Connection
we solve IT®

Operate Better. Enable Better.

2025 **SUSTAINABILITY REPORT**

Contents

CORPORATE HEADQUARTERS
Merrimack, New Hampshire, USA

Letter from the CEO

Dear Valued Stakeholders,

I am proud to share our 2025 Sustainability Report with you and convey the depth of our commitment to the values, principles, and frameworks detailed within it. The report reflects an important truth about Connection: sustainability is not separate from how we operate, build long-lasting relationships with customers and partners, or plan for the future. It is an integral part of our business.

We believe sustainability is grounded in practical business leadership. Viewing sustainability through the lens of operational discipline, accountability, and value creation means examining how we manage our facilities, supply chain, packaging, energy use, governance practices, workforce, and customer engagements—not only to do the right thing, but to do business better.

Our 2025 Sustainability Report centers on the theme: Operate Better. Enable Better. These two ideas capture how we think about sustainability at Connection. First, we must operate better within our own walls—improving processes, managing resources responsibly, strengthening governance, and embedding thoughtful oversight into the way we run our business. Second, we must enable better outcomes for others—especially our customers, who rely on us to help them make informed, efficient, and future-ready technology decisions. We believe a focus on sustainability—and helping our customers achieve better outcomes as they adapt to changing environments—is a fundamental aspect of being a trusted advisor.

We see sustainability as part of long-term value creation. It helps us strengthen our business, respond to stakeholder expectations, support customer needs, and prepare for emerging risks and opportunities. While we are proud of the progress reflected in this report, we also know this work is ongoing. Sustainability is not a one-time initiative. It is a continuous effort to improve, adapt, and lead responsibly over time.

We are grateful to our teammates across Connection who contribute to this work every day. Their dedication, collaboration, and professionalism make this report possible and help turn our commitments into action. We are also grateful to our customers, partners, and stakeholders for your support and for the trust you place in our team.

On behalf of the entire Connection team, thank you for taking the time to review our 2025 Sustainability Report. We are pleased to share our progress, proud of the foundation we are building, and committed to advancing this work in a way that supports our business, our customers, and the future we all share.

Sincerely,
Tim McGrath
President and Chief Executive Officer

About Connection

Connection is a leading provider of technology solutions that help organizations and individuals achieve better outcomes through IT. We partner with top technology brands to deliver a broad range of products, services, and solutions—backed by deep expertise, trusted relationships, and a strong focus on customer success. Across every interaction, we are committed to making technology work better for the people and organizations we serve.

Our mission is to connect people with technology to enhance growth, elevate productivity, and empower innovation.

Our Values

Respect: It starts with empathy. We have a customer-first mentality. Our culture is based upon mutual trust and respect. In other words, what you worry about, we worry about.

Excellence: We continuously look for ways to better serve you. We strive for long-lasting relationships that grow stronger over time.

Teamwork: Working together drives innovation and success. We are accountable to our customers, employees, and shareholders by being curious about how we can better help them grow. Our curiosity inspires us to ask better questions which leads to better solutions.

Integrity: We're honest and direct. We believe integrity comes from transparency which leads to excellence. Earning your trust is job #1.

Corporate Citizenship: We foster a socially responsible culture that supports inclusive excellence, drives environmentally sound business practices, and encourages engagement in the communities where we work and live.

By the Numbers

43+ Years
Dedicated Service Since 1982

150+
Countries Served

$2.9 Billion
Annual Net Sales (2025)

2,500+
Employees

2,500+
Partners

5,000+
Professional Certifications

TIDC Technical Certifications:

- System and Organization Controls 2 (SOC 2®)
- ISO 27001:2013
- ISO 22301:2019
- ISO 20000-1:2018
- ISO 9001:2015

Connection Offerings

Connection offers end-to-end technology solutions and services across three customer segments—small and mid-sized businesses, large enterprises, and the public sector—combining advisory support, solution design, procurement, deployment, and lifecycle services to help clients modernize IT, improve security, and enable productivity.

Connection Business Solutions: Technology solutions and services for small and mid-sized organizations, delivered by dedicated specialists and tailored to support growth, productivity, and innovation.

Connection Enterprise Solutions: Advanced, scalable solutions for large enterprises, with deep expertise in AI, cybersecurity, data center, digital workspace, multicloud, and technology services—supported by procurement and global fulfillment capabilities.

Connection Public Sector Solutions: Mission-focused IT solutions for government, education, and healthcare—bringing contract/program expertise, certified specialists, and end-to-end support across areas such as cybersecurity, AI, and digital workspace.

Technology Solutions and Services: Connection tailors offerings for all three customer segments across key verticals—including healthcare, federal/state/local government, K–12 and higher education, retail, manufacturing, and financial services—aligning modern infrastructure, device/workspace enablement, security, and services to each industry's operational and compliance needs.

CNXN Helix™ Center for Applied AI and Robotics

The CNXN Helix Center for Applied AI and Robotics connects organizations with practical, AI-driven automation to address operational challenges such as efficiency, compliance, and workforce constraints, with proven use cases across industries including manufacturing, healthcare, and finance.

Key Workplace/Culture Awards

Forbes

America's Best Midsize Employers 2025

Time Magazine

America's Best Mid-Size Companies 2024

Newsweek

World's Most Trustworthy Companies 2024

Newsweek

Most Trustworthy Companies in America 2024

About This Report

This Sustainability Report describes Connection's sustainability strategy and commitments for the fiscal year January 1–December 31, 2025, unless otherwise noted. The report covers activities within Connection's operational and organizational boundaries and, where relevant, addresses impacts across our workforce, value chain, including suppliers, partners, and customers, particularly related to greenhouse gas (GHG) emissions, responsible sourcing, workforce practices, and ethical business conduct.

Content in this report reflects input from multiple internal functions and governance bodies and represents data and information available at the time of publication. Sustainability-related topics discussed are informed by Connection's ESG materiality assessment and are intended to highlight priority environmental, social, and governance issues for the business. References to "material" topics are specific to sustainability reporting and should not be interpreted as materiality for purposes of U.S. Securities and Exchange Commission (SEC) reporting.

WE SUPPORT UN GLOBAL COMPACT

SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABILITY ACCOUNTING STANDARDS BOARD SASB

ecovadis

CDP

Standards and Framework Alignment

Connection's sustainability disclosures are informed by globally recognized frameworks and third-party assessments to enhance transparency, consistency, and accountability. These include the United Nations Global Compact (UNGC), UN Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB) standards for Multiline and Specialty Retailers and Distributors, EcoVadis, and CDP Climate Change. Greenhouse gas emissions are calculated and disclosed in accordance with the Greenhouse Gas (GHG) Protocol. Alignment with these frameworks supports Connection's long-term business resilience, responsible governance, and continuous improvement across environmental, social, and ethical business practices.

Forward-looking Statements

This report may contain forward-looking statements regarding Connection's sustainability objectives, initiatives, targets, and future performance. Such statements are based on current expectations and assumptions and are subject to risks and uncertainties that may cause actual results to differ materially. Forward-looking statements are not guarantees of future performance, and Connection undertakes no obligation to update such statements, except as required by applicable law.

