CSR 2020 in Review
Arrow Electronics believes that technology can improve people’s lives. We collaborate with innovators to develop solutions that make life more fulfilling and prosperous. In doing so, Arrow does more than extend technology’s influence and grow our market share — we become part of the humanitarian solution.

“We believe the power of innovation makes life better, not just for the few but for the many.”

Mike Long
CHAIRMAN, PRESIDENT, AND CEO
Our Corporate Social Responsibility Pillars

The Arrow CSR strategy is built on five foundational pillars. These pillars serve as the guiding framework for our Corporate Social Responsibility strategy and maximize Arrow’s impact in our company, our communities, and beyond:

- Innovating Mobility
- Innovating Community
- Innovating Talent
- Innovating Tomorrow
- Innovating Lives
Fortune’s World’s Most Admired Companies

Topped our category for the eighth consecutive year, including #1 in CSR

2020 Edison Silver Award for Social Innovation
The Arrow CSR Impact by the Numbers

1.8 million people helped (directly)

20.2 million people helped by Arrow-supported organizations

24 global locations of CSR programs

80,235 students supported

102 Scholarships and grants
Our CSR Activities Around the World

Arrow CSR maintains a presence across the globe, including employee volunteerism in North America, Europe, and Asia.
In the last two years, Arrow’s commitment to inclusion and diversity has intensified, as evidenced by the significant increase in racial and ethnic diversity in the U.S. and women employed globally.
Gender Diversity

Executive Leadership
+14%
2015: 22%
2020: 36%

Individual Contributors
+3%
2015: 43%
2020: 46%

People Managers
+3%
2015: 32%
2020: 35%

All Other Employees
+8%
2015: 44%
2020: 52%
Racial/Ethnic Diversity in the U.S.

Executive Leadership: 2015: 0%, 2020: 18%, +18%

Individual Contributors: 2015: 30%, 2020: 35%, +5%

People Managers: 2015: 16%, 2020: 24%, +8%

All Other Employees: 2015: 41%, 2020: 42%, +1%
Human Rights Campaign

For the second year in a row, Arrow received a perfect score of 100% on the Human Rights Campaign Foundation’s 2020 Corporate Equality Index and was designated a “Best Place to Work for LGBTQ Equality.” The Corporate Equality Index is the nation’s top benchmarking survey and report measuring corporate policies and practices related to the LGBTQ+ workplace, including non-discrimination policies, employment benefits, demonstrated competency and accountability around LGBTQ diversity and inclusion, public commitment to LGBTQ equality, and responsible citizenship.
Arrow CSR Projects

In support of our Corporate Social Responsibility pillars, Arrow works with a wide range of strategic partners to help use technology to better people’s lives. Some of our recent collaborations include the following:

- Promoteo
- Digitruck
- Covid Support
- Belle’s Dragon
- SAM Car
Belle’s Dragon

Thirteen-year-old Belle Cress dreams big. When Belle was diagnosed with bone cancer, doctors said having a live pet was too risky. So she asked Make-A-Wish Colorado for a pet dragon. And not a toy, but a “real” SilkWing dragon, like a character in her favorite fantasy novels. Assembling a global team of designers, engineers, and suppliers, Arrow developed a dynamic, semi-autonomous robot that sounds, feels, and interacts like the dragon of Belle’s dreams.

Covered in scaly, reptilian “skin,” Belle’s dragon is about the same size as a small dog and moves fluidly. Thanks to sensors embedded all over its body, it can coo or flap its colorful, translucent wings in response to Belle’s touch. It tires if overstimulated, gets excited when offered treats, and alters its movements if it senses “danger.”

The dragon’s appearance and behaviors are based on ideas that Belle suggested during the concept-and-design phase. Arrow managed the development process; Analog Devices, Inc. (ADI) provided key components and reference designs; and robot creator Caleb Chung’s team designed and assembled the dragon.

Belle’s dragon addresses the isolation and loneliness that is common among people dealing with serious medical conditions, offering Belle critical emotional support and demonstrating how technology can enrich lives.
Covid Support

As a corporate citizen, Arrow contributed to initiatives that served the most vulnerable in our communities during the Covid-19 pandemic while taking proactive steps to help protect our global workforce. As the pandemic persisted, Arrow rediscovered that its most effective social contribution is doing what it does best: guiding innovation forward wherever it is needed. Globally, Arrow mobilized to help rapidly develop technology solutions to key needs, including:

- Global supply chain partner for the VentilatorChallengeUK. This extraordinary coalition of major companies, including Arrow’s partner McLaren, combined to scale up production of 12,000 ventilators in about four months — the equivalent of a decade’s worth of typical production. Arrow sourced 35 million components, including scarce pressure sensors, and provided related engineering services.

- Distributed components to ventilator production initiatives in the U.S., Germany, France, and other nations.

- Helped Arizona-based CIRQ+ to launch a new smart robot designed to more effectively sanitize surfaces and spaces to help protect against the spread of Covid-19 and other pathogens in environments such as classrooms, hospitals, public transit, commercial office buildings, and hotels.

- Helped develop and provide the artificial-intelligence software for an at-home monitoring system that allows Covid-19 patients to avoid hospitals or leave hospitals sooner. This solution is being sold on a not-for-profit basis to caregivers.

