



# Rexel's environmental policy

Effective date: April 2026

## INTRODUCTION

**“Electrifying solutions that make a sustainable future possible”**

Rexel's purpose answers directly to the growing electrification of end uses forecasted by the International Energy Agency (IEA). As highlighted in their latest electricity report (2026), global electricity demand is projected to rise by an average of about 3.6% per year between 2026 and 2030, driven by growing electricity use in industry, electric vehicles, air conditioning and data centers<sup>(1)</sup>. In this context, Rexel, as an electrical material distributor, acts as the central link in the electrification of uses, challenging suppliers on the one hand, and providing customers with energy-efficient solutions on the other hand.

To rise to the challenge, Rexel developed its ambitious strategic roadmap Axelerate 2028 which identifies electrification and sustainability as business differentiators. Rexel is leading the way with ambitious targets, particularly on climate, with objectives validated by the Science Based Targets initiative (SBTi) for 2030 and towards Net Zero for 2050.

Embedded in the Axelerate 2028 strategy, our sustainability roadmap is based on three core pillars built on a foundation of strong ethics and compliance.

- **Planet**, which encompasses reducing carbon emissions, developing circular business models, and providing products and solutions to accelerate electrification;
- **People**, with focus on three major issues, Health and Safety, Diversity and Inclusion, and developing skills;
- **Partner**, to guide our customers to purchase more sustainable products, through preferred partnerships which engaged suppliers, and with local giving back initiatives through the Rexel Foundation.

This environmental policy covering the Group's global scope aims to explain Rexel's approach:

- by explaining Rexel's double-materiality analysis results,
- then by detailing its climate change mitigation and adaptation plans, as well as the circularity plan,
- by presenting the waste management and the sustainable solutions plans,
- and finally, by elaborating on the implemented governance and resources.

(1) International Energy Agency. (2026). Electricity 2026: Executive summary. <https://www.iea.org/reports/electricity-2026/executive-summary>

## REXEL'S DOUBLE-MATERIALITY ANALYSIS

In 2025, Rexel published its double-materiality analysis that aims to identify major risks impacts and opportunities on sustainability issues. To do so, internal and external stakeholders such as suppliers, customers, employees, and business experts contributed to identifying the key matters and assessing their materiality in terms of impact, as well as financial risks and opportunities. Among the 17 material sustainability issues and 34 IROs, 6 are environmental, with 11 associated IROs. They are as follows:

	Description	Risk	Opportunity	Negative impact	Positive impact
Climate Change Adaptation - Supply & Purchases	Given the anticipated shortage of raw materials such as aluminum, copper, steel and nickel, Rexel could face increased costs and supply chain disruptions.	●●●●○			
	Due to the composition of the products distributed by Rexel, the Group indirectly contributes to the scarcity of certain specific materials.			●●●○○	
Climate Change Mitigation - Operations	Building and fleet modernization can result in additional costs for Rexel. In addition, failure to meet greenhouse gas (GHG) reduction targets could expose the company to reputational risks.	●●●○○			
Climate Change Mitigation - Product Mix	Rexel exposes itself to reputational risk if it fails to decarbonize its product portfolio and meet its reduction targets.	●●●●○			
	Since Rexel sells electrical products and promotes electrification, the life cycle of the products sold generates indirect GHG emissions.			●●●○○	
	The growing market demand for sustainability and regulatory developments offer Rexel the opportunity to generate new revenue streams with better margins, increase its market share and strengthen its resilience capacity in its distributed product lines.		●●●●○		
	Rexel's raison d'être, "Electrifying solutions that make a sustainable future possible", is to develop a mix of products that emit less GHGs and contribute to the decarbonization of the economy as a whole.				●●●○○
Energy - Energy Mix	Due to climate change and the anticipated scarcity of fossil fuels, Rexel's energy mix may require adjustments to incorporate sustainable sources, which could result in specific costs. The challenges of transitioning to a more sustainable energy mix could force Rexel to rely on fossil fuels, which could lead to increased costs and disruptions to energy supply.	●●●○○			
Climate Change Mitigation - Market Support for More Responsible Practices	With the market's bifurcation towards responsible practices, Rexel can create and secure new revenue streams and improve its competitiveness and profitability.		●●●●○		
	Because Rexel's raison d'être is "Electrifying solutions that make a sustainable future possible", Rexel is committed to its value chain to raise awareness of responsible practices.				●●●○○
Circularity - Product & Services	The growing market demand for circularity and regulatory changes offer Rexel the opportunity to generate new revenue streams and reach more customers through circularity-based services.		●●●○○		

