Responsible Business Report 2026

Turning sustainability into measurable success

Contents

About this report

Our FY26 report reflects strengthened ESG management, transparency, and data-driven progress across our global business.

Welcome to our FY26 Responsible Business Report

We publish our Responsible Business Report annually as part of our commitment to transparency and accountability for our environmental, social, and governance (ESG) impacts across our business and value chain. This report covers the financial year 2026 (FY26), representing the period from 1 March 2025 to 28 February 2026, and builds on our FY25 Responsible Business Report, reflecting the continued development of our Responsible Business programme.[1]

This report also represents our first year of reporting in reference to the European Sustainability Reporting Standards (ESRS), in readiness for compliance with the EU Corporate Sustainability Reporting Directive (CSRD), marking an important step forward in the maturity and transparency of our ESG disclosures.

During FY26, we have further enhanced our approach to managing and reporting ESG performance, including improvements in data collection, methodology and internal controls, as well as expanded disclosures across key environmental, social and governance topics. We welcome the opportunity to engage with interested parties on our Responsible Business programme and the contents of this report.

[1] *Where applicable, information reported may differ from previous reporting periods due to improvements in data quality, updates to emission factors, or refinements in calculation methodologies.*

Sustainability Statement

Basis for preparation

This Sustainability Statement provides a comprehensive overview of Westcon-Comstor's environmental, social, and governance (ESG) performance for the financial year 2026 (FY26), the same period as Westcon-Comstor's financial statements and business year 1 March 2025 to 28 February 2026.

The report has been prepared on a consolidated basis, covering the entirety of Westcon-Comstor's global operations. The reporting boundary is aligned with the Group's financial reporting perimeter, unless otherwise stated. Where relevant, disclosures include material impacts, risks, and opportunities across the entire value chain.

In addition to ESRS, the report incorporates elements of the following frameworks and standards:

- Global Reporting Initiative (GRI)
- Task Force on Climate-related Financial Disclosures (TCFD)
- Science-Based Targets initiative (SBTi)
- United Nations Global Compact (via Datatec Limited)[1]

Westcon-Comstor has adopted a pragmatic approach in our first year of ESRS reporting, applying transitional considerations in line with regulatory expectations.

Disclosures have been prioritised based on materiality, data availability, and operational maturity.

The contents of this Sustainability Statement has been reviewed and approved by senior leadership, including the Chief Operating Officer, Chief Financial Officer, and Chief People Officer.

This report has not been externally assured. Westcon-Comstor continues to strengthen its governance, controls, and reporting processes to support increased transparency and alignment with regulatory requirements, including CSRD.

For further information, please contact laura.mozden@westcon.com

Laura Mozden, Global Head of ESG

[1] *Datatec Limited have been a participant of the UNGC since 2022. As a direct subsidiary, we contribute to their Communication on Progress (CoP) reports and are included within their Science-Based Targets initiative (SBTi).*

Governance approach

Westcon-Comstor is committed to conducting business responsibly, ethically, and transparently. Strong governance underpins our ability to create long-term value, maintain stakeholder trust, and operate sustainably across diverse markets.

