

Sustainability report

Sonepar Sverige AB

2025



Sustainability Report 2025

Sonepar Sverige AB

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The Board of Directors of Sonepar Sverige AB, company reg. no. 556014-8412, hereby presents its sustainability report for Sonepar Sverige AB for the period 1 January to 31 December 2025.

The sustainability report describes the operation on the basis of the issues considered to be most significant to the company and its stakeholders.

Stockholm, 29 June 2026
The Board of Directors

Anders Nordlöw

CEO

We are now Sonepar

2025 proved to be another eventful year in our long history. In the market in which we operate, demand decreased slightly, competition increased, and, in combination with increased price transparency, our margins were negatively affected. In several of our key segments, our profitability was reduced and the need to improve efficiency and enhance productivity increased further.

We maintained our customer satisfaction at very high levels, while engagement and employee satisfaction were further strengthened. Our logistical productivity and quality reached new record levels. All this, combined with a high Net Promoter Score, demonstrates to us that we performed slightly better than the market and have as a result strengthened our market shares.

During the year, we changed name to Sonepar Sverige AB. After extensive preparations, we launched our new brand, together with updated values and a clear purpose. The reception from customers, suppliers and employees was very positive.

Investments in our stores continued. Our activities to create accessibility for our customers through digital and physical marketplaces generated results. With the best range possible, made available through multiple channels, plus expertise, personal service and world-class logistics, we also contributed to increasing the efficiency of our customers' material flow in 2025.

Our ongoing commitment to contributing to a better society and reducing our environmental impact delivered clear, measurable results. A decision was made to significantly expand our solar power facility in Örebro, and installation began during the year. The previous year's investment in a new carton machine actively contributed to reducing our packaging use, although the total amount increased slightly due to volume and mix changes.

We expanded our involvement in the world's largest youth football tournament: as of 2025, we are a Premium partner of the Gothia Cup and the main sponsor of the Gothia Special Olympics. We are focusing our commitment on four of the UN Sustainable Development Goals: Good health and well-being, Gender equality, Reduced inequalities and Climate action.

Since 1904, our company has played an active role in ensuring the efficient and accurate sourcing of electrical materials. Demand for our services is rising as expectations for transparency, energy efficiency and alternative energy production grow. Over the coming years, we anticipate increased demand for the products and services we offer. At the same time, uncertainty is greater than it has been in a long time. Geopolitical tensions, demographic shifts and limited room for further national debt across Europe are just some of the factors expected to influence future growth. However, our conviction is strong. Electrification will continue. The market in which we operate is expected to remain buoyant, and Sonepar will continue to invest. Our ambitions could not be higher. We aim to contribute to a better society in a sustainable way – while being the first choice for our employees, customers and suppliers today, tomorrow and in the future.

Thank you for choosing Sonepar.





Sonepar Sverige

We sell electrical materials and systems to customers who operate in the following areas: electrical installation, industry, infrastructure, security, lighting and domestic appliances. The company is part of the Sonepar Group. We provide a wide range of products from the world's leading suppliers, and stock more than 40,000 items. Logistics is the engine that drives everything we do, and our logistics services make everyday life easier for our customers. By applying our expertise, we strive to help make our customers' purchasing and sales organisations more efficient and profitable.

Cardi is our own brand of lighting products, which is without compare on the Swedish market.

Sonepar has been operating as an electrical wholesaler in Sweden since 1904. The company head office is located in Sollentuna.

Part of the Sonepar Group

The parent company Sonepar is an independent, family-owned company in France that is a global market leader in B2B distribution of electrical products, solutions and related services. Through presence in more than 40 countries, the Group has an ambitious transformation agenda to become the first global B2B distributor to provide a completely digitalised and coherent omnichannel experience for all customers. Sonepar posted revenue of EUR 32.5 billion in 2025. For more information, please visit www.sonepar.com.

1904

Asea IM founded

1917

Elektroskandia established

Merger of Asea IM and Elektroskandia.

1962

Central warehouse in Örebro constructed.

1967



The year in brief

February

The winner of Sonepar's 35th "Supplier of the Year" award is Elpress.

May

Rebranding – Elektroskandia becomes Sonepar. The change of name consists of two processes, mutually dependent on each other. One relates to our new brand, and the other is about the cultural journey (culture, identity and new values).

Sonepar exhibits at Elfack in Gothenburg, the industry's biggest electrical trade fair. In connection with the fair, Sonepar also invites our customers and suppliers to an event so we can tell them about the name change.

July

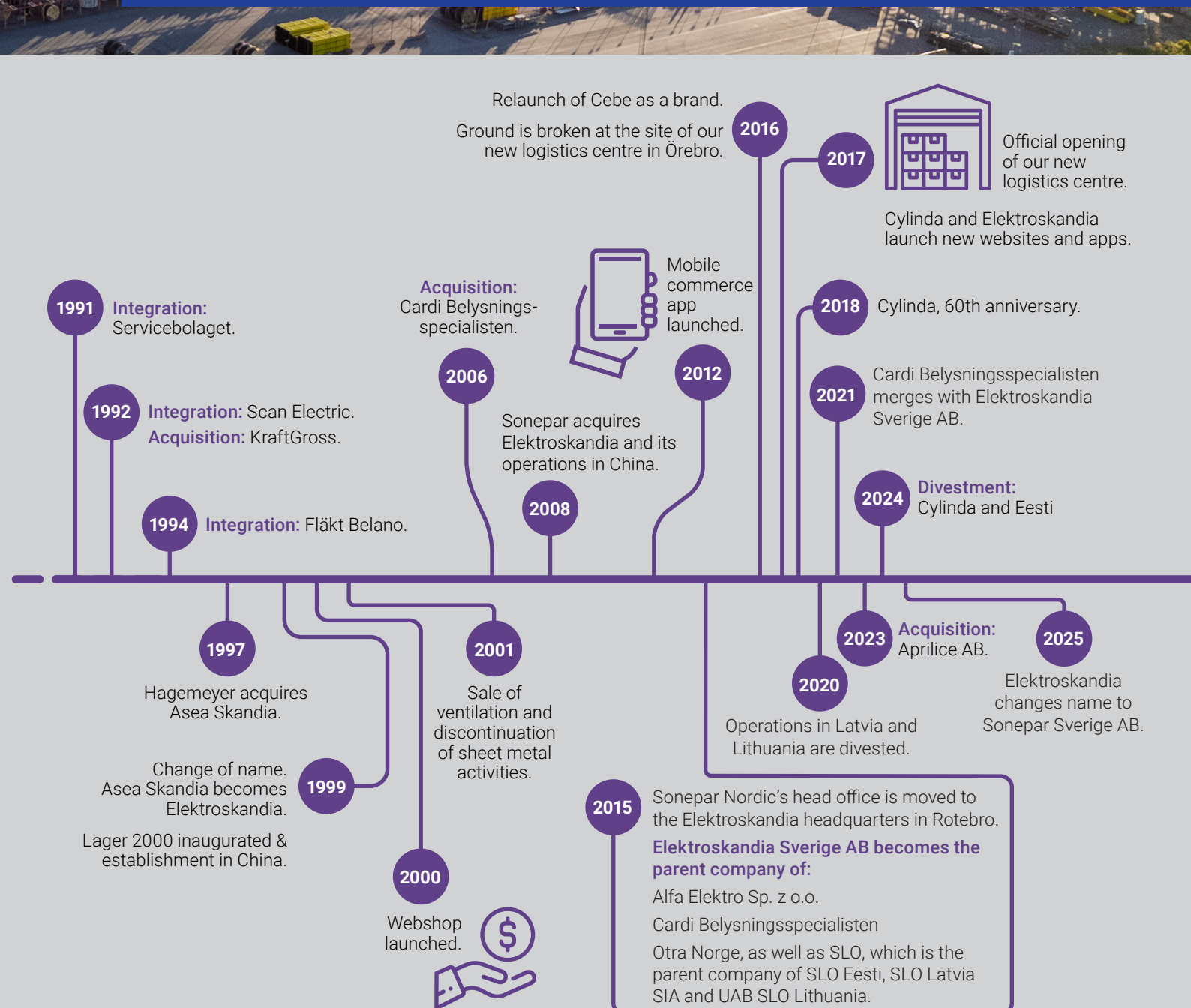
The Gothia Cup: On-site activation.

September

Culture and name-change kick-off with the entire company.

October

Sonepar exhibits at Elmässan in Stockholm and the Sectech security trade fair at the Stockholmsmässan exhibition centre in Älvsjö.





Materiality and materiality analysis

At Sonepar, the concept of “sustainability” entails continuous work in multiple areas: finance, and quality, environmental and social aspects, as well as human rights and the working environment. Strong profitability is essential for operating and growing our business, and is therefore a key part of our long-term strategy. By integrating quality and environmental considerations and actively addressing social aspects, we build a solid foundation and strengthen collaboration with employees and other stakeholders. Our ambition is for sustainability to be an integral part of our business. In order to succeed in this, we must involve all our stakeholders.

Method and limitations

Our ambition is to update the materiality analysis annually. The most recent update, carried out in May 2025, was the seventh since the original analysis was developed in 2015. It was prepared by corporate management in collaboration with a group of employees representing the entire organisation.

On the basis of a gross list of sustainability aspects, and taking GRI Standards as our starting point, we evaluated how important each aspect is to Sonepar, with regard to impact/risk/opportunity. We then performed an evaluation from a stakeholder perspective for each and every one of our key stakeholders. The overall assessment of the stakeholders was then calculated to produce a mean value.

The figure on the following page illustrates how the different aspects were rated by the group. These were discussed with stakeholders on numerous occasions in the period 2016–2025, when stakeholders were given the opportunity to study our sustainability reports based on GRI, and in connection with our following up on our Supplier Code of Conduct.

The introduction of the EU Corporate Sustainability Reporting Directive (CSRD) and the impact it will have on Sonepar mean

that the methodology we use will gradually be adapted. Sonepar Sverige AB is covered by the sustainability work carried out by its parent company, and we will therefore refer to the parent company's CSRD reporting.

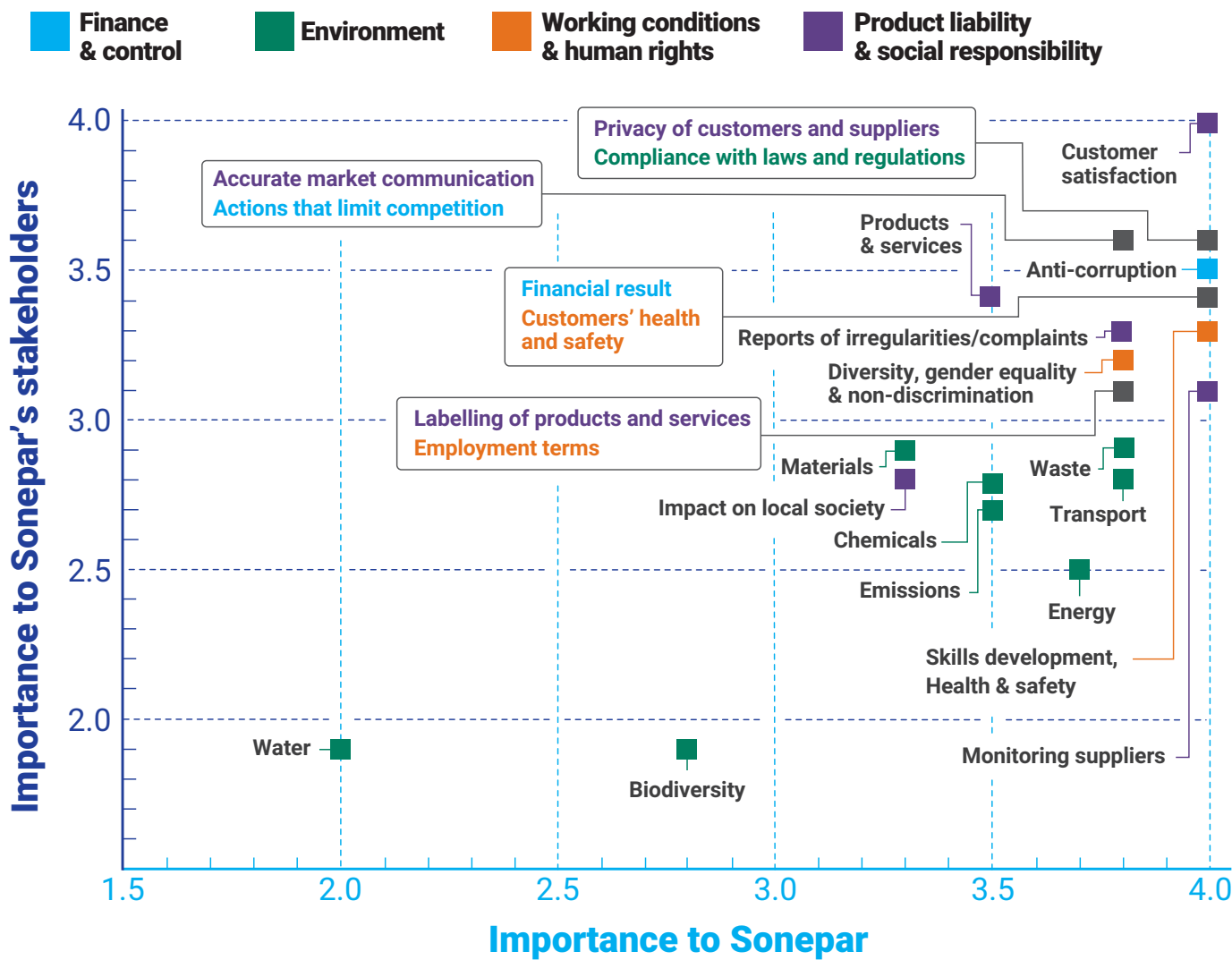
Nevertheless, it is natural that our own reporting will also gradually incorporate aspects of the CSRD requirements, as these will become a key part of the Group's long-term sustainability management and development. This will ensure that our processes and analyses are developed in line with the Group's overall direction and needs.

