

Rexel UK Limited

Carbon Reduction Plan

Commitment to achieving Net Zero

Rexel UK Limited is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2016	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	10,328.00 ¹
Scope 2	Location based: 6,969.95 Market based: 252.00
Scope 3	2,952.37 ²
Total Emissions	Location based: 20,250.32 Market based: 13,532.37

Reporting Year: 2025 ³	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	5,676.22
Scope 2	Location based: 1,580.02 Market based: 0
Scope 3	2,940.92
Total Emissions	Location based: 10,197.17 Market based: 8,617.15

¹ 2016 baseline figures have been readjusted based on our updated and audited Greenhouse Gas (GHG) emissions methodology.

² Limited historical data availability for required Scope 3 inventories. Scope 3 includes the inventories required by the reporting standard.

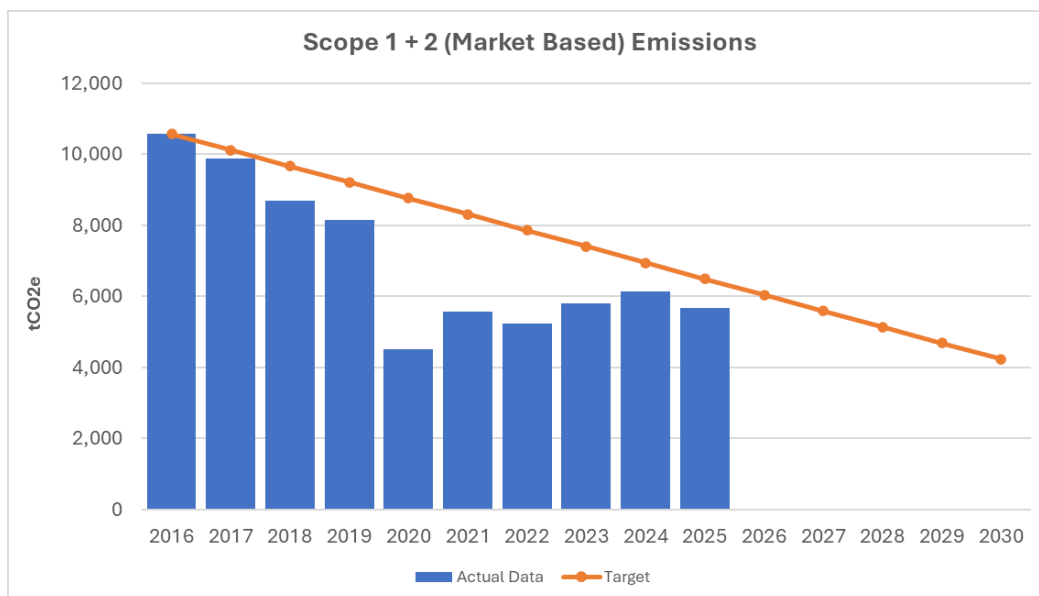
³ Rexel UK's reporting period GHG emissions is 1 December 2024 to 30 November 2025.

Emissions reduction targets

In order to continue our progress towards achieving Net Zero, we have adopted the following carbon reduction targets.

- To reduce the carbon related to the energy consumption of its operations in Scope 1 and Scope 2 (market based); 60% by 2030 and 90% by 2050.
- To reduce the carbon related to the use of its products⁴ (Scope 3); 35% by 2030 and 90% by 2050.

Progress against Scope 1 and 2 targets (market based) can be seen in the graph below.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2016 baseline. The carbon emission reduction achieved by these schemes equate to 4,903.78 tCO₂e in Scope 1 and 2 (market based), a 46% reduction against the 2016 baseline. Total emission reduction across all scopes (market based) is 4,915.22 tCO₂e or 36%. The measures that are now in place to support our Net Zero targets include the following.

In 2025, Rexel's Net Zero target has been re-validated by the Science Based Targets Initiative (SBTi) at Group level, ensuring its alignment with the latest climate science.

