



2024

Sustainability Report





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Introduction

About our Report

The data and information contained in this report pertains to TTI, Inc.’s activities from January 1, 2024 to December 31, 2024. 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. This report is not third-party verified. For any questions regarding this report, please contact sustainability@ttiinc.com.

Restatements of Information

This report contains several restatements of information from the previous reporting periods. Scope 1 emissions increased for 2020-2022 due to the retroactive inclusion of emission reports from company owned fleet. This increase was also observed for 2023 Scope 1 emissions with the inclusion of new fleet categories. Scope 2 emissions observed minor changes from 2020-2022 due to retroactive updates to our list of active locations. Scope 2 emissions for 2023 increased by 13% from the implementation of utility integrations with our third party emissions inventory provider. The integrations provided more accuracy and visibility to additional emission sources than previously reported. Our water and waste data from 2020-2023 also changed due to the implementation of our third-party emissions inventory provider and automated utility integrations.

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.

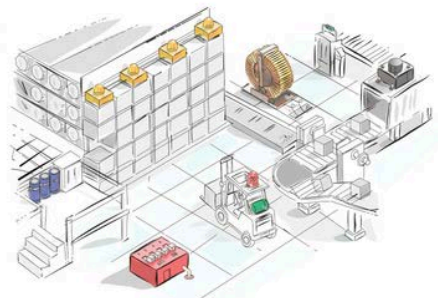
Together, we're a family of dedicated, talented, and motivated specialists working to enhance and change how the world communicates and connects.



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



9,341
Employees



2M
Part Numbers



Our CEO’s Message

Reflecting on our Journey and Embracing the Future

As I look back over the last year, I find myself appreciating the remarkable journey we have shared. This period has been marked by transformation, resilience, and ongoing progress within a dynamic and ever-evolving market. I take great pride in how we have adapted, maintained our focus, and remained dedicated to delivering excellence in all our endeavors.

A Commitment to Sustainability

From achieving a silver medal in EcoVadis to our first disclosure to the Carbon Disclosure Project, our developing commitment to sustainability has emerged as a key theme of the past year. This effort goes beyond mere compliance; it reflects who we are and the legacy we aspire to leave for future generations.

With over 9,000 Specialists embodying our values daily—through kindness, integrity, and a collective dedication to supporting our customers, communities, and one another—our culture surpasses a mere set of principles. It serves as an expression of our purpose. We are focused on building a strong foundation, leading with integrity, and operating in a way that not only earns trust but also fosters long-term positive impact.

Looking Ahead to 2025 and Beyond

As we set our sights on 2025 and beyond, sustainability will continue to be a pillar of our strategy. We are committed to further integrating environmental, social, and governance (ESG) principles into our operations and decision-making processes, driving positive outcomes in the communities we serve and the industries we lead.

We are committed to creating a more sustainable future—one where our growth aligns with the well-being of both people and the planet. As we celebrate our accomplishments and prepare for the opportunities that lie ahead, I want to express my sincere gratitude to each of you—our employees, partners, and stakeholders. Your dedication, passion, and belief in our mission have contributed to this year’s success. Here’s to a future filled with growth, innovation, and purpose—guided by our shared responsibility to foster a better, more sustainable world.



Mike Morton
Chief Executive Officer, TTI, Inc.



