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Creating tomorrow today

2021/2022

Sustainability Report

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

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Creating tomorrow today

Sustainability means future viability

If you want a future worth living, you have to take responsibility for it today. This is exactly what we do at Sonepar: with a sustainable product range, climate action and environmental protection at our locations as well as projects, and initiatives for fair social interaction. These are not hollow phrases, they are a living corporate reality. This is reflected in our investment expenditure, which averages over €48 million per year and is largely used to improve our sustainability. To achieve this, we have anchored the topic of sustainability in the corporate strategy at all levels of the organization. This report provides information on this – and shows how we are shaping a tomorrow worth living today.



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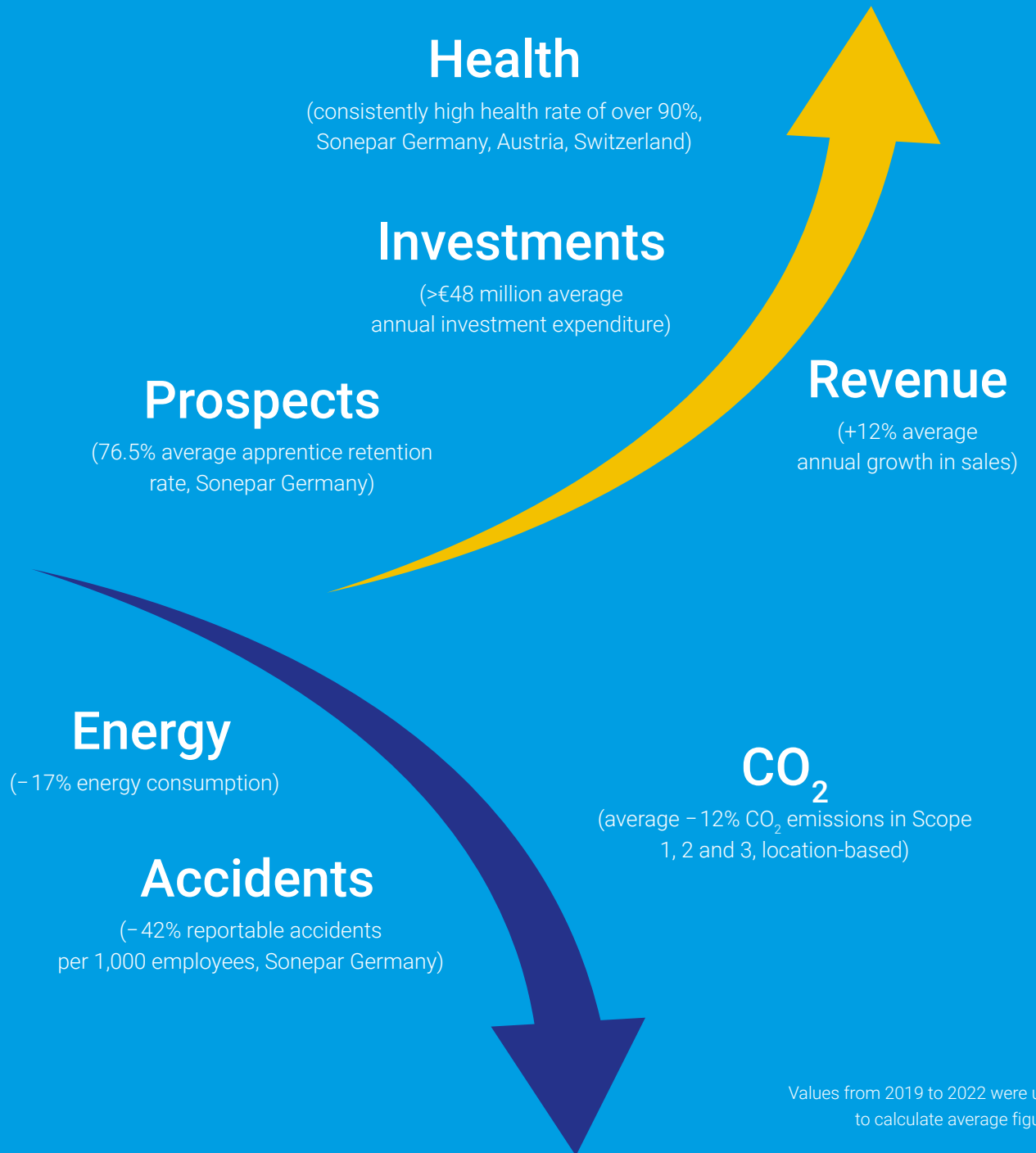
A look back to the future

We decide today how we will live tomorrow. This was the idea behind our “50 years of Sonepar in Germany” anniversary.

In the “A look back to the future” series, we show that this idea is true. In it, we recall the technical achievements of the last 50 years, with which clever inventors have made our lives today much easier, more comfortable and convenient, and more sustainable.

Less is more

These figures show why sustainable action is not an obligation for Sonepar – but an opportunity. And a key value-adding factor.



Values from 2019 to 2022 were used to calculate average figures.

Insights



Tackling issues: We have recruited a total of 17,400 "climate activists" for 11 forest plantations in Germany.



In high demand: Coffee is often a must for trade customers in many of our branches. Since 2022, we have also been serving it in sustainable reusable cups.



Fun: By the end of 2022, 598 employees had taken up the offer of a job bike – and can now get to work in a climate-friendly way.



All clear for the transition: In Germany, we generated revenue of more than €470 million with sustainable energy systems in 2022 – a significant contribution to a successful energy transition.



Popular: Our painting campaign where children can let their imagination run wild. In 2022, everything revolved around the "mobility of the future" in Germany.

Insights



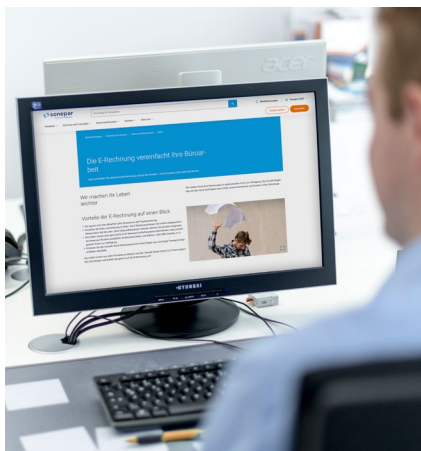
Smart: With digital services such as the Subsidy Navigator or the Smart Home Navigator, we are helping smart – and sustainable – technologies achieve greater market penetration.



In dialog with stakeholders: The Sonepar Customer Advisory Board meeting in Vienna provided us with valuable suggestions and feedback – on the topic of sustainability too.



Fresh: We use refillable sparkling water makers at 84 locations in Germany – saving on a lot of plastic packaging and transport miles.



Digital invoice: By switching to digital invoicing, we saved more than 3.6 million printed pages of paper in Germany alone between 2019 and the end of 2022.



More electric vehicles: At the end of 2022, 120 vehicles in our car fleet are electric. Customers and employees can already “fill up” on electricity – in many cases from renewable sources – at 37 locations in Germany and Austria.



Energy efficiency: More than 90% of the lighting at our locations in Germany, Austria and Switzerland has already been converted to LED. And we cover 10% of our electricity requirements in Germany with self-generated electricity from our own PV systems in 2022.

About this report

Sustainability means focusing on the essentials – and anchoring them in the corporate strategy.



GRI 2-1 Organizational details

Sonepar Deutschland GmbH, based in Düsseldorf, is a leading company in the electrical wholesale trade. Sonepar supplies customers from trade, commerce and industry with high-quality electrical products, complete electrical solutions and services. A presentation of the services and value added can be found on page 9. With over 6,600 employees (FTE) at more than 300 locations, the entities generated revenue of €4.938 billion in 2022.

Sonepar Deutschland GmbH is part of 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 44,000 employees, the Sonepar Group generated an annual revenue of €32.4 billion worldwide in 2022.

countries Germany, Austria, and Switzerland pool their sales activities in a D/A/CH cooperation. If key figures apply to this cooperation, this is also indicated.

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

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

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

All entities document their commitment to sustainability in this report. The reporting period extends from January 1, 2021 to December 31, 2022.

In future, the company intends to present an annual progress report and a full sustainability report every two years. The next full sustainability report will therefore be published in the second quarter of 2025.

The Sustainability Officer appointed by Country Executive Management, Arno Elz, is responsible for the content of this report and will be happy to answer any questions: arno.elz@sonepar.de

GRI 2-4 Restatements of information

Compared to the previous 2019/2020 Sustainability Report, the information in this report is based on a much broader basis. For this report, data was also collected from the country organizations in Austria, Switzerland, the Czech Republic, and Hungary in order



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

to provide all stakeholders with a more comprehensive view of Sonepar's sustainability performance. This leads to differences in the retrospective comparison of key figures and presentations.

The naming of key topics has also been updated. Details can be found on page 20.

The 2019/2020 Sustainability Program for Germany was updated and extended to all entities. The currently valid version can be found on page 75. To improve transparency, we continue to document the degree of compliance with the version published in the last 2019/2020 report
<https://www.sonepar.de/c/ueber-uns/nachhaltigkeit>

We have merged the target of a "climate-neutral balance sheet by 2023" communicated in the previous report with the Sonepar Group's climate targets and adjusted the steps to achieve this. Consequently, our goal is "climate neutrality by 2040".

The "exclusivity" of suppliers from the EU described in the previous report is specified in concrete terms: Sonepar purchases the vast majority of its goods from manufacturers based in the EU.

GRI 2-5 External assurance

At its regular meetings on the subject of sustainability, the Sonepar Country Executive Management team for Germany decided to subject the sustainability report to an external audit. The Sustainability Officer appointed by Country Executive Management was then tasked with evaluating potential service providers.

Following a selection process, GUT Zertifizierungsgesellschaft für Managementsysteme mbH, Berlin,

was commissioned to carry out the audit. It accompanied the report preparation process and confirmed the conformity of the content in accordance with the current international standard GRI 2021 (GRI = Global Reporting Initiative). The external audit is carried out in accordance with the requirements of the Account Ability Assurance Standard 2020 (AA 1000 AS v 3). A corresponding declaration of conformity can be found on page 94.

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

As the market leader in electrical wholesale, we supply our customers from trade, commerce and industry as well as local authorities with high-quality branded products – from installation materials such as cables and wires, lighting and power tools to connected systems for home, satellite and automation technology, electromobility, and the use of renewable energy. The 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 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



1972: C programming language

The C programming language is released at the same time Sonepar is founded in Germany. Today, it is not only used in all kinds of computer systems, but also makes industrial processes more efficient – and therefore more sustainable – in connected robotic solutions.

Czech Republic and Hungary. The portfolio will be standardized further so that all customers can access identical services everywhere in future.

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 available as numbered and active items in our central warehouses. Our customers buy or order the goods online in the Sonepar online store, through the accompanying store app, by phone or in person at one of over 300 branches. We can usually deliver the ordered goods to one of our branches or to our customers within 24 hours – either through our own shipping or logistics partners.

The value chain presented in the last sustainability report focused exclusively on the country organization Germany. The country organizations also considered in this report often use identical product groups and largely purchase their goods from identical suppliers and manufacturers. Sonepar’s basic purchasing policy guidelines apply equally to all country organizations anyway. In this respect, there have been no significant changes in the value chain compared to the last sustainability report, despite the expanded scope of reporting. As we mainly source our products from renowned brand manufacturers in Europe, we reduce the complexity of our supply chain. This also minimizes the risk of violations of our sustainability requirements, which we demand from our suppliers through our Code of Conduct. 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 them providing correct information. We actively counteract these risks and reduce them to a minimum with our risk management and fundamentally trusting, long-term and transparent collaboration.

GRI 2-7 Employees

The Sonepar workforce is broken down as shown in the table on the following page.

The relatively moderate changes are the result of natural fluctuation. There was no corporate restructuring during the reporting period that could have resulted in a relevant change in the number of employees.

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, but expresses the time that all employees have produced together. This is calculated on the basis of the time of a full-time employee. The reporting date is December 31 of each year. The five Sonepar companies employed an average of 6,352 people over the last four years.

Workforce*	2022	2021	2020	2019
Sonepar Deutschland GmbH	5,258	4,977	4,865	5,087
Sonepar Österreich GmbH	471	452	421	439
Sonepar Suisse AG	415	373	363	368
Sonepar Česká Republika spol. s.r.o.	300	271	267	279
Sonepar Hungary Kft.	238	218	179	168
Total workforce	6,682	6,291	6,095	6,341

* in FTE = in full-time equivalent

Increase in the share of women

The relatively low share of female employees in absolute terms (1,541 women from Germany in 2022) is due to the fact that fewer women choose a career in electrical engineering: According to the industry association VDE, only 15% of electrical engineering students in Germany are women (winter semester 21/22), and according to a study by the job portal Stepstone, the share is even lower in the skilled trades. According to the study, 99% of all applications for electrician jobs come from male applicants.

Sonepar will take more action to promote women in 2023 and 2024. In particular, the share of women in management positions is to be increased. We are planning to set up a Leading Diversity program and a

Diversity & Inclusion Council for this. Their task will be to promote diversity and participation. Further information on this can be found on page 52.

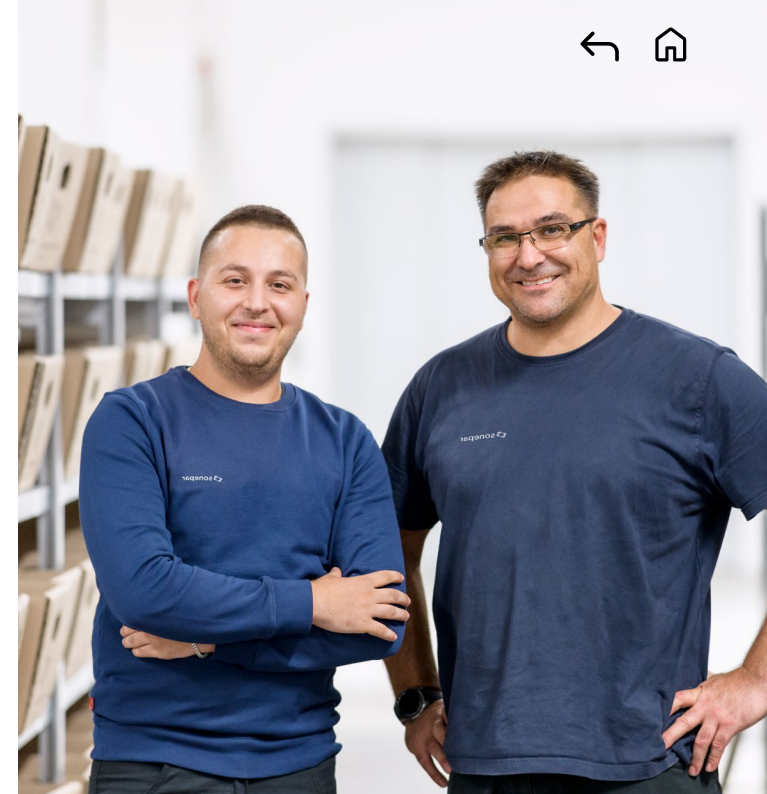
GRI 2-8 Workers who are not employees

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

GRI 2-9 Governance structure and composition

In addition to the individual national companies, an organizational structure for managing sustainability has been established within the Sonepar Group. The sustainability team plays a key role within this organizational structure. It coordinates the implementation of all sustainability measures in line with the company's sustainability strategy. The Sustainability Officer appointed by Country Executive Management acts as a member of this team and liaises with the Head of the Integrated Management System, who in turn reports directly to the CEO. Detailed information on the individual functions and roles within this structure is available online at

Number of employees	2022	2021	2020
Sonepar Deutschland GmbH	5,907	5,565	5,308
of which female (in %)	26.1	25.9	25.5
of which male (in %)	73.9	74.1	74.5
of which full time (in %)	86.0	85.7	85.8
of which part time (in %)	14.0	14.3	14.2
Sonepar Österreich GmbH	488	436	434
of which female (in %)	29.5	29.6	30.2
of which male (in %)	70.5	70.4	69.8
of which full time (in %)	90.4	90.8	89.8
of which part time (in %)	9.6	9.2	10.2
Sonepar Suisse AG	498	438	433
of which female (in %)	24.5	24.0	23.8
of which male (in %)	75.5	76.0	76.2
of which full time (in %)	78.3	74.4	74.4
of which part time (in %)	21.7	25.6	25.6
Sonepar Česká Republika spol. s.r.o.	306	278	252
of which female (in %)	22.5	21.9	18.6
of which male (in %)	77.5	78.1	81.4
of which full time (in %)	83.0	81.3	81.3
of which part time (in %)	17.0	18.7	18.7
Sonepar Hungary Kft.	245	221	206
of which female (in %)	28.6	29.0	32.0
of which male (in %)	71.4	71.0	68.0
of which full time (in %)	99.2	99.1	99.5
of which part time (in %)	0.8	0.9	0.5
Total	7,444	6,938	6,633
of which female (in %)	26.2	26.0	25.6
of which male (in %)	73.8	74.0	74.4
of which full time (in %)	86.1	85.6	85.5
of which part time (in %)	13.9	14.4	14.5



<https://www.sonepar.de/c/ueber-uns/nachhaltigkeit>.

