



Shaping Transformation

2023/2024 Sustainability Report

Sonepar Deutschland GmbH, Sonepar Österreich GmbH, Sonepar Suisse AG,
Sonepar Česká Republika spol. s.r.o., Sonepar Hungary Kft.

Contents

About this report How this report was prepared, how we identify and analyze stakeholder demands – and what our key topics are.	9	People What contribution we make to society, what we do for secure jobs and healthy employees, and what opportunities we offer so that everyone can grow and develop according to their individual strengths	46
Economy Information about our economic performance, our supply chain, and ensuring ethical conduct	25	Appendix Facts and figures, our sustainability program, and certificates	60
Environment Our contribution to environmental and climate change mitigation as well as the sensible use of natural resources	32		

Shaping Transformation

It's human nature to view change as a risk – at least initially. Because change means uncertainty, abandoning the status quo, and leaving our comfort zone. But these are precisely the steps we need to take – in business, in politics, in society. After all, this is the only way to keep our planet viable for future generations. At Sonepar, we want to actively shape this transformation. We do so by presenting our customers in the trades, commerce, and industry with new opportunities to benefit from sustainability in their day-to-day business: with products that have been produced responsibly, that can reduce energy costs, and that can even be recycled in many cases. We also offer digital services that can make processes more efficient or conserve natural resources. With this approach, transformation no longer feels like a risk; instead, it is an opportunity for meaningful growth. And you will find numerous examples of this growth in our sustainability report.

Kind regards,



Manuel Haber
President
Sonepar Germany



Johannes Kuschel
Senior Vice President Finance
Germany & FP&A



Ulf Böing
Senior Vice President
Sales Industry Sonepar Germany



Jiří Louda
President
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Uwe Klingsbigl
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Sonepar Austria



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President
Sonepar Switzerland

Shaping Transformation

What changes are in store for us in the electrical industry – and how can Sonepar help its customers in industry, commerce, and specialized trades to tackle the challenges that always come with change? We spoke to the new Managing Director of Sonepar Deutschland GmbH, Manuel Haber, about this subject.

Mr. Haber, you recently experienced a “transformation” of your own...

Manuel Haber: (laughs) Well, I hope I haven't actually changed all that much as a person. But I know what you're referring to – my new position as President. It's true that the beginning of this year was a real challenge for me.

So you had a lot of sleepless nights?

No, I wouldn't say that. I've been at Sonepar for over ten years, and with every new role, I always took on more responsibility. In that sense, becoming President was a big step, of course, but it was also the logical progression of my work at the company.

What changes are you anticipating in the industry over the next few years?

Electrical engineering is an interdisciplinary technology,

with applications across many trades and industries; in that sense, it helps enable social transformation. That's why I expect that the “wheel of innovation” will turn a little faster in our industry than in others – meaning that the half-lives of technological innovations will get even shorter.

What does this mean for your customers?

Our customers are facing significant cost pressure, so their main concern will be ensuring that they can confidently separate the wheat from the chaff when it comes to choosing from the enormous range of electrical and electronic technologies. For example, they might ask themselves: Is it worth retrofitting my production facility with LEDs? Which automation solution is right for my process? Which standards and directives are applicable in my case? And what sort of funding can I receive for implementing measures to improve energy efficiency?



Small and medium-sized companies, in particular, need reliable answers to all these questions. And that's exactly what we provide.

And for consumers?

This is an area where individual consultations with skilled tradespeople are becoming increasingly important. Sector coupling, sustainable energy systems, electricity for tenants, smart homes – it's all understandably overwhelming for consumers. Specialized tradespeople can help consumers navigate the confusing jungle of products and services on offer – and score points with their customers as a result.

But how are tradespeople supposed to find the time for these sorts of in-depth consultations?

I know the time pressure in the trades is immense. That's why it's so important for operational processes in that sector to change. Administrative tasks, in particular, need to be completed more efficiently.

In light of the ever-growing tangle of bureaucratic requirements, that hardly seems feasible...

Digitalization is the key. Filling out timesheets manually and then expecting the accounting department to decrypt them wastes valuable time. And there are so many more solutions that can boost efficiency: Using augmented reality to take measurements, procuring missing materials digitally, or using AI-assisted planning tools are all common approaches today. Even the interfaces between architects, government authorities, and tradespeople can be standardized and digitized. And rather than having an employee spend hours wiring control cabinets, you could order the control cabinets from us – fully customized and

pre-configured. All of this saves time – time that can be invested in providing more lucrative consulting services.

Let's look inwards for a minute – how will you change the processes at your own company to meet new requirements?

We have been working on completely redefining and refocusing the roles in sales since 2024. We have also adapted our sales structure. The whole endeavor is pretty complex. But to put it simply, it's a matter of focusing more on individual employees' tasks and defining clear responsibilities. If we look at our field sales force, for example, we want to make sure they can concentrate entirely on advising customers. We've also established a specialized sales department that advises on the specific requirements of certain industries across the product range and regardless of manufacturer. And last but not least, in project sales, we are working on professionalizing the handling of our specifications and project business.

So it's like a power-up for sales...

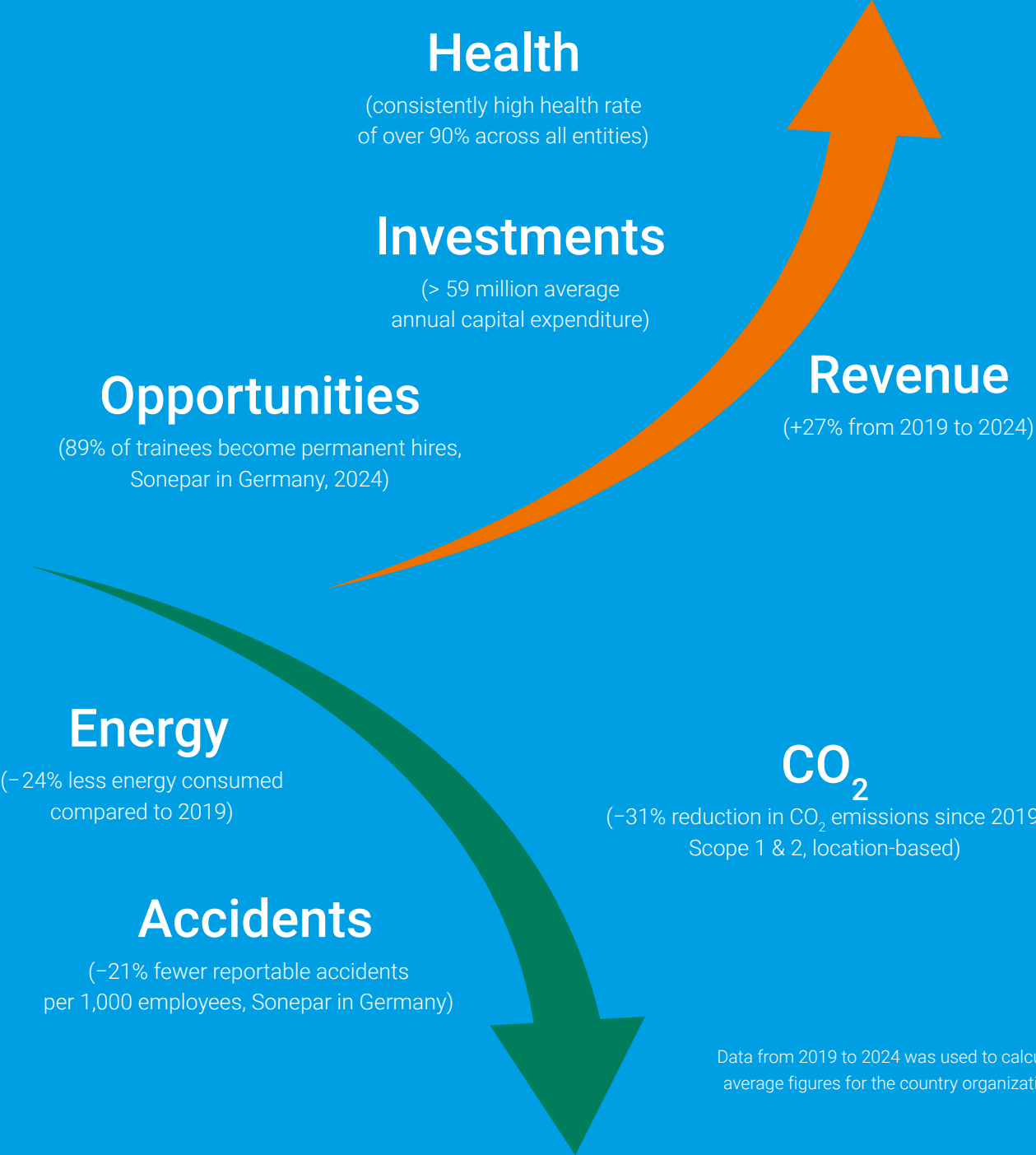
That's right, but it's about more than just power; the primary focus here is on providing quality and getting closer to our customers. All of our colleagues in sales are pulling together on this. They are there for our customers every day at our numerous locations throughout Germany, but they are also available by email or telephone. And let's not forget our five central warehouses. Our Germany-wide logistics network allows us to quickly and reliably provide our customers with the huge selection of items always available from our product range.

Mr. Haber, thank you for the interview.



Less is **more**

These figures make it clear that sustainability isn't an obligation for Sonepar – it's an opportunity. And it's a crucial factor in creating added value.



Data from 2019 to 2024 was used to calculate average figures for the country organizations.



Sunny: In Holzwickede, a large PV system with 749.36 kWp of output generates around 740,000 kWh of electricity per year. That means 130 metric tons less CO₂. A heat pump also provides environmentally friendly energy for the administration building.

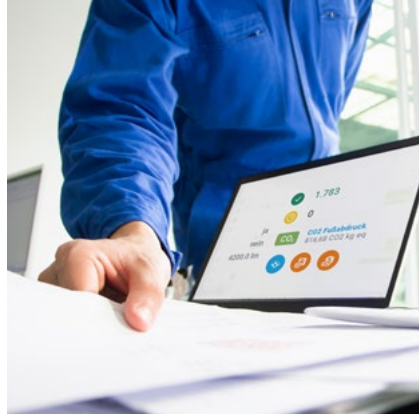


Efficient: During our energy-saving months from October 2022 to April 2023, our employees in Germany reduced their electricity and heat consumption by 9%. We are investing a portion of the money saved in helping social services providers renovate their premises to make them more energy-efficient.



Climate-friendly: Since 2023, partner meetings that we organize in Germany have been particularly climate-friendly – thanks to local catering, reusable exhibition booths, and paperless admissions, among other things. As a rule, we offset unavoidable emissions by investing in certified climate protection projects. Additionally, at our 2023 partner meeting, we gave companies the chance to calculate their carbon footprint quickly and easily. 123 customers took advantage of this opportunity.

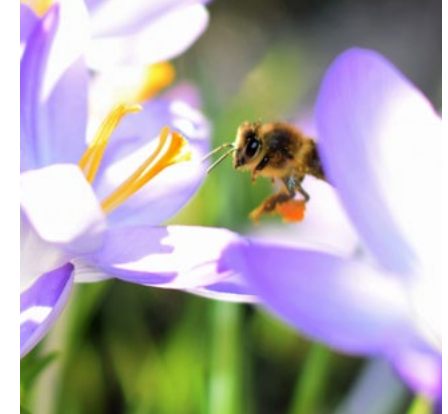
Insights



Transparent: Our "Green Offer" service will help our customers in Germany compare the carbon emissions of products across their entire life cycle. Our online shop already indicates the carbon footprint of many of our products, and we are hard at work on providing labeling for other categories.



Impressive: We take care to ensure that promotional items are as durable as possible and that, ideally, they are manufactured, packaged, and transported in an environmentally friendly manner. All trade fair advertising materials are made of sustainable materials and are produced in an environmentally friendly and responsible manner.



Diverse: Alongside our brand campaign partners in Germany, we are committed to "PROJECT 2028." The goal is to increase the bee population in Germany, Austria, and Switzerland by 10%. At our site in Goslar, for example, around 75,000 bees pollinate numerous flowering plants and crops.



Clean: With 127 electric vehicles, many of our colleagues in Germany are protecting the climate while they're on the go. We offer our colleagues and customers a Germany-wide network of charging stations at 85 of our locations – and that number is set to grow in the future. Employees can also lease bikes and e-bikes from our company at attractive rates. In 2024, 822 employees used these bikes to get around. Our employees' spouses and partners can also use this service; in 2024, 194 of them did.



Supportive: In 2023, our Austrian initiative "Markensiegel mit Herz" ("Brand with a Heart") provided EUR 15,000 to support the "Ein Funken Wärme" ("A Spark of Warmth") aid program. The organization uses the funds to pay heating and energy bills for people who would not otherwise be able to afford them.



Reusable: Cardboard boxes, disposable packaging, and non-standard pallets from suppliers are not thrown away at our locations in the Czech Republic. Instead, we reuse them to package ordered items to be sent to our branches.

Insights



Charged up: In 2023, we were the first electrical wholesaler in Germany to launch a pilot project with four hydrogen trucks. We are currently investigating a range of new approaches, from biodiesel to electric trucks, and we are reviewing ways to sensibly reduce and optimize our daily deliveries.



Climate-stable: In cooperation with our customers, brand partners, and the natureOffice climate protection agency, we have planted nearly 20,000 trees since 2021, with the goal of creating climate-stable mixed forests in Germany. These trees trap CO₂ and help improve biodiversity.



Fair points: As part of our rewards program, customers can exchange their bonus points for sustainable rewards. These products are made from environmentally friendly materials, are manufactured under fair labor conditions, and are produced in a way that conserves resources.

About this report

Basic principles of our communication
on sustainability



GRI 2-1 Organizational details

Sonepar Deutschland GmbH, based in Düsseldorf, is a leading company in the electrical wholesale trade. Sonepar supplies customers in the trades, commerce, and industry with high-quality electrical products, complete electrical solutions, and services. See page 11 for a description of our services and added value. With around 7,000 employees (FTE) in total, our entities generated revenue of €4.508 billion in 2024 (2023: €5.136 billion). In that sense, compared to 2019, we increased our revenue by 27%.

Sonepar Deutschland GmbH is part of the Sonepar Group Sonepar S.A.S., a family-run company based in Paris.

The company is the global market leader in electrical wholesale and supports business customers with products, solutions, and services. With its dense network of individual companies in 40 countries and the expertise and passion of its approximately 46,000 employees, the Sonepar Group generated annual revenue of €32.5 billion worldwide in 2024 (2023: €33.3 billion).

GRI 2-2 Entities included in the organization's sustainability reporting

Where available, data was collected from the entities shown on the left for sustainability reporting and processed for the Sustainability Report by the Sonepar sustainability team in Germany.

In each case, it is indicated whether the information applies just to one country organization or has been consolidated. The countries Germany, Austria, and Switzerland pool their sales activities in a D/A/CH partnership. If key figures apply to this partnership, this is also indicated.

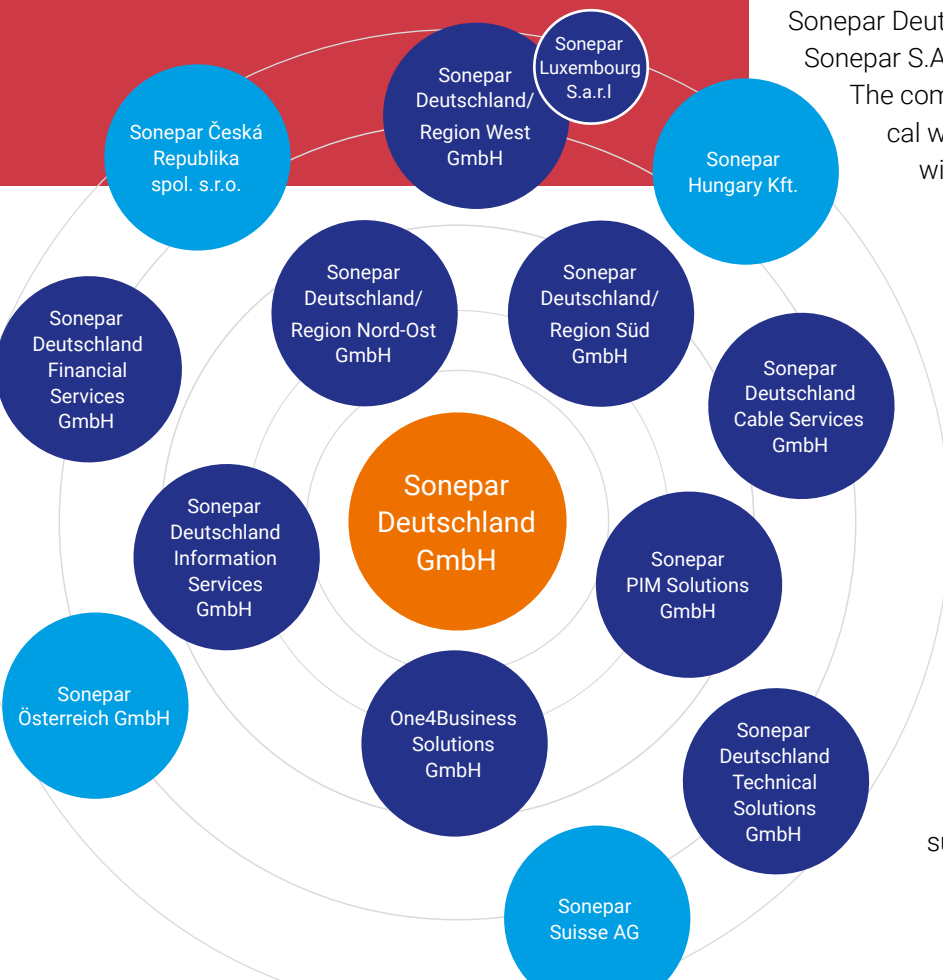
The content of the report, the key topics, objectives, and actions were jointly defined and agreed upon by representatives of all country organizations.

When weighting the contents of the report, the focus was placed on the country organization of Germany, as it is by far the strongest entity with a revenue share of approximately 80%.

GRI 2-3 Reporting period, frequency, and contact point

The reporting period extends from January 1, 2023 to December 31, 2024. We plan to publish a progress report in 2026. The release date for our next complete sustainability report has not yet been set. Our French parent company may publish a report in accordance with the ESR standard at some point in the future; this report would include information on the sustainability performance of its subsidiaries. A final decision on this matter had not yet been made at the point when this report was finalized.

The sustainability team appointed by the Executive Management is responsible for the content of this report and will be happy to answer any questions: nachhaltigkeit@sonepar.de



GRI 2-4 Restatements of information

During a subsequent audit by an auditor, it became apparent that the environmental metrics for 2019 were based on slightly different data and acquisition methods than the key figures for other years. Consequently, we have harmonized the data and acquisition methods accordingly. As a result, individual data reported for the year 2019 in this report differs from the data reported for the same year in previous publications.

Annual targets aimed at a long-term goal indicated in % will be adjusted for the coming year to indicate the current progress made toward achieving said goal. Consequently, individual objectives indicated in previous publications may vary.

GRI 2-5 External assurance

We have decided against an external audit of this report. The reason for this is that our French parent company is currently considering centralized reporting in accordance with the ESR standard for all subsidiaries. Even if the decision has not yet been made at the point when this report was finalized, an external audit for a report by Sonepar Deutschland GmbH would have entailed additional and unnecessary effort and expense. In order to conserve financial and human resources, we have made the pragmatic decision to update the last complete Sonepar Deutschland GmbH sustainability report (prepared according to the GRI standard).

GRI 2-6 Activities, value chain, and other business relationships

As the market leader in electrical wholesale, we supply our customers in the trades, commerce, and industry – as well as local government authorities – with high-quality branded products, covering everything from installation materials such as cables and wires, lighting, and power tools to systems for building management and industrial automation, electric vehicles, and the use of renewable energy. Our product range can be viewed online at: www.sonepar.de/c/produkte

More than just products: integrated solutions

We also combine products from a wide range of product lines to create integrated solutions. In addition to this, we offer comprehensive services and support. These include individual consultations, partner programs, configuration tools, apps, and rental containers, machines, and equipment. An overview of the services available in Germany can be found here: www.sonepar.de/c/services-loesungen

The range of services offered varies widely depending on the country organization. Customers in Germany, Austria, and Switzerland have access to the full range of services, while some services are not yet fully available in the Czech Republic and Hungary. We will continue to standardize our portfolio. The goal is for all customers anywhere in the world to be able to access identical services and support.

Uncompromising brand quality

We source our products from around 4,000 suppliers, mainly from the EU. The entire range comprises over 1 million products, with the standard range including



around 500,000 products. We keep around 100,000 of these products available as numbered and active items in our central warehouses. Our customers buy or order the goods in the Sonepar online shop, by phone, or in person at a branch. Convenient interfaces make our shop easy to integrate into inventory management systems. We can usually deliver the ordered goods to one of our branches or to our customers within 24 hours – either through our own shipping system or via logistics partners.

