

2024

PLANET
STRATEGY

All together.

MAYFLEX
A Sonepar Company



All together.

OUR PLANET STRATEGY

- **Lead by example** by reducing our carbon footprint and waste in our operations
- Continuing to **Train Our Associates**, sales force and customers. Our champions are working on communication and ensuring a Sustainable Culture
- **Promote a circular economy** throughout our operations and for our customers

HOW CAN WE ALL CONTRIBUTE?

We have 10 commitments to help promote sustainability actions in our everyday life at work.

1



Accelerate the Energy Transition with customers.

Work towards the ability to offer services such as recycling, repairing and reusing.

3



Preserve Energy

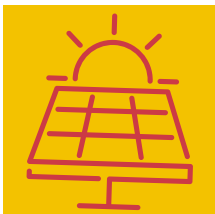
Regulate temperatures, install presence detectors, LEDs and energy management to control consumption. Switch off lights and screens when leaving the office. Replace old electrical devices with energy efficient products

5



Request suppliers & use low consumption vehicles to deliver p truck loads, delivery orders and provide

2



Use Renewables

Use renewable energy sources or generations

4



Use Low Carbon Transport

Choose low-carbon transport when commuting or travelling (public transport, low consumption, hybrid or electric vehicles, trains instead of planes...). Organise online meetings instead of travelling whenever possible.

6



Collect, sort and re products that are n ones, buy refurbish resources use, rent

Request Low-Carbon Logistics

Request low-carbon transporters to use hybrid or electric vehicles. Optimize routes, bundle orders and share logistic data.

7



Consume Responsibly

Purchase products with ethical labels (materials, working conditions) for clothes, electronics, energy, food etc.

9



Reduce Digital Pollution

Unsubscribe to unread newsletters, clean up inbox mail and archives, and reduce quality of video streaming to reduce servers' energy consumption.

Be Circular

Recycle waste, re-purpose items not used, repair broken items, use second-hand products to avoid waste or lease, avoid printing.

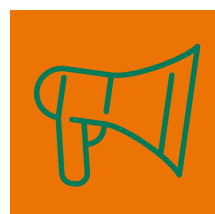
8



Be Plastic Free

Purchase bulk products, drink tap water, refuse single use plastic and use a personal and reusable water bottle. Avoid goodies and low-quality, single-use plastic objects.

