

Open Door, Anti-Retaliation and Review Policies

An integral part of our Code of Conduct is real-time input on workplace issues from all members of the Company family, including all members of leadership and employees. In order to foster this goal, the Company has adopted the following Open Door Policy, Anti-Retaliation and Review Policies.

Open Door Policy

The Company encourages its employees to discuss their problems, suggestions and concerns with leadership. Moreover, all employees are obligated to promptly report any concern about a possible violation of the Company's Code of Conduct or violation of any applicable law.

To allow employees to raise their problems, suggestions, concerns or report potential violations of Company policies or applicable law, employees have several options for ways to report. Employees may discuss any issues with: (i) their direct manager; (ii) any member of management within their reporting chain; (iii) any member of executive management, including their business unit president or the Chief Executive Officer, Michael Baur; (iv) People & Culture; (v) any member of the Legal Department; or (vi) the Audit Committee of the Company's Board of Directors via telephone, postal service or online through the Ethics Hotline. Any recipient of such communication must notify the Legal Department promptly if the reported concern involves any possible violation of the Code of Conduct or violation of any applicable law.

In the event that an employee is not comfortable with directly raising any issues or concerns they may do so anonymously **via telephone, postal service or online through our third party Ethics Hotline, Clearview Connects (the "Ethics Hotline") (details and telephone numbers are available here <https://www.scansource.com/pages/resources/ethical-hotline-and-web-reporting>, and web reporting is available here <https://www.clearviewconnects.com/#/>**. Employees are free to use any of these communication options. The Company encourages employees to try any of the alternative communication channels if they feel their concerns have not been adequately addressed under the initial avenue. All such communications will be treated as confidential and only shared on a "need-to-know basis" or as otherwise required by law.

In the event that an employee elects to raise any issues anonymously via the Ethics Hotline, the employee will be given an access code. This access code will allow the employee to check on the status of their communication, as well as provide a method by which the Company may seek additional information regarding the communicated issue.

Anti-Retaliation Policy

The Company seeks to maintain a spirit of openness concerning its compliance with applicable law and policies. As a result, the Company forbids any retaliation against any employee that communicates any concern or reports any potential violation of Company policy or applicable law. No employee or officer shall take any action designed to retaliate against any employee for reporting a concern or potential violation of Company policy or applicable law. Any employee or officer that engages in retaliation – directly or indirectly – will be subject to discipline, including termination from the Company. It shall also be a violation of this policy for any employee or officer to improperly investigate the origin of any communication under the Open Door Policy that was submitted anonymously.

Review Policies

The Company values all communication under the Open Door Policy. As such, the Company has adopted a formal review process for any communication under the Open Door Policy that relates to any potential

violation of the Code of Conduct or any applicable law, apart from communications regarding discrimination or harassment which is covered in detail above. Upon notification of any such communication under the Open Door Policy, the Legal Department will review the communication and assign it to the appropriate avenue of review within five business days of receiving the reported communication. Any communication relating to an employment or benefits concern, will be referred to the People & Culture Department for review. Any communication relating to a potential violation of the Code of Conduct or applicable law will be reviewed by the Legal Department.

In conducting their review, the Legal Department or People & Culture Department, as applicable, may use Company internal resources or engage outside resources, such as counsel, consultants or forensic accountants, to assist the review of the conduct underlying the communication. Moreover, every employee is required to cooperate with the Company's review and to maintain the confidentiality of the existence of the review and their interactions with anyone conducting or participating in the review. For those employees that submitted anonymous communications via the Ethics Hotline, the Company encourages those employees to use their access codes to monitor the status of the review and provide any requested follow-up information that may be required to complete the review. Failure to cooperate in with a review is grounds for discipline, including termination of employment.

The Legal Department and People & Culture Department, as applicable, will use their best efforts to complete the review of the communication under the Open Door Policy between ninety (90) and one hundred twenty (120) days from the receipt of the communication concerning potential violations of the Code of Conduct or applicable law, apart from communications regarding discrimination or harassment which is covered in detail above. The results of the review will be communicated to the Company's Audit Committee. The Company reserves the right to share the results of its review, as well as any evidence gathered during the review process, with the appropriate governmental body where there is a suspected violation of the law or to make any disclosures required by law.

If the Company determines there was a violation of its policies or applicable law, it will, in its sole discretion, take appropriate disciplinary action, including reprimand, suspension (with or without pay) and termination of employment. In imposing disciplinary action, the Company may consider, among other factors, the nature of the violation, whether the conduct was intentional, whether the violating employee self-reported the violation, and the degree to which the violation exposes the Company to adverse legal consequences or harms its reputation in the community or industry.