AVNET®
Reach Further™

FY17-FY18 Corporate Social Responsibility Report

Message from the CEO

> **Our purpose: to guide today's ideas into tomorrow's technology.**

Avnet is in the midst of a great transformation. We are positioning ourselves to meet the needs of today's innovators by offering technology services and solutions that are scalable, customizable and deliver long-term results. We're doing so to fulfill our purpose: to guide today's ideas into tomorrow's technology.

With the rapid pace of technology innovation, the thought of "tomorrow" can be a thrilling one. One of self-driving cars, smart factories that optimize themselves for better output and data-driven devices that can learn and adapt autonomously. It's not lost on me, or anyone at Avnet, that while we must maintain our commitments to our customers, we also have a

larger responsibility—to do the work that's needed today to ensure we get to experience what tomorrow has to offer.

When it comes to corporate social responsibility (CSR), our approach focuses on balancing the needs of our stakeholders and consistently working to meet both short- and long-term goals to elevate humanity. We do it because it's the right thing to do with the added benefit that it inspires confidence in our employees, suppliers, customers and communities. In FY17 and FY18, we made the following contributions to moving Avnet's position as a leader in CSR forward:

- Our team was recognized in both 2016 and 2017 as a World's Most Ethical Company by the Ethishpere® Institute, a global leader in defining and advancing the standards of ethical business practices.
- In April 2017, Avnet joined the United Nations Global Compact and has actively been supporting the Sustainable Development Goals outlined in Impact 2030.
- Avnet partnered with Arizona State University (ASU) in 2017 to create a student entrepreneurship competition called the ASU Innovation Open honoring student innovators developing tech solutions to address today's biggest challenges.

- In 2018, the Avnet executive board mandated that women and minorities be included in all candidate pools for all director positions because we believe that creating a diverse and inclusive culture leads to new ideas, innovation and success.
- Avnet employees used company-sponsored volunteer time and our Matching Grants program to serve organizations such as Habitat for Humanity, American Heart Association, Salvation Army and The Boys and Girls Club, making significant financial and social impacts on the communities where we work.

The Avnet Corporate Social Responsibility report is just one way we share how we conduct our business. We also invite you to read our Environmental Policy, Global Carbon Footprint Report and Annual Reports (Form 10k) for more information.

We believe that the trust of customers, suppliers, employees and our communities need to be earned, so Avnet embraces ethical work practices and has high standards of integrity in all our endeavors. Each year, we hope to improve in our CSR practices and pave the way for everyone to reach further.

Sincerely,

Bill Amelio
Chief Executive Officer

About Avnet, Inc.

As one of the world's leading technology solutions companies, we aim to be the only partner our clients need to seamlessly transform an idea to a full-fledged product by providing our customers with design, manufacturing, marketing and supply chain expertise. Working with more than 100,000 customers and 600 suppliers in more than 100 different countries, Avnet's extensive ecosystem supports innovators and entrepreneurs at every stage of the product lifecycle. Whether its large-scale production or beginning-stage prototypes, we meet our customers' needs through individualized, end-to-end service.

Headquartered in Phoenix, Arizona, Avnet's team of more than 15,000 employees operates throughout North America, Asia Pacific, Africa and Europe. Avnet controls nine major distribution centers and more than 300 secondary facilities. This expansive network enables us to streamline solutions and improve efficiency for all our customers. In fiscal years 2017 and 2018, our sales exceeded $17.4 and $19 billion, respectively. Find more information about our financial performance in our most recent Annual Report.

Avnet's core values are the foundation of our company's strategy and goals, which aim to deliver technology solutions that generate long-term value for our customers and partners. Our comprehensive offering transforms our customers' visions into reality by reducing cost, complexities and speeding time to market. We believe that responsible management of our supply chain and products preserves long-lasting value and returns for our shareholders. As we strive to support ideas that lead to growth and productivity for our stakeholders, we concurrently aim to deepen our positive impacts and minimize our negative impacts whenever possible.
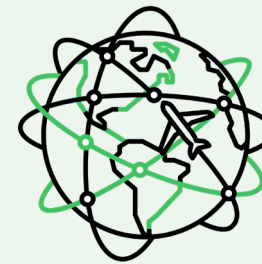
OUR CORE VALUES

At Avnet, we focus on bringing our customers' technology ideas to life through connecting entrepreneurs, innovators, engineers and manufacturers. Our forward-thinking mentality is driven by our core values.
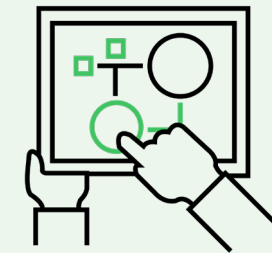
Integrity

We mean what we say, we respect others and we do business the right way.

Empathy

We listen and see the world through the eyes of the customer.
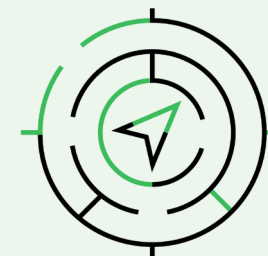
Ingenuity

We find smart solutions and leverage technology to solve our customers' toughest challenges.

Collaboration

With each other, our customers and our suppliers, we put our heads together to get the job done.

Objectivity

We work with open minds and no bias—other than making our customers successful.

Know-how

Our technical and market expertise speed time to market for our customers.

Avnet ecosystem

Avnet's main differentiator is our extensive ecosystem delivering design, product, marketing and supply chain expertise for customers at every stage of the product lifecycle.