10



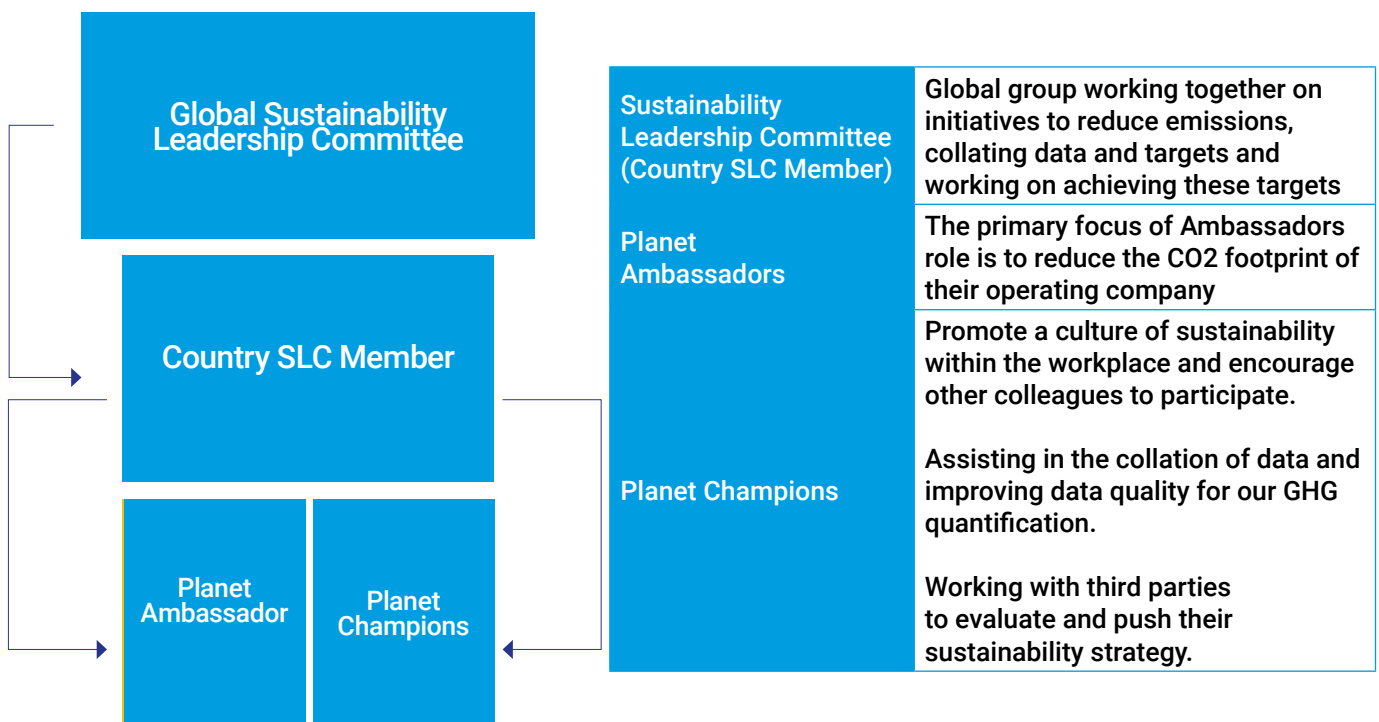
Lead by Example

Participate in local, impactful initiatives to help care for your community. Be aware of the effects of climate change, educate your family and friends on the importance of taking care of our planet.

PEOPLE

In 2019, Sonepar created the Sustainability Leadership Committee, a network of sustainability experts from around the world who locally execute the actions to achieve the Group's sustainability objectives.

Each country has a sustainability leader and a team of ambassadors and champions. They are responsible for the successful implementation of our strategy within the operating companies.

