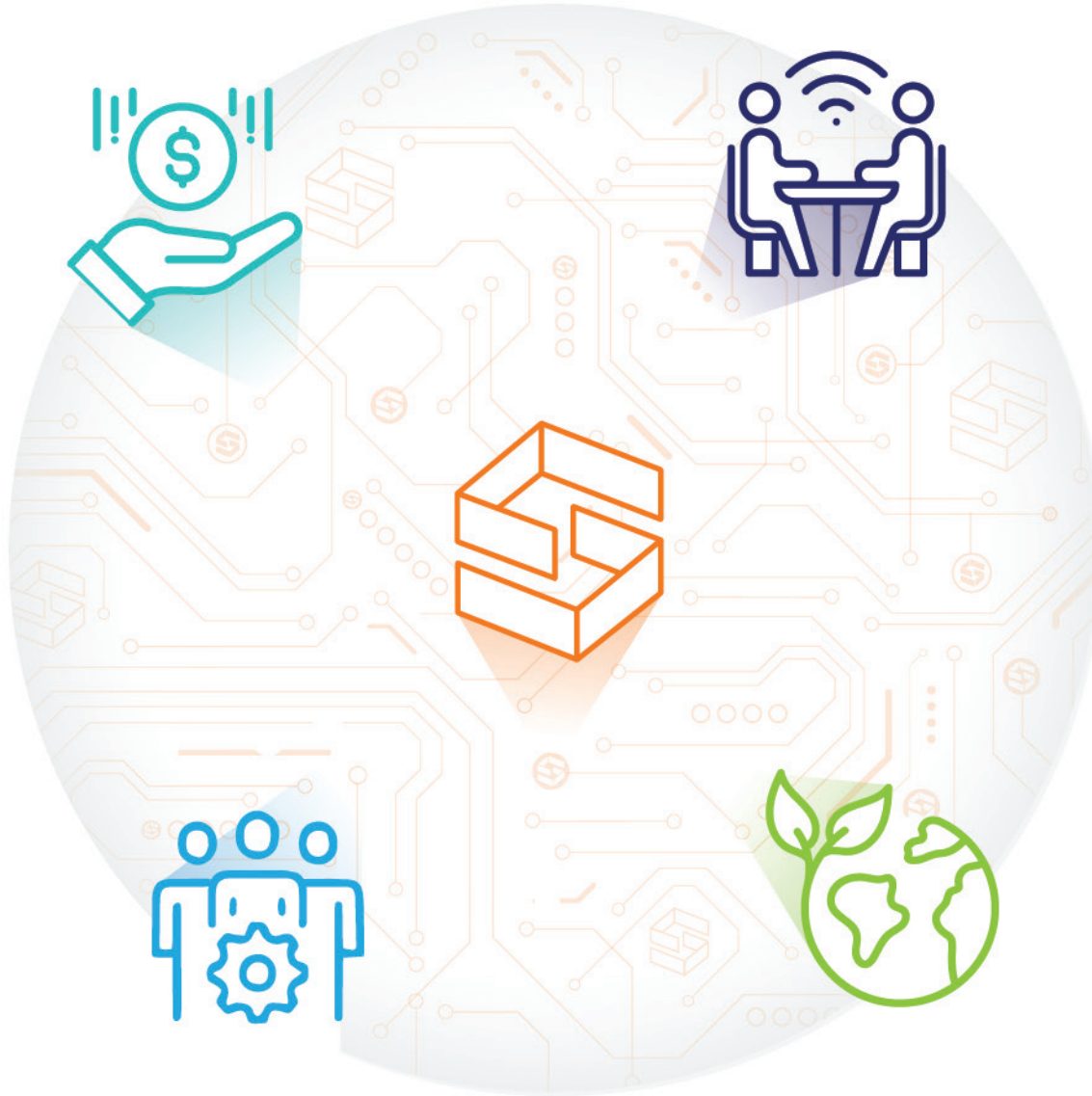




 **scansource**
CORPORATE
CITIZENSHIP

20
26

OVERVIEW

At ScanSource, our Corporate Citizenship approach reflects our purpose as a trusted partner and the long-term value we are creating for our people, channel partners, suppliers, and communities. Guided by our core values and aligned with evolving customer needs, we help our partners thrive in dynamic technology markets.

Our people and culture are at the heart of ScanSource's success. We are dedicated to fostering a strong corporate culture, supporting our channel partners, and giving back to the communities where we live and work.

Looking ahead, we remain focused on the corporate citizenship priorities that matter most to our business and stakeholders. Through the dedication and expertise of our people, we are committed to strengthening relationships, advancing sustainable growth, and building long-term resilience for ScanSource.

ABOUT SCANSOURCE

ScanSource, Inc. (NASDAQ: SCSC) is a leading technology distributor uniquely positioned to address complex technologies and to accelerate growth for channel sales partners across hardware, Software-as-a-Service (SaaS), connectivity, and cloud services. ScanSource uses multiple sales models to offer technology solutions from leading suppliers of specialty technologies, connectivity, and cloud services. Founded in 1992 and headquartered in Greenville, South Carolina, ScanSource was named one of the 2025 Best Places to Work in South Carolina and is on the Fortune World's Most Admired Companies 2026 List. ScanSource ranks #923 on the Fortune 1000.

For more information, visit www.scansource.com.



OUR CORE VALUES

ScanSource's core values serve as the foundation for who we are and how we operate.



Partners

We highly value our channel sales partners and suppliers and are committed to meeting their needs quickly and fairly.



People

We believe each employee's opinion counts and deserves respect.



Company Resources

We protect our Company resources to benefit those who depend on us, such as our employees and shareholders.



Community

We are committed to helping those less fortunate in our communities by giving our time, talents, and resources.