Sonepar's value chain

Purchasing, sales, warehousing and auxiliary functions such as HR, finance, market communication, aftermarket and IT make up the value chain at Sonepar. We have identified great opportunities to influence all links of the chain.

We supply customers in the construction sector – in the form of large and small electrical companies – as well as national and local government organisations and players in the fields of industry, construction and property; and, of course, resellers and their customers. We take responsibility through good customer communication; we suggest alternatives in the form of products

Sorting highest to lowest for all perspectives 2025



Evaluated by the working group, confirmed by management in spring 2025.
These aspects are considered significant to Sonepar.

and services that can reduce negative impacts, but respect our customers’ decisions and make sure to stock our customers’ preferences. Strengthening collaboration on sustainability with both suppliers and customers remains a top priority for us. By working together, we can share knowledge and, over time, drive meaningful progress toward a more sustainable future.

We work with 11 transport companies, with whom we negotiate annually. Transport emissions constitute a key impact area, where we continuously receive reports from our carriers. We follow up on these reports to gain an overall picture of emissions trends and to enable us to continue to work on improvements.

Assessment of aspects

This year’s materiality analysis clearly shows which areas are considered to be most significant for Sonepar Sverige AB. Top of the list are primarily issues relating to customer satisfaction, customer and supplier privacy, compliance with laws and regulations, anti-corruption and customers’ health and safety. These aspects are high on both axes and stand out as important to both stakeholders and our business. They represent areas where we have a high opportunity to influence and where expectations of us are particularly high. Compared with the previous year’s analysis,

we see that several other aspects have moved in the valuation. There is a clear trend for the differences between the aspects to decrease, indicating that both we and our stakeholders are seeing a broader spectrum of issues as being relevant for Sonepar Sverige AB going forward.

Chemicals and impact on local society rank higher in this year’s analysis. Compared with previous years, these aspects have moved slightly upwards, indicating that our stakeholders are attributing greater importance to them than before. Water and biodiversity, however, continue to lie at the bottom of this year’s ranking, despite their importance from a broader sustainability perspective. It is important to remember, though, that a lower ranking does not mean that an aspect is unimportant. Rather, the materiality analysis shows which issues our stakeholders regard as most relevant for Sonepar Sverige AB to prioritise, based on where we have the greatest, or the least, opportunity to influence.

This year’s analysis clearly shows how these aspects are clustering closer together in importance, while the most prioritised areas end up on top. This indicates that our stakeholders’ and our own understanding of how different issues are interconnected and can affect the business as a whole have become more nuanced.

Strategy, management and follow-up

Sustainability work at Sonepar is built on the following:



Our vision, which lays out the company's long-term strategic direction.



The values we updated in connection with the name change in 2025 and which we all return to in our everyday work: we dare to challenge, we inspire others, we put the customer first, and we take responsibility for the future.



Our business concept, which explains what we do.



Our Code of Conduct for employees, the first version of which was formulated in 2013. The code is reviewed and discussed every year. In 2017, we switched to our parent company's Code of Conduct.



Our environmental and quality work, which has been under way since 1995.



Ongoing dialogue with our owners, customers, suppliers and employees with a view to continuing to develop in the field of sustainability.



Our environmental and quality goals, which are adjusted after assessment at least once a year. In addition, we follow up on these goals every month through the corporate management results meetings, and in the business unit that set the target.



Long-term goals for 2024–29, along with the associated strategy and the budgeted targets for the year.



Significant environmental aspects defined on the basis of an environmental report, which is undertaken every four years. The most recent version was prepared in spring 2024. Our environmental and quality policy was reformulated after 2016 to take the form of an actual sustainability policy.



Group-wide goals, such as emissions targets, in accordance with science-based targets.

You can read
Sonepar's
Sustainability
Policy and Code
of Conduct on
our website.

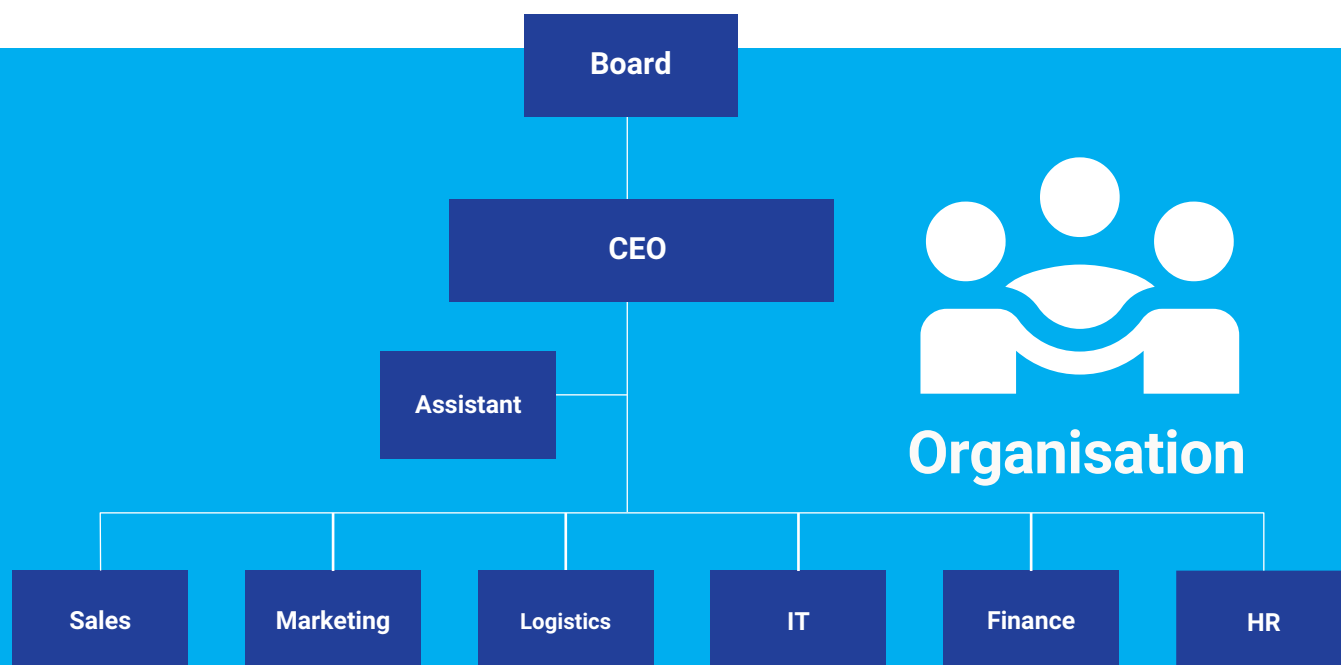
Sonepar's executive management team has set out all the company's policies. Measurable goals for the business are specified and described.

Our sustainability policy and Code of Conduct describe our responsibility for the environment, human rights, working conditions, business ethics and regulatory compliance in our operations and supply chain, and form the basis for our sustainability work. Both documents can be found online at: sonepar.se/Information/Index/23

Purpose

The principal purpose of Sonepar's management system is to meet requirements from customers, authorities, owners, suppliers and employees through the preparation and delivery of our products and services, and for the management of the business.

A secondary aim of the management system is to facilitate management of the business such that all processes run more smoothly and are under constant development.



The diagram above illustrates the overarching organisation of the company, as well as the units represented in the corporate management team. The Board of Directors consists of seven members – one woman and six men – appointed by the parent company. The trade unions have appointed two employee representatives (one woman and one man). In, for example, Note 3 to the annual report, the employee representatives are not included on the Board, for which reason we refer here to there being seven members.

Method and limitations

Every autumn, the management team draws up a business plan for the coming year. The plan forms part of the company strategy and covers a five-year period. This work also includes discussing group-wide sustainability issues and setting up relevant goals. The management team meets regularly to follow up on goals and to agree on corrective measures. These meetings are also used to discuss and deal with the conflicts of interest that have arisen or been escalated to management level. Each department follows up on the goals and strategies that have been agreed within their respective sphere of responsibility.

The expanded management meets twice a year; this group is made up of all business managers (approximately 50 managers). These meetings are important in discussing and deploying the long-term goals.

All work processes, routines, checklists and instructions necessary to drive Sonepar operations towards the fulfilment of business plans and company policy are documented or referred to in our management system.

When establishing the management system, we also chose to focus on aspects of the external environment, and to ensure that internal OHS risks are dealt with systematically.

Sonepar's management system is certified in accordance with the ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015 standards, as well as with STEMFS.2014:2.

The management system is reviewed annually by DNV Business Assurance Sweden AB. Any nonconformities identified and observations made are dealt with by the party affected within

the organisation. In 2025, the review identified three minor nonconformities and made 12 observations.

The management system is also reviewed by our internal audit team. All stores and our central warehouse are reviewed within a two-year period, while other functions are reviewed over a three-year timespan.

Our internal auditors focused on the following issues in 2025:

- Checking that a risk and opportunity analysis is performed once a year.
- Reducing the amount of combustible waste.

A total of 14 nonconformities with regard to the focus areas were identified in 2025. All of these were corrected in accordance with an action plan.

Changes in legislation and decisions from public authorities are monitored by the sustainability specialist, logistics controller, HR and the individual responsible for each area in accordance with a set process for compliance with legislation. The respective departments are informed as and when necessary. Follow-up on compliance with legislation is also performed in connection with the internal audits.

The management team assesses and evaluates the efficiency and applicability of the management system on an annual basis. In our change work, we apply the precautionary principle, as stated in Article 15 of the Rio Declaration: www.gdrc.org/u-gov/precaution-7.html. Our ambition is to avoid negative environmental impact by predicting our actions and making adjustments wherever possible.



Stakeholders and stakeholder dialogue

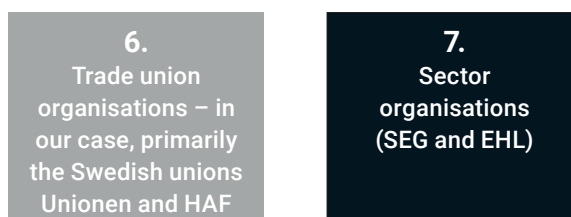
Responsiveness to stakeholder perspectives and needs is a core part of our operations, making ongoing dialogue essential. Our key stakeholder categories are those that we consider to have the greatest influence on Sonepar's operations and/or those who are most strongly affected by such operations. In spring 2025, corporate management determined that five stakeholder groups remain the most important to our business. In addition, we have identified two additional stakeholder groups – while not currently classified as key stakeholders – as being important to us and contributing to our understanding and prioritising our most significant sustainability aspects.

Our five key stakeholders are:



Other stakeholder groups

Two other stakeholder groups we consider to constitute an intermediate layer (i.e. not key stakeholders per se, but more important than others) are:



* The requirement is mirrored for all key stakeholders, and is therefore not assessed separately.

