

OUR COMMUNITY INVOLVEMENT CHARTER

Our business, our international locations and the proximity we have with our markets place us at the heart of a major economic challenge, namely that of responding to the sharp increases in energy demand while at the same time promoting access for disadvantaged populations and limiting greenhouse gas emissions. The need to solve this dilemma means that it is essential that energy use and consumption be optimized.

As leader in our sector and recognized expert in the field of energy efficiency, the Group is keen to be involved in rising to this challenge. We have therefore formalized and structured our community involvement policy, in line with our company plan "Energy in Motion", as described in this Charter and specified in a practical Guide.

Our commitment - promote access to energy efficiency for all

- > Rexel's community involvement is aimed at promoting better usage and optimized consumption of energy, drawing on our skills, tools and structures in the energy management field.
- > Our aim is to strengthen and focus the actions of our subsidiaries in order to build on our expertise, to offer everyone the possibility to get involved and to convey an image of Rexel in line with its commitments.
- > Our initiatives will thus support progress in the area of energy efficiency through education, vocational training, participation in the construction of public housing, etc. In addition, the Group continues to encourage and develop employee involvement in their community actions.

The key principles of our commitment

- > At the local level, our subsidiaries implement their own community programs promoting access to energy efficiency for all. In addition to this, a number of international actions, in which the subsidiaries are also involved, and which are the result of global partnerships, are managed directly from the Group's head office.
- > Our initiatives need to have a long-term focus, provide obvious benefits for target populations and enable employees to make a personal commitment.
- > In addition, in line with our ethical commitments, we will not finance or support any initiative of a political, religious or sectarian nature, any racist or discriminatory organization and more generally any organization which does not share our values, or which is in conflict with the interests of the Group.

Resources dedicated to supporting our commitment

- > In order to support our subsidiaries, we have put together a practical guide and a series of tools that explain the Group community involvement program in detail, propose a framework for discussion for everyone, offer advice, methodology and assistance for decision-making.
- > A dedicated team supports initiatives put forward by the Group, its subsidiaries and employees. Any questions or suggestions can be sent to: communityinvolvement@rexel.com
- > All REXEL subsidiaries produce an annual report on their previous and present community actions. This information is available at Group level and may be published internally and externally.