



Environmental and Energy Transition Policy

Driving Our Journey Toward Global Net Zero

September 2025



**At Sonepar, sustainability is more than a commitment;
it is a core value that drives our business forward.**

Positioned at the heart of the electrical ecosystem, we are dedicated to making sustainability a priority in everything we do. Our vision is clear: to lead the way in creating a cleaner, more responsible future for generations to come.

Sonepar's Purpose, "**Powering Progress for Future Generations**", is deeply rooted in our core activities and guides our sustainability efforts. It channels all our efforts towards addressing significant collective challenges, serving the planet and its people for decades to come.

Sonepar's sustainability strategy comprehends environmental concerns, as well as social and societal areas. We have strengthened our sustainability roadmap to align with these principles, ensuring that our efforts are comprehensive and impactful. People are at the heart of the energy transition and climate action - we can't move forward without them.

Sustainability is everyone's concern, and at Sonepar, we are committed to making a difference. **Join us on this journey towards a more sustainable future.**

Sara Biraschi-Rolland

Chief People and Engagement Officer



Jessica Lam

SVP Sustainability



Committed to the planet and its people.

In today's rapidly evolving world, organizations must remain agile and responsive to both internal and external challenges. At Sonepar, we have strengthened our sustainability strategy to align closely with our Purpose: **"Powering Progress for Future Generations."** This strategy is anchored in our Bold Commitments - a set of six priorities that reflect our dedication to people, the planet, and society as a whole.

We are proud to have our greenhouse gas emission targets validated by the Science Based Targets initiative (SBTi), ensuring our efforts are aligned with the latest climate science. By 2030, we aim to significantly reduce emissions from our operations, contributing meaningfully to the global fight against climate change.

We are equally committed to people : no energy transition or climate strategy can succeed without placing the people who lead and implement change at its core. We foster a safe, inclusive environment where everyone feels valued and respected, in line with our culture of sustainable performance.

Our commitment extends beyond our borders: we support communities through education programs within our ecosystem, opportunities for vulnerable people, and aid in the aftermath of natural disasters.

At Sonepar, we are confident in our direction and determined to make a real, lasting impact. **Together, we are building a more sustainable and inclusive future.**

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Our Purpose and Bold Commitments



Six bold commitments to make our Purpose both concrete and tangible

To root our Purpose in our core activities, Sonepar has set five impactful, Group-wide commitments, engaging associates and stakeholders around common initiatives and goals. Colam Entrepreneurs has set a sixth commitment.

Continuous Education

By 2028, Sonepar intends to provide annual sustainability training for all associates. Our salesforce will be the best-trained in the electrical distribution industry to promote sustainable solutions.



Inclusivity

By 2028, Sonepar aims to foster an inclusive and safe environment for all associates, ensuring fairness, based on merit and our sustainable performance culture.



Sustainable Customer Journey

By 2028, Sonepar intends to provide each customer with the lowest CO₂ alternative for every quotation.



Communities

By 2028, Sonepar intends to create the Sonepar Powering Community Program in every country in which it operates. This program will create and support dedicated education programs in its ecosystem, provide opportunities to vulnerable people, and offer aid after natural disasters.



Product Circularity

By 2028, Sonepar intends to use 100% packaging coming from recycled materials and to recycle 100% of products returned to Sonepar by customers.