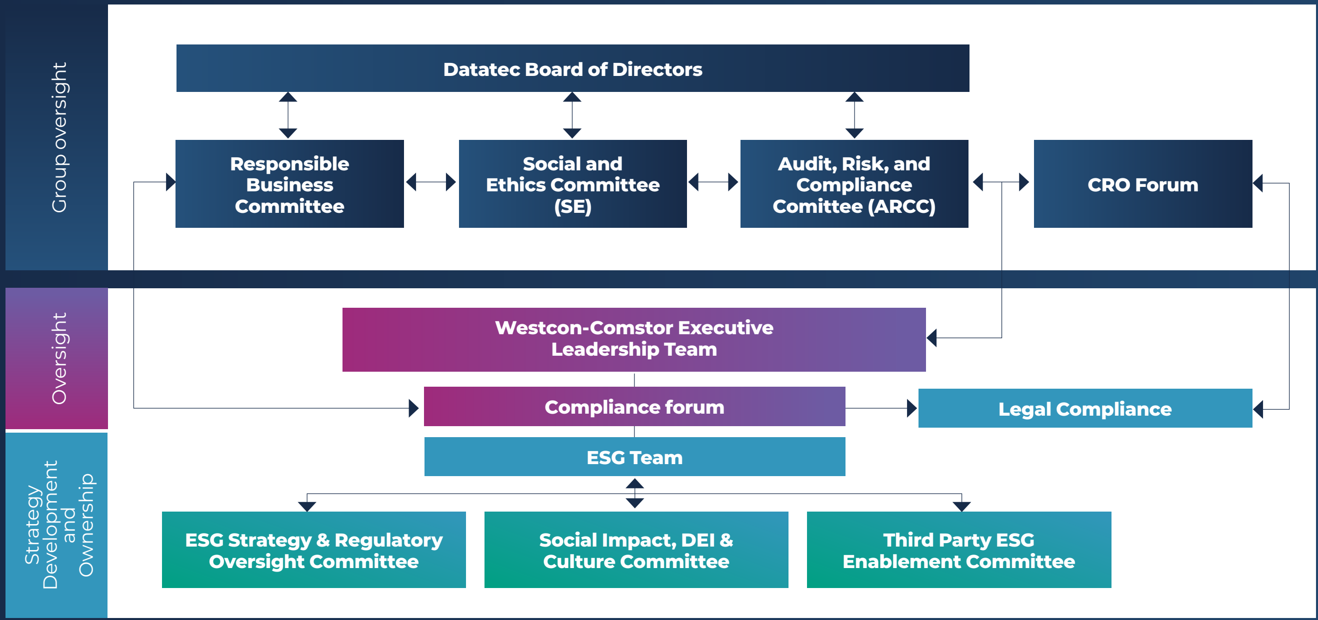
Our governance framework supports effective oversight of business conduct, risk management, regulatory compliance, information security, data privacy, and responsible technology practices. Governance responsibilities are embedded throughout the organisation, supported by executive leadership oversight, internal control frameworks, and robust compliance processes.

Ultimate accountability sits with the Executive Leadership Team (ELT), supported by Legal, Compliance, ESG, Finance, IT, and operational functions.

Additional oversight is also provided through our parent company Datatec's governance structures, including the Audit, Risk and Compliance Committee (ARCC), Chief Risk Officer forum (CRO), Responsible Business Committee, and Social and Ethics Committee.

While the Westcon-Comstor Chief Finance Officer and Chief Operating Officer retain overall responsibility for the ESG function, primary accountability for the Governance pillar rests with the Westcon General Counsel and Compliance Officer. The ESG and Legal teams collaborate closely to deliver governance-related initiatives.

At Group level, Datatec's board of directors provides oversight, including its risk and audit functions, General Counsel and Responsible Business team. Together, these structures ensure compliance with applicable laws and regulations while supporting alignment with stakeholder expectations.



Westcon-Comstor Executive Leadership Team (ELT)

- Westcon-Comstor's ELT represents the highest governance body within the organisation and is responsible for providing strategic direction and oversight of the Responsible Business programme.
- The ELT ensures sustainability-related risks and opportunities are considered within strategic planning and business decision-making processes, including oversight of climate-related priorities, targets, policies, and external disclosures.
- All Responsible Business reporting is reviewed and approved by the ELT before publication. As ultimate owners of risks and impacts across environmental, economic and social areas, the ELT also oversees due diligence activities. Opportunities and potential positive impacts are reviewed internally and incorporated in our strategy where they align with long-term goals and company values.

Legal and Compliance

Westcon-Comstor's Legal and Compliance teams work closely with the ESG team to implement ESG initiatives and ensure appropriate governance. They also provide guidance on ESG-related regulations and requirements, and review internal policies and processes.

Compliance Forum

The Compliance Forum plays a formal governance role, with defined escalation protocols to the ELT and integration into enterprise risk reporting. It comprises representatives from ESG, Legal, Finance, Operations, and IT. The purpose of the forum is to monitor regulatory compliance risks and broader ESG-related matters, supporting cross-functional governance, and oversight.

Board of Directors

Datatec's Board of Directors holds ultimate responsibility for sustainability across the Datatec Group, including Westcon-Comstor, ensuring sustainability-related risks and opportunities are appropriately considered.

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, while overseeing adherence to social initiatives such as Broad-Based Black Economic Empowerment in South Africa.