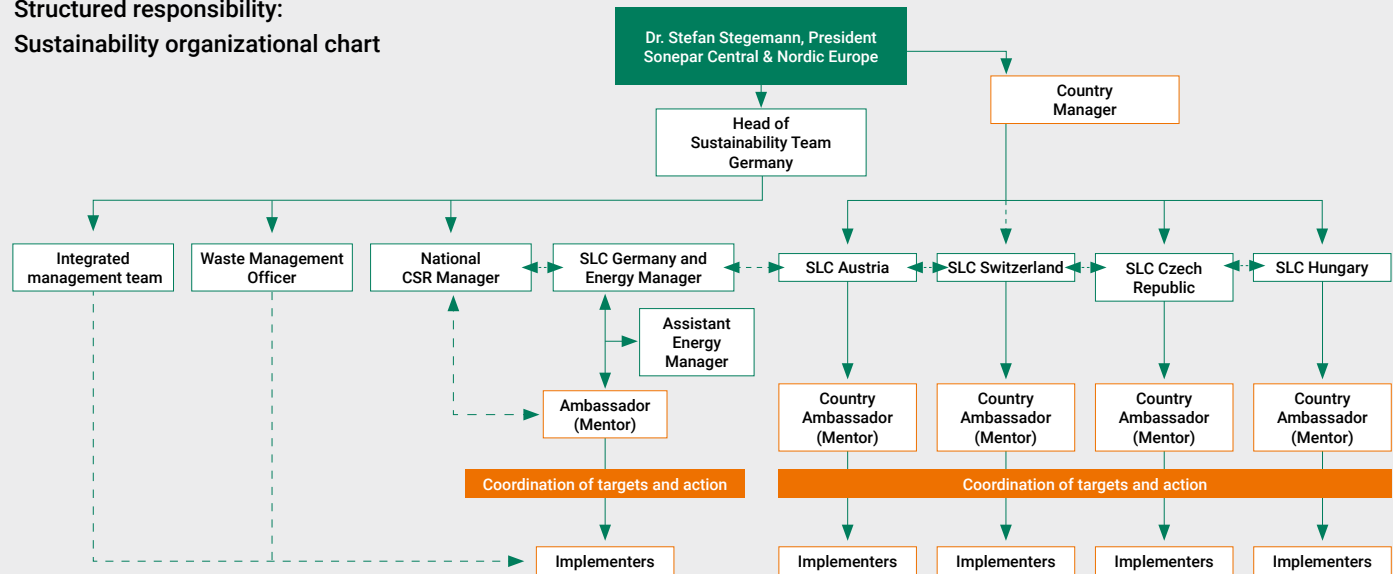
- We provide information about the
- Nomination and selection of the highest governance body (GRI 2-10)
 - Chair of the highest governance body (GRI 2-11)
 - Role of the highest governance body in overseeing the management of impacts (GRI 2-12)
 - Delegation of responsibility for managing impacts (GRI 2-13)
 - Role of the highest governance body in sustainability reporting (GRI 2-14)
 - Potential conflicts of interest (GRI 2-15)
 - Communication of critical concerns (GRI 2-16)
 - Collective knowledge of the highest governance body (GRI 2-17)

- Evaluation of performance of the highest governance body (GRI 2-18).

Integrated management system

The integrated management system ensures that planned projects are turned into actual action. There is also a decentralized organization with local ambassadors, regional energy teams, and divisional and regional managers. These are networked in structured, themed teams, for example there is a national Occupational Health and Safety & Environment team. Those responsible for strategic focus areas such as Renewable Energy & E-Mobility are also integrated into the management system through interfaces. In addition, information from sustainability-related functions such as Compliance, Finance, PR, and

**Structured responsibility:
Sustainability organizational chart**



Key:
 CSR: Corporate Social Responsibility
 SLC: Sustainability Leadership Committee

Purchasing is also taken into account here.

We bundle all information in the 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 on this committee. This forum is also where the dialog with 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 the action to achieve the Sonepar targets locally. Other corporate social responsibility (CSR) tasks, such as implementing the requirements of the Supply Chain Duty of Care Act, are carried out by the Compliance Manager and Human Rights Officer.

Governance responsibilities

Specific governance responsibilities have been defined 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.

All employees are expected 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;
- Ensure the effective implementation of the Code of Conduct and the response to questions; 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, from 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.



1973: Cell phone

The Dynatac 8000X from the US manufacturer Motorola weighed around 800 grams. This first cell phone was 33 centimeters long and cost a mere US\$4,000. Today, almost everyone has a smartphone. This costs less, can do much more – but also consumes more resources. The alternative: sustainable or refurbished appliances.

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 was updated during the reporting period: Since 2022, it has included the jointly agreed global targets and specified these in concrete terms for individual countries. The Sustainability Program can be found in the appendix on page 75.

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. Of the 17 goals in total, we prioritize the goals shown in color on the next page.

Other guidelines and conventions that are relevant to us 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 Labor 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 in Germany is committed to these guidelines, conventions and target agreements. They therefore form the basis of company-wide principles, for example, the Sonepar Code of Conduct, the Sonepar Human Rights Policy, the Sonepar Sustainability Program, and the Sonepar IMPACT Plan.

Sonepar corporate policy



is harmful to employees, the company, the safety of third parties or the environment. We are also 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 our employees' awareness for compliance-related issues. All employees have access to the digital version of the Code of Conduct, 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 general, the reports from all country organizations flow into a centralized system. They are then delegated to the corresponding Compliance Officer, according to the area of responsibility. 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

Prioritized sustainability goals

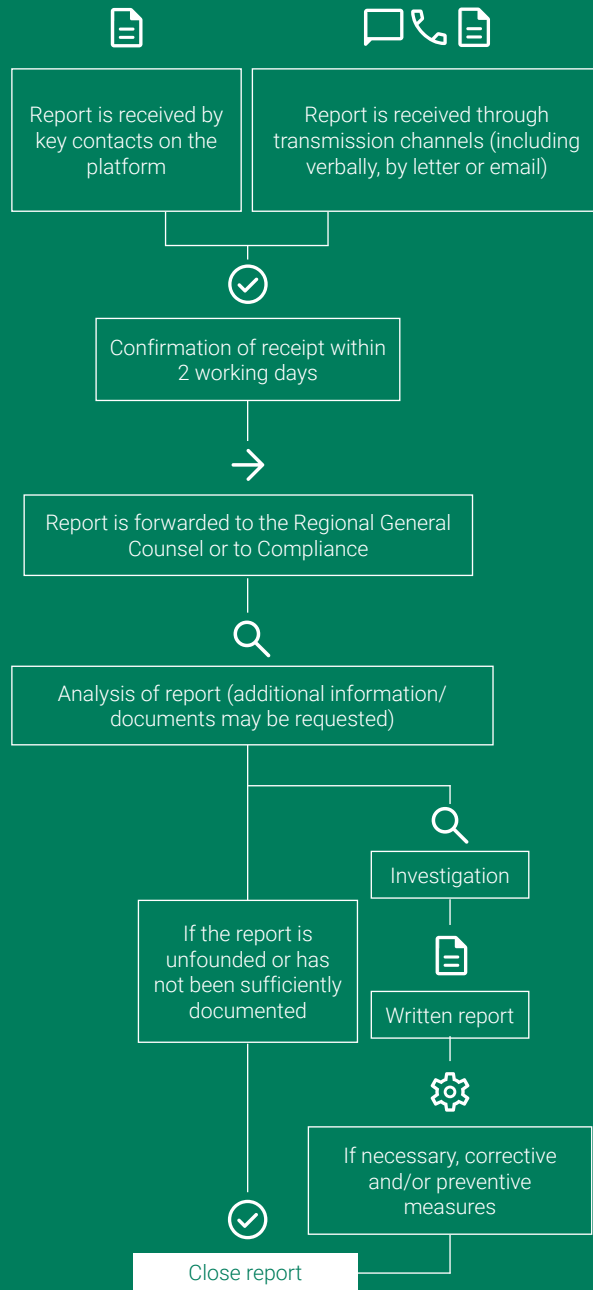


GRI 2-24 Embedding policy commitments

Sonepar has developed a Code of Conduct for responsible business conduct. This is binding for all Sonepar employees at all hierarchical levels worldwide and must be recognized as part of the employment contract. The principles of this Code of Conduct are also a binding 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 also go without saying for Sonepar. We also declare that we will not do anything that

Sonepar whistleblowing system



investigation in good faith. People who have taken sanctions against individuals for making a report in good faith or 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. 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 reporting 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 goes without saying 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 have various memberships in associations and interest groups as well as a wide range of collaborations to ensure active dialog in our industry. Here are some examples from Germany:

- Innovation partnership with **Borussia VfL 1900 Mönchengladbach** to exchange ideas on improving sustainability in the stadium environment, among other things.
- Membership in the **Elektro-Technisches-Informations-Modell (ETIM) e. V.**, for example, to develop uniform article standards.
- Cooperation with **Eden Water & Coffee Deutschland GmbH** on the use of sustainable water dispensers.
- Cooperation with the **Fraunhofer Institute for Micro-electronic Circuits and Systems (IMS)** for a research center on the topic of smart homes, among other things.
- Cooperation with universities to promote the next generation of electrical engineers; specifically, for example, with the **Hochschule Niederrhein** to further develop the Sonepar InnovationLab.
- Cooperation with **hylane GmbH**, including the introduction of one of the first hydrogen-powered trucks in the German wholesale trade.
- Cooperation with **KNX Deutschland e. V.**,
- Membership in the **Verband des Elektrogroßhandels (VEG) e. V.**,
- Membership in the **Wirtschaftsinitiative Smart Living (WISL)**, and
- Cooperation with the **Zukunftsinstitut Forschung & Zukunftsprognosen**.

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.

To increase our social sustainability, we are aiming to become a member of Elektriiker ohne Grenzen (EoG). The goal is to implement joint energy efficiency projects in developing countries.

GRI 2-29 Approach to stakeholder engagement

Intensive dialog with the company's various stakeholder groups is particularly important to us. This provides us with valuable impetus that we can use to improve our entrepreneurial activities in a targeted and sustainable manner. In this way, we give all stakeholders the opportunity to have their say in relevant decisions.

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

The decision-makers in the Sonepar sales regions and functional areas are responsible for the stakeholder dialogs. They are responsible for initiating, conducting, and evaluating dialog formats.

Examples of these formats are

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, for example, through the internal academy run by Sonepar Deutschland Technical Solutions GmbH
- Yammer (now Viva Engage): the central information platform for all employees in Germany
- Workster: the central communication platform for all employees in Germany
- "Open Voice" global employee survey, in which 55%



Shareholders and stakeholders

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

Dialog content

Offer

- Services and support
- Financing functions
- Global shopping experience
- High quality of product data information
- Innovation
- Pricing
- Profitability
- Fast and flawless delivery
- Product range design
- Availability

Business and success

- Compliance with business plans
- Compliance with disclosure obligations
- Professional competence
- Continuity and mutual benefit
- Human resources
- Productivity
- Risk-based thinking
- Avoidance of asset losses

Conduct and responsibility

- Attractive employer
- Employee involvement
- Compliance with ISO standards
- Compliance with the Code of Conduct
- Energy efficiency
- Fulfillment of financial obligations
- Company rules and standards
- 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



1991: **Internet**

The British physicist Tim Berners-Lee makes a project public in which a so-called browser can load and display content using Hypertext Transfer Protocol (HTTP). The Internet is born – and with it the basis of the modern electrical wholesale trade.



- of employees in Germany took part in 2021. Almost 80% stated that the topics of “diversity” and “inclusion” were particularly important to them.
- Other internal media, for example, the “Wir” employee magazine, “Logistik-Kompakt” logistics journal
- Events and dialog formats such as management chat, management talk, 24h+

External

- Sonepar Customer Advisory Board in Germany and Austria: advisory body of selected business partners to exchange information based on the market and for targeted strategic meetings
- Online customer survey (Net Promoter Score) 2021 and 2022 in Germany
- Online communication via email, website chats, virtual meetings and social networks or the virtual platform, e.g., Sonepar Campus
- Specialist advice (digital, by phone and in person at the branches)
- Events: Sonepar partner meeting, Sonepar Innovation-Lab roadshow, in-house exhibitions, “counter days” at branches, Sonepar “Trend + Technik” trade fair, etc.
- Training for customers: in addition to face-to-face training, the Sonepar learning world offers personal web tutorials for individuals as well as online training for up to 20 people and online webinars for up to 200 participants. Around 60 such training sessions were held in 2022.

We are open to any form of constructive criticism. Stakeholders from all entities can submit these through our centralized email address nachhaltigkeit@sonepar.de, in person to our employees at the locations and branches, and through social networks. We are always grateful for suggestions for improvement and any other ideas.

GRI 2-30 Collective bargaining agreements

Collective bargaining agreements apply to 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 where we identified the topics whose impact is relevant for the company as well as for stakeholders and society and which the company has an influence on. We then subjected critical topics to risk screening. The probability of occurrence and severity of the impact were listed. Topics with a high impact were prioritized. We examined constructive proposals and suggestions for opportunities, risks and feasibility, and developed corresponding action plans where necessary. The recording and prioritization process was carried out using the “leadity” online tool. This process is documented and archived.

GRI 3-2 Material topics

We then prioritized the selection of material topics (see chart, page 20) in a materiality matrix. In terms of “dual materiality”, 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

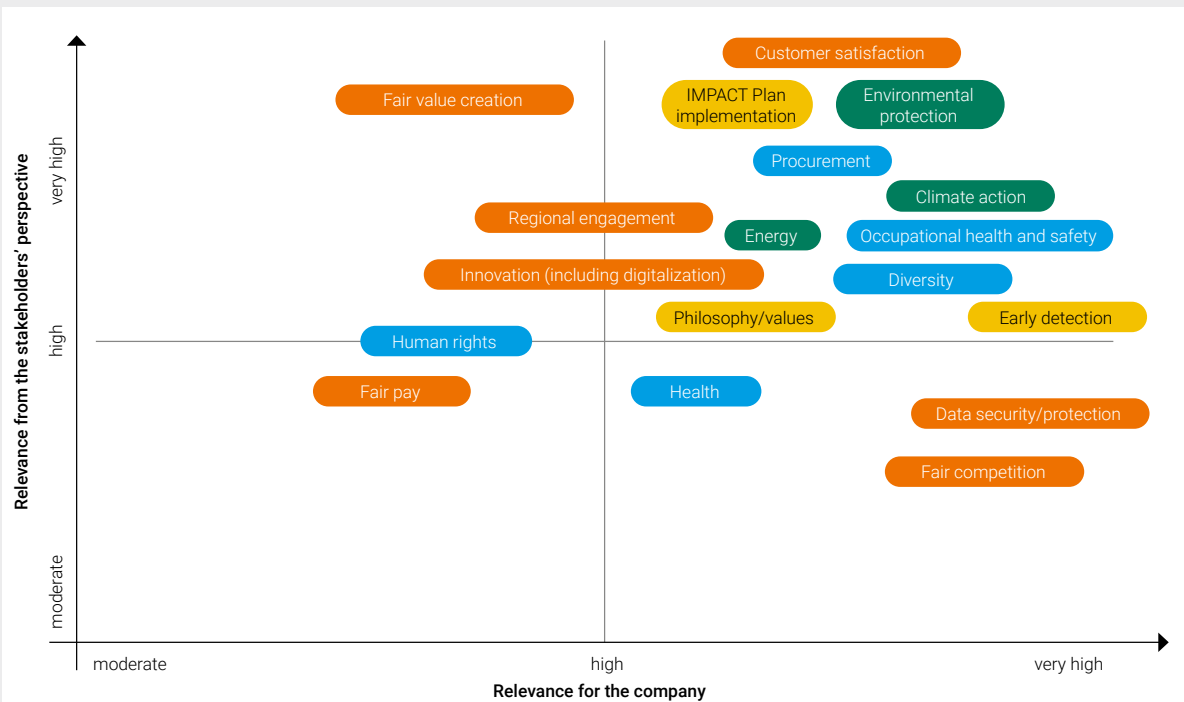
and society. Teams from the Sales, Logistics, and Finance departments as well as working groups from the Sustainability team were involved in this process. The results of this committee work were presented to Country Executive Management, which then approved the selection of material topics and the following presentation.

Software-supported editorial process

The newly introduced process using the “leadit” software tool and the resulting optimized documenting of our stakeholders’ requirements have also slightly changed the presentation of the material topics and their names compared to the last report.

The changes are as follows:

- The “Energy efficiency”, “Renewable energy”, and “Electromobility” topics are no longer listed as independent topics, as they are part of the “IMPACT Plan implementation” material topic.
- The “Resource conservation” topic is no longer listed as a separate topic, as it is part of the “Environmental protection” material topic.
- The “Economic soundness” topic is no longer listed as a separate topic, as it is part of the “Fair value creation” material topic.
- The “Innovation”, “Digitalization”, and “Smart Home” topics are no longer listed as separate topics, but have been merged into the “Innovation” material topic.



- The “Employer attractiveness” material topic is no longer listed as a separate topic, as for Sonepar this is the result of successful outcomes in all the other material topics.
- The “Social responsibility” material topic is no longer listed as a separate topic, as it is reflected in several other material topics, including “Diversity”, “Regional engagement” etc.

GRI 3-3 Management of material topics

Information on the management of material topics is provided at the beginning of the following notes. 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, but 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. 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)
- 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, Vienna, and Zurich (ISO 37301) and all locations in Germany, Austria, and Switzerland (ISO 9001)
- The logistics centers located in Garbsen, Lanken, Holzwickede, Gernsheim, Langweid, and Hof in Germany (ISO 14001 and ISO 45001)
- The locations that account for at least 90% of the total energy consumption of Sonepar locations (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 9001				
Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	+	+	+	+
Sonepar Österreich GmbH	+	+	-	-
Sonepar Suisse AG	+	+	+	+
Sonepar Česká Republika spol. s.r.o.	-	-	-	-
Sonepar Hungary Kft.	-	-	-	-

ISO 14001				
Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	+	+	+	+
Sonepar Österreich GmbH	+	+	-	-
Sonepar Suisse AG	-	-	-	-
Sonepar Česká Republika spol. s.r.o.	-	-	-	-
Sonepar Hungary Kft.	-	-	-	-

ISO 37301

Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	+	-	-	-
Sonepar Österreich GmbH	+	-	-	-
Sonepar Suisse AG	+	-	-	-
Sonepar Česká Republika spol. s.r.o.	-	-	-	-
Sonepar Hungary Kft.	-	-	-	-

ISO 50001

Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	+	+	+	+
Sonepar Österreich GmbH	-	-	-	-
Sonepar Suisse AG	-	-	-	-
Sonepar Česká Republika spol. s.r.o.	-	-	-	-
Sonepar Hungary Kft.	-	-	-	-

ISO 45001

Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	+	+	+	+
Sonepar Österreich GmbH	-	-	-	-
Sonepar Suisse AG	-	-	-	-
Sonepar Česká Republika spol. s.r.o.	-	-	-	-
Sonepar Hungary Kft.	-	-	-	-



Powered by **Difference**

Climate action firmly rooted

We just need to plant enough trees to stop climate change. Sounds great. Unfortunately, it's not quite that simple.