Sustainability Strategy Overview

At Connection, sustainability involves environmental, social, and governance (ESG) considerations that foster long-term business strength and responsible value creation. The company's approach centers on enhancing performance by increasing operational resilience, prioritizing customer solutions, and promoting ethical growth. Through robust governance, materiality assessment insights, and alignment with global standards, ESG concerns are integrated into both operations and value generation.

Governance Structure

Connection embeds oversight for sustainability and ESG within its governance framework, ensuring accountability, transparency, and consistency with business goals. Executive leaders supervise sustainability priorities, aided by cross-functional committees and subject-matter experts who handle implementation, monitoring, and reporting.

This structure allows coordination across environmental stewardship, workplace culture, ethical practices, and risk management. The company regularly reviews ESG performance and priorities to track progress, address new risks and stakeholder expectations, and integrate these factors into enterprise decision-making.

Materiality Assessment Summary

Connection's sustainability strategy is guided by a formal materiality assessment conducted in 2024, which identifies and ranks ESG topics most relevant to the business and stakeholders. The assessment considered organizational scope, geographic reach, industry context, regulatory changes, and input from employees, leaders, customers, suppliers, and partners.

Sustainability issues were evaluated based on their importance to stakeholders and potential impact on business performance and long-term value. The resulting material topics are grouped under three main categories: environmental, social, and governance.

Connection's material ESG priorities span environmental responsibilities such as circular economy, climate risk, and emissions management; social commitments like fostering an inclusive work culture and supporting employee wellness; and governance imperatives including data protection, anti-corruption, strong governance, and transparent, ethical business practices. These topics are central to Connection's sustainability objectives and reporting, directly influencing business strategy, stakeholder engagement, and long-term value creation.

Environmental

- Circular Economy
- Climate Risk Management
- GHG Emissions Management

Social

- Inclusive Work Culture
- Employee Wellness and Belonging

Governance

- Data Security and Privacy
- Anti-bribery and Corruption
- Strong Corporate Governance
- Transparent and Ethical Business Practices

How Priorities Support the Business

Operational Resilience

ESG priorities enhance operational resilience by strengthening risk management, efficiency, and adaptability. Actions such as improving energy use, cutting emissions and waste, and assessing climate risks reduce regulatory and operational threats while controlling costs and sustaining operations. Robust governance, compliance, and data protection ensure trust and integrity amid changing regulations and technologies.

Customer Solutions

Connection's ESG priorities support customer needs through sustainable technology lifecycle management, emissions transparency, and partner collaboration. Sustainability-focused offerings and disclosures help clients reach their goals, while positioning Connection as a reliable provider and encouraging responsible purchasing.

Responsible Growth

Connection views sustainability as vital to ongoing success. Fostering an inclusive culture and investing in wellness and development drives employee engagement and retention. Strong governance, supplier standards, and transparent reporting strengthen credibility with stakeholders. Connection's growth strategy integrates environmental, social, and governance principles to deliver lasting value and meet stakeholder needs.

Performance, Transparency, and External Validation

Performance and Transparency

Connection uses independent, third-party frameworks to assess the maturity, effectiveness, and transparency of our sustainability management systems. These evaluations provide objective insight into how policies are governed, implemented, and improved over time, and support consistent, comparable disclosure for customers, investors, and other stakeholders.

EcoVadis Rating and Progress

Connection leverages EcoVadis to benchmark sustainability performance across four core themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. In 2025, Connection earned an EcoVadis Bronze Medal, placing the company in the top 35% of organizations globally and representing a 25% year-over-year improvement.

This progress reflects strengthened policy frameworks, governance controls, and supporting documentation, as well as expanded cross-functional coordination to address identified risk areas. EcoVadis evaluates both management intent and evidence of implementation; our improved score demonstrates continued maturation of internal systems and greater alignment with customer and supply-chain expectations.

CDP Climate Change Score

Connection discloses annually through CDP Climate Change and in the most recent reporting cycle, Connection achieved a B- score, improving from a C in the prior year.

The score improvement reflects advances in environmental governance, clearer accountability for climate oversight, and enhanced quality and consistency of emissions data disclosure. Our CDP submission demonstrates progress in identifying climate-related risks and integrating climate considerations into business processes. CDP scores are widely used by customers and investors to assess supplier transparency and climate readiness, making consistent improvement a priority focus.

UN Global Compact Communication on Progress and UN SDGs Alignment

Connection became a signatory to the United Nations Global Compact (UNGC) in 2024 and this report serves as our official Communication on Progress (CoP). It documents how the Ten Principles—covering human rights, labor, environment, and anti-corruption—are integrated throughout our operations, policies, and governance, ensuring transparency and accountability.

This report not only demonstrates our progress as required by the UNGC CoP but also reinforces our alignment with internationally recognized standards, including the UN SDGs, as we strive to advance sustainability and equity by 2030.

Our commitment align our efforts with the following United Nations Sustainable Development Goals:

ENVIRONMENTAL

OPERATE BETTER:
Reducing Operational Impact

ENABLE BETTER:
Supporting Customers' Environmental Goals

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

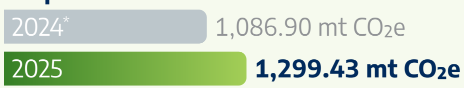
13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

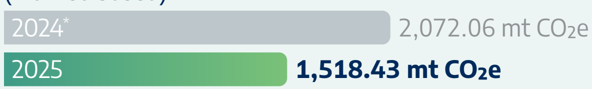
Carbon Emissions

In 2025, Connection continued to strengthen its approach to greenhouse gas accounting and transparency through a comprehensive inventory aligned with the Greenhouse Gas Protocol. Our total emissions were 591,063 mt CO_2e, with more than 99% attributable to Scope 3 value chain activities.

Scope 1: direct emissions



Scope 2: indirect emissions from purchased electricity (market-based)



Scope 1 and Scope 2

We continue to strengthen the accuracy, transparency, and credibility of our emissions reporting through robust data management, enhanced controls, and independent validation. In 2025, our Scope 1 and Scope 2 greenhouse gas emissions achieved limited assurance from an independent third party. Data quality remained high, with 99.9% of electricity-related emissions, 92% of fuel-related emissions, and 100% of mobile combustion emissions calculated using activity data rather than estimates.

To reduce emissions associated with purchased electricity, we purchased Renewable Energy Certificates (RECs), supporting our renewable electricity strategy and alignment with RE100 guidance. As a result, our combined Scope 1 and Scope 2 market-based emissions decreased 10.8% year over year, from 3,158.96 to 2,817.86 metric tons of CO_2e. This reduction reflects the impact of our renewable electricity strategy, coupled with ongoing operational efficiency improvements.

Scope 3

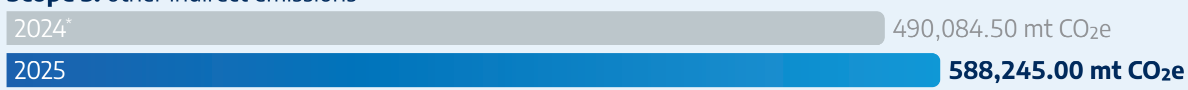
The year-over-year increase in total emissions is primarily driven by better Scope 3 data quality and expanded inventory coverage, including emissions from the use of sold products. While portions of our Scope 3 inventory still rely on industry-average emission factors, we are improving data quality by using more supplier-specific and activity-based data.