Responsible Business Committee

Datatec's Responsible Business Committee oversees sustainability performance across the Group and supports alignment with a shared Responsible Business strategy.

Group-wide risk forums

Datatec holds quarterly risk forums involving risk, compliance, legal and sustainability leaders from across the Group to discuss current and emerging risks, including environmental, sustainability and climate-related matters. Oversight is supported through the Audit, Risk, and Compliance Committee (ARCC) and the Chief Risk Officer forum.

Group accountability and due diligence

ESG accountability is also supported through Datatec Group executive leadership objectives. In FY26, environmental-related performance measures include tracking progress towards net-zero commitments using Group-wide emissions data, including Westcon-Comstor operations, reporting year-on-year carbon performance in line with SBTi commitments, and delivering Datatec's first standalone Responsible Business Report.

Westcon-Comstor applies a structured due diligence approach to identify, prevent, and mitigate adverse ESG impacts across its operations and value chain. This includes:

- Identification and assessment of ESG risks through the Double Materiality Assessment (DMA) and supplier risk screening
- Integration of findings into internal policies, procedures, and supplier due diligence processes
- Escalation to Datatec Responsible Business Committee, where appropriate
- Implementation of actions to prevent and mitigate identified risks
- Ongoing monitoring through data analysis, supplier engagement, and internal governance processes
- Transparent communication through external reporting

To support future CSRD readiness, Westcon-Comstor is strengthening its sustainability reporting control framework. This includes defined roles and responsibilities for data owners, standardised data collection processes, validation and review controls, and ongoing improvements to data quality and completeness. These processes are designed to support future external assurance requirements.

Value creation through strategy and business model

Westcon-Comstor is a global technology distributor, connecting the world's leading IT vendors with a network of channel partners and their customers. Through its position within the technology ecosystem, the company plays a central role in enabling the deployment and adoption of cutting-edge solutions spanning cybersecurity, networking, and cloud.

Sustainability is embedded within the company's strategy through its Responsible Business framework, which is structured around three pillars: People, Planet, and Communities.

These pillars guide the company's approach to managing ESG impacts while supporting long-term value creation.

Westcon-Comstor creates value by:

- Enabling partners to access and deliver sustainable technology solutions
- Supporting circular economy initiatives, including refurbishment, re-use, and responsible recycling
- Enhancing supply chain transparency and promoting responsible sourcing practices
- Investing in employee wellbeing, inclusion and development

Sustainability considerations are increasingly central to the company's commercial strategy. Growing demand from partners and vendors for ESG data, regulatory compliance support and sustainable solutions presents opportunities to expand service offerings and strengthen competitive positioning.

At the same time, the business is exposed to a range of ESG-related risks, including:

- Greenhouse gas emissions across the value chain, particularly Scope 3 emissions
- Human rights and labour risks within global supply chains
- Evolving regulatory requirements, including CSRD and supply chain due diligence legislation
- Data privacy and cybersecurity risks

Our value chain

Resource extraction → **Smelting** → **Component manufacturing** → **Assembly** → **Vendors** → **Westcon Comstor**

Scope 3 (Upstream emissions)

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

Sourcing:
- 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

Double Materiality Assessment (DMA)

Methodology and approach

In FY25, Westcon-Comstor conducted a comprehensive Double Materiality Assessment (DMA) using a methodology aligned with the European Sustainability Reporting Standards (ESRS). This assessment was built on Datatec Group's previous work and applied a more rigorous and structured approach to identify, assess, and prioritise ESG impacts, risks, and opportunities (IROs).

The process involved the identification of a broad range of actual and potential ESG topics across the company's operations and value chain. These topics were then refined and assessed through a combination of internal analysis and stakeholder engagement.

Multiple stakeholder groups were engaged, including employees, customers, suppliers, shareholders, lenders, and industry experts. Engagement was conducted through surveys, interviews and in person workshops, ensuring that diverse stakeholder perspectives were incorporated into the assessment.

