

Rexel at a glance



Rexel

a world of energy

Every day, around the world,
we help customers rise to the challenges
facing their businesses.

The products, solutions and services
we provide are designed to make
installations, infrastructure and buildings **more
efficient, safe and sustainable.**

Working alongside industry leaders,
we offer expertise and innovations
to accelerate electrification and
the transition to cleaner energy.

**PASSIONATE, DEDICATED AND HIGHLY
KNOWLEDGEABLE, WE BRING POSITIVE
ENERGY TO EVERYTHING WE DO.**

ELECTRIFYING SOLUTIONS THAT MAKE A SUSTAINABLE FUTURE POSSIBLE

Rexel

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2025 key figures



17
countries



€19.4 bn
sales



6%
Current adjusted EBITA margin



26,000+
employees

Rexel is a leading distributor of electrical products, services and solutions for the commercial, industrial and residential markets. Our business supports clients with electrification in construction, extension, renovation and upgrade projects.



About Rexel



In an increasingly complex technological and regulatory environment, our expertise

helps customers — contractors, installers, industrial companies, facility managers and end users — save time and select the most efficient and sustainable solutions, tailored to their needs.

We are a trusted partner across the electrical value chain, working with world-class suppliers and customers to reach new standards of excellence.

Technological innovation sets us apart, and we excel in developing high-

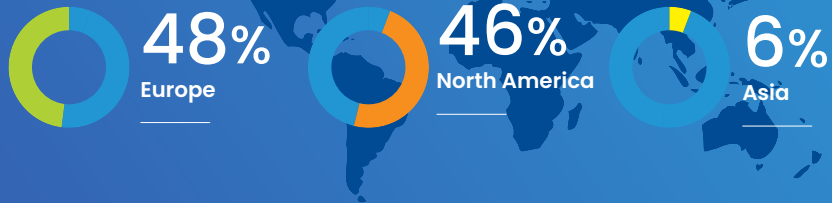
performance services and solutions, including logistics, digital and AI tools.

Starting as a pioneer in France in 1967, we've expanded internationally into new areas of expertise, often by acquiring market-leading companies. Today, Rexel is present in 17 countries through a network of local branches and multiple digital channels.

At the heart of everything we do is the conviction that we can make a difference to the energy transition. Day by day, we put all our positive energy into achieving Rexel's purpose: electrifying solutions that make a sustainable future possible.

2025 figures

Global footprint by region



Sales breakdown by end market



Our omnichannel approach

Our customers can access innovative products and services anytime, anywhere through their preferred Rexel channels.

 **1,876**
branches

64
logistics centers



Our suppliers play a key role in satisfying customers' needs **while accelerating the energy transition.**



Our suppliers

➤ We partner with world-class suppliers to drive innovation, stay at the forefront of our industry and serve customers anytime, anywhere across our 17-country network.

We created our Sustainability Shapers program to drive change and strengthen our commitment to responsible business with suppliers who share our high environmental standards and responsible practices.

This upholds our commitment to being an ethical and responsible company. Rexel plays a decisive role in building long-term relationships that enable all stakeholders to keep delivering outstanding value to customers.



In 2023, we launched our Sustainable Selection of more than 150,000 products recommended for their

outstanding performance in terms of carbon emissions and circularity.

These products cover a wide range of categories, including smart buildings, heat pumps, electric vehicle charging components, renewable solar and wind solutions, lighting, and more.

They are supplied exclusively by partners committed to our stringent Sustainable Supplier Charter.



150,000+
products in our
Sustainable Selection
(since September 2023)

82%
Rexel direct purchasing
from suppliers committed
to our Sustainable
Supplier Charter
(vs. 85% in 2024)





We've put sustainability at the heart of our business, making ambitious commitments to the planet, people, partners, and ethics and compliance. **Our aim is to make a positive contribution to the world.**



Our sustainability approach

Rexel has developed proprietary algorithms to help customers understand their emissions and choose the most sustainable solutions. In selected countries, our **Environmental Footprint Generator** provides access to services such as an **EcoScore** rating on a scale of A to E for every product sold, a **Carbon Tracker** dashboard that displays the impact of purchased products, and an **EcoBoost** feature that highlights the most sustainable products in each category on our webshops.

Planet

Our plan for a carbon-neutral footprint by 2050 has been approved by the Science Based Targets initiative (SBTi). We will cut at least 90% of the emissions from our own operations (Scopes 1 and 2) and the products we sell (Scope 3) by 2050.



People

To be an employer of choice, we're focusing on four main areas: excellence in health and safety, leadership in diversity, equity and inclusion, employee upskilling through generous training opportunities, and high employee engagement.



Partners

We emphasize strong partnerships with suppliers who share our commitment to ethical sourcing, sustainable practices and a more transparent supply chain. Our Sustainable Supplier Charter requires suppliers to demonstrate high standards of social and environmental responsibility.



Ethics & compliance

We aim to lead by example, creating a strong ethics and compliance culture. Our Code of Conduct, Ethics Guide and Whistleblowing Procedure are just some of the measures we've introduced to help employees act with integrity and accountability every day.

The Rexel Foundation

We give back to our communities by sharing expertise and resources. In particular, the Rexel Foundation focuses on raising awareness of energy transition challenges, supporting vocational training, and providing aid in the wake of climate disasters.



Our sustainability performance

Rexel's sustainability performance has been leading the way for our industry, as noted by numerous certification bodies and ratings agencies.

Rexel's performance in 2025



Climate A List



AAA



78 (Gold)



Our people

Working at Rexel means being on the frontline of change. We're growing our talents and channeling our positive energy to promote the most effective, energy-efficient products, solutions and services on the market.

Together, we aim to accelerate the transition to a more sustainable world.



83%
employee survey
participation

Our teams are highly engaged, customer-oriented and aligned with our strategy.

Rexel's business relies on people to provide the right expertise and advice to customers looking for energy-efficient, sustainable electrical solutions.

We're proud of our high employee engagement rate, driven by a shared purpose. "Electrifying solutions that make a sustainable future possible" resonates with our teams, as shown in our annual surveys.

Percentage of employees agreeing that Rexel... *

has a clear vision

81%

is environmentally responsible

87%

shows integrity in its dealings

88%

is customer focused

84%

* 2026 survey results.

Our values



Join forces for success

We team up with our stakeholders for mutually rewarding partnerships.



Engage people to develop their talents

We develop our teams' talents to provide our stakeholders with the most experienced, knowledgeable and skilled Rexel partners.



Enjoy making a difference

We act as champions and ambassadors to make Rexel a partner of choice.

Deliver the best customer experience

We draw inspiration from our customers by understanding their requirements and are always looking for creative paths to help them to create more value.



Encourage innovation

We develop new business models and inventive ways to increase value creation.



Trust each other

We hold each other accountable for our promises and responsibilities.





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