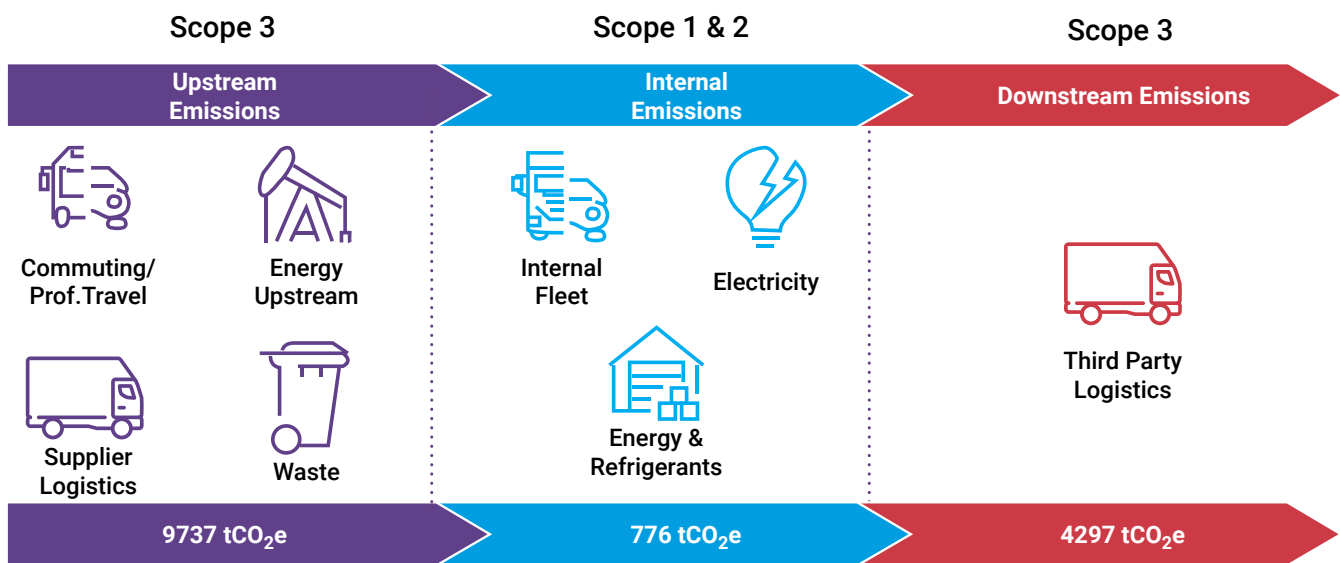


PLANTING TREES

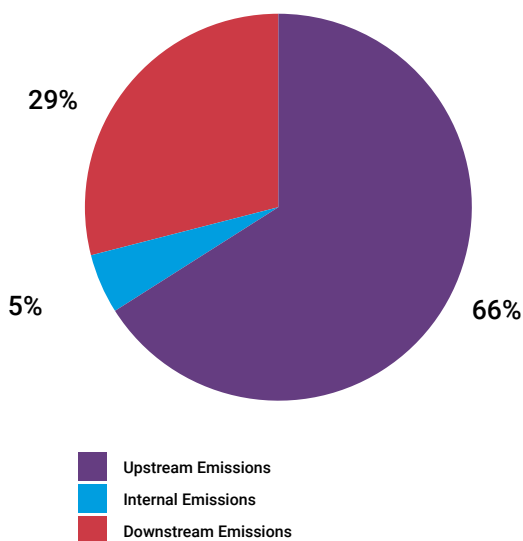
During 2021, we planted a tree on behalf of every colleague within Mayflex. Over 300 trees have been planted. Since then, we have and will continue to plant a new tree for every new colleague who joins Mayflex in the future.

2019 EMISSIONS PROFILE

At Mayflex, we have been calculating our carbon footprint since 2019, which is our benchmark year. Our emissions data is provided to Sonepar on an annual basis for inclusion in overall Group greenhouse gas inventory.



2019 Emissions Profile



Our upstream emissions include commuting and business travel, energy-related activities not included in Scope 1 or 2, inbound logistics from suppliers and waste generated in operations. Our internal emissions are a direct result of our activities, including energy usage, company vehicles and refrigerant gases. Downstream emissions are generated by the third-party logistics partners that distribute our products to customers on our behalf.

EMISSIONS REDUCTION S1 & S2 TARGETS

Commitment to Paris Agreement

As part of the Sonepar commitment to align with the Paris Agreement and limit the rise in the global temperature to 1.5°C for 2050, science-based emission reduction targets have been set to guide this journey.

For Scope 1 + 2, our target is aligned to the 1.5 C pathway. By 2030, we aim to have reduced our Scope 1 + 2 emissions by 46% against a 2019 baseline, with an interim target of 17% by 2023.

