2025 Sustainability Brochure

Electrifying solutions that make a sustainable future possible

REXEL

a world of energy

“Axelerating” and impacting positive change

In a context where sustainability increasingly drives business performance and resilience, our collective challenge is to turn ambitious targets into tangible results.

As a leading distributor of products, services and solutions at the heart of the electrical value chain, we have both an opportunity and a responsibility to help the market transition to more sustainable solutions.

By connecting manufacturers, installers and end-users, and making environmental performance easier to understand and manage, we can accelerate the adoption of technologies that create lasting value for businesses and society alike.

Our Axelerate 2028 strategy aims to reduce complexity for customers and offer solutions that deliver measurable performance. We create value by continually expanding and facilitating access to best-in-class products and services, providing environmental data and expertise for companies to make informed decisions, and striving for excellence in deployment. In 2025, our range of Sustainable Selection products accounted for 9% of Rexel’s sales, while our Carbon Tracker continued to help customers manage the carbon footprint of their products and projects in many countries.

It is clear that sustainable progress is built through collaboration, innovation and disciplined execution. Every day, Rexel’s 26,600 employees work with our ecosystem to navigate the growing constraints and opportunities in our evolving market.

The standards our company sets are essential to inspiring people and driving change across our value chain. By fostering a safe, inclusive and ethical work environment, we enable our employees to thrive and lead by example in support of our market’s shared sustainability goals.

Only by driving change from within can we accelerate the energy transition, create lasting value and help shape a more resilient future.

Guillaume Texier
CEO of Rexel

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Please note

This is Rexel's global Sustainability Brochure, based on 2025 data. It draws on the comprehensive information available in Rexel's Universal Registration Document, produced in line with the Corporate Sustainability Reporting Directive (CSRD) requirements and following European Sustainability Reporting Standards (ESRS).

The full URD is available here:

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Sustainability as a driver of growth

Isabelle Hoepfner-Léger
Group General Secretary
in charge of Legal, Sustainability
and Human Resources.

Laurent Delabarre
Group Chief Financial Officer
and Head of Rexel's China
and India Cluster.

What does sustainability mean to Rexel?

Isabelle: Sustainability is what drives our company forward. As a leading distributor of electrical products, solutions and services, we aim to accelerate progress across our industry.
We do this by leading the way in our own operations and helping our suppliers, partners and customers transition to cleaner, more energy-efficient and ethical choices.

Laurent: Sustainability is indeed critical to our growth: strong non-financial performance has become a prerequisite to market confidence and the long-term partnerships that bring success. Global ratings systems like EcoVadis and CDP recognize our commitment to sustainability and the concrete strides we are making year by year. Our 2025 results reflect our ability to create lasting value.

How is sustainability embedded in Rexel's strategy?

Isabelle: A bedrock of Rexel's Axelerate 2028 strategy is our sustainability roadmap, which covers people, planet, and partners, along with ethics and compliance. In each area, we've introduced concrete targets and actions. Given the importance of partners, for example, we encourage all of our suppliers to sign our Responsible Supplier Charter, which now covers 82% of our direct purchases. Regarding people, we believe our ability to achieve our sustainability targets starts with employees committing to integrity and transparency. In our 2025 internal survey, 87% of our staff reported that Rexel acts with integrity in its dealings and is environmentally responsible.

Laurent: Another key part of our strategy is expanding our offering in clean energy markets such as photovoltaics, electric HVAC systems, EV charging stations and energy-efficient industrial automation systems. In 2025, we pursued our targeted acquisitions to help achieve this goal. Accelerating the move to innovative technologies will be instrumental to Rexel achieving net-zero emissions by 2050.

Can you sum up sustainability in a few words?

Isabelle: Acting for a viable future.
That means empowering electrification, reducing the environmental impact, and guiding teams and partners toward best-in-class solutions with programs such as Rexel's Sustainability Shapers and tools like our Carbon Tracker.

Laurent: A non-negotiable. As demand for electricity rises – at least 2.5 times faster than overall energy demand, according to the IEA – we must support the transition to an electricity-based economy and a more sustainable world.

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Rexel's sustainability partners across the supply chain

1 Upstream

1 5

Raw materials
including copper, aluminum, steel, silver, silicon

Tier 2 to N suppliers
Manufacturing of products and components

3 10 15

Tier 1 suppliers
7,092 direct suppliers of finished products and services, of which **221** representing **75%** of purchases, including Rexel's own brands

3 6 10 13 15

2 Rexel

14

Activities
- Distribution
- Logistics
- Services

3 4 5 6

Network
- **1,876** branches & **64** logistics centers
- Vehicle fleet
- Websites

2 4

Employees
- **26,601** employees
- Employee representative bodies

7 8 9 11 17

3 Downstream

Customers
- **Residential**: Electricians, builders, ...
- **Commercial**: Installers, managers, ...
- **Industrial**: Panel builders, manufacturers, ...

2 5 6 13 17

End users
- **Residential**: Individuals
- **Commercial**: Companies, shops, schools, hospitals, ...
- **Industrial**: Factories, production sites, ...