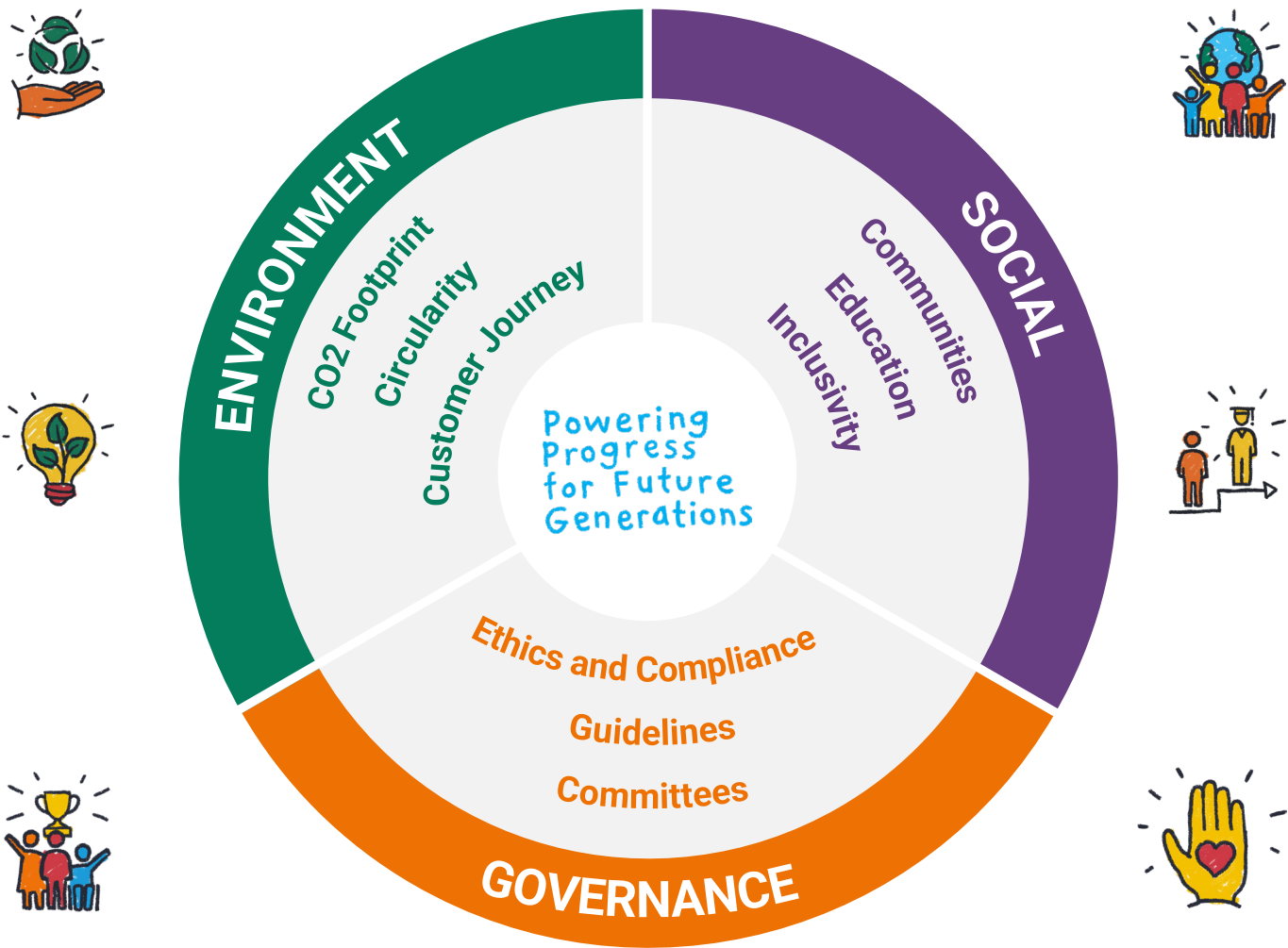


Colam Family Sharing

As of 2024, Colam Entrepreneurs will share value creation by expanding the annual grant of free shares to all Sonepar's associates.



Sustainability with Purpose



Our Sustainability framework is grounded in Purpose and structured around three pillars, each driving meaningful progress:



Environment

Reducing CO₂ footprint, embracing circularity, and shaping sustainable customer journey.



Social

Empowering communities through education, inclusion, and local engagement.



Governance

Upholding ethics and compliance, fostering transparency through committees, and promoting knowledge sharing.

Sonepar's Vision



Sonepar wants to leverage its leadership as an electrical distributor to help reduce the carbon footprint of its value chain.

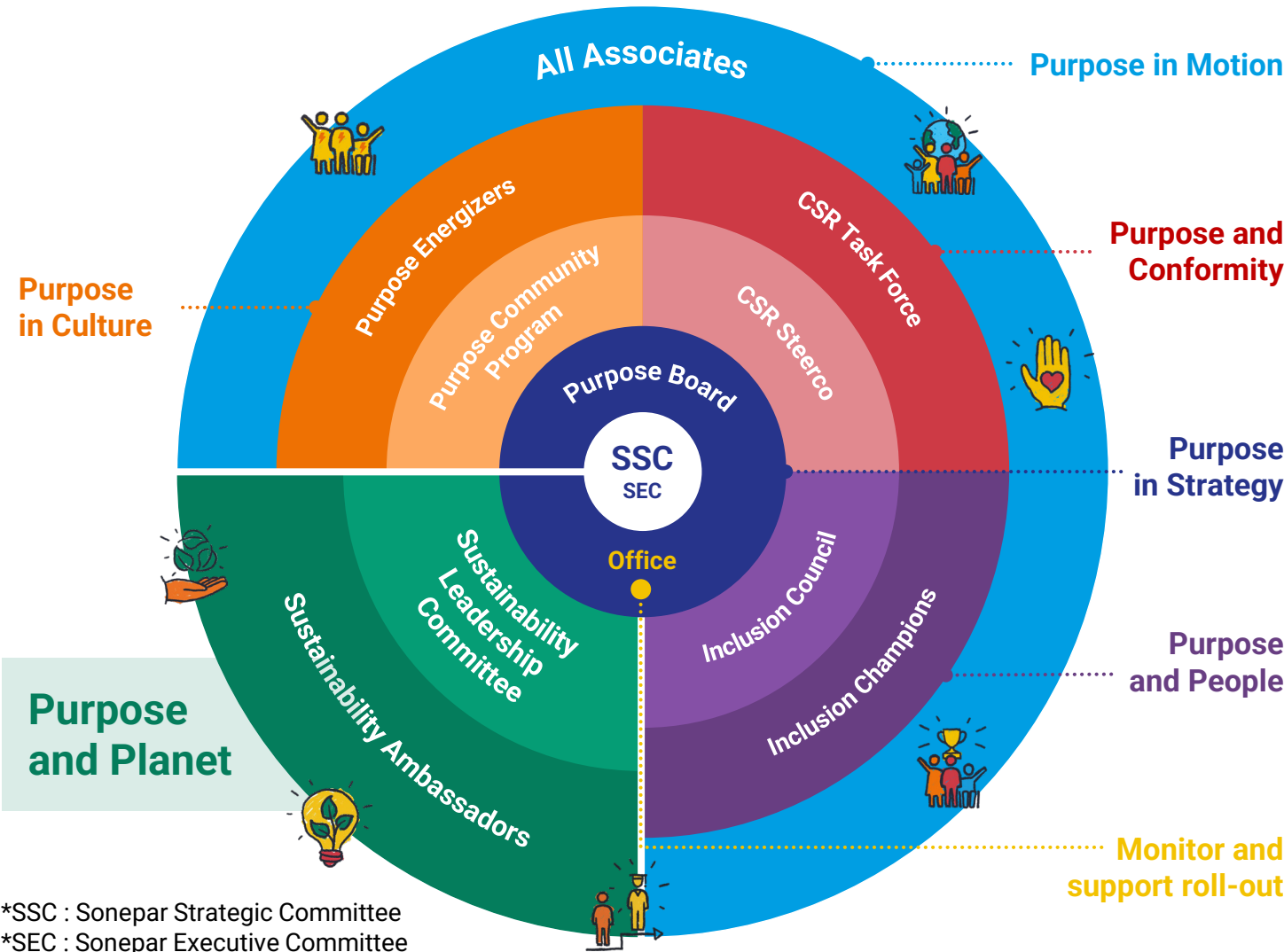


Sonepar is uniquely positioned to drive the growth of renewable and energy-efficient solutions that benefit both customers and the environment. Our ambition is to become the world's leading electrical distributor **accelerating the transition to clean energy, a circular economy, and net-zero emissions.**