Across these topics, Westcon-Comstor recognises:

- **Impacts:** The responsibility to manage environmental, social and governance impacts across its operations and value chain
- **Risks**: Increasing regulatory requirements, supply chain complexity and rising stakeholder expectations
- **Opportunities:** Strengthening partner relationships, enhancing operational efficiency, and differentiating through Responsible Business practices

Each identified IRO was evaluated using defined criteria, including a scale (weighted 1-5) for:

- **Severity,** considering the scale, scope, and remendability of impacts
- **Likelihood** of occurrence
- **Financial impact,** including potential risks and opportunities to the business

These criteria were then combined (likelihood x severity) to give an overall score, which determined the risk ranking. This structured approach enabled Westcon-Comstor to prioritise ESG topics based on both their societal and environmental significance and potential financial implications.

The DMA identified a range of priority material topics, specifically focusing on Environment (E1), Social (S1, S2), and Governance (G1) (as per ESRS Standard).

From assessment to action

In FY26:

- DMA outputs are used to inform strategy and embed actions and risks into our risk management system
- ESG committees use DMA insights to prioritise actions and monitor progress across key topics
- AI-supported tools have been introduced to enable continuous monitoring of emerging ESG risks, trends, and regulatory developments

This approach ensures that our Responsible Business strategy remains dynamic, responsive and aligned with evolving stakeholder expectations and regulatory requirements.

Phased ESRS implementation approach

Following the completion of the DMA, Westcon-Comstor has adopted a phased approach to embedding ESG into its strategy and preparing for CSRD-aligned reporting.

While the full set of material topics identified in the DMA underpins our long-term ESG priorities, a pragmatic approach has been taken to implementation.

Priority has been given to the topics below with the greatest financial and impact significance, and aligns strongly with business strategy, operational maturity and data readiness.

- **E1 – Climate change**
- **S1 – Own workforce**
- **S2 – Workers in the value chain**
- **G1 – Business conduct**

This approach enables Westcon-Comstor to focus on areas where it can deliver the most meaningful impact in the short term, while building the systems, controls and data required to expand coverage over time. Future reports will include additional topics such as E5 – Resource Use and Circular Economy.

Key impacts, risks, opportunities, and progress

The impacts, risks, and opportunities outlined below reflect the areas that have most directly influenced Westcon-Comstor's Responsible Business strategy and actions in FY26.

No material changes were identified following the FY26 review of the Double Materiality Assessment (DMA).

Type	Topic	Sub-topic	Description	Actions & progress in FY26	Time horizon	Positive / negative
Impact	**E1 – Climate change**	Direct emissions	Reduction of direct greenhouse gas emissions through increased use of renewable electricity across operations	· Achieved 50% renewable electricity consumption globally, progressing towards FY30 target of 100%	Medium-term	Positive
Impact	**E1 – Climate change**	Indirect emissions	Reduction of fleet emissions through transition to electric and hybrid company vehicles	· Drafted, pending approval, a revised company car policy in Europe to encourage EV and hybrid adoption · Identified key data gaps (e.g. freight and use-phase emissions) and initiated improvement plans	Medium-term	Positive
Impact	**S1 – Own workforce**	Working conditions	Potential gaps in health and safety practices in higher-risk environments, such as warehouses	· Increased visibility of workforce topics through ESG governance structures · Identified employee engagement as a key gap, shaping FY27 communication and training plans	Short-term	Negative
Risk	**S1 – Own workforce**	Corporate culture	Risk of employee attrition linked to limited development and engagement opportunities	· Strengthened foundations for a more consistent global approach to employee wellbeing	Short-term	Negative
Impact	**S2 – Workers in the value chain**	Human rights	Limited upstream visibility may result in exposure to human rights risks	· Implemented risk-based supplier due diligence approach focused on higher-risk suppliers	Medium-term	Negative
Risk	**S2 – Workers in the value chain**	Privacy	Risk of insufficient supplier due diligence leading to reputational and regulatory exposure	· Introduced AI-driven desktop risk analysis using publicly available data · Enhanced prioritisation of supplier engagement based on risk insights	Medium-term	Negative
Risk	**G1 – Business conduct**	Anticom-petitive practices	Risk of regulatory and financial penalties from unethical practices (e.g. anti-competitive behaviour)	· Established ESG governance committees to strengthen oversight and accountability · Improved cross-functional alignment on regulatory and ethical topics	Medium-term	Negative
Impact	**G1 – Business conduct**	Corporate culture	Potential negative impact on employee retention linked to corporate culture	· Embedded Responsible Business considerations into strategic initiatives, including real estate guidelines	Medium-term	Negative

Impact | Risk | Opportunity | Positive | Negative

Interests and views of stakeholders

Engagement with stakeholders is a critical component of Westcon-Comstor's approach to sustainability. The company engages with a broad range of interested parties to understand their expectations, inform decision-making and ensure our Responsible Business strategy remains relevant and effective.