3 17

End of life of products

6

Environment

1. Climate change adaptation - Supply & purchases
2. Climate change mitigation - Operations
3. Climate change mitigation - Product mix
4. Energy - Energy mix
5. Climate change mitigation - Market support for more responsible practices
6. Circularity - Products and services

Social

7. Rexel employees - Training and skills development
8. Rexel employees - Health and safety
9. Rexel employees - Inclusion, diversity and equal opportunities
10. Value chain workers - Working conditions

Governance

11. Value chain workers - Personal data protection
12. Rexel employees - Personal data protection
13. Cybersecurity, privacy and personal data protection
14. Prevention and detection of corruption, including training and protection of whistleblowers
15. Supplier relationship management, including payment practices
16. Unfair competition
17. Corporate culture, community engagement and philanthropy

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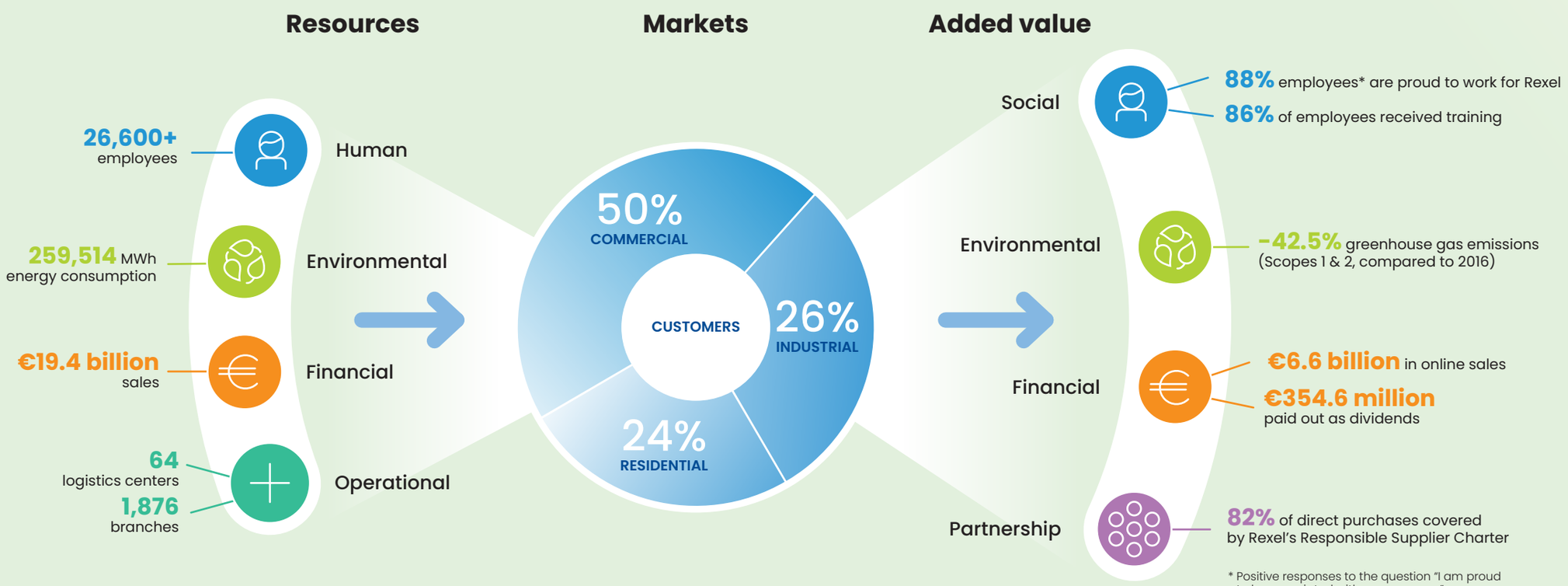
Sustainability as an engine of Rexel's business model

We have made sustainability an engine of our growth and aim to play a driving role thanks to our unique position in our value chain. Key to our responsible commitment: acting ethically in every situation, valuing and growing the skills of our 26,600+ employees, engaging in dialogue with all our stakeholders, reducing our environmental footprint, promoting energy efficiency and taking action to educate people about the energy transition through the Rexel Foundation.

Rexel is one of the world's leading distributors of low and ultra-low voltage electrical products, solutions and services, building on our expertise in logistics, technical support, financing and training. We operate in 17 countries in Europe, North America and Asia Pacific. Rexel's sustainability strategy is one of the major tools the Group uses to meet its profitable growth and value creation objectives. Our Sustainability strategy is a major contributor to profitable growth and value creation.



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Rexel's sustainability roadmap covers our entire materiality matrix

To set ambitious targets, ensure accountability and monitor progress, Rexel introduced a new double materiality analysis in 2025. That means we examined both our impact on society and the environment, and the impact of social and environmental issues on our performance.

We did so across our organization in consultation with key stakeholders, including employees, investors, customers and suppliers.

This process identified 17 material sustainability issues with 34 impacts, risks and opportunities (IROs).

This analysis guides the company's objectives, actions and resource allocation.

Type of issue

- Environmental
- Social
- Governance

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Rexel's sustainability roadmap: 3 pillars to address ambitious objectives

Our sustainability roadmap addresses sustainability issues by committing to action in three main areas – planet, people and partners – built on a foundation of strong ethics & compliance.