Avnet's expansive network of experts provides our customers with everything they need to develop cutting-edge technology solutions at scale. Avnet's ecosystem simplifies this process by offering seamless, end-to-end services through one partner who's with you throughout the product lifecycle.

ONLINE COMMUNITIES

Hackster.io and element14, the community platforms in the Avnet ecosystem, form the world's largest community of engineers. Members can consult with over one million like-minded individuals to learn about the latest trends, products and technologies. Connecting through element14 enables engineers to collaboratively solve complex problems. Hackster.io is where members share and learn from each other's hardware projects—and even connect in person at a workshop or meet up. Along with supporting our customers, these hubs give our suppliers in-depth technical and market insight.

DESIGN AND PROTOTYPING

Avnet provides turnkey design capabilities and helps customers with prototyping, sourcing and validation testing. Hundreds of engineers are available to consult with our customers as they source quality components and design products. Our deep experience building superior system-level applications allows us to anticipate challenges early on and deliver high-quality, cost-effective products. Our engineers address unique challenges with customizable components and solutions. In recent years, Avnet has added value to our ecosystem by broadening our network of design and engineering support, such as the 24/7 design consultation available through element14 and new turnkey design and manufacturing services.

Avnet also helps customers build and test prototypes. We make both hardware and software available quickly and economically through our Farnell, Newark and element14 websites. We manufacture highly specialized parts, helping customers avoid the hassle of repeated trial and error. Avnet tests and certifies products all over the world and our extensive capabilities assist with prototyping in complex industries. We also offer an array of product assessment options including environmental and durability tests.

PRODUCTION

Once our customers are ready to start manufacturing, we can help them as much as they need us to. Not only can we connect them with factories in our network, we can make transitioning from prototype to production seamless by providing individualized service. We help with pre-manufacturing reviews, finding the best pricing, project management, audits and inspections and accelerated negotiation. From our decades of experience and key partnerships, we continuously excel at supporting our customers with design for manufacturability (DFM) reviews, specialized components sourcing, bills of materials (BOM) analysis and enterprise resource planning (ERP). From the Internet of Things (IoT) to military technology to medical products, we are equipped to meet any manufacturing need.

GLOBAL SUPPLY CHAIN

Avnet has extensive expertise in global supply chain operations as well as global infrastructure, so our customers can quickly access materials and components when needed. We help customers large and small take products to market faster and prevent delays in shipping and production at any scale. In addition to sourcing and supply chain logistics, we use empirically established data and advanced methodology to forecast trends and strategically position materials to meet our customers' needs. We provide each customer with the details of their customized process flow, highlight metrics and schedule reviews. Avnet's customers use our project management system to evaluate their operations and measure key milestones in real time.

SERVICE, MAINTENANCE AND END OF LIFE

Our infrastructure ensures that our customers can expediently access materials for maintenance and repair. At this final stage of the technology solution process, Avnet offers customizable exchange programs for mission-critical parts, depot repair and refurbishment, and asset disposal and data destruction. From the onset of any project, our customers are able to strategically plan for the entire lifespan of their idea. This includes end-of-life processes, such as disposing of unwanted assets and securely destroying data for our customers.

IoT with Avnet

Avnet's ecosystem is designed to help overcome the biggest challenges in the burgeoning IoT space: overcoming complexity, speeding time to market and reducing costs. IoT projects require new hardware and software resources, coordination with a wide-range of stakeholders, and an extremely high level of integration. These factors make IoT projects vastly more complex than traditional technology ventures. Avnet provides streamlined, end-to-end IoT solution development, implementation and maintenance through one partner to help our customers evaluate their IoT ideas, manufacture products and ultimately realize the value that IoT can bring to businesses and industries. Avnet's network of experts, our experience with a wide variety of IoT solutions around the world and our participation in many of the communities shaping IoT standards enable us stay on top of important trends and influence the future development of technology solutions.

Our approach to corporate social responsibility (CSR)

CSR GOVERNANCE

Our responsible business practices enable us to generate long-term value for our stakeholders and shareholders. To ensure the strength of our program, we dedicate specific resources to building and enhancing our Corporate Social Responsibility (CSR) governance and initiatives.

Executive-level responsibility resides with our CSR Council, which reports directly to the Avnet Executive Team. The council meets quarterly to oversee our CSR practices and to ensure alignment between our CSR efforts and our overarching business objectives. In 2017 and 2018, the council reported to Avnet's Board of Directors on a biannual basis.

Our CSR Council of global experts includes leaders in ethics and compliance, procurement, supply chain, environment, corporate real estate, quality, global talent and community affairs. Together, they review and evaluate our CSR initiatives. Members of the CSR Council specialize in various CSR-related topics. Each committee member's expertise aligns with one-of-five strategic goals created by the CSR Council. These goals are to:

1. Maximize Avnet's positive impact on society and minimize negative impact.

2. Comply with global regulatory requirements.

3. Formalize goals, measurable key performance indicators (KPIs) and progress plans in specific CSR-related areas.

4. Demonstrate leadership in CSR through action.

5. Make CSR a common and engaging effort for all stakeholders.

Our CSR Council and its associated subject matter experts are accountable for the day-to-day components of our CSR program. This team executes strategic initiatives by implementing programs and policies that align with Avnet's CSR framework. Our CSR team also undertakes sustainability analysis and our reporting initiatives.