In 2025, 74% of Purchased Goods and Services emissions were calculated using vendor-specific emission factors, informing roughly 42% of total reported emissions and improving the quality and representativeness of our emissions data. We also increased the use of supplier-specific transportation data, with 37% of shipping vendors providing emissions reports or factors, while 66% of Business Travel emissions were calculated using activity data rather than spend based estimates.

These improvements reflect our efforts to strengthen the accuracy, credibility, and transparency of our Scope 3 inventory through supplier engagement, better data management, and more granular emissions methodologies. Over time, we intend to increase the use of supplier-specific and product-level carbon footprint data to support informed decision-making and stronger greenhouse gas disclosures.

At the same time, external market developments may influence our emissions profile. Growth in artificial intelligence and high-performance computing may increase energy demand across data centers and IT infrastructure, potentially raising Scope 3 emissions associated with servers and related equipment. We monitor this risk through ongoing data and methodology reviews, updating assumptions, data inputs, and mitigation approaches as information matures.

Scope 3: other indirect emissions



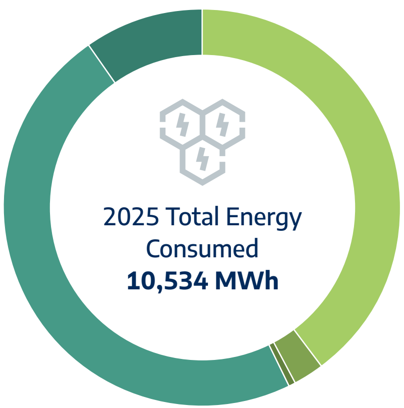
*Charts include restated data. Connection's 2024 GHG Inventory has been updated to include previously excluded material emissions categories and correct errors in the original data provided during the 2024 GHG inventory data collection period.

Energy Management

Across our locations, energy-efficiency efforts in 2025 focused on reducing unnecessary energy demand, improving the efficiency of core building and IT infrastructure, and making targeted facility investments that support long-term operational performance. Initiatives emphasized right-sizing equipment to match actual usage, retiring or consolidating underutilized assets, and optimizing building systems to reduce both direct power draw and the secondary energy impacts associated with cooling and controlled environments.

- **Right-sizing and de-energizing equipment:** removing unused or outdated powered devices and consolidating loads to reduce baseline electricity consumption.
- **IT and network infrastructure upgrades:** modernizing equipment to reduce power draw while maintaining performance and reliability.
- **Data center heat-load reduction:** lowering equipment-generated heat to decrease cooling demand and improve overall energy performance.

- **Facility footprint optimization and efficient buildings:** reducing space requirements and, where applicable, transitioning to higher-performing facilities (e.g., green building certifications).
- **HVAC optimization and controls:** pursuing commissioning/retro commissioning and automation opportunities to identify inefficiencies and improve system balance.
- **Utility engagement and incentives:** partnering with local utilities and advisors to secure cost-share funding and accelerate efficiency projects.
- **Responsible end-of-life management:** ensuring retired electrical/IT assets are handled through responsible e-waste processes.



42.8%	**Scope 1: Total Consumed Combustion**	**4,512 MWh**
39.7%	Stationary Combustion (Natural Gas)	4,185 MWh
2.5%	Stationary Combustion (Dist Fuel Oil No.2)	264 MWh
0.6%	Mobile Combustion (Motor Gasoline)	63 MWh
57.2%	**Scope 2: Total Purchased Electricity**	**6,022 MWh**
47.6%	Percentage Grid Electricity	5,018 MWh
9.5%	Renewable Electricity	1,004 MWh

Climate Risk and Resilience

In 2025, Connection conducted a comprehensive climate scenario analysis, following Task Force on Climate-related Financial Disclosures (TCFD) recommendations, to evaluate how different climate futures could affect the company over the short, medium, and long term. The assessment considered a range of physical and transition risks across three global warming scenarios, using data from leading climate science sources and internal stakeholder input. Key risks identified include the potential for extreme weather events, chronic temperature increases, and evolving regulatory and market expectations. These risks were prioritized based on their likelihood and potential impact at both the organizational and regional levels. Oversight was provided by the ESG core team, with collaboration from operations, finance, legal, and executive leadership. Climate-related risks and opportunities support proactive planning and resilience efforts.

- **Physical risks:** Disruption from extreme weather, rising temperatures, and localized hazards impacting facilities, workforce, suppliers, and logistics.
- **Transition risks:** Changes in policy, regulation, customer and investor expectations, and market trends toward lower-carbon products and services.

To address these risks, Connection has taken or planned actions such as strengthening business continuity and emergency response protocols, enhancing supply chain resilience, and incorporating climate considerations into financial planning. The scenario analysis supports informed decision-making and helps prioritize measures to build long-term resilience across the organization.

SPOTLIGHT:

Navigating Supply Chain Disruptions for Customers

Over the past year, supply chain disruptions have surged—driven by extreme weather, geopolitical changes, labor unrest, and rapid shifts in technology. Recognizing these challenges, the team has made disruption management a core capability, enabling them to support customers like never before. Teams work together across product management, procurement, warehousing, and lifecycle services to proactively anticipate and address risks before they affect customer operations.

When early warning signs appeared—whether it was a typhoon threatening a key manufacturing hub or sudden market shifts from AI adoption—specialists jumped into action. By closely monitoring these signals and collaborating across departments, inventory was secured ahead of shortages, warehousing strategies were adjusted, and clear guidance was provided to help customers stay ahead of the curve.

For customers facing component shortages, asset lifecycles were extended through depot and lifecycle services, allowing them to avoid costly new purchases and maintain uninterrupted operations. This coordinated approach meant customers received timely updates, actionable insights, and consistent support—even as the market landscape shifted.

Sustainable Technology Enablement

We support our customers' environmental goals by integrating sustainability considerations across the technology lifecycle—from procurement and deployment to ongoing use and end-of-life management. Our customer enablement offerings are designed to improve energy efficiency, extend product useful life, and ensure responsible handling of IT assets, helping customers reduce environmental impact while maximizing value from their technology investments.

Energy-efficient IT Solutions

We work with customers to select and deploy energy-efficient IT solutions tailored to their operational needs. Through vendor partnerships and solution design expertise, we help customers evaluate equipment options based on performance requirements, energy efficiency features, and total cost of ownership. This includes guidance on right-sizing hardware, consolidating devices where appropriate, and selecting models designed to consume less power during active use and idle states.

Product Lifecycle Optimization

Our lifecycle management offerings are designed to help customers keep technology assets productive for as long as possible. We support customers throughout the use phase with services such as configuration, deployment support, and device repair programs that extend the functional life of equipment. When refreshes are needed, we help customers plan transitions that minimize disruption and avoid premature disposal of usable assets.