Key stakeholder groups include employees, customers, vendors, shareholders (via Datatec), regulators, financial institutions, industry analysts and the media.

In balancing stakeholder expectations, the company recognises potential trade-offs between, for example, cost efficiency and sustainability investments, or speed to market and supply chain due diligence. Westcon-Comstor seeks to manage these considerations responsibly, with a focus on long-term value creation.

To support transparency around how stakeholder perspectives have informed the company's approach, the table below summarises the key stakeholder groups identified during the original DMA process conducted in prior years. It outlines each group's primary areas of interest, their relative level of influence and interest, and the corresponding engagement approach adopted by the company.

Stakeholder group	Interests and influence		Level of influence	Level of interest	Engagement strategy
Employees	*Interests* · 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)	↑	↑	Managed extensively. Employee satisfaction surveys.
Customers	*Interests* · Stock availability and supply chain management · Innovative products and services · Consumer Protection Act and POPIA compliance · Product quality · Environmental impacts and "green products" · Effectiveness of processing and transacting systems	*Influence* · Impact on profitability · Reputational risks	↑	↑	Managed extensively. Interviews with key customers.
Vendors	*Interests* · 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 semiconductors will affect our profitability)	↑	↑	Managed extensively Interviews with key vendors.
Shareholders (of our parent company)	*Interests* · 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 the share price · Affect financing	↑	↑	Manage Extensively Indirect engagement by reviewing feedback from the shareholders' meetings and the parent company strategy.
Government and regulators	*Interests* · 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		↑	→	Manage extensively Indirect engagement through review of public sources.
Financial institutions and providers of finance	*Interests* · Debt to equity ratio · Compliance with debt covenants and agreements · Business sustainability · Servicing their debt instruments	*Influence* · Affect financing availability	→	→	Satisfy and address concerns
Media	*Interests* · Interim and annual results · Environmental, social and governance initiatives · Business sustainability	*Influence* · Reputational risks · License to operate	↓	↓	Monitor

↑ High → Medium ↓ Low

ESG-Highlights

Driving measurable ESG impact across climate, people, governance, and community.

ESG highlights including ESG ratings and recognition

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.

CDP – We have contributed to our parent company, Datatec's CDP climate change disclosure since 2016. In FY25 we will makemade 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.

Responsible Business highlights

Westcon-Comstor continues to strengthen its position as a responsible, future-ready technology distributor; embedding sustainability, resilience, and ethical practices into how we operate, support partners, and deliver value.

Building a high-performance, inclusive culture

- Recognised as a **Great Place to Work in 27 countries**, achieving an **80% employee score**
- **85.9% of employees feel confident** speaking up, reflecting a strong, accountable culture
- **Increased learning and development investment by 17%**, strengthening skills and future capability

A highly engaged, skilled workforce enhances our ability to deliver consistently for partners and adapt to a rapidly evolving technology landscape.

Advancing responsible and resilient supply chains

- **Applied enhanced due diligence** to higher-risk suppliers, strengthening oversight of complex global supply chains
- **Increased focus on human rights risks** and multi-tier supply chain visibility
- **Deepened supplier engagement on ESG** and climate, improving Scope 3 transparency and performance

We are strengthening supply chain resilience, supporting responsible sourcing, and helping partners meet rising regulatory and customer expectations.

Driving climate progress with credible action

- Progressed against Science Based Targets (1.5°C aligned), **achieving a 42% reduction in Scope 1 and 2 emissions** against our FY30 target.
- Increased **renewable electricity usage to 54% globally**, supported by on-site generation at key facilities
- **Advanced Scope 3 emissions management**, strengthening supplier engagement, data quality, and transparency

We are building a lower-carbon business and enabling a more sustainable value chain for our partners and customers.