OUR MATERIAL TOPICS

To determine our material topics, Avnet reviewed many globally recognized frameworks and stakeholder bodies. Our process included the determination of both the influence of stakeholders and significance of impact on our business. Through our analysis, we determined that the Sustainability Accounting Standards Board (SASB) standards would be best to leverage, as SASB outlines the most important material topics for creating and preserving the long-term value of Avnet. Our SASB topics demonstrate the expectations of both our stakeholders and our business. Collectively, these topics constitute the foundation for our CSR program and our reporting:

- Energy Management
- Workforce Diversity and Inclusion
- Labor Practices
- Product Sourcing, Packaging and Marketing
- Data Security

Responsible business practices generate long-term value for our stakeholders and shareholders.

ENGAGING STAKEHOLDERS

At Avnet, our long-term performance is linked to the input and success of our key stakeholder groups. We actively collaborate and collect input from our stakeholders when identifying and managing key CSR initiatives. We incorporate their voices through an array of analyses, audits and compliance oversight.

Avnet's six stakeholder groups include our global workforce, customers, suppliers, shareholders, government authorities and communities/NGOs. The chart to the right outlines how we engage with them.

	Engagement actions	Benefits and results
Global workforce (employees)	• Employee engagement surveys • Annual census and employee retention metrics by region and demographic • Annual performance management results and appraisal interviews • Avnet Quarterly Business Reviews, Town Hall meetings and senior leader calls • Avnet Intranet (COMPASS) and internal newsletters • Ethics and compliance program and Ethics Alertline • Onboarding and training	• Input and feedback on Avnet's plans and initiatives • Improved productivity and performance
Customers	• Customer Engagement Survey and Net Promoter Score • Quarterly Business Reviews and Account Manager engagement • Customer appreciation events, industry conference and tradeshows • Avnet Corporate Social Responsibility (CSR) Report • Ethics Alertline	• Strong business relationships • Transparency of our operations • Feedback to improve practices and performance
Suppliers	• Supplier Relations Management Team • Business reviews • Industry events, industry conference and tradeshows • Required regulatory compliance	• Best in class delivery • Deep executive relationships • Opportunities to showcase our suppliers' technology • Adherence to regulatory requirements
Shareholders and investors	• Annual shareholder meeting, investor conferences and Investor Day • Quarterly earnings webcasts • Avnet financial, press releases and SEC filings • Avnet Corporate Social Responsibility (CSR) Report • One-on-one shareholder calls	• Insight into shareholder and investor information interests • Feedback on our financial performance
Government and public authorities	• Oversight by our government partners and internal legal department on all applicable laws and regulations	• Compliance across our operations
Community/ non-governmental organizations	• Volunteerism and charitable contributions to local organizations • Voluntary participation with leading social responsibility surveys	• Bonds between employees and the community on key issues • Improved action on climate change, materiality, human trafficking and other social issues

CSR FRAMEWORK

Three pillars serve as the foundation of our CSR program: Corporate governance and ethics; environmental compliance and responsibility; and people.

We focus on our corporate ethics and governance because we believe that responsible practices from the top ensure positive business outcomes. Our approach encompasses upholding fairness and equity in our governance processes as well as preventing corruption and unethical behavior throughout Avnet's operations.

Environmental compliance and responsibility is the second pillar of our sustainability framework. Our Global Environmental Policy commits to complying with all applicable environmental regulations and laws, creating corporate targets to reduce waste and improving environmental performance. Our policy also seeks to monitor progress and strategic metrics, communicate openly with stakeholders and promote environmental awareness within Avnet.

Finally, the third pillar of our CSR framework encompasses our people—our customers, employees, partners and communities. Through our people commitments, we encourage diversity across our operations. We also encourage future innovators to solve the world's greatest technology problems and give back to our local and global communities. For Avnet, our stakeholders are our partners. Bringing together a global network of innovators and nurturing the capabilities of our people distinguishes Avnet from our industry peers.

ABOUT THIS REPORT

We prepared this report in accordance with the Global Reporting Initiative Standards—Core Option. Unless otherwise stated, the information covers Avnet fiscal years 2017 and 2018.

Ethics

Upholding fairness and equity in our governance processes safeguards against unethical behavior and corruption.

Environment

Compliance with all applicable regulations and our corporate targets are key to environmental responsibility in our operations.

People

Building long-lasting relationships and trust with our people is central to our mission and success for all of our stakeholders

Corporate governance

BOARD OF DIRECTORS

Avnet's ten-member board of directors (BOD), led by Chairman Rodney C. Adkins, demonstrates and ensures responsible corporate governance and adherence to our core values. Our Directors oversee our strategic path forward and our financial performance for Avnet's shareholders.

AVNET EXECUTIVE BOARD

Composed of eight board members, and chaired by Avnet CEO William Amelio, the Avnet Executive Board (AEB) plays an important role in aligning sustainability with the company's core values and strategies. Broadly, the AEB defines and refines Avnet's strategy and makes recommendations regarding the management of Avnet's policies, procedures and initiatives.

ETHICS AND COMPLIANCE

Operating with integrity is Avnet's primary focus. Preventing corruption starts with ensuring established standards of ethical behavior throughout our operations and supply chains. Our approach includes concrete commitments to ending human trafficking, modern slavery and conflict minerals. Anti-corruption plays an integral role in our larger CSR mission and encompasses all our stakeholders.

Compliance with all anti-corruption laws and regulations—such as the U.S. Foreign Corrupt Practices Act and the UK Bribery Act—are the foundation of our management approach. Avnet's ethics and compliance programs provide training for employees across all levels. In both 2017 and 2018, 100% of our employees completed ethics training. We also communicate with

stakeholders about our practice and provide tools for reporting concerns. Avnet's Ethics Alertline encourages and enables employees to alert us to actual or suspected misconduct or ethical dilemmas. In 2017 and 2018, our Ethics Alertline led to the opening and treatment of 35 and 52 cases, respectively. Whenever Avnet is alerted to actual or suspected unethical behavior, we communicate with the relevant stakeholders, investigate the alleged incident and proceed with appropriate responses in accordance with applicable laws, regulations and company policies.

