



January 1, 2025

Subject: **Regulations Related to the Prevention of Forced Labor**

Dear Valued Business Partner,

NIC Components Corporation ("NIC"), an Arrow Electronics, Inc. ("Arrow") company, is in receipt of your inquiry regarding NIC's compliance with regulations related to the detection and prevention of forced labor, modern slavery, and human trafficking. It is NIC's policy to respond to such matters through Arrow's corporate offices.

Arrow continually strives to comply with both the letter and spirit of all applicable laws and regulations. As a global provider of products, services, and solutions to industrial and commercial users, Arrow takes seriously its responsibility to ensure its businesses and supply chains are free of all forms of slavery, servitude, forced or compulsory labor, and human trafficking. To support these efforts, Arrow maintains a robust and dynamic compliance program designed to detect and prevent all forms of involuntary servitude. This program includes policies, trainings, due diligence, risk assessments, audits, and confidential channels for escalation of concerns.

For additional information about Arrow and our efforts to combat forced labor, please visit the following:

1. Arrow's Corporate Reporting and Governance page, which includes links to our Slavery and Human Trafficking Statement, Worldwide Code of Business Conduct and Ethics and Business Partner Code of Conduct and Ethics:  
<https://www.arrow.com/company/overview/corporate-governance/reporting-and-governance>
2. Our Environmental, Social, and Governance ("ESG") website and annual report:  
<https://www.arrow.com/company/purpose/environmental-social-governance>

For any additional inquiries regarding our compliance with regulations related to the prevention of forced labor, modern slavery, and human trafficking, please reach out to [compliance@arrow.com](mailto:compliance@arrow.com).

Thank you for your continued confidence in NIC.

Sincerely,

NIC Components Corporation