Method and limitations

Stakeholder	Dialogue opportunity	Stakeholders' expectations of us
Owners	We keep our owners continuously informed of the company's intentions. The parent company has an active international sustainability group in which we participate. Four board meetings per year. Dialogue in working groups. Executive meetings. Communicated sustainability work by publishing our report with reference to GRI in English.	Long-term, stable returns. Careful use of resources (society, environment and staff).
Customers	Our sales staff in customer interactions. Quarterly customer survey. Dialogue in stores. Breakfast meetings.	Fair, sustainable product. Sustainable deliveries. Right price at the right place and at the right time.
Suppliers	Market department meets suppliers in negotiations. Supplier follow-up meeting. Annual supplier satisfaction survey. Annual supplier get-together. In 2025, we: - Analysed the results of the 2024 risk analysis. - Conducted an audit. - Tightened our requirements for increased logistical efficiency among suppliers. - Created new KPIs for suppliers' sustainability.	Clear picture of requirements before contract negotiations. Effective dialogue and follow-up on requirements. Information about market conditions.
Employees	Set requirements and followed up to ensure that in 2025 our managers: - Have held at least two business meetings with their work groups. - Have completed at least two separate follow-up meetings with managers – one long and one short. - Have followed up the results of the employee survey, which is conducted regularly in a digital tool, Winningtemp.	Responsible behaviour by the employer: - Good terms of employment and working environment. - Stable, long-term employer.
Authorities	Reporting in accordance with the authorities' requirements. Inspections where relevant. Dialogues with local authorities (municipalities etc.).	Compliance with laws and regulations. Actively contribute to sustainable development in the locations where we operate.
Trade union organisations	Collaboration meetings in the form of a central committee, where union representatives meet the company management, not including Swedish Co-determination Act (MBL) negotiations and other liaison meetings.	Effective dialogue (otherwise the same as for employees).
Sector organisations	Four meetings a year at CEO level. Other meetings at other levels within the companies.	Effective dialogue, and being a role model in the field of sustainability issues.

We will continue our dialogue with key stakeholders in 2025. One important aspect is to give them access to this report, and to discuss both our and their involvement in these issues.

Finance and business ethics

Financial aspects

– Why are they so significant to us?

In order to maintain competitiveness over time, and to ensure our survival, we need to build up reliable profitability. We need to continue instilling confidence so that our customers and suppliers view us as their preferred choice. We strive to use systems and authentic experience to help boost efficiency and profitability in both our own and our customers' purchasing and sales organisations. We thus serve as a key link between manufacturer and end customer. Our ambition is to be much more than a passive link in a chain.

How do we handle them?

Over the past year, we have maintained focus on improving customer value and enhancing our efficiency. This was essential to our capacity to accommodate the altered behaviour of our customers and the world around us while maintaining stability and profitability. We have continued to invest in accessibility, transparency and quality. It is important to us that we give customers the opportunity to make informed decisions and to understand our products. These are factors that boost customer value.

All financial information is available in our annual report filed with the Swedish Companies Registration Office. The overview at the bottom of page 13 states where information not included in this report can be found. For example, "AR Note 3" indicates that this information is available in our annual report filed with the Swedish Companies Registration Office.

Ethical business is a precondition for good relations between Sonepar and our partners. Our ambition is to be a role model in these areas as well in our market.

We have taken Swedish legislation as the basis for our work in the field of business ethics and anti-corruption. The company's values and Code of Conduct are key building blocks in this work. For example, our Code of Conduct for employees states that conflicts of interest must be reported without delay so that the employee(s) in question can find help in dealing with them. We operate a group-wide training programme which ensures that employees receive training on an ongoing basis. These training courses are mandatory and form part of our onboarding process.



All new employees are familiarised with the Code of Conduct when they join the company. Sponsorship and charity work are only run at central level so as to prevent the risk of bribery.

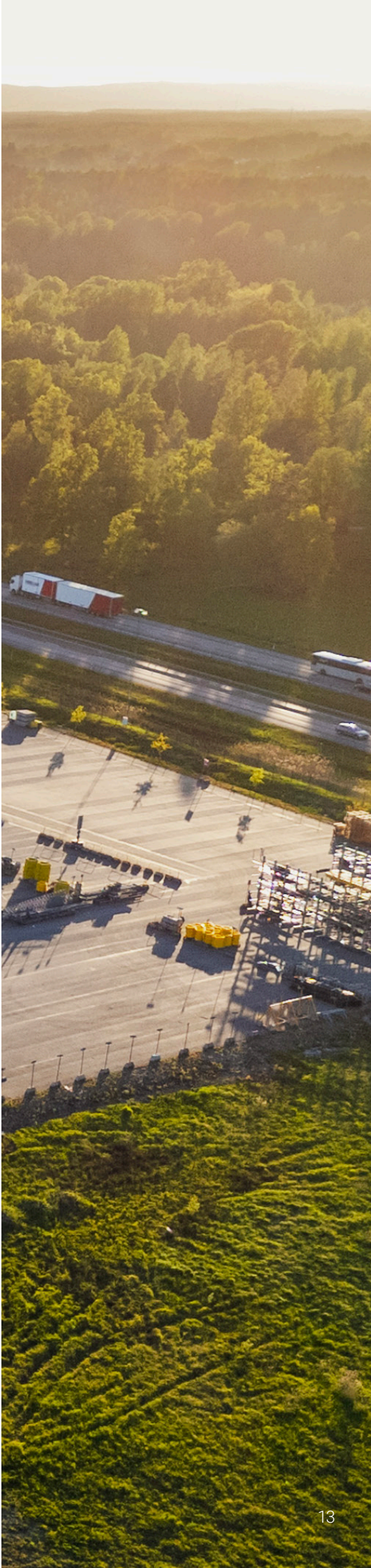
Method

Pursuant to the Code of Conduct, incidents of corruption, irregularities and breaches of legislation must be reported to a superior manager, HR or the CFO. A group-wide whistleblowing process (Speak up) has been established for our employees and can also be accessed by other stakeholders via our website, sonepar.se. Other stakeholders can likewise report irregularities directly to their contact, to corporate management, or by email to the company's general email address: info@sonepar.se.

At its monthly meetings, corporate management receives reports on any incidents that have occurred. The company data protection officer must be informed of any incidents that may violate the privacy of partners. A dedicated supervisor has been appointed for each system that stores personal data. These people are responsible for ensuring the correct processing of personal data, and they meet every year to discuss measures necessary to ensure compliance with privacy requirements.

No confirmed incidents of corruption or measures adopted

No confirmed incidents of corruption were recorded in 2025. Undesirable behaviour that limits competition is described in the Code of Conduct.



General information about irregularities (complaints)

Our Code of Conduct informs employees how they can call attention to suspicion of irregularities, and makes it clear that they will not be subject to reprisals for doing so. Over the course of the past year, no complaints were received by Sonepar Sverige AB concerning human rights.

Compliance with laws and regulations

Sonepar has not identified any breaches of laws or regulations committed by our staff in 2025. The company has not paid fines for any breaches of laws or regulations in 2025. During an inspection by the Swedish Work Environment Authority in 2025, it was found that a written forklift permit was unclear regarding which tasks the employee was authorised to perform. This non-compliance resulted in a financial penalty. As a measure to prevent recurrence, the procedure for issuing forklift permits has been clarified and reinforced.

Number of audits performed



Compliance check

Sonepar’s quality and environment auditors also conducted audits and checked compliance with the Code of Conduct. No incidences of non-compliance with regard to business ethics or anti-corruption were noted. See the graph above for the number of audits carried out in the period 2023–2025.

Reference to where financial information can be found		
Financial impact		
Healthy culture for salaries and remuneration	Compensation Sonepar Sverige	AR Note 3
Social commitment		
Financial stability	Result	AR page 8
	Operating capital	AR page 9
	Key figures	AR page 2
Indirect financial impact		
Sustainability integrated into internal processes	ISO certification	

Quarterly customer survey



Goal

Our goal is to improve every year and to exceed our own previous NPS.



Form of survey

For the third year in a row, we carried out a customer survey by web questionnaire.



Selection

We have supplied our partner IPSOS with customer data containing details such as company names, personal names and turnover figures. The selection was then made on a random basis among these customers.



Number interviewed

The questionnaire is sent quarterly to 1,500 customers at random.

23.7%
response rate



Result

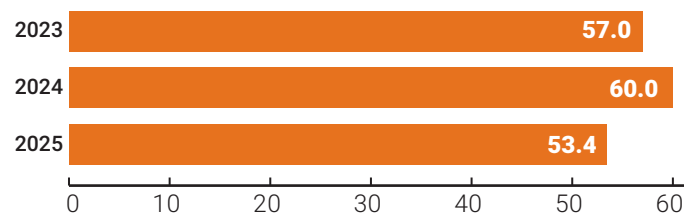
An NPS of 50 indicates that the company has a very high level of customer satisfaction and loyalty.

Improvement measures

The below are initiated measures that are applied within our organisation to ensure that we can become even better and reinforce our offers to and service for our customers even further.

- We are continuing to focus on packaging and transports from an environmental perspective. We have created a customer report using data and statistics from our carriers. This provides us with an overall picture of customers' purchasing behaviour and actual carbon footprint from completed deliveries and transport operations. The available statistics enable us to discuss how we can work together to apply better planning to reduce this carbon footprint.
- We are continuing to focus on the onboarding process for new employees to ensure that all our staff are given the necessary information about the company, our relevant processes and various systems support.
- With the help of our marketing organisation and manufacturers, various product courses and seminars are held. This ensures the provision of ongoing information about range updates, new products and new technologies. The intention is to keep the sales organisation updated so that our customers can be given the best possible assistance and guidance.
- During 2025, we have developed a new sales methodology and, together with an external partner, a sales training programme called Sonepar Sverige Sales Academy. This programme features specifically tailored content for our various services and positions

NPS total for the period 2023–25



within sales. The training started in 2025 and will continue in the years to come. As an integral part of the training, we highlight presentation techniques that give a clearer message to our customers and make us even more competitive. We do this by actively selling in our added values: leading global operator, logistics quality, technical expertise, sustainability, service offer and long-term approach. We have sharpened our focus on our sustainability work and the solutions we offer in areas such as recycling, and have increased the scope of our presentations on these topics.

- We are continuing to work proactively to improve functionality and search tools in our digital products, such as our website and app. As a result, we are continuing to see increased use of self-scanning in stores.
- The modernisation and relocation of our stores is continuing. This secures our geographical positioning in locations that we see as strategically important, based on our overall offering to our customers. This local presence is important, and with our extensive and thorough range of products that are used with high frequency by our customers, thus also provides an opportunity to consolidate transports for collecting customer orders in our stores.

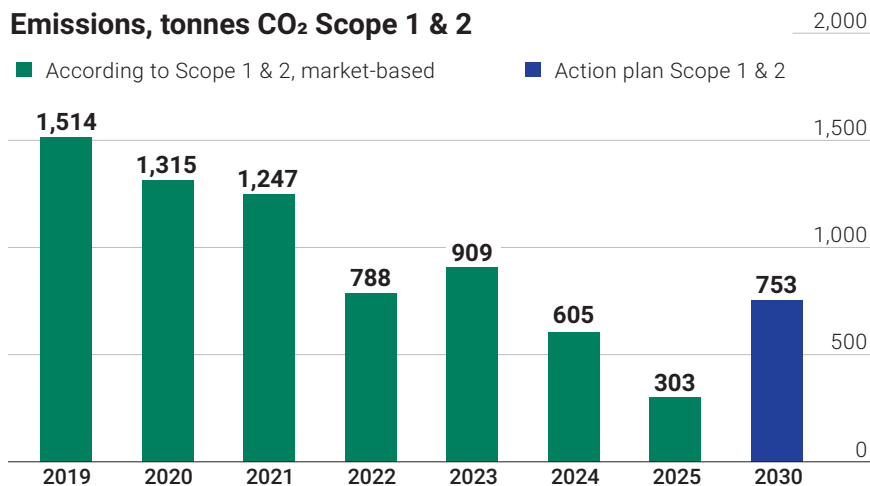
Greenhouse gas emissions

Method and limitations

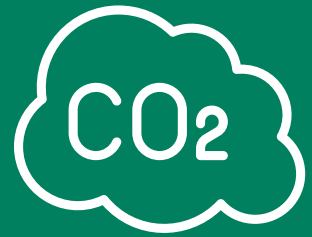
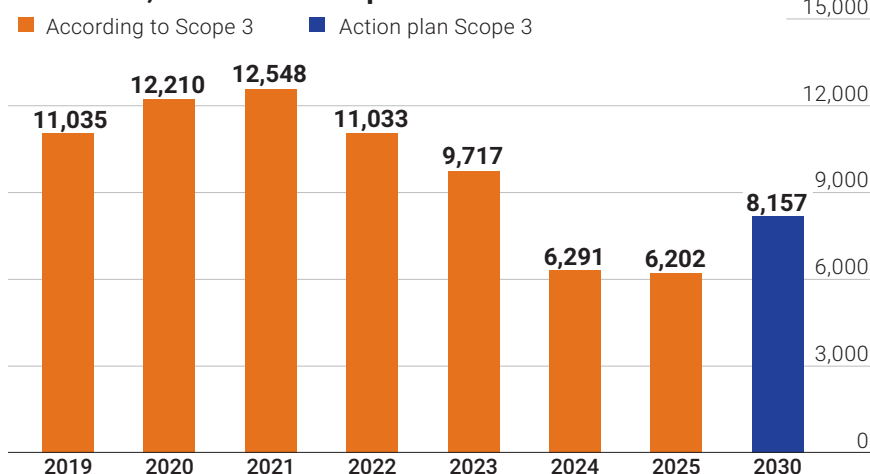
Through our parent company Sonepar, we are affiliated with the UN Global Compact and have climate targets validated by the Science Based Targets initiative. Our objective is to reduce our emissions in Scope 1 and 2 by 46.2 percent by 2030 (using 2019 as our base year) and in Scope 3* by 13.5 percent by 2030 (using 2019 as our base year). For some areas of the calculations we have very good, detailed data, whereas in certain other areas we need to use averages and estimates. These areas include energy use at some of our stores and emissions from transporting our purchases. For energy use in stores, we use the method described on page 24. Our greenhouse gas emissions are overwhelmingly (more than 90 percent) in Scope 3. In Scope 3, the majority of the emissions are upstream, as transport from our suppliers is the largest item. Emissions figures in the graph for Scope 3 exclude manufacturing, capital goods, products sold and services.