Honesty & Integrity

We believe in honesty and integrity in everything that we do. There is no alternative.



Innovation

We encourage innovation and creativity from every employee, in every department. Mistakes that arise from good intentions and hard work are distinguished from those arising from lack of effort or carelessness.



Inclusion

We are committed to an environment that respects and values the diverse backgrounds, interests, and talents of our employees.



OUR PURPOSE

We accelerate the future of technology distribution, leading the channel and connecting our partners with innovative solutions.



MATERIALITY ASSESSMENT



2,100
EMPLOYEES

25,000
SALES PARTNERS

\$3.2B
FY26 NET SALES

500
SUPPLIERS

**NASDAQ
SCSC**

65,000+
PRODUCTS
MARKETED

★ HEADQUARTERS ★
GREENVILLE, SC
OPERATIONS:
**NORTH AMERICA
BRAZIL**

**FOUNDED
1992**

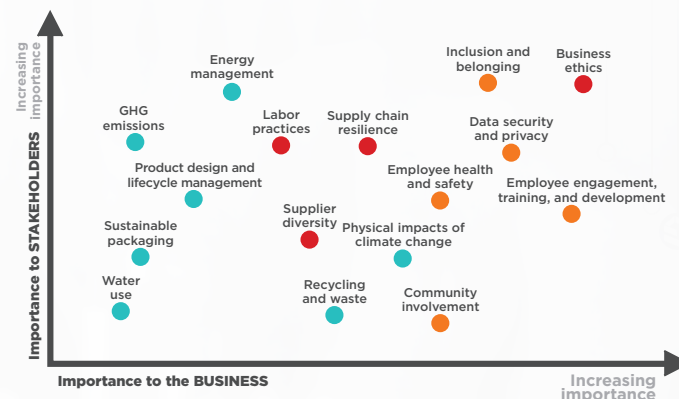
At ScanSource, we recognize that profitable growth and purpose go hand in hand. To focus our corporate citizenship efforts, we assess the topics that matter most to employees, channel sales partners, suppliers, investors, and the communities where we operate.

Our materiality assessment identifies the environmental, social, and governance topics most important to our business and stakeholders. This assessment helps us set priorities and strengthen disclosures. It connects stakeholder expectations with business objectives to support long-term value.

MATERIALITY MATRIX

Our materiality matrix aligns with the **Sustainability Accounting Standards Board (SASB)** framework and prioritizes topics based on stakeholder importance and business impact.

- Environmental
- Social
- Governance



THE CHANNEL CO.
CRN
WOMEN OF THE CHANNEL
2026

THE CHANNEL CO.
CRN
CHANNEL CHIEFS
2026



FORTUNE
World's Most
Admired
Companies
2026

FORTUNE
1000



PEOPLE AND CULTURE

At ScanSource, our values and culture define who we are. As a people-first organization, we create opportunities for our employees, welcome varied perspectives, and build meaningful connections across our teams and partner ecosystem.

EMPLOYEE HEALTH AND SAFETY

Wellness

We are committed to supporting employee well-being with resources that promote a healthy work/life balance, resilience, and long-term wellness. Through our evolving 360you program, employees have access to wellness and fitness challenges, health screenings, educational sessions, and personalized coaching. We also provide 24/7 support through our Employee Assistance Program, with both virtual and in-person guidance available.

Our enhanced WellRight wellness portal gives employees on-demand resources for exercise, meditation, healthy cooking, and nutrition. The portal also supports team wellness challenges and includes a mental health risk assessment.

At ScanSource, we further support employees' physical, mental, and financial well-being through a variety of resources. At our annual Health Fair, employees can connect with vendor partners, explore wellness offerings, ask questions, and engage with one another.

Workplace Safety

ScanSource's primary distribution center in Southaven, Mississippi, is a Class A, climate-controlled facility designed to support safe, efficient operations. Dedicated on-site security personnel monitor activity 24/7 and help enforce safety protocols that protect employees and assets.

We drive a culture of working safely and securely through ongoing training, proactive risk assessments, and investments in upgraded surveillance, access controls, and other security technologies. These enhancements reinforce our safety infrastructure and support fast, effective responses to potential incidents.

Recent key initiatives included lithium-battery HAZMAT training for team members, facility enhancements to provide additional roof support, and employee training in fire safety, lockout/tagout, material handling, emergency preparedness, and slip, trip, and fall prevention.

We continually enhance our safety practices, guided by insights from our proactive, employee-led safety team. By prioritizing safety, we protect our people, strengthen trust, and support long-term operational performance.

EMPLOYEE RELATIONS AND ENGAGEMENT

Employee engagement is closely linked to overall Company success. To strengthen satisfaction and retention, we encourage open communication and gather employee feedback through surveys and focus groups to guide continuous improvement.

A few years ago, we launched Employee Voices, a regular, anonymous engagement survey for our North America team, complementing the Pulses survey in Brazil.



WORKFORCE REPRESENTATION

US EMPLOYEES



51%
FEMALE



49%
MALE



38%
FEMALE
MANAGEMENT

Note: Management is defined as any person who leads people.

Figure 1

The survey covers leadership, engagement, teamwork, retention, recognition, compensation and benefits, development, and well-being. Participation has exceeded 60 percent, and insights from the survey continue to guide enhancements to our programs and processes.

INCLUSION AND BELONGING

Rooted in our core values, our goal at ScanSource is to provide an environment that respects and values the diverse backgrounds, interests, and talents of our employees. ScanSource's [Business Ethics and Code of Conduct Policy](#) sets expectations for our commitment to a fair and inclusive work environment.

Our Inclusion and Belonging Work Team is an employee-led group helping to foster a workplace of inclusion and belonging. Its efforts focus on three areas: awareness and education, Employee Network Groups, and community-focused engagement.