We regularly assess risk for corruption and identify potential conflicts of interest. Avnet expects its partners and suppliers to abide by all laws and regulations regarding anti-corruption. In addition to programs and initiatives, Avnet continues to develop external partnerships with industry peers to combat corruption, bribery and other related human rights issues.

DATA SECURITY

Avnet is committed to data security and we recognize this topic has a material impact for our sector and our business. Our Chief Security Officer is charged with overseeing all of Avnet's data security initiatives and activities. We intend to communicate our management approach for this important topic in future disclosures.

Avnet's Directors oversee our strategic path forward.

Environment

Avnet actively manages our business throughout numerous countries and markets. Across our operations, we strive to reduce waste and harm. By managing our operations responsibly, we ensure the well-being of our stakeholders and grow the value of our business through reduced energy costs.

ENVIRONMENTAL COMPLIANCE AND BEYOND

Avnet commits to abiding by all environmental regulations and laws in the countries where we operate. At Avnet, compliance with environmental regulations is complemented with our Global Environmental Policy and ISO-based management practices.
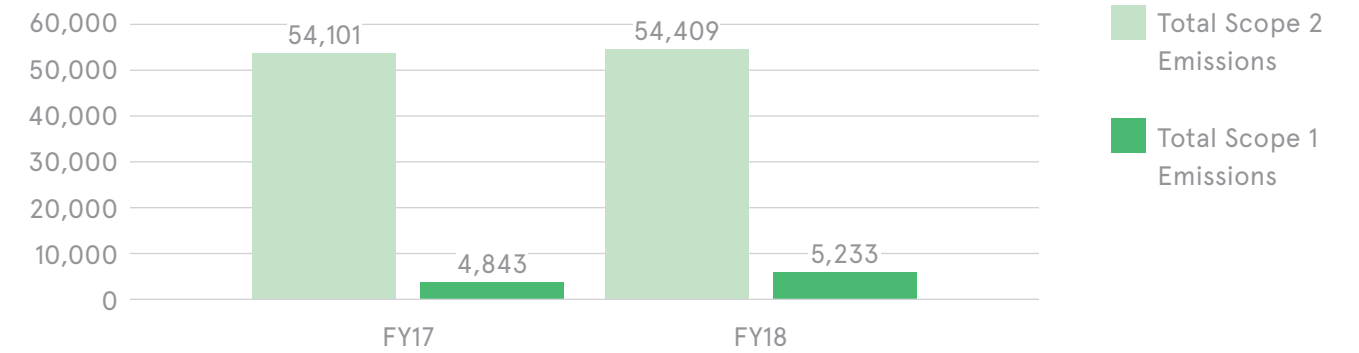
Beyond compliance, we also find it important to communicate openly with our stakeholders. Many of our customers, employees and partners demonstrate interest in the effectiveness of Avnet's environmental policies and initiatives. We meet these stakeholder expectations by sharing our accomplishments along with our areas for opportunity. By maintaining transparency, we build trust and cultivate long-term, mutually beneficial relationships with our suppliers, customers and communities. In the future, we strive to enhance customer and stakeholder experience by expanding our environmental commitments.
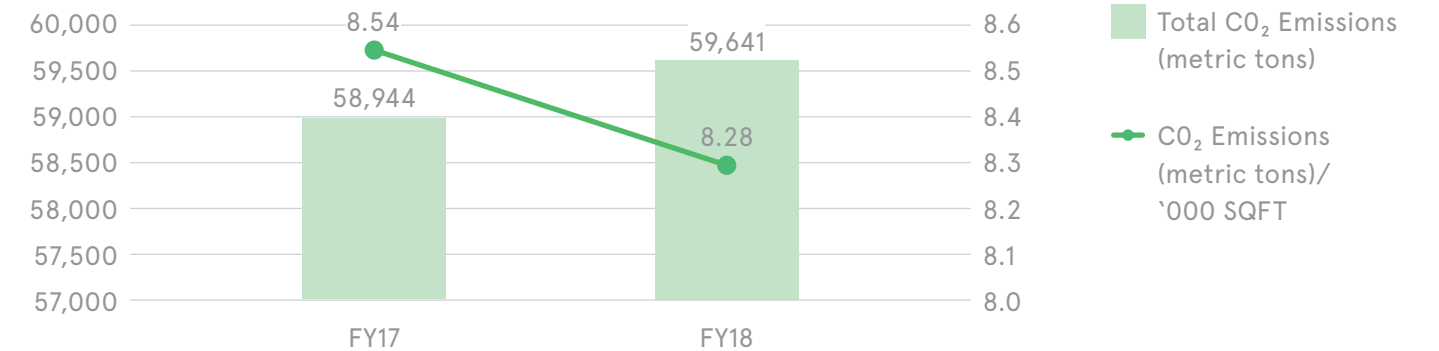
ENERGY MANAGEMENT AND EMISSIONS

Energy management is material to Avnet's CSR strategy and environmental impact. Our business operations by nature have environmental impacts pertaining to our energy usage and associated Greenhouse Gas (GHG) emissions. We understand our impact and carefully monitor our energy and emissions, including our direct and indirect emissions—scope 1 and scope 2 emissions, respectively. Our long-term objective is to reduce GHG emissions and increase energy efficiency as much as possible throughout our operations, as well as upstream in our supply chain and downstream to our customers. Even as our business grows, we continue to reduce our energy use and emissions intensity as demonstrated by our emissions and energy use.