To achieve this, we are engaging our full network—from our diverse customer base to the world's top electrical equipment manufacturers—while empowering our 46,000 associates to implement our **Global Net Zero Standard program** across the value chain.

We are committed to **reducing CO₂ emissions** in line with science-based targets designed to limit global warming to below 1.5°C (*Scope 1&2*) and 2°C (*Scope 3*). At the same time, we are promoting circularity across the entire product lifecycle to minimize waste and maximize resource efficiency.

Sustainability & Purpose Group Governance



*SSC : Sonepar Strategic Committee
*SEC : Sonepar Executive Committee

The **Sustainability & Purpose governance model** is structured around collaboration, strategic alignment, and engagement across all levels of the organization. It ensures **our Purpose** is embedded into everyday actions, strategies, and responsibilities.

- **Core Governance**
SSC* / SEC*: Strategic decision and coordination.
Purpose Board: Set direction & ensure alignment
- **Purpose & Planet**
Focus: Sustainable action & practices
- **Purpose in Culture**
Focus: Embed purpose in culture & leadership
- **Purpose & Conformity**
Focus: Ethics, compliance & Corporate Social Responsibilits (CSR)
- **Purpose & People**
Focus: Equity, inclusion & belonging
- **All Associates**
The outer layer represents company-wide involvement and empowerment in bringing the purpose to life.



Since 2019, Sonepar has created a network in every country to achieve its sustainability goals



Sonepar has set up a dedicated department to manage the Group's sustainability strategy. Its environmental policy applies to the 46,000 associates present in 40 countries.

The **SVP Sustainability** coordinates actions under the supervision of the **Chief People and Engagement Officer**, a member of the **Strategic Committee** and **Executive Committee**.

At a local level, the **Company Executives** report on the commitments, action plans and results of the "Planet" pillar of the **Impact strategic plan** at Country Board meetings.

The Group is supported by a network of **31 internal experts** worldwide to form the **Sustainability Leadership Committee (SLC)**.

This network is itself supported by more than 130 ambassadors representing operational subsidiaries.

The Committee meets once a year to review the progress of projects. A monthly meeting is also held to discuss new issues, monitor action plans, address specific subjects and respond to problems.

The strategy is also presented each year to the **Corporate Board**.

Planet Ambition: Our Priorities and Group Targets

Energy Transition Reducing our carbon footprint	 	Green electricity* purchased	85% of electricity consumption by 2030	
		Own renewables production	15% of electricity consumption by 2030	
		Low carbon cars	100% of company cars with low carbon technologies by 2030	
		LED lighting	100% deployed by 2025	
		Buildings with energy management system	100% of buildings using energy management systems by 2030	
		Upstream transport data quality	Calculation method based on tons and km by 2026	
		Downstream transport data quality		
Energy Transition Becoming a circular hub		Waste recovery ratio	100% waste recovery from CDCs (0 landfill) by 2030	
		Recycled packaging purchase	100% by 2028	
		Returned product recycled or resold via circular service	100% by 2028	
Engage With our Stakeholders towards a more sustainable future		Energy Transition Academy	100% of our associates trained on our modules on CO ₂ footprint and Circularity	
		Annual sustainability trainings	100% of associates by 2028	
		Sales force trained on sustainable solutions	100% of sales force by 2028	
Responsible Consumption: Promoting sustainable consumption	   	Sonepar's Green Offer Proposing the lowest CO ₂ alternative in each quotation by 2028		

*Green electricity: electric power generated from renewable energy sources

Planet Ambition: Our Priorities and Group Targets

Reduce impacts and take steps towards the Global Net-Zero Standard.

Sonepar wants to set an example for its ecosystem and implement technologies that reduce its impacts. Sonepar focuses on reducing its carbon footprint, which propels the Group to reduce waste and define a roadmap in line with the 1.5°C target validated by the SBTi.



100% Green electricity* including 15% of own production by 2030

Sonepar aims to consume 100% of green electricity across its operations. This includes electricity from green providers or from its own production for at least 15%.



100% Low Carbon Cars by 2030

Sonepar's goal is to have 100% low carbon cars in its internal fleet: electric, plug-in hybrid or ethanol.



The lowest CO₂ alternative in each quotation by 2028

Sonepar's goal is to transform its supply chain to promote products with environmental performance throughout its omnichannel.



100% Energy management by 2030

Sonepar intends to have an energy management system in 100% of its warehouses in order to better manage and control the energy consumption.



100% LED Lighting by 2025

Sonepar plans to have 100% LED lighting in every building.



100% Waste recycling in warehouses by 2030

Sonepar targets 100% of waste recycling in warehouses.

These actions are **priorities** that must be taken by every country in the Group.

*Green electricity: electric power generated from renewable energy sources

Sustainability Map: Our Commitments in Action



All countries and associates take part into this initiative and act towards these objectives.