Strengthening trust through governance and security

- **Established three dedicated ESG governance committees** to enhance oversight and accountability
- Continued to **strengthen cybersecurity and data protection**, including ISO 27001-certified sites and continuous monitoring
- **Reinforced anti-bribery, compliance, and internal control frameworks** through training, due diligence, and oversight

Strong governance and security are fundamental to maintaining trust, safeguarding operations, and supporting long-term growth.

Supporting communities and employee wellbeing

- **Delivered 500+ employee volunteering days globally**, supporting local communities
- **14.8% employee participation in Volunteer Leave**, exceeding targets
- **Expanded Employee Assistance Programme** (EAP), providing 24/7 wellbeing support globally

Investing in people and communities reinforces our social impact and strengthens our business from within.

Our certifications

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

- Annual global Ecovadis assessments covering our global operations maintained Bronze
- Annual CDP Climate Change disclosure, maintained B (Management) score

ISO certifications:

- ISO 9001:2015 Quality Management System Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore
- ISO 14001:2015 Environmental Management System - Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore
- ISO 45001:2018 Occupational Health & Safety - Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore
- ISO 27001:2022 Information Security Management System - HQ Tarrytown NY, US, Swindon-UK, Houten-NL, Bracknell-UK
- ISO 28000:2022 Supply Chain Security Management System - Swindon-UK, Houten-NL.

Coverage:

- ISO 9001: 71% of coverage operational sites - Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore
- ISO 14001:71% of coverage operational sites - Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore
- ISO 45001:71% of coverage operational sites - Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore
- ISO 27001:100% Headquarters Tarrytown, US-WG services Inc provides IT services to Westcon International, additionally Swindon-UK, Bracknell-UK, Houten-NL operational sites.
- ISO 28000: 29% of coverage operational sites certified, Swindon-UK, Houten-NL, Sydney-Australia, Auckland-NZ, Singapore

In FY27, we will continue to invest in our certifications with plans to:

- Implement Management Systems within our Australian, New Zealand, and Singapore logistics centres

7 sites defined as operational sites*

Warehouses: Swindon-United Kingdom, Houten-Netherlands, Sydney-Australia, Auckland-New Zealand, Singapore, Indonesia.

Headquarters: US HQ- Tarrytown NY, US

* Certifications are limited to the defined scope, and sites. Please refer to our website accreditation section for copy of certificates.

CDP

BRONZE | Top 35%
ecovadis
Sustainability Rating
APR 2026

nqa.
ISO 27001
INFORMATION SECURITY MANAGEMENT

LRQA CERTIFIED
ISO 28000

LRQA CERTIFIED
ISO 9001 • ISO 14001
ISO/IEC 27001

LRQA CERTIFIED
ISO 45001

UKAS MANAGEMENT SYSTEMS
0001

bsi
ISO/IEC 27001
Information Security Management
CERTIFIED

Message from our CEO

"We are delivering more consistent and decision useful reporting for our stakeholders, supported by improved data coverage, broader disclosures, and stronger oversight across the organisation."

ESG expectations are changing.

What was once largely voluntary is becoming more structured, transparent, and subject to greater scrutiny, with businesses increasingly expected to demonstrate progress through consistent and measurable reporting.

At Westcon-Comstor, we're meeting this shift head-on. Over the past year, we have strengthened how we manage and report ESG across the business, with clearer governance, improved data, and closer integration into how we assess risk and make decisions. This includes enhancing our internal controls, embedding ESG risks into our enterprise risk management framework, and evolving our reporting in line with emerging regulatory expectations, including the Corporate Sustainability Reporting Directive (CSRD).

As a result, we are delivering more consistent and decision useful reporting for our stakeholders, supported by improved data coverage, broader disclosures, and stronger oversight across the organisation.

Our **environmental** progress tells a strong story. In FY25, 50% of our global electricity consumption came from renewable sources. In FY26, we have further increased this to 54%, reflecting continued momentum in our transition towards renewable energy.

We have also progressed further towards our science based targets, achieving a 42% reduction in Scope 1 and 2 emissions against the FY30 target of 50%.

Alongside this, we have strengthened our approach to Scope 3 emissions, building on the improved supplier data coverage introduced in FY25 through enhanced methodologies and deeper engagement with our supplier base.