At Avnet, our commitment to decreasing emissions begins with our Global Environmental Policy. We ensure compliance with environmental laws and regulations and promote transparency with all stakeholders. Additionally, we undertake management and reporting practices to further reduce Avnet's emissions and carbon footprint beyond the scope outlined to the right. Notably, we are working to enhance energy efficiency in production and both upstream and downstream supply chains. We outline our energy and emissions performance for the past two years in the charts to the right.

SCOPE 1 AND SCOPE 2 (METRIC TONS)

FY17: Total Scope 2 Emissions 54,101; Total Scope 1 Emissions 4,843
FY18: Total Scope 2 Emissions 54,409; Total Scope 1 Emissions 5,233

- Total Scope 2 Emissions
- Total Scope 1 Emissions

TOTAL TONNES OF CO_2 EQUIVALENT (tCO_2e)

FY17: 58,944 / 8.54
FY18: 59,641 / 8.28

- Total CO_2 Emissions (metric tons)
- CO_2 Emissions (metric tons)/ '000 SQFT

TOTAL KILOWATT HOURS (kWh)
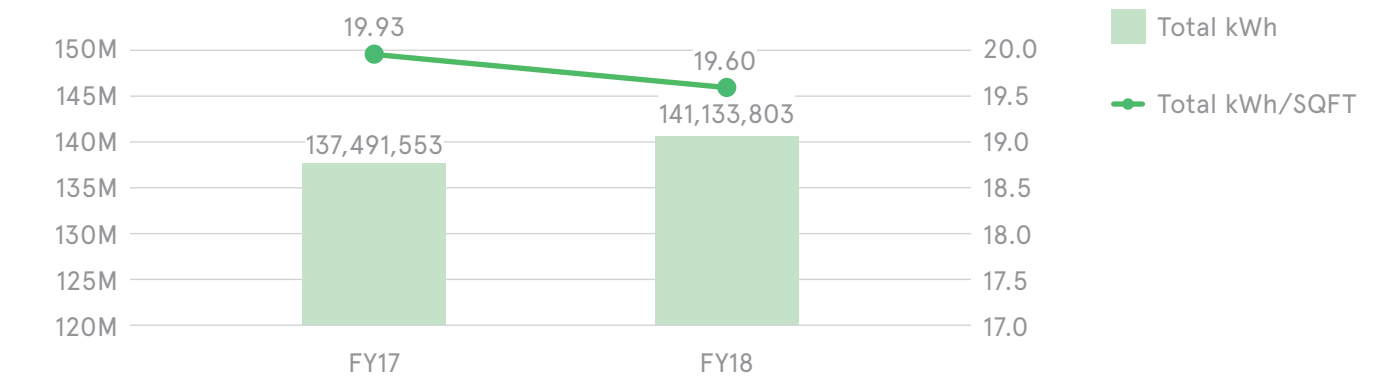
FY17: 137,491,553 / 19.93
FY18: 141,133,803 / 19.60

- Total kWh
- Total kWh/SQFT
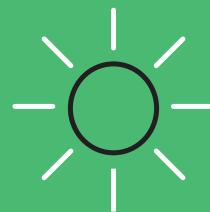
PRODUCT SOURCING, PACKAGING AND MARKETING

Our product stewardship impacts our operations, suppliers and customers. Along with ensuring regulatory and legal compliance, we seek to responsibly source, distribute and reclaim products. Avnet strives to minimize potential environmental risks throughout our product lifecycles. In addition to holding our own operations to high stewardship principles, we encourage our third-party vendors and partners to adopt similar principles, including improved transparency, waste reduction and responsible sourcing.

We strive to reduce unforeseen environmental impacts created by our products. Avnet manages the materials used for production and we work to create innovative solutions for reusable and easily-recycled packaging. We work with our partners and third parties to improve key practices and processes, including encouraging our suppliers and manufacturers to provide product information to relevant stakeholders and enhance environmental components of their design principles.

Moving forward, we seek to expand our capacity for product stewardship practices. We plan to implement projects aimed at minimizing waste, improving efficiency and reclaiming products and their packaging. Additionally, we continue to grow partnerships with suppliers, manufacturers and other key stakeholders to promote unified action toward responsible product stewardship.

In order to enhance responsible mineral use, we align our operations with all applicable regulations and guide our practices with our Conflict Minerals Statement. Although Avnet cannot certify the origin of all minerals used in our products, we encourage our suppliers to take actions that aim to prevent using conflict minerals. We see to it that we do not directly purchase any conflict minerals and we strive to avoid buying products that directly or indirectly support armed groups in the Democratic Republic of Congo (DRC) and adjoining countries whenever possible. We continue to refine our conflict minerals policy with the goal of meeting our customers' needs and reflecting the values of our stakeholders.

RISK MANAGEMENT

Avnet maintains a comprehensive Enterprise Risk Management (ERM) program. Our program demonstrates a structured, consistent and coordinated process involving quantification, analysis and control of risks across the enterprise. The program is anchored by a cross-functional Risk Council composed of executives from every major facet of our business.

Additionally, Avnet implemented a Business Continuity Management system. Through this system, we identify potential impacts to our business, build resilience to systemic events and generate effective management processes for recovery or continuity in the event of a disaster or disruption. The program is based upon our operational requirements and includes the following components: risk assessment, business impact analysis, recovery strategy development, detailed emergency response, business continuity and IT data center recovery plans.