Organizational Profile*



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



ESG Steering Committee



JOHN ARCHER

TTI Corporate SVP/Chief
Administrative & Legal
Officer



MICHAEL KENNEDY

TTI SVP Business
Development &
XTG President



JEFF RAY

TTI SVP Global Strategic
Accounts



KEVIN SINK

TTI NDC VP Quality



JEREMY LANE

TTI VP Change
Management & Strategic
Transformations



MARC WINFIELD

TTI EDC SVP Sales



HEIKE BLODIG

TTI EDC VP Quality &
Compliance



LORI HARTMAN

Mouser SVP Customer
Experience



MELISSA CEVEDA

Exponential Technologies
Director
Human Resources



JOSH LEVINE

Exponential Technologies
VP Global Operations



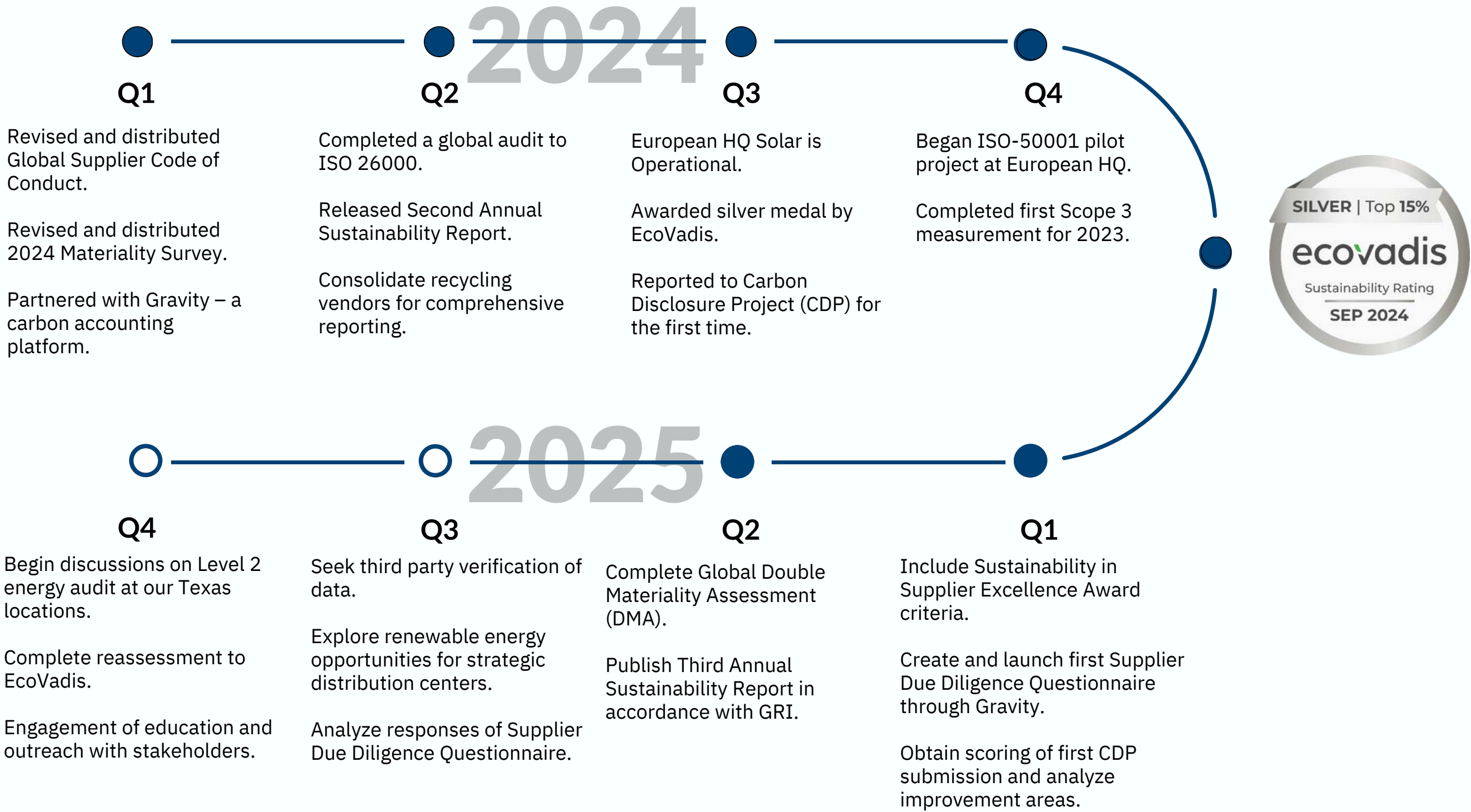
BRUCE KELLAR

Sager SVP Sales



ESG Roadmap

Our plan for a sustainable future





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Despite economic uncertainty and geopolitical tensions, we have remained resilient. Our ability to adapt and thrive in challenging times is a testament to our strong foundation and strategic vision. We have continued to serve our customers, strengthen supplier relationships, and position ourselves for growth. Key factors contributing to our resilience include:

- **Diversified Supply Chain:** By maintaining a diversified supply chain, we mitigate risks associated with geopolitical tensions and economic fluctuations. This ensures that we can consistently deliver products to our customers without disruption.
- **Strategic Partnerships:** We have built strong, long-term partnerships with suppliers and customers. These relationships are based on trust and mutual benefit, allowing us to navigate uncertainties together and emerge stronger.
- **Innovation and Agility:** Our commitment to innovation and agility enables us to quickly respond to changing market conditions. We continuously invest in technology and processes that enhance our operational efficiency and customer service.



Kingsley Wong
President Asia Pacific, TTI



ESG Governance

Board of Directors & Officers

Our company is governed by a Board of Directors. They are the highest governing body of the company and they consist of our Chairman & Chief Executive Officer (CEO), Treasurer & Chief Financial Officer (CFO), Secretary & Chief Administrative and Legal Officer (CAO), Director, and Assistant Treasurer. Our Board of Directors & Officers manage all the company’s impacts financially and operationally through board meetings and regular communication. Board meetings serve as a forum to communicate critical concerns.

Our internal business processes are geared towards comprehensive and continuous improvement and innovation. This also entails the inclusion of 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. Vacancies will be filled by a vote of the existing board members or by appointment. All board members undergo an annual evaluation process to assess their performance as an employee and leader of our company.

The members, like all our employees, are expected to act in full accordance with the Code of Conduct, including provisions on ethics and conflict of interest. In 2024, no violations had occurred.

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’s 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](#).



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

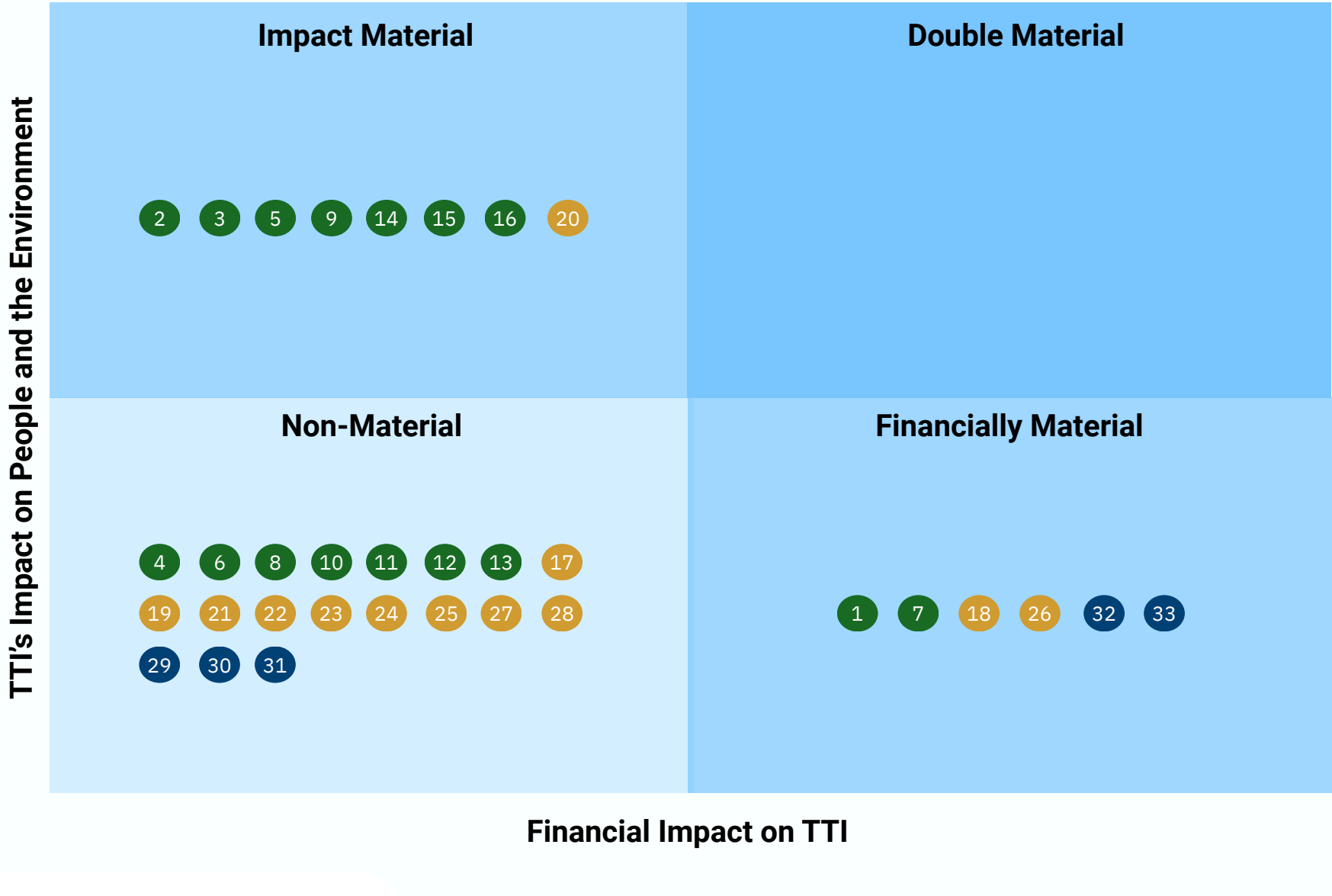
We actively engage our employees and promote open, direct feedback through employee engagement surveys. These surveys consistently gather insights to enhance our employees' experiences, pinpoint areas for improving the work environment, boost employee satisfaction, and reinforce our company culture. These surveys have regularly been conducted in our European operations; and a 2024 survey was conducted for our North American employees. Across both regions, a **72%** participation rate was observed, higher than our benchmarked average. We remain committed to using the feedback to drive continuous improvement in our employee's experiences.