Planet

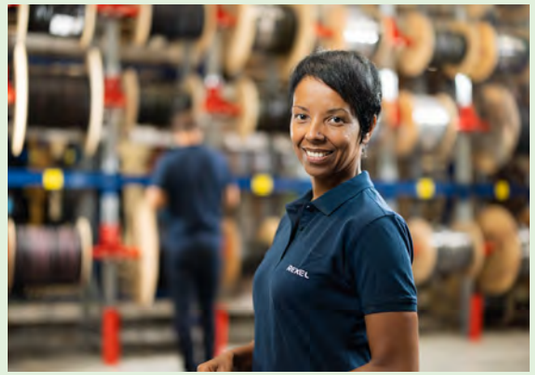
Achieve net-zero emissions by 2050 by accelerating the transition to eco-friendly solutions across our supply chain

Partners

Reinforce relationships with suppliers and customers, in particular by collaborating on innovation and energy-efficient products

People

Boost employee development, health and safety standards, gender diversity and employee engagement through training and a wide range of initiatives



Ethics & Compliance

Provide strong governance as an essential foundation for ethics and compliance, to ensure transparency, accountability and integrity in all our operations

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Rexel's contribution to the UN's Sustainable Development Goals

2026 PARTICIPANT

Rexel signed the United Nations Global Compact in 2011, committing to 11 universal principles regarding human rights, labor rights, environmental protection and corruption prevention. This voluntary initiative is intended to help the UN reach its Sustainable Development Goals (SDGs) by 2030.

Our sustainability roadmap directly contributes to eleven of these goals:

3: Good Health and Well-Being

- Prevent accidents and injuries
- Comply with regulation
- Promote good health and well-being
- Ensure that health and safety initiatives are inclusive and accessible to everyone on Rexel's premises
- Aim for continuous improvement

4: Quality Education

- Provide generous training opportunities to employees
- Share expertise with customers, partners and other stakeholders
- Support vocational training and raise awareness through the Rexel Foundation

5: Gender Equality

- Support women through the Women in Rexel (WiRE) network and other initiatives
- Increase the proportion of female recruits and women in leadership roles
- Empower everyone to grow their careers and reach their potential

7: Affordable and Clean Energy

- Provide energy-efficient and renewable energy solutions to reduce the environmental footprint of buildings and transportation

8: Decent Work and Economic Growth

- Provide all employees with decent, safe working conditions
- Ensure that our entire value chain operates ethically
- Establish balanced relationships with our customers and suppliers
- Help boost local economies through our activities

9: Industry, Innovation & Infrastructure

- Strengthen the Information Security Management System
- Train and raise awareness on cybersecurity across all teams
- Assess and secure suppliers and the entire information supply chain

10: Reduced Inequalities

- Strengthen DEI governance and inclusive culture
- Train and raise awareness on bias and non-discrimination
- Ensure pay equity and decent living conditions

11: Sustainable Cities and Communities

- Provide safe, energy-efficient and renewable energy solutions to installers and end-users
- Protect data privacy

12: Responsible Consumption and Production

- Act as a responsible buyer
- Help customers and partners adopt sustainable practices
- Build relationships of trust with our partners and customers

13 : Climate Action

- Provide energy efficient, renewable energy solutions
- Reduce our environmental footprint across the value chain, from product manufacturing and transportation to usage and end of life
- Help our customers and partners adopt sustainable practices

17: Partnerships for the Goals

- Identify and engage with the relevant stakeholders to achieve these goals

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Acting together for the planet

"For more than 15 years, Rexel has been at the forefront of industry efforts to fight climate change, embedding this critical mission into our sustainability framework.

Since 2019, Rexel has been committed to a decarbonization pathway aligned with SBTi targets.

Since then, we have been implementing our initiatives on the ground, with results that have been very encouraging year after year. Our 2025 performance confirms we are on the right track.This is important in demonstrating our commitment to concrete, measurable progress in line with the goals of the Paris Agreement.

Our path to net-zero emissions by 2050 focuses first on the improvements we can make internally to reduce our environmental impact. And these are not empty words: 87% of Rexel employees agree that the company is environmentally responsible. But it also prioritizes collaboration with suppliers, customers and our entire ecosystem to accelerate the energy transition.

Armed with more reliable and far-ranging environmental data than before, we know that 99% of emissions from our business come from the manufacturing, transportation, use and end of life of the products we sell.

It is clear to us we can only produce meaningful change through cooperation – strengthening our partnerships, supporting innovation and sharing our progress transparently. Together is how we will build a more sustainable future for generations to come."

Céline Coulibre-Duménil
Chief Sustainability Officer
and Vice President
of the Rexel Foundation

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Net zero by 2050

Rexel has set ambitious emissions reduction targets, approved by the Science Based Targets initiative (SBTi), to help limit global warming to +1.5°C, in line with the Paris Agreement. In 2024, these targets were updated to reflect the group's evolving global organization and improved environmental data. We remain on track to achieve net zero by 2050.