Planting trees to offset CO₂ emissions already caused only works to a limited extent. Because the tree's impact on climate protection only starts in the future. And only if various conditions are met:

Time. For example, a hectare of mixed forest in our temperate latitudes can only absorb around 10.6 metric tons of CO₂ per year with an average tree age of 55 years.* This means: The tree must be watered at the start of its growth, protected from browsing damage, and saved from deforestation in the long term.

Diversity. Planting must counteract monocultures. This is because mixed forests are more resistant to extreme

climatic conditions and infestation, for example by the bark beetle.

Flexibility. Not all trees are the same. As a result, the selection of species to be planted must be precisely matched to the soil, the environment, and the species living there.

It is for these very reasons that our tree plantations do not generally offset emissions already caused, but rather make an additional contribution to climate action. We also ensure that the campaigns are organized and accompanied by forestry science specialists. In addition, we have the impact of this climate action monitored and certified by external partners.

* Niedersächsische Landesforsten (NLF): Graph "100 x 100 Meter Wald der Niedersächsischen Landesforsten. Eine etwas andere Leistungsbilanz", 2014

Economy



€4.938

billion revenue (2022)



Approx. 300

branches



150,000

order items per day
in Germany alone



62%

highly satisfied customers
(Net Promoter Score
Sonepar in Germany 2022)



€59.274

million in
investments (2022)



7,444

people;
6,682 employees (FTE)



1,000,000

items from over 4,000
manufacturers in the 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 meet these demands.

GRI 201-1 Economic performance

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



All entities together generated a revenue of €4.938 billion in 2022 (2021: €4.110 billion).

Despite a difficult market environment overall, which was characterized by consumer restraint due to greater uncertainties caused by the Covid-19 pandemic, the war in Ukraine, and rising energy costs, we recorded positive growth in all countries.

Annual sales revenue performance (in € thousand)				
Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	3,759,308	3,235,779	2,821,133	2,884,322
Sonepar Österreich GmbH	549,703	384,177	280,102	249,428
Sonepar Suisse AG	408,881	325,116	300,011	279,757
Sonepar Česká Republika spol. s.r.o. total	118,523	90,173	75,048	79,579
Sonepar Hungary Kft.	101,743	75,532	59,892	52,922
Total	4,938,158	4,110,777	3,536,186	3,546,008

The sales revenue includes the following capital expenditure (CapEx).

Capital expenditure (p. a. in € million)				
Entity	2022	2021	2020	2019
Sonepar Deutschland GmbH	42.111	23.699	29.736	31.463
Sonepar Österreich GmbH	11.572	8.136	0.651	1.411
Sonepar Suisse AG	4.304	3.724	15.331	15.393
Sonepar Česká Republika spol. s.r.o. total	0.353	0.202	0.644	0.526
Sonepar Hungary Kft.	0.934	0.795	1.597	0.759
Total	59.274	36.556	47.959	49.552

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

Stable customer relationships and a high level of customer satisfaction are crucial to Sonepar’s success. In the online customer survey on Net Promoter Score in Germany in 2022, 62% stated that they were highly satisfied with Sonepar (2021: 61%), 27% were mostly convinced and satisfied (2021: 25%).

GRI 202 Market presence

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



Sonepar sees itself as a corporate citizen at its locations and operating sites. As a result, we are committed to local social initiatives in the areas surrounding our sites and strive to generate added value as directly as possible in the vicinity of our operating 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 employees at 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 more than 300 locations. We have not yet statistically recorded and quantified these. The negative indirect economic impacts include, for example, the increased volume of traffic caused by deliveries and employees' journeys to and from work, which leads to greater strain on the transport infrastructure and higher environmental costs for society as a result of increased CO₂ emissions. The positive indirect economic impacts include, for example, the increased purchasing power in the region as a result of fair pay for employees.

GRI 204 Procurement practices

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

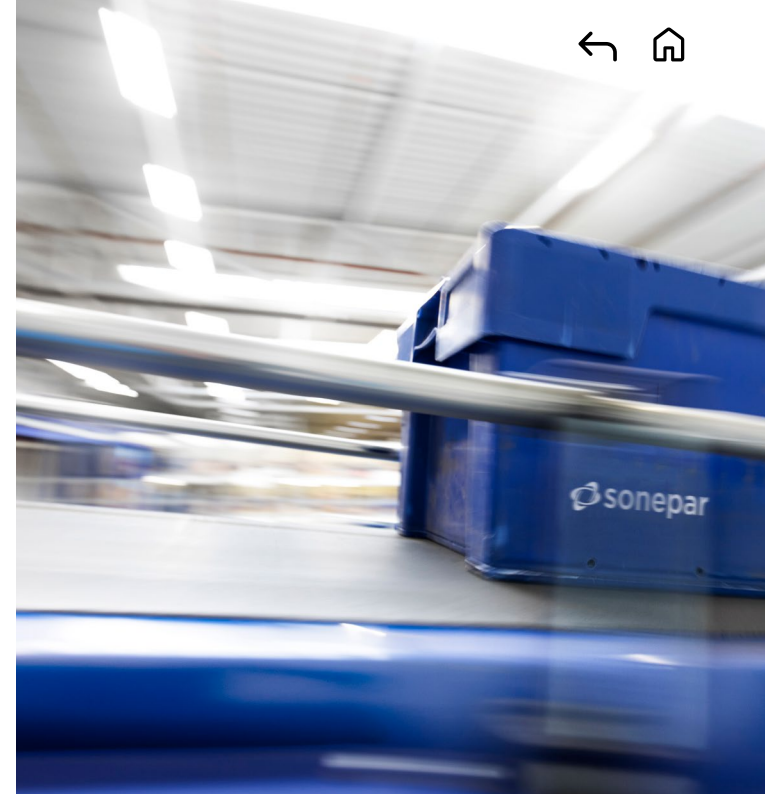


Purchasing commercial products

The entities source their commercial products from around 4,000 manufacturers, primarily based in the EU. This limits the risk of negative impacts on the economy, 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, Sonepar expects its 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, care for safe and humane working conditions, ethical business conduct, and responsibility for resource protection and climate action.

Sonepar in Germany asked 474 long-standing supply partners for acknowledgment in writing as early as 2020. Around 70% have complied with this request to date. We are not aware of any cases of non-compliance or violations of our requirements on the part of suppliers and service providers during the reporting period.

However, recognition of a document is not enough for us: To meet the requirements of the Supply Chain Duty of Care Act (LkSG), we specifically approach our suppliers to request relevant information regarding occupational health and safety and environmental protection. Sonepar in Germany has been using the IntegrityNext online platform for this purpose since September 2022. This automatically queries the LkSG-relevant information from stored suppliers and documents it. In 2022, Sonepar already contacted around 2,000 suppliers in Germany and asked them to provide the necessary information. Around 70% of the companies surveyed have completed the onboarding process and the initial results are now





1983: Photovoltaics

The principle of solar collectors has been known for many decades, when the first solar power plant in Germany goes into operation on the North Sea island of Pellworm. Today, PV systems are an essential key to the success of the energy transition thanks to significantly more efficient modules.



available. We want to have increased this rate to 100% by 2024. As the IntegrityNext platform provides us with transparency about the sustainability of our supply chains based on supplier assessments, critical news monitoring, and over 45 sustainability-related country risk and industry risk indicators. This enables us to take effective action to reduce risks and improve our sustainability performance in the long term.

Independently of this, Sonepar in Germany carries out an evaluation of our top-selling suppliers of goods through our central purchasing department using our Status of Cooperation tool. A total of 300 companies were analyzed in 2022 and 2021. Previously, the evaluation only included economic aspects; in 2021, we integrated ecological and social criteria.

Purchasing services and consumables

While the retail products for wholesale business are procured from national manufacturers and transported to Sonepar's central warehouses, the company uses service providers and suppliers from the immediate vicinity of its branches and regional locations wherever possible. These include, for example, companies for the maintenance of buildings (facility managers, skilled trades, cleaning companies, etc.), for ongoing operations (caterers, suppliers of consumables, etc.), or other services (marketing service providers, trade fair stand builders, etc.). These suppliers are also bound by our Code of Conduct's sustainability requirements. To achieve even greater security and transparency, we want to carry out similar evaluations in this area of the supply chain in future to those we conduct for suppliers of commercial products. We have launched a project to prioritize and define processes for this.

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" and "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 continuously inform our employees about corruption risks in our internal media.

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 our employees' awareness for topics relevant to compliance, which also focuses on the prevention of corruption. There is a training course that all employees must complete. As the date can be freely selected, not all employees have completed this mandatory training at all times.

Since the beginning of 2022, every new employee in Germany has been trained in the compliance guidelines. At the end of 2022, 93% of all new employees had completed this training. Voluntary training courses, workshops, and training sessions on topics relevant to compliance were also held during the reporting period: 1,403 people took part in the "Compliance" training course in Germany in 2022, 755 in the "Combating bribery and corruption" video seminar.

In 2022, the Sonepar companies in Germany, Austria, and Switzerland were certified according to ISO 37301. We are not aware of any violations of our guidelines regard-

ing the prevention of corruption, data protection, and 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. In Austria, we became aware of one case of corruption in 2021 and one in 2022, which we took appropriate action against in accordance with our compliance guidelines.

GRI 206 Anti-competitive behavior

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



There were no legal proceedings against Sonepar in Germany and the affiliated entities due to anti-competitive behavior and violations of antitrust and monopoly law during the reporting period. There are also no known violations of competition law.

This information is based on data from the entities in Germany and Austria. Due to the ongoing harmonization of the recording systems, the information from the Swiss, Czech, and Hungarian country organizations is not included yet.

GRI 207 Tax

Contribution to our material topics: “Procurement” and “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.





Better without.

Enjoy your meal: Every week, each person ingests around 5 grams of microplastics – the equivalent weight of a credit card. Unfortunately, microplastics are everywhere: in drinking water, in food, and even in the air we breathe.

Around 400 million metric tons of plastic are produced worldwide every year. This can be made into useful and valuable products, for example for medical technology.

Unfortunately though, more than two thirds of the plastic produced is used for very short-lived disposable items and packaging. Only 9% of it is recycled – because it is expensive and new production is so cheap. As a result, a large proportion of plastic ends up in the trash, in the sea, and eventually turns into microplastic, which animals and humans ingest again. What's more: around 99% of plastic is produced using fossil fuels and therefore causes CO₂.

Plastic therefore has a doubly negative impact if it is not used sensibly in the long term.

High time to change course. We are reducing the use of plastic and trying to close material cycles as much as possible. To this end, we are increasing the use of recycled plastics. If, for example, we have to pack products in plastic bags in Germany for safety reasons, we only use packaging made from recycled plastic.

With this in mind, we will continue to banish plastic from our processes as far as we can. In the long term, we want to be a plastic-free company.

Environment

Successful entrepreneurial activity only works in an intact environment. Environmental protection and climate action are therefore a fundamental part of our strategy. Irrespective of this, it is part of our corporate ethics to make a contribution today to ensuring that our children and grandchildren can live on a planet that still offers quality of life.



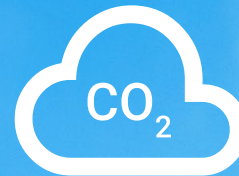
-17%

total energy consumption



70%

alternative car drives
(Austria)



-12%

CO₂ emissions
(location-based Scope 1, 2, 3)



+100%

LED lighting at
locations in Austria



-20%

fuel consumption
for company cars
(diesel)

All values refer to the status in 2022
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 goes without saying for us. That is why we are increasingly focusing on products that are manufactured in a resource-saving manner or that can be returned to the circular economy at the end of the product’s life when designing our product range. For this purpose, 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.

Examples of particularly sustainable products that we sold during the reporting period can be found on the right.

In future, we want to label particularly sustainable products with the “Green-Offer from Sonepar” label in order to raise our customers’ awareness for selecting sustainable products. Only products which, according to a list of criteria, are either particularly energy-saving in use, are intended for the generation and use of renewable energy, are designed to be particularly sustainable (e.g., in terms of service life, reusability, recyclability, etc.), or have been produced in a correspondingly sustainable manner (e.g., particularly



Damp-proof surface-mounted lights made from 100% recycled plastics from PRACHT.



Recessed light housings made of 100% recycled fishing nets from Brumberg.

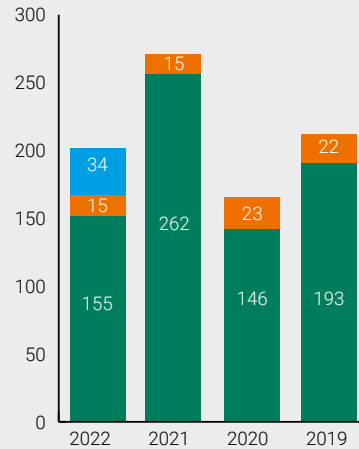
energy-saving, made from renewable raw materials, or with positive social effects, etc.) should be allowed to carry the label. We launched a pilot process for Germany at the end of 2022. We want to roll out the offer completely from 2023 and then gradually implement it in all country organizations.

GRI 301-2 Recycled input materials used

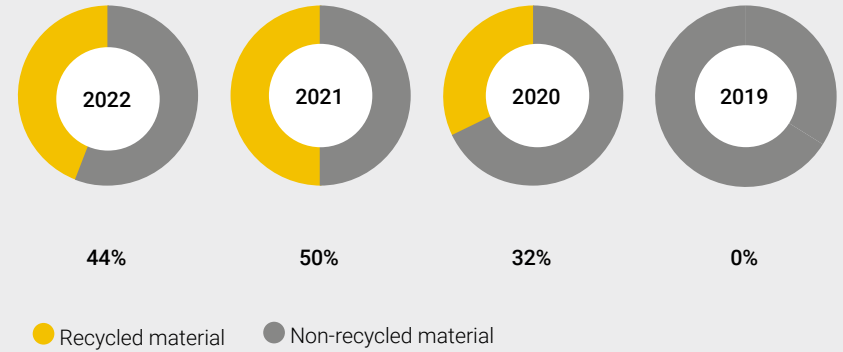
We also pay particular attention to the resource-saving use of materials at our sites. To this end, we strive to close material cycles in the best possible way. That is why we use materials made from recycled materials wherever possible. The plastic bags and bubble wrap used in Germany are already made from 100%

Packaging materials and recycle content

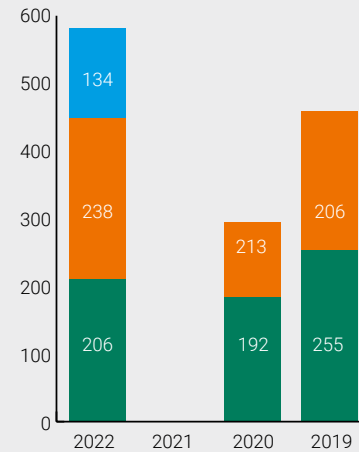
Purchased plastic packaging (in metric tons), Germany, Austria, Switzerland



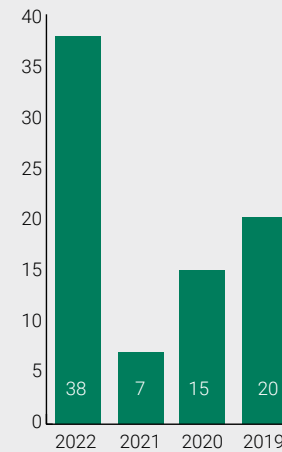
Plastic packaging, recycle content (in %), Germany



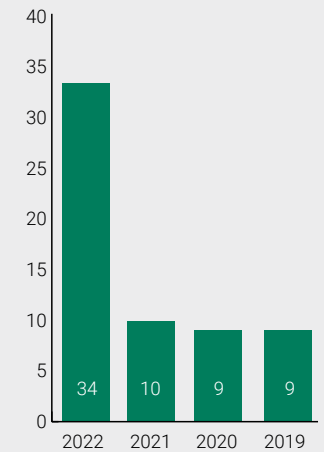
Paper and cardboard packaging (in metric tons), Germany, Austria, Switzerland



Wood packaging (in metric tons), Germany



Other materials (in metric tons), Germany



● Sonepar Deutschland GmbH ● Sonepar Suisse AG ● Sonepar Österreich GmbH

recycled plastic. This enabled us to increase the proportion of recyclate in all plastic packaging to around 44%. And if individual products or pallets need to be wrapped, we have been using significantly thinner stretch film since 2022. Our goal of increasing the proportion of recyclate applies to all country organizations. Current targets and action are noted in the key figures section.

GRI 301-3 Reclaimed products and their packaging materials

The products we sell are used by our customers over the long term, resold, and given to collection and recycling centers at the end of their service life. They are therefore generally not returned to us outside of the statutory take-back regulations. We therefore primarily recycle the transport packaging for our products. In terms of packaging materials, Germany plays a pioneering role compared to the other entities. We are constantly reviewing the 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. To pursue this goal strategically, we introduced an energy management system in accordance with ISO 50001 in Germany in 2016.

The certificate is renewed every three years by an independent certification company, and review audits take place every year. This is also to be introduced in the country organization Austria in 2024. The other country organizations do not currently have an energy management system in accordance with ISO 50001.