Double Materiality Assessment

In Q1 of 2025, we underwent our inaugural 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. Third-party validation of DMA results will be determined based on regulatory changes to the E.U. Corporate Sustainability Reporting Directive.



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



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.



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 2024, our mandatory code of conduct training was launched globally with a **99.9%** 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 2024, our mandatory prohibited business practice training was launched globally with a **99.5%** completion rate. We undergo an annual risk assessment and do not have any confirmed incidents of corruption.



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 2024.



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.



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



You may submit a report online at:
www.BRK-HOTLINE.com



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

24/7 ■ SAFE ■ EFFECTIVE



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

Our Value Chain

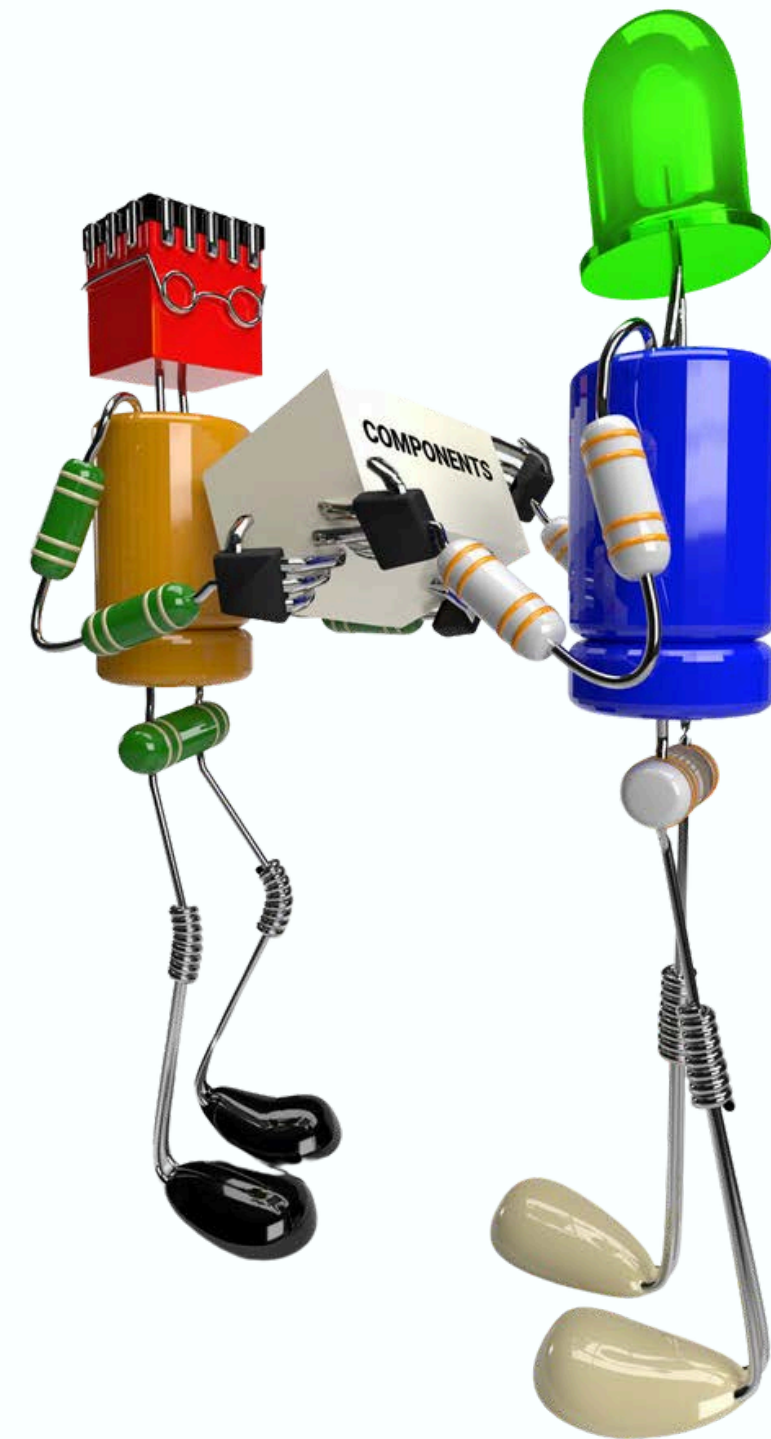
In a global economy with increasing complexity and shorter cycle times, our objective is to operate supply chains that can adapt to continuously changing conditions by combining our extensive industry experience with skills in strategy and planning, sourcing and procurement, and distribution. Our philosophy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





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. In 2025, we encouraged our partners to align their practices with our values and ethics by awarding a point in our Supplier Excellence Award Program for returning signed acknowledgement of our Code.

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 was sent out to global suppliers in 2025.



The Human Component

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The human component is integral to our success. Our employees' dedication, expertise, and adaptability are the driving forces behind our ability to remain resilient. Key aspects of how the human component contributes to our resilience include:

- **Employee Empowerment:** We empower our employees to take initiative and make decisions that drive the company's success. This empowerment fosters a culture of innovation and agility, enabling us to quickly adapt to changing circumstances.
- **Collaboration and Teamwork:** Our collaborative work environment encourages teamwork and the sharing of ideas. This collective effort ensures that we can address challenges effectively and find solutions that benefit our customers and partners.
- **Continuous Improvement:** We invest in the professional development of our employees, providing training and mentorship opportunities. This commitment to continuous improvement ensures that our team remains skilled, knowledgeable, and ready to tackle any challenges that arise.



