



January 1, 2025

Subject: **Adherence to Code of Conduct**

Dear Valued Business Partner,

NIC Components Corporation (NIC) is in receipt of your request related to its compliance with the standards set forth in your code of conduct, code of ethics, or similar governance document. NIC is a wholly-owned subsidiary of Arrow Electronics, Inc. (Arrow"), and it is Arrow's policy to respond to such matters on behalf of its affiliates and wholly-owned subsidiaries through its corporate offices.

Arrow's Worldwide Code of Business Conduct and Ethics ("Arrow Code") sets forth Arrow's commitment to the highest ethical standards in the industry. All NIC employees are covered by the Arrow Code and must review and acknowledge it annually. The Arrow Worldwide Code of Business Conduct & Ethics can be viewed at Arrow's Corporate Reporting and Governance page:

<https://www.arrow.com/company/overview/corporate-governance/reporting-and-governance>.

For any additional inquiries regarding the Arrow Code, please reach out to [compliance@arrow.com](mailto:compliance@arrow.com).

Thank you for your continued confidence in NIC.

Sincerely,

NIC Components Corporation