

COMPANY OVERVIEW

Market Cap. (Mil USD)	\$6,323
Revenue (Mil USD)	\$33,107
No. of Employees	22,100
D&I Index Ranking	1465 / 6018
TRBC Ind. Group	Semiconductors & Semiconductor Equipment
Countries/ Region	United States of America
Fiscal Yr. End	2022-12-31
ESG Reporting Scope	20.28%

C+ ESG Score	A+ ESG Controversies Score	C+ ESG Combined Score
D+ Environmental Pillar Score	B Social Pillar Score	D+ Governance Pillar Score




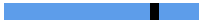


ESG SUMMARY

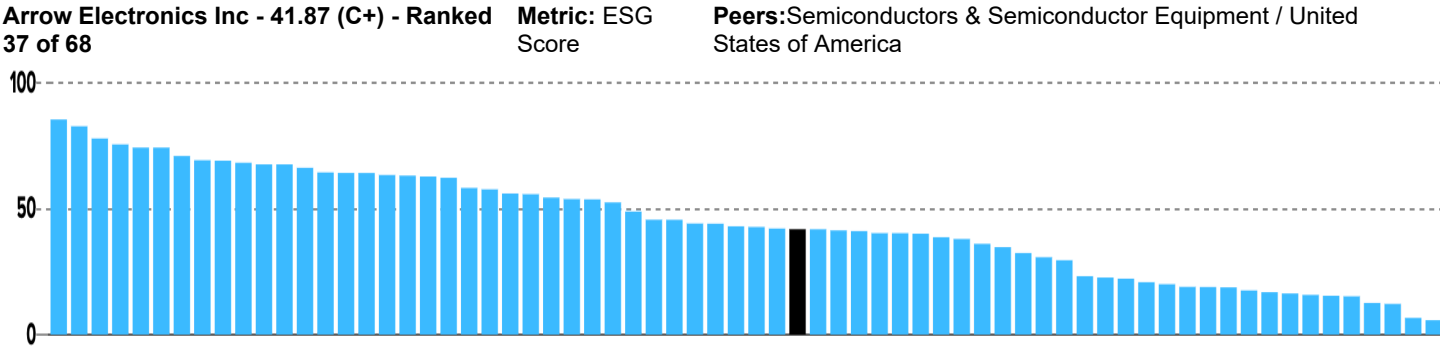
Arrow Electronics Inc is a(n) Semiconductors & Semiconductor Equipment company headquartered in the United States of America. For the fiscal year ended in December 2022, ARW received an ESG score of 41.87 (Grade: C+).

Over the last 5 years, the company has an average ESG score of 43.86, and a median ESG score of 43.03. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For ARW, Environmental, Social, and Governance pillars are weighted 31.17%, 42.86%, and 25.97% respectively in ESG score weighting, consistent with companies within the Semiconductors & Semiconductor Equipment industry groups.