Our Employee Network Groups (ENGs) create spaces for connection, professional development, and strengthening business impact internally and externally. Our current ENG focus areas include women, mental health, multicultural, emerging professionals, LGBTQIA+, and people with disabilities.

EMPLOYEE TRAINING AND DEVELOPMENT

ScanSource develops talent through The Hub, its global learning platform, and a structured portfolio of onboarding, leadership, compliance, and career development programs. The Hub also features a dedicated artificial intelligence (AI) channel designed to accelerate responsible AI adoption across the Company

In the past year, employees completed over 600 unique trainings. On average, individual contributors completed eight hours of training annually, while managers completed 10.5 hours. Our Employee Onboarding program gives new hires an engaging, scalable experience. Our monthly virtual Learning Lounge series supports professional growth through expert-led sessions and practical tools.

600+ unique trainings | **10.5** hours spent by average manager each year | **8** hours spent by average contributor each year | Introduced AI Learning Hub

Leadership development is supported through a multi-tiered portfolio: ScanSource Inspire for high-potential individual contributors; ScanSource Management Academy (SMA) for new managers; ScanSource Supervisor Summit for new leaders in our distribution center; ScanSource Leadership Institute (SLI) for future senior leaders; and ScanSource Leadership Orientation (SLO) for select executives. This framework is reinforced by annual compliance training, tuition assistance, professional-development funding, succession planning, and ScanSource Spark, our university internship program.



GIVING BACK TO THE COMMUNITY

Giving back to the communities where we live and work is a core ScanSource value. To advance this commitment, ScanSource established the ScanSource Charitable Foundation in 1997. Since then, through corporate and Foundation contributions, we have invested more than \$22 million in areas such as education, community enrichment, environmental sustainability, workforce development, recruiting, and child welfare. We further support this commitment by matching employee donations 100 percent and offering a volunteer time-off policy.

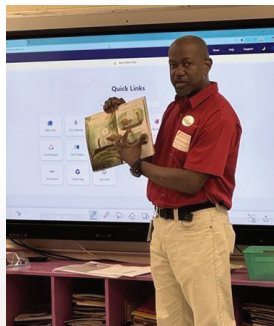
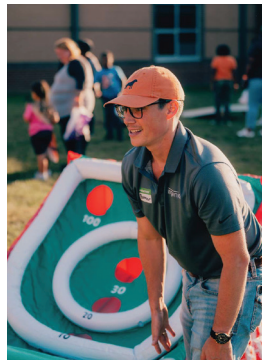
Foundation Reach

The ScanSource Charitable Foundation supports local and global nonprofits through funding and volunteer opportunities that uplift under-resourced communities. In the 2025 grant cycle, the Foundation donated approximately \$300 thousand, supporting more than 57 nonprofits through financial contributions and volunteer efforts.

Impact 360

Launched in 2024 at Thomas E. Kerns Elementary in Greenville, SC, Impact 360 is a partnership among ScanSource, the ScanSource Charitable Foundation, Public Education Partners, and Greenville County Schools. The program supports underserved Title I schools by serving as a surrogate PTA/PTO. Through hands-on volunteerism, relationship-building, and needs-based programming, ScanSource employees help support students, educators, and families. A community playbook was created to help others replicate the program, which has expanded to more than a dozen schools across ScanSource's footprint, including Arizona, California, Mississippi, and Texas.

ScanSource's Impact 360 program was recognized with a Silver Halo Award for Best Education Initiative from Engage for Good, one of the nation's leading honors for excellence in corporate-nonprofit relationships. The Greenville County School District—the forty-second largest in the nation—recognized ScanSource as Partner of the Year, and the South Carolina School Boards Association recognized ScanSource as a Champion for Public Education.



2025



ScanSource
COMMUNITY

COMMUNITY • EDUCATION • ENVIRONMENT
WELFARE OF CHILDREN • WORKFORCE DEVELOPMENT



400+ volunteers | 2,000+ hours | \$300K

Adding dollars from
school partnerships
= \$400K+

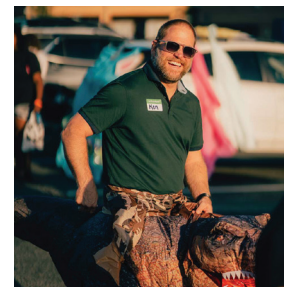
scansource
IMPACT
36

Worked with
14 schools
across our footprint

scansource
charitable foundation

57 grants
awarded

**A NIGHT AT THE
NORTH POLE**
Served over 90 families



BRAZIL



Equipment Donations

Laptops and monitors donated to
three nonprofit organizations.

Women's Day Initiative

Personal care and beauty products
donated for children in foster homes
and temporary shelters.

Winter Clothing Drive

More than 1,300 winter clothing items
collected and distributed to individuals
experiencing homelessness.

Children's Day Initiative

Employees of ScanSource Brazil provided a day
of recreational activities and engagement for
children living in foster care.

Christmas Campaign

A total of 4.2 tons of food was collected
and donated to support people who are
currently homeless.



AWARDS

Silver Halo Award for Best Education Initiative from Engage For Good
Champion for Public Education Award from South Carolina School Board Association
2026 Partner of the Year Award from Greenville County Schools



ETHICS AND GOVERNANCE

We believe in honesty and integrity in everything that we do. There is no alternative.

ScanSource core value

At ScanSource, integrity guides how we operate and make decisions. We uphold this through our Code of Conduct and governance policies, which emphasize fairness, transparency, and accountability across all stakeholder interactions. We expect our business partners to share this commitment by complying with our [Business Partner Code of Conduct](#).