We also demonstrate precautionary practices at our facilities. Our distribution centers are ISO9001 and ISO14001 certified. For "high-risk" facilities, we perform environmental audits and operational risk assessments, which include emergency response and evacuation exercises, as well as spill drills. In addition to these practices, we routinely perform preventative maintenance and attempt to make sure that all teams properly dispose of fuel.

Product stewardship generates long-term value for our stakeholders.

People

People are the center of Avnet's success and sustainability. Building trust with our stakeholders creates long-term success for both our company and our partners. We treat our people with dignity and respect. We create an open and communicative culture that fosters innovation, demonstrates compassion and helps people to grow. We take pride in all the relationships we cultivate with our employees, suppliers, customers and communities.
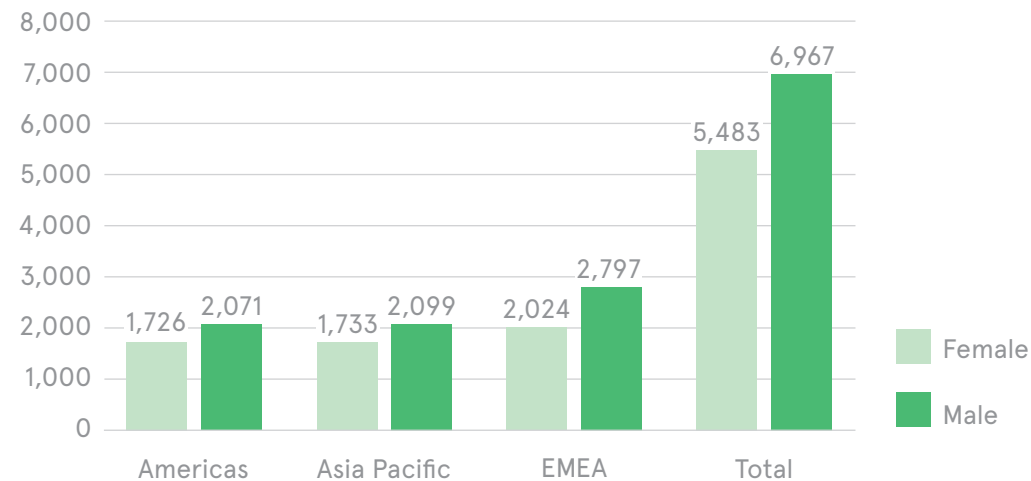
DIVERSITY AND INCLUSION

Diversity and inclusion are paramount to our organizational culture. Diversity drives innovation, collaboration and ingenuity, which ultimately creates a more sustainable future for our customers, employees, partners and community stakeholders.

In order to demonstrate our commitment, our internal policies and our Code of Conduct promote diversity and inclusion. Avnet also abides strictly by our anti-discrimination policy. Our employment decisions are based upon merit, experience and work-related criteria.
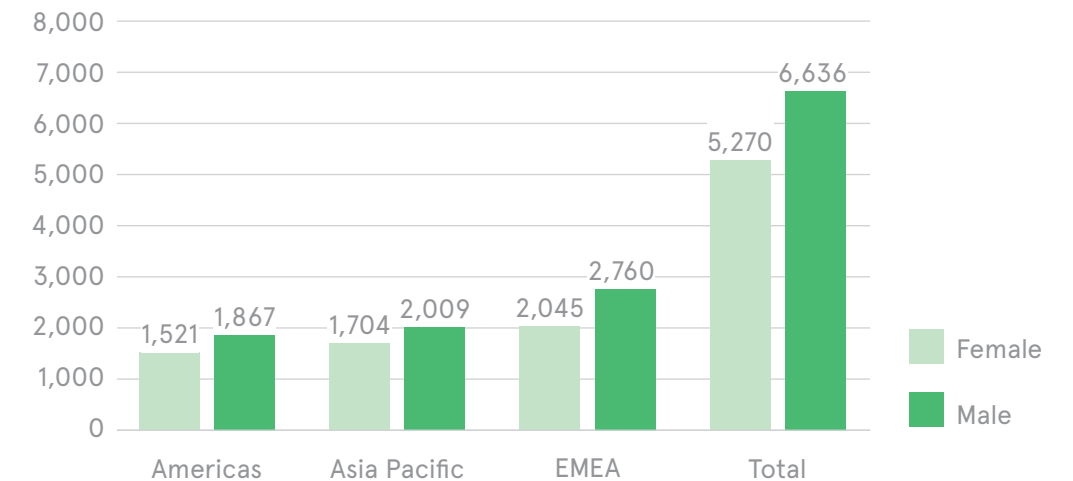
Avnet expanded its diversity initiatives to ensure females and minorities are considered for any new or replacement leadership roles. We have continued to make investments in developing female leaders through our talent practices and RISE, our women's advocacy group.We currently have three female Directors on our Board. We strive to ensure Avnet is a balanced, equitable and diverse place to work. To measure our progress in diversity, we collect and aggregate data about our workforce. Moving forward, we will continue to provide workforce metrics to our stakeholders and provide further updates on our progress.

> People are the center of Avnet's success and sustainability.

EMPLOYEE DEMOGRAPHICS FY17

Region	Female	Male
Americas	1,726	2,071
Asia Pacific	1,733	2,099
EMEA	2,024	2,797
Total	5,483	6,967

EMPLOYEE DEMOGRAPHICS FY18

Region	Female	Male
Americas	1,521	1,867
Asia Pacific	1,704	2,009
EMEA	2,045	2,760
Total	5,270	6,636

DEVELOPING THE NEXT GENERATION OF INNOVATORS

Fostering innovation is important to Avnet. Innovators need an environment that allows them to cultivate their ideas and turn them into sustainable products or the solutions of tomorrow. Avnet provides the resources needed to spark the next generation of makers.