Rexel holds certification against the ISO standards for energy management (ISO 50001), environmental management (ISO 14001), quality management (ISO 9001) and Health & Safety Management (ISO 45001). These cover all our operations in the UK. ISO 14001 and ISO 50001

⁴ 'Use of sold products' are not currently in scope of the Carbon Reduction Plan. However, as data availability improves, we will investigate opportunities to include this information in the Plan.

have embedded strategic management of energy and environmental aspects into business processes and have annual objectives aimed at reducing Rexel's carbon footprint.

Rexel UK's Carbon Reduction Plan is focused on three components of our carbon footprint: building energy management; car and distribution fleet emissions; and carbon emissions associated with the use of sold products by our customers.

Building Energy Management

We operate a Monitoring & Targeting system for all utility usage in our estate. Each site is monitored separately to identify abnormal consumption patterns, and we have a rolling programme upgrading equipment and fittings e.g. lighting, heating, to reduce the carbon footprint of each property. Since 2016, Rexel has been moving from gas heating to electrical heating where possible and feasible, resulting in reductions in gas consumption/m².

Rexel is firmly committed to promoting and implementing a solid sustainable development policy, which involves the commitment of every employee, at their level, in their job, and on their site. In this context, raising awareness on the fundamentals of sustainable transition among all teams is essential.

Committed to the United Nations Global Compact since 2011, Rexel has been working for several years on this transformation and has gradually been implementing it within its own activities. In support of this project, we offer an online learning module 'Climate School', designed to help the Rexel teams improve their knowledge and understanding of climate and sustainable development issues. As of 2025, the completion rate of this training is 87% amongst Rexel UK staff.

Car Fleet Emissions

Rexel UK leases a business car fleet of which 33% are battery electric vehicles, with 87% electric or plug-in hybrid. Only electric and hybrid vehicles are available on our car list for employees to choose from.

Logistics Emissions

Rexel UK leases/hires a fleet of distribution vehicles of 310 light vans and 52 trucks, with 86 vans powered by electricity, as of November 2025. The decarbonisation of our distribution fleet is a key project for our Net Zero target, which is being achieved through using electric vans for deliveries. The move to electric vans follows the installation of a charging network across our Hubs and Branches. For HGVs and all other vehicles, we continue to investigate alternative fuel opportunities.

Rexel UK's Distribution Centre is built to net zero carbon in construction and has PV solar power generation with enough power for daylight hours alongside LED lighting with PIR movement control and a 25% glazed roof to allow natural lighting. It also achieved the BREEAM standard of Very Good and an EPC A Rating.

Rexel uses PODFather to streamline logistics related administrative tasks and reduce environmental impact of associated activities. The solution enables Rexel to optimise route

planning, collect vehicle checks, track drivers, issue customer ETA notifications and capture electronic Proof of Delivery via a cloud-based back-office system and an easy-to-use driver app. It eradicates paper tickets, reduces carbon emissions, and improves efficiency.

In 2025, we have completed 1,132,324 PODs, saving approximately 2,264,648 sheets of A4 paper.

Product Emissions

Research by Rexel Group identified that over 90% of the Group carbon footprint (Scope 3) was generated by our suppliers and customers using the products we sell. Therefore, Rexel is putting significant effort into helping its customers choose products that help them consume less energy and/or use it more efficiently.

Rexel continues to promote Sustainable Selection as the key initiative to reduce the GHG emissions from the products that we sell. Sustainable Selection raises awareness and visibility of sustainable products to help our customers make the right choice from among our range of products and brands. We continue to develop the Selection in the coming years by reinforcing our criteria according to four categories that we have identified to address environmental and social challenges.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁵ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁶.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁷.

This Carbon Reduction Plan has been reviewed and signed off by the Executive Committee.

Signed on behalf of the Supplier:

Toby Train



Company Secretary

4th February 2026

⁵<https://ghgprotocol.org/corporate-standard>

⁶<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁷<https://ghgprotocol.org/standards/scope-3-standard>