BUSINESS ETHICS

Board Governance

The ScanSource Board of Directors provides oversight to our management team in its business conduct, with the goal of building long-term shareholder value. The Board also provides periodic review of management's performance and the Company's organizational structure, as well as guidance and oversight of corporate strategy and corporate citizenship efforts. The Nominating and Corporate Governance Committee evaluates the emergent, corporate citizenship-related issues and the Company's social and environmental policies and programs. ScanSource's [Governance Guidelines](#) are available on the "Investors" page of our website, [scansource.com](#), under the "Corporate Governance" tab.

ScanSource's cross-functional Corporate Citizenship Steering Committee helps guide the corporate citizenship strategy and includes team members from Legal, People and Culture, Operations, IT Security, Finance, Investor Relations, and Marketing.

Board Qualifications and Skills

ScanSource is committed to having a varied, well-rounded, and independent Board to oversee our business. The Nominating and Corporate Governance Committee seeks director nominees who will complement and enhance the effectiveness of the existing Board with respect to skills, knowledge, perspectives, experience, background, and other characteristics. Furthermore, the Board considers such factors as race, age, gender, national origin, and other factors as part of the consideration when weighing diversity.

Shareholder Engagement

Engaging with our shareholders remains a key focus for ScanSource and an important part of the Board's governance commitment. Recent engagement efforts focused on developing relationships, expanding dialogue on strategy and governance topics, and collecting shareholder feedback.

During the past year, we reached out to shareholders representing over 60 percent of shares outstanding and held engagement calls with some of our largest shareholders, representing nearly 28 percent of shares outstanding. Shareholders shared perspectives on Board composition, corporate governance policies, and executive compensation, as well as our policies on corporate citizenship. This feedback allows the Board to better understand our shareholders' perspectives and to incorporate them into our deliberations and decision-making.

Lobbying and Political Advocacy

In fiscal year 2026, the Company did not make any direct monetary contributions to lobbying or political activities.

BOARD OF DIRECTORS COMPOSITION



Code of Conduct

ScanSource upholds the highest ethical standards across its business, and our success depends on the trust of our customers and suppliers. Our [Business Ethics and Code of Conduct Policy](#) approved by the Board sets clear expectations for executive officers and employees to act with integrity and make ethical decisions.

Employees regularly complete Code of Conduct training to confirm compliance. This training addresses human rights and the prevention of human trafficking and slavery for supply-chain management. Our internal audit function actively monitors compliance with the policy.

Risk Management

The Board actively oversees the risk management of ScanSource. Risks including the specific financial, operational, business, and strategic risks we face, whether internal or external, are identified by the Board and management together, and then each is assigned to either the full Board or a Board committee for oversight in accordance with its charter. Certain strategic and business risks, such as those relating to our products, markets, and capital investments, are overseen by the entire Board. The full Board oversees ScanSource's risk identification, risk assessment, and management practices for strategic enterprise risks facing ScanSource.

BOARD KNOWLEDGE AND EXPERIENCE



*ScanSource Board members are members of the National Association of Corporate Directors (NACD)

DATA SECURITY AND CUSTOMER PRIVACY



At ScanSource, we monitor the ever-changing cybersecurity landscape and promote a strong culture of security awareness. We are dedicated to safeguarding and protecting customer, supplier, employee, and Company data through our cybersecurity measures and controls listed in our [ScanSource Privacy Policy](#) and related internal and public-facing policies.

ScanSource understands the importance of security and makes every effort to ensure that partner information held in systems and other related areas is fully protected. Employees who handle personal or private information must follow ScanSource guidelines and applicable local privacy laws and regulations. Our cybersecurity program includes monthly mandatory training and awareness alerts on phishing, ransomware, and emerging threats. ScanSource's management engages in cybersecurity tabletop exercises to advance preparedness in cybersecurity threat scenarios.

ScanSource follows the Payment Card Industry's Data Security Standard (PCI DSS), European Union General Data Protection Regulation (GDPR), and applicable privacy regulations, including LGPD, CCPA, and CPRA. Because GDPR has shaped privacy standards in many jurisdictions, our program also helps us monitor and address new requirements where we operate.

Rapid response is integral to our information security program. Our Cyber Incident Response Team (CIRT), supported by established relationships with digital forensics and incident response providers, is prepared for appropriate response to cybersecurity threats or incidents.

We take a forward-looking approach by continually reviewing risks that could affect information security, which management views as a core responsibility and business best practice.

HUMAN RIGHTS AND LABOR PRACTICES



ScanSource is committed to human rights and to treating every person with dignity and respect. We expect employees, contractors, temporary workers, suppliers, and customers across our global supply chain to respect fundamental rights and comply with our Board-approved [Human Rights Policy](#). Our policies and codes of conduct align with internationally recognized human rights standards, and we prohibit anti-competitive practices and uphold antitrust laws.

Under our Human Rights Policy, ScanSource prohibits human trafficking and the use of child, forced, and slave labor. As an equal opportunity employer, we do not tolerate unlawful discrimination based on gender, gender identity, ethnicity, nationality, race, sexual orientation, disability, or any other protected category.

Ethics Hotline

ScanSource encourages employees to report potential unethical or illegal activity and policy violations to management. We engage an independent third party to provide a global ethics hotline, available 24/7 internally and externally, in multiple countries and languages, for anonymous reporting either online or telephonically. ScanSource takes all reports seriously and prohibits retaliation against any employee for reporting a concern or potential violation. The ScanSource Board of Directors reviews reports of hotline communications.

Anti-Corruption

With an international base of more than 500 suppliers and approximately 25,000 customers, ScanSource is subject to international trade laws and sanctions. We comply with applicable laws in the US and abroad, including the Foreign Corrupt Practices Act (FCPA), export laws, antiboycott laws, and embargoes and sanctions. ScanSource prohibits all forms of bribery in our business dealings in every country. Our anti-corruption and international business policies and training help employees comply with local and international law.

