Responsible Business Report FY25

Driving Innovation and Sustainability for a Better Tomorrow

Contents

About this report

Welcome to our FY25 Responsible Business Report!

We publish our Responsible Business Report annually as part of our commitment to improve transparency and accountability for our impacts across three pillars of Responsible Business: People, Planet & Communities. This report was published on 1st September 2025 and covers the entirety of our global operations during fiscal year 2025, which represents the period 1st of March 2024 – 28th February 2025.

It follows our FY24 Responsible Business Report, published on 29th October 2024, which represents the period 1st March 2023 – 29th February 2024.

The contents of this report have been reviewed and approved for publication by members of the Westcon Executive Leadership team including the Chief Operating Officer and Group Chief Financial Officer, the Chief People Officer and the Chief Sustainability Officer.

Please note that information reported here may differ from previous reports due to reasons including, but not limited to: historical corrections and updates, methodology changes and; updated emission factor sources. This report has not been externally assured, however, we are making preparations to ensure future reports are in compliance with the upcoming EU Corporate Sustainability Reporting Directive.

We welcome the opportunity to engage with interested parties around our Responsible Business program and the contents of this report.

Please direct all enquiries to
esg.emea@westcon.com
esg.apac@westcon.com

External frameworks and standards

Westcon-Comstor is committed to aligning with a number of sustainability best practice frameworks and standards to help guide our policies, practices and reporting and drive continuous improvement within our Responsible Business program.

United Nations Global Compact – We've incorporated The Ten Principles of the UN Global Compact within our Business Code of Conduct. They remain at the foundation of our Responsible Business strategy. Our parent company, Datatec, is a member, and Westcon-Comstor actively contributes to the annual Communication on Progress.

Science-Based Targets initiative (SBTi) – Our climate change targets have been developed in line with SBTi's Corporate Net Zero Standard and validated by SBTi to ensure they are in line with the rate of emissions reduction demanded by climate science.

Ecovadis – We subscribe to the Ecovadis sustainability ratings platform to regularly assess our performance across Responsible Business and are committed to driving a year-on-year scoring improvement within the platform.

Carbon Disclosure Project (CDP) – We have contributed to our parent company, Datatec's CDP climate change disclosure since 2016. In FY25 we made our first disclosure as Westcon-Comstor.

Taskforce on Climate-related Financial Disclosures (TCFD) – We released our first TCFD-aligned disclosure in FY24, outlining the steps we are taking to identify and manage climate-related risks and opportunities on our business.

Message from David Grant, CEO at Westcon-Comstor

> The IT channel is at an exciting and critical point in its evolution, where the integration of advancing technology and Responsible Business practices is no longer optional but fundamental.

At Westcon-Comstor, this belief drives everything we do, and I'm proud to share how we're putting this into action as we continue delivering exceptional Partner Success.

We know that our role at the heart of the IT ecosystem brings both opportunities and responsibilities. It's about managing the impact of our choices on people, the planet, and the communities we serve while maintaining strong governance to guide our decisions. Our Responsible Business strategy centres on these pillars, ensuring we make a tangible difference while creating long-term value.

David Grant
Chief Executive Officer at Westcon-Comstor

Our People, Planet, Communities – Making it Real

- **Empowering our People:** With Erna de Ruijter-Quist leading as our Chief People Officer, we have expanded initiatives to foster diversity, inclusion, and employee wellbeing. From increasing training budgets to providing tools like the OnHand volunteering platform, we are enabling our global teams to thrive.

- **Protecting our Planet:** Tackling climate change is priority number one. Under the leadership of Chief Sustainability Officer Kevin Brzezinski, we've driven significant progress, like hitting 100% renewable electricity use in the UK and reducing Scope 2 emissions. These actions back our commitment to achieving net zero by 2050, with science-aligned targets already validated by the SBTi.

- **Strengthening our Communities:** By driving initiatives such as tech training for disadvantaged youth and community outreach across the globe, we contribute to a more inclusive and sustainable IT industry. Whether it's providing educational bursaries in South Africa or supporting women in technology in Saudi Arabia, we're investing in brighter futures.

Moving Forward Together

None of this would be possible without the collaboration and commitment of our employees, partners, and stakeholders, who share our vision for a competitive, forward-thinking, and responsible IT channel.

Together, we're not only addressing today's challenges but positioning ourselves and our industry for a resilient, sustainable future.

Thank you for making this important work possible. By working together, we can shape meaningful change for our industry and the communities we touch.

David Grant
Chief Executive Officer
Westcon-Comstor

Responsible Business highlights and recognition

Recognition

- Attainment of Silver medals within the Ecovadis platform for our ANZ and Asia business, putting us amongst the top 15% of companies assessed on the platform
- Our first Westcon International (global) Ecovadis assessment achieved a Bronze medal
- Won "Best ESG Project/Initiative of the Year" at the 2024 CRN awards for our supplier engagement program
- Our first independent CDP Climate disclosure was awarded a 'B', demonstrating our effective management of climate-related issues

People

- 85% of employees agree that the company actively promotes diversity and inclusion
- 89% feel comfortable discussing their background and cultural experiences
- Launch of Global Employee Assistance Programme

Planet

- Moved to 100% renewable electricity procurement across our facilities in Australia and New Zealand, including the installation of solar panels at our Warehouse in Australia
- Across Europe, 88% of purchased electricity was from renewable sources
- First disclosure to CDP, achieving a management ('B') rating

Communities

- Global volunteering policy launched
- OnHand volunteering app launched in pilot regions with good engagement

Governance

- Deployed enhanced anti-bribery and corruption and cybersecurity training across our business
- Strengthened anti-corruption controls across the group

About Westcon-Comstor

Westcon-Comstor at a glance

$5.24Bn
In gross sales

47
Countries where we have offices and warehouses

20
Logistics and staging facilities globally*

11,000+
Partners around the globe

3600+
Employees

35+
Years in distribution

Who we are

Westcon International Limited, hereafter known as Westcon-Comstor, is a global technology provider and specialist distributor. Positioned at the heart of the IT channel ecosystem, we connect partners with the world's leading cybersecurity, networking, data centre and cloud infrastructure vendors. We combine our industry insight, technical know-how, and decades of distribution experience to deliver value and accelerate our vendors' and partners' success.

Westcon-Comstor is part of the Datatec Group, a global ICT solutions and services group headquartered in South Africa and listed on the Johannesburg Stock Exchange.

What we do

Partner Success. It's what we do.

We're driven by a deep commitment to Partner Success, which is centred around creating and delivering value to our channel partners and their customers.

It's the trusted partnerships, culture, expertise and mindset of our people.

It's also the new, transformative approach, digital tools, and data-driven processes that we use to drive sustainable Partner Success and end-customer business outcomes.

Driving Partner Success through two lines of business

Westcon delivers a portfolio of world-leading cybersecurity, networking, and data centre & cloud infrastructure vendors to give businesses the advanced solutions they need to thrive in the digital world.

Comstor is our Cisco-dedicated business, delivering a complete portfolio of programmes, products, and promotions to ensure partners maximise every opportunity.

Redefining value-add

We've spent the last 35 years redefining what it means to add value, and create bespoke solutions for our IT partners to grow, buy, sell and manage through our:

Highly specialised vendor portfolio

Comprehensive and trusted services
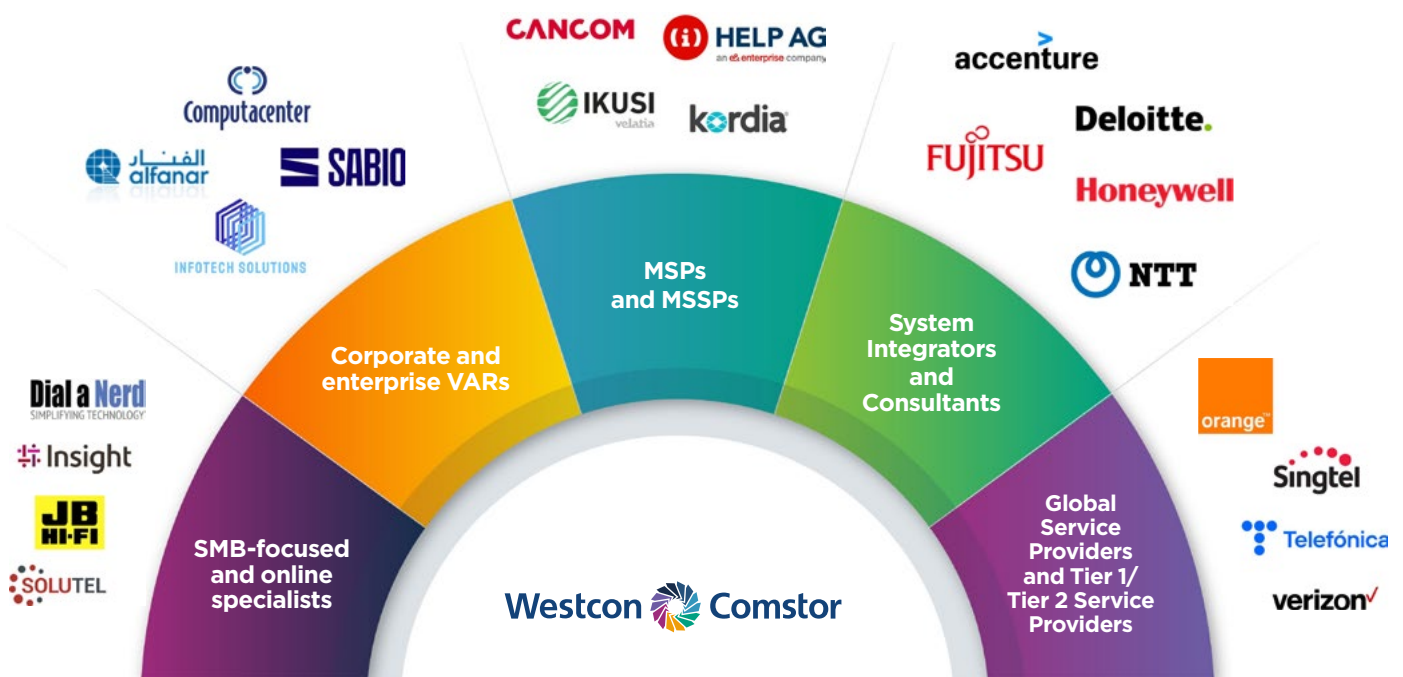
Global footprint

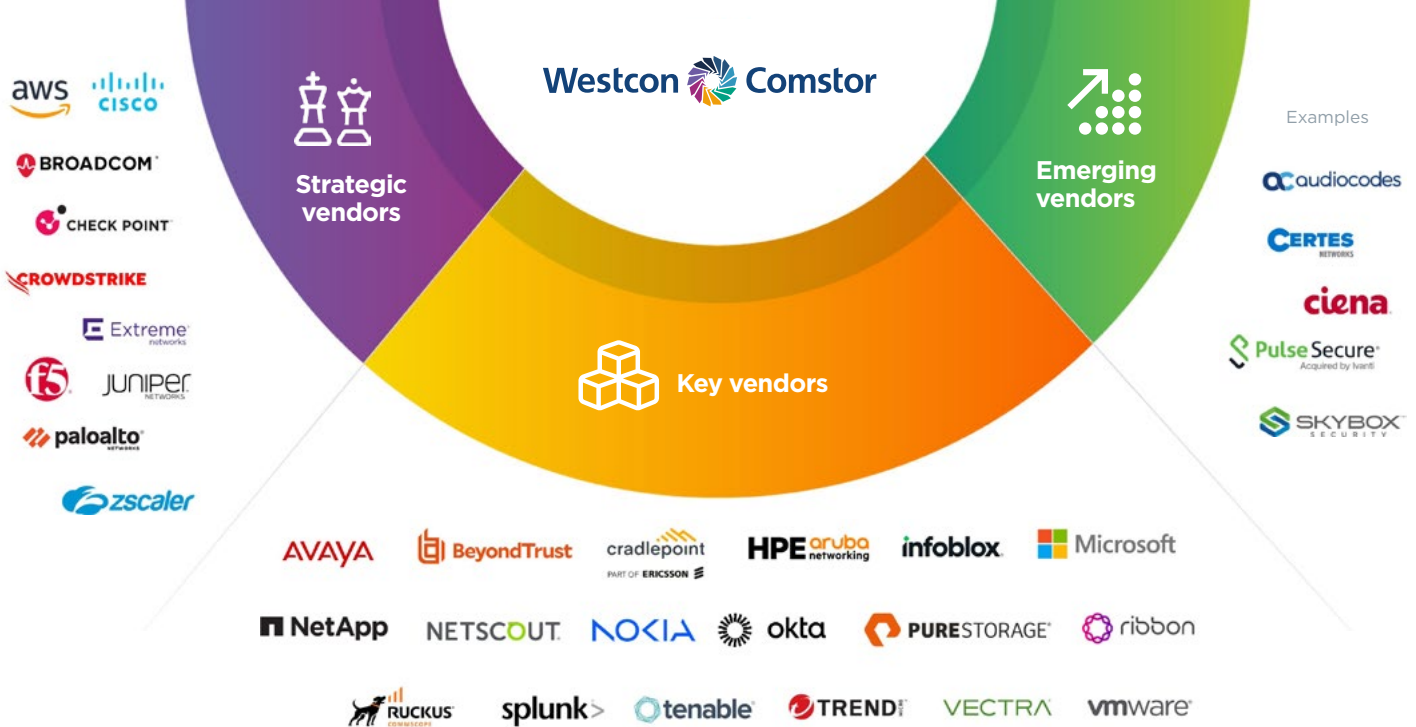**Data-driven culture**

Unique go-to-market programmes

Responsible Business

Our partnerships

Our extensive and diverse partner community

CANCOM

HELP AG
an e& enterprise company

accenture

Computacenter

IKUSI
velatia

kordia

Deloitte.

alfanar

SABIO

FUJITSU

Honeywell

INFOTECH SOLUTIONS

NTT

MSPs and MSSPs

Corporate and enterprise VARs

System Integrators and Consultants

Dial a Nerd
SIMPLIFYING TECHNOLOGY

orange

Insight

Singtel

JB HI-FI

SMB-focused and online specialists

Global Service Providers and Tier 1/ Tier 2 Service Providers

Telefónica

SOLUTEL

verizon

Westcon Comstor

Westcon Comstor

Strategic vendors

aws, CISCO, BROADCOM, CHECK POINT, CROWDSTRIKE, Extreme networks, f5, JUNIPER NETWORKS, paloalto networks, zscaler

Key vendors

AVAYA, BeyondTrust, cradlepoint PART OF ERICSSON, HPE aruba networking, infoblox, Microsoft, NetApp, NETSCOUT, NOKIA, okta, PURESTORAGE, ribbon, RUCKUS COMMSCOPE, splunk>, tenable, TREND, VECTRA, vmware

Emerging vendors

Examples: audiocodes, CERTES NETWORKS, ciena, Pulse Secure Acquired by Ivanti, SKYBOX SECURITY

Our global vendor portfolio

Our Operations and Value Chain

Country	Company Name
Angola	Westcon Africa Angola Limited
Australia	Westcon Group Pty. Limited
Austria	Westcon Group Austria GmbH
Bahrain	Westcon Middle East Bahrain WLL
Belgium	WGEO Limited Belgium Branch
Canada	Canada WGIT Services Inc.
China	Westcon Solutions (Shanghai) Ltd / Westcon Solutions Beijing / Westcon Solutions Shanghai / Westcon Solutions Shenzhen
Czech Republic	WGEO Limited Czech Branch
Denmark	Westcon Denmark ApS
Egypt	Westcon Egypt LLC / Westcon Group Egypt LLC
Finland	WGEO Limited Sweden Branch
France	WGEO Limited France Branch
Germany	Westcon Group Germany GmbH
Greece	WGEO Limited Gree representative office
Hong Kong	Westcon Solutions (HK) Limited
Italy	Westcon Group Italia S.R.L.
Ireland	WGEO Limited Ireland Branch
India	WestconComstor International (India) Private Limited
Indonesia*	PT Westcon International Indonesia / PT. Westcon Solutions
Japan	Westcon Group Pte. Ltd (Japan Branch)
Kenya	Westcon Africa (Kenya)
Korea	Westcon Group Pte. Ltd (Korea Branch)
Kuwait	Westcon Kuwait Company For Communications, Equipment, Accessories and Spare Parts WLL
Malaysia	Westcon Solutions (M) Sdn. Bhd.
Mauritius	Westcon Africa (Mauritius) Limited
Morocco	Westcon Africa (Morocco) SARL
Namibia	Westcon Namibia Distribution (Pty) Ltd
Netherlands*	WGEO Limited Netherlands Branch / Westcon Group Netherlands BV
New Zealand*	Westcon Group NZ Limited
Nigeria	Westcon Africa Distribution (Nigeria) Limited