Our priorities

1 Reduce the direct and indirect emissions from our operations (Scopes 1 and 2)

- Improve energy efficiency in our buildings
- Switch to renewable energy
- Electrify our commercial and logistics vehicle fleets

2030 **-60%**

2050 **-90%**

2 Reduce the indirect emissions from the full lifecycle of the products we distribute, from manufacturing and delivery to use (Scope 3)

- Adapt our offering to promote more energy-efficient products
- Develop AI-based solutions to measure the environmental impact and guide customers toward the most sustainable options
- Train employees to raise awareness in our ecosystem
- Work closely with our suppliers on innovation

2030 **-35%**

2050 **-90%**

3 Reduce waste and our impact on natural resources by promoting the circular economy

- Recover materials for recycling or reuse in partnership with suppliers
- Refurbish and sell damaged or used products

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Energy consumption

Across Rexel countries, energy trends show strong momentum. In the UK, natural-gas combustion decreased by 22% in 2025 compared to 2024 thanks to targeted branch renovations. In the United States, consumption of green electricity rose by 85% over the same period. These shifts illustrate accelerating progress toward cleaner energy use and more sustainable national infrastructures.

Solar panel recycling initiative

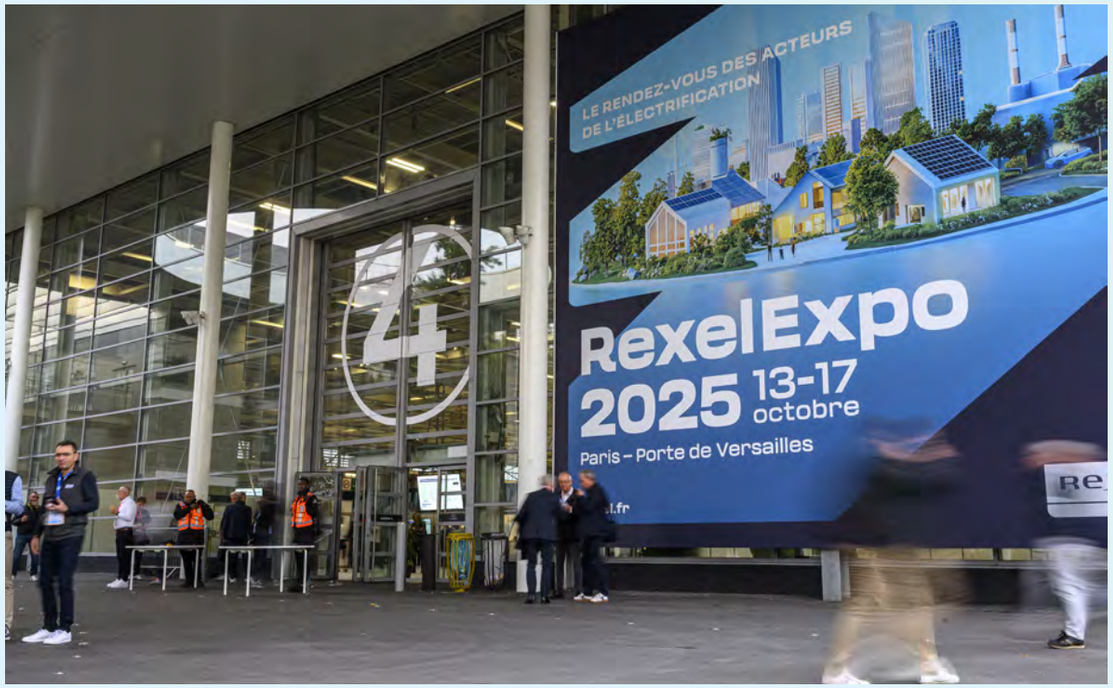
The PV panel recycling program was launched in 2024 as a pilot in partnership with Australia.

It forms part of a broader government-led initiative to explore solutions for end-of-life solar panel recovery.

The program has been deployed across several locations in Queensland, enabling the collection of used solar panels.

It supports the transition to more sustainable solar installations by promoting responsible material recovery.

We continue to explore opportunities to expand this initiative, with a focus on achieving long-term economic viability through public support.



Low-carbon vehicles

Rexel is increasingly switching to electric and hybrid vehicles in line with our commitment to cleaner air and reduced noise pollution in our local communities.

In 2025, our commercial fleet included 3,101 electric and hybrid vehicles, accounting for 60% of our fleet (vs. 50% in 2024). We also more than tripled our fleet of low-carbon logistics vehicles between 2024 and 2025.

All our entities worldwide have introduced plans to electrify their fleets and set up EV charging stations.

RexelExpo

Created to showcase the latest advances in electrification, RexelExpo has become a key industry event. The 2025 edition brought together over 30,000 visitors across 20,000 m² of exhibitions and more than 50 keynotes, conferences and workshops. It offers installers, manufacturers and partners a comprehensive platform to explore innovations, strengthen expertise and support business development.

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Rexel's Scope 3 roadmap is a framework designed to mobilize its entire ecosystem and accelerate decarbonization across all markets. Built internally for Rexel's operational reality, it outlines eight key action areas that guide country leaders in driving consistent, measurable progress.