Melissa Ceveda
Director Human Resources, Exponential Technologies



Employee Demographics

U.S Workforce Diversity			
	2022	2023	2024
White	51%	49%	47%
Hispanic or Latino	23%	24%	22%
Asian	13%	14%	14%
African American or Black	11%	11%	15%
Two or More Races	3%	4%	2%
Native Hawaiian or Pacific Islander	.60%	.62%	.49%
American Indian or Native American	.22%	.14%	.51%
Not Specified	1%	.48%	.54%





Employee Demographics

Global Demographics			
Age Distribution			
	2022	2023	2024
Over 50 Years of Age	29%	30%	30%
30 – 50 Years of Age	45%	46%	48%
Under 30 Years of Age	26%	24%	22%
Gender Distribution			
	2022	2023	2024
Women	50%	49%	49%
Men	50%	51%	51%
Gender Distribution of Full-Time Employees*			
	2022	2023	2024
Women	49%	49%	49%
Men	51%	51%	51%
Gender Distribution of Part-Time Employees*			
	2022	2023	2024
Women	59%	65%	71%
Men	41%	35%	29%





Employee Demographics

Global Gender by Role			
Global Executive Leadership			
	2022	2023	2024
Women	23%	25%	25%
Men	77%	75%	75%
Manager or Higher			
	2022	2023	2024
Women	38%	37%	39%
Men	63%	62%	61%
Salaried Non-Manager			
	2022	2023	2024
Women	49%	48.7%	48%
Men	51%	51.5%	52%
Hourly Roles			
	2022	2023	2024
Women	54%	55%	55%
Men	46%	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 from the start, and contributions are 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 2024, **97%** 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.





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 an 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 an 8-week classroom phase covering industry essentials and foundational building blocks. During a subsequent 9-week simulation phase, trainees gain hands-on experience aligned with their branch or department, followed by 12-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.



17
skills training offered*

134
hours of training per employee*



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. In 2024, no incidents of discrimination or harassment were reported nor any associated corrective actions were taken. 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

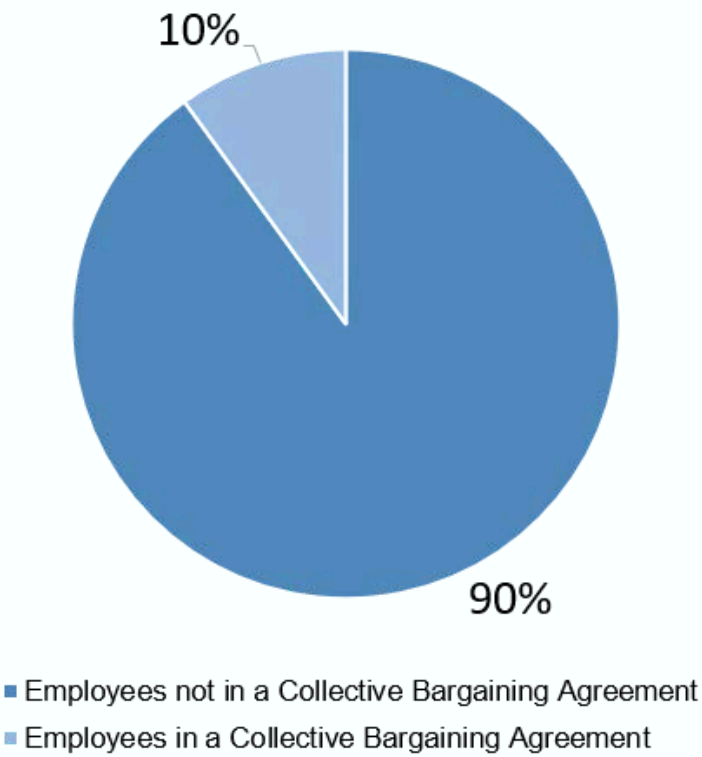
In 2024, we updated our global Combatting Modern Slavery and Trafficking Policy, which states our zero-tolerance policy of any form of modern slavery or human trafficking within our company. The policy also defines key terms, such as modern slavery, human trafficking, involuntary servitude, and child labor, in compliance with applicable laws and regulations. Included in the policy is information on how to report any violations without any fear of reprisal or retaliation.

Adoption of Slavery & Trafficking Risk Template

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](#).



Worker's Rights and Benefits



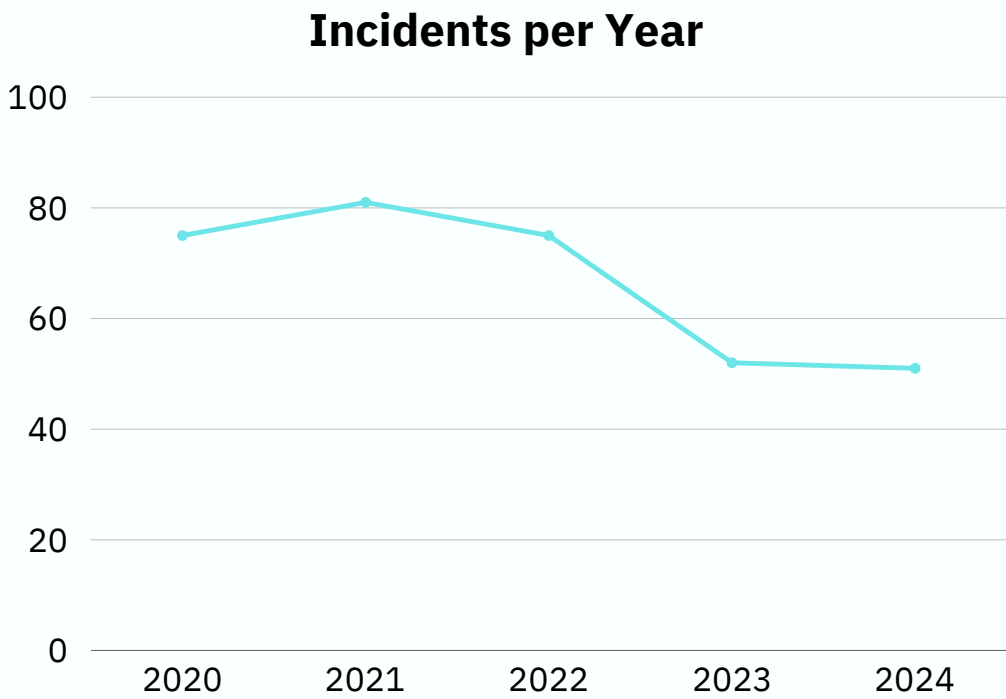
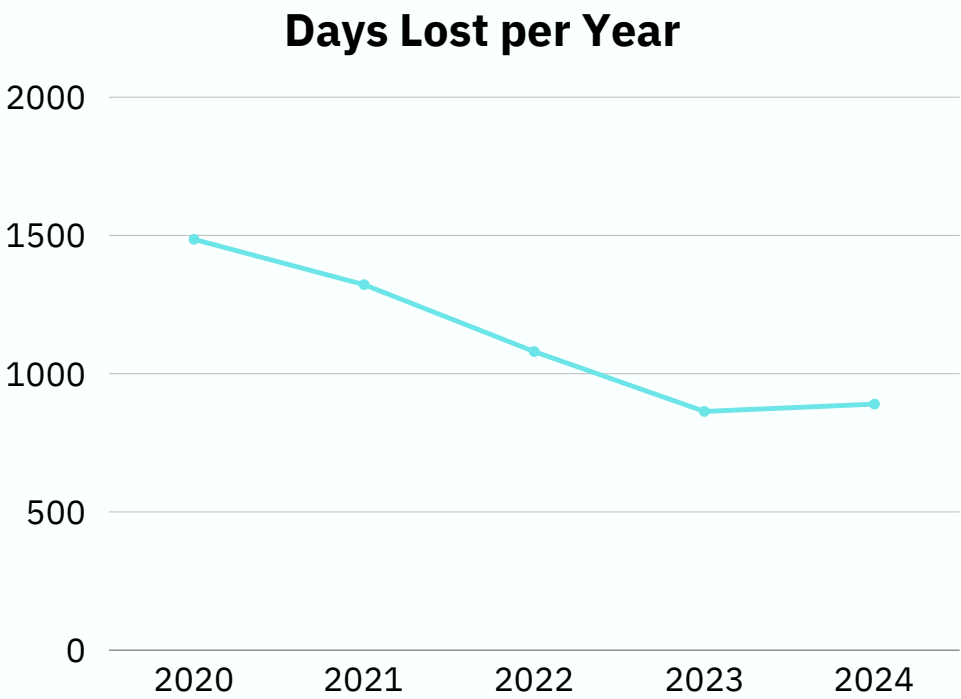
Although we support the right of employees to organize, we believe the best outcomes come from direct, open dialogue between employees and leadership.