More than **300 initiatives** already in place are available here:

 [Sustainability Initiatives](#)

Energy Transition: Our Group emissions and reduction targets

Scope 1 & 2

197 KTCO₂e (0.4%)



Internal fleet



Energy and refrigerants



Electricity



Scope 3 upstream

1,729 KTCO₂e (3.1%)



Packaging and waste



Commuting



Resource extraction



Upstream logistics



Product purchases



Immobilization

Total scope 1, 2 & 3
Group emissions:

55,411 KTCO₂e



-13.5% by 2030

Scope 3 downstream

53,485 KTCO₂e (96.5%)



Third-party logistics



Use of sold products



Products end-of-life



-46.2% by 2030

In December 2022, the Group joined the Science Based Targets initiative (SBTi) and pledged to set carbon reduction targets in line with the Paris Agreement to limit global warming to 1.5°C. The Group has since set 2030 carbon reduction targets* for Scopes 1, 2 and 3.

* The Group plans to recalculate emissions for the reference year to take into account changes in scope and methodological improvements that have significantly increased emissions since 2019. This new reference year and calculations will be submitted to the SBTi in 2025.



-13.5% by 2030

2019 - baseline

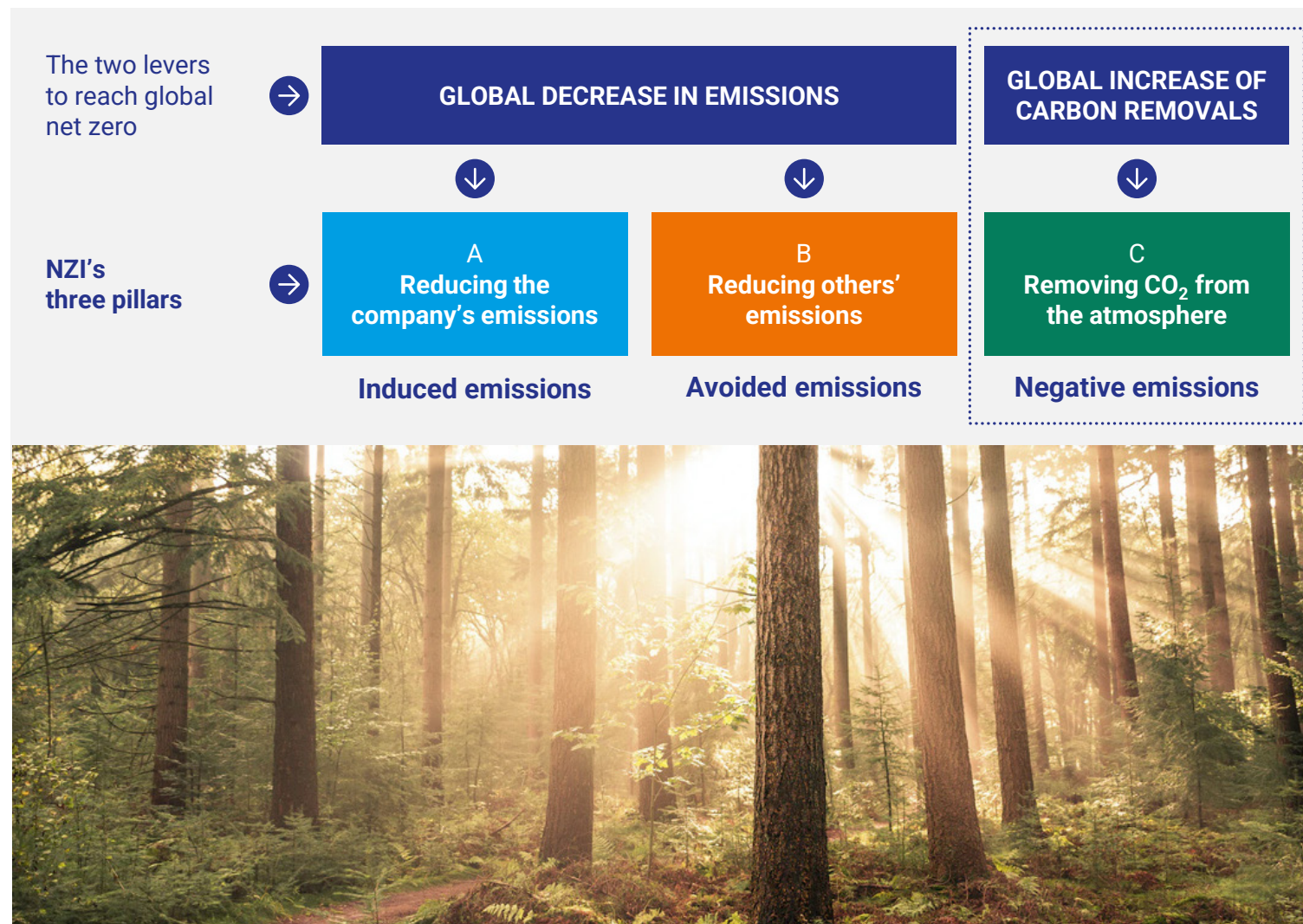
Energy Transition: Our Global Net Zero approach

Sonepar is working to reduce its carbon impact by following the principles of the Global Net Zero Initiative (NZI).

It is a unique framework for the private sector to work towards the only meaningful carbon neutrality: that of the planet.

Sonepar is focusing its strategy primarily on reductions and avoided emissions. To contribute on a voluntary basis, countries should select nature-based (forestry, mangrove), multi-impact projects combining climate, biodiversity, and socio-economic benefits.

These projects should pass NZI's six criteria : Additionality, Measurability, Permanence, Unicity, Transparency and Verifiability. The Carbon Removals Guidelines to vet these projects is available in the sustainability department.