Sonepar's basic purchasing policy guidelines apply equally to all country organizations. In this respect, there have been no significant changes in the value chain compared to the last sustainability report. We mainly source our products from renowned brand

manufacturers in Europe, which reduces the complexity of our supply chain. This also minimizes the risk of violations of our sustainability requirements, which are laid out in our Code of Conduct. All of our suppliers must comply with this Code. However, we cannot completely rule out sustainability risks in our suppliers' upstream supply chain – as a wholesaler, we are reliant on our partners' impeccable conduct, and we depend on them to provide correct information. We actively counteract these risks and reduce them to a minimum with our risk management approach, as well as by establishing fundamentally trusting, long-term, and transparent collaboration.

GRI 2-7 Employees

Our workforce is structured as shown on page 13. Changes are the result of natural fluctuation. We unfortunately had to cut jobs due to the closure of our logistics site in Hof effective December 31, 2024. In addition, the overall difficult market environment has led to a slight decrease in the total number of employees in 2024 compared to the previous year. At the same time, the opening of a new logistics center in Werder (near Berlin) has bolstered our future viability and created 70 jobs.

Average number of employees

The FTE (full-time equivalent) unit was used to determine the average number of employees over the year. This does not describe the number of people actually employed; rather, it expresses the time that all employees have produced in total. This is calculated on the basis of the time of a full-time employee. The reporting date is December 31 of each year.

Increase in the share of women

The relatively low share of female employees in absolute terms is due to the fact that fewer women choose a career in electrical engineering overall: according to the industry association VDE (Association for Electrical, Electronic & Information Technologies), the proportion of women in the labor market for electrical engineering and information technology is only eight to nine percent, which is even lower than the percentage of women among students in this field. Regardless, we hope to continuously increase the percentage of women among our employees.

GRI 2-8 Workers who are not employees

During the reporting period, Sonepar did not employ any workers who are not employees at any of its entities. If the employment relationship was with an employer other than Sonepar – a personnel service provider, for instance – applicable social and safety standards were complied with. This is already ensured during the selection process for personnel service providers, as our Code of Conduct applies. In addition, Sonepar HR officers carry out random checks at places of work. No violations of applicable regulations are known to have occurred during the reporting period.

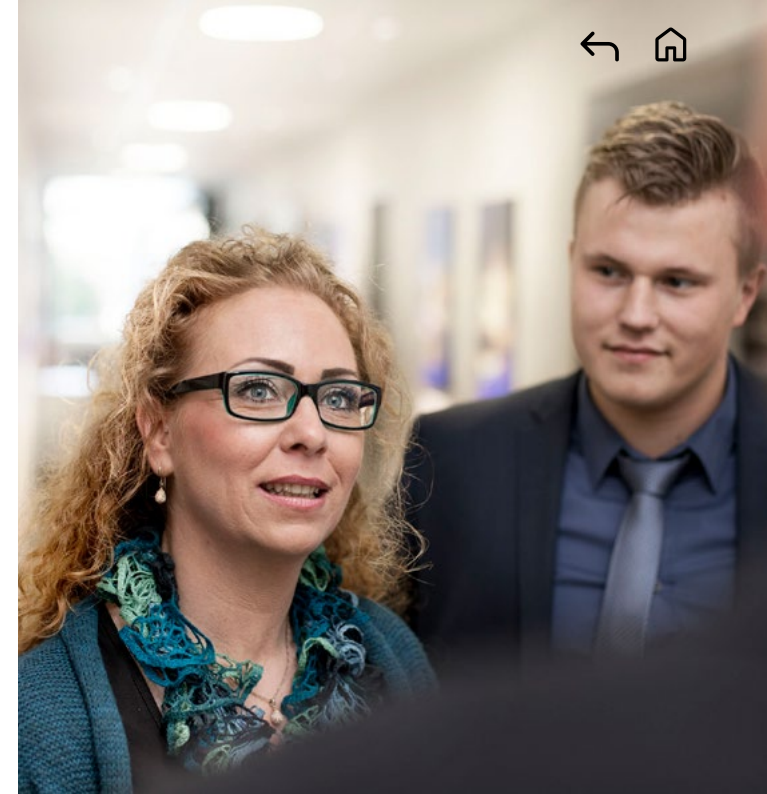
Workforce*	2019	2023	2024
Sonepar Deutschland GmbH	5,087	5,459	5,100
Sonepar Österreich GmbH	439	548	568
Sonepar Suisse AG	368	476	494
Sonepar Česká Republika spol. s.r.o.	279	308	295
Sonepar Hungary Kft.	168	248	243
Total workforce	6,341	7,039	6,700

* in FTE = in full-time equivalent

GRI 2-9 Governance structure and composition

In addition to the individual country organizations, we have established an organizational structure for managing sustainability within the Sonepar Group. Within this organizational structure, the sustainability team coordinates the implementation of all measures in line with the company's sustainability strategy. The appointed sustainability manager communicates with the head of the integrated management system, who in turn reports to management. We published detailed information on the functions and roles within this structure in an excerpt of our last complete sustainability report for the years 2021/2022. This can be found online at sonepar.de/c/ueber-uns/nachhaltigkeit. Specifically, this excerpt provides information on the nomination and selection of the highest governance body (GRI 2-10), the chair of the highest governance body (GRI 2-11), the role of the highest governance body in overseeing the management of impacts (GRI 2-12), the delegation of responsibility for

Number of employees	2020	2023	2024
Sonepar Deutschland GmbH	5,308	5,820	5,434
of which female (in %)	25.5	26.4	26.5
of which male (in %)	74.5	73.6	73.5
of which full time (in %)	85.8	86.4	85.9
of which part time (in %)	14.2	13.6	14.1
Sonepar Österreich GmbH	434	493	491
of which female (in %)	30.2	29.8	33.2
of which male (in %)	69.8	70.2	66.8
of which full time (in %)	89.8	90.9	90.1
of which part time (in %)	10.2	9.1	9.9
Sonepar Suisse AG	433	528	534
of which female (in %)	23.8	24.5	23.2
of which male (in %)	76.2	75.5	76.8
of which full time (in %)	74.4	n.a.	n.a.
of which part time (in %)	25.6	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.	252	314	296
of which female (in %)	18.6	24.5	26
of which male (in %)	81.4	75.5	74
of which full time (in %)	81.3	98.7	98.7
of which part time (in %)	18.7	1.3	1.3
Sonepar Hungary Kft.	206	247	238
of which female (in %)	32.0	28.5	27.7
of which male (in %)	68.0	71.5	72.3
of which full time (in %)	99.5	95.9	97.5
of which part time (in %)	0.5	4.1	2.5
Total	6,633	7,402	6,993
of which female (in %)	25.6	26.5	26.7
of which male (in %)	74.4	73.5	73.3
of which full time (in %)	85.5	88.6	88.2
of which part time (in %)	14.5	11.4	11.8



managing impacts (GRI 2-13), the role of the highest governance body in sustainability reporting (GRI 2-14), possible conflicts of interest (GRI 2-15), the communication of critical concerns (GRI 2-16), the collective knowledge of the highest governance body (GRI 2-17), and the evaluation of the performance of the highest governance body (GRI 2-18).

We expect to publish an updated version of this overview in the same place during the second quarter of 2025.

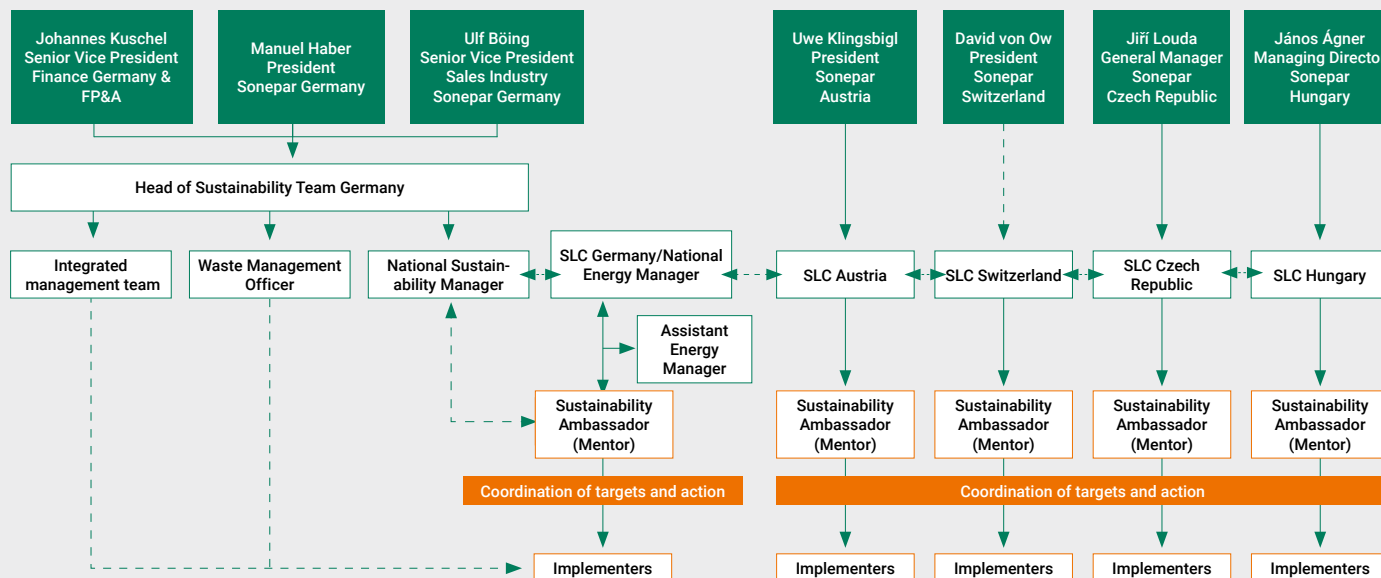
Integrated management system

The integrated management system ensures that planned projects are turned into actual action. There is also a decentralized organization with local ambassa-

dors, regional energy teams, and divisional and regional managers. They are networked in structured, themed teams, such as the national team "Occupational Safety & Environment." Those responsible for strategic areas of focus such as "Renewable Energy & E-Mobility" are also integrated into the management system via interfaces. In addition, information from functions relevant to sustainability – such as Compliance, Finance, PR, and Purchasing – is taken into account here.

We pool all the information in our centralized sustainability management system. The Sustainability Officer, an Energy Management Officer (member of the Sustainability Leadership Committee), the Waste Management Officer, and the Head of the Integrated Management System work together here. This is also where dialog with

Structured responsibility: Sustainability organizational chart



Key:

the sustainability managers for the Sonepar country organizations in Austria, Switzerland, Hungary, and the Czech Republic takes place. The sustainability team in Germany coordinates these meetings several times a year. The Country Executive Management team makes decisions on this basis.

In 2019, Sonepar also established the Sustainability Leadership Committee (SLC) – a network of sustainability experts from all over the Sonepar world who monitor and manage actions to achieve the Sonepar targets locally. Other corporate social responsibility (CSR) tasks, such as implementing the requirements of the Supply Chain Act, are carried out by the Compliance Manager and Human Rights Officer.

Governance responsibilities

We have defined specific governance responsibilities at each level of the company, with additional expectations for executives. The Sonepar Code of Conduct is our benchmark here, supplemented by advice from the Legal, Risk & Compliance network and the respective departments.

We expect all employees to be familiar with the Code of Conduct and the associated policies and procedures, to comply with its principles and rules, and to behave ethically in all circumstances. Executives have additional responsibilities; in particular, they should:

- Discuss and promote the principles and rules set out in the Code of Conduct and related policies and procedures with employees and teams,
- Create and maintain an atmosphere of trust in which employees feel comfortable asking questions or raising concerns,
- Lead by example,
- eEnsure the effective implementation of the Code of Conduct and make sure questions are answered, and
- Consult the Legal, Risk & Compliance network and report and escalate concerns if in doubt.

GRI 2-22 Statement on sustainable development strategy

The Sonepar corporate policy in Germany defines the relevance of sustainable development for the company. It states: "... quality, occupational health and safety, data security, compliance, and the environment are key components of our corporate policy, which is

defined by sustainable action. In line with our responsibility towards people and the environment, it is the basis for sustainable profitable growth and thus helps expand our leading market position...". This principle has evolved from the corporate strategy, the Sonepar IMPACT Plan.

Sonepar IMPACT Plan

This strategic plan, which is binding for the entire Sonepar Group worldwide, has four key areas: Performance, Customer, People, Planet. The Planet area defines our sustainability strategy, which we intend to use to reduce our ecological footprint and make a concrete contribution to achieving the Paris climate action targets.

To ensure that the plan can be implemented in day-to-day operations, Sonepar in Germany adopted the Sonepar Sustainability Program in 2020. It combines strategic sustainability goals with specific action and is the binding basis of Sonepar's commitment to sustainability. The Sustainability Program can be found in the appendix on pages 79 to 90.

GRI 2-23 Policy commitments

The internal strategies and commitments to sustainable corporate management in accordance with the Sonepar corporate policy are based on various international conventions, guidelines, and strategic agreements. The United Nations Sustainable Development Goals (SDGs) are of key importance here.

Other guidelines and conventions we consider relevant include:

- The Universal Declaration of Human Rights
- The Organization for Economic Co-operation and

Development (OECD) Guidelines for Multinational Enterprises

- The principles of the International Labour Organization (ILO) on principles and rights at work
- The United Nations Convention on the Rights of the Child
- United Nations Guiding Principles on Business and Human Rights
- United Nations Global Compact
- Regulation (EU) 2020/852 (EU Taxonomy)
- Paris Agreement on the occasion of the United Nations Framework Convention on Climate Change (UNFCCC) 2015 ("Paris Agreement")

Sonepar is committed to these guidelines, conventions, and target agreements. They therefore form the basis of company-wide principles, such as the Sonepar Code of Conduct, the Sonepar Human Rights Policy, the Sonepar Sustainability Program, and the Sonepar IMPACT Plan.

GRI 2-24 Embedding policy commitments

Sonepar has developed a Code of Conduct for responsible business practices. It is binding for all Sonepar employees and must be officially acknowledged as part of their employment contract. The principles of this Code of Conduct are also a mandatory basis for cooperation with our business partners.

In this code, we commit ourselves to the respectful and responsible treatment of people and the environment, in addition to complying with the law as a matter of course. Respect for human rights and fair working conditions are also self-evident for Sonepar. We also state in our Code that we will not do anything that is harmful to employees, the company, the safety of third parties, or the environment. In addition, we are committed to social responsibility. The Code of Conduct can be found at: www.sonepar.de/c/ueber-uns/compliance-und-integritaet

Raising awareness of ethically correct conduct

We regularly raise awareness of compliance-related issues among our employees. All employees have access to the digital version of the Code of Conduct,

Sonepar corporate policy



anonymously report their concerns or any possible misconduct.

In general, the reports from the whistleblowing system flow into a centralized system from all country organizations. They are then delegated to the corresponding Compliance Officer based on the area of responsibility in question. The identity of the whistleblower and people affected by the report, as well as all documents submitted for the report, will be kept strictly confidential, unless Sonepar is obliged to report all or part of the information to a public authority.

Sonepar, its business partners, and its employees will not retaliate against any individual who makes a report or participates in an investigation in good faith. People who have sanctioned individuals for making a report in good faith or for participating in an investigation will be subject to disciplinary action, up to and including termination. Sonepar reserves the right to take disciplinary and other appropriate action against any person who violates this policy by knowingly making false or malicious statements with the intent to falsely initiate or misdirect investigations.

The data collected by Sonepar's whistleblowing system is processed in accordance with the provisions of the European General Data Protection Regulation (GDPR). All necessary precautions are taken to ensure data protection during collection, transmission, and storage.

The procedure for dealing with reports through the whistleblower system is defined in the Compliance Guidelines and Procedures Manual document.

Prioritized sustainability goals



which is available in 20 different languages. In addition, all employees are continuously informed about the content of the Code of Conduct in internal media.

GRI 2-25 Processes to remediate negative impacts

We have introduced a whistleblowing system worldwide in order to immediately identify violations or potential violations of human rights, fraud, corruption, undue influence, data protection, harassment, international sanctions and embargoes, health and safety, the environment, discrimination, and criminal offenses and infringements and to be able to pursue them in a targeted manner. In addition, there is a Speak Up Line that employees and non-employees alike can use to

There were seven reports during the reporting period. All were assessed by a compliance department and were resolved and concluded amicably with one course of action and without legal proceedings. There were no legal proceedings with an impact on the company's reputation during the reporting period.

GRI 2-26 Mechanisms for seeking advice and raising concerns

Employees can seek advice at any time on how the requirements of the Code of Conduct can be integrated into everyday working life. Several contact options are always available for this purpose. In addition to sending an email to philipp.hartmann@sonepar.de, employees can contact their HR manager or a contact person in the Legal, Risk & Compliance network directly at any time. This also applies if there is any doubt about the correct conduct.

GRI 2-27 Compliance with laws and regulations

Compliance with legal regulations is a matter of course for Sonepar. There were no violations that led to fines or monetary sanctions during the reporting period. The checks are ensured by the countries' management system and the ISO 37301-certified compliance organization.

GRI 2-28 Membership associations

We hold various memberships in associations and interest groups as well as maintaining a wide range of

collaborations to ensure active dialog in our industry. Here are some examples from Germany:

- Innovation and sustainability partnership with **Borussia VfL 1900 Mönchengladbach** to exchange ideas on improving sustainability in the stadium environment, among other things
- Cooperation with **Eden Water & Coffee Deutschland GmbH** on the use of sustainable water dispensers
- Cooperation with universities to promote young talent, such as with **Niederrhein University of Applied Sciences** on innovation, optimizing our advertising media, or corporate fashion
- Membership in the **Verband des Elektrogroßhandels (VEG) e. V.** (Electrical Wholesale Industry Association)

There was no regular strategic exchange with politicians or non-governmental organizations during the reporting period. Similarly, Sonepar has not made any donations or contributions in kind to political parties.

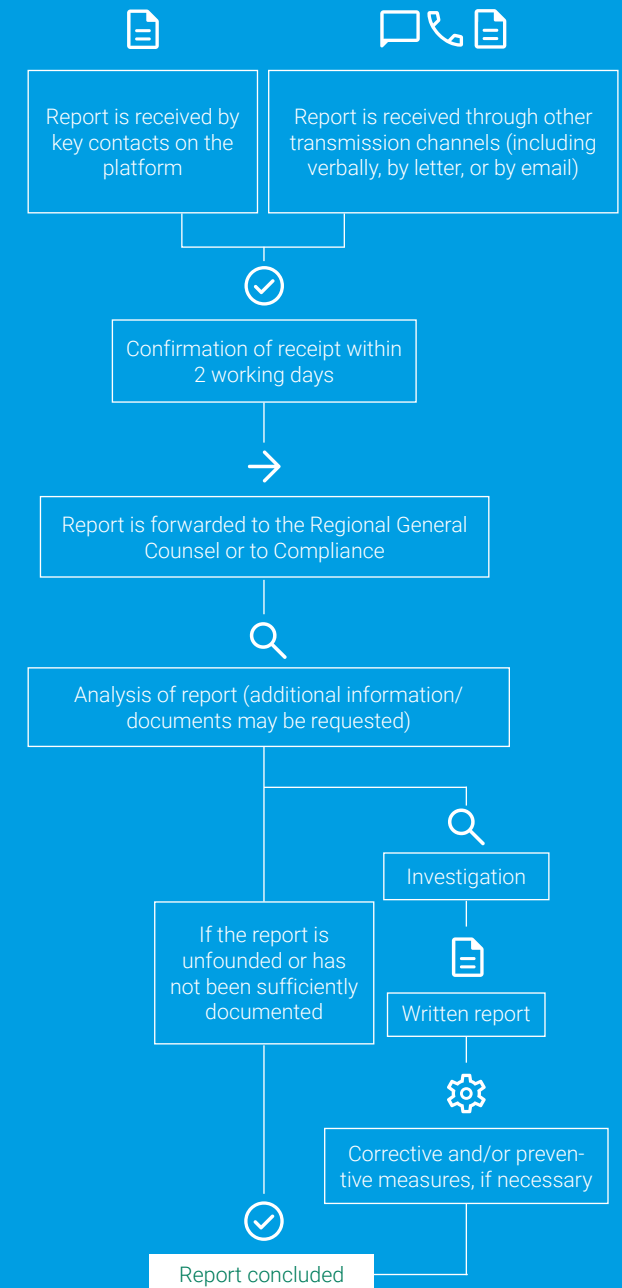
GRI 2-29 Approach to stakeholder engagement

An in-depth exchange of ideas with the widest possible range of stakeholders is important to us, as it is an ideal source of inspiration and momentum for improving our business in a targeted and sustainable way.

In addition to our employees, important stakeholder groups include our customers, partners, suppliers, service providers, non-governmental organizations (NGOs), the media, and government authorities.