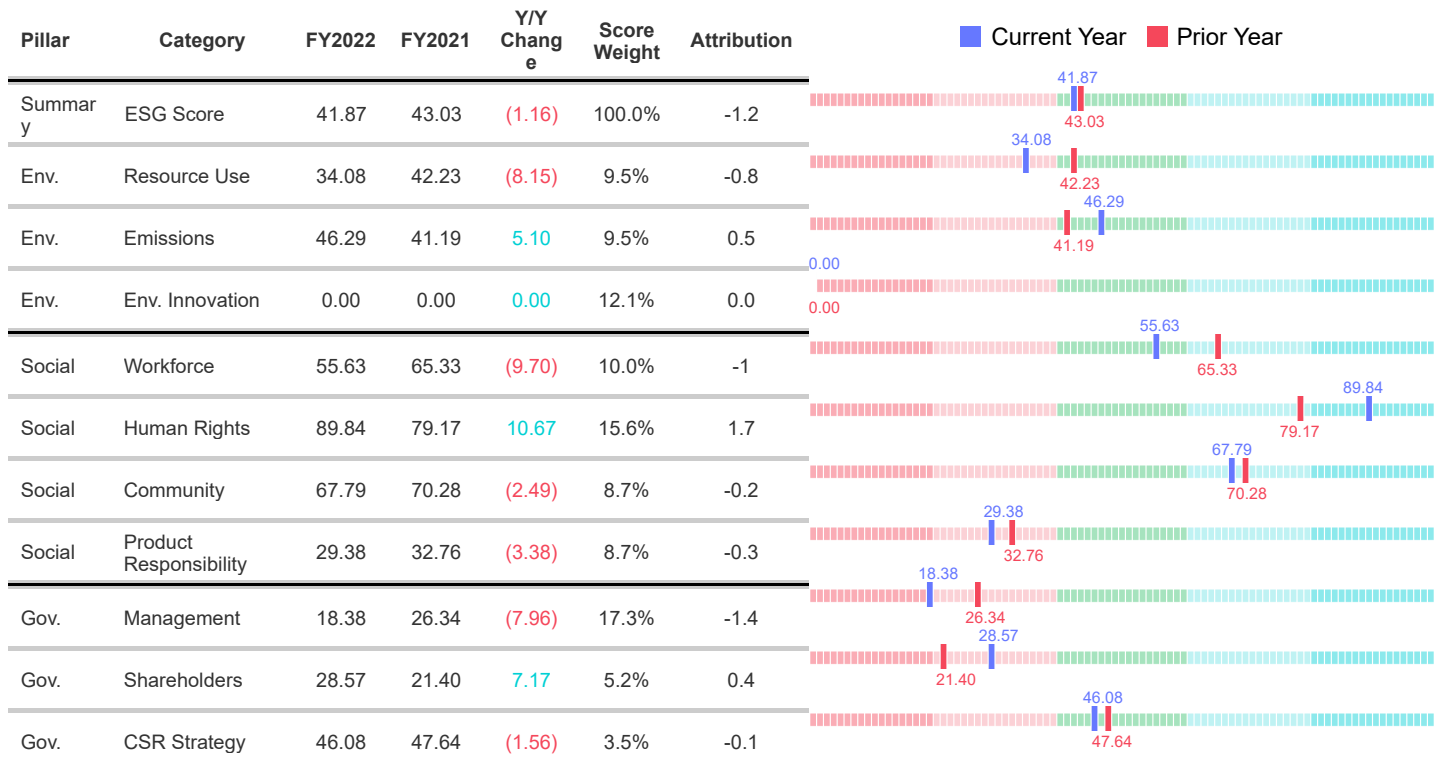
ARW's controversy score of 100.00 (Grade: A+) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, ARW received an ESG Combined score of 41.87 (Grade: C+) for the year.

COMPANY RELATIVE PERFORMANCE

Company Ranking Compared to	Refinitiv ESG Universe	Refinitiv ESG Universe	Semiconductors & Semiconductor Equipment	United States of America	Semiconductors & Semiconductor Equipment / United States of America
Number of Companies	11751		222	3403	68
ESG Combined Score	6236		129	1303	36
ESG Score	6447		130	1439	37
Environmental Pillar Score	7232		151	1405	41
Social Pillar Score	2963		63	632	19
Governance Pillar Score	9773		196	2725	59
ESG Controversy Score	1		1	1	1



YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION



YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

			Metric Score			Metric Value		
Pillar	Category	Metric Name	FY2022	FY2021	YoY Change	FY2022	FY2021	YoY Change
Env.	Resource Use	Renewable Energy Use Ratio	--	20.21	(20.21)	--	0.68%	(0.68%)
Env.	Resource Use	Total Renewable Energy To Energy Use in million	--	31.25	(31.25)	--	6,797.91	(6,797.91)
Env.	Emissions	Climate Change Commercial Risks Opportunities	69.14	0.00	69.14	TRUE	FALSE	Yes
Social	Workforce	Injuries To Million Hours	--	44.50	(44.50)	--	1.28	(1.28)
Social	Human Rights	Fundamental Human Rights ILO UN	77.70	0.00	77.70	TRUE	FALSE	Yes
Gov.	Management	Board Meeting Attendance Average	38.89	--	38.89	75.00%	--	75.00%
Gov.	Management	Board Size More Ten Less Eight	13.68	23.32	(9.64)	3	2	1
Gov.	Management	Board Gender Diversity, Percent	64.72	50.16	14.56	30.77%	25.00%	5.77%
Gov.	Management	Non-Executive Board Members	46.57	94.13	(47.56)	85.71%	92.31%	(6.59%)
Gov.	Management	Independent Board Members	58.86	96.14	(37.28)	85.71%	92.31%	(6.59%)
Gov.	Management	Board Member Affiliations	39.45	23.92	15.53	0.71	1.00	(0.29)
Gov.	Management	Executive Members Gender Diversity, Percent	62.46	72.71	(10.25)	23.08%	27.27%	(4.20%)
Gov.	Shareholders	Non-audit to Audit Fees Ratio	57.34	42.98	14.36	2.54%	6.91%	(4.37%)

PERFORMANCE DRIVER SUMMARY

ARW's ESG score changed from previous year's 43.03 to 41.87, deteriorating marginally, driven by changes in 9 of the 10 ESG categories.

Relative improvements in Human Rights, Shareholders, Emissions categories were more than offset by relative deteriorations in Workforce, Resource Use, Management categories (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 82 out of 152 number of metric scores are the primary drivers for category and summary score changes.

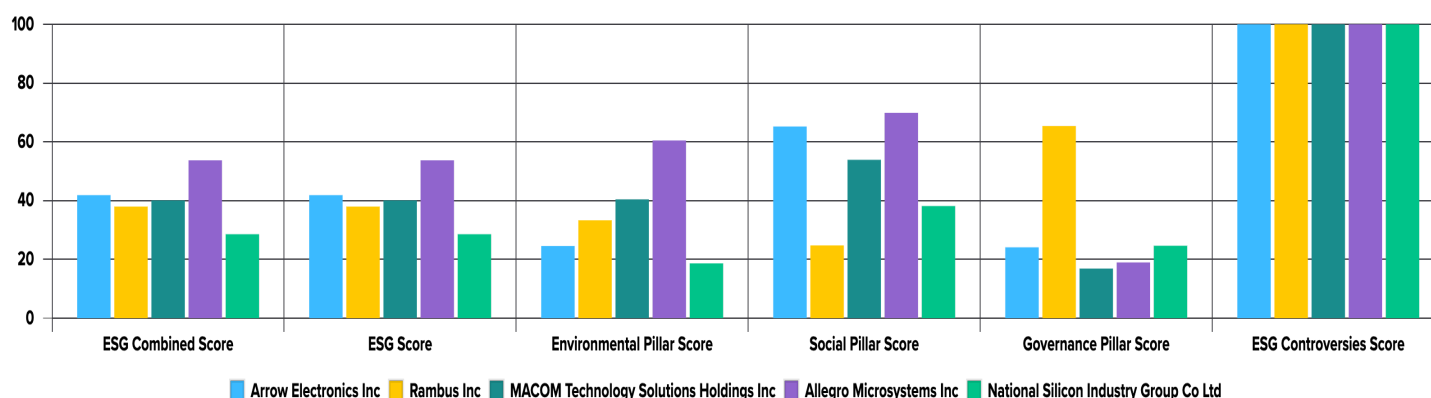
Of the 82 metrics identified, changes in relative ranking against peers drove 57 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

PEER SUMMARY

Closest four peers by market capitalization and Semiconductors & Semiconductor Equipment