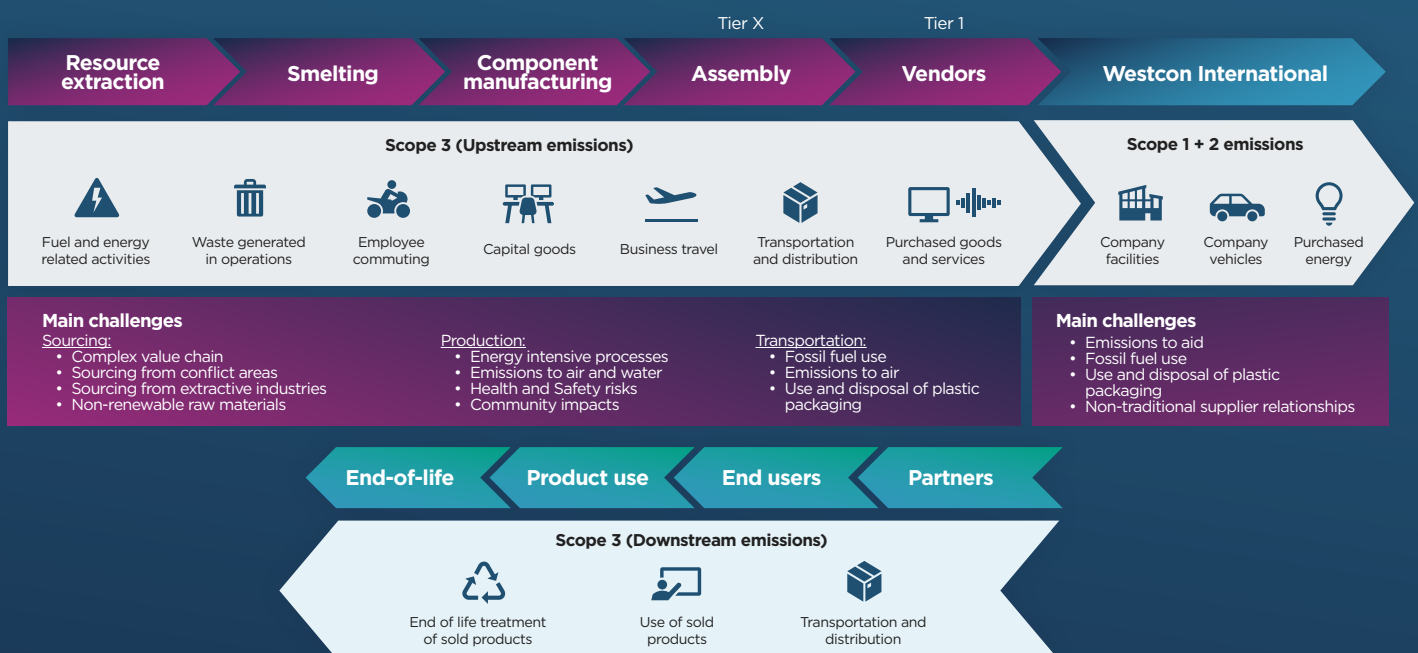| Country	Company Name
Norway	WGEO Limited Norway representative office / Westcon Group Norway AS
Norway	WGEO Limited Norway representative office
Oman	Westcon LLC
Philippines	Westcon Group Pte. Ltd (Philippines Branch) / Westcon Solutions Philippines, Inc.
Poland	Westcon Group Poland Sp Z.O.O.
Portugal	Westcon Portugal Sociedade Unipessoal Limitada
Quatar	Westcon Doha LLC
Kingdom of Saudi Arabia	Westcon Comstor Trading LLC / Westcon Saudi Company LLC
Singapore*	Westcon Group Pte. Limited / Westcon Solutions Pte. Limited / Westcon Solutions IMH Pte. Limited
South Africa*	Westcon Emerging Markets Group (Pty) Ltd / Westcon Group Shared Services (Pty) Ltd / Westcon Southern Africa Holdings (Pty) Ltd / WestconGroup SA (Pty) Ltd
Spain	WGEO Limited Spain Branch
Sweden	WGEO Limited, Sweden Branch
Switzerland	WGEO Switzerland GmbH
Taiwan	Westcon Solutions Taiwan
Tanzania	Westcon Africa (Tanzania) Limited
Thailand	Westcon Group (Thailand) Co. Limited
United Arab Emirates	Westcon Middle East Equipments Trading LLC / Westcon Middle East FZE / Westcon Africa FZCO
United Kingdom*	Westcon International Limited / Westcon International Group Holdings Limited / Westcon Group European Operations Limited WGEO / Westcon Group Africa Operations Limited / Westcon Group Middle East Holdings Limited
US*	WG Services Inc. / Global Deployment Solutions LLC.
Uganda	Westcon Africa (Uganda) Limited
Vietnam	Westcon Group (Vietnam) Co. Limited
Zambia	Westcon Africa Zambia Ltd

*8 locations defined as operational sites under the Ecovadis definition in the United Kingdom, Netherlands, South Africa, Australia, New Zealand, Singapore, Indonesia & US Headquarters.

Our global reach

Supporting our partners across the globe

North America
- 60 Support team members

Europe
- 25 offices covering 18 countries
- Advanced Logistics Centres in Swindon (UK), and Houten (NL)

Middle East
- 9 offices in Bahrain, United Arab Emirates, Egypt, Kuwait, Oman, Qatar, Kingdom of Saudi Arabia
- 1 Warehouse in Dubai (UAE)

Africa
- Offices and employees in South Africa and Namibia covering Southern Africa
- Offices and employees in Angola, Kenya, Mauritius, Nigeria and Senegal, covering Rest of Africa
- Advanced Logistics Centre in Johannesburg (ZA)

Asia
- Greater China: Offices in Beijing, Shanghai, Shenzhen, Hong Kong, and Taiwan
- Offices in Indonesia, India, Korea, Malaysia, Philippines, Singapore, and Vietnam covering rest of Asia
- Advanced Logistics Centres in Singapore and Indonesia
- Warehouses in Philippines and Thailand

Australia & New Zealand
- 6 Offices
- Advances Logistics Centre in Yenorra (AU), and Auckland (NZ)

Value chain ESG impacts and challenges

Resource extraction	Smelting	Component manufacturing	Assembly (Tier X)	Vendors (Tier 1)	Westcon International

Scope 3 (Upstream emissions)

- Fuel and energy related activities
- Waste generated in operations
- Employee commuting
- Capital goods
- Business travel
- Transportation and distribution
- Purchased goods and services

Scope 1 + 2 emissions

- Company facilities
- Company vehicles
- Purchased energy

Main challenges

Sourcing:
- Complex value chain
- Sourcing from conflict areas
- Sourcing from extractive industries
- Non-renewable raw materials

Production:
- Energy intensive processes
- Emissions to air and water
- Health and Safety risks
- Community impacts

Transportation:
- Fossil fuel use
- Emissions to air
- Use and disposal of plastic packaging

Main challenges
- Emissions to aid
- Fossil fuel use
- Use and disposal of plastic packaging
- Non-traditional supplier relationships

End-of-life	Product use	End users	Partners

Scope 3 (Downstream emissions)

- End of life treatment of sold products
- Use of sold products
- Transportation and distribution

Company strategy

Westcon-Comstor has developed its strategy according to its core values, enabling its partners and improving their business potential performance. Westcon-Comstor's strategic framework aims to create value for all stakeholders via five strategic foundations that defines priorities, namely: exemplary financial performance, robust data capabilities, exceptional partner experience, talented people, and commitment to Responsible Business.

Core elements of our 3-year strategic plan

Exemplary financial performance

Delivering strong top and bottom-line growth for both our internal and external stakeholders is a commitment owned by everyone at the company.

Exceptional partner experience

Our goal is to deliver the best experience to both our vendor and channel partners in all their interactions with Westcon-Comstor.

Robust data and digital capability

Leveraging our digital tools and transforming into a truly data-driven enterprise is at the core of every element of our strategic plan.

Talented people

We have no greater assets than our people attracting developing and retaining talent and preserving our cherished culture is critical to our continued success.

Responsible Business

Responsible Business is the only business it is our commitment to the well-being of our people our communities and our planet.

Westcon-Comstor enables vendors of high-tech enterprise solutions to increase their channel and market penetration by supporting and developing an extensive channel of IT systems integrators, service providers and resellers.

Core activities

- Technology distribution
- Channel enablement
- Marketing, data and analytics for demand generation
- Digital distribution marketplace
- Advanced technical and channel services
- Financing and capital into the channel
- Training and development

What makes us different?

- International presence – physical presence in 47 countries, supported by skilled employees
- Strong relationships with industry-leading vendors
- Extensive network of global service providers, systems integrators and enterprise resellers
- Global digital marketplace and systems capabilities for device, subscription, recurring offers and cloud solutions
- Wealth of industry insight, technical expertise and decades of distribution experience

How we create value?

- Extensive operations in over 50 physical countries worldwide
- Strong foundation of vendor relationships with over 35 years of distribution success as a strategic partner to the world's leading IT brands
- Talented and skilled employees who are dedicated to delivering outstanding performance and delivering customer satisfaction

Financial Performance

The year ending 28 February 2025 (FY25) marked another year of exceptional financial and operational performance for Westcon-Comstor, advancing our vision of being the world's leading value-added distributor across cybersecurity, networking and cloud.

More details can be found in our FY25 earnings announcement

USD	FY25	FY24	Change
Gross sales	$5.24 billion	$5.08 billion	3.3%
Gross profit	$441 million	$403 million	9.4%
Gross margin	22.4%	18.2%	+4.2pp
Adjusted EBITDA	$149.9m	$120.2m	+24.7%
Adjusted EBITDA margin*	7.6%	5.4%	+2.2pp

Adjusted EBITDA excludes restructuring, share-based compensation expense and one-off tax items impacting EBITDA

Our company values

Integrity.

Integrity
We do business with honesty, fairness, and high ethical standards.

Innovation.

Innovation
We embrace change and creativity to deliver the right results.

Excellence.

Excellence
We always aim to exceed expectations and be the best.

Partnership.

Partnership
We put our partners at the centre of everything we do.

Inclusion.

Inclusion
We love initiative and invest in our people and partners.

Sustainability strategy

Responsible Business at Westcon-Comstor

Being a Responsible Business is a strategic priority for Westcon-Comstor, sitting at the foundation of our company strategy.

Through wise and well-informed choices, strong values, and smart innovations, we help contribute to a brighter future for our business and those around it.

Being a Responsible Business matters for several reasons. Firstly, our partners need us to align to their own targets and standards. By building on that trust, we improve our own profitability and overall success.

But most importantly, being a Responsible Business is the right thing to do.

It helps us drive the many key priorities that we have across the business – like diversity and inclusion or sustainability – to create a better world.

Our Responsible Business strategy revolves around three pillars: People, Planet, and Communities. As a data-driven organisation, we use our insights in these pillars to take actions for tangible results.

This ensures we treat Responsible Business as more than a concept – it's a compass that guides us to keep making positive change.

People

Our focus

- **Embracing diversity and fostering inclusion** – Our strong focus on DEI ensures our employees feel valued, empowered to succeed, and gives them a sense of belonging.

- **Promoting our people's health and wellbeing** - Our wellbeing vision centres on our people's physical, mental and emotional, community, social, and financial wellbeing.

- **Developing our people to achieve their best** - We provide a supportive and inclusive environment that encourages career development and continuous learning.

Planet

Our focus

- **Tackling climate change** – We recognise climate change as one of the principal risks affecting our planet and broader society. As a Responsible Business, our obligation is to cut emissions within our own operations and the value chain to minimise the impacts of climate change as far as possible.

- **Promoting a sustainable supply chain** – We play a key role in connecting partners and vendors within our ecosystem. This represents an opportunity to amplify change across the supply chain through mutual collaboration and engagement.

- **Promoting environmentally responsible technology solutions** – The re-purposing of existing network equipment remains a key sustainability challenge within our industry. We develop bespoke solutions to help our partners extend the life of their equipment and ensure that any equipment which genuinely has reached end of life is recycled in an environmentally friendly manner.

Communities

Our focus

- **Creating opportunities and inspiring the next generation** - Through worldwide partnerships and initiatives, we're helping people reach their full potential and seize career opportunities around the globe. We also offer bursaries and learnerships to create pathways for the young and disadvantaged.

- **Supporting communities in need** - By giving back and supporting charitable initiatives, we've been able to foster lasting change. These initiatives not only raise essential funds for important causes but encourage collaboration among our employees.

- **Fostering communities in our partner ecosystem** - We mobilise our partner ecosystem to drive collaboration and mutual success through enjoyable activities and events.

Our certifications

As part of our efforts to align with best practices and drive continuous improvement in our Responsible Business program, Westcon-Comstor maintains several certifications across our business, including:

- Annual regional Ecovadis assessments covering our global operations.
- Bronze medal for our EMEA operations
- Silver medals for our ANZ and Asia operations
- Contributing to our parent company, Datatec's, annual CDP Climate Change disclosure.
- UKAS accredited certifications awarded to Supply Chain Operations by LRQA:
- ISO 9001:2015 Quality Management System Swindon UK, Houten NL,
- ISO 14001:2015 Environmental Management System - Swindon UK, Houten NL,
- ISO 45001:2018 Occupational Health & Safety - Swindon UK, Houten NL,
- ISO 27001:20222 Information Security Management System - Swindon UK, Houten NL (33% of our operational sites)
- ISO 28000:2022 Supply Chain Security Management System- Swindon UK, Houten NL,
- UKAS accredited certification awarded to WG Service Solutions by BSI:
- ISO27001:2022 Information Security System – Bracknell UK
- NQA accredited certification awarded to WG Services by ANSI:
- ISO27001:2022 Information Security System – Tarrytown NY
- In FY25, we focused on creating synergy across the entire organisation by transitioning to a single global Ecovadis assessment to reflect the centralised nature of our Responsible Business program, continuing to drive an annual score improvement. We also disclosed to CDP as Westcon-Comstor at a divisional level.

In FY26, we will continue to invest in our certifications with plans to:
- Implement Management System within our Australian, New Zealand and Singapore Logistics Centres

Our materiality approach GRI 3-1, 3-2

In FY25, we conducted a comprehensive double materiality assessment using a methodology based on the European Sustainability Reporting Standards (ESRS). This assessment built upon the previous assessment conducted at the Datatec Group level in FY23 by applying a more rigorous set of requirements to ensure best practice.

The results of the assessment gave us confidence in our strategy as they confirmed the topics already being prioritised within Westcon-Comstor's Responsible Business strategy are those that are the most material in the double materiality assessment.

This is a requirement of the European Commission's Corporate Sustainability Reporting Directive (CSRD), which requires in-scope entities to report against the SRS.

The results of this company-wide assessment confirm that the material topics of Westcon-Comstor's Responsible Business strategy are also those that come out as most material, including climate change, business conduct, security, and employee wellbeing.

As an IT distributor, our largest environmental impact is from the release of GHG emissions from the combustion of fossil fuels used to manufacture, transport, and power hardware during its entire lifecycle.

GHG emissions contribute directly to climate change and therefore we have specific science-based targets to reduce our impact over the near and longer term.

We continuously monitor the amount of e-waste we are placing into markets and offer reverse logistics and circularity services to partners to encourage refurbishment and re-use, and recycling when products are no longer functional.

Our ONE Westcon-Comstor agenda prioritises empowerment and well-being, ensuring that our employees are operating in a dynamic, inclusive environment where all employees have equal access and opportunity for career progression to reach their potential.

Additionally, we recognise the importance of a healthy and productive value chain, which ensures workers are provided with safe working conditions, equal opportunities, and are protected from exploitation and forced labour. Through our compliance and vendor-engagement programs, we are committed to increasing transparency and driving best practice across our supply chains.

Impact materiality

Financial materiality
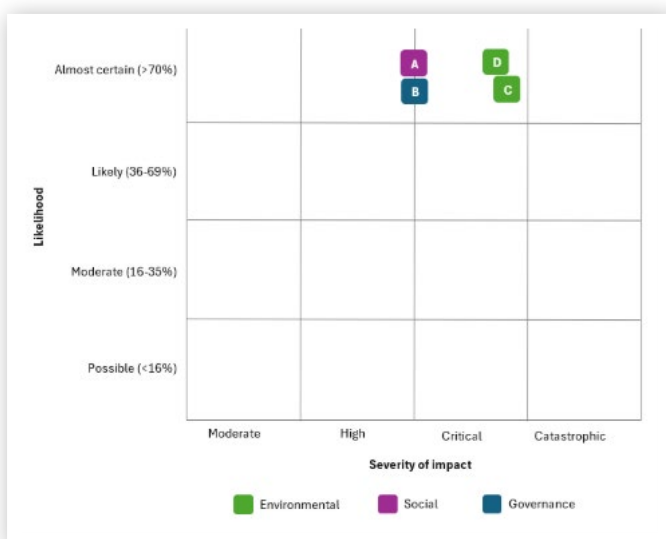
Description:
A Upstream human rights and working conditions (negative impact)
B Impact of hybrid working on corporate culture and retention (negative impact)
C Indirect emissions (Scope 3) from product manufacturing and transportation (negative impact)
D High volumes of e-waste due to low uptake of circularity initiatives (negative impact)
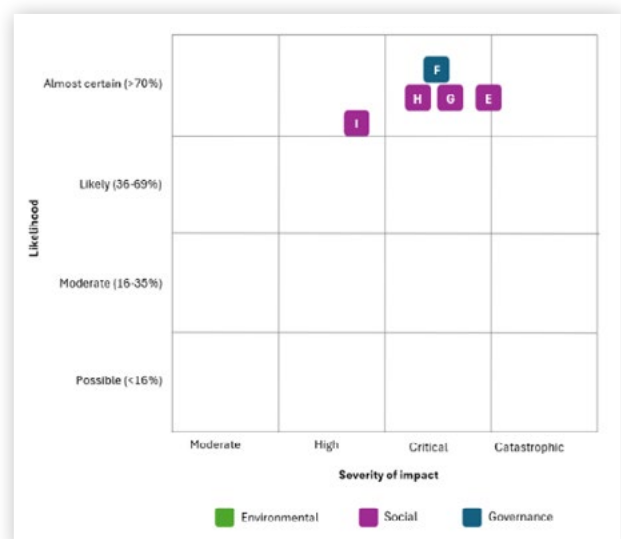
E Human rights violations in the supply chain (risk)
F Non-compliance or breach of anti-competition laws (risk)
G Data privacy breaches and cyber-attacks (risk)
H Sustainable supply chain services (opportunity)
I Employee wellbeing and satisfaction (risk)

Sustainable Development Goals

Westcon-Comstor is committed to advancing the United Nations Sustainable Development Goals (SDGs) and recognises the importance of meaningfully contributing to this initiative. Therefore, this year, we have aligned the results of our DMA to these goals resulting in the following SDGs prioritised, allowing us to focus on those which we believe we can bring the greatest impact. While our parent company Datatec is a participant in the UN Global Compact, Westcon-Comstor has voluntarily aligned with the SDGs most relevant to our operations and impact.

