



SYNNEX Corporation Corporate Social Responsibility Policy

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PURPOSE OF THE POLICY

With global operations, SYNNEX and its associates around the world have long been committed to making a positive difference in the communities where we live and work. The Company has engaged in hundreds of initiatives to help improve local economies, enhance environmental sustainability, and support a vast array of philanthropic causes.

SYNNEX' focus has been to contribute to the sustainable development of the society and environment, and to make our planet a better place for future generations.

This policy sets out the framework for SYNNEX to support and develop its corporate social responsibility efforts.

OBJECTIVES

SYNNEX CSR Policy intends to:

- Encourage commitment at all levels in the organization to operate its business in a sustainable manner, while recognizing the interests of all stakeholders
- To initiate and drive programs that benefit communities and enhance the quality of life and economic well-being of the local population
- Generate, through its CSR initiatives, a community goodwill for SYNNEX and help reinforce a positive and socially responsible image of SYNNEX as a corporate entity
- Provide opportunities for employees to get involved in their local communities along with other SYNNEX employees, fostering a culture of giving back to the communities in which we work and live

FOCUS AREAS – LEARNING, LIVING, LEADING

To recognize the collective corporate social responsibility (CSR) efforts around the world, SYNEX has created three pillars to guide our worldwide SYNEX CSR efforts and give direction as the Company continues to effect change both today and into the future. SYNEX' 3Ls—Learning, Living and Leading include the following areas:

Goal Area	Focus	Actions
Learning	<p>Focus on education includes:</p> <ul style="list-style-type: none"> - Diversity and Inclusion - Children and Young Adults - Professional Development 	<p>SYNEX supports diversity and inclusion; encourages children to pursue careers in STEM fields; encourages associates to further their education and expand their knowledge and provide grants for young adults to support their educational pursuits</p>
Living	<p>Focus on wellness and community includes:</p> <ul style="list-style-type: none"> - Work environment - Community giving back - Wellness and fitness 	<p>SYNEX works diligently to create workplaces that are welcoming and respectful; celebrates the diversity of its employees, customers and vendors and encourages healthy living.</p> <p>SYNEX works with organizations to encourage financial support of local charities and fosters associate volunteerism as a means of giving back to the community.</p>
Leading	<p>Focus on environmental sustainability includes</p> <ul style="list-style-type: none"> - Energy consumption and efficiency (facility efforts) - Supply Chain - Waste reduction and recycling - Technology Intelligence 	<p>SYNEX supports its business partners in their green initiatives and encourage its associates to take actions in protecting the environment. SYNEX nurtures innovation to use the collective knowledge and resources to build environmentally-friendly solutions.</p>

UNDERTAKING CSR ACTIVITIES (IMPLEMENTATION)

SYNNEX undertakes its CSR activities through the SYNNEX local Community Involvement Committees or such other entity/organizations as approved by the CSR Committee.

The time period / duration of any particular CSR program will depend on its nature, extent of coverage and the intended impact of the CSR program.

The CSR programs may be implemented by SYNNEX directly or in collaboration with specialized agencies identified by the CSR Committee. The specialized agencies may work separately or in tandem with other agencies on the CSR program.

Such specialized agencies could include, among others:

- Community-based organizations
- Voluntary agencies
- Institutes / Academic Organizations
- Registered Trusts, Registered Societies
- Self-help groups; Government, semi- government and autonomous organizations
- Professional Consultancy Organizations.

COMPOSITION OF CSR COMMITTEE

The CSR Committee, led by Debra LaTourette, Senior Vice President, Human Resources, North America, and consists of representatives from the following areas of the Company:

- o SYNNEX Technology Solutions
- o Hyve Solutions
- o Operations

MISCELLANEOUS

The Company reserves the right to review the CSR Policy from time to time based on changing needs and aspirations of the target beneficiaries and make suitable modifications, as may be necessary. SYNNEX further reserves the right to cancel this CSR Policy.

EFFECTIVE DATE

This policy is effective December 1, 2020.

CONTACT

For queries related to the CSR Policy, or to reach the CSR Committee, please write us at CorporateSocialResponsibility@synnex.com