Responsible End-of-life Management

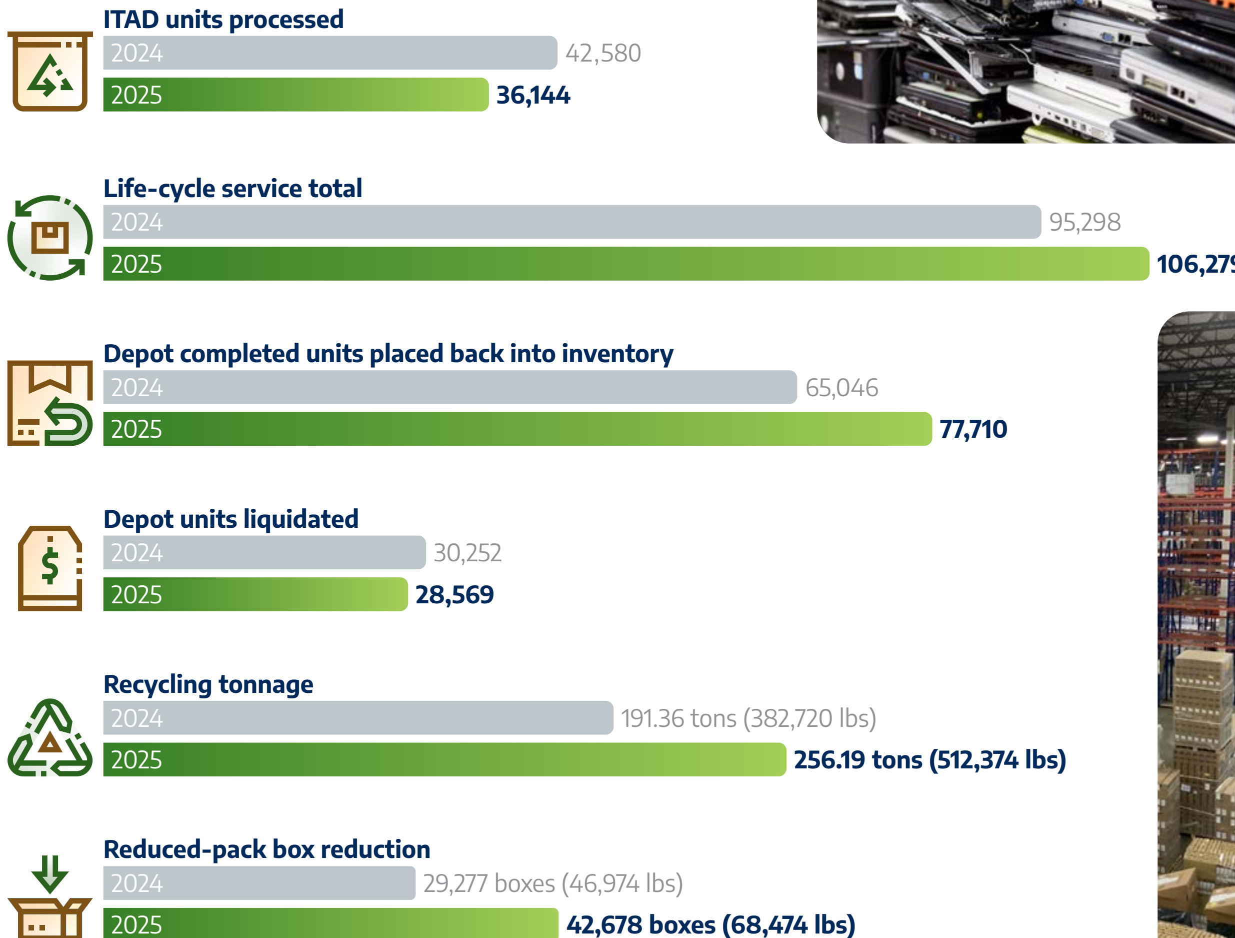
For equipment that has reached end of use, we support customers with secure and responsible end-of-life handling through our IT asset disposition (ITAD) offerings. These programs are designed to prioritize reuse and value recovery where possible, followed by recycling through qualified partners when reuse is no longer viable. Devices with remaining functional life may be remarketed or refurbished, while equipment unsuitable for reuse is processed to support material recovery and landfill diversion. Data security and chain-of-custody considerations are integrated into disposal workflows to help protect customer information.

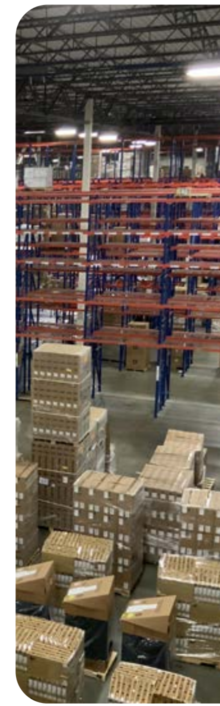
Procurement → Use	Use (In service)	End of Life
Energy-efficient IT Solutions Reduces energy consumption by aligning device selection with performance needs, improving operational efficiency and lowering emissions associated with day-to-day IT use.	**Product Lifecycle Optimization** Extends the useful life of technology through repair and lifecycle management, reducing demand for new devices and the environmental impacts of manufacturing and transport.	**Responsible End-of-life Management (ITAD)** Diverts retired equipment from landfill by prioritizing reuse, refurbishment, and recycling, while supporting circular economy outcomes and secure material recovery.

Resource Efficiency and Waste Management

Connection's resource efficiency and waste management efforts emphasize circularity across the technology lifecycle—prioritizing reuse and redeployment where practical, supporting value recovery through liquidation when appropriate, and recycling materials through responsible downstream partners. By managing IT assets through structured lifecycle services and IT asset disposition (ITAD) programs, we aim to reduce waste, extend the useful life of products, and divert materials from landfill.

In 2025, our operational outcomes reflected this reuse-first approach at scale, including processing ITAD units and returning a significant number of depot-completed units to inventory. Compared with 2024, overall recycling tonnage increased, indicating higher volumes of material routed through recycling channels, while packaging reduction efforts expanded through reduced-pack box initiatives. Together, these activities demonstrate continued maturation of our internal capabilities to recover value from assets, reduce material intensity, and improve waste diversion across our operations.





Partnerships for Sustainability

Connection collaborates with leading technology partners to advance responsible and sustainable practices across the technology value chain. Through industry programs and partner-led initiatives, we work together to address shared challenges, exchange best practices, and translate manufacturer commitments into practical solutions for customers.

Our partnerships focus on areas where we can have the greatest impact, including circular economy initiatives, responsible device lifecycle management, energy-efficient technology adoption, and meaningful sustainability engagement with customers. Examples include participation in OEM-led sustainability specializations, trade-in and takeback programs, partner sustainability councils, and co-sponsored employee and customer engagement events.

Through collaborations with partners such as Apple, Cisco, HP, HPE, Lenovo, Microsoft Surface, and Zebra Technologies, among others, we support initiatives that extend device lifecycles, promote reuse and refurbishment, improve energy efficiency, and enable responsible end-of-life management. These efforts are supported by partner-provided tools, training, and data that help align technology refresh decisions with measurable environmental benefits while maintaining performance and business value for our customers.

By engaging in these partnerships, Connection extends its sustainability efforts beyond its own operations and helps drive shared progress across the technology ecosystem—supporting customers, partners, and communities in advancing more responsible technology outcomes.

Lenovo 360 Circle

Lead Member

Lenovo

SPOTLIGHT:

Lenovo 360 Circle

Connection was a founding partner of the Lenovo 360 Circle community and a LEAD member. In 2025, Connection formalized its participation in the **Women & AI Pledge** by signing the associated charter as part of its engagement in the Lenovo 360 Circle ecosystem. The charter outlines a structured approach to advancing accountable and gender-fair artificial intelligence, including guidance on governance, bias-aware data practices, algorithm transparency, monitoring, and workforce diversity. Through this collaboration, Connection contributes to a broader industry effort to advance responsible AI development and promote inclusive innovation practices.