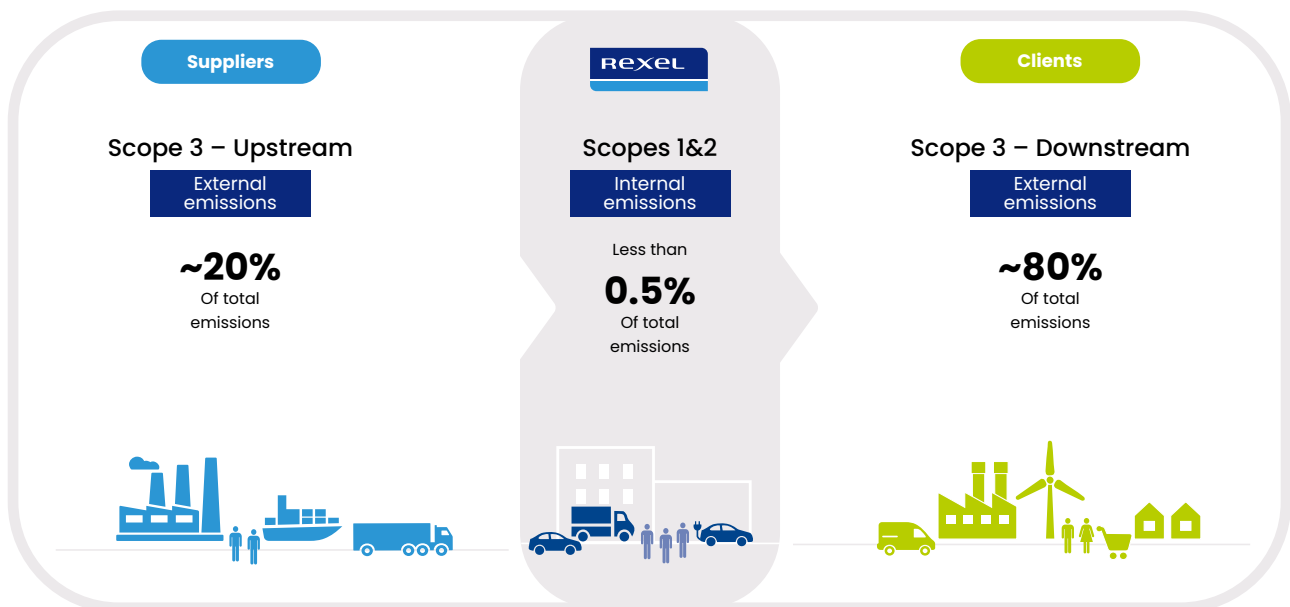
In response to the identification of these material environmental issues, Rexel developed:

- a Mitigation Plan to reduce its carbon emissions,
- an Adaptation Plan to face major climate change impacts, and
- a Circularity Plan.

## REXEL'S MITIGATION PLAN

Rexel's Mitigation plan addresses its full carbon footprint, *i.e.* internal and external emissions from the whole Group.

As a specialized distributor, Rexel equips its installer and integrator customers with electrical equipment sourced from manufacturers. Rexel's carbon footprint is split into approximately 20% for the upstream (mainly the manufacturing phase) and 80% downstream, largely due to the use of products sold. Although the company's own operations only account for a minimal part of the overall carbon footprint, they are still at the heart of the mitigation plan.



Since 2018, Rexel has set strong ambition in carbon emissions reduction targets for 2030. These targets have been validated by the SBTi and 2016 is the reference year.

Rexel is in line with the +1.5°C trajectory for its direct emissions (Scopes 1 and 2) and in line with the “well-below 2°C” trajectory for indirect emissions (Scope 3), in accordance with the Paris Agreement, by 2030. The Group's targets were once again validated by SBTi in 2024 and aligned with the Net Zero Standard to 2050, the most ambitious climate benchmark for which human-caused greenhouse gas emissions are in overall balance with emissions that are removed from the atmosphere.

The following targets highlight the importance of a rapid and significant reduction in emissions:

- By 2030:
  - 60% reduction of CO<sub>2</sub> eq emissions from its operations (scopes 1 and 2) in absolute terms compared to 2016; and
  - 35% reduction in CO<sub>2</sub> eq emissions related to scope 3 in absolute value compared to 2016.