Stakeholder Engagement GRI 2-29

Westcon-Comstor recognises the importance of engaging with a broad range of stakeholders to inform our materiality approach and ultimately ensure our Responsible Business strategy is meeting the needs and expectations of our interested parties. The stakeholder groups and engagement strategies were agreed upon at the Group level, after extensive consultation with the divisional Responsible Business teams. The process, alongside the outcome of the stakeholder mapping exercise are below:

1. Develop stakeholder engagement guidance
2. Understand and identify priority stakeholders, and map likely issues/concerns of stakeholders
3. Conduct stakeholder engagement event
4. Process feedback and prioritize issues
5. Develop responses to priority stakeholder issues
6. Escalate priority issues to division/group following reporting requirements in stakeholder
7. Respond to stakeholders and provide regular updates

Stakeholder group	Interests and influence	Level of influence	Level of interest	Engagement strategy
Employees	**Interest:** • Their job security • Working conditions • Fair remuneration and benefits • Ongoing training and personal and career development • Diversity and inclusion • Information security **Influence:** • Decline in employee morale • Reputational risks (for discrimination and unfair treatment of employees, safety standards)	High	High	Managed extensively. Employee satisfaction surveys.
Customers	**Interest:** • Stock availability and supply chain management • Innovative products and services • Consumer Protection Act and POPIA compliance • Product quality to meet their needs and expectations • Environmental impacts and "green products" • Effectiveness of processing and transacting systems **Influence:** • Impact on profitability • Reputational risks	High	High	Managed extensively. Interviews with key customers.
Vendors	**Interest:** • Quality of products and pricing • Innovation and early adaptation to emerging trends • Supply chain management • Good relationship **Influence:** • Products pricing • Availability of products / inputs (global shortages in semiconductor will affect our profitability)	High	High	Managed extensively. Interviews with key vendors.
Shareholders (of our parent company)	**Interest:** • Ability of the company to pay dividends • Return on their investments • Business sustainability • Share price • Sound ESG practices **Influence:** • Their attitude and action can affect share price • Affect financing	High	High	Manage Extensively Indirect engagement by reviewing feedback from the shareholders meetings and parent company strategy.
Government and regulators	**Interest:** • Compliance with legislation and regulations, including the JSE Listings Requirements and POPIA • Government revenue - Tax payments • Empowerment and transformation, including B-BBEE status and employment equity	High	Medium	Manage Extensively Indirect engagement through review of public sources.
Financial institutions and providers of finance	**Interest:** • Debt to equity ratio • Compliance with debt covenants and agreements • Business sustainability • Servicing of their debt instruments **Influence:** • Affect financing availability	Medium	Medium	Satisfy and address concerns
Media	**Interest:** • Interim and annual results • Environmental, social, and governance initiatives • Business sustainability **Influence:** • Reputational risks • License to operate	Low	Low	Monitor

People

The journey so far

At Westcon-Comstor, our people are our greatest asset and the driving force behind our success. Their passion and expertise are crucial in powering Partner Success and fulfilling our commercial and responsible commitments.

Our People approach prioritises the development and support of our employees, recognising that a thriving workforce is built on empowerment and well-being. We're dedicated to providing the resources, support, and environment our teams need to excel. This commitment cultivates a culture where productivity and job satisfaction go hand-in-hand.

For our People, we are committed to:

- Driving the ONE Westcon programme, which champions diversity, equity, and inclusion (DE&I) across our global operations. By fostering an environment where our employees of every background, race, creed, and orientation feel respected and valued, we pave the way for innovation and sustainable growth

- Enhancing inclusive culture through strategic initiatives, such as a global DE&I learning curriculum and trusted data collection for informed action planning

- Prioritising employee health, safety, and wellness through comprehensive management systems and training programs

- Creating a dynamic workplace where employees can reach their full potential, driving success for both our partners and the world.

> **By focusing on these critical areas, we create supportive and dynamic workplaces where every employee can achieve their full potential.**

FY25 Highlights

Driven by our DEI Strategy, this year, our International DEI programmes have garnered strong momentum. The Employee Engagement Survey achieved a 75% response rate, with DEI questions included for the first time. Results showed encouraging levels of employee confidence in the company's inclusive culture.

- The Global Awareness Calendar continues to bring teams together by highlighting key cultural and religious observances across regions.

- Cultural celebrations, such as Black History Month and other regional events have helped foster greater understanding and connection among teams.

- Pride Season saw enthusiastic participation, led by the EMEA Employee Resource Group, with inclusive visuals and messaging that reinforced allyship and belonging.

- The global roll-out of a DEI learning pathway has resulted in increased awareness on topics such as Neurodiversity and Accessibility.

- The company is also revitalising its Diversity, Equity and Inclusion and Health and Wellbeing ERGs to encourage greater engagement and open dialogue.

In addition, the hiring of a dedicated DEI specialist has strengthened the organisation's ability to deliver on its strategic inclusion goals.

Wellbeing First

At Westcon-Comstor, employee wellbeing is a core priority. As part of our commitment to creating a healthy and supportive workplace, we launched a global Employee Assistance Programme (EAP), available 24/7. This comprehensive service promotes year-round mental health awareness and supports emotional, social, physical, and financial wellbeing.

The EAP offers confidential guidance and resources to help employees navigate personal and professional challenges, reinforcing our dedication to holistic employee care.

Culture, Diversity, Equity & Inclusion

- **Employee Engagement Survey**
  We have made significant progress toward achieving our FY25 target of improving response rates and action plans following our diversity survey. The survey achieved an overall completion rate of 75%, with DEI-related questions included for the first time. Notably, 85% of employees believe the company actively promotes diversity and inclusion, 85.86% feel confident calling out inappropriate behaviour, and 89% feel comfortable sharing their cultural backgrounds. These positive responses not only reflect our progress towards our diversity and inclusion objectives but also highlight the supportive and respectful atmosphere we continue to build.

- **Global Awareness Calendar**
  We've continued to build on the Global Awareness Calendar introduced last year, highlighting key international DE&I events and religious observances. This initiative supports our ONE Westcon strategy by fostering cultural awareness and strengthening connections across our global teams.

- **Celebrating Cultural Diversity**
  Our teams across the globe have actively celebrated cultural diversity through engaging events—from traditional food tastings and dress days to inspiring talks, including Black History month in some countries.

- **Pride Season Engagement**
  Pride Season was celebrated across many regions. Exemplifying true partnership and allyship Our Diversity, Equity & Inclusion Employee Resource Group led the way with inclusive initiatives such as custom-designed virtual backgrounds and email signatures, helping to foster a culture of respect, inclusion, and belonging for all identities.

- **ERG refresh**
  Strengthening engagement with Employee Resource Groups (ERGs) by relaunching two key groups—Diversity, Equity & Inclusion, and Health & Wellbeing—to drive greater participation and foster a more inclusive, supportive environment.

- **Employed a DE&I Specialist**
  As part of our ongoing commitment to the ONE Westcon programme and its integral role within our Responsible Business strategy, we strengthened our efforts by hiring a dedicated DE&I Specialist to drive our diversity, equity, and inclusion objectives across Westcon Group.

Employee engagement

We actively encourage and empower our employees to voice their thoughts and to contribute to the growth and development of our organisation. Gaining insights into how our people experience life at our company helps us make more informed decisions, find creative solutions to challenges, and enhance our people's journeys with us.

One way to do this is through the annual Employee Survey, designed to help us get a better understanding of morale, satisfaction, and engagement.

This year, we've achieved a high response rate of 75%, resulting in a reliable representative sample.
Our results showed:

75%
**Global
response rate**

13
**Languages
covered**

8,865
Comments

Employee engagement survey results:

The survey was enhanced to collect certain demographic metrics so we could get a more comprehensive image. These results are shared internally with respective leaders. To protect anonymity, results of any questions on demographics answered by less than 7 people were not shared. Results were shared with the Executive Leadership team in the first stage; they shared these with their respective leadership teams and worked on a better understanding of the results with their respective HR partners. The results were presented to all colleagues in a Global Town Hall.

Feedback and opinions shared in this survey will inform priorities, policies and actions in the next FY26.

FY25 Survey highlights

Most improved satisfaction results were seen in the following areas:

- There are fair and consistent career opportunities within the company, increasing from 12% to 71%
- My manager actively engages in my career development, increased by 10% to 74%
- 94.7% Agree they are familiar with our values
- 88.7% Agree we demonstrate our values
- 91.4% Agree they can utilise their skills and experience in their current role
- 89.3% Agree they can talk about their background & cultural experiences
- 89.2% Agree they feel supported by their manager

Only two topics were rated below 70% agreement:
- Having a clear career path: 68.2%
- Being fairly and equally compensated compared to peers in similar roles: 61%

FY26 plan

Next year, Westcon-Comstor will be investing in undertaking its annual employee survey externally to be able to benchmark it's culture and DEI related topics against other companies.

Collective bargaining GRI 2-30

540 of our employees are covered by collective bargaining agreements. They are based in Spain and Norway. The rest of our global workforce's employment conditions and terms of employment are created to be in line with local legislation.

Diversity, equity, and inclusion GRI 2-7, 3-3

Our culture is built on a foundation of inclusion. The ONE Westcon programme raises awareness internally and supports in areas relating to diversity, equity, and inclusion. The programme celebrates our people's diversity globally and ensures our employees feel included and respected regardless of their gender, race, religion, sexual orientation, physical conditions, cultural background, or country of origin.

We believe providing an inclusive environment helps our employees be motivated to make outstanding contributions and that the best environment comes from a workforce that reflects the world around us. Different ideas and perspectives help the business innovate, learn, thrive and grow in a sustainable way.

One

Open network for employees

Westcon International's leadership charter demonstrates individual commitment at the top of the business to diversity and inclusion and sets the standards and expectations to be followed throughout all levels of the divisions. We commit to:

- Drive the ONE Westcon agenda and strategic priorities.

- Promote an inclusive workplace where all employees have equal access and opportunity to achieve their potential.

- Promote industry-leading initiatives focused on increased representation of diverse groups at all role levels.

- Ensure all managers and leaders in our business undertake appropriate training in relation to diversity, equity and inclusion.

- Hold relevant business leaders and functions accountable for taking appropriate action where feedback and improvements are identified.

- Celebrate and share success stories for the benefit of employees and the wider cause within the industry.

FY26 plan

- Developing comprehensive global DEI guidelines to continue to drive our inclusive culture and to support external use (such as vendor and partner compliance documentation).

- The Company's reward strategy for FY26-27 will prioritise the development of a comprehensive reward philosophy and deeper insights into understanding pay gaps. We will design solutions to address any pay gaps through the implementation of a new robust reward framework.

- Strengthen workplace inclusion by increasing focus on neurodiversity awareness, support, and education

- Evolve our DEI Learning pathway and deployment as a mandatory requirement.

- Our Talent Acquisition Strategy for FY26-27 will further focus on modernising our TA practices, attracting a more diverse candidate pool and increasing gender diversity at all levels of the organisation.

- Strengthen our contribution to the planet and communities in which we live by driving team-based volunteering assignments.

- Roll out of a Neurodiversity Policy, starting with the UK with the intention to roll-out to other countries as appropriate.

Key KPI	FY25	FY24	FY23
Number of hours employees received on diversity, discrimination and/or harassment	13hrs	8.5hrs	x

Employee health, safety and wellness
GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7

Employee wellbeing is a priority, encompassing physical, mental, and emotional, community and social, as well as financial wellbeing. Westcon-Comstor is committed to a wellbeing vision that will enable the division to support its employees' health and talent outcomes. Mental health awareness is a year-round focus with regular communications and events. Employee engagement is a key focus, and an annual employee survey is conducted to get a better understanding of employee morale, satisfaction, and engagement. Open and honest feedback is encouraged, which is fundamental to shaping Westcon-Comstor's development. Survey responses are instrumental in setting direction for future key focus areas and ultimately making Westcon-Comstor more successful and an even better place to work.

Health & Safety policy
GRI 3-3, 403-1, 403-4, 403-7

ISO45001 certification was successfully achieved in the UK and the Netherlands.

Scope covered by the ISO health and safety management system: distribution of information technologies, including the provision of product staging, bespoke configuration, customer stock holding and reverse logistics.

Once accreditation has been achieved, there will be regular surveillance audits, both external and internal, to ensure the system is operating as expected.

The system has been developed with the help of an external consultant and internal health and safety experts.

There are quarterly health and safety forums and management review meetings that cover various topics, including reviewing the effectiveness of the health and safety arrangements through monitoring health and safety performance indicators. Said indicators include: statutory compliance, audits, training and certification, incidents, nonconformities, correction action, and continual improvement plans.

Health & Safety processes
GRI 403-3

All of our colleagues have access to a ticketing system to report hazards and incidents. These tickets are rerouted to the local management and / or Health and Safety teams for resolution.

Regular workplace inspections are carried out using checklists. Staff carrying out these tasks are either managers, members of the emergency response teams for that location or facilities staff who are familiar with that location. Results from these processes are discussed during periodic operational review meetings as well as a quarterly health and safety forum.

Staff across all locations and functions have been provided with instructions on how to use the ticketing systems and receive regular reminders via internal newsletters.

Work-related incidents are captured through the available tools. More serious incidents use separate templates to complete the investigation. The Incident Investigation Form template is used to collect all relevant information, identify the root cause and to drive corrective actions. The Accident Investigation Checklist template is used to ensure all elements of the investigation have been completed.

Westcon-Comstor's Compliance and Ethics Hotline can be used to report any business concerns, including concerns about their health and wellbeing. The reports are anonymous and no colleagues will suffer any retaliation, directly or indirectly, for reporting their concerns.

Health & Safety training GRI 403-5

Health and safety training is delivered via a variety of methods, including web-based content, in-house training by certified members of staff and external third parties.

Training needs are assessed based on the type of work carried out at each site level. Emergency response teams (fire marshals and first aid designated person) receive certified training from third-party suppliers.

Our web-based training covers the major risk areas - slips, trips and falls, office safety, ergonomics in the workplace, manual handling, fire safety and prevention, safe work habits and behaviours and first aid: basic. It is available in several languages and is delivered at a frequency dictated by that region's legislation. This is a mandatory recurring training and content is reviewed yearly.

It is provided during working hours, free of charge. The completion percentages are reported on, and managers are encouraged to ensure their staff complete their assigned courses.

Employee training and development GRI 404-1, 404-2, 404-3

Westcon-Comstor's strategy continues to emphasise that its greatest strength lies in its people. Attracting, developing, and retaining top talent across its international operations is key to achieving the company's business priorities and goals.

As part of its commitment to a modern and flexible work culture, Westcon-Comstor supports a hybrid working environment that includes remote and home-based options. This approach reflects the evolving nature of work and ensures continued access to learning that meets individual development needs—regardless of working environment—in alignment with the company's strategic goals.

To support this commitment, global training budgets were increased to enhance leadership and development programmes. These initiatives equip managers to effectively lead and support teams worldwide.

Westcon-Comstor has expanded its learning ecosystem to include targeted commercial training aligned with business objectives, as well as multi-level management training tailored to the needs of emerging, mid-level, and senior leaders.

The learning platform, Percipio, now features a role advisor tool, enabling employees to access curated learning paths based on their current roles and career aspirations. In addition, managers have enhanced access to the platform, allowing them to design and guide team-based learning journeys—fostering collaboration, shared growth, and continuous development across their teams.

Leveraging technology and comprehensive support, Westcon-Comstor continues to deliver a wide range of training—from onboarding and leadership to cybersecurity and environmental, social, and governance (ESG) topics.

Early Careers

- Westcon International's global Level Up program is a cornerstone of our commitment to building future-ready talent across the globe. Designed to attract interns, graduates, and apprentices, the program equips young individuals with the technical, professional, and personal skills needed to pursue their chosen career paths with confidence. Active across regions, Level Up is more than just a training initiative; it's a long-term investment in inclusive, skills-based development.

- The Level Up program in Spain continues to attract young talent, providing valuable development opportunities within our teams. In FY25, this initiative further supported the growth of junior profiles while reinforcing a strong, sustainable talent pipeline across the organisation. Currently, three trainees are working with the SOC Madrid team, and three former trainees from last year have been promoted to full-time positions at Westcon-Comstor Madrid after completing their studies.

- In MEA, the internship initiative provides students with valuable work experience during school breaks, helping them gain insight into the company's operations and culture. Priority to join the program is given to employees' children and acquaintances. As internships are often a graduation requirement, this program supports both academic and professional growth. In FY25, the MEA team exceeded expectations by onboarding four interns, surpassing the original target of three.