1 Project governance

2 Data measurement

3 Supplier onboarding

4 Analysis & adaptation

5 Logistics

6 Training

7 Business travel

8 Communications

2025 Initiatives

4 countries have launched their action plans.
7 countries are using Carbon Tracker
91% of our teams have completed the Climate School
9 Sustainability Shapers

Carbon Tracker

Rexel has developed proprietary AI algorithms to help customers understand their emissions and choose the most sustainable solutions.

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On track to achieve our sustainability targets

Current progress on emissions reduction targets (vs. 2016)

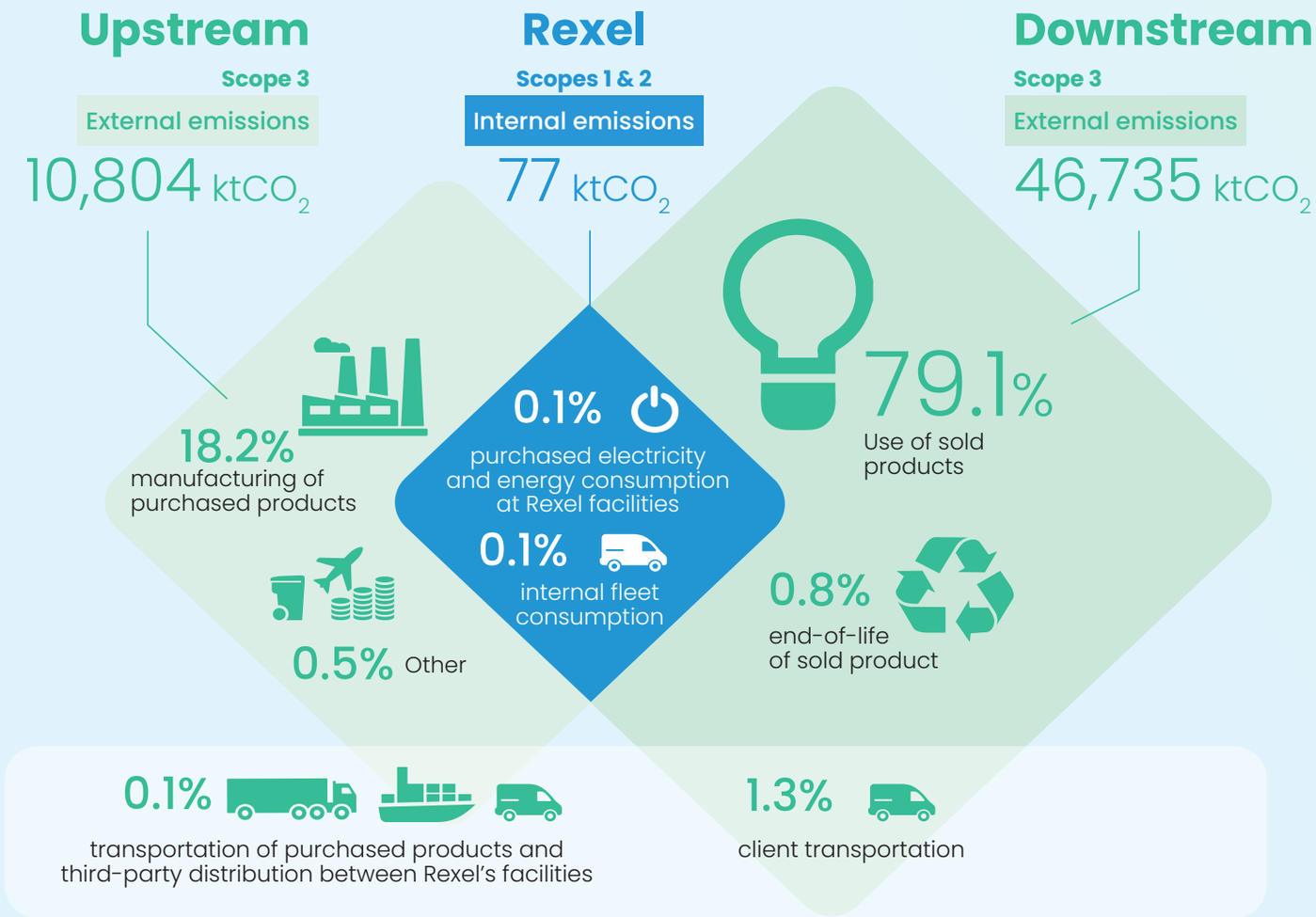
Scope 1 & 2

−42%

Scope 3

−38%

The Carbon footprint



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Shaping sustainability with our partners

Rexel aims to distribute the most advanced products and solutions in fast-evolving markets. To help customers stay ahead, we must share our knowledge of the innovations that integrate both energy efficiency and responsible business practices.

This is the thinking behind Sustainability Shapers, Rexel's new program to champion sustainability and accelerate the energy transition through joint communications, marketing and pioneering initiatives. The participating suppliers are all leaders in environmental, social and governance performance, with firm commitments, recognized credentials like EcoVadis, and reliable environmental product data. We aim to raise awareness of eco-friendly technologies, provide insights on sustainability trends, facilitate access to flagship innovations and co-develop new circularity services.