- By 2050:
  - 90% reduction of CO<sub>2</sub> eq emissions from its operations (scopes 1 and 2) in absolute terms compared to 2016; and
  - 90% reduction in CO<sub>2</sub> eq emissions related to scope 3 in absolute terms compared to 2016.

## SCOPES 1&2 EMISSIONS REDUCTION PLAN

Although the emissions produced by its own operations represent only a minimal portion of the total carbon footprint, as all SBTi certified companies, Rexel is committed to reducing Scopes 1 & 2 and addresses:

- Energy performance of its buildings, and
- Carbon emissions of its fleets of vehicles.

First, the Group aims to improve the sites' energy performance, through three levers:

- Favoring high energy-performant buildings: by focusing on buildings with the best energy performance in compliance with local regulations. Several Rexel buildings have already been certified to sustainable and green building standards.
- Improving existing buildings' energy performance:
  - Reducing consumption plans,
  - Implementing energy measurement and control systems,
  - Deploying energy-efficiency actions including the improvement of lighting equipment, control and automation systems implementation, modernization of heating, air conditioning, and ventilation systems and better oversight,
  - Raising employees' knowledge of environmental issues and sharing best practices on energy use.
- Increasing the share of renewable energies: by purchasing green electricity, producing renewable energy directly on site (photovoltaic, biomass, etc.) or connecting to biomass heating networks.

Furthermore, Rexel works to reduce its transportation carbon footprint. Regarding product transportation, Rexel seeks to optimize its logistics flows, from suppliers to customers. Actions on the internal logistics fleet include:

- Process optimization through pooling of transport, streamlining of delivery rounds, use of GPS systems and optimized vehicle loading,
- Increasing the share of electric and hybrid vehicles,
- Decarbonized solutions for the last mile, such as bikes delivery, in urban areas.

In addition, while commercial activities require a daily presence of the sales force in the field, Rexel strives to reduce the environmental impact of its internal commercial fleet by increasing the share of hybrid or electric vehicles in the fleet.

### SCOPE 3 EMISSIONS REDUCTION PLAN

Rexel's scope 3 emissions represent more than 99% of the company's total carbon footprint and the vast majority of these emissions are a result of both manufacturing and use of products sold.

To reduce the Greenhouse gases (GHGs) emissions produced, Rexel has identified the three following levers:

- Rethinking the offer plan to propose lower-emission products, focusing as a priority on the product families with the greatest impact.
- Partnering with suppliers to capture innovations and integrate new products to promote them. This takes the form of shared data and promotion of alternative products.
- Guiding customers' choices towards less carbon emissive products thanks to the development of data-driven solutions such as Carbon Tracker, EcoScore, or EcoBoost, to share measurements and evaluation of products (further details are presented in the sustainable solutions plan on page 8).

To implement these levers, Rexel works at:

- Strengthening the quality of environmental data notably *via* analyses and consistency checks of the reporting, and
- Training the teams to facilitate the sale of more sustainable products.

Rexel aims to carry out this work across all its business units. Operationally, given the unique characteristics of each territory and entity, and the absence of a one-size-fits-all solution, these initiatives demand a high degree of adaptability. Therefore, the roadmap for reducing scope 3 emissions is being progressively deployed across all countries in which Rexel operates.

In addition, emissions linked to externalized logistics, accounting for 1% of scope 3 emissions, are monitored and Rexel is collaborating with its logistics partners to reduce them.

Emissions relating to business travel represent a minimal portion of Scope 3 emissions. They are subject to local action plans (for example, giving preference to train travel over air travel).

### REXEL'S ADAPTATION PLAN

The results of the double materiality analysis indicate a long-term risk of climate change on the supply of raw materials (copper, bauxite, silver, nickel, lithium and aluminum). They also demonstrate that there is no material risk to the Group's facilities due to its decentralized organization and extensive geographical footprint. As climate risks evolve, Rexel regularly monitors them, both on the supply chain and for its sites, through climate risk mapping studies. To address risks on raw materials, Rexel promotes and implements circularity initiatives at local level (see Circularity plan for details). As for Group's sites, business continuity plans are developed and implemented locally.

### REXEL'S CIRCULARITY PLAN

Circularity, defined as working with suppliers to recover materials for recycling and promoting and increasing the use of second-hand products, represents a significant opportunity for Rexel.

