



# TD SYNEX Earns Third-Consecutive Top Score in 2024-2025 Corporate Equality Index

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TD SYNEX announces its annual rating on the Human Rights Campaign Foundation's assessment of LGBTQ+ workplace equality

FREMONT, Calif. & CLEARWATER, Fla.--(BUSINESS WIRE)-- TD SYNEX (NYSE:SNX) is excited to announce it has received a score of 100 on the Human Rights Campaign Foundation's 2024-2025 Corporate Equality Index, a leading benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. TD SYNEX will be honored with HRCF's Equality 100 Award as Leaders in LGBTQ+ Workplace Inclusion.

"Earning our third-consecutive top score on the Human Rights Campaign Foundation's Corporate Equality Index is an incredible honor and a reflection of our unwavering commitment to diversity, equity, and inclusion," said Patrick Zammit, CEO of TD SYNEX. "This achievement celebrates the efforts of our co-workers who continuously foster a culture where everyone can thrive, feel valued, and truly belong. We are proud to stand alongside organizations leading the way for LGBTQ+ workplace equality, and we thank the Human Rights Campaign for their advocacy and recognition."

"Earning a top score on the Corporate Equality Index is no small feat, and I know I speak for all my co-workers when I say we are very proud of TD SYNEX's achievement," said Alim Dhanji, Chief Human Resources Officer at TD SYNEX. "Participating in this index not only recognizes the progress we've made thus far, but also empowers us to continue making strides in our ongoing commitment to LGBTQ+ workplace equality. Today, as TD SYNEX co-workers, we celebrate this recognition from the Human Rights Campaign as well as the dedication it inspires in us to keep advancing our culture of belonging and advocating for a more inclusive future."

The results of the 2025 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2025 CEI now surveys 1,449



participants, further demonstrating the tremendous growth of the CEI. A record-breaking 98 percent of CEI businesses have nondiscrimination protections specific to gender identity.

The CEI rates employers providing these crucial protections to more than 22 million U.S. workers and includes Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and
- Corporate social responsibility

The full report is available online at <https://www.hrc.org/resources/corporate-equality-index>.

## About TD SYNEX

TD SYNEX (NYSE: SNX) is a leading global distributor and solutions aggregator for the IT ecosystem. We are an innovative partner helping more than 150,000 customers in 100+ countries to maximize the value of technology investments, demonstrate business outcomes and unlock growth opportunities. Headquartered in Clearwater, Florida, and Fremont, California, TD SYNEX's 23,000 co-workers are dedicated to uniting compelling IT products, services and solutions from 2,500+ best-in-class technology vendors. Our edge-to-cloud portfolio is anchored in some of the highest-growth technology segments including cloud, cybersecurity, big data/analytics, AI, IoT, mobility and everything as a service. TD SYNEX is committed to serving customers and communities, and we believe we can have a positive impact on our people and our planet, intentionally acting as a respected corporate citizen. We aspire to be a diverse and inclusive employer of choice for talent across the IT ecosystem. For more information, visit [www.TDSYNEX.com](http://www.TDSYNEX.com), follow our [newsroom](#) or follow us on [LinkedIn](#), [Facebook](#) and [Instagram](#).

## Safe Harbor Statement

Statements in this news release that are "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934 involve known and unknown risks and uncertainties which may cause the Company's actual results in future periods to be materially different from any future performance that may be suggested in this release. The Company assumes no obligation to update any forward-looking statements contained in this release.

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## About the Human Rights Campaign

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

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