- In South Africa, the Level Up program fosters technical education and career development through various impactful initiatives. The NQF Level 4 Technical Support Learnership, specialising in Cyber Security, has enabled 15 candidates to complete both theoretical training and hands-on experience at Westcon-Comstor, resulting in a nationally recognised qualification. Additionally, Westcon-Comstor supports the JB Marks Educational Trust Fund, which awards bursaries to dependents of National Union of Mineworkers members, benefiting 8 students this year. The program also provides bursaries specifically for African females pursuing tertiary studies in Information Technology, with 2 recipients currently enrolled. Particular emphasis is placed on two key initiatives that strongly embody the company's commitment to Diversity, Equity, and Inclusion (DEI).

The 'Action for the Blind' program is a pioneering initiative tailored for individuals with visual impairments. It offers an IT End User NQF Level 3 Learnership with comprehensive support, including candidate sourcing, training, assessments, and a monthly stipend. The current cohort includes four African males and two African females, and the 12-month program ran from February 2024 to February 2025.

This initiative is a vital part of our FY25 efforts to advance diversity and inclusion while supporting communities as a responsible business. Similarly, the Afrika Tikkun program in Johannesburg provides valuable workplace experience during school holidays, with opportunities for internships after studies. This program also offers bursaries specifically aimed at empowering African females pursuing tertiary-level studies in Information Technology, supporting 5 recipients this year. Together, these initiatives highlight Westcon International's ongoing dedication to developing technical talent, fostering inclusive growth, and creating equitable opportunities.

- In FY25, Westcon Kenya, in partnership with the local government, hosted an intern for three months to support youth employment. The intern received technical training, soft skills development, and mentorship, with active involvement from the Finance team. This initiative reflects Westcon's commitment to empowering future talent and addressing unemployment within the community.

- Westcon International New Zealand continues its engagement with talent partner, TupuToa, focusing on increasing the number of Māori and Pacific leaders within New Zealand.

Key KPI GRI 404-1, 404-3	FY25
Average hours of training received per full-time employee (# hours) GRI 404-1	13 hours

Percentage of employees receiving regular performance and career reviews

All of our employees receive yearly performance and career reviews.

Planet

81	50%	-24%
Electric vehicles in our fleet	2,321 MWH using renewable energy sources	Scope 1 and 2 market-based emissions cut since base year
+41 from FY24		

Westcon-Comstor's Planet strategy plays a crucial role in how we deliver Partner Success. Our partners rely on us to operate responsibly, remain compliant with national and international regulations, and collaborate with upstream value-chain partners to drive sustainable innovation in the upstream value chain.

Similarly, our employees want to be part of a company that genuinely makes a difference. This extends to their wellbeing, as a healthier planet means cleaner air, safer communities, and better lives for our people and their families.

Westcon International continues to invest in improving its ESG performance and assessing new ways to take meaningful action to reduce our environmental footprint in line with our environmental policy and science-based targets.

We are committed to:

- Reducing our value chain carbon footprint through energy efficiency, fleet optimisation, and the use of renewable energies, and engagement with external parties

- Protecting the company's ongoing ability to meet contracted environmental targets and commitments

- Achieving net-zero GHG emissions across the value chain by 2050

- Meeting or exceeding applicable environmental legislation, regulatory, contractual, and other relevant requirements

- Conserving natural resources and minimising waste by reusing and recycling materials, purchasing recycled materials, and supporting water stewardship across our operations

- Communicating and engaging with partners on reducing environmental impacts from the use of and end of life of products, promoting a circular economy

- Striving for continual improvement of our environmental management to enhance environmental performance

One of the ways we operationalise our commitment to environmental stewardship is by pursuing and maintaining ISO 14001 certifications at our logistics facilities to formalise and certify our environmental management systems.

FY25 plans / target	FY25 delivery	Achieved / In progress / Not Achieved
Accelerate our renewable energy transition outside of Europe	Australia and New Zealand transitioned to 100% renewable electricity Solar panels installed at AU logistics facility	Achieved
Conduct inaugural EcoVadis assessment at the Westcon International level	Completed – Awarded a Bronze Medal (81st percentile). Increased score across all four pillars versus previous WGEO assessment.	Achieved
Complete formal double materiality assessment	Completed a double materiality assessment aligned to EFRAG's European Sustainability Reporting Standards (ESRS) and in consultation with internal and external stakeholders.	Achieved
Align our FY24 Responsible Business report with the Global Reporting Initiative (GRI) Standards	FY24 Responsible Business Report was created in reference to the Global Reporting Initiative (GRI) standards.	Achieved
Develop in-house ESG data management tooling to drive improvements and efficiencies and prepare for external audit	Continued with hybrid approach to ESG data tooling, combining internal systems with a third-party environmental data management (carbon accounting) solution.	Deprioritised
Focus on continuing to improve our methodology and the robustness of our scope 3 (supply chain) emissions calculations	Increased scope of supplier-specific data included in our Scope 3 emissions calculations. In particular, the proportion of purchased goods and services with product-specific carbon and energy data.	In progress
Respond to CDP at the Westcon International level	Awarded a B score for Climate which recognises our active management of Westcon International's environmental impacts.	Achieved
Develop a partner emissions reporting capability	An initial review was conducted, however, Westcon-Comstor is not currently able to accurately report partner-specific emissions. The focus of this initiative is transportation emissions.	Not achieved
Agree regional environmental targets to drive progress and support broader accountability across the business	Reviewed regional contexts including energy usage types, real estate, availability of alternative fuels etc., and created roadmap for each. These were reviewed by regional operational leads and several actions agreed for each. Quantitative targets were not set.	In progress
Integrate Supplier Code of Conduct, Environmental addendum within vendor onboarding processes.	All vendors participating in the onboarding processes are required to review and agree to the environmental addendum to our Code of Conduct.	Achieved
Expand the scope of our supply chain engagement programme to incorporate fast-growing vendors and other strategic suppliers	De-prioritised	Not achieved
Improve the sustainability credentials of the packaging used within our logistics distribution centres	All packaging boxes and tape applied in our warehouses in the UK and Netherland's are 100% recyclable. In the UK, 100% of boxes are also made from recycled materials.	In progress
Improve our partner enablement offerings linked to sustainability to help them achieve their own goals	De-prioritised	Not achieved

*Operational sites for Westcon-Comstor ("wholesaler") are defined by Ecovadis as being all warehouses and distribution centres, R&D centres, headquarters, and retail outlets. This does not include third-party logistics (3PL) providers. There are no R&D centres or retail outlets within Westcon-Comstor's portfolio.

Environmental priorities and planned initiatives for FY26

- Formally integrate the results of our double materiality assessment into our ESG strategy.
- Enhance Scope 3 data collection and processing procedures.
- Expand the scope of our supply chain engagement programme to incorporate fast-growing vendors and other strategic suppliers.
- Conduct a formal review of renewable electricity procurement options across our operations.
- Improve energy-related insights within our facilities across Asia and develop roadmap to reduce our impact.

Message from Kevin Brzezinski, Chief Sustainability Officer

“

As we present Westcon-Comstor's Responsible Report for 2025, I'm proud to share our journey towards sustainability – a journey marked by significant milestones, steadfast commitments, and ongoing challenges.

As CSO, my primary responsibilities are clear – reduce greenhouse gas emissions, promote renewable energy, and collaborate with our technology vendors and partners to foster a more sustainable IT channel. We are determined to lead by example and minimise our carbon footprint across all operations and our supply chain.

In the broader industry context, we recognise the environmental benefits of shifting to recurring revenue models and X-as-a-service (XaaS) solutions over traditional hardware approaches. We also recognise the opportunities for efficiency brought by Generative AI, but its significant energy and water use demands careful adoption. Transparency and comparability in product impact calculations are critical to driving sustainability and accountability across our industry, but remain a challenge for vendors.

We've made significant strides in transitioning to renewable electricity, especially in Europe, Australia and New Zealand. In FY25, we achieved a 29% reduction in Scope 2 emissions compared to FY24, and we now source 50% of our electricity globally from renewable sources. Two of our LDC's now have on-site solar generation capacities, providing renewable electricity directly to our premises. While these achievements mark significant progress, we acknowledge the need for continuous improvement. We are dedicated to accelerating progress in emission reductions, both within our business and throughout our supply chain.

In FY25, we submitted our first global EcoVadis assessment, achieving a Bronze medal. The decision to consolidate our assessment demonstrates our ongoing commitment to being a Responsible Business and ensuring the same level of performance across all our operations and supply chain.

Kevin Brzezinski
Chief Sustainability Officer,
Westcon-Comstor

We also completed a company-wide double materiality assessment in accordance with the requirements of the European Sustainability Reporting Standards.

This comprehensive analysis involved extensive engagement across our company and external stakeholders, identifying the most significant social and environmental impacts, risks, and opportunities. The output of this assessment has provided insights which are guiding our Responsible Strategy into the next financial year and beyond.

I'm personally committed to leading this change, knowing that together, we can create a sustainable future for generations to come.

Kevin Brzezinski
Chief Sustainability Officer
Westcon-Comstor

Climate Change

Climate change mitigation remains a major topic for Westcon-Comstor, and in FY25 we continued to refine our methodologies, goals and targets, and implement initiatives to reduce our impact across our operations and value chain.

Westcon International's climate change targets are validated by the SBTi, giving us confidence that our commitments are robust, credible and in line with the pace of change demanded by climate science.

* Net-zero is defined as a 90% reduction in emissions and offsetting residual emissions (<10%).
** From a FY22 base year.
*** by spending on purchased goods and services.

We have four targets, as follows:

Reach **net-zero*** GHG emissions across Scope 1, 2 and 3 by 2050**.

A **50%** reduction in absolute Scope 1 and 2 emissions by 2030**.

A **25%** reduction in absolute Scope 3 emissions by 2030**.

80% of its suppliers*** having science-based emissions reduction targets by 2025*

Our absolute reduction targets will be achieved by moving our purchased electricity to renewable sources, including some on-site generation, and reducing the volume of fuels burned in our facilities and within our company vehicles. In line with the SBTi's Corporate Net-Zero Standard, Westcon-Comstor will not be using carbon offsets to meet its targets. Data availability within the supply chain continues to be an industry-wide challenge, but we are working alongside our key vendors to improve consistency and transparency.

The goal is to work towards being able to accurately quantify and track reductions in the most material areas of our carbon footprint.

In FY24, we set an additional target: to have 100% renewable electricity powering our global operations by 2030. This target complements our existing reduction targets and supports our overarching objective to achieve net-zero by 2050. In FY25, 50% of purchased electricity was from renewable sources, an increase of 8% year-on-year.

Progress against our GHG emission reduction targets GRI 305-1.2, 305-1, 305-2, 305-3, 305-4, 305-5

GHG EMISSION REDUCTIONS TO DATE GRI 305-5a					
	FY22 (base year)	FY23	FY24	FY25	SBTi target and target year (FY30)
Reduction of Scope 1 and 2 emissions (%), market-based	100%	-2%	-4%	-24%	-50%
Reduction of Scope 1 and 2 emissions (%), location-based	100%	3%	-2%	-17%	n/a
Reduction of Scope 3 emissions (reduction %)	100%	4%	8%	19%	-25%
80% of suppliers by spend committed to science-based targets	48%	55%	67%	81%	80%

In FY25, we accelerated our progress towards our Scope 1 and 2 targets, achieving a 24% reduction from our FY22 base year. During the year, we executed several real estate relocations and consolidations, which, alongside the transition to 100% renewable electricity at our operations in Australia and New Zealand, contributed to a significant reduction in Scope 2 emissions.

Scope 1 emissions from natural gas and fuel combustion within our company vehicles are more challenging to abate.

However, we saw a significant reduction in emissions from stationary combustion, due to reduced loadshedding in South Africa.

Emissions from activities within our value chain remain our largest impact. In FY25, we increased the proportion of supplier-specific data used in our Scope 3 calculation. Methodological advancements, combined with sustainable business performance, resulted in an increase in Scope 3 emissions from FY24.

Expanding the coverage of supplier-specific data remains a priority so that we can start to design and deliver initiatives to decarbonise these activities.

Scope 1 GRI 305-1

In FY25, Westcon-Comstor's primary Scope 1 emissions sources were fuel used in company vehicles (69%), and natural gas (22%) for heating. Overall, Scope 1 emissions reduced by 8% year-on-year, and we expect this trend to continue over the next few years as we implement initiatives to reduce fuel consumption across our operational sites.

In previous years, our logistics facility in Midrand, South Africa, has been affected by loadshedding activity in the country. In FY25, reduced loadshedding activity decreased reliance on backup generators, contributing to a 26% reduction in emissions from stationary combustion versus FY24.

Fuel combusted within company vehicles continues to be the greatest source of Scope 1 emissions. While the proportion of electric and hybrid vehicles has increased across the fleet, increased business activity and challenges allocating business vs. personal usage means emissions from vehicles remained consistent in FY25*. A formal review of the company car policy is underway, and a new policy incorporating Responsible Business criteria is expected in FY26.

Most of the fleet operates out of Germany, the Netherlands, and Belgium, where vehicle electrification technology is rapidly advancing, and so we expect this will help reduce our use of fossil fuels for vehicular transport in these regions.

Scope 1 emissions by category[1]

	FY22	FY23	FY24	FY25
Stationary Combustion	227	303	362	269
Product Use: Refrigerant Gases (Kyoto Protocol)		92	107	90
Mobile Combustion	683	671	789	794

■ Mobile Combustion   ■ Product Use: Refrigerant Gases (Kyoto Protocol)   ■ Stationary Combustion
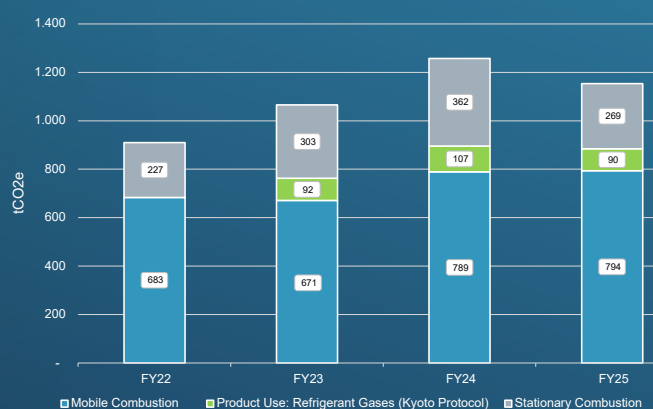
[1] In line with the GHG Protocol Corporate Standard, Westcon defines Scope 1 as direct GHG emissions from activities and processes that Westcon directly manages, for example, company fleet vehicles, diesel generators, natural gas boilers etc. Scope 1 emissions are categorised as stationary, mobile, or fugitive (refrigerant gases).

* Emissions associated with charging of electric vehicles are captured under Scope 2 using national grid-based emissions factors.
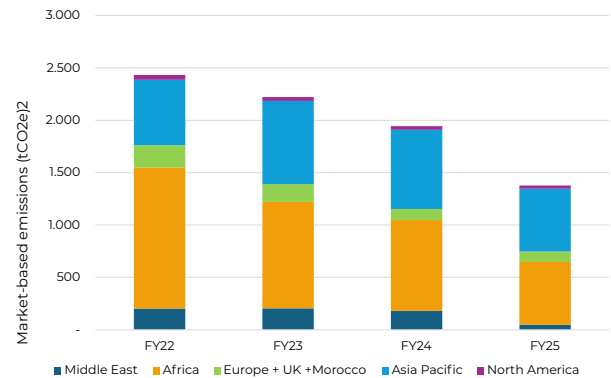
Scope 2

In FY25, we continued to progress towards our goal of a 50% reduction in greenhouse gas (GHG) emissions within our operations by 2050, by achieving a 29% reduction in Scope 2 market-based emissions versus FY24. Scope 2 accounts for 54% of total Scope 1 & 2 emissions globally (FY24: 61%). Therefore, optimising our real estate, advancing operational sustainability credentials, and transitioning as many sites as possible to renewable sources will be key to achieving this goal.

In December 2024, Westcon vacated its office and logistics centre in South Africa and transitioned operations to a third-party facility and a new office. Consequently, during Q3 we saw a significant reduction in Scope 2 emissions due to the lower energy requirement at our new office. Energy consumption from the new third-party logistics centre will be captured within our Scope 3 footprint. Similarly, in the United Arab Emirates, we moved our main office space to a smaller, more energy-efficient building.

During the reporting year, we transitioned several more sites to renewable electricity. Most notably, all operations across Australia and New Zealand moved to 100% renewable electricity, the first countries in the Asia Pacific (APAC) region to achieve it. In addition to renewable tariffs, Solar panels were installed at our warehouse in Sydney. These generate enough energy to cover 40% of annual demand at those sites.

Scope 2 emissions [1]

[1] Scope 2 covers indirect GHG emissions from the generation of electricity, heat, or steam that Westcon purchases from external sources for consumption at Westcon-managed locations. Electricity consumed for charging electric vehicles is also included.

[2] Westcon's Scope 1 and 2 science-based target uses the market-based methodology and therefore the Scope 2 data presented here is also reflective of this method. Scope 2 location-based emissions can be found in the appendix.

In FY26, we will be conducting a suite of energy audits, installation of sub-metering solutions, and a detailed review of national renewable electricity instruments to ensure that we continue to decarbonise our operations in line with our science-based targets.

Scope 3

As a distributor, over 99% of Westcon-Comstor's emissions originate from activities upstream and downstream of our business. Since conducting a Scope 3 screening assessment in FY22, we report annually against all relevant categories. Upstream manufacturing and transportation of purchased goods and services (48%) and downstream energy consumption for hardware (45%) account for most Scope 3 emissions. Overall, in FY25 we recorded a 10% increase in total scope 3 emissions because of increased business activities and improved data availability on use phase emissions.