There is growing interest and demand from customers and suppliers for initiatives in this area. Recognizing that circularity requires highly localized ecosystems rather than global action, Rexel

has not set Group targets at this stage. The Group therefore encourages its subsidiaries to initiate circularity actions with their interested stakeholders and to share best practices to spread good initiatives.

Some entities have implemented recycling programs for materials affected by long-term risks of shortage (particularly copper) in order to act quickly and effectively at their level.

The Group also encourages its entities to take second-hand initiatives. Experiments are being carried out. For example, in some countries, refurbished product ranges have been developed. These actions have several effects: they avoid waste, allow customers to obtain products at a reduced cost and provide a differentiating offer in the store.

## **REXEL'S WASTE MANAGEMENT PLAN**

Reducing our environmental footprint is not limited to energy issues: it also involves reducing the pressure on natural resources, particularly through improved waste prevention and management.

Aware of the global increase in waste volumes, particularly those from electrical and electronic equipment, Rexel has structured its approach around two complementary pillars:

- The first focuses on reducing waste generated by its internal operations and improving its recovery. The Group has set an ambitious goal: to achieve an 80% recovery rate for waste from its own activities by 2028.
- The second pillar aims to support the Group's customers and partners through concrete solutions that facilitate the collection, sorting, and recycling of their end-of-life equipment, thereby helping to promote responsible waste management practices throughout its entire ecosystem.

To minimize the environmental impact of its operations and support its partners in their own waste reduction efforts, the Group has structured its approach around two main areas of focus:

- Reducing the use of packaging and paper within its own operations, particularly by adopting eco-designed solutions with a lower environmental impact;
- Improving the management of waste generated by the Group and its partners by enhancing sorting practices and promoting recycling.

## **REDUCING PACKAGING AND PAPER CONSUMPTION AT REXEL'S SITES AND LOGISTICS CENTERS**

Before moving on to the recycling phase, it is crucial to first reduce packaging and paper consumption. While packaging consumption is inherent to the Group's distribution operations, Rexel has implemented various measures to limit its use, such as optimizing package sizes, designing innovative and recyclable packaging, and using reusable materials. In many countries, Rexel warehouses have a pre-packaging system that automatically selects the appropriate packaging for each order. Regarding paper consumption, the digitization of catalogs and brochures, the transition to paperless ordering processes, collaboration with the primary printing solutions provider, and employee awareness campaigns have led to a significant reduction in consumption year after year. Rexel specifically promotes:

- the reuse of pallets, wooden reels, and supplier cartons for customer deliveries;
- the widespread use of reusable packaging, as well as reusable plastic bins and metal crates between logistics centers and branches;

- the use of very thin plastic film when no viable alternative could be implemented.

For example, Rexel's own brand, BizLine, is committed to optimizing packaging (reducing plastic use, using eco-friendly inks) and uses recyclable supplies in its logistics warehouses (recyclable plastic wrap and adhesive tape).

## **DEVELOPING RESPONSIBLE WASTE MANAGEMENT PRACTICES FOR THE GROUP AND ITS PARTNERS**

Rexel is committed to minimizing and recycling waste generated by its operations and to helping its customers reduce and manage their waste.

### **General waste**

With regard to its internal operations, and in accordance with its Environmental Charter, Rexel encourages all its sites and branches to:

- implement a system for sorting paper, cardboard, plastic, and wood waste for recycling or recovery;
- ensure that specific waste (such as batteries, IT equipment, and electrical appliances) is sent to the appropriate recycling channels;
- contribute to the collection and recovery of certain customer waste, such as waste from electrical and electronic equipment, known as "WEEE".

### **Specific waste**

Rexel's core operations do not generate hazardous waste other than waste electrical and electronic equipment (WEEE). The Group has implemented a system in its European subsidiaries and branches dedicated to the management and recycling of this internal WEEE in accordance with the European WEEE Directive.

Outside Europe, some subsidiaries go beyond applicable legal requirements and offer this service to their customers to promote the recycling of their waste. For example, in France, the "At Rexel, 100% of equipment is recycled" program has been supported by a partnership with the eco-organization Ecosystem since 2016. Three solutions are offered: drop-off at a branch, provision of containers directly at customers' sites, or on their job sites. All used equipment can be recycled: building equipment, industrial equipment, network infrastructure, security and communications, HVAC, energy production, measuring and fastening tools, lighting, and plumbing.