	ARW.N	RMBS.OQ	MTSI.OQ	ALGM.OQ	688126.SS
	Arrow Electronics Inc	Rambus Inc	MACOM Technology Solutions Holdings Inc	Allegro Microsystems Inc	National Silicon Industry Group Co Ltd
Company Market Cap (Mil USD)	\$6,323	\$6,391	\$6,366	\$6,082	\$5,978
Total Revenue (Mil USD)	\$33,107	\$461	\$648	\$974	\$522
ESG Combined Score	41.87	37.98	40.08	53.72	28.57
ESG Score	41.87	37.98	40.08	53.72	28.57
Environmental Pillar Score	24.56	33.31	40.43	60.47	18.65
Social Pillar Score	65.22	24.76	53.89	69.87	38.16
Governance Pillar Score	24.11	65.38	16.88	18.97	24.65
ESG Controversies Score	100.00	100.00	100.00	100.00	100.00

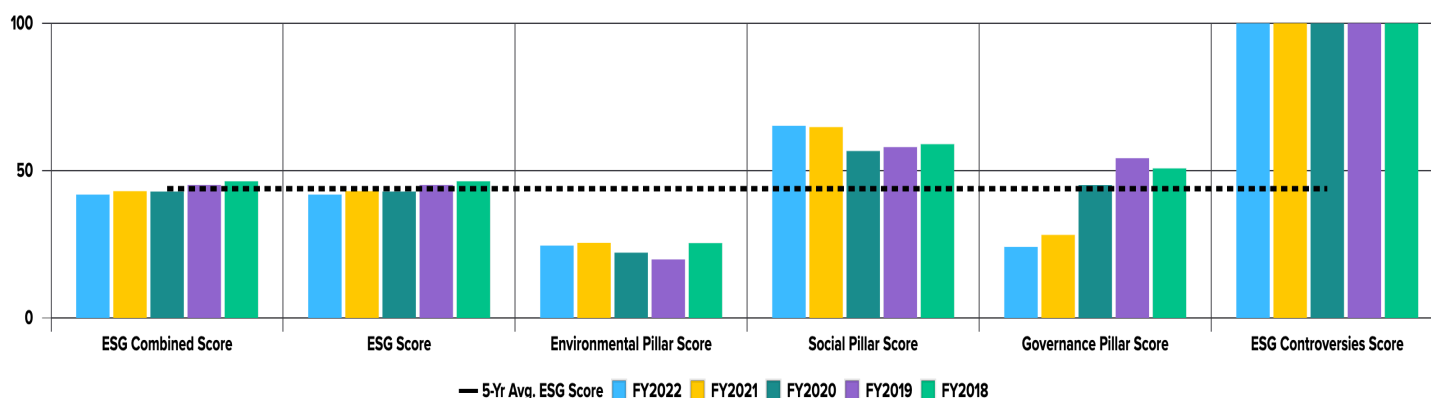


PEER DETAIL

	ARW.N	RMBS.OQ	MTSI.OQ	ALGM.OQ	688126.SS
	Arrow Electronics Inc	Rambus Inc	MACOM Technology Solutions Holdings Inc	Allegro Microsystems Inc	National Silicon Industry Group Co Ltd
Policy Water Efficiency	TRUE	FALSE	TRUE	TRUE	TRUE
Policy Energy Efficiency	TRUE	FALSE	TRUE	TRUE	TRUE
Targets Water Efficiency	FALSE	FALSE	FALSE	TRUE	FALSE
Targets Energy Efficiency	FALSE	FALSE	FALSE	FALSE	FALSE
Total Energy Use To Revenues USD in million	9.95	123.51	327.71	--	1,412.11
Renewable Energy Use Ratio	--	11.57%	--	--	--
Water Use To Revenues USD in million	--	3,774.76	366.12	170.49	4,789.24
Water Recycled	--	--	--	--	--