The decision-makers in the Sonepar sales regions and

Sonepar whistleblowing system



functional areas are responsible for stakeholder dialog. They are responsible for initiating, conducting, and evaluating dialog formats. The following are examples of these formats:

Internal

- Employee representatives' and the works council's media
- Feedback rounds: regular communication with managers and line managers
- Training and qualification formats by, with, and for employees – such as via the internal academy run by Sonepar Deutschland Technical Solutions GmbH
- Viva Engage: the central information platform for all employees in Germany
- "Workster" intranet: the central communication platform for all employees in Germany

- "Open Voice" global employee survey, in which 61% of employees in Germany took part in 2024 – 6% more than in 2021.
- Other internal media, such as the employee magazine "Wir" or the "Logistik-Kompakt" logistics journal
- Events and dialog formats in Germany such as Management Chat, Management Talk, MOVE 2023

External

- Sonepar Customer Advisory Board in Germany and Austria: advisory body of selected business partners to exchange market-oriented information and hold targeted strategic meetings
- Germany-wide customer survey "MaFo 2023" with over 20,000 addressees and a response rate of 4.5%
- Online customer survey (Net Promoter Score) 2023 and 2024 in Germany
- Online communication via email, website chats, virtual meetings, and social networks
- Specialist advice (digital, by phone, and in person at the branches)
- Events: Sonepar InnovationLab road show, in-house exhibitions, open houses at branches, Sonepar trade fairs such as Trend + Technik and the Sonepar partner meeting, etc.
- Training for customers: in addition to face-to-face training, the Sonepar "Learning World" offers online training for up to 20 people and online webinars for up to 200 participants.

We are always open to constructive criticism. Stakeholders from all entities can offer constructive criticism via our centralized email address nachhaltigkeit@sonepar.de, in person to our employees at our locations and branches, and via social media. We are always grateful for tips or suggestions on how we can improve.

GRI 2-30 **Collective bargaining agreements**

Collective bargaining agreements are in place at the majority of companies in Germany. The share of employees with collective agreements is around 80%. No collective agreements were concluded in the other country organizations included in this report.

GRI 3-1 **Process to determine material topics**

The results of our stakeholder dialogs from the reporting period were collected and discussed in internal committees. The first step was screening: we identified topics that have a relevant impact on the company, stakeholders, and society; these are topics that the company can influence. We then subjected critical topics to risk screening. In the process, we looked at the probability of occurrence and severity of the impact. Topics with a high impact were prioritized. We examined constructive proposals and suggestions for opportunities, risks, and feasibility, and we developed corresponding action plans where necessary.

GRI 3-2 **Material topics**

We prioritized the selection of material topics (see chart, page 20) in a materiality matrix. The prioritization here was the same as in our last sustainability report. We used a double materiality assessment for the prioritization process. We examined the extent to which the topics could impact our own business, as well as the effects our actions could have on the environment, society, and our various stakeholders.



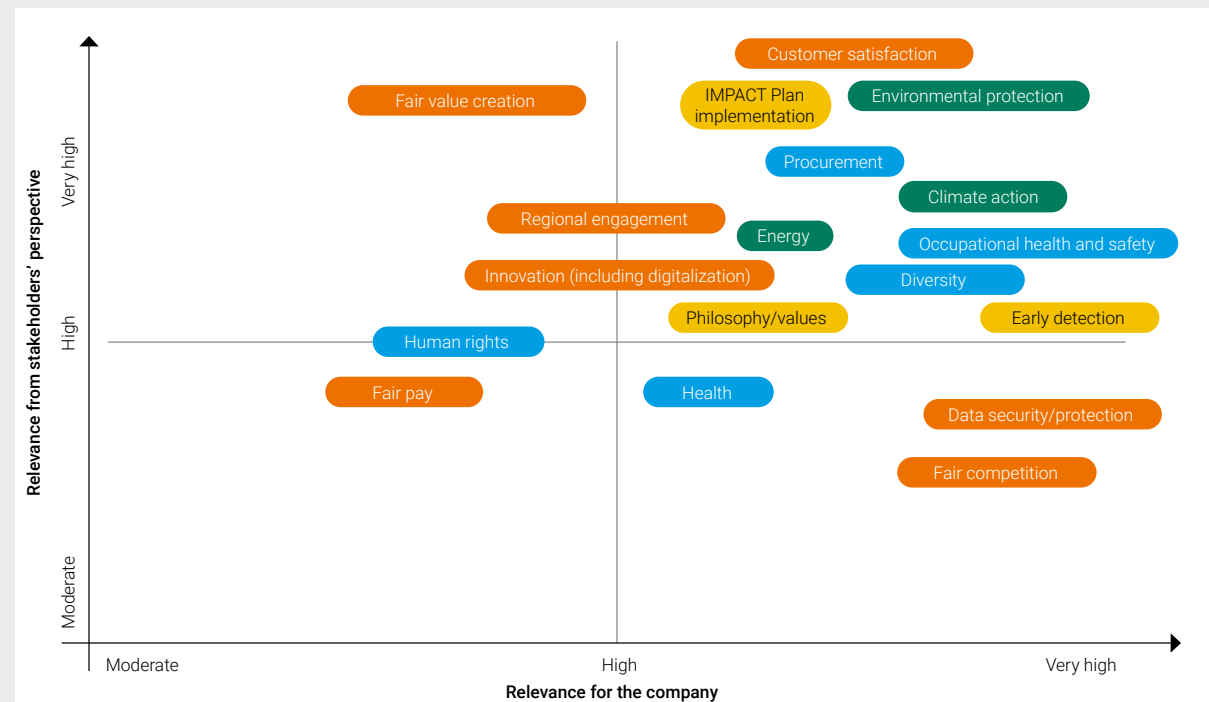
Teams from the Sales, Logistics, and Finance departments as well as working groups from the Sustainability team were involved in this process. The results of this committee work were presented to Country Executive Management, which then approved the selection of material topics (see graphics on pages 20 and 21).

GRI 3-3 Management of material topics

Information on the management of material topics is provided at the beginning of each the following explanations. In principle, all topics defined as material are covered by an integrated management system. Topics such as regional engagement or fair pay are not covered by the integrated management system; rather, they are

strategically integrated into Sonepar's commitment to sustainability through governance functions. All in all, this will enable us to meet the goals set by our customers, employees, and partners in terms of quality, safety, energy efficiency, and climate action and environmental protection. Standards, guidelines, and management systems are essential for the management of material topics. We meet the requirements of the following standards:

- Quality management according to DIN EN ISO 9001 (scope: all locations in Germany, Austria, and Switzerland)
- Environmental management according to DIN EN ISO 14001 (scope: all locations in Germany, Austria)



Shareholders and stakeholders

Service providers, owners/shareholders, customers, suppliers, employees, partners
Employee representatives, banks, government authorities, legislators, trade unions, media, competi-
tors, neighbors, NGOs, associations, schools, insurers, auditors, certifiers

Dialog content

Offer

Product range, services, and support
Purchasing
Prices
Logistics/delivery
Availability

Business and success

Objectives
Personnel
Transparency
Productivity

Conduct and responsibility

Environmental and social sustainability
Attractive employer
Employee involvement
Compliance with ISO standards
Compliance with the Code of Conduct
Energy efficiency
Open communication
Legal certainty
Safe workplace
Environmental requirements
Prevention of accidents at work
Prevention of environmental damage

Analysis of dialog results and findings, comparison with internal strategies,
findings, and market research

Material topics

Occupational health and safety
GRI 403/416
Procurement practices GRI 204/308
Data security/protection
Energy GRI 302
Fair pay GRI 2-30
Fair competition GRI 204/205

Early detection GRI 204/205/206
Fair value creation GRI 203/204
Health GRI 416
Innovation GRI 201/202
Climate action GRI 305
Diversity GRI 405/406
Customer satisfaction GRI 201/202/305

Human rights GRI 2-23
Philosophy/values GRI 402/407
Regional engagement GRI 203
IMPACT Plan implementation
Environmental protection GRI 306/308

- Compliance management system according to DIN EN ISO 37301 (scope: all locations in Germany, Austria, and Switzerland)
- Occupational health and safety management according to DIN EN ISO 45001 (scope: all locations in Germany)
- Energy management according to DIN EN ISO 50001 (scope: all locations in Germany)
- Quality assurance in accordance with the rules of the Nuclear Safety Standards Commission KTA 1401 (scope: Karlsruhe, Nuremberg, Hanover, Glinde, Cottbus, and Cologne locations).

We differentiate between locations that fall under the “scope” and locations that are “certified.” For the former, the requirements of the standards must be applied. Certified sites are also subject to assessment by an accredited certifier. The following are currently certified:

- The headquarter locations in Düsseldorf, Zurich, and all locations in Austria according to ISO 37301
- All locations in Germany, Austria, and Switzerland according to ISO 9001
- The logistics centers located in Garbsen, Lanken, Holzwickede, Gernsheim, Langweid, and Hof in Germany according to ISO 14001 and ISO 45001
- All locations in Austrian and Switzerland according to ISO 14001
- The locations that account for at least 90% of the total energy consumption of Sonepar locations according to ISO 50001

Irrespective of the certification of individual locations, we are continuously expanding the scope of the

standards mentioned. The following diagram provides an overview of the current implementation status:

ISO 14001			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	+	+	+
Sonepar Österreich GmbH	–	+	+
Sonepar Suisse AG	–	–	–
Sonepar Česká Republika spol. s.r.o.	–	–	–
Sonepar Hungary Kft.	–	–	–

ISO 37301			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	–	+	+
Sonepar Österreich GmbH	–	+	+
Sonepar Suisse AG	–	+	+
Sonepar Česká Republika spol. s.r.o.	–	–	–
Sonepar Hungary Kft.	–	–	–

ISO 45001			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	+	+	+
Sonepar Österreich GmbH	–	–	–
Sonepar Suisse AG	–	–	–
Sonepar Česká Republika spol. s.r.o.	–	–	–
Sonepar Hungary Kft.	–	–	–

ISO 50001			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	+	+	+
Sonepar Österreich GmbH	–	–	–
Sonepar Suisse AG	–	–	–
Sonepar Česká Republika spol. s.r.o.	–	–	–
Sonepar Hungary Kft.	–	–	–

ISO 9001			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	+	+	+
Sonepar Österreich GmbH	–	+	+
Sonepar Suisse AG	+	+	+
Sonepar Česká Republika spol. s.r.o.	+	+	+
Sonepar Hungary Kft.	–	–	–



Sustainable design from the ground up

Our new logistics center near Berlin raises the bar

This enormous facility is packed with innovative logistics technology. And it was designed to be sustainable from the ground up: even during the construction process, our focus was on sustainability and energy efficiency.

For example, a 2,612-module PV system with a capacity of 999 kWp will soon begin supplying the site with electricity, while the 38 heat pumps on the roof will cool and heat the entire logistics center. We also developed an automated lighting concept for the facility that reduces energy consumption by an additional 40%. What's more, the building was constructed in accordance with the "Gold" certification requirements of the German Sustainable Building Council (DGNB), ensuring low levels of energy and water consumption.

Shorter transport routes, less packaging

Sustainable solutions are even evident in the details here: orders are recorded digitally and automatically, so now we can optimize our use of delivery vehicles' load capacity during the order-picking process. This increases the efficiency of our delivery routes, reduces travel distances and the associated emissions, and helps cut down on packaging for shipping. We've also avoided unnecessary environmental pollution by securing the pallets with a rubber band made of recycled material rather than wrapping the whole pallet in foil. We are leading by example – and now, our deliveries to our customers in the greater Berlin area and throughout the east and northeast of Germany are even better and more environmentally friendly than ever before.

Economy



€4.508

billion in revenue (2024)



6,993

employees
(2024)



≈ 150,000

items ordered per day
in Germany alone



€77.301

million in
investments (2024)



> 1,000,000

items from over 4,000
manufacturers in
our product range

We can only meet many of our stakeholders' demands if we are economically successful. Thanks to our positive economic development, we have been able to satisfy these demands.

GRI 201-1 Economic performance

Contribution to our material topics: "IMPACT Plan implementation," "Customer satisfaction," "Innovation," and the SDGs



Together, all entities generated revenue of €4.508 billion in 2024 (2023: €5.136 billion). The following tables indicate how revenue developed at the individual country organizations; the figures also include capital expenditures.

In addition to traditional electrical supplies (installation materials, lights, cables and wires, tools, household appliances), revenue was also driven by solutions for networked building automation systems (energy management, smart lighting, etc.) and, above all, by products from the category of sustainable energy systems (PV systems, e-mobility, heat pumps, etc.).

Annual sales revenue performance (in € thousand)			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	2,884,322	3,905,663	3,369,328
Sonepar Österreich GmbH	249,428	618,158	494,698
Sonepar Suisse AG	279,757	489,038	457,391
Sonepar Česká Republika spol. s.r.o. total	79,579	122,692	95,659
Sonepar Hungary Kft.	52,922	96,153	91,248
Total	3,546,008	5,135,551	4,508,324

Annual capital expenditure (in € thousand)			
Entity	2019	2023	2024
Sonepar Deutschland GmbH	3,146	51,047	52,215
Sonepar Österreich GmbH	1,411	8,310	9,901
Sonepar Suisse AG	15,393	7,843	12,256
Sonepar Česká Republika spol. s.r.o. total	526	385	408
Sonepar Hungary Kft.	759	19,936	2,521
Total	49,552	87,521	77,301

GRI 202 Market presence

Contribution to our material topics: "IMPACT Plan implementation," "Customer satisfaction," "Regional engagement," and the SDGs



Sonepar views itself as a corporate citizen at its locations and production sites. Consequently, we are committed to local social initiatives in the areas surrounding our sites, and we strive to generate added value as directly as possible in the vicinity of our production sites. This is particularly true in the area of employment. To promote young talent on the regional labor market, we cooperate closely with schools and universities in the respective region. We recruit many of the employees for our locations directly from the region. With fair and appropriate remuneration, we help to stabilize social and economic prosperity in the areas surrounding our operating sites. In addition to collectively agreed wages, we offer some employees a remuneration system consisting of fixed non-performance-related and variable performance-related pay components. There are no sites where the local statutory minimum wage does not apply.

GRI 203 Indirect economic impacts

Contribution to our material topics: "IMPACT Plan implementation," "Customer satisfaction," and the SDGs



Our business activities naturally have indirect economic impacts, particularly in the areas surrounding our locations. These impacts include the increased volume of traffic caused by deliveries and employees' journeys to and from work, which leads to greater strain on transport infrastructure and higher environmental costs for society as a result of increased CO₂ emissions.

Positive indirect economic impacts include increased purchasing power in the region as a result of fair pay for employees, for instance.

GRI 204 Procurement practices

Contribution to our material topics: "Procurement," "Fair competition," and the SDG



Purchasing commercial products

We source our commercial products from around 4,000 manufacturers, primarily based in the EU. This limits the risk of negative impacts on the economy, the environment, and society in our

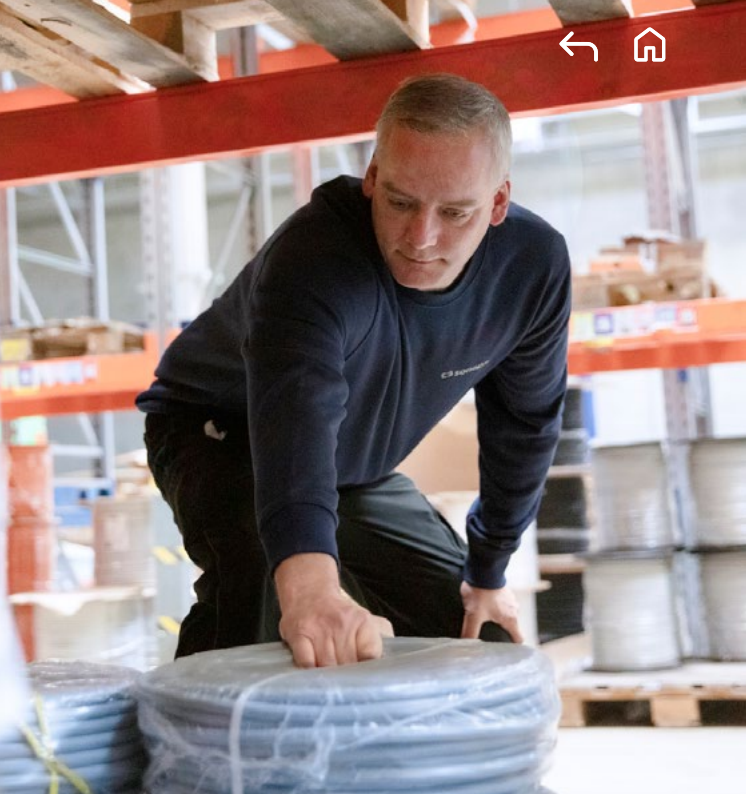
supply chain. To avoid any sustainability risks in procurement, we require our suppliers to sign a framework agreement and to acknowledge our Supplier Code of Conduct in writing. In this agreement and our Code of Conduct, we require our business partners to commit to the high sustainability standards that we set for ourselves. Among other things, we demand compliance with the law, respect for human rights, the provision of safe and humane working conditions, ethical business practices, and responsibility for the protection of resources and the climate. We are not aware of any cases of non-compliance or violations of our requirements on the part of suppliers or service providers during the reporting period.

However, recognition of a document is not enough for us: to meet the requirements of the Supply Chain Act (LkSG), we specifically approach our suppliers to request relevant information regarding occupational health and safety and environmental protection. In Germany, we use the IntegrityNext online platform. It automatically queries the LkSG-relevant information from suppliers in the system and documents it. So far, 70% of the companies we reached out to have completed the onboarding process.

Independently of this, we regularly evaluate our top-selling suppliers of goods in Germany through our central purchasing department using our Status of Cooperation tool.

Purchasing services and consumables

While retail products for our wholesale business are procured from national manufacturers and transported to Sonepar's central warehouses, we use service providers and suppliers from the immediate vicinity of our branches and regional locations wherever



possible. These include companies for building maintenance (facility managers, skilled trades, cleaning companies, etc.), for ongoing operations (caterers, suppliers of consumables, etc.), or for other services (marketing service providers, trade fair stand builders, etc.). These suppliers are also bound by the sustainability requirements of our Code of Conduct. To achieve even greater security and transparency, we want to carry out assessments of our supply chain in the future – similar to those we conduct for suppliers of commercial products. We have launched a project to define priorities and processes, but it has not yet delivered results.

Risk management in the supply chain

In our strategic risk analysis of the value chain, we focus on economic risks. In the company's view, social and environmental hazards do not pose a serious risk for Sonepar's direct business activities in Germany. Our sustainability management team also monitors and evaluates these issues and reduces risks as far as possible – for example, by selecting suppliers that prioritize responsible brand manufacturers from Europe.

Strategic economic risks are regularly discussed, evaluated and, if necessary, limited or eliminated with specific action taken by the management team in Germany. We also use internal procedures and tools to assess the integrity of our business partners, which are mandatory for all Sonepar Group companies. We did not identify any substantial risks for Sonepar's business activities in Germany during the reporting period.

GRI 205 Anti-corruption

Contribution to our material topics: "Procurement," "Fair competition," and the SDG



We are convinced that integrity, fairness, trust, and respect must never be sacrificed in the pursuit of profit. The Sonepar Group's Code of Conduct is the reference document for global compliance and integrity at Sonepar. It contains key requirements for effectively combating and preventing corruption. All employees have access to the digital version of the Code of Conduct, which is available in 20 different languages. We already refer to this document when hiring new colleagues. In addition, we use our internal media to continuously inform our employees about corruption risks.

Ethically correct conduct

Our French parent company has been compliant with all requirements of the French anti-corruption law Sapin II since 2019. This is because Sonepar has implemented all eight required measures and procedures: Code of Conduct, whistleblowing system, risk map, due diligence procedures for third parties, audit procedures, training program, internal disciplinary procedure, and processes for the internal monitoring and evaluation of these measures. These measures have been implemented in all country organizations.

We also regularly raise awareness of compliance-related issues among our employees, focusing on the prevention of corruption. There is a training course that all employ-



ees must complete. As the date can be freely selected, it may be that some employees will not yet have completed this mandatory training at any given time.

Since the beginning of 2022, we have been training all new employees in Germany in our compliance guidelines. At the end of 2024, 100% of all new employees in Germany had completed this training. Voluntary training courses, workshops, and training sessions on compliance-related topics were also held during the reporting period. See page 22 for details on how each Sonepar company is certified.

We are not aware of any violations of our guidelines regarding the prevention of corruption, data protection, or ethically correct conduct towards our business partners during the reporting period.

There were no incidents of discrimination or breaches of the declaration during the reporting period.

GRI 206 **Anti-competitive behavior**

Contribution to our material topics: "Procurement," "Fair competition," and the SDGs



There were no legal proceedings against Sonepar due to anti-competitive behavior or violations of antitrust and monopoly law during the reporting period. There were no known violations of competition law.

GRI 207 **Tax**

Contribution to our material topics: "Procurement," "Fair competition," and the SDG



The entities are taxable at their respective locations. There is no tax avoidance through bogus company headquarters abroad. We comply with the applicable tax laws at all locations. Every company fulfills all tax obligations in full within the framework of the regulatory requirements. The respective executives are responsible for this. Sonepar's Country Executive Management in Germany is continuously informed about general tax developments and the company's current tax performance and reports this information in aggregated form to the highest governance body.

As part of our tax strategy, we generally reject aggressive models for optimizing tax valuation. We are not aware of any breaches of applicable tax obligations during the reporting period.



Sustainability needs go- getters

During Sustainability Week at Sonepar, everything revolved around one question: How can we further reduce our carbon footprint and drive climate-friendly innovation?