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.





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 2024, TTI donated a sum of **\$329,068** 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 2024, **3,838** 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 2024, **\$40,818** was donated by our employees and was company matched through the Workplace Giving Program.

Tribute to First Responders



In remembrance of 9/11, ESG and Compliance teamed up with our insurance broker, Lockton, to extend our appreciation through basket drop-offs to five local Fort Worth fire stations and police departments, thanking them for their selflessness, commitment, and heroism in our community.

Finance Team Volunteers at Food Bank



Members of the Finance Team took time out to volunteer at a local food bank to help food items be made available to those in need in the Fort Worth community.

Philanthropy & Volunteerism

FIRST Robotics Championship

TTI, Sager, and Mouser Electronics are major supporters of FIRST (For Inspiration and Recognition of Science and Technology), a leading youth-serving nonprofit advancing science, technology, engineering, and math (STEM) education through hands-on robotics programs. We sponsor FIRST virtual and live competitions at the local, regional, state, and international level. Learn more at firstinspires.org.



Braemac and Axiomtek Planting the Tree of Hope

Braemac, in collaboration with its esteemed partner Axiomtek, recently came together for a tree-planting event in honor of Axiomtek’s 35th Anniversary at Braemac’s U.K. office. This special occasion was a meaningful expression of the shared values and enduring relationship between the two companies. The tree planting stood as a living representation of a future grounded in sustainability, innovation, and continued success.

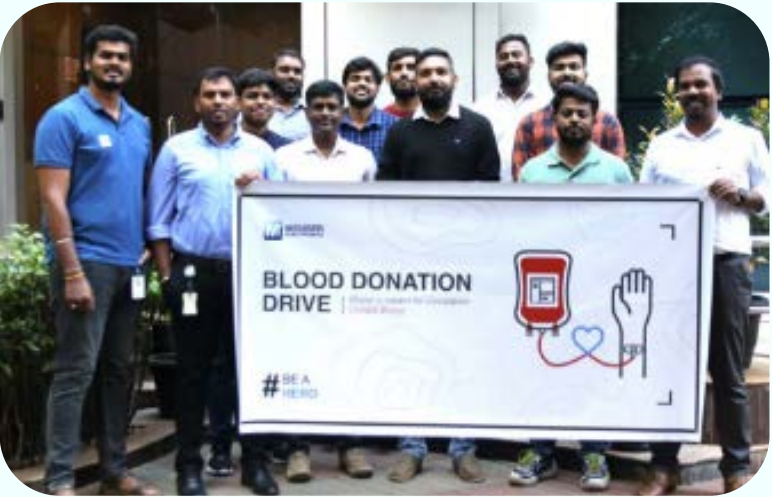
Philanthropy & Volunteerism

TTI Asia Donates Wheelchairs



TTI Asia gave back to the community through a meaningful team-building activity. Together, they donated 25 wheelchairs, symbolizing our commitment to making a difference and turning milestones into movement. This activity reinforced the importance of caring for our communities and working together to create a positive impact. Pictured in the background are the creative designs incorporated with the wheelchairs.

Mouser India Blood Drive



The blood drive showcased the remarkable spirit of the India team. Participants, volunteers, and other team members came together for a noble cause. The drive was a success, proving the power of collective efforts and the difference everyone can make.



Mouser Way Clean Up

Each quarter, Mouser's employees volunteer to pick up trash on Mouser Way, showcasing their passion for a clean environment.



Our Footprint

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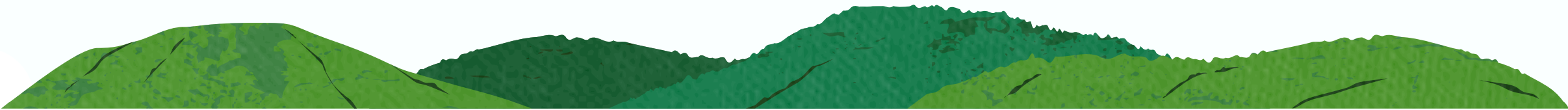
Quality and reliability form the foundation of our operations. We implement rigorous quality-control processes to ensure that every component we distribute meets exceptional standards. Our ISO-certified warehouses and advanced logistics systems guarantee that products are stored and handled with the highest level of care.

Beyond our internal processes, we are committed to continuous improvement and innovation. By staying ahead of industry trends and incorporating the latest technological advancements, we ensure that our operations remain at the forefront of quality and efficiency. This proactive approach not only enhances our service offerings but also empowers our partners to achieve their own business goals with confidence.

Our dedication to quality extends to the partnerships we build. We collaborate closely with suppliers and customers alike to align expectations, share best practices, and drive mutual success. By fostering transparent communication and long-term relationships, we create a trusted supply chain network that’s resilient, responsive, and built to deliver consistent results.