GRI 302-1 Energy consumption within the organization

Energy consumption is determined 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 has the same Excel-based lists ("Sustainability Tracker") to record and document the carbon footprint worldwide, which are filled out by each country organization and sent to the international sustainability team in Geneva. The energy consumption of all entities 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 this end, there are globally applicable targets within the Sonepar Group, which all country organizations must adhere to within reasonable and possible limits. Specific consumption figures from the reporting period as well as



1985: Energy saving lamp

The compact fluorescent lamp had its breakthrough in 1985, thanks to the electronic ballast now integrated into the base. It brightens up immediately, is more compact and durable, mercury-free – and saves a huge amount of energy.



targets and action for further reductions can be found in the appendix.

We have already achieved or even exceeded the targets in some entities. In Austria, for example, we achieved our goal of switching 100% of the lighting to LED at our locations there during the reporting period. We also achieved our interim target of covering 10% of our electricity requirements in Germany with self-generated electricity from renewable sources during the reporting period. We want to increase this share to 25% by 2026. Our basic strategy aims to actively reduce energy consumption wherever possible with clear targets and action – and wherever this is not possible, to at least compensate for the nega-

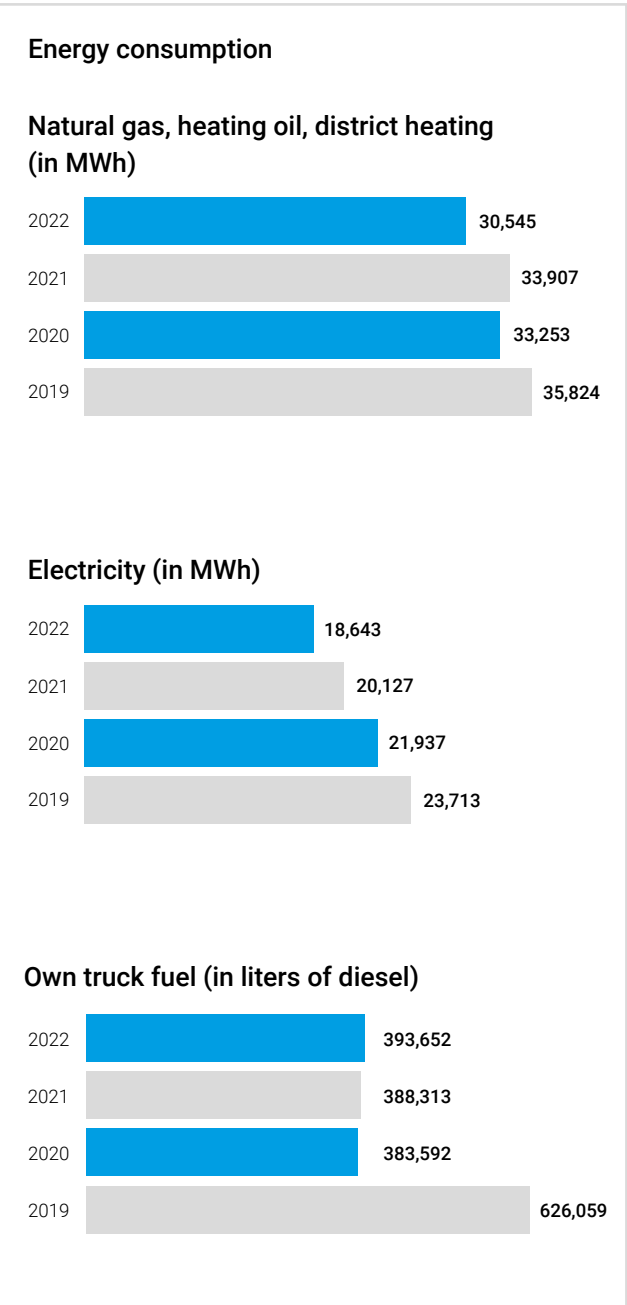
tive impacts on the climate associated with energy consumption by investing in global climate action projects.

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.

While we record the fuel consumption of both our own trucks and those of our external service providers for deliveries to customers (Scope 3) in all entities, the situation is different for deliveries from our manufacturers to our central warehouses. Only a small number of our suppliers were able to provide us with information regarding their consumption during the reporting period. We therefore want to significantly improve data collection in relation to deliveries and will coordinate more closely with our suppliers to this end.

To be able to present the consumption associated with deliveries for the reporting period, we have used distance tables and delivery frequencies to calculate this consumption. Different calculation methods are currently used in the respective country organizations worldwide to determine the CO₂ emissions of truck transports during delivery (upstream) and delivery to customers (downstream); these are to be standardized by 2026.



reporting period. The corresponding data is noted in the key figures section.

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 combustible consumption and at the same time promoting the switch 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 30,545 MWh by 2022. This corresponds to a reduction of 15%. Electricity consumption for our buildings amounted to 23,713 MWh in 2019, which we were able to reduce by 23% to

18,346 MWh by 2022. In total, we saved around 6,290 metric tons of CO₂ in all countries by the end of 2022 compared to 2019 thanks to increased energy efficiency in the building sector. To calculate this value, we used the electricity mix based on 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 some examples from Germany:

- We installed a 3,600 m² PV system with an output of 749.36 kWp at our Holzwickede site, which will reduce our CO₂ emissions by around 130 metric tons per year in future. The modules in these

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 to compare 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. We have seen a positive trend in this regard in all country organizations since the start of 2019. This trend continued during the



systems were produced in a carbon-neutral way. A total of 12 locations are now equipped with a high-performance PV system.

- Replacement of lighting systems with energy-efficient LED lighting at more than 100 locations. We want to have installed efficient LED lighting at all of the entities' locations by the end of 2024.
- Replacement or installation of energy-efficient heat pumps at various locations, e.g., Marburg, Bad Kreuznach, Dortmund, and Holzwickede.
- Introduction of software solutions (EnEffCo and EQC) for energy monitoring – since 2017 in Germany and other countries to record and analyze consumption within technical building equipment (TGA).
- Establishment of a climate-neutral website (nature-Office DE-077-301427).
- Implementation of climate-neutral regional trade fair appearances (Belektro, GETNord, Elektrotechnik Dortmund) and events (national meeting of the Sonepar Customer Advisory Board in Vienna).

In 2021, we carried out an Energy Quick Check (EQC) in Hungary and the Czech Republic. This enabled us to analyze the main energy consumers and the technical condition of the systems and buildings. 29 locations collected data. 26 locations currently heat with gas, two with district heating and one with electricity. 12 locations have changed more than 50% of their lighting over to LED. This is the basis to launch further measures to increase sustainability in Hungary and the Czech Republic.

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. And access to clean drinking water is a human right. Sonepar is therefore aware of its specific responsibility for the prudent use of this resource and tries 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

Germany currently has an average water consumption of 15,111 m³ over the last 4 years. The other country organizations are not yet able to provide any data on this. There are plans to introduce appropriate measurement systems everywhere in order to collect this type of data as well. We determine our water consumption by taking meter readings wherever this is possible. As part of a risk analysis, we examined our water use and pollution both at the site and in the supply chain and did not identify any key issues.

As a non-manufacturing company, we use most of the water as rinsing or washing water for sanitary facilities, or as drinking water.

Water dispensers that can add carbon dioxide to the water are already in use at 84 locations in Germany. This saves energy, resources, and emissions, as we have to procure and transport fewer water bottles.

GRI 304 Biodiversity

Biodiversity is crucial for the quality of life on our planet. As a wholesale company, we use infrastructures that could have a negative impact on biodiversity – from the

Overview of various offsetting measures



sealed surface for a logistics center to the highway, which we use to transport our goods to customers and that cuts 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 for biodiversity and 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-related basis, for example in order to optimally implement the offsetting required by law in some cases for construction and land sealing measures.
- We support measures to promote local biodiversity in the areas surrounding our sites, for example by setting up insect hotels or creating biotope areas:
<https://www.sonepar.at/allgemein/sonepar-unterstuetzt-nature4generations/>.
- During the reporting period, we planted 17,400 trees in reforestation projects in Germany, for example in the Taunus, Harz, Bavarian Forest, Black Forest, Sauerland, and Allgäu regions. We make sure that all the tree planting campaigns are carried out under the guidance of forestry management experts. This not only ensures that a contribution is made to climate action, but that the preservation and promotion of biodiversity is also taken into account.

GRI 305 Emissions

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



As a non-manufacturing company, volatile organic compounds (VOCs) or dust are less relevant for Sonepar than climate-relevant greenhouse gases. Our focus here is primarily on energy-related CO₂ emissions. The emissions data for the individual national companies are listed in detail in the key figures section.

Transition contribution to a decarbonized economy

Sonepar is committed to the key target 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 illustration) 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. This means that all direct (Scope 1 and 2) and indirect CO₂ emissions (Scope 3) are taken into account and evaluated. The aim is to significantly reduce both the direct emissions caused by running the buildings used and the indirect upstream and downstream emissions (e.g., transportation and waste management) together with the partner companies. The energy consumption of fossil fuels will be significantly reduced and the energy efficiency of the consumption units will be further improved taking positive business development into account. The original plan was to achieve climate neutrality in Germany by 2023. Sonepar corrected this target during this reporting period. The specific goal in Germany, Austria, Switzerland, the Czech Republic and Hungary is to be completely climate neutral by 2040.

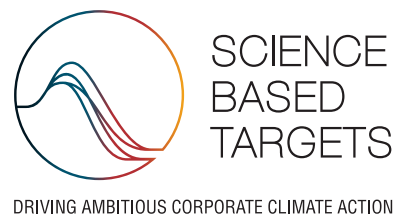
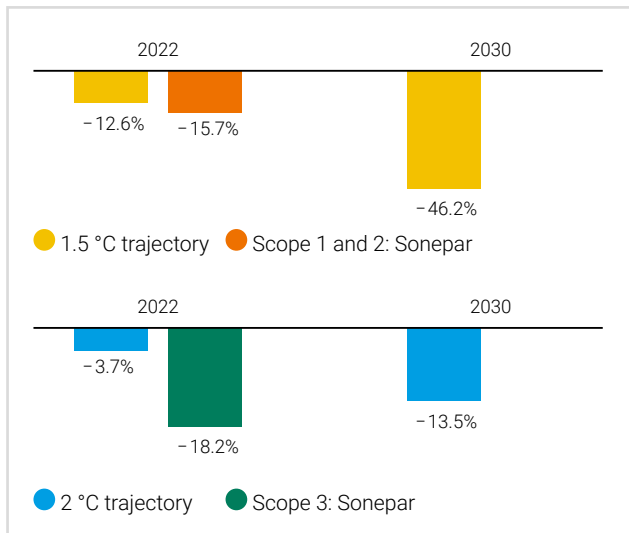
Sonepar is taking action to reduce emissions using a three-stage concept

1. Avoiding greenhouse gas (GHG) emissions, for example, 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, for example, by investing in sensible climate action projects

By far the biggest CO₂ driver for an electronics wholesaler is deliveries to customers by truck. We launched the “hydrogen truck” project in 2022 and tested electric vans as an alternative to diesel-powered vans.

Following successful tests, we will be one of the first wholesale companies in Germany to use hydrogen-powered trucks in our logistics in 2023.

In 2023, we will involve suppliers in further improvement planning. The focus of our improvement measures in the reporting period was on Scope 1 and 2; in future, we will focus on Scope 3.



With a trajectory, you can check whether you are progressing fast enough on the path you have chosen to reach the target in the set time. The chart shows that our climate action performance in 2022 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 305-2 Energy indirect (Scope 2) GHG emissions

The total amount of energy indirect (Scope 2) GHG emissions amounted to a gross 994 metric tons in all country organizations in 2022. Compared to 2019, we were therefore able to reduce GHG emissions in this area by around 85%.

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

The total amount of energy indirect (Scope 3) GHG emissions amounted to a gross 81,591 metric tons in all country organizations in 2022. Compared to 2019, we were therefore able to reduce GHG emissions in this area by around 8%. The direct GHG emissions of

GRI 305-1 Direct (Scope 1) GHG emissions

The total amount of (Scope 1) GHG emissions of all countries considered amounted to a gross 15.69 kg/€1,000 revenue in 2022. Compared to 2019, we were able to reduce our GHG emissions in this area by around 41%, although consumption in our own vehicle fleet increased again after the Covid-19 pandemic in 2022. These results exclude any kind of trading in emissions certificates. The direct GHG emissions of the individual national companies in Scope 1 are shown in the key figures section.

GRI 305 Total GHG emissions (Scopes 1, 2) in t of CO _{2eq} (all entities)	2022	2021	2020	2019	Change 2022-2019 (in %)	
Natural gas combustion	4,227	5,320	4,759	5,170	-18	+
Heating oil combustion	866	966	691	767	13	-
Energy consumption from district heating	452	478	534	482	-6	+
Fuel consumption of passenger cars	8,559	7,740	8,125	9,951	-14	+
Refrigerant use	177	112	112	112	59	-
Electricity consumption (location-based)	4,635	6,078	7,866	8,925	-48	+
Electricity consumption (market-based)	994	1,739	3,693	6,410	-84	+
Total (location-based)	18,916	20,693	22,087	25,407	-26	+
Total (market-based)	15,275	16,354	17,913	22,892	-33	+

GRI 305 Total GHG emissions (Scope 3) in t of CO _{2eq} (all entities)	2022	2021	2020	2019	Change 2022-2019 (in %)	
Upstream logistics	27,368	28,727	39,875	40,278	-32	+
Commuting (to and from work)	8,551	7,315	6,717	7,815	9	-
Business trips	799	195	248	850	-6	+
Electricity consumption upstream chain	1,387	1,664	1,751	2,287	-39	+
Energy consumption upstream chain	3,319	3,237	3,309	3,878	-14	+
Packaging material consumption	832	916	629	762	9	-
Waste	2,444	2,773	2,384	2,525	-3	+
Downstream logistics	36,890	33,078	28,708	30,087	23	-
Total	81,591	77,907	83,620	88,482	-8	+

the individual national companies in Scope 2 are shown in the key figures section.

We have identified transport logistics (upstream and downstream) as the largest source of GHG-relevant emissions in Scope 3 with a share of around 81%. Our action therefore focuses on the further introduction of vehicles with battery-electric drives and vehicles with alternative drives, such as hydrogen. In the reporting period, we also offset the CO₂ emissions generated in logistics by investing in climate action projects.

GRI 305-4 GHG emissions intensity

To calculate the intensity ratio of greenhouse gas emissions, we currently take into account the CO₂ emissions from direct internal (Scope 1) energy consumption, energy indirect (Scope 2) CO₂ emissions, and other indirect (Scope 3) CO₂ emissions.

To achieve a certain degree of comparability for these values over time and between the country organizations under review, revenue is used as the organization-specific parameter for business activities in the respective countries.

The direct GHG emissions of the individual country organizations in Scope 3 are shown in the key figures section.

In terms of the development over time, for Scope 1 and Scope 2 it can be seen across all countries that the CO₂ intensity has already developed positively overall due to the reduction in emissions between 2019 and 2022 alone, with a simultaneous increase in revenue in all countries.

In Scope 1, the CO₂ intensity has improved by 37% across all countries compared to 2019 and by more than 62% in

Scope 2 (market-based). This is due to the fact that absolute CO₂ emissions have been drastically reduced, although business intensity and revenue increased continuously over the same period.

GRI 305-5 Reduction of GHG emissions

Compared to the base year 2019, we have achieved a reduction of 33% in Scopes 1 and 2 (market-based) and 8% in Scope 3 in Germany. Around a quarter of the savings resulted from the continuous switch to the use of self-generated PV electricity or purchased green electricity at all locations.

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 is therefore aware of its responsibility to continuously reduce this and, wherever possible, to close material cycles and increase recycling rates. After all, this means the direct conservation of our natural resources and, indirectly, greater energy efficiency and thus climate action.

Our environmental management system ensures that we live up to this claim. Last year, the proportion of recyclable waste was 88% in Germany and 85% in Austria. All other entities will determine these values for the next report.

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. Well-founded projections are prepared 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 306-2 Management of significant waste-related impacts

The sustainability team at Sonepar is responsible for the management of waste-related impacts. If necessary, management is involved through short coordination channels. The sustainability team from Germany and the representatives of all other entities 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 other entities are coordinated between the local managers and the legal department from Germany where necessary.

Packaging materials from suppliers represent the greatest waste potential 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 concluded a service agreement with Interzero (formerly Interseroh), which regulates 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. The waste volume values can be found in the appendix. Data collection is not yet standardized for all entities and country organizations.



GRI 308 **Supplier environmental assessment**

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



In 2022, around 1,400 of our suppliers recorded their environmental protection performance in a sustainability ranking on the IntegrityNext online platform. We intend to further expand and intensify the review and evaluation of our suppliers with regard to environmental protection. Among other things, we will send other modules from IntegrityNext to suppliers for surveying, and we also plan to coordinate with suppliers as part of the introduction of a sustainable product catalog (Green-Offer from Sonepar) for 2023/2024.

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

In 2022, around 2,000 suppliers in Germany were contacted for the first time and asked about environmental criteria. Around 70% of them provided information. On this basis, it will be possible to carry out a risk review for sector and country risks by 2024.

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

No significant negative environmental impacts from our supply chain are known for the reporting period.



Against the current?

“E-mobility is nonsense,” say critics when it comes to the climate action potential of e-cars. But as is so often the case, the matter is more complex.

Sure: battery electric vehicles carry a heavy CO₂ burden due to the energy-intensive production process for their battery cells. The procurement of raw materials is a problem, the recycling of batteries a challenge. And building the charging infrastructure is certainly more expensive than if we could fill up with carbon-neutral e-fuels produced in a climate-neutral process at existing gas pumps.