Ethical Sourcing

ScanSource expects suppliers to operate responsibly in human rights, health and safety, the environment, and business ethics. We distribute products manufactured by other companies, and we do not directly purchase conflict minerals from any source. We support the objectives of the Dodd-Frank Act to identify, reduce, and eliminate the use of conflict minerals and expect suppliers to promote conflict-free sourcing of metals and proactively remove conflict minerals from products.



SUPPLY-CHAIN RESILIENCE



We are committed to building a supply chain grounded in shared values to help our partners build resilient supply chains. As a technology distributor rather than a manufacturer, ScanSource is not emissions-intensive and has lower exposure to risks such as product redesign costs and responsible mineral sourcing. Our distribution portfolio also creates opportunities in clean technology and sustainable life-cycle products, and we support suppliers bringing more of these offerings to market. Our [Business Partner Code of Conduct](#) requires suppliers and partners across the supply chain to uphold corporate social responsibility, fairness, and ethics.

Business Continuity Plan

ScanSource maintains a comprehensive Business Continuity of Operations (BCO) plan that outlines the processes and procedures to follow during incidents that could disrupt operations or affect the safety and security of employees or partners. It includes customized response plans designed to enable a rapid, effective response and minimize disruption, including the Information Security Incident Response Plan, the Physical and Humanitarian Response Plan, the IT Infrastructure Incident Plan, and the Employee Medical or Safety Emergency Plan.

Quality Management System



ScanSource maintains a quality management system that supports continuous improvement of processes and maintains best-quality practices.

Since 1998, ScanSource's primary US distribution center and relevant headquarters departments have been certified under quality management system ISO 9001:2015.





ENVIRONMENT AND SUSTAINABILITY

ScanSource is committed to responsible environmental stewardship by conserving natural resources and embracing sustainable practices such as reducing, reusing, and recycling.

To better understand our environmental footprint, we have calculated our Scope 1 and Scope 2 greenhouse gas (GHG) emissions. Guided by our Environmental Stewardship Policy, we remain focused on fostering awareness and accountability. In fiscal year 2026, the Company had no monetary losses from legal proceedings associated with environmental regulations.

GHG EMISSIONS

As a technology distributor and not a manufacturer, ScanSource is not an emissions-intensive business. We are using this work to better understand our environmental impact. Given our operations, most of our emissions likely come from our supply chain, or Scope 3 emissions, and we continue to increase our understanding of the most likely sources.

GHG Emissions

(Data in MTCO ₂ e)	2023	2024	2025
Scope 1	687	732	734
Scope 2 (location-based)	2,379	2,343	2,585
Total	3,066	3,075	3,319



ENERGY MANAGEMENT

ScanSource is focused on operating in an environmentally responsible manner, including reducing energy consumption. We implemented an initiative to replace fluorescent lighting with longer-lasting LEDs to conserve energy, reduce waste, and improve facility lighting. Approximately 90 percent of lighting at our corporate headquarters is now LED, and nearly 95 percent of our least-efficient fixtures have been upgraded. This year, we completed our in-house project to convert the lighting in our 740,000-square-foot Southaven, MS, distribution center to LED.

We also use computerized, energy-efficient HVAC systems across our facilities. In Southaven, air-rotation units evenly condition the large space and deliver about 30 percent energy savings over traditional HVAC systems. We conduct annual energy audits to optimize consumption and use occupancy sensors in many buildings to automatically adjust lighting and HVAC when spaces are unoccupied.

RECYCLING AND WASTE



ScanSource continues to educate and engage employees and suppliers to help us determine ways to move toward zero waste. At our Greenville, SC, headquarters, a recycling program with our waste partner helped reduce on-site waste from 40 to 16 cubic yards per week. Nonrecyclable waste is sent to a local landfill, where captured methane is converted into renewable energy for the local power grid, powering more than 1,800 Upstate SC homes and reducing greenhouse gas emissions in the community.

In 2025, we recycled approximately 15,000 pounds of e-Waste and specialized materials. These are items that cannot go into the municipal recycling program, such as circuit boards, batteries, steel/copper, and electrical components.

At our primary US distribution center in Southaven, MS, our team works with a local waste partner on its recycling efforts. According to that partner, approximately 81 percent of the facility's waste goes to recyclers, and approximately 19 percent goes to a landfill. Our business waste-management practices include recycling the following items at our primary US distribution center: cardboard, stretch film, metal scrap, lamps and ballasts, wood pallets, and electronic waste.





APPENDIX

Global Reporting Initiative (GRI) Standards

The following index provides insights into the key initiatives driving our Company's continued growth and commitment to our valued stakeholders. The index was developed to assist stakeholders in finding key information related to our material ESG topics. This index makes reference to the Global Reporting Initiative's (GRI) Standards. Although we reference the GRI Standards to provide context to our report, our report has not been prepared in accordance with the GRI standards.

