Category 12 – End-of-Life Treatment of Sold Products	Emissions from processing products, e.g., landfilling, at the end of their useful lives.	Estimates of product component weight and percentage of products landfilled versus recycled.	Since primary data is not available for this category, estimates have been used as proxies for both weight of product components and split of products being landfilled and recycled.
SCOPE 3 Category 13 – Downstream Leased Assets	No downstream leased assets reported as relevant by TTI.		
SCOPE 3 Category 14 – Franchises	No franchises reported as relevant by TTI.		
SCOPE 3 Category 15 – Investments	No investments reported as relevant by TTI.		



Statement of Use	TTI, Inc. has reported in accordance with the GRI Standards for the period from January 1, 2025 through December 31, 2025.	
GRI used	GRI 1: Foundation 2021	
Applicable sector standard(s)	None	
DISCLOSURES	PRIMARY LOCATION	OMISSIONS / ADDITIONAL CONTEXT
GRI 2: General Disclosures		
2-1 Organizational details	7	
2-2 Entities included in the organization’s sustainability reporting	8	
2-3 Reporting period, frequency and contact point	6	
2-4 Restatements of information	6	
2-5 External assurance	6	
2-6 Activities, value chain and other business relationships	6, 21, 22	
2-7 Employees	28	
2-8 Workers who are not employees		TTI, Inc. does not employ workers who are not employees.
2-9 Governance structure and composition	13	
2-10 Nomination and selection of the highest governance body	13	
2-11 Chair of the highest governance body	13	
2-12 Role of the highest governance body in overseeing the management of impacts	13	
2-13 Delegation of responsibility for managing impacts	13	
2-14 Role of the highest governance body in sustainability reporting	13	
2-15 Conflicts of interest	13	
2-16 Communication of critical concerns	19	
2-17 Collective knowledge of the highest governance body	13	
2-18 Evaluation of the performance of the highest governance body	13	
2-19 Remuneration policies		TTI, Inc. does not disclose these policies due to confidentiality.
2-20 Process to determine remuneration		TTI, Inc. does not disclose these policies due to confidentiality.
2-21 Annual total compensation ratio		TTI, Inc. has not collected this data at this time on this topic.
2-22 Statement on sustainable development strategy	13	
2-23 Policy commitments	18, 19, 21, 22	
2-24 Embedding policy commitments	18, 19, 21, 22	
2-25 Processes to remediate negative impacts	19	



DISCLOSURES	PRIMARY LOCATION	OMISSIONS / ADDITIONAL CONTEXT
2-26 Mechanisms for seeking advice and raising concerns	19	
2-27 Compliance with laws and regulations	17 , 18	
2-28 Membership associations	49	
2-29 Approach to stakeholder engagement	14 , 15 , 16	
2-30 Collective bargaining agreements	29	
GRI 3: Material Topics		
3-1 Process to determine material topics	15 , 16	
3-2 List of material topics	15	
GRI 201: Economic Performance		
3-3 Management of material topics	15 , 16	
201-1 Direct economic value generated and distributed		TTI, Inc. is a wholly owned subsidiary of Berkshire Hathaway, and unable to disclose this information due to confidentiality.
201-2 Financial implications and other risks and opportunities due to climate change		TTI, Inc. has completed a double materiality assessment, but not yet disclosed specific financial implications and other risks and opportunities due to climate change.
GRI 205: Anti-corruption		
3-3 Management of material topics	17 , 18	
205-1 Operations assessed for risks related to corruption	17	
205-2 Communication and training about anti-corruption policies and procedures	17 , 18	
205-3 Confirmed incidents of corruption and actions taken		TTI, Inc. does not disclose this information publicly.
GRI 302: Energy		
3-3 Management of material topics	15 , 16	
302-1 Energy consumption within the organization	48	
302-2 Energy consumption outside of the organization		TTI, Inc. does not measure energy consumption outside of the organization.
302-3 Energy intensity		TTI, Inc. does not report on energy intensity, but may plan to do so in the future.
302-4 Reduction of energy consumption		TTI, Inc. has not yet achieved any tangible reduction in energy consumption. This may change in the future with the implementation of decarbonization pathways.
302-5 Reductions in energy requirements of products and services		TTI, Inc. has not altered energy requirements of products and services at this time.