## **SUSTAINABLE SOLUTIONS PLAN**

As a distributor, Rexel is uniquely positioned to support its suppliers in developing more virtuous products and to guide its customers toward those same products. Therefore, to best support its customers in their decarbonization journey, the Group aims to promote environmental data-driven solutions and to accelerate the distribution of renewable energies through a renewed and diversified offer plan, and a set of sustainability services.

Where data is available, the Group is deploying several innovative tools:

- The Ecoscore helps customers to identify the most effective solutions in the area of energy consumption;

- The “My CO<sub>2</sub> Assessment”, available on the merchant site, provides customers with an estimate of the carbon footprint of their purchases;
- The Carbon Tracker, whose methodology has been externally reviewed and validated by Bureau Veritas, constitutes an essential lever of transparency. It enables the communication of precise information to customers on CO<sub>2</sub> emissions associated with purchased products. It is specifically supported by Ecoboost on the Carbon Tracker Portal, an online tool that offers more sustainable product alternatives in order to provide customers with lower-impact quotes and to guide them toward more responsible choices;
- The Sustainable Selection offers a carefully curated portfolio of responsible products and solutions designed to meet customer needs and anticipate regulatory changes. By selecting products from the Sustainable Selection, customers are assured of reducing their carbon footprint, either by selecting products that participate in the energy transition or by purchasing goods evaluated with the best environmental footprint in their category.

To ensure reliability and the continuous updating of the abovementioned tools, Rexel uses Product Environmental Profile (PEP) created by suppliers to make information available on the environmental impacts of products through quantified and multi-criteria data, on all lifecycle stages of the products. The Group encourages its suppliers to share PEP to inform customers and guide them towards the most environmentally friendly products.

## **GOVERNANCE & RESOURCES**

### **GOVERNANCE**

Rexel’s environmental policy is implemented thanks to coordinated governance at all levels of the company and shared with all the entities. This governance is anchored in the Sustainability strategy, which is carried by the Sustainability Department, validated by the Executive Committee and ratified by the company’s Board of Directors.

The policy will be reviewed every three years or will be updated in the event of major changes.

The company’s carbon reduction commitments are included in the objectives of the long-term incentive plans and in financing tools, ensuring that all key stakeholders are aligned in their efforts to achieve these goals.

Moreover, the internal control structure and requirements across the Group include (i) local governance of the climate strategy roll-out, and (ii) reporting framework inspired by finance best practices.

Operationally, the company’s environmental policy is deployed by the community of Sustainability Leaders representing each country and led by the Group Sustainability Department.

The Group’s management routines address carbon issues notably during strategic plans and yearly budget exercises where countries disclose their objectives, roadmap of actions and dedicated resources.

Regarding the Waste management plan, to translate these guiding principles and ambitions into concrete results, the Group’s Supply Chain Department leads the initiative at the central level by defining strategic directions and facilitating the sharing of best practices among the various entities. Each entity then adapts these directions into concrete actions, taking local specificities into account, and the implementation of these actions falls directly under the responsibility of local management teams.

## RESOURCES

### Mitigation plan

Resources necessary to deploy scopes 1&2 actions on buildings and fleets are included and identified in the yearly budget of countries as part of the OpEX (Operational Expenses) and CapEX (Capital Expenditures) envelopes.

For Scope 3, the investments are related to:

- A combination of global and local training initiatives including videos, live sessions, conferences, etc. and,
- The design and deployment of data-based solutions. Those solutions are developed thanks to the Group Data Platform and require human resources.

### Adaptation plan

The Group invests in climate risks studies to keep the risks under control and identify necessary action plans.

Risks on raw material are addressed via the circularity plan detailed above and require local time from teams but no identified direct costs.

For Rexel's sites, as the risk remains non-significant, no investments are made at this stage.

### Circularity plan

Initiatives are held locally thanks to local human resources mainly on sustainable sourcing, education and awareness programs, as well as partnerships with industry stakeholders.

### Waste management plan

These action plans do not require significant operational or capital expenditures.

### Sustainable solutions plan

The sustainable solutions plan is primarily based on the development of these solutions, but also the training of teams and man hours spent on assisting customers and suppliers. Therefore, they do not translate into significant investments or dedicated external expenses that would require formalized budget monitoring.