GRI Standard	Disclosure	Requirements	Data or location of data
GENERAL DISCLOSURES			
GRI 2: GENERAL DISCLOSURES	2-1 Organizational details	2-1a: Legal name of the organization 2-1b: Ownership and legal form 2-1c: Location of headquarters 2-1d: Countries of operation	ScanSource, Inc. Legal corporation (Inc.) Greenville, South Carolina United States, Canada, and Brazil
	2-2 Entities included in the organization's sustainability reporting	2-2a: Entities included in the consolidated financial statements 2-2b: Difference between entities listed in financial reporting and sustainability reporting 2-2c: Approach used for consolidating entity information	FY26 Annual Report on Form 10-K, Schedule of Subsidiaries, Exhibit 21.1 Same list All entities included are 100% owned by the parent company, and no adjustments are made to the information.
	2-3 Reporting period, frequency and contact point	2-3a: Reporting cycle 2-3b: Reporting period 2-3c: Date of most recent report 2-3d: Contact point for questions regarding the report	Annual Calendar year ended December 31, 2025 August 20, 2026 investor@scansource.com
	2-4 Restatements of information	2-4a: Report restatements of information from previous reporting periods	Not applicable
	2-5 External assurance	2-5a: External assurance 2-5b: Link to external assurance	Advisor statement: no disclosure currently present Not applicable
	2-6 Activities, value chain and other business relationships	2-6a: Sector in which organization is active	About ScanSource, FY26 Corporate Citizenship Report, page 1
		2-6b: Activities, products, services, markets served, supply chain, and downstream entities	FY26 Annual Report on Form 10-K, Offerings and Markets, page 4
		2-6c: Other relevant business relationships	Not applicable
		2-6d: Significant changes to 2-6a-c from previous reporting period	Not applicable
	2-7 Employees	2-7a: Total number of employees	About ScanSource, FY26 Corporate Citizenship Report, page 2

GRI 2: GENERAL DISCLOSURES		2-7b: Information on employees and other workers	Inclusion and Belonging, FY26 Corporate Citizenship Report, page 3
	2-8 Workers who are not employees	2-8a: Total number of workers who are not employees	No disclosure currently present
	2-9 Governance structure and composition	2-9a: Governance structure	Ethics & Governance, FY26 Corporate Citizenship Report, page 7
		2-9b: Composition of the highest governance body and its committees	Board of Directors, 2025 Proxy Statement, page 4; Committees of the Board, 2025 Proxy Statement, page 8
	2-10 Nomination and selection of the highest governance body	2-10a: Nomination and selection of the highest governance body	Nominating & Corporate Governance Committee, 2025 Proxy Statement, page 8
	2-11 Chair of the highest governance body	2-11a: Chair of the highest governance body	Board of Directors, 2025 Proxy Statement, page 4
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12a: Role of governance body and senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Board Governance, FY26 Corporate Citizenship Report, page 7
		2-12b: Role of highest governance body in the organization's due diligence	Corporate Governance Guidelines, 2025 Proxy Statement, page 5
	2-13 Delegation of responsibility for managing impacts	2-13a: Delegating authority	Ethics & Governance, FY26 Corporate Citizenship Report, page 7
	2-14 Role of the highest governance body in sustainability reporting	2-14a: Report whether the highest governance body is responsible for reviewing and approving the reported information	Ethics & Governance, FY26 Corporate Citizenship Report, page 7
	2-15 Conflicts of interest	2-15a: Conflicts of interest	Code of Conduct, FY26 Corporate Citizenship Report, page 8
	2-16 Communication of critical concerns	2-16a: Describe whether and how critical concerns are communicated to the highest governance body	No disclosure currently present
		2-16b: Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period	No disclosure currently present
	2-17 Collective knowledge of the highest governance body	2-17a: Collective knowledge of the highest governance body	Corporate Governance Guidelines, 2025 Proxy Statement, page 5
	2-18 Evaluation of the performance of the highest governance body	2-18a: Evaluating the highest governance body's performance	Corporate Governance Guidelines, 2025 Proxy Statement, page 5

GRI 2: GENERAL DISCLOSURES	2-19 Remuneration policies	2-19a: Remuneration policy for members of the highest governance body and senior executives	2025 Director Compensation Table, 2025 Proxy Statement, pages 20; Named Executive Officer Compensation in Fiscal 2025, 2025 Proxy Statement, pages 47
	2-20 Process to determine remuneration	2-20a: Describe the process for designing the remuneration policies	Process for Determining Named Executive Officer Compensation, 2025 Proxy Statement, pages 30-31
	2-21 Annual total compensation ratio	2-21a: Ratio of annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	Pay Ratio Disclosure, 2025 Proxy Statement, page 58
	2-22 Statement on sustainable development strategy	2-22a: Statement from senior decision-maker	Letter from our Chair and Chief Executive Officer, 2025 Proxy Statement
	2-23 Policy commitments	2-23a: Policy commitments for responsible business conduct	ScanSource Core Values, FY26 Corporate Citizenship Report, page 1
	2-24 Embedding policy commitments	2-24a: Describe how each of the policy commitments is embedded	No disclosure currently present
	2-25 Process to remediate negative impacts	2-25a: Processes to remediate negative impacts	No disclosure currently present
	2-26 Mechanisms for seeking advice and raising concerns	2-26a: Mechanisms for advice and concerns about ethics	Business Ethics and Code of Conduct, FY26 Corporate Citizenship Report, page 8 and Ethics Hotline, FY26 Corporate Citizenship Report, page 9
	2-27 Compliance with laws and regulations	2-27a: Total number of significant instances of non-compliance with laws and regulations during the reporting period	No instances reported
	2-28 Membership associations	2-28a: Industry and other membership associations	No disclosure currently present
	2-29 Approach to stakeholder engagement	2-29a: Approach to stakeholder engagement	Materiality Assessment, FY26 Corporate Citizenship Report, page 2
GRI 3: MATERIAL TOPICS	2-30 Collective bargaining agreements	2-30a: Percentage of total employees covered by collective bargaining agreements	FY26 Annual Report on Form 10-K, People and Culture, Page 6
	MATERIAL TOPICS		
	3-1 Process to determine material topics	3-1a: Process to determine material topics	Materiality Assessment, FY26 Corporate Citizenship Report, page 2
	3-2 List of material topics	3-2a: List of material topics	Materiality Matrix, FY26 Corporate Citizenship Report, page 2



APPENDIX

Sustainability Accounting Standards Board (SASB) Index

Our report is aligned with the Sustainability Accounting Standards Board (SASB) framework and demonstrates our commitment to providing disclosure of priority environmental, social, and governance (ESG) topics for our business. Our disclosure maps to the "Multiline and Specialty Retailers & Distributors" SASB standards, which SASB identifies as our primary industry. The table includes references to where this information can be found in our ESG report or in other public documents. The information provided is as of December 2025 unless otherwise noted.