FY25 proportion of Scope 3 emissions by category

Pie chart:
- 01. Purchased Goods and Services (48%)
- 11. Use of sold products (45%)
- Other
- 12. End-of-life treatment of sold products (2%)
- 04. Upstream transportation and distribution (4%)

Other (breakdown):
- 09. Downstream transportation and distribution (0.1%)
- 07. Employee Commuting (0.5%)
- 06. Business travel (0.5%)
- 05. Waste generated in operations (<0.1%)
- 03. Fuel and energy related activities (0.1%)
- 02. Capital Goods (0.2%)
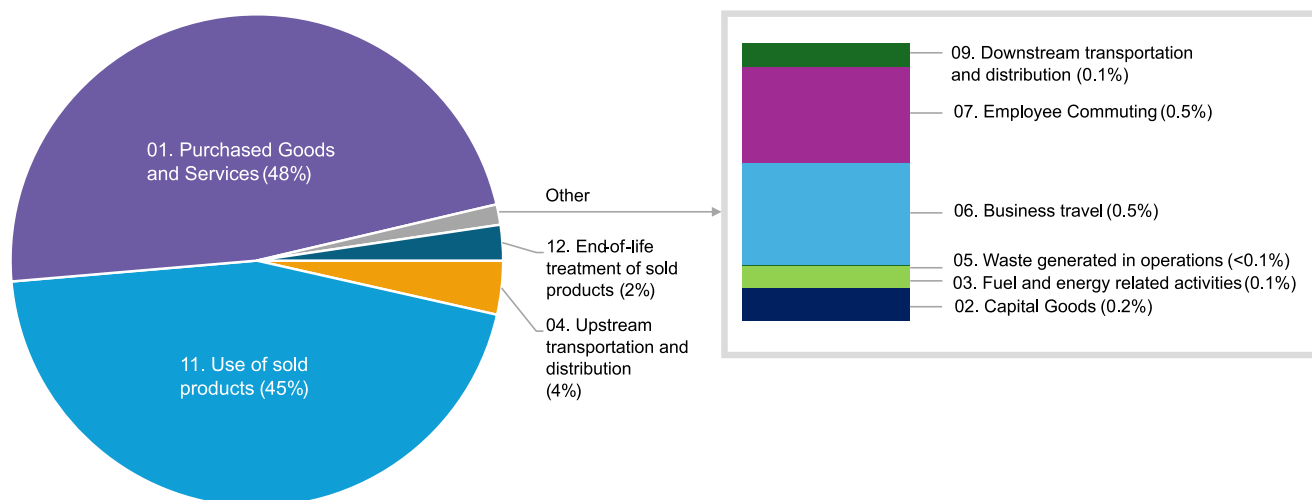
In FY25, we continued efforts to transition away from spend-based data in our Scope 3 calculations. In particular, we focused on collecting supplier-specific data at a product level. This included emissions and energy data across a product's lifecycle from manufacturing to end-of-life. This data revealed that supplier-specific emissions associated with upstream product manufacturing and transportation were lower than the spend-based emissions factor per USD. Therefore, as the proportion of supplier-specific data increased in FY25 and total hardware spend reduced, we saw a significant reduction in upstream emissions, driven by category 1 (purchased goods and services).

Conversely, the estimated impact of hardware during its use phase was higher than previously estimated. This contributed to the increase in downstream emissions versus FY24. For a breakdown of Scope 3 emissions by category, and an overview of each methodology, please see the appendix. In FY26, we will review our methodologies and targets and recalculate as required as data quality improves.

In Norway and the Middle East, we participate in DHL's Go Green Program. Through this service, we can reduce main haul carbon emissions by using sustainable marine and aviation fuels. In FY25, 10% of inbound air freight into Norway, and 40% of air freight to and from the UAE was covered by sustainable aviation fuels. This service is an opportunity to invest in alternative, lower-impact fuels, while we explore alternative opportunities to decarbonise our logistics operations.

FY26 initiatives

- Implement new Responsible Travel guidelines across the business to avoid unnecessary travel and prioritise rail over air, where possible.
- Consider the impact of methodology changes on our base year and recalculate if required.
- Investigate opportunities for decarbonising the transportation of hardware products within the value chain.

Our management of climate-related risk

Our approach to managing climate-related risks is aligned with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and our enterprise risk management processes. We have completed a climate scenario analysis to understand how climate-related physical and transition risks and opportunities may affect the company over the following time horizons: baseline (FY24), 2030 and 2050.

This analysis was conducted in conjunction with Logicalis and Datatec. A full TCFD report, including the methods and assumptions of this analysis can be found here.

Physical risks

At an aggregated level, Westcon-Comstor was found to have a low overall exposure to physical climate change under both a low and high-carbon scenario. Our initial qualitative assessment revealed that under baseline conditions, physical risks such as extreme heat, extreme cold and water drought present low risks to the business. However, by 2050, such exposure is expected to increase, particularly to extreme heat and water stress.

In FY25, we contracted a third-party provider to enhance our analysis by developing a methodology to quantify the financial impact of these risks, using Excel-based models to assess potential impact on productivity and revenue under low and high-carbon scenarios. The results were calculated for the same climate scenarios and time horizons applied in the qualitative assessment. The assessment revealed that the potential financial impact from these risks is expected to be minimal to moderate and therefore, not substantive.

Type	Risk / opportunity	Potential impact(s) on business strategy and financial planning	Current mitigations	Potential future mitigations
Physical Risk	Extreme heat	• Reduced revenue from negative impacts of heat stress on workforce productivity.	• Air conditioning is available in our offices • Cooling capabilities are considered when considering new properties • Provision of water in offices and breaks for employees in our logistics facilities	• Assess high-risk sites for heat vulnerability and upgrade HVAC systems for maximum efficiency and durability • Implement Health and Safety protocols to protect personnel at sites and remote locations • Investigate heat management technologies and processes to implement in our logistics facilities
Physical Risk	Water Stress & Drought	• Reduced revenue from business interruption due to lack of water for essential water, sanitation and hygiene (WASH) processes at Westcon-Comstor facilities	• Source alternative water sources during short term outages • Maintain WASH facilities	• Assess water management protocols at site-level • Install water harvesting technology in areas exposed to higher levels of water stress

Transition risk

Our analysis shows that we will likely experience a balanced exposure to climate-related transition risks and opportunities under future scenarios. A move to more efficient buildings and diversification of suppliers may present the highest opportunities, while supplier dependence (e.g. the risk of input materials not being available due to high demand for transition metals), increasing operating costs due to the fluctuating energy prices and emerging GHG and climate regulations may present the highest risks.

Diversification of suppliers presents a higher opportunity by 2040 and may allow the Group to relinquish reliance on too few suppliers, which could also increase the chance to collaborate with suppliers to reduce emissions across the supply chain with lower emission alternative input materials, products, and services.

Energy Management

Westcon-Comstor uses energy within its offices and logistics centres, and to power its fleet of company vehicles. In our offices and logistics centres, electricity is consumed for lighting, climate control, and to power our equipment. Occasionally, this is supplemented with diesel in on-site generators. Natural gas is the primary fuel used for heating, and our company fleet is comprised of both ICE vehicles and EVs.

Westcon-Comstor does not own any of its facilities, and therefore, we must work closely with landlords to identify opportunities for renewable electricity and energy efficiency improvements.

In FY25, we completed an energy audit at our office and warehouse in Auckland, New Zealand. Subsequent changes to energy use protocols have resulted in an average 44% reduction in monthly electricity usage. This contributed significantly to the 13% reduction in electricity consumption in ANZ versus FY24.

In Australia, we worked with our landlord to install solar panels on-site at our warehouse. These panels generate enough electricity to cover 40% of the demand at this facility. A renewable tariff covers the remaining 60%. Similarly, our Auckland facilities are also now on a 100% renewable tariff. Combined, these initiatives have resulted in an 88% reduction in Scope 2 emissions in ANZ.

Over the last three years, we have been upgrading lighting systems across our European operations by installing LED lighting. In FY26, two of our largest offices in Madrid and Paris will be upgraded, which will positively impact energy consumption.

Waste Management and Recycling

Waste data is very challenging to collect from our offices, as waste collection and disposal is often managed by the landlord on behalf of all tenants. Where possible, we provide employees with recycling options and work with our waste collection providers to ensure as much waste as possible is diverted from landfill.
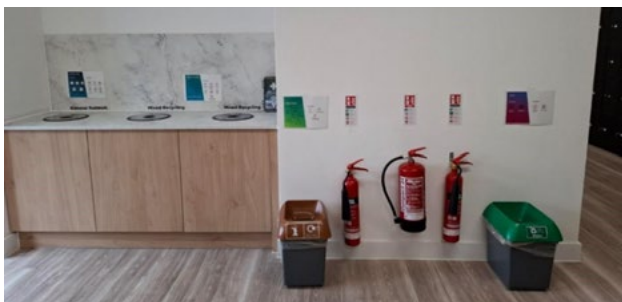
Example of recycling facilities installed within our offices. Pictured: Cirencester office, UK.

Example of recycling bins at our warehouse. Pictured: Yennora warehouse, Australia.

We focus on collecting actual waste data from our logistics centres as these locations generate higher volumes. In FY25, the total waste generated was 107 metric tonnes, including Waste Electrical and Electronic Equipment (WEEE), packaging materials, and other operational waste.

Recycling bins are available within our logistics centres for cardboard and plastic. These materials are separated and baled before being sent for recycling. Additionally, WEEE is sent to specialist parties to be recycled. In FY25, 74% of total waste was sent for recycling. Employees complete waste management training which covers the principles of reuse, reduce, recycle, and sets out Westcon's processes for disposing of waste responsibly.

More details on specific waste streams and routes of disposal can be found in the annex.

Key KPI	Waste generated	Waste diverted from disposal	Waste directed to disposal
Total waste generated (metric tons) [1]	107.27	79.86 (74%)	27.41 (26%)

[1] In FY25, data was collected from waste providers who service our logistics centres. Data was available for 71% of these locations. Data was not estimated for the remaining sites. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY25 boundary.

How we're supporting the circular economy

As a technology distributor, the hardware products we sell and distribute contribute to global e-waste.

To reduce the number of products going to waste and prolong the lifespan of equipment, we work alongside our vendors and partners to deliver several bespoke 'reverse logistics' programmes. For example:

- When customer-owned networking equipment has reached the end of its useful life in the field, we facilitate the return of the equipment to our facilities. Here, we assess, clean, re-box, and make it available for re-use in another setting. By extending the life of this equipment, we not only reduce the demand for new equipment but also provide significant cost savings for our partners.

> **Westcon-Comstor complies with all applicable WEEE, packaging, and batteries legislation within the markets we operate.**

- We offer 'blended' solutions, which combine new equipment with approved vendor remanufactured equipment. This remanufactured equipment matches the quality and functionality of new equipment, helping us reduce the environmental impacts associated with manufacturing new devices.

- When equipment has genuinely reached the end of its life, we pass it to authorised IT recyclers for maximum resource recovery and environmentally-friendly handling of residual waste. In FY25, we disposed of an estimated 17,524 kg of electrical equipment.

Waste electrical and electronic equipment (kg)		FY25	FY24	FY23	FY22
Total WEEE	Total WEEE placed on the market	1,999,549	1,591,213	1,390,822	1,307,483
	Total number of units repatriated for re-use [1]	34,203	47,945	97,845	135,993

[1] In FY25, the number of units repatriated for re-use was lower than in previous years. This was due to the culmination of a long-term project. In future years, we expect to see this number increase as we seek opportunities to scale up these services.

Water use and Management GRI 3-3, 303-5

As a distributor of electronic goods and other professional services, our direct operations are not water intensive. Water within our operations is used for drinking, sanitation, and landscaping only. Therefore, our overall water use is relatively low and closely linked to the number of employees on-site.

Currently, it is only possible to measure water withdrawal. However, we expect our consumption of water to be nominal, as water is consumed for drinking only. For the purposes of our CDP disclosure, we estimate consumption to be 10% of total withdrawals. Therefore, in FY25, we estimate that 1.09 megalitres of water was consumed.

The climate scenario analysis revealed several locations that could experience water stress in the medium and long term. However, we have not yet completed an assessment with water-specific tools, such as the World Resources Institute (WRI) Aqueduct Water Risk Atlas.

Water withdrawal (in megalitres) GRI 303-3		FY25	FY24	FY23	FY22
Water withdrawal	Total (third party water) [1]	10.86	22.10	16.54	22.11
	Total (from areas with water stress)	Not yet assessed	Not yet assessed	Not yet assessed	Not yet assessed

[1] Water data is collected monthly (where available). All of Westcon-Comstor's facilities are leased and in either single or multiple-occupancy buildings. Therefore, availability of data varies depending on the specific agreement. Where Westcon-Comstor does not manage the water meter, we are reliant on landlords to provide data. If data is unavailable, it is estimated from the monthly cost. Where water costs are incorporated into rent, and consumption values are unavailable, water data is excluded.

Communities

Westcon-Comstor's distribution philosophy is rooted in community-driven values and genuine care for those around us. Since our inception, we've been dedicated to supporting our partners and solving problems with innovative solutions. Our industry insights, technical expertise, and extensive distribution experience serve as catalysts for their success.

We believe the health and growth of our communities are essential to achieving lasting social and economic sustainability. Their well-being creates an environment where both our business and the world can flourish. By connecting our partner ecosystem, we drive community growth and promote social well-being through impactful philanthropic efforts and the creation of employment opportunities.

For our Communities, we are committed to:

- Aligning community initiatives with corporate responsibility goals, emphasising sustainability, education, and inclusivity
- Improving responsible supply chain management by engaging with suppliers to reduce negative impacts by performing thorough assessments for ethical compliance
- Empowering disadvantaged groups through education and tech training, and supporting local charities and environmental causes
- Providing educational bursaries and healthcare support, and contributing to environmental conservation across regions
- Fostering change and strengthening community bonds through meaningful societal contributions

As we continue to grow and evolve, we remain steadfast in our mission to be a Responsible Business that actively contributes to a better world through strategic partnerships and community-focused initiatives.

Responsible Supply Chain Practices and Management

Westcon-Comstor is committed to ensuring there are no environmental or human rights abuses occurring in our supply chains or in any part of our business. Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships. This commitment is underpinned by our parent company, Datatec's, membership of the UN Global Compact and the incorporation of its ten principles within the Group's policies. This includes supporting and respecting the protection of internationally proclaimed human rights and making sure there is no complicity in human rights abuses.

We consider that the risk of human rights abuses occurring in our first-tier supply chain is low because most of our major vendors are large, market-leading organisations. However, we recognise that the risks of impacts may increase past tier 1, given the convoluted nature of information technology equipment supply chains and the geographies involved.

These risks are mitigated through a variety of supply chain management measures outlined below.

From an environmental perspective, we estimate that 90% of Scope 3 GHG emissions within our footprint are linked to the manufacture and use of products we are purchasing from our vendors. Therefore, our suppliers play a critical role in making our net-zero goal a reality.

Westcon-Comstor has committed to two near-term, company-wide SBTs in relation to our Scope 3 emissions as follows:

- Westcon-Comstor commits that 80% of suppliers by spend covering purchased goods and services will have science-based targets by FY2025.
- Westcon-Comstor also commits to a 25% reduction in absolute Scope 3 emissions by FY2030 from a FY2022 base year.

Supply Chain Management Measures GRI 3-3

As part of our commitment to a sustainable supply chain, and to reduce the risk of negative environmental and social impacts, we have several Company-wide measures in place to ensure that we are conducting business in an ethical and transparent manner:

- We have a Code of Conduct which requires ethical dealing with suppliers and customers and adherence to our Anti-slavery Policy, as well as a zero-tolerance approach to slavery, child labour and human trafficking;

- All prospective stock vendors and non-stock vendors undergo an onboarding process to ensure they are operating legally and ethically – this includes adherence to our Code of Conduct, which has been updated to include additional provisions linked to the environment, labour and human rights;

- We have developed an "Environmental addendum" to our Business Code of Conduct, which outlines our expectations of suppliers around climate change, waste and circularity;

- As part of our contracts for stocking vendors, we require adherence to the Responsible Business Alliance (RBA) Code of Conduct and include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children;

- We also require sub contractors to comply with our Code of Conduct;

- We require stocking vendors to disclose whether there are any Conflict Minerals in products we source from them;

- We conduct annual online training and certification for employees to ensure awareness and adherence to our Code of Conduct;

- The Group has a whistle-blowing hotline which allows violations of our policies, including our Code of Conduct to be reported;

- We utilise the EcoVadis sustainability ratings platform to provide an independent view on our performance in relation to "Sustainable Procurement" and drive continuous improvement in our policies, actions and reporting of results;

- We have appointed an ESG team to oversee a range of sustainability issues, including environmental and social impacts within our supply chain;

- Our Responsible Business program is run in co-ordination with our parent company to ensure a consistent approach. The Audit, Risk and Compliance Committee provide Group-level oversight for environmental, labour and human rights risks and impacts

Percentage of stocking vendors (by spend) that have gone through a CSR assessment	
Percentage of suppliers	FY25
Total	52%

Supplier Engagement _{GRI 3-3}

The results of our DMA confirmed that several of our largest ESG-related IROs occur within the supply chain. Our supplier engagement strategy, supported by a third-party cloud-based platform, helps us better understand the structure and scope of our supply chains and the actions our largest tier 1 suppliers (vendors) are taking to mitigate environmental and social impacts within their supply chains. For Westcon-Comstor, a Responsible Business is the only business, and the continuation of our responsible practices upstream by our vendors is essential.