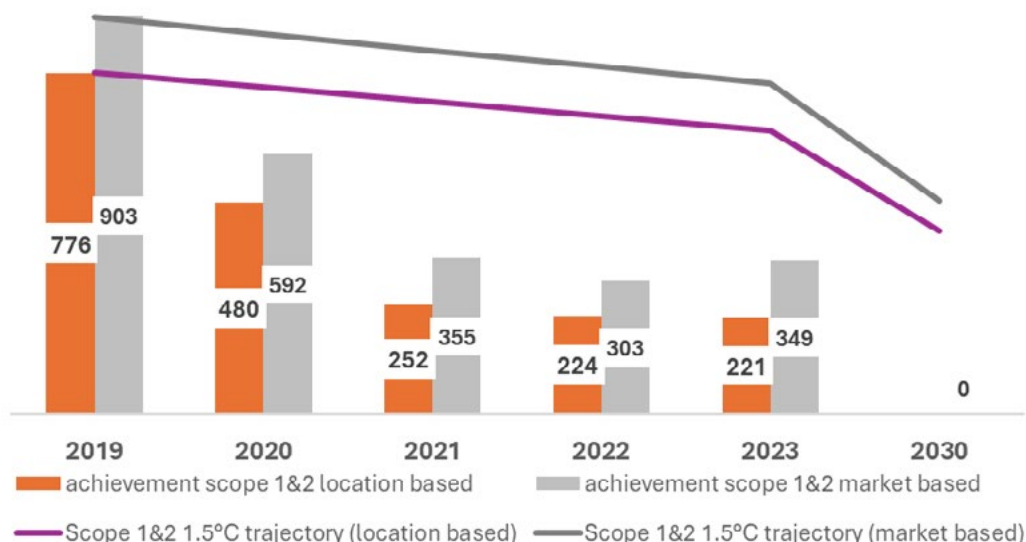
Progress So Far

Since our 2019 benchmark year, we have made excellent progress and already exceeded Paris Agreement Targets, delivering a 71% (location based) reduction in 2023 compared against the 2019 baseline.

This has been achieved by:

- Installing an EMS within our Head Office and Warehouses to pinpoint high energy usages, unusual activity and giving us the ability to accurately measure the reduction from our reduction initiatives.
- Installing LED controlled, lighting upgrades within our Warehouse
- Installing electric vehicle charging infrastructure on site for colleagues and visitors to used
- Reduce fugitive emissions and upgrading our air conditioning systems to remove gas from our offices
- Introducing schemes to incentivise a move to electric vehicles within our company car offering and installing EV charging infrastructure at our head office and regional customer service centres
- Maintained a hybrid working policy, enabling colleagues to work remotely

S1&2 Emissions Reductions



Action Plan

We have identified a series of emission reduction measures and developed an action plan that will help us not only achieve the Paris agreement targets but work towards bringing our S1&2 emissions to zero.

Reduction Measure	
1	Renewable Electricity/PPA
2	Electric Company Vehicles
3	Improved Maintenance of AC systems
4	Gas Removal

1. Renewable Electricity

We are currently evaluating our options for onsite generation and power purchase agreements (PPA) to source 100% renewable electricity for sites where we have direct control over the supply arrangements.

2. Electric Vehicles

We have introduced and made attractive, the option for company car drivers to obtain electric vehicles through the company car scheme. To further the use of electric vehicles across Mayflex, charging infrastructure has been installed across our sites, with a plan to increase these within 2023. Our Company EVs are increasing year one year with only one diesel car remaining.

3. Improved maintenance of air conditioning units

To help prevent the leak of refrigerant gases that have high global warming potential, we upgraded our ground floor air conditioning in 2023 as well as enhancing servicing and maintenance. We upgraded the upstairs air conditioning in 2024 which has resulted in removing the need for gas powered central heating from these office areas.

4. Green Gas Certification

We are evaluating the use of Renewable Gas Guarantee of Origin (RGGO) Certificates to reduce our emissions from natural gas over the short-term.

EMISSIONS REDUCTION S3 TARGETS

Scope 3.

We exercise a lower degree of control over our Scope 3 emission sources when compared to our direct emissions within scope 1 & 2.

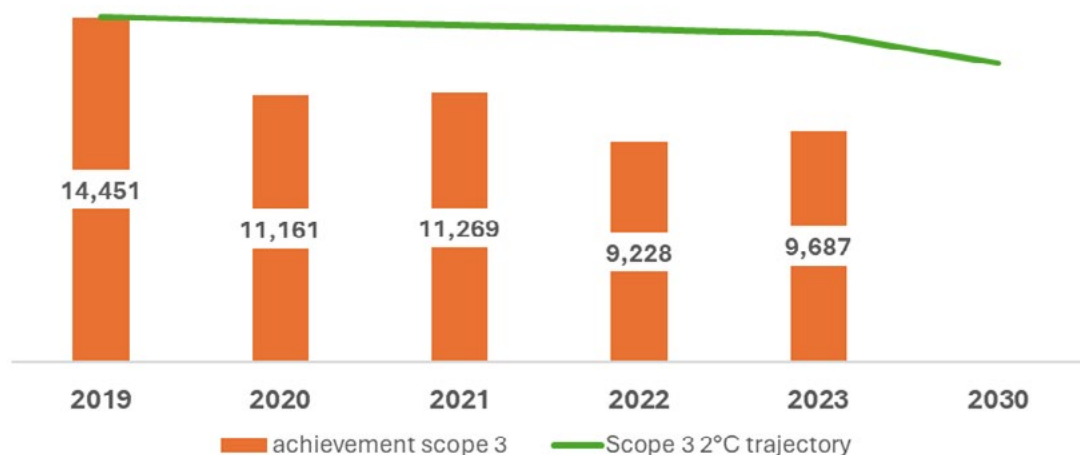
One of the biggest challenges when tackling Scope 3 emissions is to accurately calculate and track emissions over time. There can be limited data available or the need to use averages and assumptions which have an impact on the accuracy and reliability of our emissions. Tackling Scope 3 emissions represents a critical pathway on the journey towards Net Zero and achieving the aims of the Paris Agreement.