HISTORIC PERFORMANCE

	FY2022	FY2021	FY2020	FY2019	FY2018
Period End Date	2022-12-31	2021-12-31	2020-12-31	2019-12-31	2018-12-31
Historic Market Cap (Mil USD)	\$6,432	\$9,349	\$7,351	\$6,902	\$6,011
Total Revenue (Mil USD)	\$37,124	\$34,477	\$28,673	\$28,917	\$29,677
ESG Combined Score	C+	C+	C+	C+	C+
ESG Score	C+	C+	C+	C+	C+
Environmental Pillar Score	D+	C-	D+	D+	C-
Social Pillar Score	B	B	B-	B-	B
Governance Pillar Score	D+	C-	C+	B-	B-
ESG Controversies Score	A+	A+	A+	A+	A+



HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, ARW has an average ESG score of 43.86, ranging from a high of 46.38 (FY2018) to a low of 41.87 (FY2022).

Of the three pillars that make up the overall ESG score, Social pillar performed the best, with an 5-year average score of 60.73, followed by Governance pillar (Average score: 40.47) and then Environmental pillar (Average score: 23.49).

By category and on average, Community, Human Rights, and Workforce are the three best performing categories over the last 5 years while Env. Innovation, Shareholders, and Product Responsibility are the three laggard categories during the same period.

CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities?

Yes

Did the company have any controversies in violation of the Ten Principles of the UN Global Compact?

No

Armaments

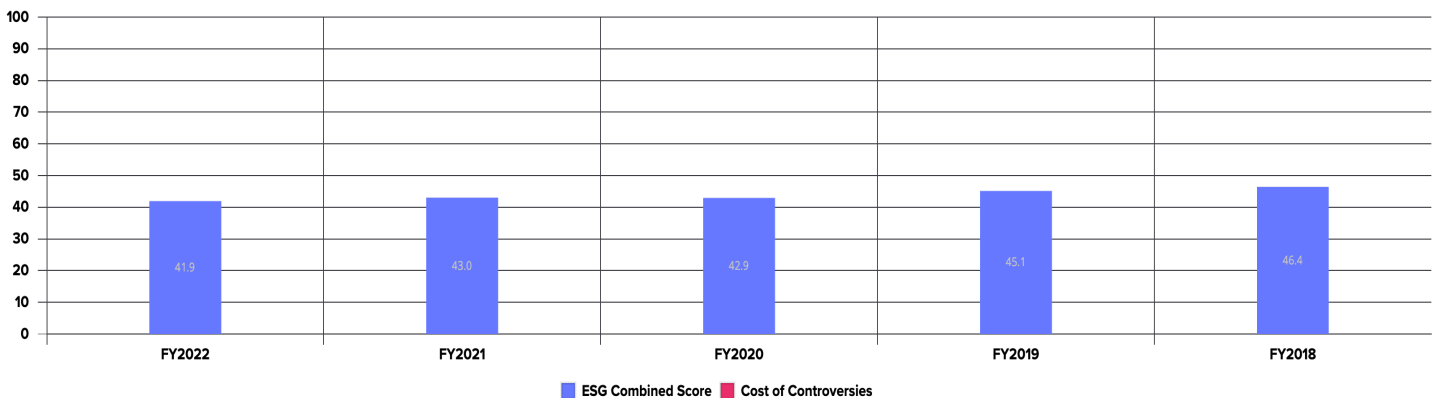
Yes

ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line.

ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance. From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way.

Below is a list of controversies collected from the public domain.



ESG CONTROVERSIES DETAILS

Fiscal Period	Source Date	Category	Title	Link
FY2022	2022-05-02	Workforce - Controversies	Management Departures	Arrow Electronics, Inc. Names Sean J. Kerins President and Chief Executive Officer Succeeding Michael J. Long Who Will Become Executive Chairman of the Board of Directors - Business Wire

ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology.

[ESG Scores Methodology](#)

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