But it is also a fact that cars are currently responsible for the lion's share of the 740 million metric tons of carbon dioxide produced by road traffic in the EU every year at 64%*. A huge amount that we should reduce immediately

using all the technologies available. And this is also possible with electric cars. But only if they are used responsibly and consistently “refueled” with green electricity.

Just like at Sonepar in Austria: the entire vehicle fleet will be converted to e-cars by the end of 2024, and well over half of the 126 vehicles in operation are already emission-free. Customers and employees have their own charging stations at 14 of the 15 locations in the country where cars are charged exclusively with electricity from renewable sources. Employees were also able to learn an efficient and therefore climate-friendly driving style on training courses organized by the Austrian transport club ÖAMTC. Then e-mobility makes sense ...

* Federal Statistical Office (Destatis), 2023

Social

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

In addition, we see ourselves as a responsible corporate citizen who is also able to provide positive impetus for society outside of its locations.



Health rate
(Sonepar in Germany,
Austria, Switzerland)



2,869

performance reviews conducted
(Sonepar in Germany)



80%

apprentice retention rate
in Germany



141

Apprentices
in Germany

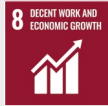


13.9%

fewer accidents
(Sonepar in Germany)

GRI 401 Employment

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



Over 7,000 people work for Sonepar in Germany and at the affiliated country organizations’ locations. Information on the workforce structure can be found on page 11. As an employer, we are responsible for creating an excellent working environment for every single person, opening up opportunities, and developing individual potential. In addition to internal guidelines such as our Code of Conduct, our HR management is also 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 for the targeted implementation of our sustainability goals in the social area, in particular DIN EN ISO 45001 (occupational health and safety management, OHSAS 18001 until mid-2020). 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 accidents at work, 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 develop our managers so that they inspire and develop employees, give them a lot of confidence, and set an example of correct conduct.
- Capable employees: we want to attract talented and diverse people, develop and retain them.

GRI 401-1 New employee hires and employee turnover

We organize “Welcome Days” for new employees and apprentices. Management welcomes our new colleagues in person and presents Sonepar’s key values and opportunities. The retention rate for apprentices in Germany of around 80% (2022) shows that young people want to join Sonepar.

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 both to basic medical care, insurance or occupational pension benefits, and to supplementary benefits. However, we do not grant these benefits to temporary employees. In Germany, the services provided during the reporting period included:

- Participation in the Corporate Benefits program, which offers employees attractive benefits – from discounted

- rental cars to cinema vouchers.
- Use of the SODEXO card. This enables us to book small financial rewards for expended working hours on the card. This can include, for example, an inflation adjustment, a meal allowance or a mobility voucher.
- 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.

Germany has been collecting data on this since 2022. According to this, 1.07% of employees have taken parental leave. 0.97% were women, 0.1% men. We will also collect this data in other entities in the future.

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.

The co-determination of all employees is a valuable asset at Sonepar and is therefore 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. The cooperation also extends to the area of occupational health and safety. Health protection measures were agreed with the works councils during the Covid-19 years 2021 and 2022, as was the provision of flexi days (employees are entitled to at least 50 days of mobile working per year if their job allows). The occupational health and safety specialists also regularly exchange information with the works councils.

An international "Open Voice" employee survey is conducted every two years. The results of the last survey in 2021 were predominantly positive. For example, the handling of errors at Sonepar in Germany was rated as very good. Our colleagues also rated the respectful interaction with one another in line with our "Powered by Difference" slogan as very good.

Specific potential for improvement

However, there were also three areas in Germany that showed potential for improvement: silo thinking, lack of feedback from managers, and inefficient decision-making processes. Working groups have been formed for all three topics to work out how the improvements can be made and to discuss this with other departments. At corporate level, for example, it was also explored how mobile working can be optimized and how internal information can be communicated better. The results were, for example, the flexi days and a multilingual employee magazine in logistics.

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. We therefore attach great importance to minimizing or completely avoiding health risks and sources of danger. 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, fire safety and hazardous goods officers, with regular inspections, among other things.



1990: KNX standard

In 1990, a consortium of manufacturers defined Instabus, today's KNX standard. It still dominates building technology today and lays the foundation for the triumphant advance of smart home systems, which increase a building's efficiency, in addition to security and convenience.



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, for example, 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, for example, the Occupational Health and Safety Standards and 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 75).

Occupational health management (OHM) is based on the pillars of workplace integration, workplace health promotion, and occupational health and safety. Occupational health and safety and its requirements can be found in the Code of Conduct and in corporate policy.

In terms of employee health and safety, the Covid-19 pandemic was the dominant issue during the reporting period. Management established clear rules for this at an early stage in order to ensure that all employees can work safely at all times. This included the introduction of an in-house protection and hygiene

concept as well as a reliable reporting system in order to detect emerging infections in the workforce at an early stage and trace chains of infection if necessary. In addition, vaccinations were organized accordingly, masks and self-tests were made available, and flexible arrangements were made for working from home. There was also continuous communication through Workster and other internal media, and employees could also contact an information hotline.

1,684 employees in Germany reported a Covid-19 infection. It was not possible to trace where these infections occurred due to the pandemic. We sent 546 employees in Germany to work from home as a precautionary measure in the event of suspected cases in order to reduce the risk of infection. One employee died from or with the Covid-19 virus.

Ergonomics in the workplace

We are enhancing ergonomics in the workplace with numerous measures, for example:

- Improvement of the lifting aid/manipulator for heavy cable drums installed at the logistics center in Garbsen, Germany, in 2020 and adaptation to the specific needs of employees there.
- Introduction of a new banding machine at the logistics center in Gernsheim, Germany, which packs small parts automatically and in an environmentally friendly manner, eliminating the monotonous task of “bagging” for employees.
- New bases for office workstations that raise or lower the desk so that employees can easily switch between standing and sitting.

We want to further expand our holistic health management concept in future. After all, this is an important

Health rate (in %)	2022	2021	2020	2019
Sonepar Deutschland GmbH	91.6	95.3	97.7	97.6
Sonepar Österreich GmbH	96.6	n.a.	n.a.	n.a.
Sonepar Suisse AG	94.0	94.1	90.3	95.0

element in enhancing our appeal as an employer. We also want to offer additional sports and health services, for example, 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 risk assessments. Effective occupational safety equipment, the regular inspection of systems and safety-relevant equipment, and compliance with all safety standards, guidelines, and regulations as well as all relevant legal standards go without saying for Sonepar. In our Code of Conduct, we also encourage our employees to refrain from any work where there are concerns about a safety or health risk. No one needs to be afraid of sanctions. 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 lost workday rate provides a statement on the frequency of accidents. In 2022, the rate in Germany was 8.3 (2021: 10.5). E-learning has been introduced in the area of occupational health and safety since 2020. On average, around 80% of employees take part each year. Occupational safety instructions supplement the training and thus lead to improved occupational health and safety. The action is decided and implemented together with the employee representatives in ASA meetings.

GRI 403-3 Occupational health services

We work together with external occupational physicians to ensure the legally required deployment of occupational physicians at all locations in Germany and organize offers for flu vaccinations and preventive care, among other things. These include, for example, the aptitude test for driving, controlling and monitoring activities (G25), or 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 ASA meetings, regular meetings with the occupational health and safety specialists or in individual appointments for discussions. The aim is to maintain a high level of occupational health and safety together with the employee representatives and to minimize risks through improvements.

Occupational health and safety (Sonepar Deutschland GmbH)	2022	2021	2020	2019
Number of reportable accidents per 1,000 employees (lost workday rate)	8.3	10.5	9.1	14.3
Accident severity (average days lost after an accident at work)	29	25	26	17
Number of reportable work-related injuries	49	60	48	73
Days lost due to work-related injuries or illnesses	1,429	1,510	1,246	1,239
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

GRI 403-5 Worker training on occupational health and safety

All employees in Germany must complete our basic training on occupational health and safety. Refresher courses are attended annually and are accompanied by e-learning courses to improve awareness. The legally required fire safety and evacuation assistants as well as first aiders at each of our locations are trained, including practical drills.

GRI 403-6 Promotion of worker health

Promoting the health of our employees is an issue for every manager. Health maintenance starts in the workplace and is an important element of the performance reviews, among other things. Because we can only promote health 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 health protection through targeted campaigns, for example, vaccination offers or joint sporting activities for employees (fun runs in German cities). There are also leasing offers for bicycles with employer subsidies in Germany. By the end of 2022, around 600 employees had taken up the offer.

GRI 403-9 Work-related injuries

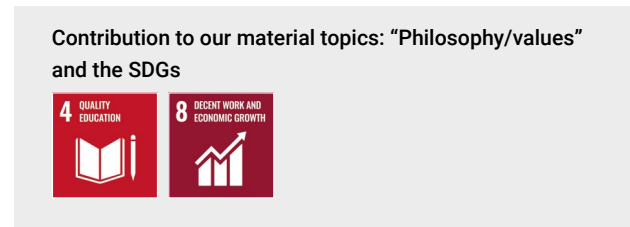
The areas where most accidents occur are located in the large central warehouses. Work-related accidents at the sales locations are mainly commuting accidents. Accidents at work are analyzed and the results discussed with the employees concerned. They are

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



Sonepar offers apprenticeships in various professions in the areas of sales, purchasing, logistics, and IT.

On the internal Sonepeople platform, all employees can find individual training opportunities as well as training and education courses that enable them to develop their personal skills on an individual basis and respond proactively to developments on the market. The courses are then delivered in Germany through the Sonepar Learning World or the Son@cademy – both digitally and in person.

Talent Management also offers development opportunities for various target groups under the umbrella of the Son@cademy Germany. The high-potential program serves as guidance at the start of their careers. In five blended learning modules, participants deal with the topics of time and self-management, professional and



2006: Heat pump

In 2006, more than 50,000 heat pumps are installed in Germany within a year for the first time. With one kilowatt hour of electricity, they generate three to four kilowatt hours of heat from the environment. This

makes the heat pump, in combination with photovoltaics, an enabler of the energy transition.



disciplinary leadership, project management, and communication. At the same time, participants also work on a project provided by the sales department. For Sonepar's top talent, there is the Sonepar young talent group (SONAR). This committee works on projects that deal with strategic issues and are defined by the Executive Committee. The Leadership Program is offered for the next generation of executives. The main topics here are the basics of leadership and support when taking on new leadership responsibilities.

Individual web tutorials are being planned for individuals.

We offer a comprehensive range of further training and qualifications through the Sonepar Learning World to enable employees to develop and progress according to their individual strengths. One part of this is the global training platform Sonepeople. This is supplemented by training courses, classroom training, and webinars from the Sonepar Deutschland Technical Solutions GmbH academy. The experts there actively support our employees' career development and develop individual formats. Technical expertise (competence building), its application (skills) and in-depth knowledge of (digital) sales tools are taught. Content from 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
- 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 silver certificate (level 2) and in-depth training for complex project and property consulting for our customers

- Webinars on building automation, including data network technology, building systems technology, communication technology, automation technology, lighting, sustainable energy systems, and soft skills
- Around 3,500 employees in Germany were trained in over 200 webinar sessions in 2022.

Employees can also complete LinkedIn learning courses free of charge.

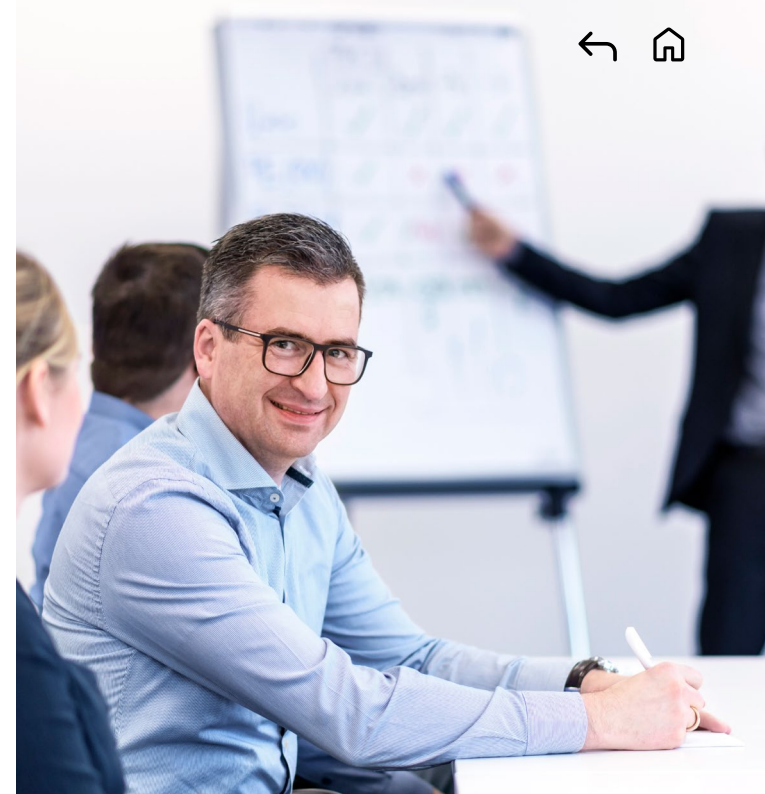
GRI 404-1 Average hours of training per year per employee

The qualification and further training courses are very well received. For example, every Sonepar employee in Germany completed 5.11 hours of training on average in 2022. In 2021, the average was 4.9. This data is based exclusively on the surveys from Germany. Due to the ongoing standardization of the recording systems, for which we intend to introduce a new centralized software tool, the data from the other country organizations is not included yet.

The following are some of the training courses offered by Sonepar in Germany that were particularly popular during the reporting period:

2021

1. Occupational health and safety training
2. CRM – focusing on the customer
3. My Sonepar Talk – self-assessment
4. My Sonepar Talk for employees
5. Sonepar.one: the new online store in live operation





2012: Artificial intelligence

An artificial neural network wins an online image recognition competition – the breakthrough for deep learning, in which a “machine” can scan and recognize the masses of data available on the Internet and use it for analysis later.



2022

1. Occupational health and safety training 2022: fire safety in the company and behavior in the event of a fire
2. Competition law: an overview
3. XPhone and innovaphone – the communication system from Sonepar in Germany
4. Sonepar compliance video
5. CRM – focusing on the customer

The average number of participants in these top 5 courses at Sonepar in Germany in 2022 was 1,209.

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. The My Sonepar Talk module is used by managers to conduct annual performance reviews with their employees. This process involves adopting and documenting shared targets in a 360-degree feedback process. Annual monetary target agreements are also made here. In 2022, 2,869 performance reviews were conducted in Germany and 166 in Austria; this corresponds to a rate of 63.6% reviews started in Germany and 35.2% in Austria. Targets and career planning are therefore an integral part of recruitment interviews and annual reviews, among other things.

These figures are based on statistics from Germany and Austria. Due to the ongoing standardization of the recording systems, the data from the other country organizations is not included yet.

GRI 405 Diversity and equal opportunity

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



In our company, we ensure equal opportunities and equal treatment, regardless of skin color and ethnic origin, age, gender, ideology, sexual orientation, social status or political views – provided that this is based on the principles of the free democratic order and respects values such as respect, tolerance, and open-mindedness. The company requires its employees to behave accordingly, which is set out in the Code of Conduct that 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, employee and customer satisfaction are 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 aspect, diversity is one of the key management tasks of our time. It is not about lowering standards or finding exceptions. Instead of constantly asking “Are they a good fit with us?”, we should ask ourselves the question: “Which viewpoints can we learn from them?”

GRI 405 Share of female employees in the total workforce (absolute/in %)	2022	2021	2020	2019
Sonepar Deutschland GmbH	1,543/26.1	1,442/25.9	1,354/25.5	n.a.
Sonepar Österreich GmbH	144/29.5	129/29.6	131/30.2	n.a.
Sonepar Suisse AG	122/24.5	105/24	103/23.8	n.a.
Sonepar Česká Republika spol. s.r.o.	69/22.5	61/21.9	47/18.6	n.a.
Sonepar Hungary Kft.	70/28.6	64/29.0	66/32.00	n.a.
Total	1,948/26.2	1,801/26.0	1,701/25.6	n.a.

With this cultural add, in other words the recognition of cultural enrichment, we can secure our company's innovative strength and attract employees in the long term.

With this in mind, an international committee of over 40 Diversity & Inclusion Champions was created in 2022. The D&I Champions put the D&I strategy into practice at local level. In Germany, this role is fulfilled by the newly created position of D&I Director.

At the same time, global targets were set, which are to be used as a guide across countries.

GRI 406 Non-discrimination

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



Sonepar expects all employees to treat each other professionally, based on mutual respect, trust, and an individual's 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.

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

No incidents of discrimination are known from 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. If necessary, witnesses or whistleblowers are interviewed; 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 SDG



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 the 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 analyzes to identify risks of forced labor in the supply chain. We assess sector and country risks. During the reporting period, there were no suspected cases of

people being forced to work 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 compliance with human rights and a corresponding risk impact assessment. The Compliance Manager in Germany is supported in his monitoring function by responsible people in all entities mentioned in this report and by the global whistleblower system. No risks were identified from 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



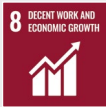
Our company sees itself as part of the local community. We see it as our duty to promote this and take responsibility. This also includes financial support for social, cultural, or sporting associations and institutions. These donations are always made in accordance with legal regulations and our corporate values. As a result, we focus on promoting culture, sport, energy, and environmental education as well as youth and social issues. The largest individual donations in 2021 and 2022 were:

- One-off donation of €50,000 to “Aktion Deutschland hilft” for emergency aid in Ukraine
- Additional involvement in a charity match between the Bundesliga soccer team Borussia Mönchengladbach and the Ukrainian national team, which raised €132,000 for people in need in Ukraine
- Collection of donations in kind in the branches for the Hamburg Maritime Motion Rotary Club for the benefit of people in need in Ukraine
- Informing and motivating employees to become privately involved in helping people in need in Ukraine
- One-off donation of €25,000 to “Aktion Deutschland hilft” for victims of the flood disaster in North Rhine-Westphalia and Rhineland-Palatinate
- Additional establishment of a relief fund for the victims of the flood disaster in North Rhine-Westphalia and Rhineland-Palatinate with €10,000 starting capital

- Inflation compensation: one-off voluntary employer benefit of €300 per employee in Germany, credit for Sodexo card (can be used for private purchases, fuel vouchers, etc.)