In the first few months, we have jointly showcased Sustainability Shapers' innovations at RexelExpo in Paris and published several articles on joint initiatives to tackle sustainability challenges. We are also working on projects such as local equipment recovery and recycling services, which will help the entire supply chain reduce the environmental impact.

This momentum builds on our longstanding cooperation with suppliers worldwide, which has led to projects like our global Sustainable Selection of best-in-class products. More than ever, we look for partners who share our values, and around 80% of them have committed to Rexel's Sustainable Supplier Charter, receiving feedback from regular audits in return. To further support our sustainability roadmap, we provide our procurement teams with a sustainable procurement policy framework and specific training.

Together, we can amplify our positive impact on the entire electrical supplies value chain, from manufacturers and distributors to installers and end users.

Antoine Audureau
Group Chief Procurement Officer

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Sustainability Shapers

Rexel places supplier collaboration at the core of its strategy, identifying high-performing products and integrating them into solutions that support energy efficiency, electrification and renewables. Through structured partnerships like Sustainability Shapers, Rexel co-develops advanced offers and strengthens long-term, sustainable value creation.

In 2025

82%

of direct purchases covered by Rexel's Responsible Supplier Charter

Rexel's Sustainable Supplier Charter

Launched in 2021, our Sustainable Supplier Charter sets high standards for suppliers and subcontractors in key areas such as ethics, human rights, employee rights, environmental protection and legal compliance. We ask suppliers to commit to these standards across their supply chains and require them contractually to comply with International Labour Organization principles.

Sustainable purchasing policy

Created in 2021, Rexel's Sustainable Supplier Charter underpins the Group's sustainable procurement approach. In 2025, the sustainable purchasing policy strengthened this framework by systematically integrating environmental, social and societal criteria. It enhances transparency across the supply chain and promotes responsible practices focused on workers' rights, workplace safety, and climate impact reduction.

Audits

BizLine and GIGAMEDIA conduct social and environmental audits in partner factories to ensure full compliance with labor rights. These on-site assessments cover health and safety, child labor, working hours, pay, benefits, freedom of association and dialogue with employees. They also include selective audits on sensitive product categories and supply chains, such as solar panels, to prevent any violations.

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Sustainable Selection

Launched at the end of 2023, Rexel's Sustainable Selection highlights more than 150,000 products that are best in class in terms of emissions, eco-labeling and circular economy practices. In addition, manufacturers of these products must sign our Sustainable Supplier Charter, committing to high environmental, social and governance standards.

In 2025

9%

of Rexel sales were represented by Sustainable Selection products.

Innovative AI tools

Rexel has developed proprietary AI algorithms to help customers understand their emissions and choose the most sustainable solutions. Customers have access to a **Carbon Tracker** dashboard that displays the impact of purchased products. Its portal version was launched in 2025, featuring carbon footprint analysis and a carbon quotation function powered by **EcoBoost** to identify more sustainable products. In addition, an EcoScore rating system, which ranks products on a scale from A to E, is available on the Rexel France webshop to highlight the most sustainable products in selected categories.

Responsible purchasing training

Rexel's sustainability training equips buyers and category managers with the knowledge and tools to drive responsible procurement. Accessible on Rexel's SkillUP internal training platform, it offers 24 short interactive lessons covering ESG fundamentals, supplier evaluation, sustainable product selection and key risks. This global program empowers teams to make informed decisions and actively contribute to Rexel's sustainability ambitions.

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The Rexel Foundation acting for energy transition education

REXEL Foundation
Under the aegis of Fondation de France

In 2025, the Foundation launched a flagship partnership in France with the Écoles de Production (vocational training schools), which train young people aged 15 to 18, aiming to embed energy transition in concrete learning experiences and daily practices.

In just a few months, the program delivered tangible impact across **4 pilot schools**, engaging over **179 students** through a wide range of **69 hands-on initiatives**:

- Weekly "Energy Transition" sessions led by students
- Climate workshops
- Site visits (to solar farms, waste-to-energy facilities and industrial partners)
- Creation of Energy Transition Committees and eco-delegates
- Concrete projects, such as solar-powered devices

A collective environmental challenge brought together 130 participants, resulting in:

- 2,300+ missions completed
- 46 eco-actions adopted
- 100 ideas proposed by students to reduce the environmental impact

Beyond awareness, the program empowers young people to act, experiment and take ownership of sustainable practices.

Building on this momentum, the Foundation aims to scale this initiative with Écoles de Production to 35 schools by 2027 with a clear objective: to equip the next generation with the knowledge, confidence and practical tools to actively contribute to a more sustainable future.

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Taking a people-first approach

"The expertise, dedication and energy of our more than 26,600 people play a critical role in the value we bring to all our stakeholders.

As a market leader helping accelerate the transition to a more sustainable world, we need to attract and retain the best talents. That means offering a workplace that is safe, healthy and inspiring – the kind of culture that rewards performance, values diversity, encourages innovation and provides opportunities for every individual to reach their full potential.