In FY24, we designed and deployed a detailed sustainability questionnaire via a third-party cloud-based platform, with the intention of surveying our largest vendors across several environmental and social topics.. The principal objective was to improve our understanding of risks and opportunities linked to sustainability within our value chain. In FY26, we intend to review and expand the scope and coverage of this program, following a review of our main supplier groups and IRO's, as identified through our DMA.

Remediation

In the event that a breach of our Code of Conduct is suspected or discovered in any part of our supply chain, the relevant vendor manager and our ESG team will open discussions with the affected vendor so that a remediation plan can be created.

The Group has a whistle-blowing hotline which allows violations of our policies, including our Code of Conduct, to be reported. Our hotline allows anonymous reporting and is regularly monitored by our parent company, Datatec with cases reviewed during the Audit, Risk and Compliance Committee meetings. No colleague will suffer any retaliation by the Company due to a report being made.

Future Plans

A key outcome from FY25 was improving our understanding of the level of risk represented by our key vendors, to help us direct priority for on-going engagement and efforts to further improve transparency. In FY26, we plan to review and expand our supplier engagement program by:

- Increasing the number of vendors we are assessing to cover a higher percentage of our total supplier spend.
- Expand the scope of suppliers by including strategic non-stocking suppliers and other suppliers deemed to be high risk driven by industry and geography.
- Ensure that the program addresses our compliance requirements while providing genuine value to stakeholders.

Conflict Minerals

Westcon-Comstor is committed to responsible minerals sourcing and expect our suppliers to support us with our goal of achieving a conflict-free supply chain, which supports the efforts of human rights organisations to end violence and atrocities in Central Africa (the Democratic Republic of Congo (DRC) and nine adjoining countries: Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda).

Our goal is to work collaboratively with our suppliers throughout the supply chain to source minerals consistent with our values around human rights, business ethics, labour, health and safety practices, and environmental responsibility.

Therefore, Westcon-Comstor requires our suppliers to comply with all applicable requirements regarding tin, tungsten, tantalum, and gold contained within their products and to cooperate with Westcon-Comstor to ensure that we can meet our own legal obligations. At this time, Westcon-Comstor has not published a due diligence report on conflict minerals.

Specifically, suppliers are requested to:

- Respond to our enquiries related to conflict minerals within the products supplied to us.
- To ascertain if there is any tin, tungsten, tantalum and gold (Conflict Minerals) contained in their products being supplied to us and sourced from the Democratic Republic of Congo (or an adjoining country) or used in their production process.
- Provide information on their Conflict Minerals arrangements regarding their direct suppliers.
- Provide a copy of their Conflict Minerals sourcing policy.
- Confirm their conflict minerals disclosure with the US Securities & Exchange Commission.

Percentage of hardware suppliers (by spend) for which information regarding conflict minerals is available		
Year	FY24	FY23
% of suppliers	41%	42%

Community Support Initiatives GRI 3-3

We continue to adhere to our CSR policy to be a responsible business that meets the highest standards of ethics and professionalism. We are committed to working and partnering with organisations that align with our CSR philosophy on sustainability, e-waste, technology, and education. Westcon-Comstor is committed to following the principles of the United Nations Global Compact, through our parent Group Datatec's membership, and will readily act to promote its identity as a socially aware and responsible business.

Our Education in the Community portfolio consists of three programmes, each of which aligns to our core business and anticipated business needs, the community and social challenges that we've highlighted as being of concern in each of the regions we operate in.

The Education in the Community Programmes include:

- Driving STEM: Supporting education in STEM to empower disadvantaged communities.
- Diversity in technology: facilitating interventions to increase the number of women and minority groups in the technology industry.
- Skills for technology: retaining staff through education, providing current and relevant training, and attracting new talent to support them within the technology industry.

FY25 highlights

Volunteer Leave Policy

Launched in FY25, Volunteer Leave Policy reflects our commitment to being a Responsible Business, empowering employees to make a positive impact through volunteer work and supporting their active participation in community service and environmental initiatives.

OnHand App Launch

The OnHand app complements our Responsible Business strategy by enabling employees to take part in volunteering, wellbeing, and sustainability missions—both locally and remotely. This tool not only supports our people in achieving community and environmental goals but also boosts personal wellbeing and engagement. Designed for flexibility and real-life impact, the app allows users to complete challenges, track their contributions, and see tangible results like trees planted and CO_2 saved. Currently piloted in select regions, Westcon-Comstor OnHand users have contributed towards 18000+ tree plantings.

12 Days of Kindness

As a Responsible Business, we're committed to doing good for our people, planet, and communities. In support of this, we launched the 12 Days of Kindness mission through our Kindness Calendar. Each day, employees are encouraged to complete thoughtful good deeds, ranging from promoting sustainability and supporting mental and physical wellbeing to fostering inclusivity, encouraging learning, and showing gratitude. These small, everyday actions help create a ripple effect of positivity, strengthen team morale, and reinforce our culture of kindness and purpose.

Creating opportunities and inspiring the next generation

Partnerships and initiatives

Through worldwide partnerships and initiatives, we help people reach their full potential and seize career opportunities around the globe. We also offer bursaries and learnerships to create pathways for the young and disadvantaged.

UK	Our Bracknell office partners with Bracknell BID, with the intention of supporting local employment initiatives and participating in community-focused events, as opportunities arise.

Middle East	We continued to support the local communities through various activities. Ongoing initiatives include: • The Internship & Work Placement Program provides high school and university students with hands-on experience during their academic breaks, helping them fulfil graduation requirements. Priority is given to children and acquaintances of employees. Four interns (three university students and one high school student), supported by six employee volunteers who serve as coaches. This initiative not only gives back to the community but also introduces students to Westcon's work environment, potentially paving the way for future employment opportunities.

South Africa	Westcon-Comstor continues to support the JB Marks Education Trust Fund by providing bursaries to study Information Technology at the tertiary level for the dependents of the National Union of Mineworkers members. Its disabled learnership programme also continued, providing learnership to four disabled individuals run by Action for The Blind. This included accommodation, sourcing and assessment, and a stipend. It also offered a schooling assistance programme to support employees' children through bursaries that will fund primary and secondary education. Further information on these initiatives and others: • Bursaries have been provided for five African Females to study Information Technology as part of Afrika Tikkun. • Level 4 Technical Support NQF (National Qualifications Framework) with a specialisation in Cyber Security Learnership invests in the upskilling of previously disadvantaged youth. In FY 25, fifteen candidates were welcomed on a 12-month Learnership program. • Rest of Africa: various social responsibility initiatives have been supported during FY25, focusing on youth and disability: • A one-week work experience offered students a theoretical overview of each of our departments, and they had the opportunity to learn about day-to-day activities by joining employees in sales meetings, interviews and more. • In partnership with the local Kenyan government, in support of the high rate of youth unemployment, Westcon International has sponsored an intern for three months. The intern was empowered with technical and soft skills and received career mentoring from one of our employees.

Philanthropic initiatives

By giving back and supporting charitable initiatives, we've been able to foster lasting change. These initiatives not only raise essential funds for important causes but also encourage collaboration among our employees. This brings them closer to their communities and embodies the spirit of Responsible Business in action.

North America

Westcon International continues to support the community by donating to local charitable non-profit organisations such as Toys for Tots and Meals on Wheels.

Europe

Across our European operations, we have focused on a blend of health & wellbeing, environmental and societal initiatives:

UK

- Money was raised for MacMillan Cancer Research as part of the 'MacMillan Coffee Morning'
- During December, fundraising activities took place for two charities – a Christmas Jumper Day with donations to Save the Children, and a 'Giving Tree' for Sebastian's Action Trust.

Iberia

- Disadvantaged children have been supported through the recycling of plastic caps in supporting the SEUR Foundation, a not-for-profit foundation. Their main objective is to help the most disadvantaged children, provide support to their families without resources and help people with disabilities or serious illnesses and help victims of natural disasters in emergencies or humanitarian crises.

The Central region

Middle East

- Toys have been donated and delivered by volunteer employees to Al Jalilah Children's Specialty Hospital in the spirit of Christmas and year end. Al Jalila Children's hospital is the first dedicated children's hospital in the United Arab Emirates.

- Each year during the holy month of Ramadan, Westcon MEA team organises an Iftar meal distribution to support labourers across the the UAE. Ramadan is a time of compassion and generosity, and this initiative reflects our commitment to giving back to the community, especially to those who are less fortunate.

- Employees are encouraged to contribute by donating one or more meals, based on their financial capacity. The CSR team coordinates the purchase and distribution of these meals, which are then delivered to a designated labour accommodation camp. Together, we aim to make a meaningful impact during this special time of year.

South Africa

- The Westcon International team had the honour of visiting the Africa Tikkun youth Centre in South Africa on Mandela day to make food for the underprivileged children and spread some love and joy.

- Our employees from the Johannesburg office hosted a Festive Season Celebration at the Tembisa Society for the Care and Welfare of the Aged. Unforgettable moments included a special choir performance by Westcon International employees, as well as the residents. Personalised gifts donated by employees and cards created by Westcon International employees' children were given to all residents.

Rest of Africa

- Employees from our operation in Kenya supported the less fortunate and held a donation drive to help mothers and children at T21. T21 is a Families Support Organization whose mission is to advocate, educate, and create awareness with regards to Down Syndrome, to empower people living with Down Syndrome, and to support their families and friends. Baby diapers, children's clothes, toys, and dry foods were amongst the goods donated.

Asia Pacific

New Zealand:

- Westcon International New Zealand continues to be a corporate partner to the Starship Foundation, supporting the Starship Children's Hospital. As an ongoing commitment, employees donated Christmas gifts to children spending their Christmas at the children's hospital.
- Some of the volunteer hours Westcon International NZ makes available to its employees, where they spent the day planting trees to help with the restoration of the Papakura Stream, supporting our Responsible Business strategy.

Australia:

- Australia's Biggest Morning Tea. This community event raises vital funds to make a big difference for those impacted by cancer.
- Participating for another year in STEPtember to help raise funds for cerebral palsy research. This year, several teams joined in to raise funds.
- Funds were also raised for Movember to help raise awareness of men's health issues, such as prostate cancer, testicular cancer, and men's suicide.

Rest of Asia

- In Singapore, Westcon Group organised a Westcon-Comstor walk for charity in FY25, which proved to be a resounding success with an outstanding turnout! Together, we covered an impressive total distance of 1,582.34 KM, raising $14,140. Adding to this achievement, individual pledged donations contributed $2,813, resulting in a combined fundraising total of $16,953 for the Care for Elderly Foundation (Singapore) campaign. Significantly, this amount qualifies for a dollar-for-dollar matching grant from the Tote Board, doubling our impact to a grand total of $33,906. 147 people joined the event, walking along either the Bukit Timah Nature Reserve or MacRitchie Reservoir Park. This shows that we're all committed to helping important causes and making our community better.

Philippines:

- Westcon-Comstor Outreach for Underprivileged Youth of Pasig, Riversprings School is a community school dedicated to providing education and learning to the underprivileged youth of Pasig.

Indonesia:

- Our team showed their kindness in action, by donation of Hampers distributed to street children and children in orphanages. In China our employees provide water and towels to workers near Guangzhou Railway Station. In Beijing our employees Visited Paralympic venues and play tennis with disabled children the environment. And in Beijing, our employees helped cleared up garbage in Beiwu Village, keeping our surroundings clean and beautiful.

Governance

Westcon International is committed to upholding accountability, fairness, and transparency through effective corporate governance. Being a trusted partner means demonstrating our dedication to operating legally, ethically, and sustainably while aligning with industry standards.

Our governance model prioritises transparency, accountability, and integrity, reinforcing our commitment to Responsible Business. This approach meets stakeholder expectations and strengthens our operational framework, ensuring we remain a reliable and principled leader in the industry.

For our Governance, we are committed to:

- Focusing on clear roles and responsibilities, fostering robust discussions for continuous performance enhancement
- Emphasising diversity and inclusivity in our ELT composition for comprehensive decision-making
- Upholding ethics and integrity, guided by a Code of Conduct outlining expected behaviours and ethical practices like anti-corruption
- Ensuring compliance and risk management with regular audits to adapt to evolving regulations and identify risks

- Prioritising systems protection and cybersecurity with robust policies and training to ensure data privacy and security
- Ensuring governance is robust and meets stakeholder expectations by having the General Counsel and Compliance Officer oversee ESG initiatives
- Taking strategic actions and continuous monitoring to address reputational concerns

We are proud to stand as a trusted leader through our commitment to accountability, fairness, and transparency. We will continue our dedication to ESG-aligned incentives, compliance, and cybersecurity to ensure robust governance, and we maintain our promise of sustainable growth and Responsible Business practices.

We undergo regular internal audits covering various areas from Datatec's audit plan, including both environmental, social, governance (ESG) and non-ESG aspects. We also take part in Datatec's bi-yearly risk forums and Audit Risk Compliance Committee (ARCC), which addresses current and emerging risks.

In FY25, Westcon consolidated the ownership of environmental and operational matters within its Executive Leadership Team (ELT), creating a new Chief Operating Officer (COO) role that consolidates several functions – legal, finance, supply chain operations, IT, data & analytics. The COO and Chief Sustainability Officer (CSO) work closely to ensure climate-related issues are considered during business and financial planning. ESG is a fixed agenda item at the ELT's quarterly business review meetings, and the CSO provides an update on progress towards targets, key initiatives, and identified risks and challenges.

Our Governance Structure

Westcon-Comstor has its own General Counsel and Compliance Officer who provides oversight of the Governance pillar. Our CSO holds general responsibility internally for the ESG function. Ultimately, we're overseen by Datatec's board of directors, including its dedicated risk and audit functions, as well as its General Counsel and Responsible Business team. These help to ensure our compliance with applicable laws, as well as the expectations of our stakeholders
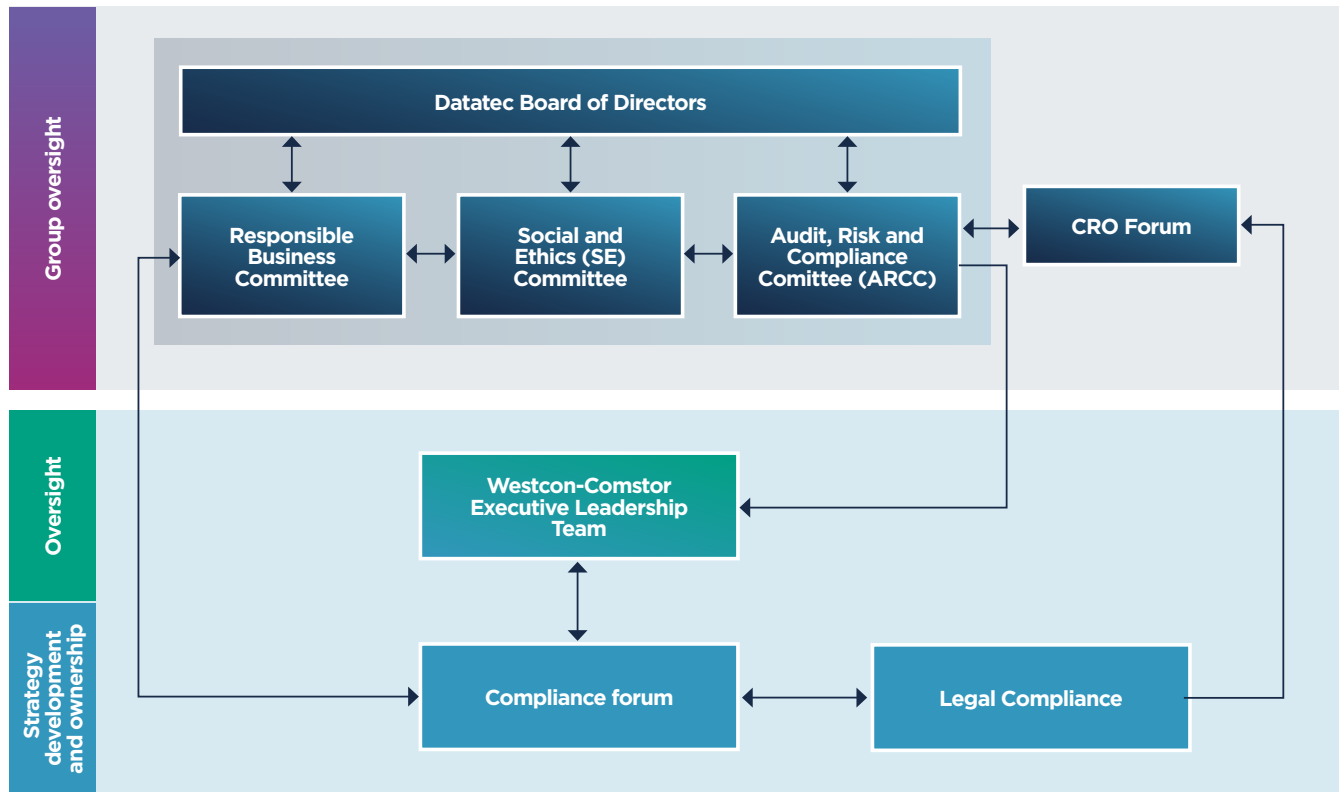
Board of Directors

Datatec's board of Directors (separate to Westcon-Comstor's own) hold ultimate responsibility for sustainability across the Datatec group, including Westcon-Comstor, ensuring that sustainability-related risks are taken into account.

Responsible Business Committee

Datatec's Responsible Business Committee oversees the group's sustainability performance and ensures all parts of the Datatec Group are aligned and driving a single Responsible Business agenda.