SOCIAL

OPERATE BETTER:
Supporting Our Workforce

ENABLE BETTER:
Strengthening Communities and Supply Chains

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

People, Health, and Safety

Connection Safety Program

Connection prioritizes the safety, health, and productivity of its workforce, subcontractors, and visitors across all facilities. The company's robust safety program is designed to ensure a secure workplace, benefiting both employees and guests through proactive management and continuous improvement. At our New Hampshire locations, Connection complies with state regulations by establishing a Joint Loss Management Committee, which features equal representation from management and non-management employees. This committee meets quarterly to address safety concerns, review reported injuries, identify workplace risks, and collaborate on training initiatives. Similarly, our Technology Integration and Distribution Center in Ohio maintains a dedicated safety team, with a particular focus on warehouse operations to mitigate risks and promote safe practices.

These metrics reflect ongoing efforts to monitor and enhance safety, supporting the company's sustainability objectives and reinforcing its dedication to fostering a safe and healthy environment for all stakeholders.

Total Recordable Incident Rate (TRIR)

2025: 0.38
4,628,674.77 hours worked

2024: 0.041
4,848,150.27 hours worked

TECHNOLOGY INTEGRATION AND DISTRIBUTION CENTER (TIDC)
Wilmington, Ohio, USA

Employee Wellness Programs

Connection offers a comprehensive Total Rewards program designed to support the health, financial security, and overall well being of our employees and their families. Our benefits portfolio includes accessible medical, dental, vision, and prescription coverage; preventive care and wellness incentives; and robust mental health support, including no cost counseling services and digital wellbeing resources. Employees also have access to flexible savings options, retirement benefits with company matching, and insurance programs that help protect against unexpected life events. Complemented by work/life benefits—such as paid holidays, volunteer time off, fitness reimbursement, family leave support, and professional development assistance—these offerings reflect our commitment to fostering an inclusive, supportive, and resilient workplace where employees can thrive both personally and professionally.

- **Physical Health Engagement:** Connection supports employee physical wellness through a fitness reimbursement program, encouraging regular exercise by reimbursing gym and fitness memberships.

- **Mental Health Support:** The Lyra Employee Assistance Program (EAP) provides complimentary therapy sessions to employees and their dependents, reinforcing a culture of mental health awareness and emotional support.

- **Educational Advancement:** Tuition reimbursement is available for eligible degree programs, reflecting an ongoing investment in employee education and professional growth.

- **Health Risk Reduction:** The smoking cessation program, offered in collaboration with the American Lung Association, incentivizes employees to quit smoking and promotes lower medical premiums.

- **Cost-conscious Healthcare:** SmartShopper encourages the use of lower-cost, high-quality healthcare facilities by offering cash rewards, supporting sustainable healthcare choices and cost savings.

- **Preventative Care Promotion:** Anthem SMART Rewards motivates employees to participate in preventative care activities and provides cash rewards for their efforts, fostering a proactive approach to health and wellbeing.

Together, these programs demonstrate Connection's holistic commitment to fostering a healthy, resilient, and engaged workforce. By integrating physical, mental, educational, and preventative health strategies, Connection continues to build a sustainable and supportive work environment for all employees.

Pay Equity and Competitive Benefits

In 2025, Connection conducted a comprehensive pay equity analysis of its compensation practices, confirming that there were no significant disparities identified. The company's approach to compensation is rooted in regular benchmarking against market standards, ensuring that employee pay remains competitive. Benefits are intentionally structured to rank within the top third among employers, underscoring Connection's commitment to offering benefit options that are above the market norm.

Connection's benefits strategy is designed to meet the evolving needs of a diverse workforce, with offerings that span the entire employee lifecycle—from recent graduates and new parents to those nearing retirement. The organization remains dedicated to continually exploring and implementing benefit programs that are relevant and accessible to employees of all age groups and backgrounds, reinforcing its commitment to equity and sustainability in the workplace.

Talent, Inclusion, and Development

Talent Strategy

Connection believes that a diverse workforce is essential for progress, competitiveness, and innovation. Our employees represent a broad spectrum of backgrounds and experiences, and we are committed to increasing representation within our leadership ranks. We foster inclusive teams through clear practices that promote respect and prevent discrimination, ensuring every individual can reach their full potential. This dedication extends across the talent lifecycle—from recruitment to advancement—providing all employees opportunities for growth and meaningful impact.

We monitor our progress through demographic analytics, including gender breakdowns for new hires, which help us identify areas for further action and maintain accountability.

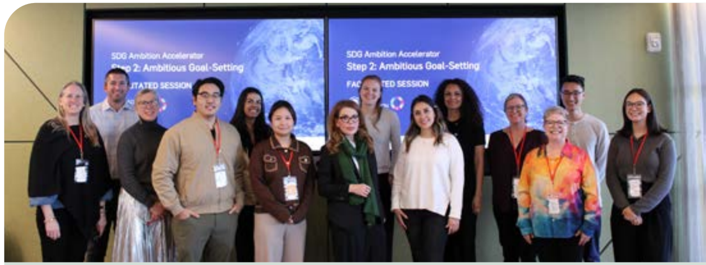
We strive to uphold equity and fairness in our hiring processes and talent pipelines, with early career, campus, and internship programs designed to broaden access and diversify emerging talent. Standardized behavioral interviews and structured assessments reinforce objectivity and consistency in our hiring procedures.

Talent Development and Internal Mobility

Connection prioritizes internal career advancement to enhance engagement and retention. We provide transparent job postings, defined promotion pathways, and leadership development opportunities. While we recognize that equitable access to growth is not yet universal, we remain focused on internal mobility and support for employees from all backgrounds. Efforts are ongoing to remove barriers to advancement, especially for women and other underrepresented groups.

We partner with academic institutions and workforce development organizations to expand opportunity and diversify our talent pipelines. Initiatives with Southern New Hampshire University and Catholic University (MD) support early career pathways and demonstrate our commitment to community engagement. We acknowledge that building enduring partnerships to advance inclusion requires ongoing investment and long-term focus.

Connection strives to reflect authentic employee experiences in our employer branding, fostering trust and belonging by highlighting diverse roles and career journeys. Our candidate experience standards emphasize transparency and respect, and we are committed to ongoing efforts to ensure every individual feels seen, heard, and valued. Building a culture of meaningful inclusion is a continuous journey, requiring active listening, reflection, and action.



SPOTLIGHT:

Advancing SDG 5—Connection's Commitment Through the UN Global Compact Accelerator

In 2025, we deepened our commitment to the United Nations Sustainable Development Goals by participating in the UN Global Compact SDG Ambition Accelerator program, with a focus on advancing gender equality (SDG 5) across our business.

Employee Development and Career Growth

Connection is committed to fostering employee development and supporting career growth through targeted programs and initiatives. Leadership capability is enhanced via an experiential development program tailored for newly promoted and hired managers. This program integrates instructor-led sessions, self-paced learning modules, and social learning opportunities, ensuring managers gain practical skills and knowledge to excel in their roles.

In addition to leadership development, Connection offers an open mentoring program that is accessible to all employees. This mentoring initiative accelerates skill and career development, facilitates leadership and succession planning, encourages knowledge transfer, and reinforces a culture of continuous learning. These efforts contribute significantly to long-term talent sustainability and employee retention.