Energy Transition: **Circularity Services**

Sonepar has a **global network** of 188 distribution centers and warehouses as well as 2,400 branches, which represent “**points of contact**” through which the Group offers its customers services that foster the circular economy.

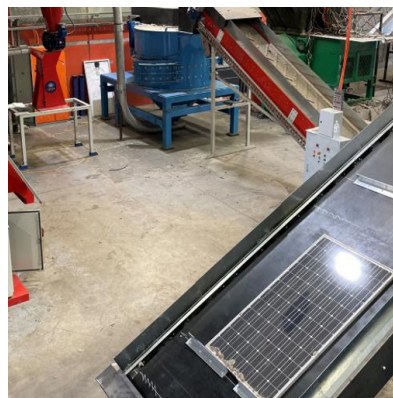
Sonepar engages its associates in the development of **sustainable actions and solutions** for customers to give products a second life. This includes product collection for recycling, product repair services and a pilot project to sell second-hand products. Sonepar wants to **accelerate partnerships with suppliers** to better structure waste collection and develop new models to **extend the product's life within its value chain**.



Product
Circularity

By 2028, Sonepar intends to use packaging made from 100% recycled materials, and to recycle 100% of products returned to Sonepar by customers.

Some local examples for our customers in the building sector...

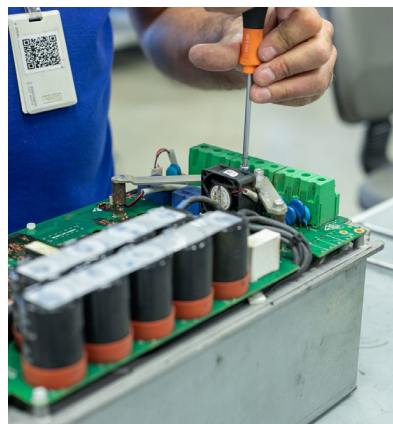


RENEWABLE
ENERGY

The installer **returns** the PV panels to Sonepar, who stores them in a **dedicated bin**.

The partner comes to Sonepar to collect the bin when it is full and recycles the materials.

... and the industry



INDUSTRIAL
CONTROLS &
AUTOMATION

When a product malfunctions, a customer can ask for an onsite service to **maintain, repair, refurbish**, or even bring the product to the **repair center**.

Sonepar's dedicated brand-certified technicians repair, remanufacture, or refurbish products.

Engaging with stakeholders: Energy Transition Academy

ENERGY TRANSITION ACADEMY

SUSTAINABILITY



We aim to train Sonepar's

46,000

associates to promote best practices.



ENGAGE

ENERGY TRANSITION ACADEMY

CIRCULARITY



Sonepar has developed the **Energy Transition Academy**, which aims to accelerate a change in corporate culture by creating a generation of responsible, driven advocates, and educating all associates.

In 2024, **81%** of our associates have been trained on Sustainability and **88%** on Circularity.



Continuous Education

By 2028, Sonepar intends to provide annual sustainability training for all associates. Our salesforce will be the best trained in the electrical distribution industry to promote sustainable solutions.

Engaging with Local **Communities** – Focus Natural Disasters



Sonepar is aware of the increasing frequency of **natural disasters** and recognizes the urgent need to act swiftly to support **resilience** and **sustainability**.



By 2028, Sonepar intends to create the Sonepar Powering Community Program in every country in which it operates. This program will create and support dedicated education programs in its ecosystem, provide opportunities to vulnerable people, and offer aid after natural disasters.



24
Countries*



215
Initiatives



107 068
Beneficiaries



**DEDICATED
EDUCATION PROGRAMS**

49
Initiatives

27 724
Beneficiaries



**OPPORTUNITIES TO
VULNERABLE PEOPLE**

153
Initiatives

78 683
Beneficiaries



**AID AFTER
NATURAL DISASTERS**

49
Initiatives

661
Involved
associates

*Based on the countries that participated in the 2024 Global Communities Survey
Coverage: 24 countries representing 71% of total population



Biosphere integrity including Biodiversity loss and extinction is one of the nine **planet boundaries** which is at very high risk today. The impact of human activities in the past 50 years has increased the **risk of abrupt and irreversible changes affecting biodiversity**.

Sonepar has a **role to play** to limit its impact on ecosystems and biodiversity loss.

In 2023, the Group launched a **biodiversity screening** on its activities to evaluate those that are most impactful.

The methodology used is based on the Science Based Targets Network which

extends the SBTi's scope with an emphasis on nature in **5-steps**: Assess, Interpret & Prioritize, Measure set & disclose, Act, Track.

The main impacts from the initial screening are coming from:

- **Climate change** due to emissions
- **Water and land use, water and soil pollutants** due to raw material extraction, especially rare metals, and manufacturing

To reduce impacts or contribute to the preservation of biodiversity, the next step is to guide and support countries proposing impactful initiatives on a voluntary basis on four areas:



Water and Air Pollution



Due to the nature of most of its processes, water is not generally a critical resource for Sonepar. As a retailer, the group has very few emissions linked to **highly polluting industrial processes**.

Sonepar strongly engages its associates to “**respect the environment in conducting Sonepar’s business activities**”, with particular attention to minimizing water and air pollution. Similarly, Sonepar expects its suppliers to “respect their environment and actively work to reduce environmental impacts,” especially those related to emissions and wastewater resulting from their operations.

Water consumption is part of the **Key Performance Indicators** reported in the CSR report.

An aerial photograph of a large, circular, concrete-lined well. The well is filled with dark water. A group of approximately 20 children are sitting on the concrete rim of the well, looking down into the water. The surrounding ground is dry and dusty.