DISCLOSURES	PRIMARY LOCATION	OMISSIONS / ADDITIONAL CONTEXT
GRI 303: Water and Effluents		
3-3 Management of material topics	15, 16	
303-1 Interactions with water as a shared resource	45	
303-2 Management of water discharge-related impacts		TTI, Inc. has not yet identified its water-discharge related impacts.
303-3 Water withdrawal	48	
303-4 Water discharge		TTI, Inc. does not discharge water as part of its operations.
303-5 Water consumption	48	
GRI 305: Emissions		
3-3 Management of material topics	15, 16, 43	
305-1 Direct (Scope 1) GHG emissions	48	
305-2 Energy indirect (Scope 2) GHG emissions	48	
305-3 Other indirect (Scope 3) GHG emissions	48	
305-4 GHG emissions intensity	48	
305-5 Reduction of GHG emissions		TTI, Inc. has not yet achieved a reduction in its GHG emissions and is unable to report on a reductions at this time.
GRI 306: Waste		
3-3 Management of material topics	15, 16, 46	
306-1 Waste generation and significant waste-related impacts	46, 48	
306-2 Management of significant waste-related impacts	46	
306-3 Waste generated	46, 48	
306-4 Waste diverted from disposal	48	
306-5 Waste directed to disposal	48	
GRI 403: Occupational Health & Safety		
3-3 Management of material topics	15, 16, 35	
403-1 Occupational health and safety management system		No certifiable occupational health and safety management system exists at TTI, Inc. However, all employees are covered by a global EHS policy outlining safety expectations.
403-2 Hazard identification, risk assessment, and incident investigation	35	
403-3 Occupational health services	35	
403-4 Worker participation, consultation, and communication on occupational health and safety	35	
403-5 Worker training on occupational health and safety	35	
403-6 Promotion of worker health	31, 35	



DISCLOSURES	PRIMARY LOCATION	OMISSIONS / ADDITIONAL CONTEXT
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35	
403-8 Workers covered by an occupational health and safety management system		No certifiable occupational health and safety management system exists at TTI, Inc. However, all employees are covered by a global EHS policy outlining safety expectations.
403-9 Work-related injuries	49	
403-10 Work-related ill health	49	
GRI 404: Training & Education		
3-3 Management of material topics	15, 16, 33	
404-1 Average hours of training per year per employee	33	
404-2 Programs for upgrading employee skills and transition assistance programs	31, 33	
404-3 Percentage of employees receiving regular performance and career development reviews	33	TTI, Inc. does not collect this metric, but does track completion percentage of performance reviews for those who receive them.
GRI 405: Diversity and Equal Opportunity		
3-3 Management of material topics	15, 16, 28, 29, 30	
405-1 Diversity of governance bodies and employees	28	
405-2 Ratio of basic salary and remuneration of women to men		This has not been conducted for TTI, Inc. globally, but is done in jurisdictions where required by law.
GRI 406: Nondiscrimination		
3-3 Management of material topics	15, 16, 34	
406-1 Incidents of discrimination and corrective actions taken	34	
GRI 418: Customer Privacy		
3-3 Management of material topics	15, 16, 18	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		TTI, Inc. does not disclose this due to confidentiality.



Biodiversity in Action: The Strength of the Hive

A hive thrives because every bee plays a role. In the same way, sustainability is a shared responsibility that requires commitment, innovation, and collaboration at every level of our organization. As we reflect on our achievements and look toward the future, we remain focused on creating positive impact for our people, our communities, and the environment. Together, we can build something greater than any one of us could accomplish alone.

Our Partnership Approach

Through our collaboration with Oak Cliff Bee Company, our professionally managed hives are maintained year-round by experienced apiarists. The program includes:

- Ongoing hive health monitoring and maintenance
- Seasonal hive management and inspections
- Educational opportunities for employees
- Sustainable honey harvesting practices

This turnkey approach ensures that the hives thrive while allowing our teams to engage meaningfully without operational burden.

Looking Ahead

Our partnership with Oak Cliff Bee Company reflects our broader sustainability strategy—integrating environmental initiatives into our operations while fostering community and employee engagement. We will continue to evaluate opportunities to expand biodiversity-focused programs and amplify their positive impact.

Acknowledgment

We extend our sincere thanks to Oak Cliff Bee Company for their expertise and stewardship in managing our on-site hives, and to Felipe, a local artist, for his creative contributions that help bring visibility and artistic expression to this initiative. Their combined efforts enhance both the environmental and community impact of this program.