Being an employer of choice requires excellence in health and safety. We're proud to be reducing the frequency and severity of accidents, largely through our processes, training and ongoing communications that raise awareness of everyday risks. That way we nurture a zero-accident mindset.

To thrive in a fast-changing world, a learning mindset is key, which is why we encourage our employees to spend at least 30 hours training every year. In addition to face-to-face training, we rely on a user-friendly online platform, Skill UP, to help everyone acquire the skills they need to grow in their professional and personal lives.

As part of our diversity and inclusion policy, we offer particular support to women. Our network of Women in Rexel (WiRE) communities helps female employees build their confidence to take on more responsibility and advance their careers.

We welcome the many accolades Rexel has won around the world as a top employer, based on employee feedback, and our own internal surveys continue to show high engagement and alignment with our strategy. That's the best proof of our commitment to a sustainable future."

Martin Maurer
Chief Human Resources Officer

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An employer of choice

Feel the energy

With the “Feel the energy” employer brand, we aim to be an employer of choice, creating a safe, inclusive and empowering workplace that nurtures talent, fosters innovation and builds employee engagement. Recognizing people as our most important resource for bringing value to our customers, we invest in training and development, while supporting gender diversity through our Women in Rexel (WiRE) network and other initiatives. We intend to stay ahead as a company and as individuals in a rapidly evolving world.

Amplify

Amplify is Rexel’s global executive training program designed to mobilize executive leaders around concrete, high-impact actions. In 2025, 135 leaders completed dedicated training, creating a strong level of engagement and a shared understanding of key sustainability challenges. Some 27 initiatives are now being deployed across the organization, focusing on supply-chain optimization, customer engagement, packaging and waste reduction, and new tools that support awareness and responsible practices.

Energize

Energize is Rexel’s global program designed to strengthen leadership capabilities across the organization, creating a diverse and cross-cultural community of managers worldwide. Through interactive sessions, operational challenges and individual or group coaching, participants develop their confidence, improve team performance and enhance their strategic vision for themselves and their teams. This practical, immersive approach makes Energize a key pillar of Rexel’s talent-development strategy.

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Health & Safety

Occupational health and safety "remains a top priority" for Rexel as we work to ensure a safe environment for all employees. Our global policy sets high standards that exceed local regulations and is supported by training and best practice sharing across our health and safety community. In 2025, we met our long-term objective on accident frequency reduction, achieving a 12% improvement. In 2026, we are reinforcing our approach through four initiatives — safety culture and management, countries' self-assessment, deep dive tools, and a new health and safety manifesto — to support our ambition of reducing accidents with a work stoppage by more than 5% every year.

Reduction of working accidents in 2025 by

>10%

satisfaxion 25 Rexel's annual employee survey allows employees to share their opinions confidentially and anonymously. This helps create an environment where everyone's input is valued and the company can continuously improve. The latest survey, "Satisfaxion25", highlighted employees' strong engagement, customer focus and alignment with the Group's corporate purpose and strategy.

2025 employee satisfaction survey results

83%

participation

Percentage of employees agreeing that Rexel...

- **is environmentally responsible**

87%

- **is customer focused**

79%

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Skill UP

In 2024, Rexel launched Skill UP, a digital learning platform offering employees more than 20,000 training programs with global and local content. In a fast-evolving context, the company is committed to providing generous training opportunities to help employees – and the company – stay ahead, particularly through their knowledge of climate issues and digital developments.

86%
of employees covered with training

Women in Rexel

Rexel is committed to fostering diversity, equity and inclusion by supporting the development and progression of women across all levels of the organization. Local actions focus on creating opportunities, strengthening career paths and improving retention, with the ambition of building a more balanced leadership pipeline. As part of this approach, the Women in Rexel (WiRE) network continues to bring employees together through mentoring, training and community events, helping to promote collaboration and professional growth for women throughout the Group.

32%
of leadership positions in 2025 were occupied by women

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Ensuring strong governance for responsible business

"Strong governance is the foundation of Rexel's commitment to sustainable, ethical business. Through our oversight, employee training and practical tools, we enable integrity, transparency and compliance to guide every aspect of our operations, reinforcing trust with our stakeholders.

Rexel's Board of Directors and dedicated Sustainability and Corporate Social Responsibility Committee fully integrate environmental, social and governance considerations into their decisions when setting strategic priorities.

Additionally, our Ethics Committee of senior executives, including the Secretary General, Chief Human Resources Officer, and General Counsel in charge of compliance, manages ethical concerns and ensures compliance with our corporate policies in coordination with Rexel's local compliance correspondents.

Most recently, a new AI Ethics Committee, comprising the Human Resources Director, the Corporate Secretary, the Compliance Director and the Digital and Marketing Director, was set up to examine AI use cases and guarantee compliance with regulation by design.

A cornerstone of our governance framework is the Rexel Ethics Guide, which outlines our commitments to responsible business, along with our expectations of employees, suppliers and partners. We also provide numerous guidelines on specific business ethics topics, along with a whistleblowing hotline, all freely available on the internet.

To further guide employees, we require them to follow business ethics training and commit to acting responsibly, with integrity and in compliance with the law. Our aim is to firmly embed ethics and compliance in our corporate culture as the only way to do business."