David Grant,
Chief Executive Officer at Westcon-Comstor

Message from our CEO

> Expectations around ESG are changing fast, and I'm proud to say we are staying ahead of them.

We're also strengthening the **governance** that underpins our ESG strategy. In FY25, ESG oversight was embedded at the leadership level and supported through existing forums.

In FY26, we have built on this by introducing dedicated ESG committees and further integrating ESG risks into our enterprise risk management processes. This provides clearer accountability, stronger oversight, and a more structured approach to managing ESG across the organisation.

Across **people and communities**, we have continued to build on strong foundations. In FY26, we have increased investment in learning and development, expanded wellbeing support, and grown employee participation in community initiatives.

This is reflected in more than 500 volunteering days contributed globally during the year. This builds on the global wellbeing initiatives introduced in FY25, including our Employee Assistance Programme, as well as expanded diversity, equity, and inclusion efforts.

These continue to be supported by strong engagement, with 85% of employees recognising the company's commitment to diversity and inclusion.

Looking forward

Expectations around ESG are changing fast, and I'm proud to say we are staying ahead of them. By taking a proactive approach to CSRD readiness, we're positioning Westcon-Comstor to meet emerging regulatory requirements and sharpening our ability to deliver consistent, high-quality, and decision-useful disclosures.

None of this would be possible without the commitment of our employees, partners, vendors, and stakeholders.

I am excited by the progress we are making, and by the opportunity ahead of us to continue strengthening our ESG approach, supporting our partners, and contributing to a more resilient and future-ready IT channel.

Thank you for your continued support.

David Grant,
Chief Executive Officer
at Westcon-Comstor

About Westcon-Comstor

Westcon-Comstor at a glance

$5.74Bn
in gross sales

135+
countries serviced by our solutions

66%
gross sales in recurring revenue

11,000+
partners around the globe

3600+
employees

40+
years in technology distribution

Who we are

Westcon International Limited, hereafter known as Westcon-Comstor, is a global technology distributor specialising in cybersecurity, networking, and hybrid cloud solutions.

As growth architects of the channel, we connect technology from the world's leading vendors with a channel of IT partners, helping them seize opportunities and turn potential into growth.

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, our 40-year heritage of enabling vendors and partners to grow.

With a digital-first approach, data-driven processes, and trusted partnerships, we help partners create future-proof businesses so they can proactively help their end customers get the most from technology and deliver customer success.

Driving growth through three lines of business

Westcon

Delivering leading cybersecurity, networking, and cloud infrastructure solutions, backed by a comprehensive portfolio of services and expertise

Comstor

A Cisco-dedicated business offering a range of programmes, products, and promotions to help partners seize every opportunity

rebura.

An award-winning AWS advanced service partner, driving AWS growth for partners globally through deep expertise and tailored solutions

Redefining value-add

Growth isn't just achieved – it's engineered.

By combining Intelligence, Expertise, and Partnership, we turn **potential into growth.**

Intelligence
Uncovering opportunities and driving smarter decisions

Expertise
Simplifying complexity and delivering exceptional outcomes

Partnership
Creating ecosystems that scale success

Our partnerships

Our extensive and diverse partner community

Our strategic global vendors

Our global reach

Middle East

- 10 offices across 9 countries
- 3PL in UAE, Saudi Arabia, Qatar, Kuwait, Oman, Tunisia, and Egypt
- 218 employees

Europe

- 22 offices across 15 countries
- Advanced Logistics Centres in UK and NL
- 1600 employees

Asia

- 25 offices across 11 countries
- Advanced logistics Centres in Singapore and Indonesia
- 3PL in China, Philippines, Thailand, and Malaysia
- 1280 employees

Africa

- 8 offices across 7 countries
- 3PL in South Africa and Kenya
- 345 employees

Australia & New Zealand

- 4 offices across 2 countries
- Advanced logistics Centres in Australia and New Zealand
- 300 employees