Website: <https://oakcliffbeecompany.com/>

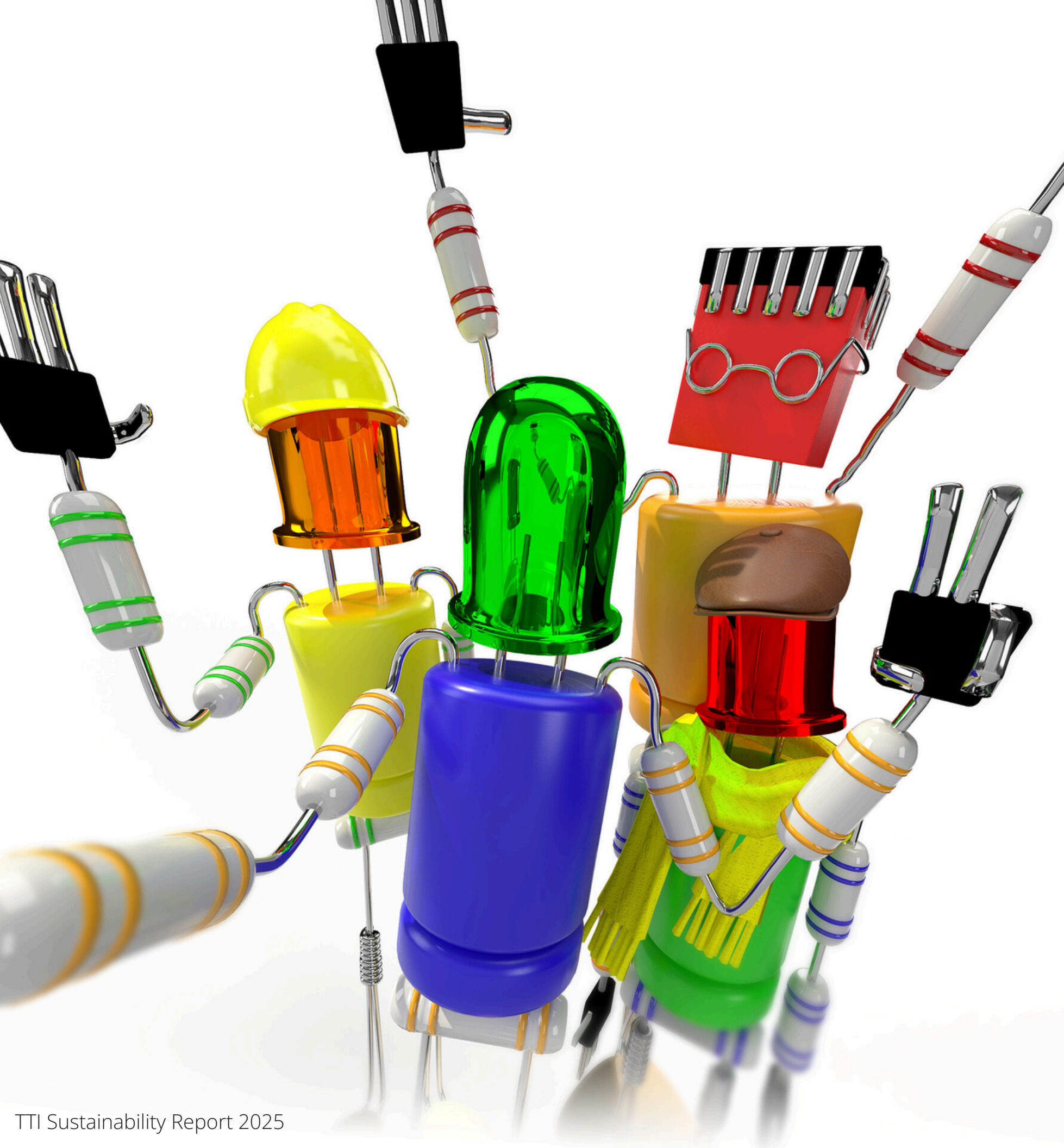
Instagram: OakCliffBeeco

Artistic Hive Credit: Felipe Romero - fromero003@icloud.com

Bee Photo Credit: Shannon LaGrave and Alexis Islas

Bee Fact Credit: Chris Chance





the TTI FAMILY of SPECIALISTS



TTI, Inc.
1.800.CALL.TTI
www.tti.com

TTI EMEA
www.ttieurope.com

TTI APAC
www.ttiasia.com

Mouser Electronics
1.800.804.3888
www.mouser.com

Sager Electronics
1.800.724.3780
www.sager.com

Exponential Technologies
www.xtgc.com

RFMW
1.877.367.7369
www.RFMW.com

Changnam I.N.T. LTD.
82.2.2068.0412
www.changnam.com

Connected Development
1.800.375.6050
www.connecteddev.com

Braemac Pty Ltd.
www.braemac.com

Ecopac Power
www.ecopacpower.co.uk

Raffenday Ltd.
44.0.1933.673333
www.raffenday.com