GRI 414 Supplier social assessment

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



The social assessment of suppliers has been completed using IntegrityNext since 2022. Suppliers are requested to carry out a self-assessment. At the same time, the suppliers are screened.

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

In 2022, around 2,000 brand suppliers in Germany were assessed according to our evaluation criteria for the first time. 85% of these suppliers have submitted their assessment, while the remaining 15% are being approached directly using an onboarding process.

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 are, for example, the CE or UKCA marking. We have defined this requirement for labeling and product safety in our Sonepar purchasing conditions, which form the basis for supplying Sonepar in Germany.

Information on product safety risks from suppliers is processed immediately. Customers are informed accordingly about the measures to be taken in order 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 regulations and rules goes without saying for Sonepar; there were therefore no violations during the reporting period.

Hazardous substances and dangerous goods are handled in accordance with legal requirements, accounting for around 0.5% of listed items. There were no adverse health effects among customers attributable to products traded by us during the reporting period.



Manuela Förster, Head of the Sonepar branch in Hameln

Good working atmosphere.

Legally, everything is clear: men and women are absolutely equal. But in everyday life? Sometimes there's still some catching up to do ...

Many injustices can be statistically proven: in 2020, women earned an average of 18% less* for comparable jobs. The share of female managers and executives can also be an undeniable indicator. However, some injustices can hardly be recorded statistically. Everyday disadvantages, for example. These arise when processes, company regulations, or cultures are not aligned with the needs of all employees.

We want to overcome gender-specific restrictions and achieve lasting equality.

Fair pay goes without saying. We also create conditions that enable everyone to achieve the best possible work and life balance.

In addition, we cultivate a culture of cooperation that makes any form of unjust behavior superfluous. Sonepar strives to create a climate in which women have absolutely equal rights and can also take on responsibility in management positions. Like Manuela Förster, who is successful as Head of the Hamelin branch because she not only ensures satisfied customers, but is also very committed to sustainability and employee satisfaction.

* WSI, Gender Equality Report 2022

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. We publish all the key figures here for which the available data from the individual country organizations represents at least 80% of the reporting organization's total sales volume. If data on individual criteria has not been recorded yet in some country organizations or business units, or has been recorded using different systems, we show the corresponding key figure here as "n.a. = not available". To be able to report all data in a standardized form in future, we are currently standardizing our data collection system in the relevant units and gradually linking the data collection to the company-wide digital key figures database.

GRI 201 Revenue in € k	2022	2021	2020	2019
Sonepar Deutschland GmbH	3,759,308	3,235,779	2,821,133	2,884,322
Sonepar Österreich GmbH	549,703	384,177	280,102	249,428
Sonepar Suisse AG	408,881	325,116	300,011	279,757
Sonepar Česká Republika spol. s.r.o.	118,523	90,173	75,048	79,579
Sonepar Hungary Kft.	101,743	75,532	59,892	52,922
Total	4,938,158	4,110,777	3,536,186	3,546,008

GRI 201 Capital expenditure in € million	2022	2021	2020	2019
Sonepar Deutschland GmbH	42.111	23.699	29.736	31.463
Sonepar Österreich GmbH	11.572	8.136	0.651	1.411
Sonepar Suisse AG	4.304	3.724	15.331	15.393
Sonepar Česká Republika spol. s.r.o.	0.353	0.202	0.644	0.526
Sonepar Hungary Kft.	0.934	0.795	1.597	0.759
Total	59.274	36.556	47.959	49.552

GRI 2-7 Employees	2022	2021	2020	2019
Sonepar Deutschland GmbH	5,907	5,565	5,308	4,841
Sonepar Österreich GmbH	488	436	434	n.a.
Sonepar Suisse AG	498	438	433	n.a.
Sonepar Česká Republika spol. s.r.o.	306	278	252	n.a.
Sonepar Hungary Kft.	245	221	206	n.a.
Total	7,444	6,938	6,633	4,841*

* Sonepar Deutschland

GRI 2-7 Full-time equivalent (FTE) employees	2022	2021	2020	2019
Sonepar Deutschland GmbH	5,258	4,977	4,865	5,087
Sonepar Österreich GmbH	471	452	421	439
Sonepar Suisse AG	415	373	363	368
Sonepar Česká Republika spol. s.r.o.	300	271	267	279
Sonepar Hungary Kft.	238	218	179	168
Total	6,682	6,291	6,095	6,341

Key figures

Economy

GRI 205 Compliance	2022	2021	2020	2019
Sonepar Deutschland GmbH				
Confirmed cases of corruption	0	0	0	0
Legal proceedings due to anti-competitive behavior, 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.	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.	n.a.
Sonepar Österreich GmbH				
Confirmed cases of corruption	1	1	0	0
Legal proceedings due to anti-competitive behavior, 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.	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 %)	100	100	100	100
Sonepar Suisse AG				
Confirmed cases of corruption	0	0	0	0
Legal proceedings due to anti-competitive behavior, 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.	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.	n.a.

Key figures

Economy

GRI 205 Compliance	2022	2021	2020	2019
Sonepar Česká Republika spol. s.r.o.				
Confirmed cases of corruption	n.a.	n.a.	n.a.	n.a.
Legal proceedings due to anti-competitive behavior, antitrust, and monopoly practices	n.a.	n.a.	n.a.	n.a.
Violations of declarations	n.a.	n.a.	n.a.	n.a.
Number of anti-corruption training courses (in hours or absolute)	n.a.	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.	n.a.
Sonepar Hungary Kft.				
Confirmed cases of corruption	n.a.	n.a.	n.a.	n.a.
Legal proceedings due to anti-competitive behavior, antitrust and monopoly practices	n.a.	n.a.	n.a.	n.a.
Violations of declarations	n.a.	n.a.	n.a.	n.a.
Number of anti-corruption training courses	n.a.	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.	n.a.

Key figures

Environment

For maximum transparency, we report key figures not just for the entire reporting organization, but also for each individual country organization. We publish all the key figures here for which the available data from the individual country organizations represents at least 80% of the reporting organization's total sales volume. If data on individual criteria has not been recorded yet in some country organizations or business units, or has been recorded using different systems, we show the corresponding key figure here as "n.a. = not available". To be able to report all data in a standardized form in future, we are currently standardizing our data collection system in the relevant units and gradually linking the data collection to the company-wide digital key figures database.

GRI 301 Materials used in metric tons	2022	2021	2020	2019
Purchased wooden packaging				
Sonepar Deutschland GmbH	38	7	15	20
Sonepar Österreich GmbH	n.a.	n.a.	n.a.	n.a.
Sonepar Suisse AG	n.a.	n.a.	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.	30	24	31	34
Sonepar Hungary Kft.	270	249	226	180
Total	338	280	272	234

GRI 301 Materials used in metric tons	2022	2021	2020	2019
Purchased paper and cardboard materials				
Sonepar Deutschland GmbH	206	200	192	255
Sonepar Österreich GmbH	134	n.a.	n.a.	n.a.
Sonepar Suisse AG	238	233	213	206
Sonepar Česká Republika spol. s.r.o.	3	3	4	5
Sonepar Hungary Kft.	5.3	4	1	n.a.
Total	586	440	410	466

GRI 301 Materials used in metric tons	2022	2021	2020	2019
Purchased plastic packaging				
Sonepar Deutschland GmbH	155	262	146	193
Sonepar Deutschland GmbH of which recycle share in metric tons and (%)	69 (44)	129 (50)	63 (32)	0 (0)
Sonepar Österreich GmbH	34	n.a.	n.a.	n.a.
Sonepar Suisse AG	15	15	23	22
Sonepar Česká Republika spol. s.r.o.	28	15	17	19
Sonepar Hungary Kft.	12	15	6	5
Total	244	307	192	239

Key figures

Environment

GRI 301 Materials used in metric tons	2022	2021	2020	2019
Other packaging (if relevant)				
Sonepar Deutschland GmbH	34	10	9	9
Sonepar Österreich GmbH	7	n.a.	n.a.	n.a.
Sonepar Suisse AG	3	3	3	3
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	n.a.
Total	44	13	12	12

GRI 301 Materials used in metric tons	2022	2021	2020	2019
Total for all entities	1,212	1,040	886	951

GRI 306 Waste generation in metric tons (by type of waste)	2022	2021	2020	2019
Wood				
Sonepar Deutschland GmbH	2,288	1,851	1,816	1,911
Sonepar Österreich GmbH	304	200	144	186
Sonepar Suisse AG	n.a.	n.a.	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.	12	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	62	144	132	166
Total	2,665	2,195	2,092	2,263

GRI 306 Waste generation in metric tons (by type of waste)	2022	2021	2020	2019
Paper				
Sonepar Deutschland GmbH	400	403	389	409
Sonepar Österreich GmbH	153	143	112	93
Sonepar Suisse AG	48	50	50	n.a.
Sonepar Česká Republika spol. s.r.o.	53	45	48	44
Sonepar Hungary Kft.	5	4	1	n.a.
Total	660	645	600	546

Key figures

Environment

GRI 306 Waste generation in metric tons (by type of waste)	2022	2021	2020	2019
Cardboard				
Sonepar Deutschland GmbH	934	1,390	906	954
Sonepar Österreich GmbH	9			
Sonepar Suisse AG	145	150	150	223
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	30	25	22	26
Total	1,118	1,565	1,078	1,203

GRI 306 Waste generation in metric tons (by type of waste)	2022	2021	2020	2019
Plastic				
Sonepar Deutschland GmbH	240	242	296	312
Sonepar Österreich GmbH	52	53	41	46
Sonepar Suisse AG	11	12	12	25
Sonepar Česká Republika spol. s.r.o.	28	15	17	19
Sonepar Hungary Kft.	8	10	7	5
Total	339	332	373	407

GRI 306 Waste generation in metric tons (by type of waste)	2022	2021	2020	2019
Other (if applicable)				
Sonepar Deutschland GmbH	461	710	625	658
Sonepar Österreich GmbH	n.a.	n.a.	n.a.	n.a.
Sonepar Suisse AG	n.a.	n.a.	n.a.	3
Sonepar Česká Republika spol. s.r.o.	66	195	206	201
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	n.a.
Total	527	905	831	862

GRI 306 Waste generation in metric tons (by type of waste)	2022	2021	2020	2019
Total for all entities	5,309	5,642	4,974	5,281

GRI 306 Waste taken back in metric tons (all entities)	2022	2021	2020	2019
Electrical and electronic components according to WEEE	277	277	171	179

Key figures

Environment

GRI 302 Energy consumption by source	2022	2021	2020	2019
Natural gas (MWh)				
Sonepar Deutschland GmbH	21,231	23,162	23,573	26,090
Sonepar Österreich GmbH	2,336	2,564	2,302	2,296
Sonepar Suisse AG	0	0	0	0
Sonepar Česká Republika spol. s.r.o.	160	740	756	722
Sonepar Hungary Kft.	1,286	1,372	1,529	1,486
Total	25,013	27,838	28,160	30,594
Heating oil (MWh)				
Sonepar Deutschland GmbH	2,839	3,097	2,069	2,358
Sonepar Österreich GmbH	109	203	229	185
Sonepar Suisse AG	145	150	170	196
Sonepar Česká Republika spol. s.r.o.	0	0	0	0
Sonepar Hungary Kft.	0	0	0	0
Total	3,093	3,450	2,468	2,739
District heating (MWh)				
Sonepar Deutschland GmbH	965	1,053	1,053	1,091
Sonepar Österreich GmbH	619	681.73	517.7	512.4
Sonepar Suisse AG	46	45	45	49
Sonepar Česká Republika spol. s.r.o.	809	839	1,009	839
Sonepar Hungary Kft.	0	0	0	0
Total	2,439	2,619	2,625	2,491
Electricity (MWh)				
Sonepar Deutschland GmbH	14,234	16,091	17,900	19,563
Sonepar Österreich GmbH	1,507	1,355	1,542	1,566
Sonepar Suisse AG	1,549	1,291	1,185	1,210
Sonepar Česká Republika spol. s.r.o.	782	847	853	888
Sonepar Hungary Kft.	571	543	457	486
Total	18,643	20,127	21,937	23,713
Energy consumption total in MWh	49,188	54,034	55,190	59,537

Key figures

Environment

GRI 302 Energy consumption by source	2022	2021	2020	2019
Fuel consumption				
Company vehicles (liters of gasoline)				
Sonepar Deutschland GmbH	0	0	0	0
Sonepar Österreich GmbH	48,332	34,395	7,832	7,404
Sonepar Suisse AG	23,903	21,730	20,306	24,819
Sonepar Česká Republika spol. s.r.o.	108,673	82,596	96,986	134,413
Sonepar Hungary Kft.	14,811	6,618	8,048	1,680
Total	195,719	145,339	133,172	168,316
Company vehicles (liters of diesel)				
Sonepar Deutschland GmbH	2,602,221	2,333,631	2,497,236	3,274,677
Sonepar Österreich GmbH	164,883	174,155	172,560	228,408
Sonepar Suisse AG	47,301	46,740	54,443	59,681
Sonepar Česká Republika spol. s.r.o.	14,811	6,618	8,048	1,680
Sonepar Hungary Kft.	98,088	108,624	90,024	96,708
Total	2,927,304	2,669,768	2,822,311	3,661,154
Own trucks (liters of diesel)				
Sonepar Deutschland GmbH	225,630	236,974	290,384	112,500
Sonepar Österreich GmbH	n.a.	1,159	n.a.	n.a.
Sonepar Suisse AG	163,198	150,180	93,208	126,430
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	4,824	0	0	387,129
Total	393,652	388,313	383,592	626,059
Fuel consumption (all entities)				
Company vehicles (liters of gasoline)	195,719	145,339	133,172	168,316
Company vehicles (liters of diesel)	2,927,304	2,669,768	2,822,311	3,661,154
Own trucks (liters of diesel)	393,652	388,313	383,592	626,059
Total (liters)	3,516,675	3,203,420	3,339,075	4,455,529

Key figures

Environment

GRI 302 Energy consumption by source	2022	2021	2020	2019
Traffic volume caused (all entities)				
Truck delivery traffic (in 1,000 metric ton kilometers)	293.4	300.4	417	421.3
Business trips by plane, short haul under 700 km (in 1,000 passenger kilometers)	126	728.7	523	451.7
Business trips by plane, medium haul up to 2,500 km (in 1,000 passenger kilometers)	234.2	315.5	254.2	429.6
Business trips by plane, long haul over 2,500 km (in 1,000 passenger kilometers)	234.2	315.5	254.2	429.6
Business trips by train (in 1,000 passenger kilometers)	226.92	98.6	55.2	79
Business trips by car (km)	2,120,234	384,062	357,259	984,847

GRI 303 Water withdrawal (all sources) in m ³	2022	2021	2020	2019
Sonepar Deutschland GmbH	16,109	10,878	14,907	18,551
Sonepar Österreich GmbH	n.a.	n.a.	n.a.	n.a.
Sonepar Suisse AG	n.a.	n.a.	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	n.a.

GRI 305 Total GHG emissions (Scopes 1, 2) in t of CO _{2eq} (all entities)	2022	2021	2020	2019	Change 2022-2019 (in %)
Natural gas combustion	4,227	5,320	4,759	5,170	-18
Heating oil combustion	866	966	691	767	13
Energy consumption from district heating	452	478	534	482	-6
Fuel consumption of passenger cars	8,559	7,740	8,125	9,951	-14
Refrigerant use	177	112	112	112	59
Electricity consumption (location-based)	4,635	6,078	7,866	8,925	-48
Electricity consumption (market-based)	994	1,739	3,693	6,410	-84
Total (location-based)	18,916	20,693	22,087	25,407	-26
Total (market-based)	15,275	16,354	17,913	22,892	-33

Due to the available comprehensive data collection, we also show the trend over the past four years for the relevant total GHG emissions indicator for the sake of greater transparency.

Key figures

Environment

GRI 305 Total GHG emissions (Scope 3) in t of CO _{2eq} (all entities)	2022	2021	2020	2019	Change 2019-2022 (in %)
Upstream logistics	27,368	28,727	39,875	40,278	-32
Commuting (to and from work)	8,551	7,315	6,717	7,815	9
Business trips	799	195	248	850	-6
Electricity consumption upstream chain	1,387	1,664	1,751	2,287	-39
Energy consumption upstream chain	3,319	3,237	3,309	3,878	-14
Packaging material consumption	832	916	629	762	9
Waste	2,444	2,773	2,384	2,525	-3
Downstream logistics	36,890	33,078	28,708	30,087	23
Total	81,591	77,907	83,620	88,482	-8

GRI 305 Direct GHG emissions Scope 1 (kg CO ₂ /€1,000 revenue)	2022	2021	2020	2019
Sonepar Deutschland GmbH	3.1	3.52	4.16	4.77
Sonepar Österreich GmbH	1.76	2.66	3.25	4.17
Sonepar Suisse AG	1.54	1.81	1.56	2.09
Sonepar Česká Republika spol. s.r.o.	6.17	15.09	11.24	10.8
Sonepar Hungary Kft.	3.12	3.09	4.38	4.83
Total	15.69	26.17	24.59	26.66
Average	2.89	3.55	4.02	4.65

GRI 305 Direct GHG emissions Scope 2 (kg CO ₂ /€1,000 revenue)	2022	2021	2020	2019
Sonepar Deutschland GmbH	1.06	1.66	2.5	2.79
Sonepar Österreich GmbH	0.32	0.48	0.81	1.01
Sonepar Suisse AG	0.06	0.06	0.08	0.1
Sonepar Česká Republika spol. s.r.o.	2.71	4.14	5.61	5.61
Sonepar Hungary Kft.	1.24	1.64	1.95	2.48
Total	5.39	7.98	10.95	11.99
Average	0.93	1.47	2.22	2.51

Key figures

Environment

GRI 305 Direct GHG emissions Scope 3 (kg CO ₂ /€1,000 revenue)	2022	2021	2020	2019
Sonepar Deutschland GmbH	15.43	18.28	23.64	24.86
Sonepar Österreich GmbH	18.76	28.35	33.45	35.39
Sonepar Suisse AG	28.25	28.53	33.45	20.54
Sonepar Česká Republika spol. s.r.o.	10.32	18.64	22.28	22.26
Sonepar Hungary Kft.	5.69	7.4	3.06	9.06
Total	78.45	101.2	115.88	112.11
Average	16.54	18.96	23.65	24.97

Key figures

Social

GRI 404 Apprenticeships (provided/filled)	2022	2021	2020	2019
Sonepar Deutschland GmbH	168/141	129/107	n.a.*/194	n.a.*/219
Sonepar Österreich GmbH	10 (09)	n.a.	n.a.	n.a.
Sonepar Suisse AG	n.a.	n.a.	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	n.a.