Currently, more than 90 leaders are actively engaged in the leadership development program, while over 100 employees participate in the mentoring program. These numbers reflect Connection's dedication to cultivating talent and supporting employees throughout their career journeys.

Employee Training Programs

At Connection, employee growth is integral to our culture. New hires participate in a structured onboarding, including a webinar and online core curriculum. Role-specific training—combining online modules, live sessions, and hands-on learning—is developed with Learning and Development.

Sales team members undergo a thorough 28-week program focused on technology, sales skills, and company-specific tools. Ongoing skills development includes access to Udemy Pro and CompTIA libraries for technical staff, and LinkedIn Learning for all employees, with robust participation tracked. Learning and Development also provides timely ad-hoc training as needed.

All managers complete mandatory courses on lawful hiring, accommodations, discrimination prevention, and wage fundamentals. Every new employee receives training on anti-harassment, workplace safety, responsible AI use, and compliance with local regulations.

Training effectiveness is monitored through completion rates, assessments, performance data, and operational metrics, ensuring programs support employee growth and contribute to organizational success.

38,144 Participant Training Hours by Category

(Technical Skills Training hours are not fully represented in this dataset.)

- **26%** New Hire Training
- **38%** Business Projects
- **17%** Compliance
- **19%** Leadership / Professional Development

Employee Resource Groups: Fostering Inclusion and Community

Connection fosters an inclusive work environment through six active Employee Resource Groups (ERGs) dedicated to engagement, diversity, and belonging, with a seventh group scheduled to launch in 2026. Each ERG has its own leadership board, organizes monthly meetings and events, and provides opportunities for professional development and peer support.

“Being a member of the VALOR ERG has given me the opportunity to listen to and chat with other veterans...this has helped me cope with job-related stress and to understand how others cope with transitioning into civilian life.”

Participation in ERGs is rising, emphasizing their role in building community and connecting colleagues with shared interests. Signature events include workshops for Black History Month, Women’s History Month, Memorial Day, Mental Health Awareness, LGBTQ+ initiatives, and Hispanic Heritage Month. Collaborative events celebrate workforce intersectionality and unity.

ERGs partner with external organizations and business partners to broaden their impact and strengthen ties with stakeholders. Annual surveys show that ERGs support mental health, promote connections, and help employees access resources. Participants report feeling safe, valued, and included—especially remote workers and those from diverse backgrounds.

Overall, Connection’s ERGs are crucial for fostering kindness, respect, inclusion, and organizational performance through sustained leadership and impactful programs.

“Through the Black Leaders Network ERG, I’ve met people from a wide range of backgrounds, each bringing unique perspectives and experiences that enrich our conversations and collaborations.”

BLACK LEADERS NETWORK Connection ERG
EMPOWERED Connection ERG
LIDER Latinx Initiative for Diversity, Empowerment, and Service Connection ERG
MIGHTY MINDS Connection ERG
RAINBOW ALLIANCE Connection ERG
VALOR Connection ERG

Responsible Supply Chain and Human Rights

We recognize that responsible supply chain management is critical to advancing our sustainability commitments and managing ESG-related risks across our value chain. In collaboration with our direct and indirect procurement teams, we have implemented defined process steps to monitor ESG criteria among our top suppliers, including distribution partners and hardware, networking, and software providers. These processes are designed to integrate ESG considerations into supplier selection, onboarding, and ongoing relationship management, reinforcing accountability and consistency across procurement activities.

Expectations for ethical and responsible business conduct are embedded in our procurement governance. Adherence to our Supplier Code of Conduct is incorporated into our terms of purchase, outlining standards related to labor practices, human rights, environmental responsibility, and business ethics. This approach helps ensure that suppliers aligned to our operations meet minimum requirements consistent with recognized global principles and standards.

To further strengthen oversight within indirect procurement, we launched a pilot ESG review as part of the onboarding process for new vendors. The review is designed to evaluate whether supplier company-level policies, practices, and public commitments align with our standards, with a focus on governance, environmental management, and responsible business conduct. Insights from this pilot are informing refinements to our broader supplier due-diligence approach.

We also conducted targeted outreach to a subset of our top suppliers to better understand their sustainability commitments and participation in global reporting frameworks and assessments. As a result of this engagement, we found that 46% of our top suppliers publicly report to CDP, and 82% are assessed by EcoVadis. These data points provide increased visibility into supplier maturity and help prioritize areas for continued engagement and improvement.

Together, these efforts reflect our ongoing commitment to building a more transparent, resilient, and responsible supply chain through collaboration, clearly defined expectations, and alignment with widely recognized ESG standards and frameworks.

Community Engagement and Social Impact

2025 Community Engagement Summary

In 2025, Connection strengthened its commitment to community engagement through employee-led volunteering, charitable giving, and nonprofit partnerships designed to support the communities where our employees live and work. Our Connection Cares program continued to serve as the primary vehicle for enabling employees to give back—providing opportunities to volunteer locally, participate in company-sponsored community events, and contribute to charitable organizations through coordinated donation initiatives.

Throughout the year, employees supported a broad range of causes, including education, food security, environmental conservation, animal welfare, disaster relief, and veterans' services through their volunteer opportunities and charitable giving requests. These efforts reflect our belief that sustainable business practices extend beyond operations and into the communities we serve.

2025 Community Impact Metrics*

3,032 hours volunteered by Connection employees in 2025

$62,000 Charitable donations distributed

420 Volunteer activity engagements

56 small and large charitable organizations supported across the U.S.

*Metrics reflect CY2025 activity where data is available; some figures may be finalized post reporting close.

2025 Community Engagement Highlights









Employee Volunteerism in Action

Employees across the country participated in locally driven volunteer activities, contributing time and expertise to organizations such as food banks, schools, libraries, environmental groups, and community service organizations. These efforts enabled teams to engage directly with their communities while reinforcing a culture of service and shared responsibility.

Connection Cares: Charitable Giving and Requests

Through Connection Cares, employees submitted and supported charitable donation requests benefiting nonprofit organizations across diverse geographies and causes. This employee-driven approach ensures our social impact reflects the values and priorities of our workforce, while maintaining governance and consistency across programs.

Seasonal and Campaign-based Giving

Company-sponsored initiatives—including seasonal food and toy drives and employee-voted donation campaigns—provided additional opportunities for broad participation, supporting nonprofit partners and community organizations during times of heightened need.

Scaling Community Impact Through National Events and Technology Summits

Connection integrates community engagement into national conferences and technology summits, supporting local communities while reinforcing corporate citizenship.

In 2025, employees supported youth development, education, and community well-being through hands-on donations and STEM-focused resources:

CNXN Live (January): Donated school supplies to the Boys & Girls Club of Palm Beach County

PSG Sales Conference (April): Donated essential items to the Tennessee Fisher House supporting veterans and their families

TSX Conference (June): Donated drones to the Boys & Girls Club of Nashua to support STEM learning

BSG BDM Meeting (August): Packed and donated backpacks to Crayons to Computers

IAM Summit (October): Built and donated bicycles to New Braunfels Angels

These efforts are reinforcing technology-enabled learning as a driver of community impact.

By embedding give-back activities into national events, Connection mobilizes employees, strengthens nonprofit partnerships, and supports communities nationwide.