Oriane Fauré
General Counsel, Ethics & Compliance Officer

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A culture of compliance

A clear management framework, ethics guidelines, practical tools, training and communications are all ways in which Rexel drives responsible conduct daily. By creating a culture of compliance, we protect our reputation, boost the value we bring to the market and build a sustainable business.

Rexel's sustainability strategy is implemented with coordinated governance at all levels of the company. Led by the Sustainability Department in coordination with all functions, it is validated by the Executive Committee and the Board of Directors.

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Additional documents, such as our Environmental Policy, provide further guidance.

Competition Law Guide

Rexel is committed to upholding fair market competition, respecting the law and preventing anti-competitive practices. The company ensures independent business decisions, avoids restrictive agreements and prevents the abuse of market dominance, submitting acquisitions and divestitures for regulatory review. **To raise awareness, Rexel provides a Competition Law Guide to employees and third parties.**

Consult

Anti-Corruption Code of Conduct

Our Anti-Corruption Code of Conduct defines behaviors to be avoided, practices requiring particular care, and conditions for interacting with associations and authorities. The Code strictly prohibits gifts, hospitality and facilitation payments that could influence business relationships. Employees must communicate these rules for corruption prevention to customers, suppliers and partners. **The code of conduct is available online**.

Consult

Rexel Ethics Guide

The Rexel Ethics Guide was introduced in 2017, outlining the company's commitments in key areas, such as corruption, conflicts of interest, competition rules, whistleblowing and data protection, as well health and safety, discrimination and social dialogue. **This guide is available online and will be updated in 2026 to reflect evolving regulation.**

Consult

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Ethics and compliance training

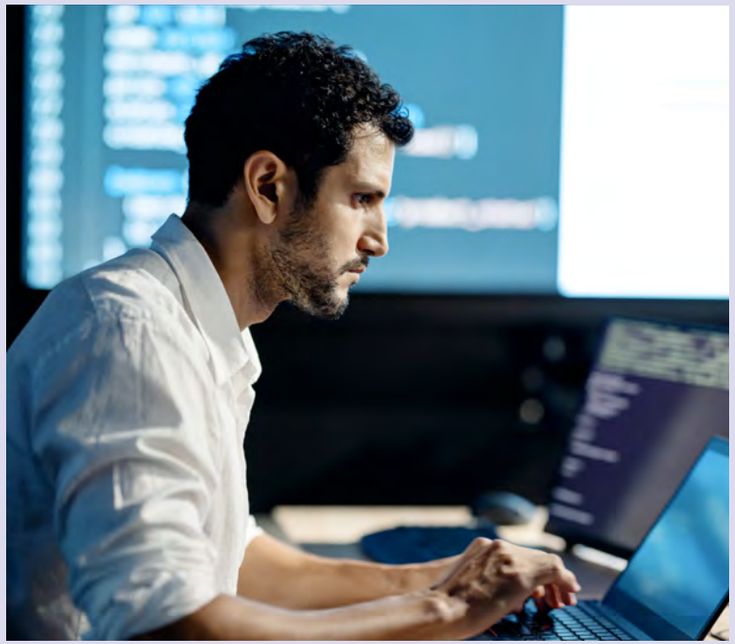
Rexel asks employees to complete online ethics and compliance training covering fair competition obligations, anti-corruption measures, data privacy and compliance. In addition, face-to-face programs are offered to new recruits and employees most exposed to ethics and compliance risks, particularly in sales and purchasing functions.

90%

of all employees were trained in ethics and compliance.

87%

of all employees agreed that Rexel shows integrity in its dealings.



Cybersecurity

Rexel has a comprehensive cybersecurity strategy, which includes resilient decentralized systems, internal controls and back-up plans, along with regular external assessments of our critical systems. In addition, Rexel organizes internal communications campaigns to highlight the critical importance of cybersecurity and provide employees with the tools and knowledge to protect the company.

Compliance Day

Every year, Rexel organizes a global Compliance Day with a variety of activities aimed at raising employee awareness. In addition, regular communications reinforce Rexel's culture of compliance throughout the year.

Whistleblowing

A whistleblowing hotline is available to Rexel employees, suppliers, customers and third parties worldwide to enable anyone to report unacceptable behavior. Alerts are processed either locally by the local compliance officer and the Human Resources Department, or at Group level by the Ethics Committee. **All investigations are conducted fairly and according to local laws and regulations, with whistleblowers kept informed.**

Consult

83

ethics alerts were made in 2025 (vs. 93 in 2024).

AI Charter

Rexel's AI Charter is part of a broader commitment to responsible, sustainable and compliant business practices. It sets a clear framework for the use of artificial intelligence, in line with Rexel's commitments to data protection, ethics, transparency, respect for people and responsible value creation. By bringing together these key principles, the Charter supports Rexel's digital transformation while ensuring that innovation remains reliable, secure and aligned with the company's standards.

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Leading the way in ESG ratings*

Rexel included in the Sustainability Yearbook 2025.
To be featured in the Yearbook, companies must be among the top 15% in their industry and score no more than 30% below the top performer in their industry.

* 2025 ratings

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