We report our emissions figures to our parent company by means of a tool that is used by all companies in the group. This ensures that all countries report in the same way. To make sure that we are in line with our targets, measures to reduce emissions are also reported. Since we started taking measurements in 2019, the quality of our data has been repeatedly improved, and measures are in place to reduce emissions. For Scope 3 emissions, our calculation methods are based on weight, transport distance and vehicle type. We base our calculations on product weight, along with distance and transport mode data collected from our suppliers. The target emissions include existing categories.

Emissions, tonnes CO₂ Scope 1 & 2



Emissions, tonnes CO₂ Scope 3



6,505 tonnes of emissions in 2025

Our total emissions in 2025 amounted to 6,505 tonnes, where Scope 1 and 2 totalled 303 tonnes (market-based). The reduction is primarily due to a fall in the number of diesel-powered company cars and the replacement of diesel-powered forklifts with electric ones. Scope 3 amounted to 6,202 tonnes. The reduction is partly due to the divestment of Cylinda.

Scope 3 measures are as follows:



Increased recycling and reuse of materials to reduce the amount of waste.



Intensified collaboration with suppliers and stricter requirements for fossil-free and efficient transport.



Increased focus on fossil-free transport to our customers.

Examples of actions within these areas can be found in the respective sections of this report.

Sustainable products and services

Selecting products and services is one of the primary processes at Sonepar.



Method and limitations

We sell around 200,000 different items. These include a great many energy-efficient products, as well as a handful of items that are hazardous to health and/or the environment. Our marketing department is aware that certain products contain hazardous substances. With this in mind, they ensure their information about these products is up to date and actively endeavour to suggest products with a lower negative impact where possible. Marketing management continuously monitors the operations. A number of KPIs per product area have been tracked to measure development in supplier performance. Examples of these KPIs are market share, sales compared to budget and previous year, inventory value and inventory turnover, as well as level of availability and delivery accuracy. Accessibility and level of service for our customers constitute a mission-critical factor we have been working actively to improve.

Monitoring suppliers

We conducted two sustainability audits in 2025, one on-site at a supplier and one on-site at a carrier. We also carried out risk analyses of suppliers in all market areas. These have been validated and updated as required in order to prepare the selection of audits scheduled for completion in 2026.

By means of our risk analyses, we have identified that the greatest risks relate to raw materials and their extraction, where both environmental impact and risks relating to human rights are significant. These risks become higher the more complex the supply

CMRT declarations obtained, percent



chain becomes. Against this background, we are continuously working to reinforce our working methods and further develop our due diligence methodology. The ambition is to gradually increase transparency in the supply chain through dialogue with suppliers, monitoring their processes and working together to better understand where risks may arise and how they can be managed.

One specific example of this work is our requirements relating to responsible sourcing of high-risk minerals.

Since 2021, we require all our suppliers to provide us with information about the origin of minerals in line with CMRT (Conflict Minerals Reporting Template). In 2025, we succeeded in obtaining declarations regarding 68 percent of the products in our range.

Products that contain substances hazardous to health and/or the environment are identified by the product supervisor as soon as

* In 2024, we were unable to collect CMRT and EMRT declarations due to the major cybersecurity incident we were subjected to in the autumn.

they are included in our range. Examples of such products are adhesives and sprays.

Complaints about products

Procedures are in place to stop the sale of a product if information from a customer or other external stakeholder indicates that a supplier needs to issue a recall. The marketing department communicates with all relevant parties regarding the actions that need to be taken. In 2025, Sonepar received no information concerning accidents caused by a product.

Customer-local warehousing reduces the number of transports

During 2025, we have increased our focus on our logistics services. For instance, our customer-local warehousing solution enables our customers to reduce the number of transports and hence their climate impact. This solution involves customers stocking a range of our products on their own premises. This makes it easier for us to manage transport, reducing deliveries to fewer days in the week. In 2025, we supplied to about 230 such customer-local warehouses.

It is vital to ensure that our services are of high quality so as to avoid unnecessary environmental impact. The more complaints there are and the more replacement deliveries we have to make, the more transports there are and the more waste we produce. Therefore, we see our measurement of quality also as a contributory factor to our environmental efforts. Compared with 2024,

our replacement deliveries in 2025 were down by 24 percent. In 2025, we achieved our best result ever in customer-perceived quality: 99.85 percent of all customer orders were delivered without customer complaints.

Additionally, to contribute to a sustainable environment:

- We offer unpacking and pre-installation, thus promoting sorting at source and reducing waste in the field.
- We are reducing the use of resin splices that contain isocyanates.
- We have continued to invest in our e-mobility range (charging stations for electric vehicles).
- We highlight to our suppliers the importance of life cycle assessments in EPDs in order to provide transparent and reliable climate and environmental data and enable more informed product choices.
- We are working continuously to phase out fossil fuels in our transports.
- We continue to require our suppliers to improve their material choices and reduce unnecessary packaging.
- We are focusing on waste in our stores – for instance, additional waste fractions and monthly tracking of volumes are being introduced to enhance understanding and provide insight into how we can improve.



Deeper collaborations in the value chain

Deeper collaborations with our suppliers, customers and other partners are a key driving force in our sustainability work. Many of the sustainability challenges we face, such as increased traceability requirements, new regulations and the need for more reliable sustainability data, are common to the entire value chain and can only be addressed through close collaboration, open dialogue and shared responsibility.

During the year, we have continued to develop platforms for knowledge exchange and dialogue, the goal being to create increased understanding of our respective challenges and conditions. One example of this is our dialogue with customers and suppliers, in which sustainability is always in focus and which covers everything from practical needs to specific day-to-day issues. These interactions provide an opportunity to share experiences, identify common challenges and discuss solutions that contribute to reinforcing sustainability efforts throughout the value chain.

Dialogue with our customers also constitutes an important part of our development work. Through ongoing customer dialogues, we gain valuable insights into the sustainability issues that are most relevant in different parts of the market and how our offer can be further developed to better support customers' own sustainability goals. This feedback is used as a basis for prioritisation and continued improvement work.

Overall, it is clear to us that deeper collaborations and a structured dialogue with suppliers and customers are vital to driving sustainability work forwards. Through joint initiatives, increased transparency and a continuous exchange of experience, better conditions are created to meet future requirements and to contribute to more sustainable development throughout the value chain.



Products that make a difference

The majority of the installation cables are halogen-free, which means that in the event of a fire the smoke is lighter and less toxic, which facilitates evacuation. In addition, the cables do not generate corrosive hydrochloric acid that can disrupt electronic equipment. Finally, they contain no phthalates or dioxins that are hazardous to health and the environment.

Posts and sleepers have long been impregnated with creosote to ensure an extended service life. Sonepar offers customers other options in concrete, sheet metal or recycled plastic.

Working closely with Vattenfall, Sonepar has long since supplemented its range with alternatives to creosote-impregnated posts, and now stocks posts impregnated with an agent containing copper, salt and boron. The partnership with Vattenfall also involves maintaining a certain level of stock to improve availability.

Energy-efficient lighting solutions

Sonepar is a member company of the Swedish Lighting Industry Association, and we work actively as a sector and a company to come up with smart lighting solutions.

The correct lighting minimises environmental impact through efficient energy utilisation. The cleanest kilowatt hour is the one that does not need to be generated. A lighting installation that is 10–15 years old often uses five times as much energy as a new installation. Technological development is progressing extremely

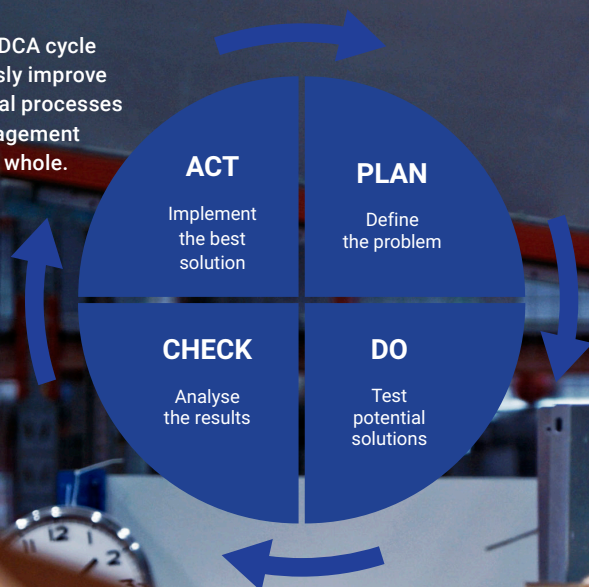
rapidly in the field of lighting, especially in the form of LED technology that allows major environmental savings. However, a lot of old systems are still in operation, which may generate major and unnecessary impact on the environment.

Most of the projects to which we supply reuse fixtures, thereby contributing to a considerable environmental saving. This circularity, in combination with the phasing out of fluorescent tubes and old technologies, will considerably reduce environmental impact.

The majority of the lighting distributed by Sonepar today is LED lighting with adjustable power supply, and our lighting designers recommend optimal lighting with appropriate control defined by presence and level of daylight.

In our product development, we constantly check our choices of materials with a view to reducing our environmental impact. One example of this is our Reko range of fixtures. This range features a frame made of recycled aluminium, while the end sections are made of bioplastic produced from pine oil. The acrylic cover is made of residual material from the production process and the packaging consists largely of recycled cardboard. Reko is more than 98 percent recyclable.

We use the PDCA cycle to continuously improve both individual processes and our management systems as a whole.



Our continuing environmental work

Sonepar is working continuously to improve, especially with regard to environmental issues. Having worked systematically with such issues for a long period, we now view sustainability and environmental considerations as natural parts of all our processes, rather than an aspect that is subsidiary to our operations. Some examples follow.

Product liability and the environment

Sonepar requires its suppliers to ensure that all catalogue products comply with applicable EU legislation – including relevant directives (e.g. the Machinery Directive, Low Voltage Directive, EMC Directive, RoHS Directive and WEEE Directive) and applicable regulations (e.g. the REACH Regulation and POPs Regulation) – and, where necessary, the applicable environmental legislation and CE labelling regulations.

We have a quality management system in accordance with ISO 9001:2015 and have been certified since 11 December 1996. (Certificate no. 2006-SKM-AQ-2335 DNV GL 2018-05-249.)

We operate an environmental management system in line with the ISO 14001:2015 standard, including Energy Mapping according to STEMFS 2014:2, and have been certified since 15 June 1998, with the addition of Energy Mapping since 16 January 2018. (Certificate no. 2006-SKM-AE-1118 DNV GL 2018-05-249.)

Our suppliers are responsible for ensuring that environmental declarations are available at SEG (the Swedish Electrical Wholesalers' Federation) and online at enummersok.se. The environmental declarations for each item are available for download from our website, www.sonepar.se.