GRI 404 Apprentice retention rate in %	2022	2021	2020	* Sonepar Deutschland
Sonepar Deutschland GmbH	80	82	60	84
Sonepar Österreich GmbH	n.a.	n.a.	n.a.	n.a.
Sonepar Suisse AG	n.a.	n.a.	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	n.a.

GRI 402 Employee satisfaction (average length of service in years/fluctuation rate)	2022	2021	2020	2019
Sonepar Deutschland GmbH	13.1/9	13.6/8	13.8/8	13.3/6
Sonepar Österreich GmbH	9.0/12	n.a./9	n.a./n.a.	n.a./n.a.
Sonepar Suisse AG	n.a./24	n.a./26	n.a./28	n.a./28
Sonepar Česká Republika spol. s.r.o.	n.a./n.a.	n.a./n.a.	n.a./n.a.	n.a./n.a.
Sonepar Hungary Kft.	n.a./n.a.	n.a./n.a.	n.a./n.a.	n.a./n.a.

GRI 403 Health rate in %	2022	2021	2020	2019
Sonepar Deutschland GmbH	91.6	95.3	97.7	97.6
Sonepar Österreich GmbH	96.6	n.a.	n.a.	n.a.
Sonepar Suisse AG	94	94.1	90.3	95
Sonepar Česká Republika spol. s.r.o.	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	n.a.	n.a.	n.a.	n.a.

For maximum transparency, we report key figures not just for the entire reporting organization, but also for each individual country organization. We publish all the key figures here for which the available data from the individual country organizations represents at least 80% of the reporting organization's total sales volume. If data on individual criteria has not been recorded yet in some country organizations or business units, or has been recorded using different systems, we show the corresponding key figure here as "n.a. = not available". To be able to report all data in a standardized form in future, we are currently standardizing our data collection system in the relevant units and gradually linking the data collection to the company-wide digital key figures database.

Key figures

Social

GRI 403 Occupational health and safety	2022	2021	2020	2019
Sonepar Deutschland GmbH				
Number of reportable accidents per 1,000 employees (lost workday rate)	8.31	10.5	9.1	14.3
Accident severity (average days lost after an accident at work)	29	25	26	17
Number of reportable work-related injuries	49	60	48	73
Days lost due to work-related injuries or illnesses	1,429	1,510	1,246	1,239
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 (lost workday rate)	n.a.	n.a.	n.a.	n.a.
Accident severity (average days lost after an accident at work)	n.a.	n.a.	n.a.	n.a.
Number of reportable work-related injuries	n.a.	n.a.	n.a.	n.a.
Days lost due to work-related injuries or illnesses	n.a.	n.a.	n.a.	n.a.
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 Suisse AG				
Number of reportable accidents per 1,000 employees (lost workday rate)	65	83	72	89
Accident severity (average days lost after an accident at work)	n.a.	n.a.	n.a.	n.a.
Number of reportable work-related injuries	n.a.	n.a.	n.a.	n.a.
Days lost due to work-related injuries or illnesses	n.a.	n.a.	n.a.	n.a.
Number of work-related injuries with serious consequences (excluding fatal accidents)	n.a.	n.a.	n.a.	n.a.
Number of deaths as a result of work-related injuries	n.a.	n.a.	n.a.	n.a.
Sonepar Česká Republika spol. s.r.o.				
Number of reportable accidents per 1,000 employees (lost workday rate)	n.a.	n.a.	n.a.	n.a.
Accident severity (average days lost after an accident at work)	n.a.	n.a.	n.a.	n.a.
Number of reportable work-related injuries	n.a.	n.a.	n.a.	n.a.
Days lost due to work-related injuries or illnesses	n.a.	n.a.	n.a.	n.a.
Number of work-related injuries with serious consequences (excluding fatal accidents)	n.a.	n.a.	n.a.	n.a.
Number of deaths as a result of work-related injuries	n.a.	n.a.	n.a.	n.a.

Key figures

Social

GRI 403 Occupational health and safety	2022	2021	2020	2019
Sonepar Hungary Kft.				
Number of reportable accidents per 1,000 employees (lost workday rate)	n.a.	n.a.	n.a.	n.a.
Accident severity (average days lost after an accident at work)	n.a.	n.a.	n.a.	n.a.
Number of reportable work-related injuries	n.a.	n.a.	n.a.	n.a.
Days lost due to work-related injuries or illnesses	n.a.	n.a.	n.a.	n.a.
Number of work-related injuries with serious consequences (excluding fatal accidents)	n.a.	n.a.	n.a.	n.a.
Number of deaths as a result of work-related injuries	n.a.	n.a.	n.a.	n.a.

GRI 405 Share of female employees in the total workforce (absolute/in %)	2022	2021	2020	2019
Sonepar Deutschland GmbH	1,543/26.1	1,442/25.9	1,354/25.5	n.a.
Sonepar Österreich GmbH	144/29.5	129/29.6	131/30.2	n.a.
Sonepar Suisse AG	122/24.5	105/24	103/23.8	n.a.
Sonepar Česká Republika spol. s.r.o.	69/22.5	61/21.9	47/18.6	n.a.
Sonepar Hungary Kft.	70/28.6	64/29.0	66/32.00	n.a.
Total	1,948/26.2	1,801/26.0	1,701/25.6	n.a.

GRI 405 Share of part-time employees in the total workforce (absolute/in %)	2022	2021	2020	2019
Sonepar Deutschland GmbH				
825/14	795/14.3	756/14.2	n.a.	n.a.
of which in management positions	n.a.	n.a.	n.a.	n.a.
of which on the organization's governance bodies	n.a.	n.a.	n.a.	n.a.
Sonepar Österreich GmbH				
47/9.6	40/9.2	44/10.2	n.a.	n.a.
of which in management positions	n.a.	n.a.	n.a.	n.a.
of which on the organization's governance bodies	n.a.	n.a.	n.a.	n.a.
Sonepar Suisse AG				
108/21.7	112/25.6	111/25.6	n.a.	n.a.
of which in management positions	n.a.	n.a.	n.a.	n.a.
of which on the organization's governance bodies	n.a.	n.a.	n.a.	n.a.

Key figures

Social

GRI 405 Share of part-time employees in the total workforce (absolute/in %)	2022	2021	2020	2019
Sonepar Česká Republika spol. s.r.o.	52/17.0	52/18.7	47/18.7	n.a.
of which in management positions	n.a.	n.a.	n.a.	n.a.
of which on the organization's governance bodies	n.a.	n.a.	n.a.	n.a.
Sonepar Hungary Kft.	2/0.8	2/0.9	1/0.5	n.a.
of which in management positions	n.a.	n.a.	n.a.	n.a.
of which on the organization's governance bodies	n.a.	n.a.	n.a.	n.a.
Total	1,034/13.9	1,001/14.4	959/14.5	n.a.



Barking up the right tree

Sustainability in practice:
Wallisellen, Switzerland

Large, functional, boring: Logistics centers are often functional buildings with little room for sustainability. The Sonepar Suisse Central Distribution Center (CDC) shows that there is another way.

Sonepar already broke new ground when selecting the materials: instead of the usual steel construction, large parts of the building were constructed using spruce wood from regional forests. Even the high-bay warehouse, which is the first of its kind in Switzerland. Wood offers advantages in terms of indoor climate, fire safety, and helps the climate: as around 1,500 metric tons of carbon are stored in the wood for many years to come.

Highly automated processes support employees in picking and dispatch: the small parts warehouse is fully automated with 70 robots, while the high-bay warehouse is equipped with fully automated storage and retrieval

machines. Cable cuts are also processed fully automatically. And if customers require pre-assembled modules, driverless transport systems take the components to the assembly workshop.

Drivers deliver the goods with e-vehicles. And they “fill up” with electricity from their own 313 kWp PV system. There are also “subtenants” living on the roof: with a few beehives, Sonepar is also doing something for biodiversity in the area.

The CDC has been up and running since 2020. And now, after more than two years in operation, it shows that it pays to focus on sustainable construction methods.


Sonepar Sustainability Program

The Sonepar Sustainability Program defines the strategic sustainability goals of Sonepar in Germany. It also outlines basic action to achieve these goals. The scope of application extends to all entities.

The program thus serves to implement the Sonepar Group's global "Impact" plan for the future. The Sonepar Sustainability Program was updated in September 2023 and approved by Country Executive Management.

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 Sustainability Program is therefore a binding guideline for corporate action.

Düsseldorf, September 2023
Sonepar Deutschland GmbH
Country Executive Management

Topic	Target	Contribution to sustainable development goals (UN)		
Climate action acc. to 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	2022 result	Target attainment status
	Reduction in CO₂ emissions by 12.6%, location-based here by all reporting countries from 25,405 to 22,203 metric tons	2022		
	Sonepar Deutschland GmbH		-28%	○○●
	Sonepar Österreich GmbH		-11%	○●○
	Sonepar Suisse AG		0.1%	●○○
	Sonepar Česká Republika spol. s.r.o.		-19%	○○●
	Sonepar Hungary Kft.		16%	●○○
Total		-26%	○○●	

* The scope is always for all entities listed in the report. No data is available yet for Hungary and the Czech Republic. Energy quick checks and carbon footprints have been drawn up, with action starting in 2023.

Sonepar Sustainability Program

Topic	Direct contribution	Implementa- tion by	2022 result	Target attainment status
Climate action acc. to IMPACT Plan	85% share of green electricity contracts	2030		
	Sonepar Deutschland GmbH		85%	○○●
	Sonepar Österreich GmbH		85%	○○●
	Sonepar Suisse AG		95%	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	15% share of renewable energy (PV) in total electricity consumption	2030		
	Sonepar Deutschland GmbH		10%	○○●
	Sonepar Österreich GmbH		3%	○●○
	Sonepar Suisse AG		30%	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	100% alternative car drives/reduction in fuels	2030		
	Sonepar Deutschland GmbH		1.5%	●○○
	Sonepar Österreich GmbH		70%	○●○
	Sonepar Suisse AG		21%	○●○
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○	
Sonepar Hungary Kft.		n.a.*	○○○	


* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.

Sonepar Sustainability Program

Topic	Direct contribution	Implementa- tion by	2022 result	Target attainment status
Climate action acc. to IMPACT Plan	100% LED lighting in all locations	2025		
	Sonepar Deutschland GmbH		80%	○○●
	Sonepar Österreich GmbH		100%	○○●
	Sonepar Suisse AG		98%	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	100% use of an energy management system in all countries	2030		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		yes	○○●
	Sonepar Suisse AG		yes	○○●
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○	
Sonepar Hungary Kft.		n.a.*	○○○	

* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.

Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)		
Climate action acc. to 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	Implementa- tion by	2022 result	Target attainment status
	Reduction in CO₂ emissions by 3.7% by all reporting countries from 88,480 to 85,206 metric tons	2022		
	Sonepar Deutschland GmbH		- 19%	○○●
	Sonepar Österreich GmbH		0.1%	●○○
	Sonepar Suisse AG		1%	●○○
	Sonepar Česká Republika spol. s.r.o.		-0.3%	○●○
	Sonepar Hungary Kft.		0.2%	●○○
	Total		-8%	○○●
	100% data quality for Scope 3 fuel consumption for delivery by all suppliers to Sonepar (upstream), method 2 = weights and kilometers or method 1 = liters consumed	2026		
	Sonepar Deutschland GmbH		1%	○●○
	Sonepar Österreich GmbH		1%	○●○
	Sonepar Suisse AG		1%	○●○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○

* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.

Sonepar Sustainability Program

Topic	Direct contribution	Implementa- tion by	2022 result	Target attainment status
Climate action acc. to IMPACT Plan	100% data quality for Scope 3 fuel consump- tion for delivery by Sonepar to all customers (downstream), method 2 = weights and kilometers or method 1 = liters consumed	2026		
	Sonepar Deutschland GmbH		100%	○○●
	Sonepar Österreich GmbH		100%	○○●
	Sonepar Suisse AG		0%	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	100% use of transport management software	2030		
	Sonepar Deutschland GmbH		no	●○○
	Sonepar Österreich GmbH		no	●○○
	Sonepar Suisse AG		yes	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	100% Scope 3 waste recycling rate	2030		
	Sonepar Deutschland GmbH		88%	○○●
	Sonepar Österreich GmbH		85%	○○●
	Sonepar Suisse AG		n.a.*	○○○
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○	
Sonepar Hungary Kft.		n.a.*	○○○	






* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.

Sonepar Sustainability Program

Topic	Direct contribution	Implementa- tion by	2022 result	Target attainment status
Climate action acc. to IMPACT Plan	100% product circularity/circular economy Purchase of recycled transport packaging	2028		
	Sonepar Deutschland GmbH		no (start 2023)	●○○○
	Sonepar Österreich GmbH		no (start 2023)	●○○○
	Sonepar Suisse AG		no (start 2023)	●○○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○○
	Sonepar Hungary Kft.		n.a.*	○○○○
	Product circularity/circular economy collected and recycled products (WEEE)	2028		
	Sonepar Deutschland GmbH		no (start 2023)	●○○○
	Sonepar Österreich GmbH		no (start 2023)	●○○○
	Sonepar Suisse AG		no (start 2023)	●○○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○○
	Sonepar Hungary Kft.		n.a.*	○○○○
	Annual training on sustainability and circular economy for all employees	2028		
	Sonepar Deutschland GmbH		yes	○○●○
	Sonepar Österreich GmbH		yes	○○●○
	Sonepar Suisse AG		yes	○○●○
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○○	
Sonepar Hungary Kft.		n.a.*	○○○○	


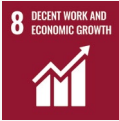
* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.

Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)		
Environmental protection	Further introduction of quality standard ISO 14001 (Environment)	  		
	Direct contribution	Implementa- tion by	2022 result	Target attainment status
	Achieve ISO 14001 in all countries	2030		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		yes	○○●
	Sonepar Suisse AG		no	●○○
	Sonepar Česká Republika spol. s.r.o. Sonepar Hungary Kft.		n.a.* n.a.*	○○○ ○○○
Energy efficiency	Further introduction of quality standard ISO 50001 (Energy)	 		
	Contribution	Implementa- tion by	2022 result	Target attainment status
	Achieve ISO 50001 in all countries	2030		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		no	●○○
	Sonepar Suisse AG		no	●○○
	Sonepar Česká Republika spol. s.r.o. Sonepar Hungary Kft.		n.a.* n.a.*	○○○ ○○○

* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.