- Contributed to customer efforts to scale up manufacturing production of Covid-19 tests in the U.S.
In 2020, it seemed like the world was on fire. Millions of acres burned in Australia, Brazil, the United States, and even the Arctic. Containing the flames is treacherous work; 400 wildland firefighters have died on the job in the past 20 years. Even riskier is their long-term exposure to smoke, carbon monoxide, and other toxins, leaving wildland firefighters at greater risk of lung cancer, heart disease, and serious respiratory infection.

With Arrow’s help, Barcelona-based startup Prometeo is working to deploy a new technology solution that will safeguard the health of firefighters in the field. Prometeo’s platform tracks data through a wearable device that measures key variables such as temperature, humidity, and smoke concentration. The device uses a machine-learning model to distill that information into a simple, color-coded health status that displays on a digital wristband. Commanders at HQ can pull an individual off the front line if they’re in immediate danger or if they approach long-term exposure limits to various toxins.

In 2019, Prometeo won the global Call for Code Global Challenge, a humanitarian technology solutions contest sponsored by the U.N. and IBM, along with Arrow. With new data, Arrow and IBM will help Prometeo develop a 4.0 version so the startup can scale to production sooner.
Two decades after a crash left him paralyzed and ended his racing career, former IndyCar driver Sam Schmidt returned to competition. In October 2020, Schmidt raced in the Optima Ultimate Street Car Challenge in Bowling Green, Kentucky. He was driving the newest version of the Semi-

Autonomous Motorcar — a modified 2020 Chevrolet Corvette that Schmidt can operate safely and independently using head controls and voice commands.

Schmidt finished 34th overall out of 42 entries in the Challenge, a national racing series for amateur drivers who modify street cars for competition. Schmidt’s middle-of-the-pack placement came against able-bodied drivers racing series for amateur drivers who modify street cars for competition.

The SAM Car played a crucial role in Schmidt’s competitive comeback. Built on a C8 Stingray, the latest prototype includes a number of new features, including two additional 3D cameras to more precisely track Schmidt’s head movements. The driver’s seat was also moved to the right-hand side of the car, offering Schmidt more room to enter and exit the vehicle via a lift and allowing engineers to install a racing seat and other safety components for higher-performance driving.

The original SAM Car — a 2014 C7 Stingray that first enabled Schmidt to get back in the driver’s seat — enjoyed its own time in the spotlight in 2020. The car was displayed at the National Corvette Museum as an example of how technology can help advance the car industry.
Since 2015, Arrow and nonprofits Close the Gap and Neema International have helped bridge the digital divide in East Africa through the DigiTruck, a fleet of mobile, solar-powered technology classrooms built from used cargo containers. The trucks serve a diverse audience. An Arrow-sponsored truck at the base of Mt. Kilimanjaro provides online lessons and computer literacy for orphaned schoolchildren and remedial support for adolescents lacking the skills needed to pursue secondary education.

Another Arrow-sponsored truck makes a circuit from Nairobi to Mombasa, offering online job skills training and computer literacy certification for adults seeking jobs requiring today’s tech and office skills. When the pandemic closed schools in Africa and the DigiTruck classrooms, Arrow supported efforts to help students learn at home and gain access to essential goods. Neema International, which operates the Arrow DigiTruck in Tanzania, delivered emergency food and hygiene care packages for each child they serve and their families, as well as study-at-home packets. With help from Arrow and other donors, Neema also constructed two supervised “safe house” residences for boys and girls so they could resume their studies without community exposure to Covid-19. Close the Gap continued to collect used laptops and IT equipment from businesses and refurbish them for future use in DigiTruck projects. Arrow and CTG are actively developing another DigiTruck together — the fourth in their collaboration and the ninth DigiTruck overall — to operate in Kenya as a mobile maker space. It will help serve the emerging class of technology entrepreneurs who cannot regularly reach maker spaces in Nairobi.
As a member of the UN Global Compact since 2011, Arrow Electronics recognizes and supports the 10 principles set forth in the areas of human rights, labor, environment, and anti-corruption. Arrow’s intent is to advance those principles within our sphere of influence. The Global Compact and its principles are part of Arrow’s global strategy, culture, and day-to-day operations. As a result, Arrow is committed to the following five United Nations Sustainable Development Goals:

**Good Health and Well-Being**
Ensure healthy lives and promote well-being for all at all ages.

**Decent Work and Economic Growth**
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

**Gender Equality**
Achieve gender equality and empower all women and girls.

**Industry, Innovation, and Infrastructure**
Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

**Sustainable Cities and Communities**
Make cities and human settlements inclusive, safe, resilient, and sustainable.
Environmental Performance

Arrow is committed to reducing its environmental footprint. Our approach to environmental management focuses on the operation of our business. This means the use of environmentally friendly technologies, the avoidance of emissions, the reduction of waste, and the use of energy-saving solutions. In 2020, Arrow maintained a silver EcoVadis rating for our ESG/CSR achievements globally.
Arrow voluntarily complies with internationally recognized environmental management system industry-quality standards. Arrow is ISO 14001–certified in strategic global warehouse locations. Arrow sites in the U.K. are ISO 50001–certified, the international standard for establishing, implementing, maintaining, and improving an energy management system.
Greenhouse Gas Emissions

One of Arrow’s largest sources of carbon emissions is corporate travel. Due to Covid-19, Arrow reduced its corporate travel significantly.

Prior to Covid-19 disruptions, one of the avenues by which Arrow has historically reduced travel and proven efficiency is through the utilization of the Microsoft Teams platform for telecommunications and collaboration, allowing for remote work.