El-Kretsen

El-Kretsen is the business community's service company, which is tasked with ensuring compliance with manufacturer's liability in the field of electrical/electronic products and batteries. The organisation is intended for companies that manufacture or sell products covered by the various laws regarding producer responsibility for electronics. For details, see www.elkretsen.se.

Näringslivets Producentansvar (NPA) – producer responsibility

NPA is a producer responsibility organisation approved by the Swedish Environmental Protection Agency whose mission is to support companies in fulfilling their producer responsibility for packaging in accordance with current legislation. The organisation is aimed at companies that manufacture, import or sell packaging in Sweden and that therefore have a statutory responsibility to finance the collection, recycling and reporting of packaging waste. NPA works to promote circular and traceable materials recycling and to contribute to reduced environmental impact through increased recycling and resource efficiency. For details, see www.npa.se.

Power Circle

Power Circle is the stakeholder organisation for the electrical power sector, and an association for issues relating to the future. Its purpose is to showcase the role of electricity as an enabler of sustainable societal development. With a broad network, and working closely with partner enterprises, Power Circle facilitates dialogue and returns, development and demonstrations, as well as influencing by providing good examples and practical experience. For details, see powercircle.org.

Appropriate handling of products hazardous to health and the environment

Products hazardous to health and the environment must be handled in such a way as to minimise the associated risk of negative impact, injury and damage. This is important to us, to our customers and to the environment.

Four times a year, we receive information about changes to environmental legislation and regulations from Ramboll Sweden's legislation monitoring service. This information is shared with the relevant supervisors, and we follow up and document that the necessary measures are adopted, both through the supervisors replying to emails and via internal audits.

The chemical products we sell are stored in fireproof cabinets at our logistics centre. We comply with all legislation and regulations regarding the handling of chemical products. When transporting products hazardous to health and the environment, we always follow all applicable regulations and provisions.

Hazardous waste

To meet the record-keeping requirements for hazardous waste under the Waste Ordinance, we have developed a web-based tool to streamline management. All store employees have been given access to the tool and training in its use, designed to ensure compliance with the record-keeping obligation.

Method

Our market and product supervisors check that suppliers are in compliance with a range of requirements and confirm this in our ERP system. We set goals for how many suppliers are to meet the targets, take measurements and hold a review once a year.



Requirements of suppliers

The majority of our suppliers are Swedish companies that are subject to Swedish legislation and have long since achieved quality and environmental management certification. While they have made different amounts of progress in their sustainability work, most of them have succeeded in using their input in the field of quality and environmental management to establish a firm base from which to continue improving in the area of long-term sustainability. For their part, our suppliers have production facilities and subcontractors all over the world.

The first version of our Code of Conduct for suppliers was prepared in 2015. It describes the expectations we have on our suppliers with regard to human rights, labour conditions, the environment and anti-corruption. In 2021, we began to more clearly require our suppliers to report the impact of their activities and their products, based on sustainability aspects. Updated goals were prepared in 2022, and in 2025 we continued our work to further refine these goals and construct a system of supplier classification in which sustainability performance would be more prominent.

The Supplier Code of Conduct is attached as an appendix to the current contractual terms and conditions. The suppliers sign the documents. Several of our suppliers have already submitted a self-assessment to determine where they consider themselves to be in relation to our stated criteria and requirements. Marketing managers and product owners conduct a risk assessment of our strategic suppliers. Purchases from strategic suppliers account for approximately 80 percent of our total volume of purchases. The purpose is to map our impact, identify potential gaps, and ensure that we initially focus on the right areas so that we can take appropriate measures to minimise risk.

Sonepar reserves the right to perform unannounced inspections at the premises of suppliers who have entered into agreements with us, so as to verify compliance with the company's Code of Conduct.

We use a rating system to monitor our suppliers and follow up on their performance with regard to sustainability issues. Our biggest suppliers are divided into three categories (S, A and B). In 2025, we rated 450 suppliers (S, A and B) in total.

At the end of 2025, we updated our Code of Conduct. We have done this because our customers are placing increasingly high demands on transparency and responsibility throughout the value chain. It is therefore important for us that both we and our suppliers share a common approach and work actively to meet these expectations. The new version of the Code of Conduct contains clearer and more detailed guidelines in several areas and is intended to be a clear set of requirements while also supporting supplier collaboration. We believe that a common approach contributes to increased clarity, security and long-term sustainability in our business relationships. The goal is to achieve the same level of signing as for the previous version of the Code of Conduct. Compliance is followed up within the framework of our work with suppliers.

The Code of Conduct is one of the pillars of the risk analysis carried out on our supply chain.

Accurate market communication

Sonepar is not aware of any breach of legislation pertaining to market communication, advertising or sponsorship.

Hållbarhet

Leverantören har signerat code of conduct

Revisionsdatum

Certifierade ledningssystem finns på plats för kvalitet, miljö och arbetsmiljö.

Leverantören har en hållbarhetsrapport

Leverantören har hållbarhetsinitiativ ihop med Sonepar (emballage, fasa ut SVHC, transporter etc)

Leverantören rapporterar konfliktmineraler

Leverantören rapporterar utsläpp från transporter (Scope 3)

Livscykelanalys (EPD/PEP) finns tillgänglig på produkterna som levereras till Sonepar

Leverantören rapporterar hur mycket emballage vi köper (vikt på emballage till produkterna)

Produktion / sourcing från högriskområden





Environmental impact of our business

Method and limitations

In order to ensure firm control of environmental impact in our business, we take measurements, adopt measures and follow up on activities in the areas we have identified as significant for reducing our environmental impact. All this work is based on our mapping of environmental aspects and our sustainability strategy. Where possible, we utilise our IT systems to collect data. In some cases, we work with external stakeholders (such as sector organisations) to collect data, and we have occasionally needed to utilise our own calculations and estimates in order to establish a solid, holistic overview.

Sonepar has access to sophisticated data models that allow the visualisation and analysis of delivery patterns and emissions of kg CO₂ per shipment.

Mapping environmental aspects

We map environmental aspects every four years. The most recent version was prepared in 2024.

Our logistics centre in Örebro and our head office in Rotebro, as well as our stores and sales offices, were mapped using full-year data from 2023. Locations where we had no operations during that year were excluded, as 2023 served as the baseline for the survey. Since the Cylinda business was in the process of being divested during the survey period, its impact has not been included.

The survey was conducted by company representatives with sustainability expertise and hands-on experience in the areas covered. Where required, the group has consulted expertise from other operations.

Decisions about which environmental aspects to prioritise are taken by corporate management. The environmental aspects mapped are assessed based on six criteria.

- Laws and regulations
- Financial criteria
- Quantities
- Environmental criteria
- Stakeholders
- Life cycle perspectives

Environmental aspects are evaluated on two separate scales, as the criteria vary slightly between the tools used.

Tool 1

- A score of 14 points or above is significant
- A score of 10–14 points is less significant
- A score of less than 10 points is negligible from an environmental perspective

Tool 2

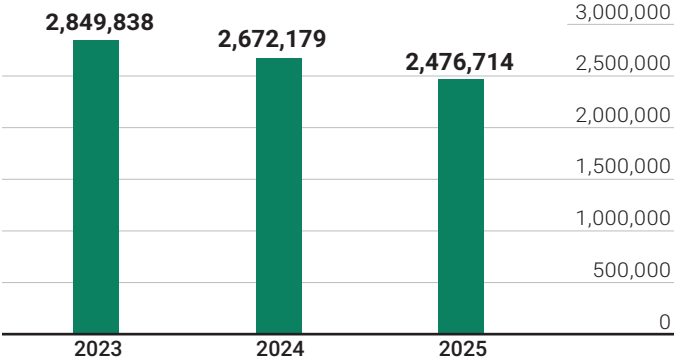
- A score of 25 points or above is significant
- A score of 18–25 points is less significant
- A score of less than 18 points is negligible from an environmental perspective

The assessment of environmental aspects was performed by a sustainability group appointed by Sonepar’s management after consumption figures were collected by several different suppliers.

The significant environmental aspects for Sonepar Sverige AB

Aspect	Score	Rating
Impacts of marketed products	31.7	Significant
Impact from purchased services, equipment and other goods	29	Significant
Combustible	18	Significant
Upstream transportation of goods	18	Significant
Downstream transportation of goods	17	Significant
Cable scrap	16	Significant
Business air travel	16	Significant
Electricity consumption	15.7	Significant
Electric forklifts	15.3	Significant
Transparent soft plastic	15	Significant

Electricity consumption (kWh), logistics centre



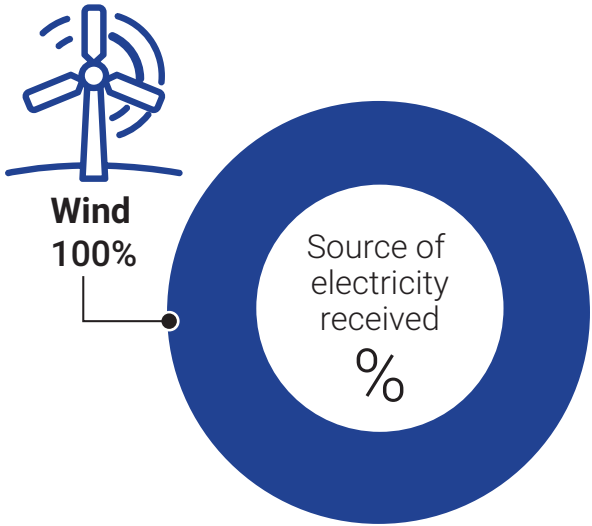
Smart energy saving – taken as read

At Sonepar, we strive to minimise both our electricity consumption and our environmental impact. For this reason, we use only green electricity: 100 percent of the electricity we receive comes from wind power.

Our 43,500 m² logistics centre in Örebro accounts for the greatest proportion of energy consumption within the company. It has been rated a “Silver” standard environmental building and makes use of geothermal heating and solar panels. A total of 23 of the parking spaces have charging stations for EVs, of which 22 are 11 kW and one is a quick charger.

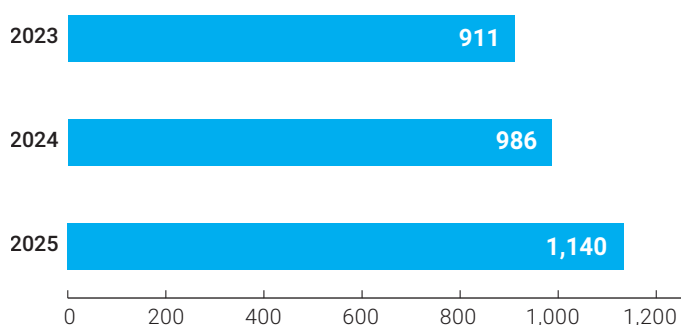
We install eco-friendly ventilation units in newly established stores. In addition, we use only LED fixtures. Our extensive expertise in lighting enables us to determine for ourselves which type of lighting is the most energy-efficient.

In 2025, electricity consumption at our logistics centre in Örebro totalled 2,476,714 kWh. We operate two heat pumps for space heating and a smaller unit for hot water. The cooling from the boreholes is used to cool the premises during the summer (free cooling). In addition, we have a solar power installation on the roof consisting of 1,550 panels mounted over an area of 5,621.5 m². In 2025, the solar panels generated 155,790 kWh for our own consumption, plus 6,780 kWh that was fed back into the Eon grid.



Waste, logistics centre

(tonnes)



The total electricity consumption across all 50 facilities, excluding the logistics centre in Örebro, was 3,670,911 kWh. For seven facilities, the data has been estimated using average figures from other sites in the same region, as we did not receive data from the landlords for these sites. In connection with contract renegotiations, we require suppliers to provide sustainability disclosures.

Circular solution for IT equipment

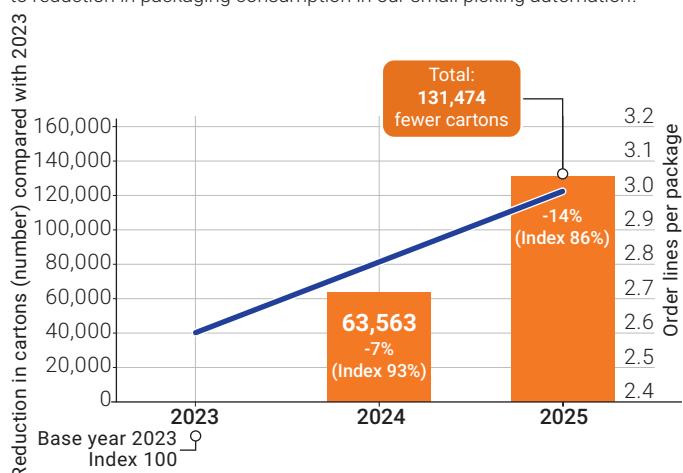
Our IT equipment partner, NG Nordic, repurchases old and/or defective IT equipment from us. This is then repaired/refurbished and remarketed, thus gaining an additional service life elsewhere. Each year we receive a summary of the equipment that could be reused in this way.