Avnet has partnered with the Ira A. Fulton Schools of Engineering at Arizona State University (ASU) to create two innovative programs: the ASU Innovation Open and the Avnet Innovation Lab. These two programs help bring today's ideas into tomorrow's technology as each program is designed to cultivate world changing ideas and bring them to life.

Avnet Innovation Lab

The Avnet Innovation Lab is a technology start-up "accelerator" that provides participants with funding, critical business consultation and access to dedicated working space. Students leverage space in the Ira A. Fulton Schools of Engineering building on the ASU campus in Tempe, Arizona to bring their ideas to fruition. Participants also gain one-on-one access to the brightest minds in technology distribution, supply chain management and next-generation technologies during a 12–18 month program.

Avnet supports entrepreneurs who are creating valuable and highly profitable businesses by solving society's largest challenges. Our purpose is to accelerate these businesses through grants, access to industry experts and mentorship from experienced entrepreneurs so they can make even more progress toward improving our world.

ASU Innovation Open

Starting in 2017, Avnet partnered with ASU to create a student entrepreneurship competition called The ASU Innovation Open. This competition requires collegiate entrepreneurs to tackle the world's most challenging problems, testing their intellectual power and ingenuity to win a $100,000 grand prize.

After great success in the first two years, the ASU Innovation Open has since developed into one of the fiercest student competitions in the country. The event attracts some of the best young minds in academia and has supported world-changing technology.

The ASU Innovation Open is an excellent representation of how creativity and teamwork can change the world. We are extremely proud of the work that these student innovators have already accomplished and look forward to their future success.

2018
Champion

Hoolest: Company started by three ASU engineering students that creates earbuds that emit electrical stimulation to relieve anxiety.

Semi-Finalists

Bloomer HealthTech: Company founded by three MIT students that makes women's clothing with sensors that record and evaluate heart data.

AirGarage: Company founded by undergraduate student that delivers a platform to list, find and rent parking spaces at homes, churches and businesses near ASU's Tempe campus.

Hygiea: Company started by an ASU alumnus that deploys a waste-management platform using sensors to make cleaning more efficient.

W8X: Company created by a team of MIT students that provides an interactive strength-training system.

2017
Champion

Somatic Labs: Company started by University of Arizona and ASU students that builds wearable haptic devices that augment human perception for uses including GPS navigation, caller ID and alerts.

Semi-Finalists

Nunami Labs: Project started by University of Arizona students that develops cutting-edge sensor technology to enable autonomous vehicles to understand their surroundings and make roads safer.

Swift Coat: Project developed by ASU students to develop coatings that range from less than 1 nanoparticle-monolayer thick to more than 1 mm thick, offering solutions for solar, glazing, filtration, display and sensor markets.

Rep Watch: Project developed by students from California Lutheran University to provide wearable technology that tracks physical therapy and fitness activities and leverages a mobile app to help users stay on track during injury rehabilitation and workouts.

Our goal is to continue to support programs that improve education, equality and health.

LOCAL COMMUNITIES

As Avnet continues expanding our global reach, we engage with the diverse array of local communities where we operate. We're committed to supporting programs that demonstrate innovative and philanthropic causes. Across the Avnet ecosystem, our people make a difference in their communities by giving back. Avnet supports their efforts through our Matching Grants and Dollars for Doers programs. Our Dollars for Doers program matches every employee volunteer hour with a specified dollar contribution. Our Matching Grants program matches dollar for dollar funds raised for charitable endeavors. Across FY17/FY18, Avnet gave out more than $220,000 to local community causes. The organizations benefitting from our contributions included national charities such as Habitat for Humanity, American Heart Association, Salvation Army and the Boys and Girls Club.

Beyond financial giving, Avnet is also proud of our hands-on service initiatives. For example, Avnet's Phoenix-based employees have participated for the past 25 years in the Hands On Greater Phoenix's Serve-A-Thon. During this daylong event, thousands of volunteers participate in a variety of projects aimed at improving public spaces and local schools. At the Serve-A-Thon, Avnet employees invest their time at one local school by working on projects that the school otherwise wouldn't be able to afford, such as painting, building picnic tables and renovating teachers' lounges.

Our community support also includes programs to support education and gender equality. For example, we support the Each One Educate One Foundation in India. The Foundation's mission is to bring quality education to rural India. We support the Each One Educate One Foundation and other similar programs because we believe that education is key to future innovation and growth.

Our goal is to continue to support programs that improve education, equality and health. Avnet plans to enhance our capabilities to measure and evaluate our impact so we can continue to improve our contributions to our communities.

LABOR PRACTICES

Avnet is a signatory of the United Nations Global Compact. We uphold our commitment through policies and practices that promote responsible minerals acquisition, avert human trafficking and eliminate modern slavery. We also participate in industry-wide initiatives and partnerships in line with our commitments. We also conduct risk assessments and deploy strategic communications about our efforts to promote human rights protection. Through our practices, we protect value for our customers, suppliers, partners and communities.

Our commitment to preventing modern slavery and human trafficking is a key element of how we operate globally. We strive to ensure that we provide reasonable working hours and wages for all those who work for Avnet. To ensure compliance with all applicable laws and regulations, we conduct employee trainings, communicate our actions through reporting, deploy enforcement measures, review risk assessments and engage with relevant stakeholders about our initiatives.

Along with being a signatory to the United Nations Global Compact, Avnet embraces the Responsible Business Alliance Code of Conduct and we participate in the Social Responsibility Alliance's Slavery and Trafficking Risk Template (STRT).