Social and Ethics Committee

Datatec's Social and Ethics Committee monitors the group's compliance with applicable laws and best practices, as well as Datatec's Code of Conduct. It guides our approach to climate change and target setting, whilst overseeing adherence to social initiatives such as Broad-Based Black Economic Empowerment in South Africa.

Group-wide risk forums

Datatec holds quarterly risk forums for risk, compliance, legal, and sustainability leaders across the group to discuss current and emerging risks across a range of areas, including environment, sustainability, and climate. The main forum is held by the Audit, Risk and Compliance Committee (ARCC).

Westcon-Comstor Executive Leadership Team (ELT)

Our ELT team represent the highest governance body. They are responsible for Westcon-Comstor's Responsible Business programme, providing strategic guidance and promoting sustainable growth across all aspects of our operations.

They ensure climate-related risks are dealt with as part of the group's strategic goals, as well as overseeing our net zero strategy, reviewing climate key performance indicators and approving targets, policies and external disclosures.

All our reporting is reviewed and approved by the ELT team prior to publication.

As ultimate owners of risks incurred and impacts we have on the environment, economy and people, the ELT members are also responsible for overseeing any due diligence we conduct. The results of these processes we conduct are incorporated in the Risk Registers as they arise and reported as part of the ARCC and CRO forums. Opportunities are reviewed and potential positive impacts are also reviewed internally and incorporated in our strategy where aligned to long-term goals and company values.

Compliance Forum

In FY25, we transitioned the Sustainability Steerco into a quarterly compliance forum comprised of colleagues from ESG, legal, finance, operations, and IT. The purpose of the forum is to track and monitor regulatory compliance risks and other ESG-related issues.

Issues and opportunities identified within the quarterly meetings are fed to the CSO and wider ELT for consideration, as required.

Legal and Compliance

Westcon-Comstor's legal and compliance teams work closely with the group's ESG team to oversee the implementation of ESG initiatives and ensure appropriate governance is in place.

Legal and compliance also provides guidance on ESG-related regulations and requirements, as well as reviewing and providing input into internal policies and processes.

Westcon-Comstor is committed to maintaining the highest standards of ethics and business conduct. Our Code of Conduct (Code) defines the standards of behaviour expected from colleagues in both internal and external interactions. Although we operate in various geographical areas, our values and the Code have universal application. Topics covered include:

- Dignity at work
- Equal opportunities
- Conflicts of interest
- Insider information
- Fair compensation
- Bribery and corruption
- Accurate accounting
- Modern slavery and child labour
- Interactions with public officials
- Confidentiality and record-keeping
- Using intellectual property
- Trade compliance
- Reporting concerns

The Code of Conduct is supplemented by other key policies, such as our:

- **Antibribery and Money Laundering Policy**
- **Policy on Giving and Receiving Gifts, Hospitality & Entertainment**
- **Third-Party "Offshore" Payments Policy**

Ethics and Integrity GRI 205-1.2.5, 205-2, 205-3, 3-3

Westcon-Comstor is committed to the highest standards of moral and ethical behaviour. This principle is not something we take lightly, because it forms the foundation of trust on which all our business activities take place. It is essential to one of our company's greatest assets – our reputation. Acting with integrity is something we have as a foundation in our day-to-day activities. Integrity towards our customers and partners, the communities in which we operate, and toward our colleagues is fundamental to the success of our company.

Controls and compliance measures
We have a series of controls and measures in place to ensure compliance with applicable laws and ethical standards:

- Operating group accountancy standards to ensure accurate financial reporting.
- Using 'Matrix of Authorities' specifying the correct approval levels for decisions, as well as the giving and receiving of gifts, hospitality and entertainment. Robust anti-fraud controls, including two-step authorisation, restricted payment templates, restricted access to systems, and technical measures to prevent access by unauthorised third parties.

- Separation of functions.
- Periodical awareness campaigns on compliance and ethics topics.
- Operating a third-party "offshore" payments policy to prevent involvement with money laundering and criminal activity.
- Registers of sales incentives given to partners.
- Register for charitable donations.
- Sales and marketing incentive processes.
- Screening all transactions against embargoed destinations, sanctioned users, and export licence requirements – this is particularly important given that a great deal of products we sell are export-controlled.
- Business expenditure reviews.
- Aside from rare exceptions, we don't typically allow the use of sales intermediaries or giving of gifts, hospitality, or entertainment to public officials.

Knowing the organisations we do business with

We take time to ensure alignment of organisations we do business with to our own standards and expectations. This includes:

- Putting all vendors, nonstock suppliers, and partners through an onboarding process where they are required to confirm compliance with our key policies (including our Code of Conduct) and provide answers to red flag compliance questions aimed at identifying corruption or unethical behaviour.

- All vendors, nonstock suppliers, and partners are screened against 100+ sanction lists when they are onboarded and periodically re-screened during the lifecycle of the contracts we have with them.
- Obtaining business intelligence reports on new partners.
- Ensuring new partners take our anti-bribery course.

Effective governance requires making sure everyone receives training appropriate to their roles. This helps everyone work together and be better-informed on their role in ensuring the company's policies are followed.

Anti-corruption communication and training GRI205-2						
	FY25			**FY24**		
Number + Percentage by Region	APAC	EMEA	AMER	APAC	EMEA	AMER
TOTAL NUMBER OF EMPLOYEES RECEIVING COMMUNICATION ON WESTCON-COMSTOR'S ANTI-CORRUPTION POLICIES	100%	100%	100%	100%	100%	100%
Governance Body Members	100%	100%	100%	100%	100%	100%
Employees	100%	100%	100%	100%	100%	100%
TOTAL NUMBER OF EMPLOYEES RECIEVING ANTI-CORRUPTION TRAINING	100%	100%	100%	100%	100%	100%
Governance Body Members	100%	100%	100%	100%	100%	100%
Employees	100%	100%	100%	100%	100%	100%

All colleagues (including members of the Executive Leadership Team), other than short-term contractors are enrolled onto our Anti-bribery, Ethics & Code of Conduct training each year. This course has an interactive set of Q&As which reinforce the details of our policies and covers a variety of topics including:

- Bribery
- Gifts, hospitality, and entertainment
- Use of marketing development funds
- Sales incentive programmes
- Conflict of interest
- Use of sales intermediaries
- Offshore payments
- Charitable donations
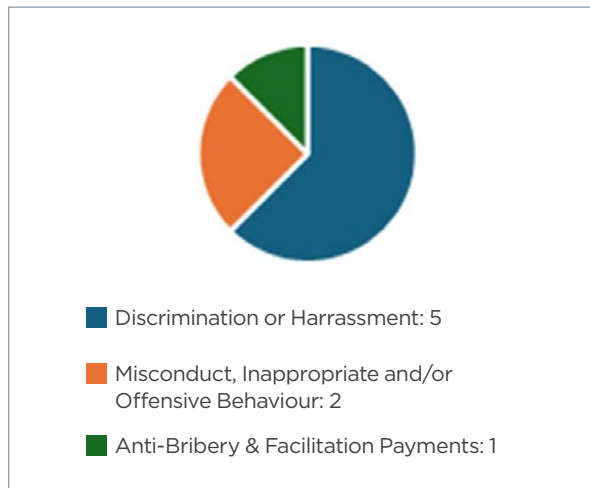- Incident reporting

Confirmed incidences of corruption GRI 205-3 c. & d.

In FY25, there have been no public cases regarding corruption brought against Westcon-Comstor.

We remain committed to fostering a culture of integrity and accountability. As part of this, we continue to ensure that all employees are aware of and have access to our whistleblower hotline. All reports are treated seriously and are fully investigated in accordance with our internal procedures.

To support awareness and confidence in our reporting channels, our key performance indicator is that 100% of employees (excluding short-term staff members) complete annual training on our Code of Conduct and whistleblower process, reinforcing how to raise concerns safely and anonymously.

Number of investigated whistleblower cases:

- Discrimination or Harrassment: 5
- Misconduct, Inappropriate and/or Offensive Behaviour: 2
- Anti-Bribery & Facilitation Payments: 1

Compliance and risk management

Westcon-Comstor has a risk management system in which risks are identified and managed on an ongoing basis. A risk register is maintained by the Group's compliance officer and monitored on a regular basis with those charged with governance.

Executives are ultimately risk owners and are accountable for identifying, managing, and monitoring climate-related risks and opportunities within the framework and risk appetite. Key risks are reported to the Risk Officer at least quarterly. The Chief Executive Officer (CEO), CSO and entire Executive Leadership team (ELT) are accountable for the Company's actions and commitments to embed climate change into our risk management and business strategy.

We are driven by a commitment to act responsibly, to minimise the impact of commercial activities on the environment. For this reason, we encourage every operation across the globe to pursue initiatives with the goal of improving the quality of life in local communities.

The leadership team believes that responsible business practices significantly benefit the environment, help accelerate new business, drive cost effectiveness, and enhance loyalty. It understands its role as a responsible global corporate citizen and regularly works alongside employees, suppliers, customers, the public and the environmental agencies to incorporate these efforts into its overall business strategy.

We aim to comply with environmental legislation across every region. We work to foster an environmentally conscious culture by providing employees with appropriate information and support to ensure work is done with consideration of the environment. Our teams focus on implementing processes that assess and improve good environmental practices and encourage both internal and external communications related to the performance of these practices.

Systems protection, cybersecurity and data privacy

Westcon-Comstor takes the protection of customer data very seriously. We are committed to protecting the confidentiality, integrity, and availability of our customers information. We understand the obligations we have towards our partners along with today's regulatory requirements and are well prepared to meet them.

Westcon-Comstor addresses our cybersecurity obligations by protecting and managing customer information in a secure and consistent manner. To accomplish this, Westcon-Comstor employs a comprehensive information security program that involves: people, process and technology.

Data privacy: People, processes and information security oversight

We address our data privacy obligations through a programme involving people, processes and technology. The group's Compliance Officer ensures we maintain compliance with applicable data privacy laws. We also have a dedicated team of information security professionals who ensure appropriate measures are in place to safeguard data in the group's possession.

Physical security

We control, monitor and restrict access to physical areas where we process end-user data. Additionally, all data centres we use adhere to ISO 27001 standards.

Sites covered by ISO 27001 – US WG Services, Bracknell (UK), Swindon (UK), and Houten (NL).

Cybersecurity

We deploy next-generation firewall technology, as well as intrusion detection and prevention systems which generate and respond to alerts that could indicate a compromise of our network. We apply security-by-design principles through the software development lifecycle, track vulnerabilities, and run internal and external network scans continuously. We also retain a qualified third-party to conduct penetration testing on an annual basis.

Subcontractors

We conduct appropriate due diligence prior to engaging IT contractors (i.e. third-party agencies and external developers) to assess their security capabilities. As part of the process, confirmation of adherence to our key information security policies and standards is required. We also engage external agencies to conduct background checks on external personnel.

Risk management

We conduct annual information security risk assessments in compliance with ISO 270001 standards. Our risk management programme consists of third-party assessments and monitoring, alignment with industry standards, identifying, tracking, and remediating risks.

Business continuity and disaster recovery

Westcon-Comstor implements and maintains an IT business continuity management program that addresses the needs of the business including business impact analysis and disaster recovery planning. Plans are reviewed annually to ensure they continue to meet the needs of the business.

Ransomware

Our comprehensive ransomware attack strategy is designed to identify, contain, analyse, remedy, and recover. We use CyberVault for fully encrypted near-real-time backups of mission-critical data.

Annex

People

% of employees covered by collective bargaining agreements		FY25	FY24
	Total	**540**	397

New employee hires and employee turnover GRI 401-1

Reporting Period	FY25		FY24		FY23	
	Total	Rate	Total	Rate	Total	Rate
TOTAL NEW HIRES	825	100%	621	100%	808	100%
By Age						
18-24 years old	93	11.27%	86	13.85%	104	12.87%
25-34 years old	340	41.21%	294	47.34%	346	42.82%
35-44 years old	247	29.94%	152	24.48%	182	22.52%
45-54 years old	95	11.52%	74	11.92%	99	12.25%
55-64 years old	38	4.60%	14	2.25%	20	2.48
65+ years old	1	0.12%	1	0.16%	2	0.25%
Other (unknown)	11	0.48%	-	-	55	6.81%
By Gender						
Male	542	62.41%	406	65.38%	476	58.91%
Female	283	37.59%	215	34.62%	332	41.09%
Other	N/A	N/A	N/A	N/A	N/A	N/A
By Region	825	100%	621	100%	808	100%
APAC	367	44.24%	273	43.96%	371	45.92%
EMEA	454	55.03%	343	55.23%	434	53.71%
NA	4	0.48%	5	0.81%	3	0.37%
TOTAL EMPLOYEE TURNOVER	574	15.8%	640	17,8%		
By Age						
18-24 years old	37	6.44%	51	7.96%		
25-34 years old	218	38%	237	37%		
35-44 years old	196	34.15%	180	28.13%		
45-54 years old	95	16.55%	92	14.38%		
55-64 years old	25	4,35%	30	4.69%		
65+ years old	2	0,35%	4	0.63%		
Other (unknown)	11	0.48%	-	-		
By Gender	574					
Male	379	66.02%	407	63.59%		
Female	195	33.97%	233	36.4%		
Other	N/A	N/A	N/A	N/A		
By Region	574					
APAC	207	36.06%	257	19.3%		
EMEA	364	17%	378	16.7%		
NA	3	5.8%	5	9.3%	x	x

Total number of employees and a breakdown by gender and region GRI 2-7a

Reporting Period	FY25	FY24	FY23
	Total	Total	Total
TOTAL EMPLOYEES	3696	3590	3463
By Gender			
Male	2126	2126	2036
Female	1464	1464	1427
Other	1	-	-
By Region			
APAC	1422	1303	1234
EMEA	2219	2227	2172
NA	55	60	57

Total number of permanent, temporary, non-guaranteed hours, full-time and part-time employees, and a breakdown by gender and region GRI 2-7b

Reporting Period	FY25	FY24	FY23
	Total	Total	Total
PERMANENT EMPLOYEES	3610	3458	3372
By Gender			
Male	2048	1978	1845
Female	1410	1394	1293
Other	1	-	-
By Region			
APAC	1380	1303	1213
EMEA	2175	2227	2102
NA	55	60	57
TEMPORARY EMPLOYEES	64	64	46
By Gender			
Male	40	44	36
Female	24	20	10
NA	N/A	N/A	N/A
By Region			
APAC	32	26	14
EMEA	32	38	32
NA	N/A	N/A	N/A
NON-GUARANTEED HOURS EMPLOYEES	37	68	45
By Gender			
Male	14	34	22
Female	23	34	23
Other	N/A	N/A	N/A
By Region			
APAC	10	14	7
EMEA	27	54	38
NA	N/A	N/A	N/A

Reporting Period	FY25	FY24	FY23
	Total	Total	Total
FULL-TIME EMPLOYEES	3511	3369	3293
By Gender			
Male	2127	2304	1964
Female	1383	1335	1329
Other	1	NA	NA
By Region			
APAC	1372	1256	1205
EMEA	2085	2053	2031
NA	54	60	57
PART-TIME EMPLOYEES	99	89	79
By Gender			
Male	21	14	14
Female	78	75	65
Other	N/A	N/A	N/A
By Region			
APAC	8	7	8
EMEA	90	82	71
NA	1	N/A	N/A

Note:

- The data represents a snapshot of the headcount as of 25 February 2025.
- Employment type is determined by the employee contract type:
    - *Temporary employees = interns*
    - *Non-guaranteed hours = contractors paid by Westcon-Comstor (internal)*
    - *Full-time employees = permanent full-time employees*
    - *Part-time employees = permanent part-time employees*
    - *Permanent employees = permanent full-time employees + permanent part-time employees*

Percentage of individuals within the organisation's governance bodies in each of the following diversity categories GRI 405-1 a .

Percentage of employees per employee category in each of the following diversity categories.

Employee Category	Governance	Employees
PERCENTAGE OF INDIVIDUALS WITHIN EACH DIVERSITY CATEGORY		
By Gender		
Male	87.5%	59.35%
Female	12.5%	40.62%
Other	N/A	N/A
By Age Group		
Under 30	0%	21.33%
30-50	25%	62.22%
Over 50	75%	16.25%
Other Indicators of Diversity (e.g. minority or vulnerable group)	N/A	N/A

Accompanying notes and assumptions on diversity data provided GRI 2-7 c-d

- For Westcon-Comstor, the highest governance body is the Executive Leadership Team (ELT).
- Please note that interns or external service providers do not have to report their age. There's a gap in the age group in comparison to the total number of employees for this reason.
- We do not track and report other diversity metrics (e.g. minority or vulnerable group) other than age group and gender.
- Age group data is split into different groups on our platforms and reports; therefore, we cannot report the split into age groups.

Ratio of basic salary and remuneration of women to men GRI405-2 *- Not available*

Accompanying notes:
- Currently not available due to differences in methodologies applied by local governments and the large number of countries in which we operate. Response to this requirement is aligned with our parent company.

Workers by contract type GRI 2-8

Workers by Contract Type	FY25	FY24	FY23
TOTAL	x	x	x
Permanent contract			
Non-contract			

Workers who are not employees GRI 2-8

Workers who are not employees	FY25	FY24	FY23
TOTAL	6	427	x

Accompanying notes and assumptions on employee data provided GRI 2-8
Workers who are not employees of Westcon-Comstor represent colleagues employed by companies from which we have contracted different services or towards which we've outsourced different pieces of work. The majority of them support our IT department, followed by the Services and Sales department.