New carton size

In May 2024, we introduced a new carton size at our central warehouse in Örebro, allowing for more efficient co-packing. This has helped reduce carton consumption and cut greenhouse gas emissions.

Carton format

Reduction against base year 2023 and more order lines per package. Refers to reduction in packaging consumption in our small picking automation.

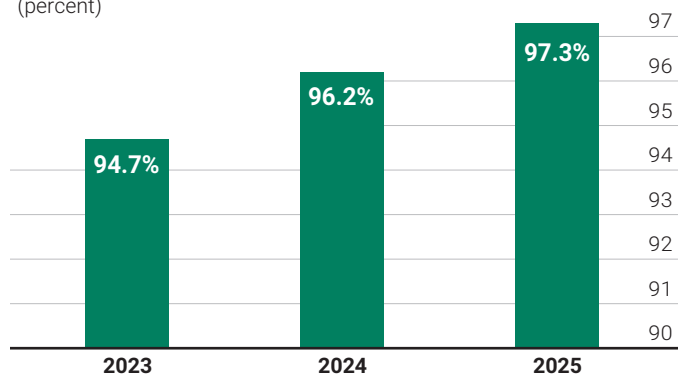


Reuse of wooden pallets

Since 2022, we have had a working group called the Environmental Forum, tasked with continuously identifying potential environmental improvements across various areas at the company's logistics centre in Örebro. The group consists of seven employees from different departments. One of its main priorities has been waste recycling, which is one of our focus areas in climate impact.

Recycled waste, logistics centre

(percent)



One measure introduced that was proposed by the forum is the repair of wooden pallets. Instead of sending pallets for recycling, broken pallets are now sent for repair, providing the damage is not too extensive. From our central warehouse, the pallets are sent to a local company, which assesses them, mends them and returns the repaired pallets to us for reuse. In 2025, we continued to measure the impact of this work, which resulted in a 3.5 percent reduction in wood waste.

Chemicals in our business

The chemicals used in our business are primarily to be found in lubricants, cleaning agents and spray paints. They are used only to a limited extent and in small amounts, and naturally we comply with all the applicable legislative requirements.

High ambitions for sorting at source

At our logistics centre in Örebro, which generates the largest volume of waste for an individual site, we aim to sort 97 percent of waste at source. The level achieved in 2025 was 97.3 percent. In 2025, together with our waste management partner Stena Recycling, we have taken measures to reduce the amount of combustible waste we generate, for example by sorting PET plastic tape into a separate fraction and increasing the number of fractions source sorted at the office. At our head office and in the other 50 properties where we have stores, we processed 352 tonnes of waste. Waste data is collected from our recycling partners. In 2025, we continued to analyse waste and recycling in our stores in order to improve our handling of the challenges at each site.

Travel

We keep travel to a minimum when suitable options such as Teams meetings are available. Our travel policy also promotes the most eco-friendly form of transport in each case, i.e. train rather than plane where possible.

In 2025, Sonepar's fleet of service vehicles drove a total of 2,080,660 km. Of this total, 1,332,610 km were driven in electric vehicles and 694,410 km in hybrid vehicles. In total, the fleet included 106 electric vehicles and 53 hybrids, plus seven vehicles running on fossil fuels.

Transport

Our policy means that:



Since June 2023, company car drivers have only been offered electric or hybrid vehicles, which explains the increase in their numbers compared to previous years – see chart.



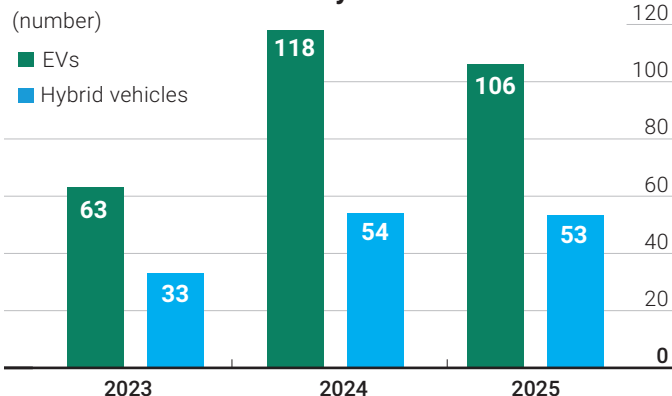
We lease our forklifts. This entails us replacing our forklifts every five years. Our intention here is to establish a more energy-efficient and less resource-intensive forklift fleet.

Our fleet comprises about 176 electric forklifts. In 2025, we also had four wheel loaders, which consumed 41,682 litres of HVO100. The energy consumption from the electric forklifts is included in our total energy consumption, as they are charged in our warehouses and stores. The climate-related emissions linked to our electric forklifts are reported within Scope 2.

Environmentally responsible goods transport

Our objective is that all contracted carriers should be members of the Fair Transport organisation. In 2025, Sonepar dispatched 479,526 shipments, which were transported by around 157 vehicles per day. The environmental impact from this source primarily comprises emissions of CO₂. Our carriers report their environmental impact regarding deliveries of goods from our central warehouse on the basis of fuel consumption each month. CO₂ impact is then calculated for each individual shipment using methods from the GLEC framework (<https://www.smartfreightcentre.org/en/our-programs/emissions-accounting/global-logistics-emissions-council/>).

Number of electric and hybrid vehicles



We have agreed the following with our carriers:

- All vehicles used for transport assignments must, as a minimum, be Euro VI compliant. The carrier must have a monitoring system in place so that this can be documented. They must have implemented a timetable for conversion to fossil-free transports.
- The carriers must aim to reduce their fossil footprint on an ongoing basis through constant improvement work. During the contract period, Sonepar and the carrier are running environmental projects aimed at reducing environmental impact by using fossil-free fuels.

Environmental impact (kg CO₂) and the share of fossil-free transports are measured as KPIs on a monthly basis with all contracted carriers. We measure and follow up vehicle compliance.

In 2025, Sonepar implemented a number of environmental measures. Our distribution is by means of HVO100-fuelled vehicles and electric vehicles. The company is also launching new environmental projects as new technology is developed and becomes available.





Sonepar as a workplace

We are committed to being the market's most engaged, inclusive and development-focused workplace

Managing HR work

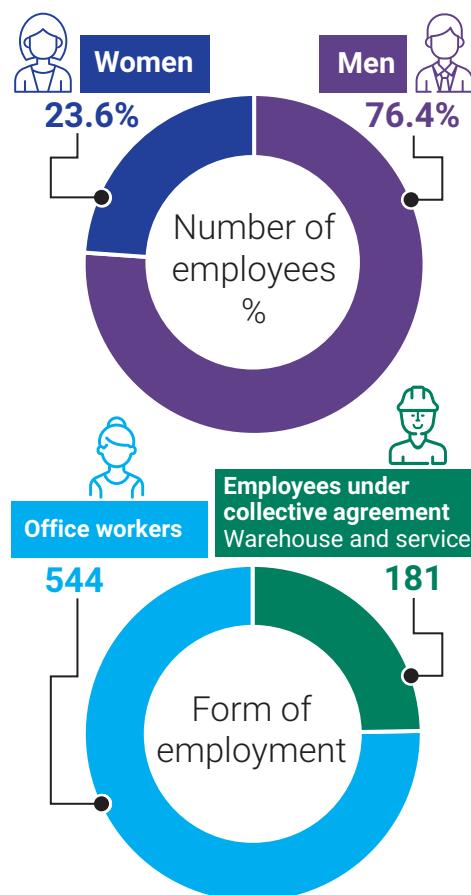
The starting point for our HR work is our employee policy, which comprises our core values, our strategies and targets, as well as the guidelines that define how Sonepar operates with regard to relations between employer and employees. We have been certified under the occupational health and safety standard ISO 45001:2018 since 9 June 2021 (Certificate no. 10000441098-MSC-SWEDAC-SWE).

All our employees are expected to contribute to a positive working environment where we show respect for one another's differences. In 2019, as a part of our work to combat discrimination and harassment, we launched a workshop initiative we call "Culture and Lingo". This initiative has continued in 2025 and has become a mandatory part of the induction process for new employees.

Method and limitations

We collect information about our employees via various HR systems for the purposes of paying salaries, supporting skills development and generating the statistics cited in this report. The results are reviewed regularly by employees and managers at the different meetings described in this report.

We have a database in which governing documents and records are stored for each location. For reporting accidents and near misses, as well as safety rounds and follow-up on OHS work, we use the IA system, our information system devoted to Occupational Health and Safety. The company's internal auditors review and follow up on activities in all stores and the central warehouse within a two-year period. Every quarter, accidents and near misses are followed up at safety committee meetings, where management, trade union representatives and/or safety officers participate.



Number of employees and form of employment

Staff category	2025	2024	2023
Office workers	544	547	599
Of whom, on open-ended contracts	98.4%	98.5%	99.2%
Of whom, on fixed-term contracts	1.6%	1.5%	0.8%
Employees under collective agreement (warehouse and service)	181	182	239
Of whom, covered by collective bargaining agreement	N/A	N/A	N/A
Employees under collective agreement – of whom, on open-ended contracts	92.8%	96.7%	95.0%
Employees under collective agreement – of whom, on fixed-term contracts	7.2%	3.3%	5.0%
Total employees (office workers and those under collective bargaining agreements)	725	729	838
Of whom, men	552	559	645
Of whom, women	173	170	193



98.4%

office workers on open-ended contracts



92.8%

warehouse staff on open-ended contracts

Name change and cultural journey

In connection with the name change to Sonepar, we also updated our values. This work was done in workshops together with our managers, in several steps. To implement the values in the organisation, we initiated something we called a cultural journey. The cultural journey was a parallel initiative to the name change (the brand journey), in which we worked with values, identity and our culture. Based on our values, we also took the opportunity to work on our vision: "the proactive company". For our employees, this meant working on values in their teams and working on culture and behaviour in a workshop we called culture talk.

As part of this work, a name-change kick-off was also held, where we gathered the entire organisation for a one-day conference, finishing with dinner in the evening.

Our employees

We are committed to being a workplace where there is plenty of room for expression, along with opportunities for continuous training and skills development. Some of our employees have worked for the company for more than 40 years.

The table on page 27 presents the number of people we employ and the form of employment. Agency staff reinforce our warehouse team. Consultants are utilised in all areas of our business.

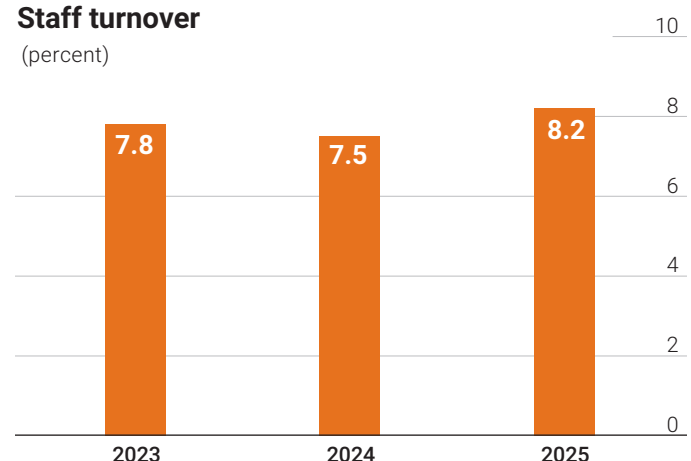
Zero-hour and part-time contracts are only applied in the event that employees have chosen to exercise their legal right to take parental leave or early retirement, or to provide cover during the summer period.

The terms and conditions of employment for all our employees are regulated in part by contracts of employment, and in part by collective bargaining agreements with the respective union organisations – as well as by the company's own internal job regu-

lations. These are set out, for example, in our employee policy, employee guide, travel regulations and other Sonepar policies, including our company car policy.

Our ambition was to record a staff turnover of no more than 6.5 percent in 2025, which we were unable to achieve: the actual figure was 8.2 percent. When we measure staff turnover, we include all turnover including employees on fixed-term contracts. We hold exit interviews with everyone who leaves the company, to follow up on the reasons why staff choose to leave, as well as to pick up opinions and ideas about how we can improve as an employer.