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 on the product			
	Direct contribution	Implementation by	2022 result	Target attainment status
	Introduction of a green product catalog “Green-Offer”	2026		
	Sonepar Deutschland GmbH		no (start 2023)	●○○○
	Sonepar Österreich GmbH		no (start 2026)	●○○○
	Sonepar Suisse AG		no (start 2026)	●○○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○○
	Sonepar Hungary Kft.		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	2022 result	Target attainment status
	Quality of stakeholder analysis implemented/proven	2026		
	Sonepar Deutschland GmbH		yes	○○●○
	Sonepar Österreich GmbH		no (start 2023)	●○○○
	Sonepar Suisse AG		no (start 2023)	●○○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○○
	Sonepar Hungary Kft.		n.a.*	○○○○



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Sonepar Sustainability Program

Topic	Direct contribution	Implementa- tion by	2022 result	Target attainment status
Customer satisfaction	Interviews/dialog forums conducted externally with customers once a year	2026		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		yes	○○●
	Sonepar Suisse AG		no (start 2023)	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	Interviews/dialog forums conducted externally with suppliers once a year	2026		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		no (start 2023)	●○○
	Sonepar Suisse AG		no (start 2023)	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	Interviews/dialog forums/performance reviews conducted internally with colleagues once a year	2026		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		yes	○○●
	Sonepar Suisse AG		no (start 2023)	●○○
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○	
Sonepar Hungary Kft.		n.a.*	○○○	

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Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)		
Ethically correct corporate governance	Comply with the Sapin II law's requirements The aim is to implement the Group-wide requirements regarding ethically correct corporate governance and to achieve business relevant to compliance.	 		
	Direct contribution	Implementation by	2022 result	Target attainment status
	Corruption cases, keep legal proceedings to 0	2026		
	Sonepar Deutschland GmbH		0	○○●
	Sonepar Österreich GmbH		0	○○●
	Sonepar Suisse AG		0	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		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 %)	2026		
	Sonepar Deutschland GmbH		93%	○○●
	Sonepar Österreich GmbH		100%	○○●
	Sonepar Suisse AG		0% (start 2023)	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○

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Sonepar Sustainability Program

Topic	Direct contribution	Implementa- tion by	2022 result	Target attainment status
Ethically correct corporate governance	Train new hires on the compliance guidelines (in %)	2022		
	Sonepar Deutschland GmbH		93%	○○●
	Sonepar Österreich GmbH		100%	○○●
	Sonepar Suisse AG		0% (start 2023)	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○
	ISO 37301	2030		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		yes	○○●
	Sonepar Suisse AG		yes	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○




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Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)		
Fair competition and early detection of risks	Comply with due diligence obligations in the supply chain To comply with the due diligence obligations under the Supply Chain Due Diligence Act, suppliers should be integrated through the IntegrityNext platform and have agreed to the Sonepar Code of Conduct .			
	Direct contribution	Implementa- tion by	2022 result	Target attainment status
	Compliance with Supply Chain Due Diligence Act criteria	2025		
	Sonepar Deutschland GmbH		yes	○○●
	Sonepar Österreich GmbH		no (start 2023)	●○○
	Sonepar Suisse AG		no (start 2023)	●○○
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
Sonepar Hungary Kft.		n.a.*	○○○	
	Supplier query through IntegrityNext/Assessment risk analysis implemented	2025		
Sonepar Deutschland GmbH		yes	○○●	
Sonepar Österreich GmbH		no (start 2023)	●○○	
Sonepar Suisse AG		no (start 2023)	●○○	
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○	
Sonepar Hungary Kft.		n.a.*	○○○	
	Supply Chain Due Diligence Act training: due diligence criteria training for all employees concerned from purchasing and sales	2025		
Sonepar Deutschland GmbH		yes	○○●	
Sonepar Österreich GmbH		no (start 2023)	●○○	
Sonepar Suisse AG		no (start 2023)	●○○	
Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○	
Sonepar Hungary Kft.		n.a.*	○○○	


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Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)		
Diversity, equal treatment, and participation	Ensuring and expanding diversity, equal treatment, and participation	  		
		Contribution	Implementa- tion by	2022 result
Improvement in the share of women to 35%		2026		
Sonepar Deutschland GmbH			26.1%	○●○
Sonepar Österreich GmbH			29.5%	○○●
Sonepar Suisse AG			24.5%	○●○
Sonepar Česká Republika spol. s.r.o.			22.5%	○●○
Sonepar Hungary Kft.			28.6%	○○●
Total			26.2%	○●○
Recruitment rate for women 40%		2026		
Sonepar Deutschland GmbH			25.0%	○●○
Sonepar Österreich GmbH			0% (start 2024)	●○○
Sonepar Suisse AG			0% (start 2024)	●○○
Sonepar Česká Republika spol. s.r.o.			0% (start 2024)	●○○
Sonepar Hungary Kft.			0% (start 2024)	●○○
Women in succession plans 35%		2026		
Sonepar Deutschland GmbH			22.0%	○●○
Sonepar Österreich GmbH			0% (start 2024)	●○○
Sonepar Suisse AG			0% (start 2024)	●○○
Sonepar Česká Republika spol. s.r.o.			0% (start 2024)	●○○
Sonepar Hungary Kft.			0% (start 2024)	●○○

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Sonepar Sustainability Program

Topic	Target	Contribution to sustainable development goals (UN)		
Occupational health and safety	Expanding occupational health and safety			
		Contribution	Implementa- tion by	2022 result
	Maintaining health rate above 95.0%	2026		
	Sonepar Deutschland GmbH		91.6%	○●○
	Sonepar Österreich GmbH		91.6%	○●○
	Sonepar Suisse AG		94.0%	○○●
	Sonepar Česká Republika spol. s.r.o.		n.a.*	○○○
	Sonepar Hungary Kft.		n.a.*	○○○

* Due to the current standardization of the recording systems, no data is available for this at the time of going to press.



Angela Tokarev, Internal Sales, specialism sustainable energy systems

Simply feel good

Sustainability in practice:
Hameln, Germany

“Our employees are our most valuable asset,” says branch manager Manuela Förster from Hameln. For this reason, she did not only attach importance to ecological sustainability when converting her branch, but also to an atmosphere in which everyone feels comfortable and enjoys coming to work.

You notice it immediately: there is an exceptional mood here at the Sonepar branch in Hameln. This is perhaps due to the wooden extension, which creates a cozy indoor climate. Perhaps also the smart heating control, lighting, and shading. Or perhaps it's the open room design and pleasantly muted background noise? Perhaps also because of the UV-C lights and the many plants that ensure clean indoor air.

Anyone who spends a bit of time in the room, can sense the real reason for the good mood: the people working

here feel at home. Because they were able to contribute to the planning and completion of the interior design as part of a team. For example, the color scheme on the walls or the design of a lounge-style break room with a massage chair, foosball table, and darts board. Ergonomic workstations, lighting adapted to the biorhythm, a coffee bar, and water dispenser do the rest. All of this is well received: “The new indoor climate, nice surroundings and lovely colleagues – all of this simply motivates us to be wholeheartedly committed to our work every day,” says office worker Claudia Götze, for example.

Sonepar improved sustainability with many other details during the conversion of the Hameln branch. You can find out more here:



Referencing: GRI standards

Indicator	Description	Reference
GRI 2-1	Organizational details	p. 8
GRI 2-2	Entities included in the organization's sustainability reporting	p. 8
GRI 2-3	Reporting period, frequency, and contact point	p. 8
GRI 2-4	Restatements of information	p. 8 f.
GRI 2-5	External assurance	p. 9
GRI 2-6	Activities, value chain, and other business relationships	p. 9 f., 26
GRI 2-7	Employees	p. 10 f.
GRI 2-8	Workers who are not employees	p. 11
GRI 2-9	Governance structure and composition	p. 11 ff., online
GRI 2-22	Statement on sustainable development strategy	p. 13 f.,online
GRI 2-23	Policy commitments	p. 14, online
GRI 2-24	Embedding policy commitments	p. 15
GRI 2-25	Processes to remediate negative impacts	p. 15 f.
GRI 2-26	Mechanisms for seeking advice and reporting concerns	p. 16
GRI 2-27	Compliance with laws and regulations	p. 16, online
GRI 2-28	Membership associations	p. 16 f.
GRI 2-29	Approach to stakeholder engagement	P. 17 ff.
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 f., online

Referencing: GRI standards

Indicator	Description	Reference
GRI 201-1	Economic performance	p. 25, 59 ff.
GRI 202	Market presence	p. 25 f.
GRI 203	Indirect economic impacts	p. 26
GRI 204	Procurement practices	p. 26 ff., online
GRI 205	Anti-corruption	p. 27 f., 61, online
GRI 206	Anti-competitive behavior	p. 28, 61
GRI 207	Taxes	p. 29
GRI 301	Materials	p. 32, 62
GRI 301-2	Recycled input materials used	p. 33 f., 62 f.
GRI 301-3	Reclaimed products and their packaging materials	p. 34, 62 f.
GRI 302	Energy	p. 34, 65 ff.
GRI 302-1	Energy consumption within the organization	p. 34 f., 65 ff.
GRI 302-2	Energy consumption outside of the organization	p. 35 f., 65 ff.
GRI 302-3	Energy intensity	p. 36, 65 ff.
GRI 302-4	Reduction of energy consumption	p. 36 f., 65 ff.
GRI 303	Water and effluents	p. 37, 67
GRI 303-1	Interactions with water as a shared resource	p. 37
GRI 304	Biodiversity	p. 37 f.
GRI 305	Emissions	p. 38 f., 67 ff.
GRI 305-1	Direct (Scope 1) GHG emissions	p. 40, 67 f.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	p. 40, 67 f.

Referencing: GRI standards

Indicator	Description	Reference
GRI 305-3	Other indirect (Scope 3) GHG emissions	p. 40 f., 68 f.
GRI 305-4	GHG emissions intensity	p. 41, 67 f.
GRI 305-5	Reduction of GHG emissions	p. 41, 67 f.
GRI 306	Waste	p. 41 f., 63 f.
GRI 306-1	Waste generation and significant waste-related impacts	p. 42
GRI 306-2	Management of significant waste-related impacts	p. 42
GRI 306-3	Waste generated	p. 42, 63 f.
GRI 308	Supplier environmental assessment	p. 43
GRI 308-1	New suppliers that were screened using environmental criteria	p. 43
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	p. 43
GRI 401	Employment	p. 10 ff., 46
GRI 401-1	New employee hires and employee turnover	p. 46
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 46
GRI 401-3	Parental leave	p. 46
GRI 402	Labor/management relations	p. 47
GRI 403	Occupational health and safety	p. 48 f., 72 f.
GRI 403-1	Occupational health and safety management system	p. 48 f.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	p. 49 f.
GRI 403-3	Occupational health services	p. 49
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	p. 49
GRI 403-5	Worker training on occupational health and safety	p. 50

Referencing: GRI standards

Indicator	Description	Reference
GRI 403-6	Promotion of worker health	p. 50
GRI 403-9	Work-related injuries	p. 50, 72 f.
GRI 403-10	Work-related ill health	p. 50, 72 f.
GRI 404	Training and education	p. 50 f.
GRI 404-1	Average hours of training per year per employee	p. 51 f.
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	p. 52
GRI 405	Diversity and equal opportunity	p. 52 f., 72
GRI 406	Non-discrimination	p. 53
GRI 406-1	Incidents of discrimination and corrective actions taken	p. 53
GRI 407	Freedom of association and collective bargaining	p. 54
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 54
GRI 408	Child labor	p. 54
GRI 409	Forced or compulsory labor	p. 54 f.
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	p. 55
GRI 413	Local communities	p. 55 f.
GRI 414	Supplier social assessment	p. 56
GRI 414-1	New suppliers that were screened using social criteria	p. 56
GRI 416	Customer health and safety	p. 56

Tested quality More transparency



GUTcert

Third Party Assurance Statement

to Sonepar Group

We, the GUT Zertifizierungsgesellschaft für Managementsysteme mbH Umweltgutachter (GUTcert), have been engaged to perform a limited assurance engagement in accordance with the AA1000 Assurance Standard (AA1000AS v3, 2020) Type 2 on the disclosures in the Sustainability Report 2023 of **Sonepar Group for following Entities: Sonepar Deutschland GmbH, Sonepar Österreich GmbH, Sonepar Suisse AG, Sonepar Hungary Kft, Sonepar Česká Republika spol. s.r.o.** for the reporting period 01.01.2021 to 31.12.2022.

Responsibility of the legal representatives

The top management of Sonepar Central and Northern Europe is responsible for the preparation of the Sustainability Report in accordance with the reporting concepts of the Global Reporting Initiative Standards (GRI Standards): Impact, Material Topics, Due Diligence and Stakeholder. The quality of the reporting is evaluated against the reporting principles of the GRI Standards:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

This responsibility includes the selection and application of appropriate methods to prepare the above-mentioned report, making assumptions and estimates about individual disclosures that are reasonable in the circumstances. Furthermore, the Board of Directors is responsible for designing, implementing and maintaining systems and processes relevant to the preparation of the Report.

Responsibility of the auditors

Our responsibility is to ensure an independent and qualified validation. We express a conclusion based on our work performed as to whether any matters have come to our attention that cause us to believe that the sustainability disclosures presented in the Sustainability Report for the period from 01.01.2021 to 31.12.2022 not been prepared, in all material respects, in reference to the GRI Standards. In addition, we have been engaged to make recommendations for the further development of sustainability management and reporting based on the results of the validation.

The validation is carried out according to the TYPE 2 assurance level of the AA1000AS. The focus of the validation is on the concepts and principles of corporate sustainability responsibility as well as the reliability and quality of the report content on a sample basis.

The validation of the sustainability-related disclosures presented in the report has been planned and performed to enable us to express our opinion with limited assurance.

This limited assurance relates only to evidence from internal sources and groups; obtaining this evidence is limited to the company or management level of the Sonepar Group.

Systems and processes that determine the report content were audited, applying the materiality principle or the stakeholder engagement process. Specific sustainability performance was checked on a sample basis.

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GUTcert

The planning of validation procedures was at the auditors' discretion and was implemented through the following activities, among others:

- Inspection of the documentation on the Plan Impact, organization and structures of the Sonepar Group in the reporting country companies Sonepar Deutschland GmbH, Sonepar Österreich GmbH, Sonepar Suisse AG, Sonepar Hungary Kft, Sonepar Česká Republika spol. s.r.o.
- Inspection of the documentation of the systems and processes for collecting, analyzing and aggregating data on sustainability performance
- Personal interviews with board member Dr. Stegemann, who as managing director is responsible for sustainability at Sonepar Central and Northern Europe, as well as with the sustainability officer Mr. Elz, the officer for integrated management systems Mr. Lukoschek and with the responsible persons from the areas of compliance, HR, finance, environment, energy and marketing
- Analytical assessment of communicated key figures and trends for the 2021/2022 reporting period. Obtaining evidence for individual disclosures on a sample basis, including by inspecting internal management documentation and statements and by analyzing data sets generated as reports from internal data systems.

Verdict

Based on our limited assurance engagement, nothing has come to our attention that causes us to believe that the sustainability-related disclosures in the Sustainability Report 2023 of Sonepar Group for Deutschland GmbH, Sonepar Österreich GmbH, Sonepar Suisse AG, Sonepar Hungary Kft, Sonepar Česká Republika spol. s.r.o. do not comply with the concepts and principles of the GRI Standards 2021. The reporting was performed with reference to the GRI Standards.

Supplementary notes - Recommendations

Without qualifying the above result, we make the following recommendations for the further development of sustainability management and reporting:

- ▶ Particular attention should be paid in the next reporting period to further developing the integration of country organizations into sustainability management and data collection processes.
- ▶ Sustainable supplier management should be further developed with a view to the future expansion of due diligence by including the lower levels of the value chains in the internal risk analysis. It is recommended to aim for approaches at the European association level.

Berlin, the 15.11.2023

GUT Zertifizierungsgesellschaft
für Managementsysteme mbH
Umweltgutachter

J. Felker

Yulia Felker

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Certificates and awards



Germany: ISO 9001



Germany: ISO 14001



Germany: ISO 45001



Germany: ISO 50001



Germany: ISO 37301



Germany: ecovadis Sustainability Rating Silver 2022



Germany: Excellent training company, certificate from Ertragswerkstatt GmbH



Germany: interzero certificate for saved resources



Germany: Employer of the Future, Deutsches Innovationsinstitut für Nachhaltigkeit und Digitalisierung (diind)



Sonepar Group: Declaration of conformity with the Science Based Target initiative regarding the Sonepar climate action targets

Certificates and awards



Austria: Top training company



Austria: ISO 9001 and 14001



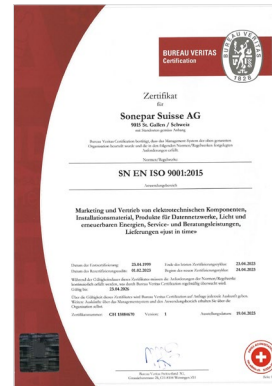
Austria: ISO 37301



Austria: Flagship enterprises certificate



Switzerland: ecovadis Sustainability Rating Silver 2022



Switzerland: ISO 9001



Switzerland: ISO 37301

Looking ahead



Clean: From 2023, we will also be one of the first wholesalers in Germany to use hydrogen-powered trucks. The collaboration was concluded in 2022, the trucks are ready to go ...



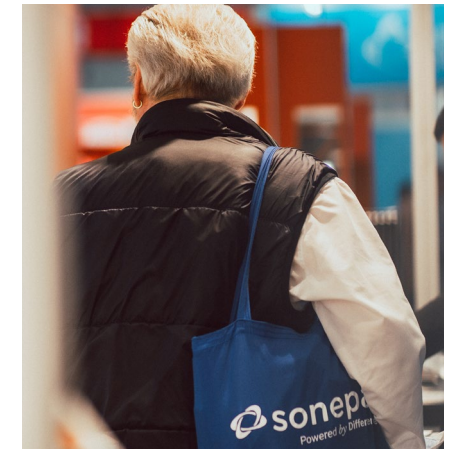
Logic without borders: We aim to provide long-term support to the Elektriker ohne Grenzen e. V. association. In the picture: Instructions for creating crimp connections in Bolivia. (Photo: Elektriker ohne Grenzen e. V.)



Uncompromising: We will make our presence at various trade fairs climate neutral in 2023.



Common cause: We want to create a sustainability partnership with manufacturers, suppliers, and specialist trade partners.



Sustainability comes into play here: We want to offer trade fair visitors a “CO₂ quick check” – and raise awareness for sustainable action.

Looking ahead



Well padded: We want to use new Airplus® Bio Home Compostable bubble wrap in our logistics centers. As they are partly made from renewable raw materials, reduce our need for plastic, and are completely compostable after use.



Groundbreaking ceremony: We are building a new logistics center in the town of Werder in Havelland near Berlin. The building will be constructed in accordance with the "Gold" certification requirements from the German Sustainable Building Council (DGNB). This allows us to significantly reduce energy and water consumption as well as CO₂ emissions compared to conventional construction methods.



Independent: With self-generated solar power, heat pumps etc., our branch in Bad Kreuznach should be virtually self-sufficient in terms of energy – and thus become a role model for many other locations.



Good idea: We will use an energy-saving campaign to raise awareness for energy saving among all employees – both at work and at home.



Green-Offer: Our green product catalog is set to really take off – and make it even easier for our customers to choose sustainable products.



In dialog: We want to expand our stakeholder dialog and improve the analysis we use to determine their requirements. Goal: even better performance, even greater customer satisfaction.

sonepar.de

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Sonepar-InnovationLab.com



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

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Disclaimer: All information in the sustainability report has been collected and processed with the utmost care. Nevertheless, errors cannot be ruled out 100%. Any forward-looking statements were made on the basis of current assumptions and estimates at the time of publication.