Rolling up our sleeves

During this week-long campaign, our employees, partners, and customers took part in workshops on energy efficiency, sustainable product solutions, and innovative recycling concepts. The focus was on solutions for climate-neutral building management and the use of renewable energies in electrical engineering. Skilled tradespeople and customers from industry benefited from a special webinar available from Sonepar's "Learning World." In this webinar, our experts demonstrated the sustainable solutions companies can implement for an immediate and noticeable reduction in their operating costs.

In Germany, our colleagues in numerous departments rolled up their sleeves to put together over 30 campaigns for customers and employees. For example, colleagues at many of our locations headed outdoors, armed with trash pickers and garbage bags, to collect carelessly discarded litter and dispose of it properly.

Dedicated young talent

Our junior staff were particularly heavily involved in the campaign. They explained to customers how using sustainable products, the Sonepar rental equipment service, and digital services can protect the environment – all while being easy on the customers' budgets. With this campaign and many other activities, we demonstrated our commitment to our shared responsibility, and we did our part to help make the world a little bit better.

Environment

Businesses can only succeed if our planet's environment remains intact and viable. Consequently, environmental protection and climate action are fundamental aspects of our strategy. Our corporate ethics also dictate that we do our part today – in order to ensure that our planet is still livable for our children and grandchildren.



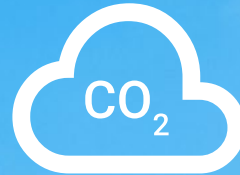
– 24%

total energy consumption



99%

of cars powered by alternative technologies(Austria)



– 31%

carbon emissions
(location-based Scope 1 & 2)



– 32%

fuel consumption for
company cars

All values refer to the status in 2024
compared to the base year 2019.

GRI 301 Materials

Contribution to our material topics: "Energy," "Environmental protection," "IMPACT Plan implementation," and the SDGs



Conserving natural resources is a matter of course for us. Our products provide us with the greatest leverage for encouraging the conservation of resources. That's why our product range increasingly focuses on products that are manufactured using methods that conserve resources and products that can be returned to the circular economy at the end of the product's life. To that end, we are in constant communication with our suppliers in order to reliably record and document the environmental impact of products over their entire life cycle.

We label particularly sustainable products with the name "Green Offer." In 2024, we selected the first 3,000 products in our online shop to earn this title (which we came up with in-house). The label primarily provides information about the carbon emissions of a product compared to other similar products. In this way, "Green Offer" helps skilled tradespeople and customers in industry to select particularly sustainable products. Further products will receive the label step by step; Sonepar will be relying on support from its suppliers here.

We also try to use resources as efficiently as possible in our own processes.

- We strive to make our employees aware of ways to conserve resources and protect the environment.
- We use recyclable advertising materials at trade fairs and events. At some events, we also collect up used materials when the event is over – one example is the lanyards for event passes from the Trend + Technik trade fair series. In 2024, we collected over 2,400 of them after use and will be able to use them again.
- We provide logistical support for the "PRACHT INFINITY" return system from luminaire manufacturer Pracht. The valuable raw materials recovered from these used products, which would otherwise have been thrown away, can be used to make new lights.
- Our sales locations use reusable transport packaging.
- With our returnable cardboard transport boxes, we are providing our customers with an environmentally friendly alternative to disposable packaging.
- We use wrapping machines at our central warehouse in the Frankfurt area. This means containers are now wrapped with paper bands rather than being packaged in plastic bags, which has reduced our use of plastic bags by approximately 50%.
- In the Czech Republic, we are testing the use of compostable transport packaging. We are planning to introduce it in the first quarter of 2025.



GRI 301-2 Recycled input materials used

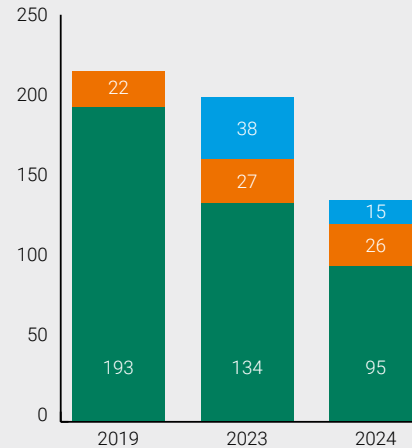
At our sites, we are also careful to use materials that consume fewer resources. To this end, we try to use materials within a closed loop to the greatest extent possible. That is why we use materials made from recycled materials wherever feasible.

These materials include:

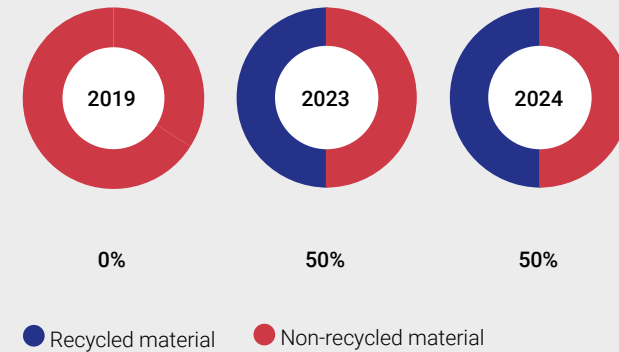
- Order-picking bags, which reduce CO₂ emissions by 94% compared to conventional bags;
- 100% recycled paper bags instead of paper bags made of virgin fibers. We are currently testing the use of reusable cloth bags.

Packaging materials and recycled material content

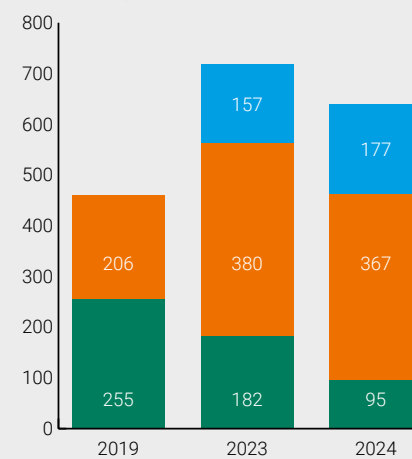
Purchased plastic packaging (in metric tons), Germany, Austria, Switzerland



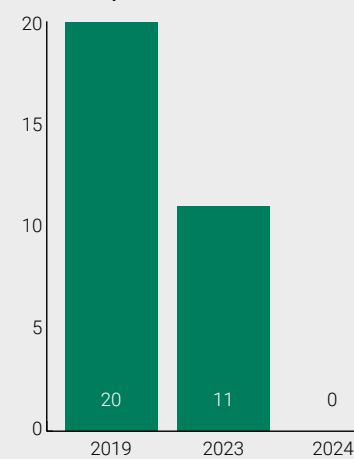
Plastic packaging, recycled material content (in %), Germany



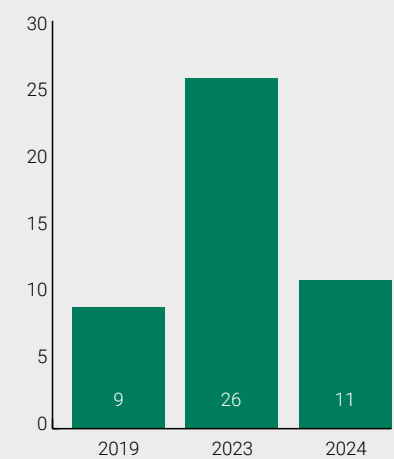
Paper and cardboard packaging (in metric tons), Germany, Austria, Switzerland



Wood packaging (in metric tons), Germany



Other materials (in metric tons), Germany



● Sonepar Deutschland GmbH

● Sonepar Suisse AG

● Sonepar Österreich GmbH

GRI 301-3 Reclaimed products and their packaging materials

The products we sell are used by our customers over the long term, resold, and taken to collection and recycling centers at the end of their service life. Consequently, they are not generally returned to us except in cases governed by statutory regulations requiring us to accept such returns. As a result, the primary form of recycling at our company involves the transport packaging for our products.

In terms of packaging materials, Germany plays a pioneering role compared to the other country organizations. We are constantly reviewing the potential use of other packaging products made from recycled materials. In the long term, we aim to be plastic-free.

GRI 302 Energy

Contribution to our material topics: "Energy," "Environmental protection," "IMPACT Plan implementation," and the SDGs



We strive to continuously reduce our own energy consumption and to use energy primarily from renewable sources. In our strategic pursuit of this goal, we introduced an energy management system in accordance with ISO 50001 in Germany in 2016. The certificate is renewed every three years by an indepen-

dent certification company, and review audits take place every year.

GRI 302-1 Energy consumption within the organization

Energy consumption is measured in different ways in the country organizations. In Germany, the EnEffCo energy monitoring system has been used for this purpose since 2017 as part of ISO 50001 and is being continuously expanded and optimized. The overarching goal is to develop a common data platform for all countries. Currently, Sonepar uses the same Excel-based lists ("Sustainability Tracker") to record and document carbon footprints worldwide; each country organization fills out these lists and sends them to the international sustainability team in Geneva. The energy consumption of all country organizations is noted in detail in the key figures section.

Total energy consumption

We want to further reduce our energy requirements and optimize energy consumption in all areas.

To that end, we have set targets that apply globally throughout the Sonepar Group; all country organizations must adhere to these targets to the greatest extent possible and within reasonable limits. Specific consumption figures from the reporting period as well as targets and action for further reductions can be found in the appendix.

Our basic strategy lays out clear goals and measures with the aim of actively reducing energy consumption

wherever possible – and wherever this is not possible, we try to at least compensate for the negative impacts on the climate associated with energy consumption by investing in global climate action projects.

GRI 302-2 Energy consumption outside of the organization

We calculate energy consumption outside of the organization in accordance with Scope 3 of the Greenhouse Gas (GHG) Protocol. Corresponding key figures for the individual country organizations are noted in the key figures section. The majority of consumption is primarily due to fuel consumption in logistics. This applies equally to all entities from all countries. The resulting emissions are responsible for around 70% of our carbon footprint.

The consumption resulting from our producers' deliveries to the central warehouses is not based on information provided by our suppliers. Rather, we made these calculations ourselves based on distance tables and delivery frequencies. Different calculation methods are currently used in the various country organizations around the world to determine the carbon emissions of truck transports during delivery to our locations (upstream) and delivery to customers (downstream); these are to be standardized by 2026.

GRI 302-3 Energy intensity

The energy consumption for heat generation, the fuel required to transport the internal vehicle fleet, and the electricity consumption for owned and rented properties are used to calculate the country-specific energy intensity. As a parameter for comparing all the country organizations concerned, the total revenue for a year is used as

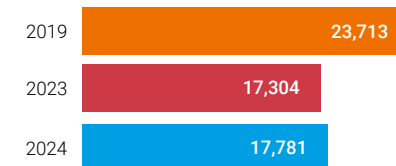
the decisive factor for the respective countries' business activities. This gives us the energy consumption in MWh per €1,000 revenue over the last four years for each country organization as an energy intensity ratio. Since the base year 2019, we have seen a positive trend in this regard at all country organizations. This trend continued during the reporting period. The corresponding data is noted in the key figures section.

Energy consumption

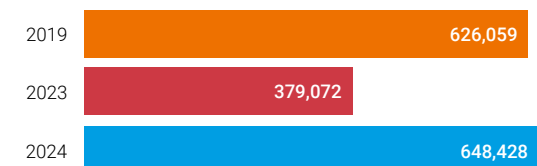
Natural gas, heating oil, district heating (in MWh)



Electricity (in MWh)



Fuel for our own trucks (in liters of diesel)



of our buildings. To calculate this value, we used the electricity mix based on data from the individual countries in accordance with the EU standard. During the reporting period, we implemented a number of additional measures to reduce CO₂ emissions and increase energy efficiency. Here are a few examples:

- We installed a large PV system with an output of 450 kWp at our Langweid (D) site, which will reduce our CO₂ emissions by around 100 metric tons per year in the future. A total of 20 locations are currently equipped with high-performance PV systems; they generate approximately 1,800,000 kWh of solar power each year.
- By the end of 2024, we equipped 95% of all locations in Germany with LEDs, and by the end of 2025, we plan to install efficient LED lighting at all of our sites.

- We heat our new central warehouse in Werder near Berlin (D) using 38 heat pumps. A 990 kWp PV system has already been installed, and the go-live is imminent. Similar systems are already in use at a number of locations, including Marburg, Bad Kreuznach, Dortmund, and Holzwickede.
- At the end of 2024, we had 127 electric vehicles on the road in Germany. We have our own network of charging stations for these vehicles; they can be charged at around 100 locations with over 200 charging points throughout Germany. We have already ordered more than 60 further electric vehicles for 2025.
- We introduced EnEffCo and EQC software for effective energy monitoring. We use it to record energy consumption in Germany and other coun-

GRI 302-4 Reduction of energy consumption

Increasing energy efficiency is climate protection in action. At our locations, we are meeting this requirement by reducing our electricity, fuel, and combustibles consumption while driving the transition to renewable energy sources. The heat consumption of our buildings across all entities amounted to 35,824 MWh in 2019, which we were able to reduce to 27,754 MWh by 2024. This is a reduction of 23%. Electricity consumption for our buildings amounted to 23,713 MWh in 2019, which we were able to reduce by 25%, to 17,781 MWh, by 2024. In total, we saved around 8,031 metric tons of CO₂ in all countries by the end of 2024 compared to 2019 by increasing the energy efficiency



- tries as part of our building services engineering.
- Our website is climate-neutral in balance-sheet terms (natureOffice DE-077-301427).
- We try to reduce the environmental impact of our trade fair appearances to the greatest extent possible.
- In 2024, we brought an 11,700-panel PV system online at our new central warehouse in Hungary; it has a capacity of 500 kWp.
- In Austria, we brought a high-performance 1 MWh PV system online at our central warehouse in 2023.

GRI 303 Water and effluents

Water is one of the most valuable resources on our planet, and its importance will continue to increase in times of climate change. What's more, access to clean drinking water is a human right. Consequently, Sonepar acknowledges that we have a special responsibility to use this resource carefully, and we try to act accordingly. We also communicate this goal to our suppliers, service providers, and partners through our Code of Conduct.

GRI 303-1 Interactions with water as a shared resource

As a non-manufacturing company, most of the water we use is for rinsing or washing in sanitary facilities, or as drinking water. In addition, none of our sites are located in areas at high risk of drought or water stress. In that sense, our impact on water and marine resources is relatively minor. Nevertheless, we hope to further reduce our impact by using as little water as possible.

We calculated an average water consumption of 14,746 m³ for our locations in Germany over the last 4 years. This is a decrease of 365 m³ compared to the 2023 average. Unfortunately, we have not yet managed to introduce standardized measurement systems at all of our locations outside Germany.

GRI 304 Biodiversity

Biodiversity is crucial for the quality of life on our planet. As a wholesale company, we use infrastructure that could have a negative impact on biodiversity – from the impervious surfaces required to build a logistics center to the highways that we use to transport our goods to customers and that cut through natural habitats. However, we are not aware of any significant impact on biodiversity as a result of our business activities during the reporting period. In addition, our sites are not located in endangered areas or areas with high biodiversity. Irrespective of this, we are aware of our responsibility to protect biodiversity, and we try to act accordingly:

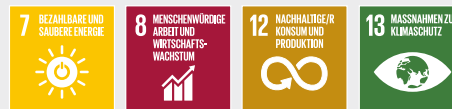
- Our Code of Conduct also commits our suppliers to our requirements for the preservation of biodiversity.
- We cooperate with non-governmental organizations and nature conservation associations on a project-by-project basis; for example, they can help us properly implement the offsetting measures required by law for some projects that involve construction and the creation of impervious surfaces.
- We support measures to promote local biodiversity in the areas surrounding our sites, such as by setting up insect hotels or creating special habitats:
<https://www.sonepar.at/allgemein/sonepar-unterstuetzt-nature4generations/>



- In cooperation with our customers, brand partners, and the natureOffice climate protection agency, we have planted nearly 20,000 trees since 2021, with the goal of creating climate-stable mixed forests. These trees trap CO₂ and help improve biodiversity.

GRI 305 Emissions

Contribution to our material topics: “Energy,” “Environmental protection,” “IMPACT Plan implementation,” and the SDGs



Sonepar is a non-manufacturing company, so volatile organic compounds (VOCs) and dust are a less relevant issue for us than greenhouse gases that impact the climate. Our focus here is primarily on energy-related CO₂ emissions. The emissions data for the individual country organizations is listed in detail in the key figures section.

Our contribution toward the transition to a decarbonized economy

Sonepar is committed to the overarching goal of the Paris Agreement from the 2015 UN Convention on Climate Change to limit the increase in the global average temperature to well below 2 °C above pre-industrial levels. The aim is to avoid the uncontrollable consequences of climate change. Consequently, the company is pushing ahead with decarbonization, which means moving away from the use of fossil fuels such as coal, oil, or natural gas. We have formulated our targets for reducing our internally generated emissions (Scope 1 and 2) in such a

way that they exceed the Paris Agreement target. The Sonepar climate action targets (see chart on page 38) have been validated as effective by the independent Science Based Targets initiative (SBTi).

Since 2019, Sonepar’s global carbon footprint has been recorded and balanced on the basis of the GHG Protocol (Greenhouse Gas Protocol) and internal calculation methods. Consequently, we record and evaluate all direct and indirect CO₂ emissions. The aim is to significantly reduce both the direct emissions caused by operating our buildings and the indirect upstream and downstream emissions (such as transportation and waste management) in cooperation with our partner companies. Taking positive business development into account, we will significantly reduce our fossil fuel-based energy consumption and further improve the energy efficiency of the units consumed. Our goal is to be completely climate neutral by 2040.

Sonepar is taking action to reduce emissions with a three-phase concept:

1. Avoiding greenhouse gas (GHG) emissions, such as by generating our own energy from renewable sources and purchasing green electricity with corresponding certificates of origin
2. Reducing greenhouse gas emissions by reducing energy consumption, producing our own carbon-neutral electricity, purchasing green electricity, and reducing fuel consumption
3. Offsetting unavoidable greenhouse gas emissions,

such as by investing in sensible climate action projects

The biggest driver of carbon emissions at our company is the fuel consumed by trucks making deliveries and by our company cars. Since 2019, we have managed to reduce carbon emissions from daily truck deliveries at all entities by 6,803 metric tons, and we have saved 1.5 million liters of fuels consumed by our company cars.

To minimize our carbon footprint in logistics, we have been testing hydrogen trucks, electric vans, CNG gas trucks, and biodiesel trucks in Germany since 2023. We are currently planning our first go-live for short-haul

electric trucks. We are monitoring the development of other alternative fuels and propulsion systems.

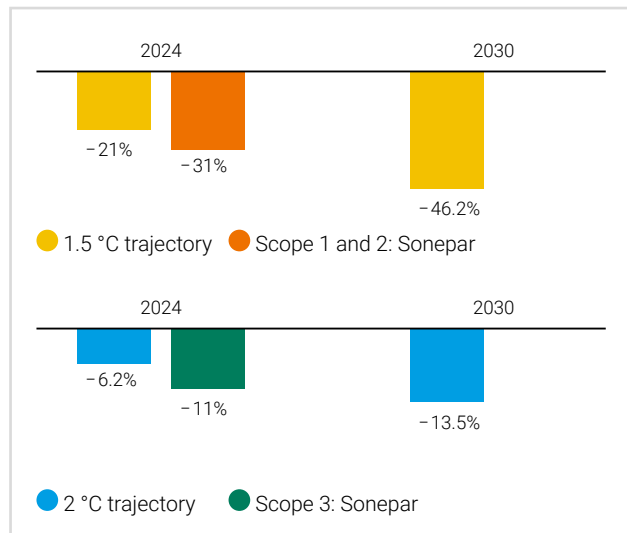
However, we have not yet been able to use these alternative drive systems and fuels across the board, as whether or not they are cost-effective depends strongly on the individual route planning and the customers' individual needs. For example, if a delivery could be scheduled for a fixed day and time and repeated regularly, we could combine it with other deliveries to optimize the efficiency of the route. Generally, however, every individual or short-notice order requires immediate delivery. And in these cases, combining deliveries becomes an impossibility. Consequently, every type of ordering pattern requires a certain type of route planning, and the route

may have different characteristics – in that sense, it can be hard to predict which drive system or fuel would be the best choice in each case.

We will continue to evaluate the data in this case in order to find a solution that delivers the ideal combination of environmental responsibility and economic efficiency.

GRI 305-1 Direct (Scope 1) GHG emissions and GRI 305-2 Energy indirect (Scope 2) GHG emissions

In 2024, gross GHG emissions (Scope 1 & 2) totaled 17,551 t CO_{2eq} (location-based) and 13,991 t CO_{2eq} (market-based).



A trajectory allows you to check whether you are progressing quickly enough on the path you have chosen to reach the target in the set time. The chart shows that our climate action performance in 2024 exceeded the minimum performance required to achieve the Paris Agreement targets. The next milestones that still lie ahead of us according to our climate action targets are also in line with the Paris Agreement targets. This has been confirmed by the independent Science Based Targets initiative (SBTi).

GRI 305-3 Other indirect (Scope 3) GHG emissions

In 2024, energy indirect GHG emissions (Scope 3) totaled 91,048 t CO_{2eq}.