As part of our commitment to the Paris Agreement, we have aligned our Scope 3 to the 2°C temperature pathway. This means that by 2030, we aim to have reduced our Scope 3 emissions by 13.5% against a 2019 baseline, with an interim target of 4.9% by 2023.

Progress so far

Since our 2019 benchmark year, we have made excellent progress and already exceeded Paris Agreement Targets, delivering a 33% reduction in 2023 compared against the 2019 baseline.

We have been calculating Scope 3 emissions since 2019. Given the challenges with obtaining data and accurately quantifying Scope 3 emissions, our focus has been on improving the quality of the data set and accuracy of our calculations.



WASTE & CIRCULARITY

At Mayflex we have always ensured Sustainability is considered in all business decisions. In the past we have worked extensively to reduce, reuse and recycle packaging. Our excel range is plastic free, minimising not only our waste, but our customers. Saving 40 tonnes of plastic per year.

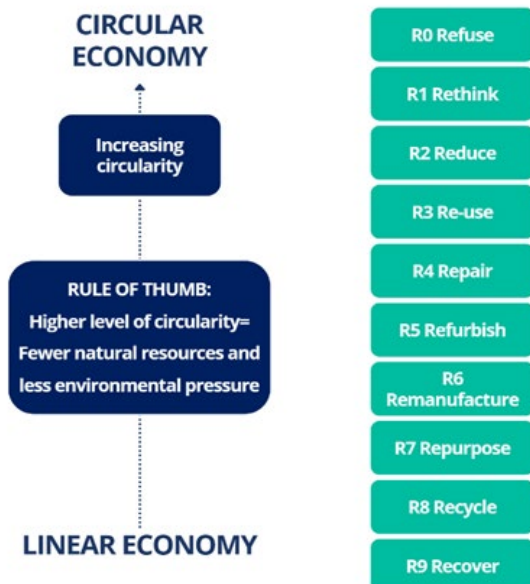
Knowing the impact that waste can have on the environment we have looked at ways in which we can reduce our environmental waste footprint:

- Removal of plastic packaging
- Cut to order cable to minimise wastage.
- Modular builds which minimise wastage, and increase transport efficiencies to site.
- Reuse or recycle of wood reels.
- Shred cardboard for void fill.
- Zero waste to landfill.
- Long product life (25 year warranty).
- Repair of returned parts where economical.
- For returned products, sell at a reduced price
- EDPs for products to understand their lifecycle impact on the environment and how we can design to reduce this

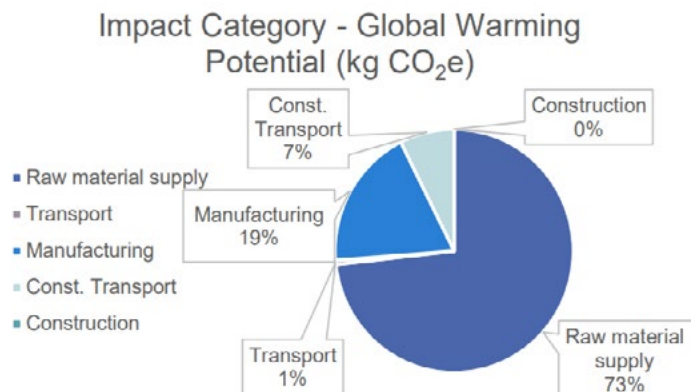
Through this we saving 3,456kg of cardboard voidfill from our operation per year and 50542kgs of plywood from cable reels per year.