GRI Content Index

GRI indicator	Description	Location
GRI 102: General disclosures 2018		
Organizational profile		
102-1	Name of the organization	Avnet Inc.
102-2	Activities, brands, products, and services	About Avnet
102-3	Location of headquarters	Phoenix, Arizona
102-4	Location of operations	Locations—Worldwide
102-5	Ownership and legal form	10-K, Item 1, p. 3-6
102-6	Markets served	North America, Asia, Europe and Africa. Product and Service Areas; 10-K, Item 1, p. 4-6, Item 6, p. 20
102-7	Scale of the organization	Organization Structure 10-K, Item 1, p. 3-6
102-8	Information on employees and other workers	10-K, Item 1, p. 6; Diversity and equal opportunity, p. 10
102-9	Supply chain	10-K, Item 1, p. 4
102-10	Significant changes to the organization and its supply chain	10-K, Item 1, p. 5
102-11	Precautionary Principle or approach	We do not apply the Precautionary Principle.
102-12	External initiatives	Avnet takes part in a number of external initiatives to reflect on our own policies and use empirical evidence to promote the integrity of the Avnet ecosystem. We participate in the following external initiatives: CDP, EcoVadis, Social Responsibility Alliance's Slavery and Trafficking Risk Template (STRT), Gartner High-Tech Supply Chains, MSCI ESG ratings, and ISS E&S ratings.
102-13	Memberships of associations	For our CSR program, the United Nations Global Compact, the Responsible Business Alliance, and the Social Responsibility Alliance are our three most important memberships.
Strategy		
102-14	Statement from senior decision-maker	CEO Letter, p. 1

GRI indicator	Description	Location
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Avnet Core Values; Code of Conduct
Governance		
102-18	Governance structure	Corporate Governance, p. 7; Board of Directors; Avnet Executive Board
Stakeholder engagement		
102-40	List of stakeholder groups	Engaging stakeholders, p. 5
102-41	Collective bargaining agreements	We are a signatory to the UN Global Compact and we support employee's rights to organize and collective bargain and freely associate. We do not currently have any workers under collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Engaging stakeholders, p. 5
102-43	Approach to stakeholder engagement	Engaging stakeholders, p. 5
102-44	Key topics and concerns raised	Engaging stakeholders, p. 5; Our material topics, p. 4
Reporting practices		
102-45	Entities included in the consolidated financial statements	List of foreign and domestic subsidiaries 10-K, Exhibit 21
102-46	Defining report content and topic Boundaries	Our material topics, p. 4
102-47	List of material topics	Engaging stakeholders, p. 5
102-48	Restatements of information	None
102-49	Changes in reporting	Avnet released its last report in 2016. This report includes materials from fiscal years 2017 and 2018.
102-50	Reporting period	This report covers content from fiscal years 2017 and 2018.
102-51	Date of most recent report	Avnet released its latest CSR report in 2016. Moving forward, Avnet will release its CSR report annually.
102-52	Reporting cycle	Annual

GRI indicator	Description	Location
102-53	Contact point for questions regarding the report	CSR@avnet.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is in accordance with GRI Standards – Core.
102-55	GRI content index	GRI Content Index, p. 13
102-56	External assurance	The data in this report has not been externally assured.
Economic		
GRI 205: Anti-corruption		
103-1	Explanation of the material topic and its Boundary	Ethics and compliance, p. 7; Boundary: Avnet, customers, suppliers, employees, partners and individuals at risk from human rights abuses.
103-2	Explain management approach components	Ethics and compliance, p. 7
103-3	Evaluate management approach	Ethics and compliance, p. 7
205-2	Communication and training about anti-corruption policies and procedures	Ethics and compliance, p. 7
Environmental		
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Energy management and emissions, p. 8; Boundary: Avnet operations, employees, third-party suppliers and local communities.
103-2	Explain management approach components	Energy management and emissions, p. 8
103-3	Evaluate management approach	Energy management and emissions, p. 8
302-3	Energy intensity	Energy management and emissions, p. 8
302-4	Reduction of energy consumption	Energy management and emissions, p. 8
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Energy management and emissions, p. 8; Boundary: Avnet operations, employees, third-party suppliers and local communities.

GRI indicator	Description	Location
103-2	Explain management approach components	Energy management and emissions, p. 8
103-3	Evaluate management approach	Energy management and emissions, p. 8
305-1	Direct (Scope 1) GHG emissions	Energy management and emissions, p. 8
305-2	Direct (Scope 2) GHG emissions	Energy management and emissions, p. 8
Social Topics		
GRI 405: Diversity and equal opportunity		
103-1	Explanation of the material topic and its Boundary	Diversity and inclusion, p. 10; Boundary: Avnet, our Board of Directors and our employees.
103-2	Explain management approach components	Diversity and inclusion, p. 10
103-3	Evaluate management approach	Diversity and inclusion, p. 10
405-1	Diversity of governance bodies and employees	Diversity and inclusion, p. 10; Board of Directors
GRI 412: Human rights		
103-1	Explanation of the material topic and its Boundary	Labor practices, p. 12; Boundary: Avnet, our employees and our local communities
103-2	Explain management approach components	Labor practices, p. 12
103-3	Evaluate management approach	Labor practices, p. 12
412-2	Employee training on human rights policies or procedures	Labor practices, p. 12
GRI 413: Local communities		
103-1	Explanation of the material topic and its Boundary	Local communities, p. 12; Boundary: Avnet, our employees and our local communities
103-2	Explain management approach components	Local communities, p. 12
103-3	Evaluate management approach	Local communities, p. 12
Indicator	Total amount donated to philanthropic causes	Local communities, p. 12