GRI 305-4 GHG emissions intensity

To calculate the intensity of the GHG emissions, we use CO_{2eq} in kilograms per €1,000 of revenue. We have calculated the following values for the reporting period:

Scope 1: 2.91 kg. This is a reduction of 37% on average across all entities compared to 2019.

Scope 2: 0.98 kg. This is a reduction of 61% on average across all entities compared to 2019.

Scope 3: 20.20 kg. This is a reduction of 19% on average across all entities compared to 2019.

GRI 305-5 Reduction of GHG emissions

In Scope 1 & 2, we reduced our GHG emissions by 31% (location-based) and 40% (market-based) respectively compared to 2019. We reduced our Scope 3 emissions by 11% over the same period. Details are included in the key figures section.

GRI 306 Waste

Contribution to our material topics: “Environmental protection,” “IMPACT Plan implementation,” and the SDGs



Sonepar processes over 150,000 order items every day. To ensure their safe transportation, functional packaging is crucial for customer satisfaction. At the same time, however, this means a considerable amount of waste. Sonepar acknowledges that it has a responsibility to continuously reduce this waste and, wherever possible, to create closed material loops and increase recycling rates. After all, this means that we are directly protecting our natural resources and indirectly improving energy efficiency – all of which is better for the climate. Our environmental management system helps us live up to the high standards we have set for ourselves.

GRI 306-1 Waste generation and significant waste-related impacts

Sonepar did not identify any significant waste-related impacts during the reporting period. There were no significant leaks of harmful substances during the reporting period. Hazardous waste, with the exception of class 200121 of the German Waste Classification Ordinance (AVV), was not disposed of at any of the Sonepar sites. All waste disposal records and quantities from the central warehouses, where the majority of these waste fractions are generated, are documented in Sonepar’s central waste management system in Germany using key figure databases. We compile insight-driven

projections for all other locations. The requirements of the German Packaging Act (VerpackG) are audited by an external auditing company (KPMG). We are

currently setting up a system to record and document the key waste disposal figures for all other country organizations.

GRI 305 Total GHG emissions (Scopes 1, 2) in t of CO _{2eq} (all entities)	2019	2023	2024	Change 2019–2024 (in%)	
Natural gas combustion	5,155	4,086	3,820	–26	+
Heating oil combustion	767	489	416	–46	+
Energy consumption from district heating	601	682	591	–2	+
Fuel consumption from passenger cars	11,170	8,152	7,650	–32	+
Refrigerant use	165	177	650	293	–
Electricity consumption (location-based)	7,724	4,600	4,425	–43	+
Electricity consumption (market-based)	5,622	820	864	–85	+
Total (location-based)	25,582	18,187	17,551	–31	+
Total (market-based)	23,480	14,407	13,991	–40	+

GRI 305 Total GHG emissions (Scope 3) in t of CO _{2eq} (all entities)	2019	2023	2024	Change 2019–2024 (in %)	
Upstream logistics	43,070	31,936	31,850	–26	+
Commuting (to and from work)	8,441	9,535	8,954	6	–
Business trips	855	1,094	798	–7	+
Electricity consumption upstream chain	1,989	1,279	1,251	–37	+
Energy consumption upstream chain	4,154	3,158	2,950	–29	+
Packaging material consumption	762	817	652	–14	+
Waste	2,530	2,889	2,709	7	–
Downstream logistics	40,036	44,110	41,883	5	–
Total	101,838	94,818	91,048	–11	+

GRI 306-2 Management of significant waste-related impacts

The sustainability team at Sonepar is responsible for the management of waste-related impacts. Management can get involved via streamlined decision-making channels, if necessary. The sustainability team from Germany and the representatives of all other country organizations work together to ensure compliance with applicable laws and regulations along the entire value chain.

Legal requirements relating to the national regulations on waste disposal in the country organizations outside of Germany are coordinated between the local managers and the legal department from Germany where necessary.

Packaging materials from suppliers represent the greatest potential for waste along our value chain. Our suppliers have concluded agreements with waste disposal service providers in accordance with statutory regulations. As a result, this packaging is disposed of free of charge for us and our customers. We have also entered into a service agreement with Interzero (formerly Interseroh) that governs the return of the transport and sales packaging we use and also ensures a disposal rate of 100% for our customers.

GRI 306-3 Waste generated

The waste generated is divided into the main waste types wood, plastics, metal, and paper and cardboard. Data on the amount of waste generated can be found in the appendix on pages 62 to 64.

GRI 308 Supplier environmental assessment

Contribution to our material topics: “Environmental protection,” “IMPACT Plan implementation,” and the SDG



Our suppliers record their environmental performance on our IntegrityNext online platform as standard. We planned to expand this platform to include environmental assessments and rankings of our suppliers in 2024, but we ultimately lacked the resources and capacity to do so. But, we plan to carry out this expansion in the future.

However, we did manage to position our “Green Offer” in the market in 2024. The associated product range now includes over 3,000 products. Many of our suppliers have provided transparent environmental information about their products.

GRI 308-1 New suppliers that were screened using environmental criteria

Before the start of any partnership, we require every new supplier to agree to our sustainability standards as they relate to environmental criteria – such can be found in our Supplier Code of Conduct.



Click here for the Sonepar Group CSR Report: <https://www.sonepar.com/service/search/en/8678?query=CSR+Report>

GRI 308-2 **Negative environmental impacts in the supply chain and action taken**

We are not aware of any significant negative environmental impacts from our supply chain during the reporting period.



Targeting drivers of carbon emissions

How we are reducing our footprint: The three biggest drivers of carbon emissions at our company are currently fuels, heating, and electricity. They account for around 90% of our carbon footprint. That's why we are starting with these areas – and we made considerable progress in 2024.

Fuels: Our vehicle fleet and freight forwarders became more climate-friendly: we used around 205,000 fewer liters of fuel compared to the previous year. Another piece of good news: the number of electric vehicles in our fleet continues to grow. We have 127 electric vehicles in Germany alone; they comprise 10% of our entire fleet. Our charging infrastructure supplied those vehicles with a total of 145,000 kWh.

Electricity: Switching to LEDs and installing more photovoltaic systems helps us reduce our energy consumption.

By the end of 2024, we were operating 20 PV systems at our locations, and we had transitioned 95% of all our locations in Germany to LEDs. Our goal for 2026: producing 25% of our electricity ourselves – it's an ambitious plan, but we believe we can do it.

Heating: We took targeted action to reduce our consumption of gas, oil, and district heating by 2.1 million kWh last year. The decisive factor here is that we optimized our buildings on an ongoing basis. We plan to continue with this type of climate action in 2025 by installing even more PV systems that will further reduce our energy consumption. We will also continue driving the transition to LED lighting.

People

As an employer, we are responsible for about 7,000 people. We want to offer them wholly meaningful work in a diverse team. We want them to be able to take responsibility, develop their individual potential freely, and achieve their personal goals.

In addition, we see ourselves as a responsible corporate citizen; we believe we are also capable of providing positive impetus for society beyond the confines of our company premises.



GRI 401 Employment

Contribution to our material topics: "Philosophy/values," "Fair pay," and the SDG



Approximately 7,000 people work for Sonepar in Germany and at the locations of our affiliated country organizations. As an employer, we are responsible for creating an excellent working environment for every single person, providing opportunities, and developing individual potential. In addition to internal guidelines such as our Code of Conduct, our HR management is based on external regulations such as the ILO standards, the OECD Guidelines for Multinational Enterprises, and the company's voluntary commitment to the UN Global Compact.

We also use an integrated management system to help us implement our social sustainability goals in a targeted way; DIN EN ISO 45001 (occupational health and safety management, OHSAS 18001 until mid-2020) is particularly relevant here. To implement the legal requirements and ISO standards, we have trained our own occupational safety specialists, who in turn inform our safety officers at the local sites about new developments every year. In addition, Sonepar regularly and successfully trains its employees to prevent workplace accidents, occupational illnesses, work-related health hazards, and fires.

Our HR strategy is based on three pillars:

- Personnel management: We get the right talent into the right jobs at the right time.
- Leaders for our future: we help our managers develop in such a way that they learn to inspire employees, help employees develop, place trust in employees, and lead by example.
- Capable employees: we want to attract talented and diverse people, develop their talent, and retain them for the long term.

GRI 401-1 New employee hires and employee turnover

The ratio of new employees to those who left us was negative if we compare the figures from 2024 to 2023. In specific terms, 409 people left our company this year. A key reason for this was the restructuring of our logistics and sales infrastructure.

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

In principle, we grant our corporate benefits equally to all full-time and part-time employees. This applies to basic medical care, insurance, and company pensions, as well as to supplementary benefits. However, we do not grant these benefits to temporary employees. In Germany, the benefits provided during the reporting period included:

- Participation in the Corporate Benefits program, which entitles employees to a range of special offers – from discounted rental cars to movie theater vouchers.
- In 2023, we used the SODEXO card. This enabled us to easily book small financial rewards for expended working hours on the card. These included an inflation adjustment, a meal allowance, or a mobility voucher, for instance.
- Voucher for Sonepar clothing

GRI 401-3 Parental leave

In principle, we offer all full-time and part-time employees the opportunity to take parental leave.

GRI 402 Labor/management relations

Contribution to our material topics: "Philosophy/values" and the SDGs



At Sonepar, employees are informed of significant operational changes – such as restructuring, closures, or the relocation of a site – at an early stage, usually several months in advance.

We believe all employees at Sonepar should have a voice. Their thoughts and opinions are valuable, so their right to have a say is also anchored in our Code of Conduct. The regional companies have elected works councils for this purpose, which have joined forces in the Group Works Council. The works councils are involved in or informed about a wide range of topics. This cooperation also extends to the area of occupational health and safety. The works councils were involved in the implementation of health protection measures and the provision of flexi days (employees are entitled to at least 50 days of mobile working per year if their job allows). In 2024, around 20% of employees took advantage of mobile working options.

The occupational health and safety specialists also regularly exchange information with the works councils.

To ensure a trusting relationship between employer and employee, we regularly survey our employees about their needs – that's the purpose of our international staff survey "Open Voices." According to the 2024 survey:

- Employees are proud of their employer (78% said they talk about their work with pride),
- Employees are satisfied (76% plan to still be employed at Sonepar in the next two years),
- Employees feel that their work is meaningful (69% said the job provides them with fulfillment and validation),
- Employees believe in their employer (59% would recommend Sonepar as an employer).

GRI 403 Occupational health and safety

Contribution to our material topics: "Occupational health and safety," "Health," and the SDGs



Physically and mentally healthy employees are our greatest asset. Consequently, it is very important to us to minimize or completely prevent health risks and safety hazards. The laws that must be displayed, such as the Working Hours Act and the Occupational Health and Safety Act, naturally also apply in our company.

We also ensure that our employees have the right qualifications and offer occupational health support. Executives are responsible for occupational health and safety. They are advised by internal and external occupational health and safety specialists and fire safety and hazardous goods officers, who conduct regular inspections and evaluate working conditions, among other things. Works council representatives take part in inspections as well as in the corresponding Occupational Health and Safety Committee (ASA) meetings.

We have introduced the Auditor Plus tool to optimize compliance with the various legal requirements. It provides support with documentation, such as when inspecting equipment as part of occupational health and safety.

GRI 403-1 Occupational health and safety management system

Our occupational health and safety is based on recognized standards, such as the Occupational Health and Safety Standards, as well as on the legal requirements for occupational health and safety. Sonepar's logistics locations in Germany are already certified in accordance with ISO 45001 (see page 22). This certification is to be rolled out to other logistics locations; corresponding targets and action are defined in our Sustainability Program (see page 79).

Occupational health management is based on the pillars of workplace integration, workplace health promotion, and occupational health and safety. Occupational health and safety and its requirements

are reflected in our Code of Conduct and corporate policy.

Ergonomics in the workplace

We are implementing numerous measures to improve ergonomics in the workplace, including:

- Installation of lifting aids/manipulators for heavy cable reels,
- Introduction of a wrapping machine at the logistics center in Gernsheim, Germany, which automatically packages small parts in environmentally friendly packaging, eliminating the monotonous task of "bagging" for employees,
- New base frames for office workstations that raise or lower the desk so that employees can easily switch between standing and sitting.

We plan to further expand our holistic health management concept in future. After all, this is an important element in enhancing our appeal as an employer. We also want to offer additional sports and health services, such as fitness courses, GymPass, company sports events, mental health courses, medical advice on eye and back health, and special offers for employees over 50.

GRI 403-2 Hazard identification, risk assessment, and incident investigation

Workplace inspections and systematic preventive risk analyses are carried out at regular intervals – usually once a quarter – or depending on requirements and risks. Accidents are analyzed and incorporated into the

Health rate (in %)	2019	2023	2024
Sonepar Deutschland GmbH	97.6	93.0	95.3
Sonepar Österreich GmbH	n.a.	95.6	96.0
Sonepar Suisse AG	95.0	93.1	94.1
Sonepar Česká Republika spol. s.r.o.	n.a.	96.7	94.6
Sonepar Hungary Kft.	n.a.	99.2	98.9

risk assessments. Effective occupational safety equipment, regular inspections of systems and equipment with an impact on safety, and compliance with all safety standards, guidelines, regulations, and applicable legal standards are a matter of course for Sonepar.

In our Code of Conduct, we also encourage our employees to refrain from any work where they might have concerns about safety or health risks. No one should worry about being sanctioned in these situations. In addition, there are clear prohibitions on breaching applicable health and safety regulations. There were no violations of accident prevention regulations, specific safety regulations, or cooperative rules during the reporting period.

The incident rate provides an indication of the frequency of accidents; roughly speaking, it is calculated by dividing the number of reported incidents by the number of full-time employees, then multiplying the result by 1,000. The 2022 rate (8.3) rose to 14.17 (in 2024) as a result of higher loads in the logistics centers. Accidents are regularly reviewed here. The aim is to derive insights so we can reduce the number of comparable accidents in the future. The severity of the accidents was low in most cases. Accidents frequently resulted in lost work days for employees, but these absences were not long-term.

E-learning for occupational health and safety was introduced in 2020. On average, around 80% of employees take part each year. Occupational safety instructions are provided alongside the training, leading to improved occupational health and safety. All actions in this area are agreed upon with employee representatives in Occupational Health and Safety Committee (ASA) meetings and implemented with their approval. Topics included the safe use of ladders and stairs, fire prevention, first aid, and the use of defibrillators.

GRI 403-3 Occupational health services

We collaborate with external occupational physicians to ensure the legally mandated deployment of occupational physicians at all locations in Germany; we also organize programs for offering flu vaccinations, preventative care, and the like. These programs also include the aptitude test for driving, controlling, and monitoring activities (G25) and occupational health screening for activities at VDU workstations (G37).

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

Dialog with employee representatives takes place in Occupational Health and Safety Committee (ASA) meetings, regular meetings with the occupational health and safety specialists, or in individual appointments for discussions. The aim is to work hand-in-hand with employee representatives to maintain a high level of occupational health and safety and to minimize risks by making improvements.

Occupational health and safety (Sonepar Deutschland GmbH)	2019	2023	2024
Number of reportable accidents per 1,000 employees (incident rate)	14	21	11
Accident severity (average work days lost after a workplace accident)	17	0	0
Number of reportable work-related injuries	73	192	105
Work days lost due to work-related injuries or illnesses	1,239	2,002	1,589
Number of work-related injuries with serious consequences (excluding fatal accidents)	0	0	0
Number of deaths as a result of work-related injuries	0	0	0

GRI 403-5 **Worker training on occupational health and safety**

All employees in Germany must complete our basic training on occupational health and safety. In-person refresher courses are held annually and are accompanied by e-learning courses to improve awareness. The first aiders and fire safety and evacuation assistants, who we are legally required to have at each of our locations, receive training that includes practical drills.

GRI 403-6 **Promotion of worker health**

Promoting the health of our employees is an important issue for every manager. Good health starts in the workplace and is an important element of performance reviews, among other things. After all, we can only promote good workplace health practices by working together. While line managers have a duty of care to inform employees about health hazards, employees also have a duty to point out potential sources of danger in the company's operations. We promote good health through targeted campaigns, such as by offering vaccinations or organizing group sports activities for employees (fun runs in German cities). In Germany, we also offer subsidized bicycle leasing programs.

GRI 403-9 **Work-related injuries**

Most accidents at our company occur in our large central warehouses. Work-related accidents at our sales locations are mainly commuting accidents. We analyze workplace accidents and discuss the results with the employees involved. This data is incorporated

into instructions and risk assessments. There were no work-related fatalities during the reporting period.

GRI 403-10 **Work-related ill health**

We are not aware of any work-related chronic illnesses as a result of the work carried out in our company.

GRI 404 **Training and education**

Contribution to our material topics: "Philosophy/values" and the SDGs



Sonepar offers traineeships in various professions at our sales, purchasing, logistics, and IT departments. In 2024, we recruited 138 trainees at our locations in Germany, Austria, and Switzerland. We regularly organize "Welcome Days" for trainees. Management personally welcomes our new colleagues, instructs them in our fundamental values, and presents the opportunities available at Sonepar.

We offer a comprehensive range of further training and qualification programs on the "Sonepeople" learning platform to enable employees to develop and progress according to their individual strengths.

Talent Management offers a range of development measures and programs aimed at specific target groups. For new field sales staff, we offer the "New in the field" program, where they participate in a six-month training

program to learn the basics of field sales. For in-house and field sales staff with two to three years of professional experience, we offer basic and advanced sales training; this involves two 1.5-day training courses where participants learn sales pitch strategies as well as time management and personal management skills. In addition, employees can complete courses on LinkedIn Learning free of charge. Our partnership with two external providers, Berlitz and speexx, gives our employees the opportunity to improve their foreign language skills.

In addition to all of this, we offer training courses, classroom training, and webinars from the Sonepar Deutschland Technical Solutions GmbH Academy. The Academy's experts actively support our employees' career development and devise customized programs for them. The Academy imparts technical expertise (competence building), teaches how to apply this expertise (skills), and provides in-depth knowledge on (digital) sales tools. Content during the reporting period included:

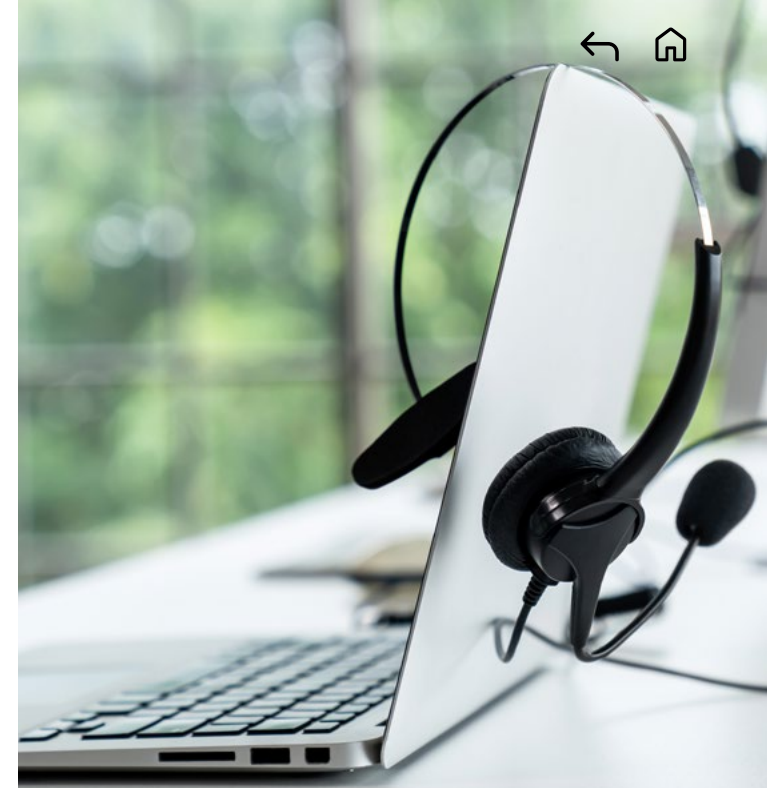
- Apprentice training courses with a standardized technical program for all apprentices in years 1 and 2 as well as individual elective modules for apprentices in their 3rd year of training,
- Level 1a sales representative training to prepare sales employees for their partly new role (combination of office and field sales),
- Further training as a "Sustainable Energy Systems" sales representative with a Sonepar certificate (Level 2) and in-depth training to provide our customers with reliable consulting services,
- As a last step, the employee can complete their

training with a Level 3 (qualification from the Chamber of Industry and Commerce) certificate as a "Sustainable Energy Systems" specialized sales representative in order to provide complex project and property consulting for our customers,

- Webinars on building automation, including data network technology, building systems engineering, communication technology, automation technology, lighting, sustainable energy systems, soft skills.

Programs from the Sonepar's "Learning World" (training portal for our customers) are also available to sales staff.

For Sonepar's young talent, there is the Sonepar young talent group (SONAR). This group works on projects that deal with operational issues and that are commissioned by Executive Management. The "Tailwind Program" offers ambitious employees with initial management experience or those who hold a key or expert role the opportunity to work with a mentor from management to further develop their professional and/or personal skills and to gain greater clarity in their career. We offer a Leadership Program for the next generation of executives. It teaches the basics of leadership and provides support for participants taking on the new responsibilities of leadership. For executives, there is also the executives road show, which reinforces the leadership principles already in place at Sonepar and provides in-depth education on advanced leadership subjects. The "SDLP (Sonepar DACH Leadership Program)" is aimed at experienced middle managers who want to develop their leadership skills and strengthen their strategic capabilities.