Staff turnover (percent)



Benefits

All Sonepar employees are offered a wide range of benefits, including flexible working hours and the opportunity to work from somewhere other than the office two days a week, employee discounts on our range, fuel discounts, Rikskort payment cards, gym benefits, corporate fitness schemes and paid parental leave. We also organise training programmes in various areas with a view to boosting skills development.



Occupational Health and Safety

The overarching objectives of OHS work at Sonepar are:

1. To promote health factors.
2. Via preventive work, to identify and deal with risks so as to prevent work-related accidents and illness.

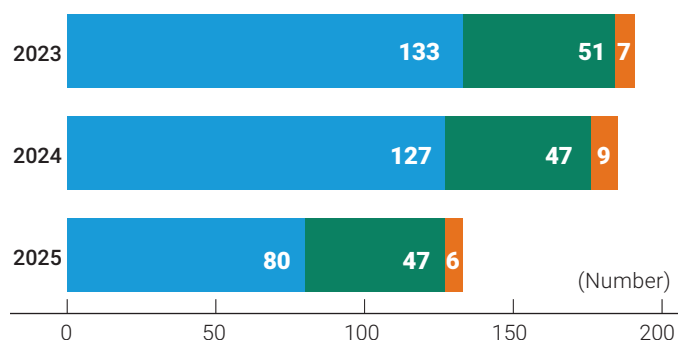
In addition, the working environment is to be developed in a direction that promotes improved productivity, quality and – of course – well-being. Through management, planning and checks, industrial injuries and risk are to be investigated and appropriate measures adopted. The employer has ultimate responsibility for occupational health and safety, and must make sure that an organisation exists to take care of OHS issues. A training course in our management system has been made available to enable new employees to participate. In 2025, we introduced further initiatives related to the psychosocial working environment. We have started a training initiative in mental health for all managers. We have continued our “Question of the Month”, where employees discuss a specific issue and together find solutions.

The psychosocial working environment and employee well-being are issues the managers follow up on through our MYR (Mid Year Review) and our annual employee appraisal. We also pick up on the psychological well-being of our employees via our weekly “Pulse Measurement” survey that contains questions about well-being within the organisation. In addition, we conduct safety rounds featuring questions targeted specifically at this topic, as well as risk analyses and six-monthly follow-up meetings (business meetings), and we provide our managers with training in this area. We also have a number of safety committees with OHS offshoots from the respective trade unions, where OHS issues are discussed and action plans prepared.

Sonepar regularly performs safety rounds at all branches and warehouses. We work with risk assessments and action plans in accordance with guidelines laid down in occupational health and safety legislation. Accidents and near misses are reported and dealt with on an ongoing basis, but are measured annually. We follow up on accidents and near misses on an ongoing basis. Most of the accidents reported stem from our warehouse operation in Örebro. Inattention has been a contributing factor to a number of accidents and injuries, which were all minor.

Accidents and near misses

■ Near misses ■ Accidents ■ LTI (lost time injuries)



The majority of near misses were linked to forklift operation or employees being struck by falling or flying objects. Most of the reported accidents involved contact with sharp objects, resulting in cuts. In 2025, we reported 80 near misses and 47 accidents, six of which resulted in sick leave (i.e. were LTIs, lost time injuries). We have noted a reduction in both near misses and accidents resulting in sick leave, and we believe this to be due to increased use of our IA system and the associated app, as this makes it much simpler to report incidents. The app is also increasingly being used to report risk observations.

Corporate healthcare

The purpose of our working relationship with corporate health centres in all locations is to access help and support in issues that have to do with occupational health and safety.

The corporate healthcare services include:

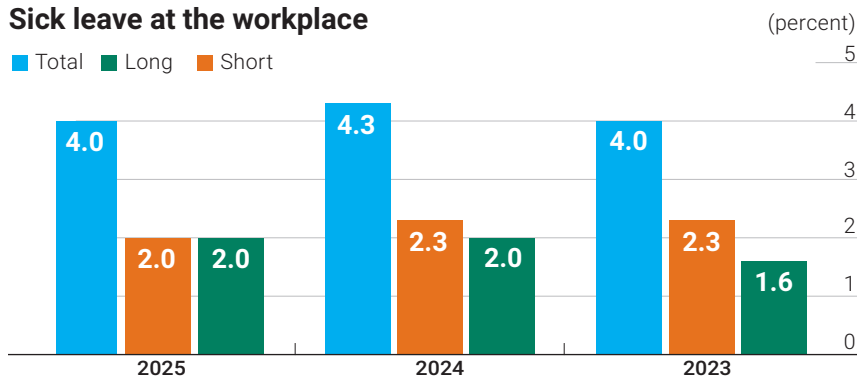
- Rehabilitation
- Health check/health profile
- Support on OHS issues
- Ergonomics (workplace measures)

The corporate healthcare system is to assist with expertise in the form of OHAS engineers, physiotherapists and occupational therapists, with the goal of preventing industrial injuries and illnesses as far as possible, and actively creating a good working environment.

All employees are offered the chance to have a health check (health and OHS profile) at the age of 45, 50, 55 and 60 at the corporate health centre.

We have KPIs for sick leave, which we review and follow up on an ongoing basis. Our target for total sick leave in 2025 was 3.5 percent; however, the actual figure closed on 4 percent. Our ambition is to reduce sick leave, and we have a zero-accident vision for incidents resulting in sick leave. We strive to achieve this by training and coaching our managers about our responsibility in the area of illness, and in how they can apply systematic OHS work and health-promoting leadership.

Sick leave at the workplace



Corporate fitness benefits

We offer a keep-fit scheme for all employees, but we are also working to introduce alternative health and fitness benefits such as lectures on health and diet, as well as shared activities in the form of fun runs, wellness challenges and step count challenges, for example.

Performance appraisals

It is extremely important to help our employees develop in line with their own wishes and needs and those of the company. Our goal is to increase internal mobility and opportunities to further careers with us. All employees should have at least one documented development goal.

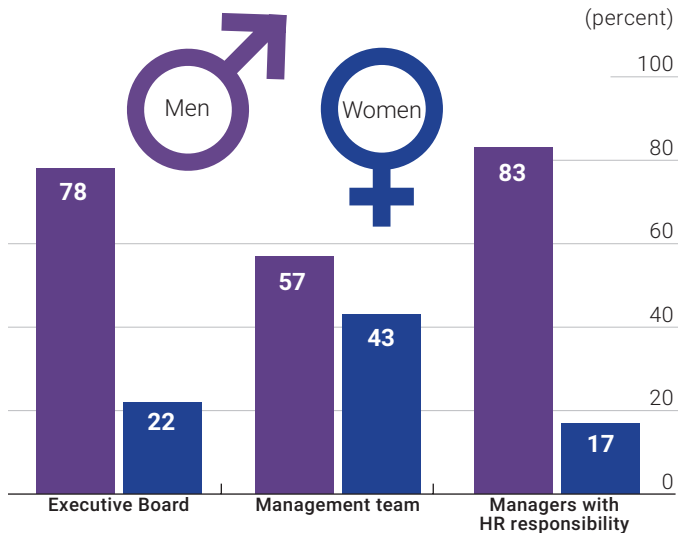
We hold two fixed employee appraisals every year, which also involve a salary review. Through this method, we aim not only to match salary to performance, but also to set goals intended to lay the foundations for development. We also wish to determine which skills our employees possess, as well as what kind of development they are seeking – and what we, as a company, need.

All salaries are proposed by managers following a salary appraisal meeting with the employee in question. The salary proposal must be approved according to the grandparent principle, and, ultimately, by the CEO and the HR Director. The salary paid to the CEO and corporate management must also be approved according to the grandparent principle, i.e. by a representative of the parent company. Salary proposals for employees covered by collective bargaining agreements are negotiated and set in consultation with the respective trade union organisations.



Our employees and their skills constitute our greatest strength and competitive advantage.

Gender distribution, managers and executives 2025



The performance expected and the targets are agreed at the employee appraisal at the start of each year. We follow up on employee performance through a brief MYR interview during the year, where there is also time to prioritise activities and assess whether they are in line with the goals set.

Group training platform

Our employees and their skills constitute our greatest strength and competitive advantage. That is why we work actively with skills development and learning. Within our HR system, we have two group-wide modules offering digital learning: one offers courses in languages (Gofluent) and the other more general courses (Go1).

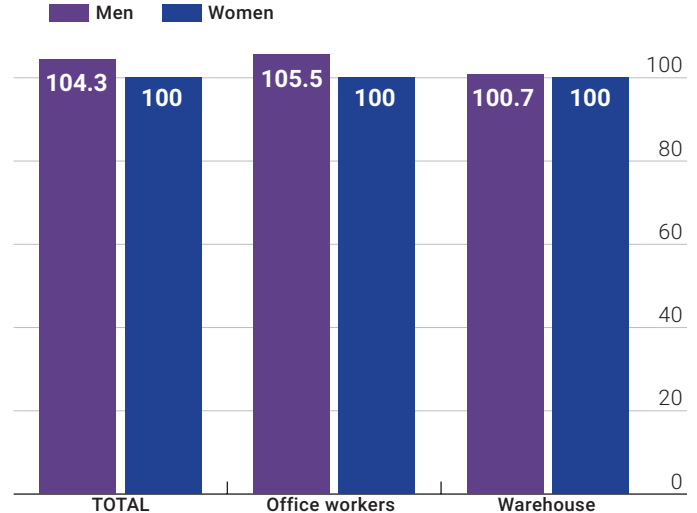
Diversity and equal opportunities

Through conscious work with diversity, we are committed to contributing to a society in which everybody is viewed as an asset. Our ambition is to reflect society, our suppliers and our customers. Our diversity efforts should be an integral part of strengthening Sonepar's competitiveness. When recruiting, we always strive to create working groups composed of employees of different genders, ages, group affiliations and backgrounds.

Sonepar aims to:

- Raise awareness and knowledge about diversity, inclusion and gender equality.
- Promote a more even distribution between women and men at all levels and within all professional disciplines at the company.
- Broaden the company's overall competence by increasing the number of female managers.
- Increase understanding and knowledge around the benefits of diversity in our working groups.
- Support women and men in combining parenthood and gainful employment.
- Actively combat exclusion and work to prevent all forms of discrimination, harassment and other forms of victimisation in the workplace.
- Ensure that employees' skills are assessed when setting remuneration, so as to ensure equal pay for equal work – irrespective of gender.

Equal Pay Index 2025



Sonepar is an electrical technology wholesaler, and our employees work in various services: sales, warehousing and white-collar positions. Our sector is heavily male-dominated, and 76 percent of the company's employees in 2025 were men (2024: 77 percent; 2023: 77 percent; 2022: 78 percent).

We use the Equal Pay Index, which is based on a broader analysis of salaries than just the difference in median salary between men and women. It takes into account multiple factors that affect salary differences, such as level of responsibility and experience. The total pay gap is 4.3 percent in favour of men. For office workers it is 5.9 percent and for warehouse staff it is 0.7 percent. After reviewing this year's Equal Pay Index, we did not find any unjustified differences in pay. When we only compared median salaries, women's median salary was 87 percent of men's.

Employee survey

We use Winningtemp to measure engagement and well-being in the organisation on an ongoing basis. Using this tool, we "take the temperature" of the organisation weekly, allowing managers to check the current status of their teams on a scale from 1 to 10. The survey is sent out once a week for office workers and once every two weeks for warehouse employees, and is completely anonymous. Employees can add comments anonymously if they wish and can choose whether their immediate manager can read the comment or only the system administrator (HR).

Our managers and staff review the results monthly, and we can see that our overall "temperature" has risen, from 7.4 in 2020 (when we started using Winningtemp) to 8.3 in 2025. Similar improvements can be observed in areas such as Leadership, which has risen from 7.7 in 2020 to 8.4 in 2025. We activate measures on an ongoing basis, both at team level and overall, based on Winningtemp results. We are also using the tool to create targeted surveys; this year we have done so to follow up on the work on the name change and the associated cultural journey. This is all done to create a healthy, safe and engaging working environment.

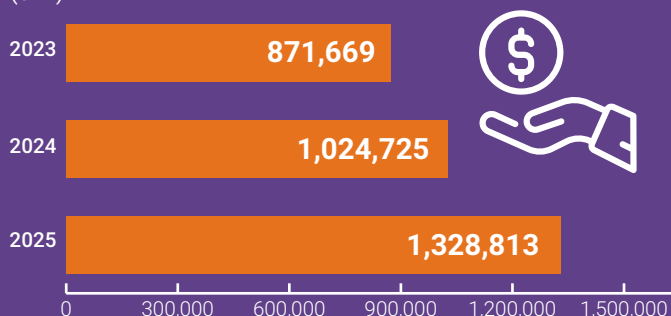
The main benefit here is that the tool provides a current snapshot that allows us to act directly and implement preventative measures.