Lori Hartman
SVP Customer Experience, Mouser Electronics





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

Our Strategy in Managing Risk

In 2024, our strategy remained focused on expanding our ISO-14001 certifications to our strategic locations across the globe. This was demonstrated by our ISO-14001 certification at Braemac’s Headquarters and Distribution Center. We observed a decrease of ISO-14001 square footage coverage from **73%** to **69%** in 2023 to 2024. This was due to the addition of a new distribution center, which will be certified in 2026.

ISO-14001 Sq. Ft. Coverage of Distribution Centers		
	Goal	Status
2023	Achieve 71% coverage.	Achieved 73% coverage.
2024	Achieve 72% coverage.	Achieved 69% coverage.
2025	Achieve 75% coverage.	In progress.

In future certifications, our Sustainability Department plans on globalizing EMS policies and procedures to help facilitate a more efficient certification process.

We continue to provide environmental awareness training, as it pertains to ESG practices and ISO-14001, for onboarding of North American employees. We intend to expand this to all employees globally in the future.

ISO-50001 Implementation

At our European Distribution Center, an ISO-50001 energy-management system is being piloted and set to be certified by a third party. We intend on expanding this implementation to other global distribution centers in the coming years as part of our steadfast commitment to reduce our footprint.



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. Our first submission to the CDP was made in 2024.

In 2024, we conducted our first measurement of our Scope 3 emissions on 2023 data in under 6 months through our partnership with Gravity. 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 2025, we continued to use a spend-based approach to calculate our 2024 Scope 3 footprint.

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 from 2.95 to 1.93, largely due to our expanding revenue and increases in energy efficiency improvements. Our total emissions, however, have been steadily increasing each year, as a result of increased acquisitions and increased business demand.

In 2024, we re-evaluated our carbon emission goals and began calculating our carbon intensity on headcount rather than revenue. 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 from **2.34** to **2.89** in our carbon revenue intensity and from **2.24** to **2.44** in our carbon headcount intensity, due to continuing M&A activity and expansion of facilities. After thorough review, we are not on target and would likely not 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.



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; and
- Identifying emission hotspots throughout our supply chain.



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

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

Our current goals aim to reduce water usage intensity by **15%** from 2022-2026, through the use of better practices and improvements. For 2024, we observed an increase of about **8,721,887** gallons of water consumed. This was largely due to an increase in water usage at our Mansfield Distribution Center, from site expansion activity and greater visibility into wastewater meters.

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, and going from ~**70%** diversion in 2023 to ~**96%** diversion in 2024 at our distribution centers;
- 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.

2024 Overview

197

Metric Tons of Waste Landfilled



4,476

Metric Tons of Recyclables Recycled



331

Metric Tons of Electronic Waste Recycled



3

Metric Tons of Components Combusted





Earth Day at TTI

Earth Day is a momentous occasion to reflect on our commitment to environmental protection and sustainability. Our employees have come together in various ways to celebrate Earth Day, demonstrating our collective dedication to making a positive impact on our planet.



Ride to Work – Our colleagues at the Shanghai branch have opted for a sustainable mode of transportation by choosing to ride bicycles to work. This not only promotes personal health, but also reduces our carbon footprint, contributing to a healthier environment.



Recycling Program – In our warehouse, we've launched a cardboard recycling initiative to minimize waste and promote sustainable practices. By recycling cardboard, we're taking a proactive step towards reducing our environmental impact.



Get Planting – Over at our Shenzhen branch, employees are engaging in hands-on activities by growing small green fruits and vegetables within our office space. This initiative not only adds greenery to our surroundings, but also fosters a deeper connection to nature.



An Opportunity to Enable Sustainability

Amidst growing regulatory and investor-driven pressures to transition away from fossil fuels and towards electrification, we recognize the opportunity to serve the market as an enabler of sustainable solutions. As a distributor of electronic components, we are well positioned to facilitate the electrification of vehicles, the development of battery management and energy storage solutions, and leverage our value-chain position to educate stakeholders on the mounting sustainability-related regulatory requirements. Below are some examples of how sustainability is top of mind for TTI and the Family of Specialists:



Design Challenges of Battery Management and Energy Storage Solutions: Meeting Europe's Renewable Energy Goals



The Future Will Require More Detailed Product Knowledge and Information



Exploring the Intersection of Sustainable Technology and Engineering Innovation





Appendix & Methodology

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Environmental Appendix

DESCRIPTION	UNIT	2020	2021	2022	2023	2024
Energy						
Total Energy Consumed	MWh	50533	54711	53622	63569	70000
Total Scope 1 Energy	MWh	15421	17852	14092	15435	16924
Total Scope 2 Energy	MWh	35112	36859	39530	48134	53076
Nonrenewable Electricity Purchased	MWh	35112	36859	39530	48134	53076
Consumption of Fuel	MWh	0	16.70	16.10	10.90	13.40
Purchased Steam/Heat/Cooling and Other Purchased Energy	MWh	15421	17835	14076	15424	16911
GHG Emissions						
Scope 1 & 2 Emissions	mtCO2e	17054	17672	17641	20842	22751
Scope 1 Emissions	mtCO2e	3740	3750	3203	3682	4439
Scope 2 Emissions	mtCO2e	13314	13922	14438	17160	18312
Total Scope 3 Emissions	mtCO2e	*	*	*	1018753	730378
Category 1: Purchased Goods and Services	mtCO2e	*	*	*	873560	613028
Category 2: Capital Goods	mtCO2e	*	*	*	45541	22433
Category 3: Fuel-and-Energy Related Activities	mtCO2e	*	*	*	5037	5486
Category 4: Upstream Transportation and Distribution	mtCO2e	*	*	*	52378	45132
Category 5: Waste Generated in Operations	mtCO2e	*	*	*	1068	437
Category 6: Business Travel	mtCO2e	*	*	*	12839	8714
Category 7: Employee Commuting	mtCO2e	*	*	*	7304	5811
Category 8: Upstream Leased Assers	mtCO2e	*	*	*	316	192
Category 9: Downstream Transportation and Distribution	mtCO2e	*	*	*	17900	27474
Category 12: End-of-Life Treatment of Sold Products	mtCO2e	*	*	*	2812	1670
Scope 1 & 2 Revenue Intensity	mtCO2e / millions of revenue	3.10	2.30	1.99	2.34	2.89
Scope 1 & 2 Headcount Intensity	mtCO2e / employees	2.35	2.20	1.98	2.24	2.44
Water						
Water Withdrawn and Consumed	gallons	18949328	33618593	25756027	32677362	41399249
Water Headcount Intensity	gallons / employees	2612.98	4179.86	2895.24	3509.54	4431.99
Water Floor Area Intensity	gallons / square footage	7.12	12.62	9.10	11.54	14.67
Waste						
Waste Generated	metric tons	201	278	2812	3826	5031
Percentage of Waste Recycled	%	*	*	*	69.70%	96.08%
Total Recycled Waste	metric tons	*	*	*	2669	4834
Total Landfilled Waste	metric tons	201	278	2812	1157	197
Landfilled Waste Headcount Intensity	metric tons / employees	0.028	0.035	0.35	0.12	0.02

*Not measured for given year.