SPOTLIGHT:

Advancing Education and Digital Literacy in Ghana

Connection supported education and digital literacy initiatives in Ghana through the donation and refurbishment of technology for schools and vocational learners. In partnership with a local organization, **25 laptops** were deployed to a vocational center in Accra and two primary schools located in the Eastern Region communities of Aboasa and Gyakiti.

In addition, Connection rehabilitated **approximately 25 desktop computers** and provided equipment to support the installation of **Internet connectivity and classroom projectors**, strengthening learning environments and enabling technology based instruction. For many students, this marked their first experience using digital learning tools, including foundational typing software to build essential computer skills.

This initiative reflects our commitment to expanding access to technology and supporting skill development in underserved communities, helping empower students with tools that support long term educational and economic opportunity.

GOVERNANCE

OPERATE BETTER:
Strong Oversight and Controls

ENABLE BETTER:
Trust, Transparency, and Accountability

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Governance and Oversight of Sustainability

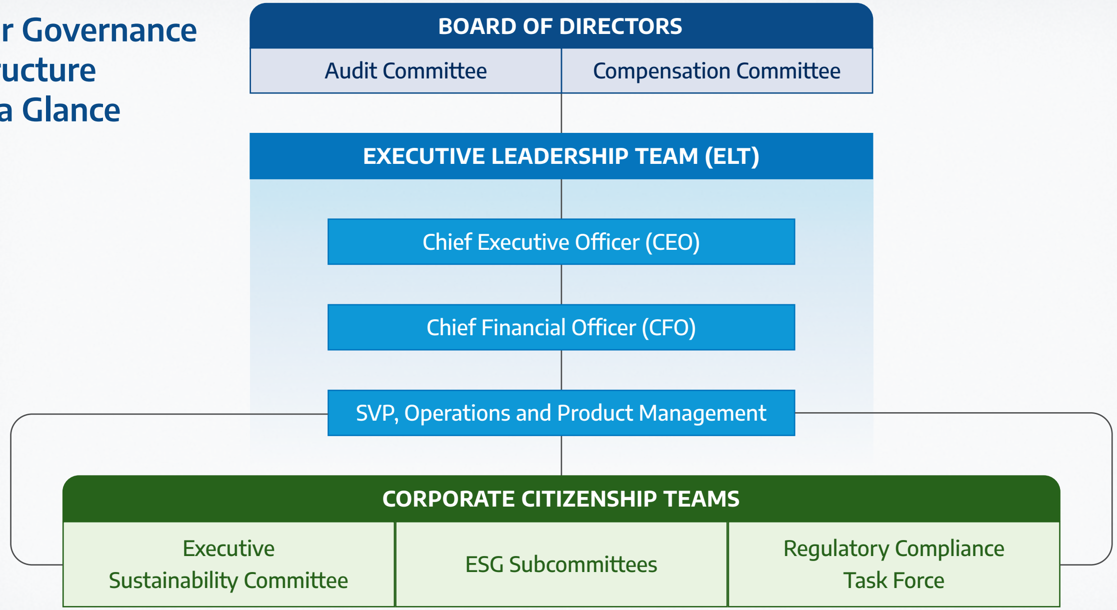
Connection's Board of Directors maintains overarching responsibility for the stewardship of the company, providing strategic oversight and guidance across financial and operational matters. Sustainability considerations are evaluated alongside long-term business strategy. The Board is supported by standing committees, including the Audit Committee and Compensation Committee, which focus on specific areas of responsibility and play an important role in monitoring performance, risk management, and alignment with corporate objectives.

The Board is kept informed of Environmental, Social, and Governance-related developments through regular briefings from management, enabling informed oversight and timely decision-making. These briefings support the Board's role in reviewing and endorsing corporate objectives, evaluating progress, and providing counsel on significant strategic decisions. While the Board retains ultimate oversight authority, accountability for execution is shared with the Executive Leadership Team (ELT) and management committees, supporting disciplined governance and continuous improvement across the organization.

Management Accountability and Executive Engagement

Within the ELT, the Chief Executive Officer and Chief Financial Officer are responsible for leading the development and execution of the Board-approved strategy, including financial and operational priorities. Their responsibilities span annual budgeting, capital allocation, acquisitions and divestitures, and enterprise risk management, ensuring that sustainability-related considerations are integrated into decision-making where relevant.

Our Governance Structure at a Glance



Key executives: • Human Resources • Sales and Operations • Product Management • Legal • Finance • Facilities

The Senior Vice President (SVP) of Operations and Product Management provides the Board with routine updates on climate-related and sustainability matters that may influence the company's strategic direction. This role serves as a critical link between operational leadership and Board-level oversight, helping to ensure that emerging risks, regulatory developments, and opportunities are appropriately elevated and addressed.

Executive Sustainability Committee and ESG Subcommittees

To strengthen governance and cross-functional accountability, Connection has established an Executive Sustainability Committee, chaired by the SVP of Operations and Product Management. The committee is composed of key executives representing functions with direct exposure to environmental, social, and governance considerations, including Human Resources, Sales and Operations, Product Management, Legal, Finance, and Facilities. The Executive Sustainability Committee provides strategic direction, oversees progress against priorities, and ensures alignment between sustainability considerations and overall business objectives.

Supporting this work are Environmental, Social, and Governance subcommittees made up of cross-functional leaders appointed by ELT members. These subcommittees are sponsored by the SVP of Operations and Product Management and chaired by the Senior Manager, ESG. Meeting on a bi-monthly basis, the subcommittees play a central role in identifying, assessing, and integrating sustainability-related risks and opportunities into long-term corporate strategy. Insights and progress updates from the subcommittees are reported to the Executive Sustainability Committee on a quarterly cadence, reinforcing accountability and continuous improvement.

Regulatory Compliance and Risk Monitoring

Connection also maintains a regulatory compliance task force, which includes the General Counsel, the SVP of Operations and Product Management, and cross-functional leaders. This group is responsible for monitoring the evolving regulatory compliance landscape, maintaining awareness of upcoming requirements, and tracking the company's readiness and response status. Through this structured approach, Connection seeks to proactively manage compliance risks and ensure that governance processes remain aligned with applicable regulations and stakeholder expectations.

Corporate governance documents are available online.

Ethics, Integrity, and Compliance

Connection maintains a formal Code of Business Conduct and Ethics Policy, which establishes legal and ethical standards for all employees. The policy outlines dedicated reporting channels for any individual, internal or external, who becomes aware of violations of the code. Reports may be submitted to Human Resources, the General Counsel, or anonymously via the ethics hotline, MySafeWorkplace, accessible through an online portal or a toll-free number. Information regarding these channels is included in both the policy and on the intranet page, Connect. All concerns reported are thoroughly investigated, with appropriate actions undertaken as necessary.

The Code of Business Conduct and Ethics Policy encompasses areas such as behavioral standards, conflicts of interest, confidentiality, ethical conduct, responsible use and safeguarding of corporate assets, gifts and gratuities, accurate record keeping, accounting and auditing matters, anti-retaliation provisions, reporting and compliance procedures, and insider trading. New employees are required to acknowledge the Code, and all staff members participate in compliance training, reaffirming their understanding and commitment. Training completion stands at 100% among employees. Any violation of the Code subjects the employee to the Corrective Action Policy, which may result in measures ranging from performance improvement plans to written warnings, suspension, or termination depending on the severity of the infraction.