Corporate social responsibility and engagement

Our social responsibility is shaped by the world around us. That is why we are committed to creating opportunities for those who need them the most.

Sponsorship, 2023–25

(SEK)



Our initiatives range from work training for individuals facing challenges entering the job market to offering summer jobs and internships to young people, giving them valuable insight into working life on our sites. Historically, many of our employees have started their journey with Sonepar through these local initiatives.

Our commitment and team spirit mean that many of us stay with the company for a long time, which is why it is important for us to maintain contact even after employees retire. Through a dedicated association, gatherings are arranged for our approximately 100 retirees, at our central warehouse in Örebro, our head office in Rotebro and locally in stores across the country. This strengthens social bonds while also creating value for us as a company.

Contributing to a better world

We are keen to give our employees the opportunity to contribute to making the world a little better. We do so, for example, through the following activities and initiatives:

Blodomloppet. Seventy-six of our employees participated in the Blodomloppet event, a nationwide run promoting blood donation, held across 10 locations in Sweden.

We Save Lives. Sonepar has chosen to partner with the “Blood Bus” to help keep the Swedish healthcare system supplied with blood. We launched this initiative in 2000, since when the bus has visited our facility in Örebro every three months.

Defibrillators for emergency aid. In 2015, we installed 55 defibrillators in our shops and offices to ensure that help can be provided without delay in the event that someone suffers an acute heart attack. Next to each defibrillator is a list of staff in the unit who have completed CPR training. All defibrillators are listed in the Swedish defibrillator register and are checked every year.

Knowledge about working life

We consider it important to teach young people about working life, which is why we are happy to receive PRAO students, interns and students working on exam projects. It is valuable for them to have the opportunity to gain insight into our sector, and we also believe that this type of exchange of information enriches our business.

We are happy to open our doors to people interested in gaining work experience with us; for example, we offer after-school work, summer jobs and piecework. This may take the form of simple assignments such as clearing up and cleaning shelving units. Naturally, all young employees are issued with the appropriate safety equipment.

The Gothia Cup and other sustainable partnerships

Our biggest focus in 2025 was the Gothia Cup youth football tournament, of which we were an official partner. The focus was on sustainability in line with UN goals.

We also sponsored the Swedish Childhood Cancer Fund and several sports associations, including Bällsta Football Club, Skellefteå Floorball Club and Täby Table Tennis Club.



About the report

This sustainability report summarises Sonepar Sverige AB's sustainability work in 2025. It is the tenth report submitted according to the Global Reporting Initiative (GRI) and will be published on 30 June 2026 together with our financial statements. We report with reference to the 2021 GRI standards on pages 1–39. The report also constitutes the statutory report pursuant to Section 6 of the Swedish Annual Accounts Act (ÅRL) and covers all activities at Sonepar Sverige AB in Sweden. Financial data are published in the annual report and in the auditor's report, which is registered with the Swedish Companies Registration Office.

The changes reported for this year relate to the name change to Sonepar Sverige AB, which was implemented on 1 September 2025. In previous reports, the operations were reported under the company name Elektroskandia Sverige AB.

For a complete list of all stores in Sweden, see: www.sonepar.se

The report is compiled annually and we aim to publish the next version of this report in June 2027. Please address any questions and enquiries about the report to:

Evelina Lenngren, sustainability specialist

Tel. +46 19 19 83 12

Email: evelina.lenngren@sonepar.se

GRI Content index

Where page reference is missing the reason is either that the information a) is confidential or b) that we have not yet gathered data of high enough quality to be published or c) that the outcome of our analysis of material aspect made the reporting redundant. Given that we haven't updated our sustainability strategy, we have not increased the amount of reporting aspects for 2025 year's report.

GRI Standard	Disclosure	Description	Page ref.	Deviations/ comments
GRI 2: General Disclosures 2021	2-1	Organizational details	2–4, 32	
	2-2	Entities included in the organization's sustainability reporting	2–4, 32	
	2-3	Reporting period, frequency and contact point	32	
	2-4	Restatements of information	32	
	2-5	External assurance	34–35	
	2-6	Activities, value chain and other business relationships	4, 6–7, 9–11	
	2-7	Employees	26–29	
	2-8	Workers who are not employees		N/A
	2-9	Governance structure and composition	8–9	
	2-10	Nomination and selection of the highest governance body	9	
	2-11	Chair of the highest governance body	9	
	2-12	Role of the highest governance body in overseeing the management of impacts	9	
	2-13	Delegation of responsibility for managing impacts	9	
	2-14	Role of the highest governance body in sustainability reporting	9	
	2-15	Conflicts of interest	9	
	2-16	Communication of critical concerns	11, 13	
	2-17	Collective knowledge of the highest governance body	8–9, 29	
	2-18	Evaluation of the performance of the highest governance body	9	
	2-19	Remuneration policies		a
	2-20	Process to determine remuneration	29–30	
	2-21	Annual total compensation ratio		a
	2-22	Statement on sustainable development strategy	3, 8–9	
	2-23	Policy commitments	8	
	2-24	Embedding policy commitments	13	
	2-25	Processes to remediate negative impacts	10–11, 13–15	
	2-26	Mechanisms for seeking advice and raising concerns	12	
	2-27	Compliance with laws and regulations	9, 13	
	2-28	Membership associations	10	
	2-29	Approach to stakeholder engagement	10–11, 14	
	2-30	Collective bargaining agreements	10, 26, 27	

GRI Standard	Disclosure	Description	Page ref.	Deviations/ comments
GRI 3: Material Topics 2021	3-1	Process to determine material topics	6–7	
	3-2	List of material topics	7	
	3-3	Management of material topics	6–7	
GRI 201: Indirect Economic Performance 2016	201-1	Direct economic value generated and distributed		b
	201-2	Financial implications and other risks and opportunities due to climate change		b
	201-4	Financial assistance received from government		b
GRI 202: Market presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		a
	202-2	Proportion of senior management hired from the local community		b
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		b
	203-2	Significant indirect economic impacts		b
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		b
GRI 205: Procurement Practices 2016	205-1	Operations assessed for risks related to corruption	13	
	205-2	Communication and training about anti-corruption policies and procedures	12–14	
	205-3	Confirmed incidents of corruption and actions taken	12–13	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		b
GRI 301: Materials 2016	301-1	Materials used by weight or volume		b
	301-2	Recycled input materials used		b
	301-3	Reclaimed products and their packaging materials		b
GRI 302: Energy 2016	302-1	Energy consumption within the organization	23	
	302-3	Energy intensity		b
	302-4	Reduction of energy consumption	23	
	302-5	Reductions in energy requirements of products and services	24	

GRI Standard	Disclosure	Description	Page ref.	Deviations/ comments
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	15	
	305-2	Energy indirect (Scope 2) GHG emissions	15	
	305-3	Other indirect (Scope 3) GHG emissions	15	
	305-4	GHG emissions intensity		b
	305-5	Reduction of GHG emissions	15	
	305-6	Emissions of ozone-depleting substances (ODS)		b
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		b
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	24	
	306-2	Management of significant waste-related impacts	24	
	306-3	Waste generated	24	
	306-4	Waste diverted from disposal		b
	306-5	Waste directed to disposal		b
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		b
	308-2	Negative environmental impacts in the supply chain and actions taken		b
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	27	Employee turnover only.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		b
	401-3	Parental leave		b
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes		b
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	26–27	
	403-2	Hazard identification, risk assessment, and incident investigation	28	
	403-3	Occupational health services		b
	403-4	Worker participation, consultation, and communication on occupational health and safety	27, 29	
	403-5	Worker training on occupational health and safety	27–28	
	403-6	Promotion of worker health	27–29	

GRI Standard	Disclosure	Description	Page ref.	Deviations/ comments
Contd. GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		b
	403-8	Workers covered by an occupational health and safety management system	27–29	
	403-9	Work-related injuries	28	
	403-10	Work-related ill health	28	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		b
	404-2	Programs for upgrading employee skills and transition assistance programs	29, 30	
	404-3	Percentage of employees receiving regular performance and career development reviews	29, 30	No percentage mentioned.
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	30	
	405-2	Ratio of basic salary and remuneration of women to men	30	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		b
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		b
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		b
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		b
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples		b
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	31	
	413-2	Operations with significant actual and potential negative impacts on local communities		b
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	16, 21	
	414-2	Negative social impacts in the supply chain and actions taken		b

GRI Standard	Disclosure	Description	Page ref.	Deviations/ comments
GRI 415: Public Policy 2016	415-1	Political contributions		b
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	16	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	17	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	19	
	417-2	Incidents of non-compliance concerning product and service information and labeling	17, 20	
	417-3	Incidents of non-compliance concerning marketing communications	21	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	13	

ÅRL index

Index for sustainability reporting pursuant to the Swedish Annual Accounts Act 6:10-14

Index	Reading instructions	Page
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Risks		6, 9, 11–12, 16, 20–21, 27
Policy and Governance		8
Environment	Our continuing environmental work	15–25
Follow-up and Results		15–16, 23–25
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Follow-up and Results		30–31
Staff	Sonepar as a workplace	26, 27
Follow-up and Results		27–28, 30
Anti-corruption	Business ethics	12–13, 21
Follow-up and Results		12, 14
Social aspects	Corporate social responsibility/engagement	26–31
Follow-up and Results		27–28, 30–31

Auditor's limited assurance report on Sonepar Sverige AB's sustainability report

To Sonepar Sverige AB, corporate identity number 556014-8412

Conclusion

We have been appointed by the Board of Directors and the Managing Director to conduct a limited assurance engagement of the sustainability report of Sonepar Sverige AB for the financial year 2025. The sustainability report is included on pages 1-39 in this document.

Based on our limited assurance engagement as described in the section Auditor's responsibility, nothing has come to our attention that causes us to believe that the sustainability report is not, in all material respects, prepared in accordance with the sustainability reporting framework issued by GRI (Global Reporting Initiative) that are applicable to the Sustainability pursuant to the requirements to report with references, as well as the company's own accounting and calculation principles.

Basis for conclusion

We have conducted the limited assurance engagement in accordance with ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information. Our responsibility under this standard is further described in the section Auditor's responsibility.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the sustainability report in accordance with the applicable criteria, as described on page 32 of the annual report. The applicable criteria consist of the sustainability reporting framework issued by GRI (Global Reporting Initiative) that are applicable to the Sustainability pursuant to the requirements to report with references, as well as the company's own accounting and calculation principles. This responsibility also includes such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of a sustainability report that is free from material misstatements, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express a conclusion on the sustainability report based on our review. The limited assurance engagement has been conducted in accordance with ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform our procedures to obtain limited assurance that the sustainability report is prepared in accordance with the criteria described in the section Responsibilities of the Board of Directors and the Managing Director.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. This means that it is not possible for us to obtain such assurance that we become aware of all significant matters that could have been identified if a reasonable assurance engagement had been performed.

Our firm applies ISQM 1 (International Standard on Quality Management), which requires the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We are independent of Sonepar Sverige AB in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The limited assurance engagement involves performing procedures to obtain evidence to support the sustainability report. The auditor selects the procedures to be performed, including assessing the risks of material misstatements in the sustainability report, whether due to fraud or error. In this risk assessment, the auditor considers the parts of the internal control that are relevant to how the Board of Directors and the Managing Director prepares the sustainability report, in order to design procedures that are appropriate under the circumstances, but not for the purpose of providing a conclusion on the effectiveness of the company's internal control. The review consists of making inquiries, primarily of persons responsible for the preparation of the sustainability report, performing analytical review, and conducting other review procedures.

The review procedures primarily include:

- Through inquiries, obtained a general understanding of the internal control environment, the reporting processes, and the information systems relevant to the preparation of the information in the sustainability report.
- Performed substantive audit procedures based on a sample of selected disclosures in the sustainability report.

Linköping, date according to electronical signature

KPMG AB

John Johansson

Authorized Public Accountant

Torbjörn Westman

Expert member of FAR

Auditor's opinion regarding the statutory sustainability report

To the general meeting of the shareholders in Sonepar Sverige AB, corporate identity number 556014-8412.

Engagement and responsibility

It is the board of directors who is responsible for the sustainability report for the year 2025 on pages 1-39 and that it is prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

The scope of the examination

Our examination has been conducted in accordance with FAR:s auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Linköping, date according to electronic signature

KPMG AB

John Johansson

Authorized Public Accountant