CODE	ACCOUNTING METRIC	SCANSOURCE DISCLOSURE/REFERENCE
ENERGY MANAGEMENT IN RETAIL AND DISTRIBUTION		
SASB CG-MR-130a.1	Total energy consumed	For 2025, ScanSource consumed 44,667 gigajoules (GJ) of energy . Approximately 61% of the energy consumed was at ScanSource's North American distribution operations located in Southaven, Mississippi.
SASB CG-MR-130a.1	Percentage of grid electricity	ScanSource does not disclose this information.
SASB CG-MR-130a.1	Percentage of renewables	ScanSource does not disclose this information.
DATA SECURITY		
SASB CG-MR- 230a.1	Description of approach to identifying and addressing data security risks	At ScanSource, we are committed to safeguarding and protecting partner, supplier, employee, and Company data through our cybersecurity measures and controls listed in our Security Policy. We have internal and public-facing policies, such as our external Privacy Policy, that support our data security and customer privacy efforts. Information security and cybersecurity are critical components of our risk management program and are vital to maintaining our proprietary information and the trust of our customers and employees. Our information security program includes policies and procedures, prevention and detection mechanisms, incident response, business continuity planning and employee compliance, and security awareness training. We also engage with third-party information security experts to access our defense mechanisms and have a cyber risk insurance policy in place that provides coverage for security incident response expenses, certain losses due to network security failures, investigation expenses, privacy liability, and certain third-party liability.
SASB CG-MR- 230a.1		The Company understands the importance of security and makes every effort to fully protect partner information held in systems and other related areas. We recognize that the confidentiality, integrity, and availability of information created, maintained, transmitted, and stored are vital. We constantly assess and improve our security practices that focus on access control, remote access, personnel security, systems and communications protection, media protection, change management, data backup and recovery, logging audit and accountability, vulnerability and patch management, physical security, configuration management, and system and information integrity.
SASB CG-MR- 230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	There were no material known data breaches warranting disclosure in 2025. We actively monitor our data security risks and vulnerabilities. We have a Cyber Incident Response Team prepared for appropriate response to cybersecurity threats or incidents.

LABOR PRACTICES

SASB CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage by region	ScanSource provides competitive hourly wages at our distribution centers and related business operations in the United States. (1) ScanSource employed 307 distribution center employees and 186 corporate hourly employees, and the average hourly wage for such U.S. employees was \$24.12. (2) 100% of all hourly employees in the U.S. earned above the minimum wage.
SASB CG-MR-310a.2	(1) voluntary and (2) involuntary turnover rate for in-store employees	ScanSource does not disclose this information.
SASB CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	ScanSource does not disclose this information.

WORKFORCE DIVERSITY AND INCLUSION

SASB CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	GENDER REPRESENTATION (U.S. only) (as of 12/31/25)						
			FEMALE	MALE	N/A			
		Management	46%	54%	--			
		All Other Employees	52%	48%	--			
		Note: Management is defined as any person who leads people.						
SASB CG-MR- 230a.1		RACIAL/ETHNIC GROUP REPRESENTATION (U.S. only) (as of 12/31/25)						
			ASIAN	BLACK OR AFRICAN AMERICAN	HISPANIC OR LATINO	WHITE	OTHER	N/A
		Management	2%	8%	6%	81%	2%	--
		All Other Employees	4%	21%	10%	63%	3%	--
		EMPLOYEES BY REGION (as of 12/31/25)						
			EMPLOYEES					
		% located in U.S.	67%					
		% located in Brazil	31%					
		% located in U.K.	0%					
		% located in Canada	2%					
		% Located in Other	--					
SASB CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination.	ScanSource does not disclose this information.						

PRODUCT DESIGN AND LIFECYCLE MANAGEMENT

SASB CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	ScanSource does not track that information at this time. We do not sell our own products.
SASB CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	ScanSource has policies and procedures in place with regard to transporting products that contain lithium batteries. Examples of this includes labeling the relevant product packaging and taking steps to prevent these products from being transported via aircraft.
SASB CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging.	ScanSource minimizes waste by capitalizing on opportunities to reduce, reuse and recycle. We seek opportunities to use packaging materials and products that contain recycled content and are also biodegradable. Where possible, we optimize our warehouse processes to minimize unnecessary packaging and ship products in suppliers' packaging. Examples of our warehouse policies and procedures at our primary U.S. distribution center include: • We have implemented a dimensional, weight-reduction process focused on reducing package void fill content. • Our operational systems utilize an algorithm to guide operators to select the optimal shipping box for a shipment. • We have implemented a paperless picking system which decreases single-use sheets of paper in our operations. • We maintain a 90% landfill waste diversion rate which is a critical component of our recycling program. • We have expanded reuse of the cardboard we receive from our vendors. In addition to cardboard, we have processes in place to recycle other materials, such as pallets, paper, glass, plastic, aluminum, and food waste. These initiatives have the collective effect of minimizing the amount of our packing and waste that eventually gets deposited into landfills. We are continually exploring new ways to improve our packaging materials to eliminate unnecessary packaging while reducing the risk of damage to the contents.



Task Force on Climate-Related Financial Disclosures (TCFD) Statement

Introduction

Our report addresses the TCFD disclosures that are relevant to ScanSource's business and current climate-related risk profile. Please see the [Environment and Sustainability](#) section for this report for our Scope 1 and Scope 2 greenhouse gas (GHG) emissions in our annual Corporate Citizenship report.