GRI 404-1 **Average hours of training per year per employee**

Our further training and qualification programs have been very well received. In 2024, 4,712 employees completed over 173,000 hours of training – an average of 36.79 hours per person (2023: 20.49). The following are some of the training courses offered by Sonepar in Germany that were particularly popular during the reporting period:

2023

1. Circular economy & waste reduction
2. Diversity & participation
3. Occupational safety 2023 – ladders and stepstools
4. The new Sonepar online shop
5. SAP basics

2024

1. How to handle gifts, invitations, and travel expenses
2. Cybersecurity – our clicks decide
3. Occupational safety 2024 – first aid
4. General Data Protection Regulation (GDPR)
5. Reducing our carbon footprint

GRI 404-3 **Percentage of employees receiving regular performance and career development reviews**

We make sure that employees are in regular dialog with their line managers. Managers use the “My Sonepar Talk” module to conduct annual performance reviews with their employees. This involves agreeing on and documenting shared goals as part of a 360-degree feedback

process. Annual monetary target agreements are also defined during this process.

GRI 405 **Diversity and equal opportunity**

Contribution to our material topics: “Philosophy/values,” “Diversity,” and the SDGs



At our company, we guarantee equal opportunities and equal treatment, regardless of skin color or ethnic origin, age, gender, ideology, sexual orientation, social status, or political views – provided that these political views are based on the principles of the free democratic order and abide by values such as respect, tolerance, and open-mindedness. The company requires its employees to behave accordingly, as laid out in our Code of Conduct, which is binding for all employees. We condemn all forms of discrimination.

Every person is unique – which is why it is important to us to value and embrace diversity. Diversity, equity, and inclusion are important cornerstones of our corporate culture. Because a company's ability to innovate and keep its employees and customers satisfied is greatest when we make use of the best that each person brings to the table. We see this every day in our work with colleagues from more than 40 different nations, for example.

Beyond the cultural aspects, diversity is one of the key tasks for management to tackle in this day and age. It is not about lowering standards or making exceptions. Instead of constantly asking “Are they a good fit for us?,” we should be asking ourselves: “What new perspectives can we learn from them?” With this “culture add” – acknowledging the importance of cultural enrichment in hiring – we can bolster innovation at our company and attract employees for the long term.

Against this backdrop, we created an international committee of over 40 “Diversity & Inclusion Champions” in 2022. These D&I Champions operationalize our D&I strategy at a local level. In Germany, the position of D&I Director fills this role. She has helped further advance the empowerment of women during the reporting period, such as with the women’s network women@sonepar, special training courses for women, and the establishment of a Diversity Council for Germany. Global targets were also set as part of this process; they are to be used as a guide across countries.

Increase in the proportion of women

Compared to the previous year, the proportion of women in our workforce increased slightly, by 0.2%. The share of

women among new hires was 25.6%. We hope to further increase the proportion of women by offering an attractive work-life balance. That is why we give our full-time employees in Germany the opportunity to work remotely 50 days a year. 2,200 employees took advantage of this option in 2023, 45% of whom were female.

GRI 406 Non-discrimination

Contribution to our material topics: “Philosophy/values,” “Diversity,” and the SDGs



Sonepar expects all employees to treat each other professionally, based on mutual respect, trust, and individual dignity. Sonepar promotes a workplace free from any form of discrimination, bullying, or harassment of employees, contractors, or job applicants. There were no known incidents in which Sonepar employees violated these principles during the reporting period.

GRI 405 Share of female employees in the total workforce (absolute/in %)	2019	2023	2024
Sonepar Deutschland GmbH	n.a.	1,534/26.4	1,440/26.5
Sonepar Österreich GmbH	n.a.	147/29.8	163/33.2
Sonepar Suisse AG	n.a.	134/24.5	126/23.2
Sonepar Česká Republika spol. s.r.o.	n.a.	77/24.5	78/26
Sonepar Hungary Kft.	n.a.	67/28.5	62/27.7
Total	n.a.	1,959/26.5	1,869/26.7

We also place similar demands on our suppliers, as set out in Sonepar's Code of Conduct. We expect all players in the supply chain to act in accordance with our core commitments and principles, including respect for human rights and the prevention of harassment and discrimination.

GRI 406-1 Incidents of discrimination and corrective actions taken

We are not aware of any incidents of discrimination during the reporting period. We follow up on all reports, complaints, or allegations of discrimination. There was no standardized evaluation of such reports during the reporting period. Each case is dealt with on an individual basis. In principle, every person accused

of discrimination is first given the opportunity to make a statement in a confidential context. Witnesses or whistleblowers will be interviewed, if necessary; they can remain anonymous if they wish. The case is then evaluated and either closed by mutual agreement or action is taken.

GRI 407 Freedom of association and collective bargaining

Contribution to our material topics: "Philosophy/values," "Diversity," and the SDGs



The right to freedom of association and collective bargaining is enshrined in German and international law as well as in our Code of Conduct. Collective bargaining agreements apply to the companies operating in Germany.

GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

During the reporting period, there were no cases of suspected threats to fundamental rights such as the right to freedom of association and collective bargaining at our own sites. Our risk analysis gave us no reason to suspect anything similar at any of our suppliers.

GRI 408 Child labor

Contribution to our material topics: "Fair value creation," "Early detection," "Human rights," "Fair pay," and the SDGs



In accordance with international conventions, we reject all forms of child labor. There were no incidents of child labor at our operating sites during the reporting period.

We minimize the risk of child labor being used in our supply chain through our supplier selection, strategic supplier management, the supplier survey on the IntegrityNext online platform, and our Code of Conduct, which is binding for suppliers. We are not aware of any such suspected cases during the reporting period.

GRI 409 Forced or compulsory labor

Contribution to our material topics: "Fair value creation," "Early detection," "Human rights," "Fair pay," and the SDGs



We have been working with the IntegrityNext online platform since 2022 and carry out regular risk analyses to identify risks of forced labor in the supply chain. As part of this process, we assess sector and country risks. During the reporting period, there were no

suspected cases of forced or compulsory labor in our supply chain. Employees can report any suspected cases anonymously to the Compliance department using our whistleblower system.

GRI 412-1 Operations that have been subject to human rights reviews or impact assessments

Contribution to our material topics: “Fair value creation,” “Early detection,” “Human rights,” “Fair pay,” and the SDGs



As part of our compliance management system in accordance with ISO 37301 – introduced in Germany, Austria, and Switzerland – we assume responsibility for upholding human rights and carrying out a corresponding risk impact assessment. People in leadership roles at all the entities mentioned in this report provide support for the Compliance Manager’s monitoring function in Germany, as does the global whistleblower system. No risks were identified by the human rights impact assessment during the reporting period.

GRI 413 Local communities

Contribution to our material topics: “Fair value creation,” “Human rights,” “Fair pay,” and the SDGs



Our company sees itself as part of the local community. We believe it is our duty to support our local community and live up to our responsibilities as part of it. This also includes providing financial support for social, cultural, or sporting associations and institutions. These donations are always made in accordance with legal regulations and our corporate values. As a result, we focus on promoting culture, sport, energy and environmental education, and youth and social issues.

GRI 414 Supplier social assessment

Contribution to our material topics: “Fair value creation,” “Early detection,” “Human rights,” “Fair pay,” and the SDGs



We have been using IntegrityNext to conduct social assessments of suppliers since 2022. As part of this process, suppliers are requested to carry out a self-assessment. We also conduct a screening of suppliers.

GRI 414-1 New suppliers that were screened using social criteria

Before the start of any partnership, we require every new supplier to agree to our sustainability standards as they relate to social aspects – such can be found in our Supplier Code of Conduct.

We handle hazardous substances and dangerous goods in accordance with legal requirements; these substances only account for around 0.5% of listed items. No customers reported health issues resulting from products we sold during the reporting period.

GRI 416 Customer health and safety

Contribution to our material topics: “Fair value creation,” “Health,” and the SDGs



We only purchase merchandise from suppliers who are certified according to (inter)national quality standards or who meet the requirements for importing products into the EU. Visible signs of this include a CE or UKCA marking, for instance. We have defined our labeling and product safety requirements in our Sonepar purchasing conditions, which form the basis for supplying Sonepar in Germany.

Information on product safety risks from suppliers is processed immediately. We then inform customers of the measures to be taken to avoid health risks. Legal regulations and voluntary codes of conduct ensure that products and services have no negative impact on the health and safety of customers. Compliance with these rules and regulations is a matter of course for Sonepar; there were therefore no violations during the reporting period.



Diversity makes life worthwhile. The more people with different experiences and perspectives come together, the greater our common treasure trove of knowledge and skills. And it's precisely this treasure trove that makes teams stronger and more resilient. This is especially important when it comes to actively shaping change – rather than simply letting it happen.

At Sonepar, we believe in diversity, equity, and inclusion. They are important cornerstones of our corporate culture. However, this type of culture does not arise from nowhere; it requires the implementation of specific measures, and we have to practice what we preach:

- **Day-to-day:** The Sonepar “diversity calendar” includes the most important dates relevant to diversity and lists holidays from various religions and traditions.
- **New perspectives:** In recruiting, we don't ask whether an applicant is a good fit for us or not. Rather, we ask ourselves what we can learn from that applicant.
- **Vision:** To us, diversity means more than just variety in gender, religion, or ethnicity. It is also about different skills, backgrounds, interests, and values.
- **Visibility:** With the establishment of our Diversity Council in 2023, we are raising awareness of the value of diversity, explaining related issues, and improving processes.
- **Strength:** Since 2024, 316 women in Germany, Austria, and Switzerland have been providing mutual support for one another. Training and a mentoring program help to prepare women for leadership positions.
- **Fair:** Allyship training helps employees recognize unconscious bias and advocate for disadvantaged groups.
- Via the online platform “**voioo**,” we help employees learn to balance their careers and their private lives. voioo offers sports programs, tips for a healthier and less stressful lifestyle, and assistance in difficult life situations.

And all these efforts bear fruit: Today, we are an attractive employer for a wide variety of people from different nations, with a wide variety of backgrounds, perspectives, and skills. In 2024, Sonepar received certification in Germany in accordance with the GEEIS standard (Gender Equality European & International Standard).

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difference



Appendix



Key figures

Economy

For maximum transparency, we report key figures not just for the entire reporting organization, but also for each individual country organization. If data on individual criteria has not yet been recorded in some country organizations or business units, or if it has been recorded using different systems, we indicate the corresponding key figure here as "n.a. = not available."

GRI 201 Revenue in € k	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	2,884,322	3,905,663	3,369,328	17
Sonepar Österreich GmbH	249,428	618,158	494,698	98
Sonepar Suisse AG	279,757	489,038	457,391	63
Sonepar Česká Republika spol. s.r.o.	79,579	122,692	95,659	20
Sonepar Hungary Kft.	52,922	96,153	91,248	72
Total	3,546,008	5,135,551	4,508,324	27

GRI 201 Capital expenditure in € k	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	31,460	51,047	52,215	166
Sonepar Österreich GmbH	1,411	8,310	9,901	702
Sonepar Suisse AG	15,393	7,843	12,256	-20
Sonepar Česká Republika spol. s.r.o.	526	385	408	-22
Sonepar Hungary Kft.	759	19,936	2,521	332
Total	49,552	87,521	77,301	156

GRI 2-7 Employees	2020*	2023	2024	Change 2020* to 2024 in %
Sonepar Deutschland GmbH	5,308	5,820	5,434	2
Sonepar Österreich GmbH	434	493	491	13
Sonepar Suisse AG	433	528	534	23
Sonepar Česká Republika spol. s.r.o.	252	314	296	17
Sonepar Hungary Kft.	206	247	238	16
Total	6,633	7,402	6,993	5

GRI 2-7 Full-time equivalent (FTE) employees	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	5,087	5,459	5,100	0
Sonepar Österreich GmbH	439	548	568	29
Sonepar Suisse AG	368	476	494	34
Sonepar Česká Republika spol. s.r.o.	279	308	295	6
Sonepar Hungary Kft.	168	248	243	45
Total	6,341	7,039	6,700	6

* 2020 as base year, no data available for 2019

Key figures

Economy

GRI 205 Compliance	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH				
Confirmed cases of corruption	0	0	0	0
Legal proceedings resulting from anti-competitive behavior or antitrust and monopoly practices	0	0	0	0
Violations of declarations	0	0	0	0
Number of anti-corruption training courses (absolute)	n.a.	6	8	–
Informed group of people: percentage of employees who have received information on anti-corruption or have completed a relevant course or training (in %)	n.a.	100	100	–
Sonepar Österreich GmbH				
Confirmed cases of corruption	0	0	0	0
Legal proceedings resulting from anti-competitive behavior or antitrust and monopoly practices	0	0	0	0
Violations of declarations	0	0	0	0
Number of anti-corruption training courses (in hours or absolute)	n.a.	9	8	–
Informed group of people: percentage of employees who have received information on anti-corruption or have completed a relevant course or training (in %)	100	100	100	0
Sonepar Suisse AG				
Confirmed cases of corruption	0	0	0	0
Legal proceedings resulting from anti-competitive behavior or antitrust and monopoly practices	0	0	0	0
Violations of declarations	0	0	0	0
Number of anti-corruption training courses (in hours or absolute)	n.a.	n.a.	n.a.	–
Informed group of people: percentage of employees who have received information on anti-corruption or have completed a relevant course or training (in %)	n.a.	n.a.	n.a.	–

Key figures

Economy

GRI 205 Compliance	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Česká Republika spol. s.r.o.				
Confirmed cases of corruption	n.a.	0	0	–
Legal proceedings resulting from anti-competitive behavior or antitrust and monopoly practices	n.a.	0	0	–
Violations of declarations	n.a.	0	0	–
Number of anti-corruption training courses (in hours or absolute)	n.a.	n.a.	n.a.	–
Informed group of people: percentage of employees who have received information on anti-corruption or have completed a relevant course or training (in %)	n.a.	100	100	–
Sonepar Hungary Kft.				
Confirmed cases of corruption	n.a.	0	0	–
Legal proceedings resulting from anti-competitive behavior or antitrust and monopoly practices	n.a.	0	0	–
Violations of declarations	n.a.	0	0	–
Number of anti-corruption training courses	n.a.	2	2	–
Informed group of people: percentage of employees who have received information on anti-corruption or have completed a relevant course or training (in %)	n.a.	25	25	–

Key figures

Environment

For maximum transparency, we report key figures not just for the entire reporting organization, but also for each individual country organization. If data on individual criteria has not yet been recorded in some country organizations or business units, or if it has been recorded using different systems, we indicate the corresponding key figure here as "n.a. = not available."

GRI 301 Materials used in metric tons	2019	2023	2024	Change 2019 to 2024 in %
Purchased wooden packaging				
Sonepar Deutschland GmbH	20	11	0	-100
Sonepar Österreich GmbH	n.a.	0	2	-
Sonepar Suisse AG	n.a.	0	0	-
Sonepar Česká Republika spol. s.r.o.	34	26	20	-41
Sonepar Hungary Kft.	180	228	105	-42
Total	234	265	127	-46
Purchased paper and cardboard materials				
Sonepar Deutschland GmbH	255	182	95	-63
Sonepar Österreich GmbH	n.a.	157	177	-
Sonepar Suisse AG	206	380	367	78
Sonepar Česká Republika spol. s.r.o.	5	4	4	-20
Sonepar Hungary Kft.	n.a.	4	5	-
Total	466	727	648	39
Purchased plastic packaging				
Sonepar Deutschland GmbH	193	134	95	-51
Sonepar Deutschland GmbH proportion of which is recycled material, in metric tons and (%)	0 (0)	79/(62)	54/(65)	-
Sonepar Österreich GmbH	n.a.	38	15	-
Sonepar Suisse AG	22	27	26	18
Sonepar Česká Republika spol. s.r.o.	19	14	14	-26
Sonepar Hungary Kft.	5	14	14	280
Total	239	227	164	-31

Key figures

Environment

GRI 301 Materials used in metric tons	2019	2023	2024	Change 2019 to 2024 in %
Other packaging (if relevant)				
Sonepar Deutschland GmbH	9	26	11	22
Sonepar Österreich GmbH	n.a.	11	7	–
Sonepar Suisse AG	3	n.a.	n.a.	–
Sonepar Česká Republika spol. s.r.o.	n.a.	1	3	–
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	–
Total	12	38	21	75%

Total for all entities	951	1,257	960	1
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GRI 306 Waste generation in metric tons (by type of waste)	2019	2023	2024	Change 2019 to 2024 in %
Wood				
Sonepar Deutschland GmbH	1,911	3,004	2,508	31
Sonepar Österreich GmbH	186	339	253	36
Sonepar Suisse AG	n.a.	n.a.	n.a.	–
Sonepar Česká Republika spol. s.r.o.	n.a.	0	0	–
Sonepar Hungary Kft.	166	106	108	–35
Total	2,263	3,449	2,869	27
Paper				
Sonepar Deutschland GmbH	409	436	328	–20
Sonepar Österreich GmbH	93	176	154	66
Sonepar Suisse AG	n.a.	35	28	–
Sonepar Česká Republika spol. s.r.o.	44	41	38	–14
Sonepar Hungary Kft.	n.a.	2	3	–
Total	546	690	551	1

Key figures

Environment

GRI 306 Waste generation in metric tons (by type of waste)	2019	2023	2024	Change 2019 to 2024 in %
Cardboard				
Sonepar Deutschland GmbH	954	1,017	700	-27
Sonepar Österreich GmbH	n.a.	0	0	-
Sonepar Suisse AG	223	95	85	-62
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	-
Sonepar Hungary Kft.	26	28	37	42
Total	1,203	1,140	822	-32
Plastic				
Sonepar Deutschland GmbH	312	241	565	81
Sonepar Österreich GmbH	46	52	42	-9
Sonepar Suisse AG	25	30	28	12
Sonepar Česká Republika spol. s.r.o.	19	16	16	-16
Sonepar Hungary Kft.	5	9	7	40
Total	407	348	658	62
Other (if applicable)				
Sonepar Deutschland GmbH	658	940	901	37
Sonepar Österreich GmbH	n.a.	58	34	-
Sonepar Suisse AG	3	n.a.	n.a.	-
Sonepar Česká Republika spol. s.r.o.	201	85	86	-57
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	-
Total	862	1,083	1,021	18
Total (for all entities)	5,281	6,710	5,921	12

Key figures

Environment

GRI 306 Waste taken back in metric tons (all entities)	2019	2023	2024	Change 2019 to 2024 in %
Electrical and electronic components according to WEEE				
Sonepar Deutschland GmbH	179	157	185	3
Sonepar Österreich GmbH	n.a.	1	1	–
Sonepar Suisse AG	n.a.	30	28	–
Sonepar Česká Republika spol. s.r.o.	n.a.	83	64	–
Sonepar Hungary Kft.	n.a.	12	13	–
Total	179	283	291	63

GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Natural gas (MWh)				
Sonepar Deutschland GmbH	26,090	19,227	18,271	–30
Sonepar Österreich GmbH	2,296	2,630	2,340	2
Sonepar Suisse AG	0	n.a.	n.a.	–
Sonepar Česká Republika spol. s.r.o.	722	1,232	952	32
Sonepar Hungary Kft.	1,486	1,090	1,117	–25
Total	30,594	24,179	22,680	–26
Heating oil (MWh)				
Sonepar Deutschland GmbH	2,358	1,575	1,279	–46
Sonepar Österreich GmbH	185	40	38	–79
Sonepar Suisse AG	196	130	168	–14
Sonepar Česká Republika spol. s.r.o.	0	0	0	0
Sonepar Hungary Kft.	0	0	0	0
Total	2,739	1,745	1,485	–46
District heating (MWh)				
Sonepar Deutschland GmbH	1,091	2,694	2,198	101
Sonepar Österreich GmbH	512	545	591	15
Sonepar Suisse AG	49	58	196	300
Sonepar Česká Republika spol. s.r.o.	839	634	604	–28
Sonepar Hungary Kft.	0	0	0	0
Total	2,491	3,931	3,589	44

Key figures

Environment

GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Electricity (MWh)				
Sonepar Deutschland GmbH	19,563	13,228	13,437	-31
Sonepar Österreich GmbH	1,566	1,419	2,004	28
Sonepar Suisse AG	1,210	1,389	975	-19
Sonepar Česká Republika spol. s.r.o.	888	714	734	-17
Sonepar Hungary Kft.	486	554	631	30
Total	23,713	17,304	17,781	-25

Total energy consumption in MWh	59,537	47,159	45,535	-24
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GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Fuel consumption				
Company vehicles (liters of gasoline)				
Sonepar Deutschland GmbH	0	138,553	61,607	-
Sonepar Österreich GmbH	7,404	42,453	26,592	259
Sonepar Suisse AG	24,819	41,519	39,953	61
Sonepar Česká Republika spol. s.r.o.	134,413	97,050	114,374	-15
Sonepar Hungary Kft.	1,680	38,430	40,827	2,330
Total	168,316	358,005	283,353	68
Company vehicles (liters of diesel)				
Sonepar Deutschland GmbH	3,274,677	2,314,800	1,966,255	-40
Sonepar Österreich GmbH	228,408	60,386	24,930	-89
Sonepar Suisse AG	59,681	36,398	30,945	-48
Sonepar Česká Republika spol. s.r.o.	1,680	9,776	8,636	414
Sonepar Hungary Kft.	96,708	85,215	75,600	-22
Total	3,661,154	2,506,575	2,106,366	-42