Hours of training received by employees and number of employees receiving regular performance and career reviews GRI 404-1, 404-3

Hours of training received	FY25	FY24	FY23
AVERAGE TRAINING HOURS RECEIVED GRI 404-1	13	8.5	x

Accompanying notes and assumption on employee data provided GRI 404-1, 404-3
- Average training hours received by our employees cannot be split by employee category as data is not available.

Hours of worked	FY25	FY24
Hours worked by Westcon-Comstor employees	133,200.00	140,227.00

Accompanying notes:
We have used the hours from the employment contracts where exact numbers are not available.

Key KPI	FY25
% of workforce receiving training on information security	98%

Key KPI	FY25
% of the workforce that received training on environmental issues	
EMEA	86%
NA	88%
APAC	95%

Responsible Business performance data

Greenhouse gas emissions data GRI 305-1, 305-2, 305-3, 305-4

Greenhouse gas emissions data (tonnes of CO₂e) [1]		FY25	FY24	FY23 [4]	FY22
GROSS GREENHOUSE GAS EMISSIONS (tCO₂e), location-based Scope 2 methodology [2]		800,114	726,346	698,231	673,572
GROSS GREENHOUSE GAS EMISSIONS (tCO₂e), market-based Scope 2 methodology [3]		799,551	725,759	697,711	673,205
Scope 1 (tCO₂e) GRI 305-1a	Mobile combustion	794	789	671	683
	Refrigerant gases	90	107	92	0
	Stationary combustion	269	362	303	227
	Scope 1 total	**1,154**	**1,257**	**1,066**	**910**
	Scope 1 emissions intensity ratio tCO₂e /FTE [6]	0.32	0.36	0.30	0.27
Scope 2 (tCO₂e) GRI 305-2a	Heat and steam	0.01	0	0	0.01
	Purchased electricity	1,992	2,462	2,732	2,798
	Purchased Electricity Vehicles	17	14	9	0
	Scope 2 total (market-based)	**1940**	**2,475**	**2,741**	**2,798**
	Scope 2 total (location-based)	**1377**	**1,944**	**2,221**	**2,431**
	Scope 2 emissions intensity ratio tCO₂e /FTE (location-based) [6]	0.54	0.70	0.78	0.83
	Scope 2 emissions intensity ratio tCO₂e /FTE (market-based) [6]	0.39	0.55	0.63	0.72
Scope 1 and 2 total (location-based)		**3,094**	**3,732**	**3,807**	**3,708**
Scope 1 and 2 total (market-based)		**2,530**	**3,201**	**3,287**	**3,341**
Scope 3 (mtCO²e) GRI 305-3a	Upstream emissions [8]	417,907	598,101	597,764	592,039
	Downstream emissions [9]	379,114	124,457	96,660	77,825
	Other indirect (Scope 3) GHG emissions categories GRI 305-3d	Not relevant	Not relevant	Not relevant	Not relevant
	Scope 3 total	**797,021**	**722,558**	**694,424**	**669,864**
	Scope 3 emissions intensity ratio (tCO₂e / mil $USD net revenue) [7]	401	194	200	232

[1] Westcon-Comstor uses an operational control approach to consolidation when gathering environmental data for use in its carbon footprint calculation. This means that we collect data from all facilities where we have operational control (i.e., hold the operating license).

[2] All the major GHGs covered by the Kyoto Protocol are included within this metric: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and Nitrogen trifluoride (NF_3). These are converted into CO_2 equivalent (CO_2e) based on their global warming potential. CO_2e is the universal unit of measurement to indicate the global warming potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide. Biogenic emissions are not applicable.

[3] The location-based method reflects the average emissions intensity of national grids on which energy consumption occurs, using mostly grid-average emission factor data.

[4] We calculate our market-based Scope 2 emissions according to the market-based emission factor hierarchy described in WRI's GHG Protocol Scope 2 Guidance. In the market-based method, we apply a zero-emission factor to renewable energy.

[5] Prior year figures reported here may differ from previous reports due to several reasons: historical corrections and updates, methodology changes, updated emission factor sources.

[6] FY22 was selected as the base year for our SBTs and emissions reporting as it was the first year where a full Scope 1, 2 & 3 inventory was available.

[7] The FTE metrics for the reporting years are an average of the total FTE's per month. For FY25, this period covers 1st March 2024-28 February 2025.

[8] Revenue metric using annual net revenue for the financial year. Net revenue is in million USD $.

[9] Upstream emissions sources relevant to Westcon-Comstor: Purchased Goods and Services, Capital Goods, Fuel-and energy related activities, Upstream transportation and distribution, operational waste, business travel, and employee commuting.

[10] Downstream emissions sources relevant to Westcon-Comstor: Downstream transportation and distribution, use of sold products, end-of-life treatment of sold products.

Scope 1 Emissions by country and region (tCO$_2$e)

Region	Country	FY25	FY24	FY23	FY22
	Kenya	80.21	82.14	96.08	2.89
	Morocco	1.92	1.83	1.53	-
	Nigeria	19.37	14.43	12.45	16.06
	South Africa	24.94	164.22	103.51	118.21
Africa total		**126.43**	**262.63**	**213.57**	**137.17**
Asia Pacific	Australia	-	4.81	-	-
	Indonesia	-	7.00	8.15	8.98
	New Zealand	-	0.45	0.49	0.94
Asia Pacific total			**12.26**	**8.64**	**9.92**
Europe	Austria	8.09	12.03	9.46	22.72
	Belgium	135.79	140.77	77.25	91.95
	Czech Republic	5.24	4.83	3.81	5.90
	Denmark	-	-	-	1.23
	France	86.85	87.69	77.76	66.44
	Germany	218.58	216.14	185.90	167.74
	Italy	87.98	84.90	93.71	73.07
	Netherlands	317.45	296.80	218.13	99.08
	Poland	12.76	11.27	8.88	-
	Portugal	34.79	42.85	42.02	49.35
	Spain	-	-	-	26.12
	Sweden	19.90	18.09	48.61	47.75
Europe total		**927.45**	**915.39**	**765.52**	**651.35**
	UAE	1.99	5.53	5.82	19.30
Middle East total		**1.99**	**5.53**	**5.82**	**19.30**
North America	USA	9.44	7.65	-	1.10
North America total		**9.44**	**7.65**	**-**	**1.00**
United Kingdom	United Kingdom	88.27	54.01	72.13	90.88
United Kingdom total		**88.27**	**54.01**	**72.00**	**91.00**

Scope 2 Emissions by country and region (tCO$_2$e)					
Region	**Country**	**FY25**	**FY24**	**FY23**	**FY22**
Africa	Angola	0.06	0.10	0.40	-
	Kenya	3.73	9.70	8.70	2.80
	Mauritius	13.52	13.70	12.50	12.50
	Morocco	6.49	7.30	5.50	2.20
	Namibia	0.78	6.40	6.20	0.60
	Nigeria	7.72	8.50	5.40	2.60
	Senegal	2.43	0.10	1.70	3.90
	South Africa	567.54	822.30	975.30	1,325.90
Africa total		**602.25**	**868.10**	**1,015.60**	**1,350.40**
Asia Pacific	Australia	1.20	136.20	198.30	235.30
	China	70.74	78.10	63.60	51.70
	Hong Kong	39.91	25.80	23.60	41.70
	India	4.66	5.30	1.10	11.60
	Indonesia	130.20	125.20	133.70	83.50
	Korea	0.92	0.70	0.60	16.80
	Malaysia	26.16	25.10	21.50	20.00
	New Zealand	19.11	30.00	10.50	-
	Philippines	105.61	96.60	134.10	44.70
	Singapore	97.77	139.90	138.00	52.10
	Taiwan	70.60	64.60	44.80	47.10
	Thailand	22.11	18.60	16.10	18.20
	Vietnam	10.46	8.40	8.30	4.30
Asia Pacific total		**599.46**	**754.40**	**794.20**	**626.90**
Europe	Austria	2.40	1.10	-	4.40
	Belgium	14.42	12.40	18.40	25.00
	Czech Republic	2.88	3.20	2.80	3.00
	Denmark	-	-	2.40	0.20
	France	-	-	7.70	10.10
	Germany	10.86	14.60	40.50	40.20
	Italy	10.76	9.50	10.10	10.40
	Netherlands	29.78	44.40	-	-
	Poland	-	-	-	0.30
	Portugal	9.87	8.20	5.10	3.90
	Spain	-	-	25.50	73.40
	Sweden	1.09	-	-	-
	Switzerland	-	0.10	-	-
Europe total		**82.06**	**93.60**	**112.70**	**171.00**
Middle East	Bahrain	0.39	1.20	0.20	1.90
	Egypt	0.29	2.00	0.30	0.30
	Kuwait	0.68	3.00	0.50	0.80
	Oman	0.13	0.90	0.10	0.10
	Qatar	0.36	1.50	0.20	1.10
	Saudi Arabia	18.03	71.20	64.00	8.10
	UAE	28.07	100.80	139.40	191.00
Middle East total		**47.94**	**180.50**	**204.70**	**203.30**
North America	USA	28.99	35.10	37.00	44.00
North America total		**28.99**	**35.10**	**37.00**	**44.00**
United Kingdom	United Kingdom	15.94	12.20	56.50	35.70
United Kingdom total		**15.94**	**12.20**	**56.50**	**35.70**

Scope 3 Emissions (tCO$_2$e) GRI 305-3

Scope 3 Emissions Category	Category description	FY25	FY24	FY234	FY22
Category 1	Purchased goods and services	380,041	559,833	573,817	571,281
Category 2	Capital goods	1,271	2,852	3,000	2,400
Category 3	Fuel-and energy related activities	854	1,417	1,193	794
Category 4	Upstream transportation and distribution	28,124	26,844	10,380	9,500
Category 5	Waste generated in operations	14	53	1,260	1,250
Category 6	Business travel	3,908	4,805	1,754	514
Category 7	Employee commuting	3,695	2,296	6,360	6,300
Category 8	Upstream leased assets	Not relevant	Not relevant	Not relevant	Not relevant
Category 9	Downstream transportation and distribution	906	1,399	519	475
Category 10	Processing of sold products	Not relevant	Not relevant	Not relevant	Not relevant
Category 11	Use of sold products (hardware)	359,608	90,512	49,841	35,000
Category 12	End of life treatment of sold products	18,600	32,546	46,300	42,350
Category 13	Downstream leased assets	Not relevant	Not relevant	Not relevant	Not relevant
Category 14	Franchises	Not relevant	Not relevant	Not relevant	Not relevant
Category 15	Investments	Not relevant	Not relevant	Not relevant	Not relevant

Scope 3 Emissions inventory details GRI 305-3

Scope 3 Emissions Category	Category description	Methodology
Category 1	Purchased goods and services	The calculations for the Purchased goods and services category are based on the Hybrid method, which combines supplier-specific product-carbon footprint data for hardware along with secondary Spend-based data to fill gaps. A spend-based approach is applied to intangible goods such as software and Cloud.
Category 2	Capital goods	The calculations are based on Capex expenditure during the period, inclusive of annual capital expenditures on purchased goods and services from leased assets as defined by IFRS16.
Category 3	Fuel-and energy related activities	WTT, T&D, WTT (T&D) emissions were calculated for relevant activities using emission factors sourced from DEFRA, except in a small number of cases where more accurate sources were available.
Category 4	Upstream transportation and distribution	Actual emissions linked to freight activities were used in cases where carriers supplied the well-to-wheel emission figures in their reports. In cases where distance and weight metrics were provided, a distance-based methodology was used. In cases where only financial metrics were available, an average spend-based factor incorporating air transport, rail transport and road transport was applied. Sea transport was omitted due to immateriality in Westcon-Comstor's context.
Category 5	Waste generated in operations	Waste generated in Westcon-Comstor's operations is calculated using actual data. Weight of waste by type and method of disposal was collected from waste providers who service our logistics centres. Data was available for 71% of these locations. Data was not estimated for the remaining sites. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY25 boundary
Category 6	Business travel	Actual emissions linked to business travel activities were used in cases where travel agents supplied the emission figures in their reports. In cases where activity data was available, fuel and hotel emission factors were applied. Where only financial metrics were available, a spend-based methodology was applied.
Category 7	Employee commuting	An internal survey was conducted to understand commuting practices across the business. Only employees on office-based contracts were included in the survey and the assumption was that two trips were made per day per employee. Emissions were calculated from the distance travelled per employee by vehicle type.
Category 8	Upstream leased assets	Not relevant
Category 9	Downstream transportation and distribution	Emissions linked to drop shipments (direct delivery of goods from vendors to customers) were calculated using an emission factor that takes the average between EPA spend on air transport, rail transport, and road transport. Sea transport was omitted due to immateriality in Westcon-Comstor's context.
Category 10	Processing of sold products	Not relevant
Category 11	Use of sold products (hardware)	Actual use phase emissions linked to hardware products were used in cases where vendors supplied their product carbon footprint data. In cases where vendors provided electricity consumption for hardware products, emissions were calculated as follows: Watts divided by 1000 to get to kWhs, multiplied by total hours (Years x 365 x hours/day), multiplied by number of products, and then multiplied by a global grid emission factor. Use phase emissions linked to the count of hardware products sold were calculated using a unit-based emission factor developed by GCX: Average kWh consumption of a unit of IT equipment per year (48.58 kWh), over an estimated 4-year useful life.
Category 12	End-of-life treatment of sold products	Actual end-of-life emissions linked to hardware products were used in cases where vendors supplied product carbon footprint data. End-of-life emissions linked to Cost of Goods Sold financial data were calculated using a custom spend-based factor to account for the end-of-life phase only.

Energy consumption [GRI 302-1a-e]

Energy consumption [1]	FY25	FY24	FY23	FY22
Fuel consumption – Renewable sources, in Megajoules (MJ) (% of total)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Fuel consumption – Non-renewable sources, in Megajoules (MJ)	15,503,805	16,446,614	13,709,229	13,495,088
Diesel (MJ)	4,926,903	7,241,443	6,644,022	7,299,653
Petrol (MJ)	5,969,478	5,238,840	3,226,090	2,624,257
LPG (MJ)	26,819	32,429	32,865	32,732
Natural gas (MJ)	4,431,034	4,799,319	3,802,716	3,538,328
Lubricants (MJ)	11,268	8,882	3,535	0
District heating (MJ)	138,303	0	0	118
Total energy consumption (MJ)	15,503,805	16,446,614	13,709,229	13,495,088
Electricity consumption – Renewable sources, in MWh (% of total)	2,321 (50%)	2,266 (42%)	1,835 (34%)	1820 (34%)
Electricity consumption – Non-renewable sources, MWh [2]	2,339	3,148	3,570	3,569
Total electricity consumption (MWh)	4,660	5,415	5,405	5,388

[1] Fuel activity data is collected monthly using whichever units are available (e.g., kWh, litres, kg). Energy consumption is calculated by converting activity data into megajoules using the UK Government GHG Conversion Factors for Company Reporting.

[2] Where consumption data (kWh) is unavailable for electric vehicles within our fleet, data is instead reported for distance travelled. Currently, we are unable to convert this data into megajoules and is therefore not included within the reported data. This data is included within our carbon footprint and emissions data.

Waste composition in FY25 (metric tons) [GRI 306-3]

		Waste generated	Waste diverted from disposal [3]	Waste directed to disposal [4]
Waste generated [1]				
Waste composition	Total	107.27	79.86	27.41
	Hazardous waste [2]	0	0	0
	Non-hazardous waste	107.27	79.86	27.41

[1] In FY25, data was collected from waste providers who service our logistics centres. Data was available for 71% of these locations. Data was not estimated for the remaining sites. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY25 boundary.

[2] In FY25, no waste generated by Westcon-Comstor facilities possessed the characteristics of hazardous wastes contained in Annex III of the Basel Convention

[3] The majority (74%) of waste generated by Westcon-Comstor facilities in FY25 was diverted from landfill

[4] General commercial waste was sent to landfill. This accounted for 26% of total waste generated in FY25.

Waste diverted from disposal and directed to disposal in FY24 (metric tons) [GRI 306-4, 306-5]

		Onsite	Offsite [1]	Total
Waste diverted from disposal [GRI 306-4]				
Hazardous waste	Total	0	0	0
	Preparation for reuse	0	0	0
	Recycling	0	0	0
	Other recovery operations	0	0	0
Non-hazardous waste	Total [2]	0	107.27	107.27
	Preparation for reuse	0	0	0
	Recycling	0	107.27	107.27
	Other recovery operation [3]	0	0	0
Waste prevented		0		
Waste directed to disposal [GRI 306-5]				
Hazardous	Total	0	0	0
	Incineration (with energy recovery)	0	0	0
	Incineration (without energy recovery)	0	0	0
	Landfilling	0	0	0
	Other disposal operations	0	0	0
Hazardous waste	Total	0	27.41	27.41
	Incineration (with energy recovery)	0	0	0
	Incineration (without energy recovery)	0	0	0
	Landfilling[4]	0	27.41	27.41
	Other disposal operations	0	0	0

[1] All waste generated at Westcon-Comstor facilities is collected by a third-party waste provider who removes waste for offsite processing.

[2] The majority (74%) of waste generated by Westcon-Comstor facilities in FY25 was diverted from disposal and sent for recycling.
The type of recycling operations untaken is not known.
Waste types recycled include batteries, electronic waste, glass, metal, paper and board, plastics and wood.

[3] Some organic garden waste is generated and sent for composting

[4] General commercial waste was sent to landfill. This accounted for 26% of total waste generated in FY25.

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