Governance

ScanSource recognizes the importance of understanding and addressing environmental and climate considerations, achieving this through alignment to our Company's broader business strategy and governance. Our oversight of climate considerations is aligned to our existing Enterprise Risk Management ("ERM") Framework. The Board, as a whole, actively oversees the risk management of the Company. At the Board level, the Nominating and Corporate Governance Committee manages the risks associated with governance issues, which includes guidance on social and environmental risks, including climate-related risks and opportunities. Our management-level oversight of climate-related topics is coordinated through the Corporate Citizenship Steering Committee, consisting of cross-functional team members from the following business departments: Legal, People and Culture, Operations, IT Security, Finance, Investor Relations, and Corporate Communications. The Corporate Citizenship Steering Committee plays a vital role in guiding sustainability strategy, monitoring progress, and evaluating significant environmental and social issues relevant to ScanSource. Please see the Board Governance section of this report.

In calendar year 2025, we completed our first ever qualitative assessment of climate-related risks and opportunities in alignment with the TCFD framework. Our existing Enterprise Risk Management framework was used to inform the identification and evaluation of potential climate-related risks and opportunities. The resulting climate-risk and opportunity register was developed with input from key internal stakeholders across major business functions so that potential physical and transition risks and opportunities could be evaluated in the context of ScanSource's broader risk profile and business strategy.

Strategy

In 2025, ScanSource conducted a qualitative climate-related risk assessment which considered various climate scenarios over the short- (0-1 year), medium- (>1-5 years), and long-term (5+ years) to identify climate-related risks and opportunities that may impact our business. The climate risk assessment evaluated risks (both physical and transition) and opportunities, under both a high and low emissions scenario:

Physical risks – ScanSource's assessment of physical risks considered both acute and chronic risks under a high emissions scenario. The scenario used was the Intergovernmental Panel on Climate Change's SSP5-8.5, which is an emissions scenario with very high GHG emissions.

Transition risks – ScanSource's assessment of transition risks considered risks under four dimensions: policy and legal, technology, market, and reputation. The scenario used was the Network for Greening the Financial System Net Zero Emissions by 2050 Scenario. This scenario was selected for assessing transition risks as it provides the "worst case" view of how climate-related transition risks may impact ScanSource.

The climate risk assessment utilized time horizons of short-term (0-1 years), medium-term (>1-5 years), and long-term (5 years or more) to reflect when each identified risk or opportunity was most likely to manifest. The time horizons acknowledge that climate-related issues may develop over longer periods than normally considered for other business risks. Each potential climate risk and opportunity identified as part of the climate risk assessment was scored for both its impact on ScanSource and likelihood of occurrence, to produce an overall risk or opportunity score. Please refer to the Risk Management section of this report for additional details on the process for assessing and managing climate-related risks.

Climate-related risks:

The most significant climate-related risks identified as part of our climate risk assessment are presented below. At this time, the identified climate risks are not and are not forecasted to become financially material. Based on the nature of our operations, as well as our existing business continuity plans and mitigation strategies, we believe our strategy is positioned to manage the types of physical and transition risks identified in this assessment.

As part of our qualitative climate-related risk assessment, ScanSource identified physical climate risks primarily related to more frequent or severe extreme weather events.

As part of our qualitative climate-related risk assessment, ScanSource identified physical climate risks primarily related to more frequent or severe extreme weather events. These risks could affect our supply chain, logistics network, and distribution operations, particularly where suppliers, shipping hubs, or transportation routes are exposed to flooding, storm surge, windstorms, typhoons, or other severe weather events. Such disruptions could affect supplier production, port operations, inbound freight, inventory availability, fulfillment timelines, and customer service levels. Severe weather could also temporarily disrupt ScanSource distribution operations or result in inventory damage, repair costs, or increased insurance costs.

ScanSource believes its existing business continuity planning, diversified supplier base, logistics partnerships, and contingency protocols help mitigate these risks. The Company's supplier and logistics diversification provides flexibility to adjust sourcing activity or route shipments through alternative channels when localized disruptions occur. In addition, contingency processes, including the ability to coordinate with suppliers on direct shipments to customers where appropriate, support operational continuity and help limit the potential financial impact of climate-related disruptions.

Climate-related opportunities:

ScanSource identified climate-related opportunities associated with evolving customer demand for solutions that support environmental monitoring, operational resilience, and sustainable technology lifecycle management. ScanSource also recognizes an emerging opportunity to support circular economy and sustainable lifecycle management services, including refurbishment, take-back, replacement, and related supplier-led programs.

Risk Management

ScanSource's ERM program is overseen by the Chief Financial Officer and facilitated by the Internal Audit function, alongside other senior leaders. The program is responsible for identifying and assessing enterprise-level risks (that may include climate-related risks). The climate risk assessment was guided by key elements of our ERM framework, including the use of evaluation criteria, definitions, and parameters consistent with our broader approach to identifying and assessing enterprise risks.



Our climate risk assessment was conducted by a third-party firm specializing in climate-related risk analysis, and the results of the assessment were reviewed and agreed upon by management, as well as other relevant stakeholders.

Climate-related risks (both physical and transition) were identified through interviews with relevant ScanSource stakeholders held by the third-party firm conducting the assessment. Site-specific geospatial analysis, peer benchmarking, and a review of public information (e.g., review of wider industry disclosures) were also leveraged to inform risk and opportunity identification within this assessment.

Each identified climate-risk was evaluated for its potential likelihood of occurrence and anticipated impact on ScanSource's financial performance. Insights from our climate risk assessment will enable us to prioritize our most relevant climate-related issues and consider appropriate next steps for managing these risks within our existing governance and operational structure.

Metrics & Targets

ScanSource has not set any climate-related targets, goals or commitments and does not internally use climate-related key metrics to assess climate-related risks and opportunities.