100% of employees complete training on Code of Business Conduct and Ethics.

Additionally, Connection has implemented an Insider Trading Policy as of February 2023. This policy outlines expectations related to the buying and selling of company securities using non-public information. It addresses blackout periods, transactional notification requirements, penalties, and other key provisions concerning insider trading.

Key Compliance Processes

The organization operates a comprehensive business conduct and compliance framework, designed to meet the rigorous standards expected of a publicly traded entity. Formal programs are maintained across all relevant and legally mandated business areas, including internal financial controls, data privacy, trade compliance, code of conduct, workplace safety involving dangerous goods, and operational standards. These processes are centrally managed, reinforced by mandatory employee training and internal reporting mechanisms to ensure regulatory adherence throughout corporate functions.

Risk Assessments

Regular risk assessments are conducted to identify and address potential vulnerabilities within operational and administrative workflows. These evaluations span all functional areas—including finance, human resources, and operations—to ensure internal controls remain robust and comply with current legal requirements. Assessments focus on the integrity of financial reporting, physical safety, and ongoing compliance with trade and dangerous goods regulations. This comprehensive approach ensures risks are proactively detected and mitigated through structured remediation plans and executive oversight.

Data Privacy, Security, and Responsible Use

Protecting data and maintaining customer and employee trust are central to our governance approach. Data protection is overseen through established enterprise structures, including an Executive Information Security Steering Committee that briefs leadership on a quarterly cadence. Our program emphasizes consistent, auditable controls supported by formal reviews and independent assurance.

Information security governance is anchored in recognized standards and regulatory frameworks, including SOC 2 Type II audits, ISO 27001 certification, and annual SOX IT controls audits supported by external opinions. Risks are identified, managed, and escalated through formal governance channels—such as ongoing compliance reviews, independent audits and certifications, and executive-level forums where remediation and readiness are reviewed—rather than through ad hoc reporting.

We embed accountability through role-based governance and privacy-by-design principles so that access and information sharing are appropriately limited and monitored. For emerging technologies, we apply the same enterprise risk and assurance lens used for cybersecurity, focusing on alignment to established compliance frameworks, executive oversight prior to broader deployment, and validation against recognized standards where applicable. Our risk-driven methodology prioritizes prevention, continuous monitoring, and rapid response, supported by integrated monitoring and alerting systems. Security professionals collaborate with IT management to assess findings, set remediation priorities, track progress, and follow defined escalation procedures to ensure timely resolution of identified issues.

Building Trust: Connection's Customer Loyalty and Feedback Program

At Connection, fostering trust with both customers and employees is fundamental to our business and culture. Our Customer Loyalty and Feedback Program serves as a vital link in strengthening these relationships, offering a transparent and collaborative platform for customers to share their experiences and insights.

Through regular, annual surveys, we invite customers to voice their opinions on their interactions with Connection, including how likely they are to recommend us and what aspects of our service excel or need improvement. This feedback is not only collected but is thoughtfully reviewed and shared internally, ensuring every voice is heard and valued.

The program's cadence—typically launching in late Q3 or early Q4—maintains a consistent pulse on customer sentiment. Results are delivered to executive leadership and internal teams, reinforcing our commitment to transparency and active listening.

Marketing Operations leads the program, working closely with Sales and account owners to notify customers, follow up on responses, and engage directly based on their input. Survey execution and reporting are managed through Qualtrics, ensuring a seamless experience for both customers and employees.

By providing customers with a direct voice, Connection demonstrates genuine respect and responsiveness. Feedback is used to address issues, improve processes, and reinforce what matters most to our customers, reflecting our dedication to listening and acting on their needs.

This program is a cornerstone of our continuous improvement culture, driving actionable results and measurable progress. Sharing strong outcomes and improvements internally recognizes teams and strengthens employee engagement, further building confidence that Connection is committed to delivering on its customer-first mission.

APPENDIX:
Sustainability Accounting Standards Board (SASB) Index

Connection discloses in accordance with SASB Standard for Multiline and Specialty Retailers and Distributors to report fiscal 2025 data. Since 2022, ISSB has overseen SASB standards.

Table 1. Sustainability Disclosure Topics and Metrics

Disclosure Topic	Metric	Code	Unit of Measure	2025 Response
Energy Management[1,2]	Total energy consumed (GJ)	CG-MR-130a.1	GJ	37,922.19
	Percentage grid electricity (%)	CG-MR-130a.1	Percentage (%)	47.64
	Percentage renewable energy (%)	CG-MR-130a.1	Percentage (%)	9.53
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	n/a	Connection maintains a comprehensive information security program that includes policies, standards, procedures, and guidelines to ensure the secure processing, storage, and transmission of customer data. The program is built and maintained using industry best practices aligned with NIST 800-53, NIST 800-171 and the OWASP frameworks, aimed at protecting data from accidental or unlawful destruction, loss, alteration, or unauthorized access or disclosure. To ensure ongoing effectiveness, PC Connection conducts regular internal and external assessments. Employees receive continuous computer-based training on information security and data privacy, with annual training required as part of the company's Security Awareness Policy.
	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	CG-MR-230a.2	n/a	There are no known material security incidents or data breaches for the reporting period.

Disclosure Topic	Metric	Code	Unit of Measure	2025 Response
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	CG-MR-310a.1	n/a	Not applicable to our business model.
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	CG-MR-310a.2	n/a	Not applicable to our business model.
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3	n/a	In 2025, Connection experienced no material legal proceedings associated with labor law violations.
Workforce Diversity and Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	CG-MR-330a.1	Percentage (%)	(a) Executive Management (1) Male: 100%, Female: 0% (2) White: 80%, One or more racial / ethnic backgrounds: 20% (b) Non-executive Management (1) Male: 69%, Female: 31% (2) White: 89%, One or more racial / ethnic backgrounds: 11% (c) All other employees (1) Male: 60%, Female: 40% (2) White: 82%, One or more racial / ethnic backgrounds: 18%

Disclosure Topic	Metric	Code	Unit of Measure	2025 Response
Product Sourcing and Packaging	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	n/a	In 2025, Connection experienced no material legal proceedings associated with labor law violations.
	Revenue from products third-party certified to environmental and social sustainability standards ($)	CG-MR-410a.1	n/a	At this time, we do not have information available for revenue from products that are third-party certified to environmental or social sustainability standards.
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-MR-410a.2	n/a	As an IT reseller, Connection obtains products from manufacturers and distribution partners without being directly involved in their production processes. Consequently, we depend on our partners for their chemical management practices. Our partners inform us if any products do not comply with chemical regulations.
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	n/a	2025 Sustainability Report > Environmental > Resource Efficiency and Waste Management

1. Fuel volume was converted to energy using HHVs from the 2025 US EPA Emission Factors Hub.
2. The totals only reflect energy directly consumed by Connection (ie. only Scope 1 and 2 energy activities).

Table 2. Activity Metrics

Activity Metric	Code	Unit of Measure	2025 Response
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	Number	Connection has one distribution center. We do not have retail locations.
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	Square feet (ft^2)	Our distribution center covers 282,819 square feet. We do not have retail locations.

Connection®
we solve IT®

For more information about our Sustainability efforts,
visit connection.com/CorporateCitizenship or contact us at sustainability@connection.com