Key figures

Environment

GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Own trucks (liters of diesel)				
Sonepar Deutschland GmbH	112,500	164,748	132,532	18
Sonepar Österreich GmbH	n.a.	0	0	–
Sonepar Suisse AG	126,430	205,372	510,040	303
Sonepar Česká Republika spol. s.r.o.	n.a.	598	506	–
Sonepar Hungary Kft.	387,129	8,354	5,350	–99
Total	626,059	379,072	648,428	4
Fuel consumption (all entities)				
Company vehicles (liters of gasoline)	168,316	358,005	283,353	68
Company vehicles (liters of diesel)	3,661,154	2,506,575	2,106,366	–42
Own trucks (liters of diesel)	626,059	379,072	648,428	4
Total	4,455,529	3,243,652	3,038,147	–32

GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Traffic volume caused by Sonepar Deutschland GmbH				
Truck delivery traffic (in 1,000 metric ton kilometers)	332,645	230,786	240,199	–28
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	113	56	52	–54
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	1,183	856	595	–50
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	297	230	87	–71
Business trips by train (in 1,000 passenger kilometers)	n.a.	n.a.	n.a.	–
Business travel by private car (km)	913,556	938,367	595,386	–35
Traffic volume caused by Sonepar Österreich GmbH				
Truck delivery traffic (in 1,000 metric ton kilometers)	49,343	50,045	53,266	8
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	187	2	3	–98
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	126	183	81	–36
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	0	139	44	–
Business trips by train (in 1,000 passenger kilometers)	4	76	52	1,200
Business travel by private car (km)	55,291	6,877	7,385	–87

Key figures

Environment

GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Traffic volume caused by Sonepar Suisse AG				
Truck delivery traffic (in 1,000 metric ton kilometers)	37,395	52,942	46,483	24
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	137	97	51	-63
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	10	26	34	240
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	82	56	30	-63
Business trips by train (in 1,000 passenger kilometers)	3	39	84	2,700
Business travel by private car (km)	16,000	32,290	57,020	256
Traffic volume caused by Sonepar Česká Republika spol. s.r.o.				
Truck delivery traffic (in 1,000 metric ton kilometers)	1,929	1,338	1,356	30
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	14	0	0	-100
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	14	11	9	-36
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	39	51	0	-100
Business trips by train (in 1,000 passenger kilometers)	n.a.	0	0	-
Business travel by private car (km)	n.a.	1,630,281	1,410,000	-
Traffic volume caused by Sonepar Hungary Kft.				
Truck delivery traffic (in 1,000 metric ton kilometers)	n.a.	n.a.	n.a.	-
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	n.a.	n.a.	n.a.	-
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	41	n.a.	n.a.	-
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	11	n.a.	n.a.	-
Business trips by train (in 1,000 passenger kilometers)	n.a.	n.a.	n.a.	-
Business travel by private car (km)	n.a.	n.a.	n.a.	-

Key figures

Environment

GRI 302 Energy consumption by source	2019	2023	2024	Change 2019 to 2024 in %
Traffic volume caused by all entities				
Truck delivery traffic (in 1,000 metric ton kilometers)	421,312	335,111	341,304	-19
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	451	155	106	-76
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	1,374	1,076	719	-48
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	429	476	161	-62
Business trips by train (in 1,000 passenger kilometers)	7	115	136	1,843
Business travel by private car (km)	984,847	2,607,815	2,069,791	110

GRI 303 Water withdrawal (all sources) in m³	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	18,551	16,500	15,500	-16
Sonepar Österreich GmbH	n.a.	3,446	4,015	-
Sonepar Suisse AG	n.a.	n.a.	n.a.	-
Sonepar Česká Republika spol. s.r.o.	n.a.	4,875	4,835	-
Sonepar Hungary Kft.	n.a.	1,150	2,110	-
Total	18,551	25,971	26,460	43

GRI 305 Total GHG emissions (Scopes 1, 2) in t of CO _{2eq}	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH				
Natural gas combustion	4,394	3,249	3,088	-30
Heating oil combustion	660	441	358	-46
Energy consumption from district heating	303	455	371	22
Fuel consumption from passenger cars	8,502	6,560	5,465	-36
Refrigerant use	0	0	0	0
Electricity consumption (location-based)	6,869	3,996	3,851	-44
Electricity consumption (market-based)	4,507	145	164	-96
Total (location-based)	20,729	14,702	13,133	-37
Total (market-based)	18,366	10,851	9,446	-49

Due to the comprehensive data collection available and for the sake of greater transparency, we also show the results from 2023/2024 compared to the base year 2019 for the relevant total GHG emissions indicator.

Key figures

Environment

GRI 305 Total GHG emissions (Scopes 1, 2) in t of CO _{2eq}	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Österreich GmbH				
Natural gas combustion	388	444	395	2
Heating oil combustion	52	11	11	-80
Energy consumption from district heating	7	8	8	15
Fuel consumption from passenger cars	591	255	127	-78
Refrigerant use	0	0	0	0
Electricity consumption (location-based)	252	175	167	-34
Electricity consumption (market-based)	194	0	0	-100
Total (location-based)	1,290	893	709	-45
Total (market-based)	1,232	718	541	-56
Sonepar Suisse AG				
Natural gas combustion	0	0	0	0
Heating oil combustion	55	36	47	-14
Energy consumption from district heating	1	1	3	200
Fuel consumption from passenger cars	527	708	1,455	176
Refrigerant use	0	0	0	0
Electricity consumption (location-based)	30	22	12	-58
Electricity consumption (market-based)	208	0	0	-100
Total (location-based)	613	767	1,517	148
Total (market-based)	791	745	1,505	90
Sonepar Česká Republika spol. s.r.o.				
Natural gas combustion	122	208	161	32
Heating oil combustion	0	0	0	0
Energy consumption from district heating	289	219	208	-28
Fuel consumption from passenger cars	335	262	301	-10
Refrigerant use	112	121	121	9
Electricity consumption (location-based)	444	302	289	-35
Electricity consumption (market-based)	546	498	483	-11
Total (location-based)	1,302	1,112	1,080	-17
Total (market-based)	1,404	1,308	1,275	-9

Key figures

Environment

GRI 305 Total GHG emissions (Scopes 1, 2) in t of CO _{2eq}	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Hungary Kft.				
Natural gas combustion	251	184	175	-30
Heating oil combustion	0	0	0	0
Energy consumption from district heating	0	0	0	0
Fuel consumption from passenger cars	1,214	368	302	-75
Refrigerant use	54	56	529	882
Electricity consumption (location-based)	129	106	105	-19
Electricity consumption (market-based)	167	177	216	29
Total (location-based)	1,649	713	1,112	-33
Total (market-based)	1,687	785	1,223	-27
All entities				
Natural gas combustion	5,155	4,086	3,820	-26
Heating oil combustion	767	489	416	-46
Energy consumption from district heating	601	682	591	-2
Fuel consumption from passenger cars	11,170	8,152	7,650	-32
Refrigerant use	165	177	650	293
Electricity consumption (location-based)	7,724	4,600	4,425	-43
Electricity consumption (market-based)	5,622	820	864	-85
Total (location-based)	25,582	18,187	17,551	-31
Total (market-based)	23,480	14,407	13,991	-40

GRI 305 Total GHG emissions (Scope 3) in t of CO _{2eq}	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH				
Upstream logistics	31,801	18,463	19,216	-40
Commuting (to and from work)	6,577	7,079	6,523	-1
Business trips	608	503	325	-46
Electricity consumption upstream chain	1,703	1,049	1,052	-38
Energy consumption upstream chain	3,260	2,556	2,206	-32
Packaging material consumption	562	376	266	-53
Waste	1,999	2,343	2,239	12
Downstream logistics	24,858	29,358	28,453	14
Total	71,368	61,727	60,280	-16

Key figures

Environment

GRI 305 Total GHG emissions (Scope 3) in t of CO _{2eq}	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Österreich GmbH				
Upstream logistics	4,717	4,004	4,261	-10
Commuting (to and from work)	491	704	716	43
Business trips	127	78	34	-73
Electricity consumption upstream chain	101	80	62	-38
Energy consumption upstream chain	253	167	125	-50
Packaging material consumption	0	152	106	0
Waste	174	291	229	31
Downstream logistics	2,956	3,975	3,845	30
Total	8,819	9,449	9,379	6
Sonepar Suisse AG				
Upstream logistics	5,609	7,941	6,973	24
Commuting (to and from work)	626	809	840	34
Business trips	87	73	58	-33
Electricity consumption upstream chain	58	57	28	-52
Energy consumption upstream chain	145	188	387	167
Packaging material consumption	133	212	205	53
Waste	192	128	114	-41
Downstream logistics	10,955	3,903	2,999	-73
Total	17,806	13,310	11,603	-35
Sonepar Česká Republika spol. s.r.o.				
Upstream logistics	184	502	495	168
Commuting (to and from work)	474	524	502	6
Business trips	22	436	370	1,567
Electricity consumption upstream chain	85	53	76	-11
Energy consumption upstream chain	125	122	120	-5
Packaging material consumption	48	36	36	-25
Waste	96	68	64	-34
Downstream logistics	728	3,236	3,204	340
Total	1,764	4,977	4,866	176

Key figures

Environment

GRI 305 Total GHG emissions (Scope 3) in t of CO _{2eq}	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Hungary Kft.				
Upstream logistics	759	1,026	906	19
Commuting (to and from work)	272	420	374	38
Business trips	11	5	11	-3
Electricity consumption upstream chain	42	41	34	-19
Energy consumption upstream chain	371	125	112	-70
Packaging material consumption	19	41	39	105
Waste	69	59	63	-8
Downstream logistics	538	3,638	3,381	528
Total	2,081	5,355	4,920	136

All entities				
Upstream logistics	43,070	31,936	31,850	-26
Commuting (to and from work)	8,441	9,535	8,954	6
Business trips	855	1,094	798	-7
Electricity consumption upstream chain	1,989	1,279	1,251	-37
Energy consumption upstream chain	4,154	3,158	2,950	-29
Packaging material consumption	762	817	652	-14
Waste	2,530	2,889	2,709	7
Downstream logistics	40,036	44,110	41,883	5
Total	101,838	94,818	91,048	-11

GRI 305 Direct GHG emissions Scope 1 (kg CO ₂ /€1,000 revenue)	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	4.77	2.74	2.75	-42
Sonepar Österreich GmbH	4.17	1.16	1.09	-74
Sonepar Suisse AG	2.09	1.52	3.29	57
Sonepar Česká Republika spol. s.r.o.	10.8	6.60	8.27	-23
Sonepar Hungary Kft.	4.83	6.32	11.02	128
Overall average (all entities)	4.65	2.60	2.91	-37

Key figures

Environment

GRI 305 Direct GHG emissions Scope 2 (kg CO ₂ /€1,000 revenue)	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	2.79	1.02	1.14	-59
Sonepar Österreich GmbH	1.01	0.28	0.34	-66
Sonepar Suisse AG	0.1	0.04	0.03	-70
Sonepar Česká Republika spol. s.r.o.	5.61	2.46	3.02	-46
Sonepar Hungary Kft.	2.48	1.10	1.15	-54
Overall average (all entities)	2.51	0.88	0.98	-61

GRI 305 Direct GHG emissions Scope 3 (kg CO ₂ /€1,000 revenue)	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	24.86	15.80	17.89	-28
Sonepar Österreich GmbH	35.39	15.29	18.96	-46
Sonepar Suisse AG	20.54	27.22	25.37	24
Sonepar Česká Republika spol. s.r.o.	22.26	40.56	50.87	129
Sonepar Hungary Kft.	9.06	51.17	53.92	495
Overall average (all entities)	24.97	18.12	20.20	-19

Key figures

People

GRI 404 Apprenticeships (filled)	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	219	114	89	-59
Sonepar Österreich GmbH	n.a.	24	24	-
Sonepar Suisse AG	n.a.	25	25	-
Sonepar Česká Republika spol. s.r.o.	n.a.	0	0	-
Sonepar Hungary Kft.	n.a.	0	0	-

GRI 404 Apprentice retention rate in %	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	84	87	89	6
Sonepar Österreich GmbH	n.a.	75	75	-
Sonepar Suisse AG	n.a.	n.a.	n.a.	-
Sonepar Česká Republika spol. s.r.o.	n.a.	0	0	-
Sonepar Hungary Kft.	n.a.	0	0	-

GRI 402 Employee satisfaction (average length of service in years)	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	13	11	14	8
Sonepar Österreich GmbH	n.a.	9	9	-
Sonepar Suisse AG	n.a.	5	7	-
Sonepar Česká Republika spol. s.r.o.	n.a.	11	11	-
Sonepar Hungary Kft.	n.a.	8	9	-

GRI 402 Employee satisfaction (fluctuation rate) in %	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	6	11	11	83
Sonepar Österreich GmbH	n.a.	7	12	-
Sonepar Suisse AG	28	21	15	-46
Sonepar Česká Republika spol. s.r.o.	n.a.	12	14	-
Sonepar Hungary Kft.	n.a.	9	16	-

GRI 403 Health rate in %	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	97.6	93.0	97.0	-1
Sonepar Österreich GmbH	n.a.	95.6	96.0	-
Sonepar Suisse AG	95.0	93.1	91.5	-4
Sonepar Česká Republika spol. s.r.o.	n.a.	96.7	94.6	-
Sonepar Hungary Kft.	n.a.	99.2	98.9	-

For maximum transparency, we report key figures not just for the entire reporting organization, but also for each individual country organization. If data on individual criteria has not yet been recorded in some country organizations or business units, or if it has been recorded using different systems, we indicate the corresponding key figure here as "n.a. = not available."

Key figures

People

GRI 403 Occupational health and safety	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH				
Number of reportable accidents per 1,000 employees (incident rate)	14	21	11	-21
Accident severity in % to total hours per year	0.14	0.22	0.17	21
Number of reportable work-related injuries	73	192	105	44
Work days lost due to work-related injuries or illnesses	1,239	2,002	1,589	28
Number of work-related injuries with serious consequences (excluding fatal accidents)	0	0	0	0
Number of deaths as a result of work-related injuries	0	0	0	0
Sonepar Österreich GmbH				
Number of reportable accidents per 1,000 employees (incident rate)	n.a.	5	4	-
Accident severity in % to total hours per year	n.a.	0.08	0.07	-
Number of reportable work-related injuries	n.a.	5	4	-
Work days lost due to work-related injuries or illnesses	n.a.	76	74	-
Number of work-related injuries with serious consequences (excluding fatal accidents)	0	2	2	-
Number of deaths as a result of work-related injuries	0	0	0	0
Sonepar Suisse AG				
Number of reportable accidents per 1,000 employees (incident rate)	89	44	38	-57
Accident severity in % to total hours per year	n.a.	0.68	0.34	-
Number of reportable work-related injuries	n.a.	38	34	-
Work days lost due to work-related injuries or illnesses	n.a.	592	309	-
Number of work-related injuries with serious consequences (excluding fatal accidents)	n.a.	0	0	-
Number of deaths as a result of work-related injuries	n.a.	0	0	-
Sonepar Česká Republika spol. s.r.o.				
Number of reportable accidents per 1,000 employees (incident rate)	n.a.	2	0	-
Accident severity in % to total hours per year	n.a.	0.03	0.00	-
Number of reportable work-related injuries	n.a.	1	0	-
Work days lost due to work-related injuries or illnesses	n.a.	19	0	-
Number of work-related injuries with serious consequences (excluding fatal accidents)	n.a.	0	0	-
Number of deaths as a result of work-related injuries	n.a.	0	0	-

Key figures

People

GRI 403 Occupational health and safety	2019	2023	2024	Change 2019 to 2024 in %
Sonepar Hungary Kft.				
Number of reportable accidents per 1,000 employees (incident rate)	n.a.	5	3	–
Accident severity in % to total hours per year	n.a.	2	1	–
Number of reportable work-related injuries	n.a.	2	1	–
Work days lost due to work-related injuries or illnesses	n.a.	42	10	–
Number of work-related injuries with serious consequences (excluding fatal accidents)	n.a.	0	0	–
Number of deaths as a result of work-related injuries	n.a.	0	0	–

GRI 405 Share of female employees in the total workforce (absolute/in %)	2020*	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH	1,534/25.5	1,534/26.4	1,440/26.5	–6/4
Sonepar Österreich GmbH	131/30.2	147/29.8	163/33.2	24/10
Sonepar Suisse AG	103/23.8	134/24.5	126/23.2	22/–3
Sonepar Česká Republika spol. s r.o.	47/18.6	77/24.5	78/26	66/40
Sonepar Hungary Kft.	66/32.00	67/28.5	62/27.7	–6/–13
Total	1,701/25.6	1,959/26.5	1,869/26.7	10/4

GRI 405 Share of part-time employees in the total workforce (absolute/in %)	2020*	2023	2024	Change 2019 to 2024 in %
Sonepar Deutschland GmbH				
756/14.2		789/13.6	767/14.1	1/–1
of which in management positions	n.a.	16/0.3	15/0.3	–
of which on the organization's governance bodies	n.a.	0	0	–
Sonepar Österreich GmbH				
44/10.2		45/9.12	49/9.9	11/–3
of which in management positions	n.a.	2/0.4	3/0.6	–
of which on the organization's governance bodies	n.a.	0/0	0/0	–
Sonepar Suisse AG				
111/25.6		n.a.	n.a.	–
of which in management positions	n.a.	n.a.	n.a.	–
of which on the organization's governance bodies	n.a.	n.a.	n.a.	–

Key figures

People

GRI 405 Share of part-time employees in the total workforce (absolute/in %)	2020*	2023	2024	Change 2019 to 2024 in %
Sonepar Česká Republika spol. s.r.o.	47/18.7	4/1.3	4/1.3	−91/−93
of which in management positions	n.a.	0	0	−
of which on the organization's governance bodies	n.a.	0	0	−
Sonepar Hungary Kft.	1/0.5	10/4.1	6/2.5	500/400
of which in management positions	n.a.	0	0	−
of which on the organization's governance bodies	n.a.	0	0	−

Game changer

Transformation – or change, if you prefer – is the overarching theme of this report. There was a major change in the Executive Management at Sonepar in Germany in 2024.

As of December 31, our long-standing Chairman of the Executive Management and President Central and Nordic Europe, Dr. Stefan Stegemann, is no longer with the company. He had the opportunity to take on a new challenge as Managing Director of Borussia VfL 1900 Mönchengladbach GmbH. Dr. Stegemann has already been a board member at the Bundesliga soccer team since 2022.

We here at Sonepar are thrilled for our former CEO, and we want to thank him from the bottom of our hearts for his more than 30 years of hard work and dedication. In addition to his major financial successes, Dr. Stegemann has always been particularly passionate about innovative

ideas and coaching young executives. He was especially dedicated to sustainability at Sonepar. Many of our sustainability initiatives and projects are based on the foundations laid by Dr. Stegemann. His work created a system of values that will remain with the company for the long term.

As a sustainability and innovation partner to Borussia Mönchengladbach, we advise the team on innovative technical solutions to increase energy efficiency in the stadium environment. In that sense, we will certainly have plenty of opportunities to continue working with Dr. Stegemann. We look forward to changing the game with him – and scoring a big win for sustainability.

Sonepar Sustainability Program


The Sonepar Sustainability Program defines our strategic sustainability goals. It also outlines basic action to achieve these goals. In that sense, the program is our contribution to achieving the Paris climate targets. Its other purpose is to help us implement the Sonepar Group's global "IMPACT" plan for the future.

The program applies to all country organizations mentioned in this report. The country organizations in Hungary and the Czech Republic began drafting their Energy Quick Checks and carbon footprints in 2024. Consequently, some of the data from these country organizations is not yet available. Target values and percentage compari-

sons always refer to the base year of 2019. The responsible members of the Sonepar sustainability team are in charge of implementing the measures and shaping their content in day-to-day operations. For them, this long-term Sustainability Program is therefore a binding guideline for corporate action.