**Water and
air pollution**
are two of the biggest
challenges we need to
face today.



Responsible Consumption: Product Carbon Footprint

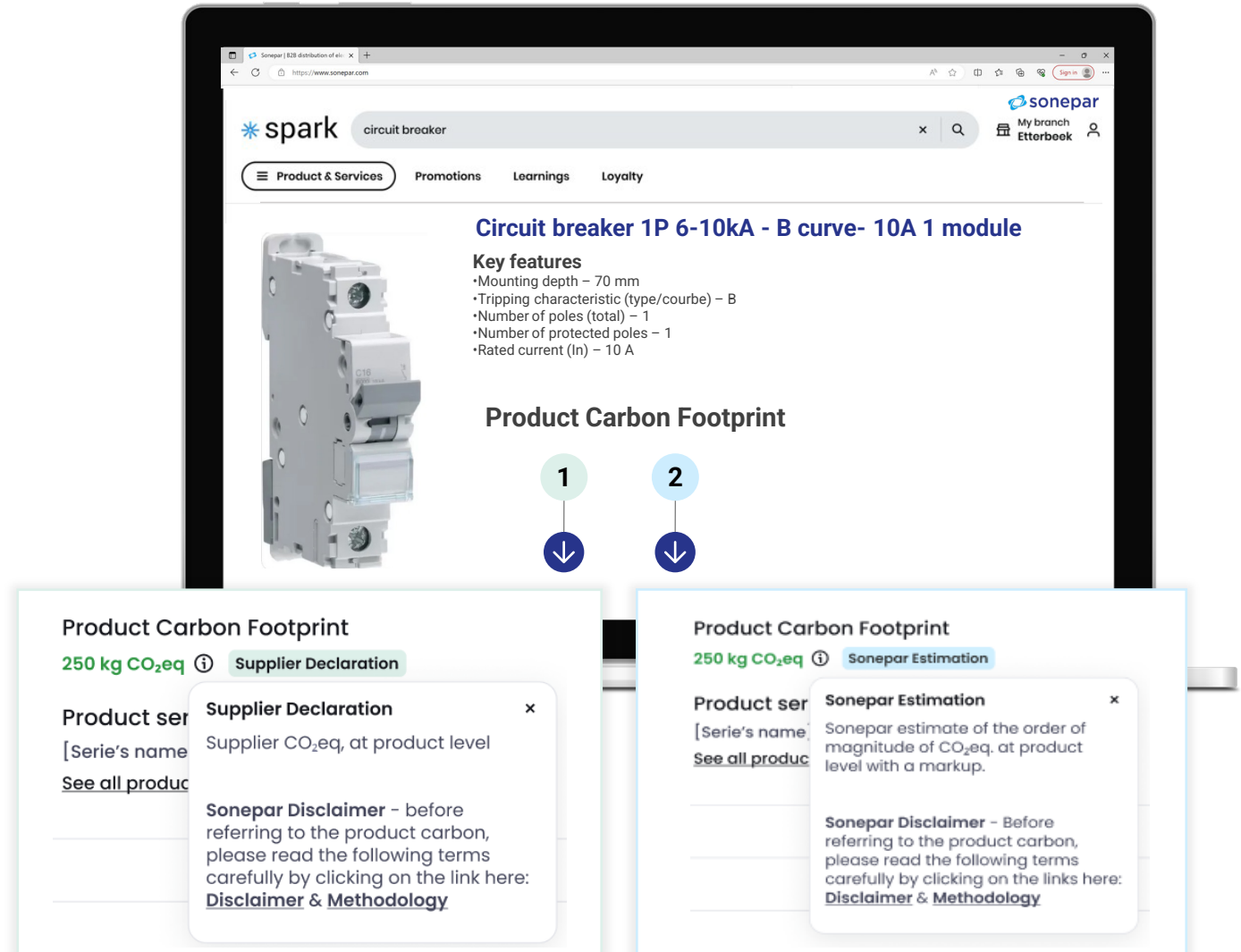
More and more customers, **small, medium and large installers** as well as **industrial companies** are asking for comprehensive CO₂ information to manage their carbon footprint.

Sonepar is accelerating its efforts and launching the **Product Carbon Footprint**, to scale KgCO₂-equivalent (KgCO₂-eq) data across its catalog.

When Sonepar receives the Environmental Product Declarations (EPDs) on a product from a supplier, the CO₂ data is presented with a **Supplier Declaration icon**.

When unavailable, Sonepar provides a supplier agnostic order of magnitude of KgCO₂-eq emissions at the product's level by making estimations based on available information. The CO₂ data is displayed on the Product Page, with a **Sonepar estimation icon**. It is calculated over the whole life cycle of the product and includes a markup to consider any additional uncertainty compared to EPDs.