Safety Appendix

DESCRIPTION	UNIT	2020	2021	2022	2023	2024
Safety						
Headcount	#	7252	8043	8896	9311	9341
Total Injuries	#	75	81	75	52	51
Total Days Lost	#	1486	1322	1080	864	890
Total Hours Worked	#	9321660	10013460	11114744	14339584	14742596
Lost Time Injury Severity Rate	# of lost days * 1,000,000 / hours worked	159.41	131.97	97.17	60.22	60.37
Lost Time Injury Frequency Rate	# of injuries * 1,000,000 / hours worked	8.046	8.089	6.748	3.63	3.46
Total Recordable Incident Rate	# of injuries * 200,000 / hours worked	1.61	1.62	1.35	0.73	0.69

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)
- Platinum Founding Member of Women in Electronics (WE)



2024 Carbon Inventory Methodology Supplement

Gravity’s greenhouse gas emissions calculations follow the Greenhouse Gas Protocol, the gold-standard methodology in carbon accounting. The Gravity platform includes extensive features around transparency and visibility into methodology, including calculation-level emission factor transparency, primary data attachments, and exports of all calculations. To supplement the platform, this document provides additional details on the emissions sources and data included in the 2024 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 17 locations, primary physical-activity data was supplied through utility bills or direct software integration with the utility provider via API. For 167 global locations, natural gas consumption was estimated based on building square footage and geography.	<p>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.</p> <p>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.</p> <p>This estimation method varies from the methodology used in 2023, which was based on metrics sourced from IEA’s Building Energy Performance Metrics report (August 2015), which provides global energy intensities.</p>
	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 Combustion	Fleet of company-controlled light- and medium-duty trucks	A combination of average annual fuel consumption and average vehicle-miles or vehicle-kilometers	Cars and light-duty trucks are assumed to use gasoline. Medium-duty trucks assumed to use diesel. The company plane was assumed to use aircraft jet fuel.



	and passenger cars, and one company plane.	provided for mobile fleet. For the company plane, fuel data was aggregated and uploaded via spreadsheet by company personnel.	
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	<i>No process emissions reported as relevant by TTI.</i>		
SCOPE 2 Acquired Energy	Grid-purchased electricity at offices and facilities.	For 36 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 167 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, a country-specific building energy intensity metric was applied based on each building’s square footage and location. These metrics were sourced from IEA’s Building Energy Performance Metrics report (August 2015), the most recent source with comprehensive global energy intensities identifiable. Although more recent data exists for average energy intensities within certain geographies (e.g., the European Union), it is intended that adopting a single, multi-country source from the same year across locations will enable more consistent and meaningful inter-location comparisons.



			To identify the portion of energy consumption attributable to electricity, the IEA’s average of an 8:18 ratio between Scope 1:Scope 2 for building energy consumption was employed.
SCOPE 3 Category 1 – Purchased Goods and Services	All upstream emissions from goods and services purchased by the company during the reporting year, including both physical products and general corporate services.	Spend data categorized from the company Profit & Loss statement and uploaded via spreadsheet by company personnel.	Spend categories such as taxes & fees and lease expenses were excluded from the category due to either being captured in other emissions categories or not being relevant for inclusion in the emissions measurement.
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 2024 measurement. This differs from prior year 2023 methodology which was a manual calculation.
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;	Spend data from the Profit & Loss statement covering freight expenses.	Although duties were included in the 2023 measurement, the cost of duties are being excluded from the 2024 measurement. This is because the cost of duties only represent taxes and fees associated with transportation rather than the actual transportation activity.



	→ Logistics services purchased by TTI.		
SCOPE 3 Category 5 – Waste Generated in Operations	Emissions from treatment of waste and wastewater based on disposal methods, including treated, landfilled, and recycled.	For 23 sites, primary data was uploaded either through invoices, direct integration with the waste provider, or aggregated 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.	
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.	216 data points were collected via employee survey, which was then normalized to represent the global headcount of 9,311 in 2023 and 9,341 in 2024 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’s shipping activity. For other business units, emissions were estimated using an intensity factor based on NDC’s revenue divided by NDC’s emissions. This intensity	Where the granularity is available, origin and ending zip codes were provided to calculate the distance transported for certain rows of shipping activity. There were ~40K 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 40K, and manually entered to represent this shipping activity.



		factor was applied to other business units' revenue.	
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. This category represents an opportunity in future measurement cycles to measure using primary data, where possible.
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, 2024 through December 31, 2024.
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	<u>4</u>	
2-2 Entities included in the organization’s sustainability reporting	<u>7</u>	
2-3 Reporting period, frequency and contact point	<u>4</u>	
2-4 Restatements of information	<u>4</u>	
2-5 External assurance	<u>4</u>	
2-6 Activities, value chain and other business relationships	<u>4, 19, 20</u>	
2-7 Employees	<u>44</u>	
2-8 Workers who are not employees		TTI, Inc. does not employ workers who are not employees.
2-9 Governance structure and composition	<u>12</u>	
2-10 Nomination and selection of the highest governance body	<u>12</u>	
2-11 Chair of the highest governance body	<u>12</u>	
2-12 Role of the highest governance body in overseeing the management of impacts	<u>12</u>	
2-13 Delegation of responsibility for managing impacts	<u>12</u>	
2-14 Role of the highest governance body in sustainability reporting	<u>12</u>	
2-15 Conflicts of interest	<u>12</u>	
2-16 Communication of critical concerns	<u>12</u>	
2-17 Collective knowledge of the highest governance body	<u>12</u>	
2-18 Evaluation of the performance of the highest governance body	<u>12</u>	
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	<u>6</u>	
2-23 Policy commitments	<u>16, 17, 18, 29</u>	
2-24 Embedding policy commitments	<u>6, 16, 17, 18, 29</u>	
2-25 Processes to remediate negative impacts	<u>18</u>	