Düsseldorf, Germany, April 2025

**The Executive Management of
Sonepar Deutschland GmbH**

Topic	Target	Contribution to sustainable development goals (UN)			
Climate action in line with the IMPACT Plan	CO₂ reduction in Scope 1 and 2 Implementation of defined energy-related refurbishment measures from the ecological core segments of energy management and environmental management with facility management. Reduction by -46.2% in direct CO ₂ emissions from Scope 1 and 2 by 2030.				
	Direct contribution	Implementa- tion by	2023 Result	2024 Result	Target attain- ment status
	Reduction of CO₂ emissions by 21%, here: location-based by all reporting countries	2024			
	Sonepar Deutschland GmbH		-29%	-37%	○○●
	Sonepar Österreich GmbH		-31%	-45%	○○●
	Sonepar Suisse AG		125%	148%	●○○
	Sonepar Česká Republika spol. s.r.o.		-15%	-17%	○●○
	Sonepar Hungary Kft.		-57%	-33%	○○●
	Total		-29%	-31%	○○●

Sonepar Sustainability Program

Topic	Direct contribution	Implementation by	2023 Result	2024 Result	Target attainment status
Climate action in line with the IMPACT Plan	85% share of green electricity contracts	2030			
	Sonepar Deutschland GmbH		84%	85%	○○●
	Sonepar Österreich GmbH		100%	100%	○○●
	Sonepar Suisse AG		86%	96%	○○●
	Sonepar Česká Republika spol. s.r.o.		0%	0%	●○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○
	15% share of renewable energy (PV) in total electricity consumption	2030			
	Sonepar Deutschland GmbH		13%	13%	○●○
	Sonepar Österreich GmbH		7%	18%	○○●
	Sonepar Suisse AG		36%	41%	○○●
	Sonepar Česká Republika spol. s.r.o.		0%	0%	●○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○
	100% of cars with alternative drive systems/ reduction in fuels	2030			
	Sonepar Deutschland GmbH		4%	10%	○●○
	Sonepar Österreich GmbH		82%	99%	○●○
	Sonepar Suisse AG		26%	36%	○●○
	Sonepar Česká Republika spol. s.r.o.		0%	0%	●○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○

Sonepar Sustainability Program

Topic	Direct contribution	Implement- ation by	2023 Result	2024 Result	Target attain- ment status
Climate action in line with the IMPACT Plan	100% LED lighting in all locations	2025			
	Sonepar Deutschland GmbH		90%	95%	○●○
	Sonepar Österreich GmbH		100%	100%	○○●
	Sonepar Suisse AG		100%	100%	○○●
	Sonepar Česká Republika spol. s.r.o.		73%	82%	○●○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○
	100% use of an energy management system in all countries	2030			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		yes	yes	○○●
	Sonepar Česká Republika spol. s.r.o.		no	no	●○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○

Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)			
Climate action in line with the IMPACT Plan	CO₂ reduction acc. to Scope 3 Implementation of defined action, reduction in emissions from the ecological core segments of fuels, waste, business trips, personal carbon footprint. Reduction by 13.5% in CO ₂ emissions from Scope 3 by 2030.				
	Direct contribution	Implemen- tation by	2023 Result	2024 Result	Target attain- ment status
	Reduction in CO ₂ emissions by 6.2% by all reporting countries	2024			
	Sonepar Deutschland GmbH		-14%	-16%	○○●
	Sonepar Österreich GmbH		7%	6%	○●○
	Sonepar Suisse AG		-23%	-33%	○○●
	Sonepar Česká Republika spol. s.r.o.		182%	176%	●○○
	Sonepar Hungary Kft.		157%	136%	●○○
	Total		-7	-11%	○○●
	100% data quality for Scope 3 fuel consump- tion for delivery by all suppliers to Sonepar (upstream), method 2 = weights and kilometers or method 1 = liters consumed	2026			
	Sonepar Deutschland GmbH		8%	10%	○●○
	Sonepar Österreich GmbH		15%	15%	○●○
	Sonepar Suisse AG		1%	20%	○●○
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○






Sonepar Sustainability Program

Topic	Direct contribution	Implementation by	2023 Result	2024 Result	Target attainment status
Climate action in line with the IMPACT Plan	100% data quality for Scope 3 fuel consumption for delivery by Sonepar to all customers (downstream), method 2 = weights and kilometers or method 1 = liters consumed	2026			
	Sonepar Deutschland GmbH		100%	100%	○○●
	Sonepar Österreich GmbH		20%	20%	○●○
	Sonepar Suisse AG		80%	80%	○●○
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○
	100% use of transport management software	2030			
	Sonepar Deutschland GmbH		no	no	●○○
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		yes	yes	○○●
	Sonepar Česká Republika spol. s.r.o.		no	no	●○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○
	100% Scope 3 waste recycling rate	2030			
	Sonepar Deutschland GmbH		89%	90%	○●○
	Sonepar Österreich GmbH		82%	87%	○●○
	Sonepar Suisse AG		n.a.	n.a.	○○○
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○

Sonepar Sustainability Program

Topic	Direct contribution	Implementation by	2023 Result	2024 Result	Target attainment status
Climate action in line with the IMPACT Plan	100% product circularity/circular economy	2028			
	Purchase of recycled transport packaging				
	Sonepar Deutschland GmbH		10%	15%	○●○
	Sonepar Österreich GmbH		no	78%	○●○
	Sonepar Suisse AG		75%	82%	○○●
	Sonepar Česká Republika spol. s.r.o.		no	no	●○○
	Sonepar Hungary Kft.		no	no	●○○
	Product circularity/circular economy, collected and recycled products (WEEE)	2028			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		n.a.	n.a.	○○○
	Sonepar Česká Republika spol. s.r.o.		yes	yes	○○●
	Sonepar Hungary Kft.		n.a.	n.a.	○○○
	Annual training on sustainability and circular economy for all employees	2028			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		yes	yes	○○●
	Sonepar Česká Republika spol. s.r.o.		yes	yes	○○●
	Sonepar Hungary Kft.		n.a.	n.a.	○○○

Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)				
Environmental protection	Further implementation of quality standard ISO 14001 (Environment)	<div><div></div><div></div><div></div></div>				
	Direct contribution	Implemen- tation by	2023 Result	2024 Result	Target attain- ment status	
	Achieve ISO 14001 in all countries	2030				
	Sonepar Deutschland GmbH		yes	yes	○○●	
	Sonepar Österreich GmbH		yes	yes	○○●	
	Sonepar Suisse AG		no	no	●○○○	
	Sonepar Česká Republika spol. s.r.o.		no	no	●○○○	
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○	
Energy efficiency	Further implementation of quality standard ISO 50001 (Energy)	<div><div></div><div></div></div>				
	Contribution	Implemen- tation by	2023 Result	2024 Result	Target attain- ment status	
	Achieve ISO 50001 in all countries	2030				
	Sonepar Deutschland GmbH		yes	yes	○○●	
	Sonepar Österreich GmbH		no	no	●○○○	
	Sonepar Suisse AG		no	no	●○○○	
	Sonepar Česká Republika spol. s.r.o.		no	no	●○○○	
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○	

Sonepar Sustainability Program



Topic	Target	Contribution to sustainable development goals (UN)			
Sustainable product range	Development of a “green product catalog” with CO ₂ data, life cycle data, supply chain analysis, and hazardous substance assessments for the products				
	Direct contribution	Implementation by	2023 Result	2024 Result	Target attainment status
	Introduction of a “Green Offer” item catalog	2026			
	Sonepar Deutschland GmbH		3%	6%	○○●
	Sonepar Österreich GmbH		1%	2%	○○●
	Sonepar Suisse AG		0%	2%	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○

Customer satisfaction	Optimization of stakeholder analysis with our relevant stakeholder groups (incl. involvement of stakeholder groups, e.g., through interviews, dialog forums, and audits).				
	Direct contribution	Implementation by	2023 Result	2024 Result	Target attainment status
	Quality of stakeholder analysis implemented/proven	2026			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		no	yes	○○●
	Sonepar Suisse AG		n.a.	n.a.	○○○○
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○


Sonepar Sustainability Program

Topic	Direct contribution	Implement- ation by	2023 Result	2024 Result	Target attain- ment status
Customer satisfaction	Interviews/dialog forums conducted externally with customers once a year	2026			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		n.a.	n.a.	○○○○
	Sonepar Česká Republika spol. s.r.o.		yes	no	●○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○
	Interviews/dialog forums conducted externally with suppliers once a year	2026			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		n.a.	n.a.	○○○○
	Sonepar Česká Republika spol. s.r.o.		yes	yes	○○●
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○
	Interviews/dialog forums/performance reviews conducted internally with colleagues once a year	2026			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		n.a.	n.a.	○○○○
	Sonepar Česká Republika spol. s.r.o.		yes	yes	○○●
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○




Sonepar Sustainability Program


Topic	Target	Contribution to sustainable development goals (UN)			
Ethically correct corporate governance	Compliance with the requirements of the Sapin II law The aim is to implement Group-wide requirements regarding ethically correct corporate governance and to operate our business without any compliance-related incidents.	 			
	Direct contribution	Implementation by	2023 Result	2024 Result	Target attainment status
	Keep corruption cases, legal proceedings at 0	2026			
	Sonepar Deutschland GmbH		0	0	○○●
	Sonepar Österreich GmbH		0	0	○○●
	Sonepar Suisse AG		0	0	○○●
	Sonepar Česká Republika spol. s.r.o.		0	0	○○●
	Sonepar Hungary Kft.		0	0	○○●
Informed group of people: percentage of employees who have received information on anti-corruption or have completed a relevant course or training (in %)		2026			
Sonepar Deutschland GmbH			100%	100%	○○●
Sonepar Österreich GmbH			100%	100%	○○●
Sonepar Suisse AG			n.a.	n.a.	○○○○
Sonepar Česká Republika spol. s.r.o.			100%	100%	○○●
Sonepar Hungary Kft.			25%	25%	○●○○

Sonepar Sustainability Program

Topic	Direct contribution	Implement- ation by	2023 Result	2024 Result	Target attain- ment status
Ethically correct corporate governance	ISO 37301	2030			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		yes	yes	○○●
	Sonepar Suisse AG		yes	yes	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○
Topic	Target	Contribution to sustainable development goals (UN)			
Fair competition and early identification of risks	Compliance with due diligence obligations in the supply chain To ensure compliance with the due diligence obligations under the Supply Chain Act, suppliers should be connected to the IntegrityNext platform and have agreed to the Sonepar Code of Conduct.				
	Direct contribution	Implement- ation by	2023 Result	2024 Result	Target attain- ment status
	Compliance with Supply Chain Act due diligence criteria	2025			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		no	yes	○○●
	Sonepar Suisse AG		no	no	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○
	Supply Chain Act training: due diligence criteria training for all employees concerned from purchasing and sales	2025			
	Sonepar Deutschland GmbH		yes	yes	○○●
	Sonepar Österreich GmbH		no	no	●○○
	Sonepar Suisse AG		no	no	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.	n.a.	○○○○
	Sonepar Hungary Kft.		n.a.	n.a.	○○○○

Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)			
Diversity, equal treatment, and participation	Safeguarding and expanding diversity, equal treatment, and participation	  			
	Contribution	Implemen- tation by	2023 Result	2024 Result	Target attain- ment status
	Improvement in the share of women to 35%	2026			
	Sonepar Deutschland GmbH		1,534/26.4	1,440/26.5	○●○
	Sonepar Österreich GmbH		147/29.8	163/33.2	○●○
	Sonepar Suisse AG		134/24.5	126/23.2	○●○
	Sonepar Česká Republika spol. s.r.o.		77/24.5	78/26	○●○
	Sonepar Hungary Kft.		67/28.5	62/27.7	○●○

Topic	Target	Contribution to sustainable development goals (UN)			
Occupational health and safety	Promoting health				
	Contribution	Implemen- tation by	2023 Result	2024 Result	Target attain- ment status
	Maintaining health rate above 95.0%	2026			
	Sonepar Deutschland GmbH		93%	97%	○○●
	Sonepar Österreich GmbH		95.66%	96.04%	○○●
	Sonepar Suisse AG		93.1%	91.5%	○●○
	Sonepar Česká Republika spol. s.r.o.		96.7%	94.6%	○●○
	Sonepar Hungary Kft.		99.23%	98.99%	○○●

Austria raises the bar



Successes large and small

Our colleagues in Austria have gone a long way toward meeting the goal they set for themselves: they want to reduce their gas consumption by 80% by 2030. By transitioning from gas to sustainable district heating at their logistics center, they will be able to reduce their total gas consumption by more than 60%.

When they expanded their logistics center in Sattledt, they also installed 2,651 photovoltaic modules. These modules supply up to 1 MW of electricity per hour, half of which is fed into the grid. The new branch in Graz is equipped with a heat pump, a PV system (85 KW), and electric charging stations. Photovoltaic

systems were also installed at other sites – including in Vienna, with a capacity of 70 KW, and in Innsbruck, with a capacity of 44 KW. The branch in St. Marien, which was added in 2024, has a PV system with a capacity of 200 KW. In addition, the Hungarian central warehouse in Dunaharaszti has brought a PV system with a capacity of 500 kWp online.

By the end of 2024, almost the entire fleet of company vehicles in Austria (99.4%) had been converted to cars with electric-only drive systems. Compared to 2019, this saves around 228,400 liters of diesel and 7,400 liters of gasoline, which has reduced carbon emissions by 745 metric tons.

But our Austrian colleagues are also making progress on smaller issues. They avoid plastic wherever possible, and they have installed water dispensers so employees use fewer PET bottles. Entertaining online training courses help employees understand what steps need to be taken and why, and they also explain the benefits.

Sustainable events

At Soneplanet events in locations like Oberwaltersdorf, Salzburg, and Innsbruck, guests discussed current developments in sustainability. And the 2024 Partner Meeting in Vienna was as green as could be, with electric charging stations for visitors and exhibitors.

Reference: GRI standards

Indicator	Description	Reference
GRI 2-1	Organizational details	p. 10
GRI 2-2	Entities	p. 10
GRI 2-3	Reporting period, frequency, and contact point	p. 10
GRI 2-4	Restatements of information	p. 11
GRI 2-5	External assurance	p. 11
GRI 2-6	Activities, value chain, and other business relationships	p. 11 f., 27 f.
GRI 2-7	Employees	p. 12, 58
GRI 2-8	Workers who are not employees	p. 12
GRI 2-9	Governance structure and composition	p. 13 ff., online
GRI 2-22	Statement on sustainable development strategy	p. 15 f., online
GRI 2-23	Policy commitments	p. 15 f., online
GRI 2-24	Embedding policy commitments	p. 16 f.
GRI 2-25	Processes to remediate negative impacts	p. 17 f.
GRI 2-26	Mechanisms for seeking advice and raising concerns	p. 18
GRI 2-27	Compliance with laws and regulations	p. 18, online
GRI 2-28	Membership associations	p. 18
GRI 2-29	Approach to stakeholder engagement	p. 18 f.
GRI 2-30	Collective bargaining agreements	p. 19
GRI 3-1	Process to determine material topics	p. 19
GRI 3-2	Material topics	p. 19 f.
GRI 3-3	Management of material topics	p. 20 ff., online

Reference: GRI standards

Indicator	Description	Reference
GRI 201-1	Economic performance	p. 25, 58 ff.
GRI 202	Market presence	p. 25
GRI 203	Indirect economic impacts	p. 26
GRI 204	Procurement practices	p. 26 f., online
GRI 205	Anti-corruption	p. 27 f., 59 f., online
GRI 206	Anti-competitive behavior	p. 28, 59 f.
GRI 207	Tax	p. 28
GRI 301	Materials	p. 31, 61 f.
GRI 301-2	Recycled input materials used	p. 32 , 61 f.
GRI 301-3	Reclaimed products and their packaging materials	p. 33, 61 f.
GRI 302	Energy	p. 33, 64 ff.
GRI 302-1	Energy consumption within the organization	p. 33 f., 64 ff.
GRI 302-2	Energy consumption outside of the organization	p. 34, 64 ff.
GRI 302-3	Energy intensity	p. 34, 64 ff.
GRI 302-4	Reduction of energy consumption	p. 35 f., 64 ff.
GRI 303	Water and effluents	p. 36, 68
GRI 303-1	Interactions with water as a shared resource	p. 36
GRI 304	Biodiversity	p. 36 f.
GRI 305	Emissions	p. 37 ff., 68 ff.
GRI 305-1	Direct (Scope 1) GHG emissions	p. 38, 68 ff.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	p. 38, 68 ff.

Reference: GRI standards

Indicator	Description	Reference
GRI 305-3	Other indirect (Scope 3) GHG emissions	p. 39, 70 ff.
GRI 305-4	GHG emissions intensity	p. 39, 72 f.
GRI 305-5	Reduction of GHG emissions	p. 39, 70 ff.
GRI 306	Waste	p. 39 ff., 62 ff.
GRI 306-1	Waste generation and significant waste-related impacts	p. 39 f.
GRI 306-2	Management of significant waste-related impacts	p. 41
GRI 306-3	Waste generated	p. 41, 62 ff.
GRI 308	Environmental assessment of suppliers	p. 41
GRI 308-1	New suppliers that were screened using environmental criteria	p. 41
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	p. 42
GRI 401	Employment	p. 12 ff., 45
GRI 401-1	New employee hires and employee turnover	p. 45
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 45
GRI 401-3	Parental leave	p. 46
GRI 402	Labor/management relations	p. 46, 74
GRI 403	Occupational health and safety	p. 48 f., 74 ff.
GRI 403-1	Occupational health and safety management system	p. 47
GRI 403-2	Hazard identification, risk assessment, and incident investigation	p. 47 f.
GRI 403-3	Occupational health services	p. 48
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	p. 48
GRI 403-5	Worker training on occupational health and safety	p. 49

Reference: GRI standards

Indicator	Description	Reference
GRI 403-6	Promotion of worker health	p. 49
GRI 403-9	Work-related injuries	p. 49, 75 f.
GRI 403-10	Work-related ill health	p. 49, 75 f.
GRI 404	Training and education	p. 49 f., 74
GRI 404-1	Average hours of training per year per employee	p. 51
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	p. 51
GRI 405	Diversity and equal opportunity	p. 51 f., 76 f.
GRI 406	Non-discrimination	p. 52 f.
GRI 406-1	Incidents of discrimination and corrective actions taken	p. 53
GRI 407	Freedom of association and collective bargaining	p. 53
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 53
GRI 408	Child labor	p. 53
GRI 409	Forced or compulsory labor	p. 53 f.
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	p. 54
GRI 413	Local communities	p. 54
GRI 414	Supplier social assessment	p. 54
GRI 414-1	New suppliers that were screened using social criteria	p. 55
GRI 416	Customer health and safety	p. 55

Certificates and awards



Germany: ISO 9001



Germany: ISO 14001



Germany: ISO 45001



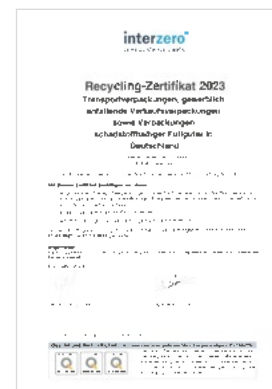
Germany: ISO 50001



Germany: ISO 37301



Germany:
Gender Equality &
Diversity for European &
International Standard



Germany:
Recycling Certificate



Germany:
Employer of the Future



Germany: Excellent
Training Company, certificate from
Ertragswerkstatt GmbH

Certificates and awards



Austria:
Top Training Company



Austria:
ISO 9001 and 14001



Austria:
ISO 37301



Sonepar Group
Sonepar S.A.S.:
ecovadis Sustainability Rating
Silver 2024



Germany, Austria, Hungary,
Switzerland, and the
Czech Republic:
ecovadis Sustainability Rating
Platinum 2024



Switzerland:
ISO 37301



Switzerland:
SN EN ISO 9001



Czech Republic:
ISO 9001

Looking ahead



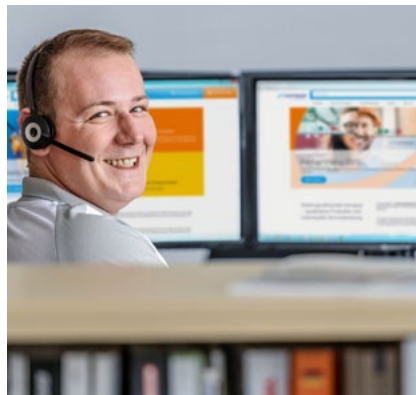
More automation: In our logistics center near Berlin, we use an automatic AutoStore warehouse system to process small-volume shipments. The result is an unbeatable storage density ratio with an impressively high throughput. Our automated cable centers and small-parts warehouses also provide benefits for customers, and we plan to expand them.



More diversity: Our GEEIS certification is a great motivation for to continue increasing diversity at our company. Consequently, we are planning to actively recruit employees who enrich the company with a wide variety of backgrounds, perspectives, and skills.



Less plastic: We want to further reduce the use of plastic in our packaging and promote more sustainable alternatives. To that end, we are using thinner stretch films, plastic bags made of 100% recycled material, and recycled cardboard boxes; we are also testing alternative adhesive tapes and trying out cloth bags as a replacement for plastic packaging.



Power Automate: We are currently introducing the Microsoft Power Automate tool in areas such as finance, sales, purchasing, and logistics. It will allow us to automate internal processes and recurring tasks, leaving us with even more time for our customers.



Offsetting: We purchase carbon credits to offset unavoidable CO₂ emissions. To that end, we have partnered with the natureOffice climate protection agency to support rewilding projects in the Diepholzer Moorniederung.



Infinite: We are logistics partner for luminaire manufacturer Pracht's "PRACHT INFINITY" return system. We plan to continue supporting this service so that the valuable raw materials recovered from used products can be reused in new lights.

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You can find all branches and contacts for our Sonepar companies online at: www.sonepar.de/vorOrt



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Editorial note: The text in this report was prepared with due attention to gender neutrality. All personal designations apply equally to all genders.