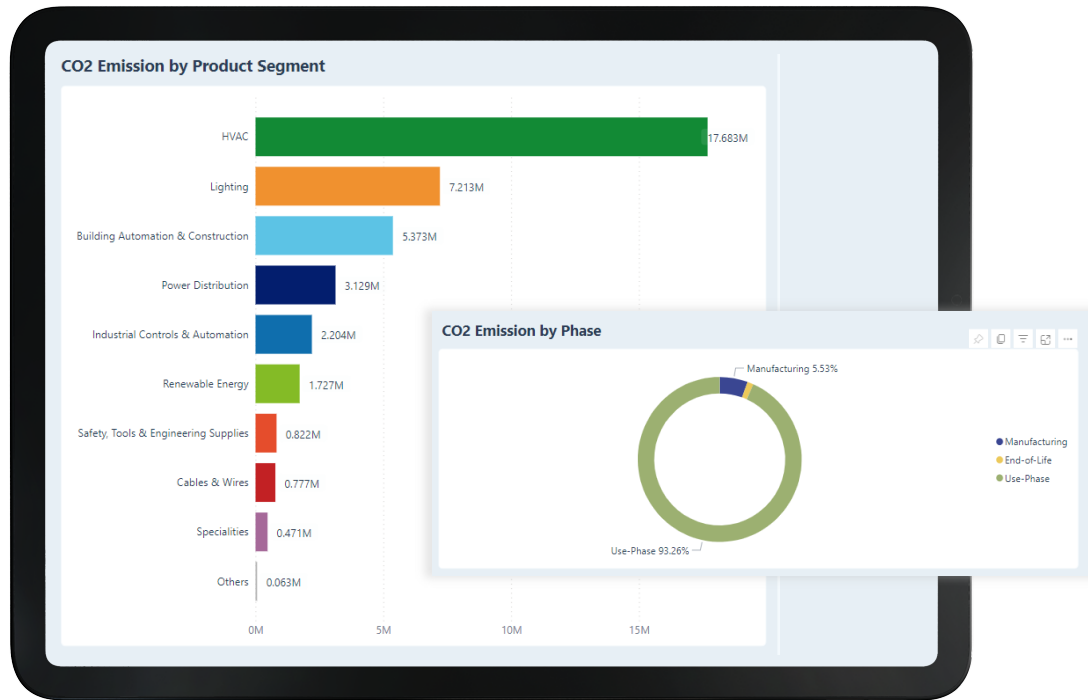
The goal is to help customers aggregate KgCO₂-eq data to calculate the total life-cycle emissions on quotes, large-scale projects or entire buildings.



The screenshot shows the Sonepar website interface for a 'circuit breaker' product. The product page includes a title 'Circuit breaker 1P 6-10kA - B curve- 10A 1 module', a list of key features (Mounting depth, Tripping characteristic, Number of poles, Number of protected poles, Rated current), and a 'Product Carbon Footprint' section. Two callouts are shown below the product page:

- Callout 1 (Supplier Declaration):** Displays 'Product Carbon Footprint 250 kg CO₂eq' with a 'Supplier Declaration' icon. It includes a 'Supplier Declaration' box with the text 'Supplier CO₂eq, at product level' and a 'Sonepar Disclaimer' box with the text 'Before referring to the product carbon, please read the following terms carefully by clicking on the link here: [Disclaimer & Methodology](#)'.
- Callout 2 (Sonepar Estimation):** Displays 'Product Carbon Footprint 250 kg CO₂eq' with a 'Sonepar Estimation' icon. It includes a 'Sonepar Estimation' box with the text 'Sonepar estimate of the order of magnitude of CO₂eq, at product level with a markup.' and a 'Sonepar Disclaimer' box with the text 'Before referring to the product carbon, please read the following terms carefully by clicking on the links here: [Disclaimer & Methodology](#)'.

Responsible Consumption: **Impact Tracker**



The **Customer Impact Tracker** dedicated to **large customers** is based on a similar principle than the **Product Carbon Footprint**. It helps customers track the CO₂ of purchased goods and services and provides customers with detailed reports. The methodology is based on a LifeCycle assessment. Therefore, customers can reduce their impact by prioritizing product families with the lowest emissions.

In its development strategy, Sonepar focuses on developing environmentally responsible products to accelerate the energy transition.

In 2024, Sonepar generated
€1.4 billion
in sales of renewable energy products and €2.8 billion in sales of energy efficient solutions.



Responsible Consumption: **Green Offer**



Sonepar has developed its **Green Offer**, a methodology and **environmental indicator** customers can use to compare a product's CO₂ rating and therefore reduce their impact by choosing the **most sustainable products and solutions**.



Sustainable Customer Journey

The lowest CO₂ alternative in each quotation by 2028

This **methodology** is based on four pillars:

01
Product-level granularity

Click to find out more 

02
Whole life emissions figures

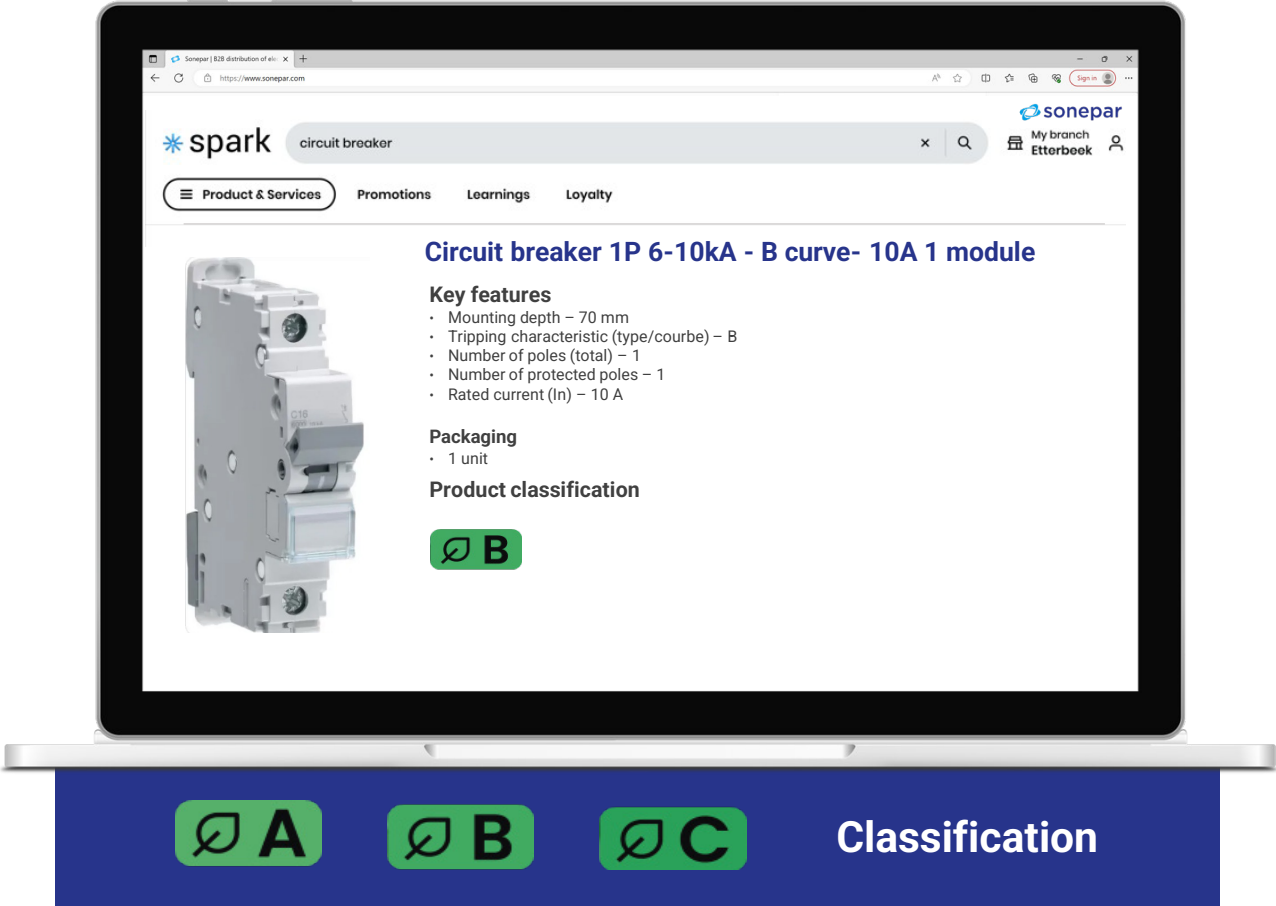
Click to find out more 

03
Like-for-like comparison

Click to find out more 

04
Independently verified methodology

Click to find out more 



01
Product-level
granularity

Click to find out more 


Back

Product-level granularity

Sonepar's Green Offer methodology calculates emissions directly at product level. This enables customers to compare products based on their emissions. It also allows them to measure their projects' overall footprint by aggregating products' impacts.

02 Whole life emissions figures

Click to find out more 



Back

Whole life emissions figures

Sonepar's methodology covers the entire lifecycle of products, including the manufacturing, transport, usage and end-of-life stages.

03 Like-for-like comparison

Click to find out more



Back

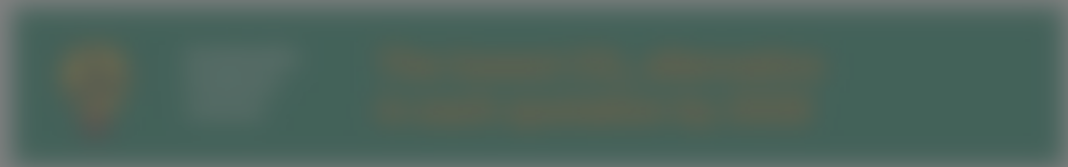
Like-for-like comparison

The suppliers provides Sonepar their environmental product declarations and their products' technical features.

The Green Offer methodology allows to harmonize this data. As a result, customers can compare two products on an equivalent basis.

Limitations to the Green Offer methodology are detailed in an *ad hoc* disclaimer accessible to clients via a hyperlink.

While the result of the Green Offer is a simple environmental indicator, its production requires complex data and calculations. Sonepar's methodology has therefore been independently verified by a third party expert.



Click to find out more

Click to find out more

Click to find out more

Click to find out more

Click to find out more

Click to find out more

04 Independently verified methodology

Click to find out more 



Back

Independently verified methodology

While the result of the Green Offer is a simple environmental indicator, its production requires complex data and calculations. Sonepar's methodology has therefore been independently verified by a third party expert.

Initiatives Sonepar adheres to



Energy Transition

The baseline year for the 2030 targets is 2019. Sonepar uses a **market-based** method to calculate and report **Scope 2 Greenhouse Gases emissions**.

Location based approach	Market based approach
reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data)	reflects emissions from electricity that companies have purposefully chosen (Renewable Energy Certificates, PPA)

Sonepar follows the GHG protocol to report its emissions. CO₂ data collection is managed both locally by **Sustainability leaders** and at Group level for the products and immobilization categories. Some data can be estimated when not available at the time of the reporting.

Global Net Zero:

Net Zero means reducing Scope 1,2,3 emissions as much as possible close to zero and making a contribution to the remaining emissions with carbon removal projects. The Global Net Zero is only relevant at a Planetary level.

[Net Zero Initiative \(net-zero-initiative.com\)](https://net-zero-initiative.com)

Product Carbon Footprint

The Product Carbon starts with displaying **Sonepar’s suppliers** Environmental Product Declaration KgCO₂-eq. When the data is not available Sonepar performs regressions using its own developed methodology on available data to get **orders of magnitudes at product level over its whole lifecycle**.

The Green Offer starts with **Sonepar’s suppliers**, which have CO₂-eq data from Environmental Product Declarations or Life Cycle Assessments. They share this data with Sonepar, which ensures data is complete for all-lifecycle stages. Sonepar takes this data and applies its own developed methodology to get a comparable **calculation of KgCO₂ equivalent (KgCO₂-eq) for the product over its whole lifecycle**.

The carbon footprint unit is in **kgCO₂-eq** which includes CO₂ but also other greenhouse gases identified by the IPCC (Third Assessment Report, 2001).

This Environmental Policy is to be revised regularly when significant change is required.

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