We will continue to build on waste reduction through a number of initiatives currently in the pipeline:

- Reviewing product design to minimise virgin materials
- Material/product recovery including reels, pallets and pulling tubes



Example of our EPD breakdowns



ECOVADIS SILVER AWARD

At Mayflex not only are we committed to Sustainability, but ESG as a whole and to acknowledge this in 2023 we were awarded the Silver Ecovadis Award.

EcoVadis is a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor, and human rights standards, ethics, and procurement practices.



Environment



Labor & Human Rights



Ethics



Sustainable
Procurement



Our score puts us in the 88th percentile meaning that we are in the top 12% of businesses who have completed their assessments!

ANNEX 1

Greenhouse Gas Inventory	<p>A greenhouse gas inventory is a list of estimated greenhouse gas emissions produced by an entity or organisation by source. Emission sources are organised into different scopes.</p>
Scope 1	<p>Scope 1 covers direct emissions from owned or controlled sources. These include fuel combustion, company vehicles and fugitive emissions.</p>
Scope 2	<p>Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.</p>
Scope 3	<p>Scope 3 includes all other indirect emissions that occur in a company's value chain. These include emissions from business travel, purchased goods and services, waste disposal, use of sold products, transportation and distribution (up- and downstream), investments, leased assets and franchises.</p>
Net Zero (SBTi definition)	<p>The Net-Zero Standard covers a company's entire value chain emissions, including those produced by their own processes (scope 1), purchased electricity and heat (scope 2), and those generated by suppliers. According to the SBTi, for a company to reach a state of Net Zero emissions, two conditions must be met:</p> <ul style="list-style-type: none">• Reduction in value chain emissions consistent with net-zero at the global or sector level in 1.5°C pathways. Most companies are required to have long-term targets with emission reductions of at least 90-95% by 2050.• Neutralising the impact of any residual emissions that cannot yet be eliminated by permanently removing an equivalent volume of CO₂.
Carbon Neutrality	<p>Carbon neutrality means there is no net increase in the global emission of greenhouse gases to the atmosphere. There is a balance between emitting carbon and absorbing carbon from the atmosphere in carbon sinks. A carbon sink is any system that absorbs more carbon than it emits and includes soil, forests and oceans.</p>
The Paris Climate Agreement	<p>The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at the United Nations Conference of the Parties in 2015 (COP 21) and came into force in 2016. Its goal is to limit global warming to well below 2 °C, preferably to 1.5 °C, compared to pre-industrial levels.</p>
UN Sustainable Development Goals	<p>The Sustainable Development Goals were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 goals include but are not limited to no poverty, gender equality, clean water and sanitation and climate action.</p>

MAYFLEX IS PART OF SOMETHING BIGGER.

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A global network of major distribution companies supported by multi billion turnover Sonepar Group.

Sonepar is an independent family-owned group with global market leadership in the B2B distribution of electrical products, solutions and related services.

We select products and solutions offered by manufacturers that are best suited to the local needs of our customers. Depending on the country, we have between 25,000 and 100,000 products for different needs, made available in the right place at the right time.

Three key characteristics guide Sonepar's social responsibility goals, strategy and actions. Sonepar has a family shareholding base that takes a long-term approach to business, reinforces its independence and emphasises a stable and reasonable dividend policy. By leveraging this unique combination of driving forces, Sonepar can make strategic decisions aimed at lasting, socially responsible growth, without giving in to short-sightedness or economic fluctuations.

As the world leader in the distribution of electrical products and related solutions and services, Sonepar is an influential player throughout its value chain. The Group encourages its suppliers to innovate, transition towards green products and produce more efficiently. It also focuses on shaping customers' behaviour by providing transparent, educational information about the social and environmental impact of products, as well as delivering targeted advice.

With operations in 42 countries and 45,401 associates strong, the Group builds close relationships with its customers and local know-how, making it a leader in its industry.

True to the legacy of its founding Chairman, Henri Coisne, an aviator with the Free French Forces during World War II and later a business court judge, Sonepar has upheld its business values that focus on people, boldness and integrity throughout its ecosystem for over 50 years.



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