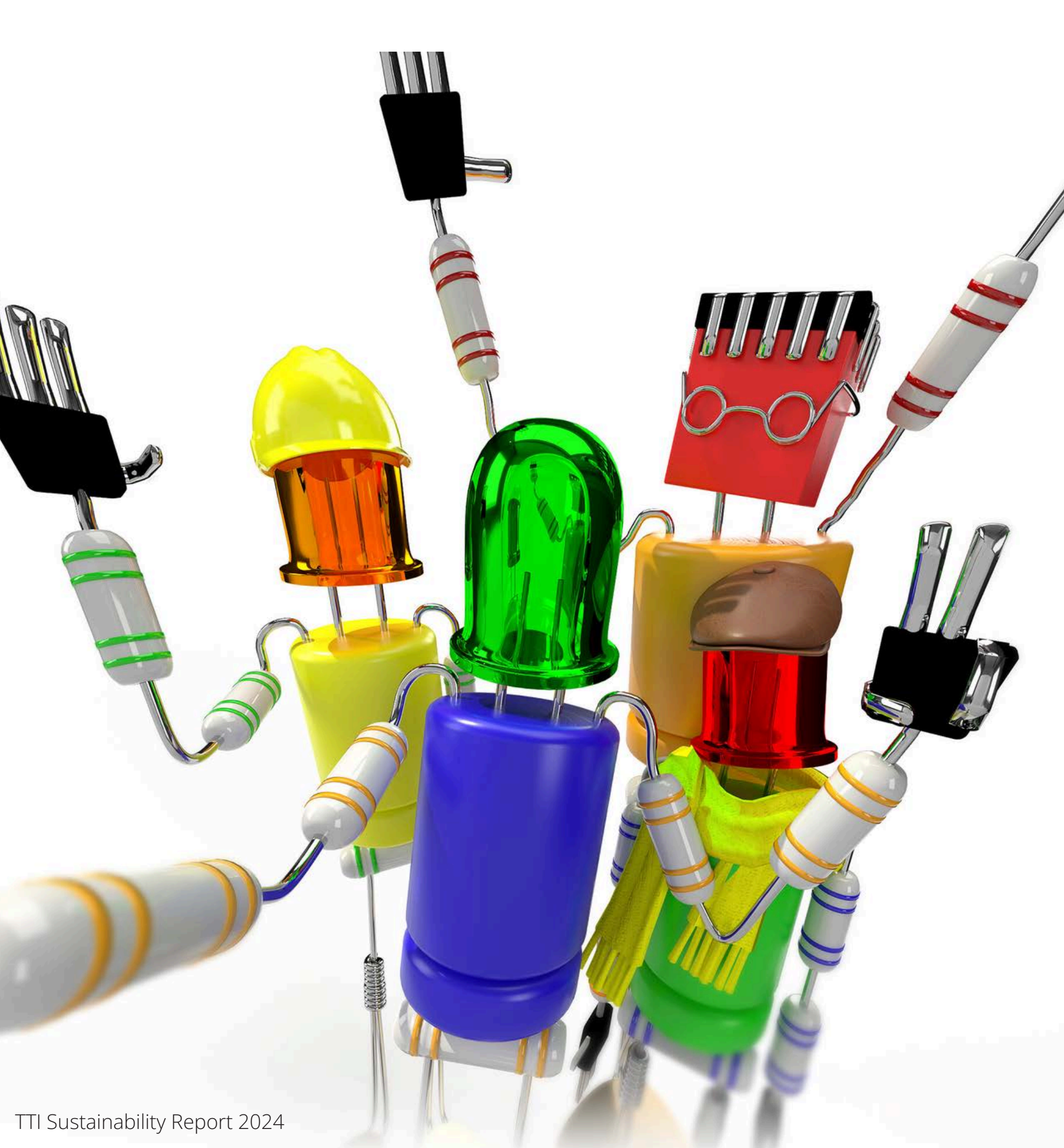
DISCLOSURES	PRIMARY LOCATION	OMISSIONS / ADDITIONAL CONTEXT
2-26 Mechanisms for seeking advice and raising concerns	<u>18</u>	
2-27 Compliance with laws and regulations	<u>16, 17</u>	
2-28 Membership associations	<u>44</u>	
2-29 Approach to stakeholder engagement	<u>13, 14, 15</u>	
2-30 Collective bargaining agreements	<u>29</u>	
GRI 3: Material Topics		
3-1 Process to determine material topics	<u>14, 15</u>	
3-2 List of material topics	<u>14</u>	
GRI 201: Economic Performance		
3-3 Management of material topics	<u>14, 15</u>	
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	<u>14, 15, 16, 17</u>	
205-1 Operations assessed for risks related to corruption	<u>16</u>	
205-2 Communication and training about anti-corruption policies and procedures	<u>16, 17</u>	
205-3 Confirmed incidents of corruption and actions taken	<u>16</u>	
GRI 302: Energy		
3-3 Management of material topics	<u>14, 15</u>	
302-1 Energy consumption within the organization	<u>43</u>	
302-2 Energy consumption outside of the organization	<u>43</u>	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	14, 15, 38	
303-1 Interactions with water as a shared resource	38	
303-2 Management of water discharge-related impacts		TTI, Inc. has not yet identified its water-discharge related impacts.
303-3 Water withdrawal	43	
303-4 Water discharge		TTI, Inc. does not discharge water as part of its operations.
303-5 Water consumption	43	
GRI 305: Emissions		
3-3 Management of material topics	14, 15, 37	
305-1 Direct (Scope 1) GHG emissions	43	
305-2 Energy indirect (Scope 2) GHG emissions	43	
305-3 Other indirect (Scope 3) GHG emissions	43	
305-4 GHG emissions intensity	43	
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	14, 15, 39	
306-1 Waste generation and significant waste-related impacts	39, 43	
306-2 Management of significant waste-related impacts	39	
306-3 Waste generated	39, 43	
306-4 Waste diverted from disposal	43	
306-5 Waste directed to disposal	43	
GRI 403: Occupational Health & Safety		
3-3 Management of material topics	14, 15, 30	
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	30	
403-3 Occupational health services	30	
403-4 Worker participation, consultation, and communication on occupational health and safety	30	
403-5 Worker training on occupational health and safety	30	
403-6 Promotion of worker health	27, 30	



DISCLOSURES	PRIMARY LOCATION	OMISSIONS / ADDITIONAL CONTEXT
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30	
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	44	
403-10 Work-related ill health	44	
GRI 404: Training & Education		
3-3 Management of material topics	14, 15, 28	
404-1 Average hours of training per year per employee	28	
404-2 Programs for upgrading employee skills and transition assistance programs	27, 28	
404-3 Percentage of employees receiving regular performance and career development reviews	28	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	14, 15, 24, 25, 26	
405-1 Diversity of governance bodies and employees	26	
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	14, 15, 29	
406-1 Incidents of discrimination and corrective actions taken	29	
GRI 418: Customer Privacy		
3-3 Management of material topics	14, 15, 17	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		TTI, Inc. does not disclose this due to confidentiality.



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