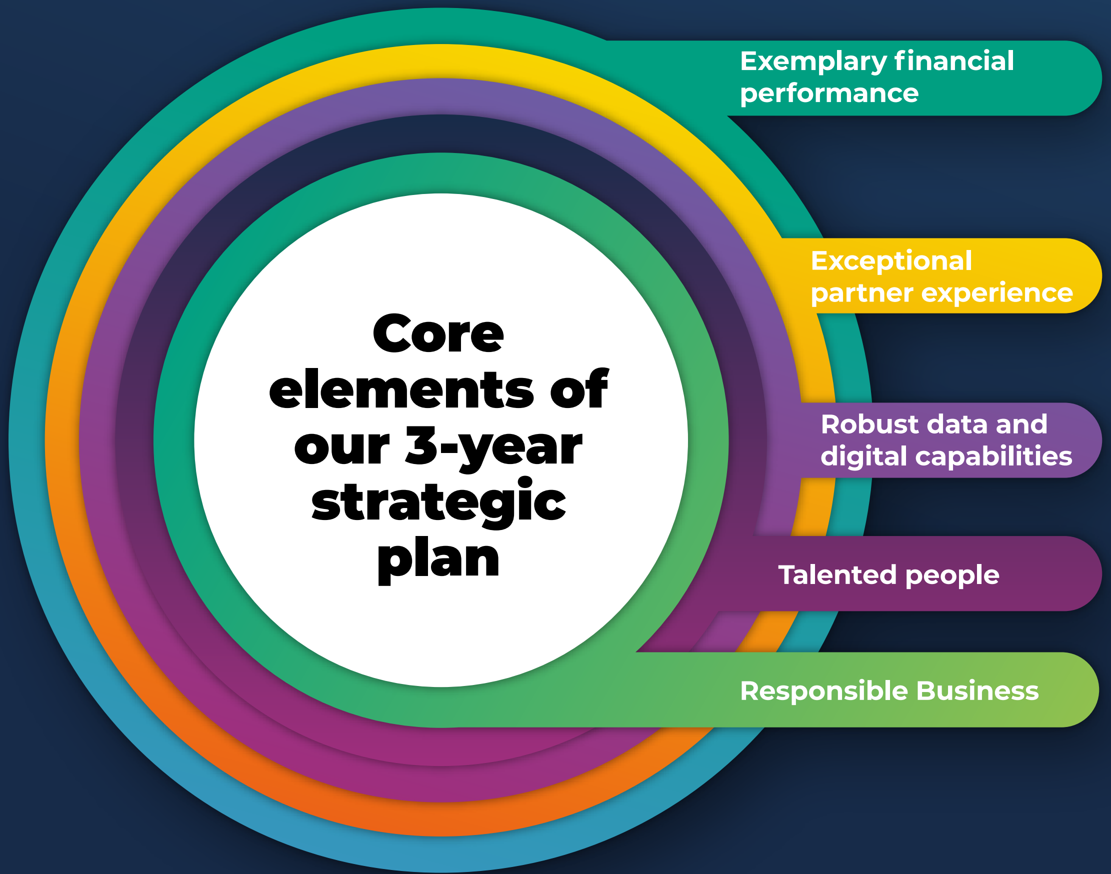
North America

- 1 office
- 3PL in USA
- 50 employees

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.



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

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

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

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 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?

- Growth architects for the channel, turning potential into measurable outcomes
- Global ecosystem of vendors and 11,000+ partners, connected at scale
- Data and intelligence embedded across our digital platforms and tools
- End-to-end lifecycle support, from first opportunity to renewal and growth
- Proven expertise with 40+ years of experience.

How we create value?

- Drive predictable, recurring growth for partners and vendors
- Increase pipeline conversion through targeted demand and execution
- Reduce cost and complexity across the technology lifecycle
- Enable scalable growth without additional operational overhead
- Improve profitability, retention, and long-term partner performance

Financial Performance

The year ending 28 February 2026 (FY26) 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 hybrid cloud.

For more details, read our FY26 earnings announcement

	FY26	FY25	Change
Gross sales	**$5.74 billion**	$5.24 billion	9.6%
Gross profit	**$499.2 million**	$441 million	13.1%
Gross margin	**25.8%**	22.4%	+3.4pp
Adjusted EBITDA	**$172.4m**	$149.9m	15.0%
Adjusted EBITDA margin*	**8.9%**	7.6%	+1.3pp

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

Our company values

Our values shape the way we work every day.
They help us:

Drive our
Ambition

Bring
Integrity
in everything we do

Make every
Partnership
count

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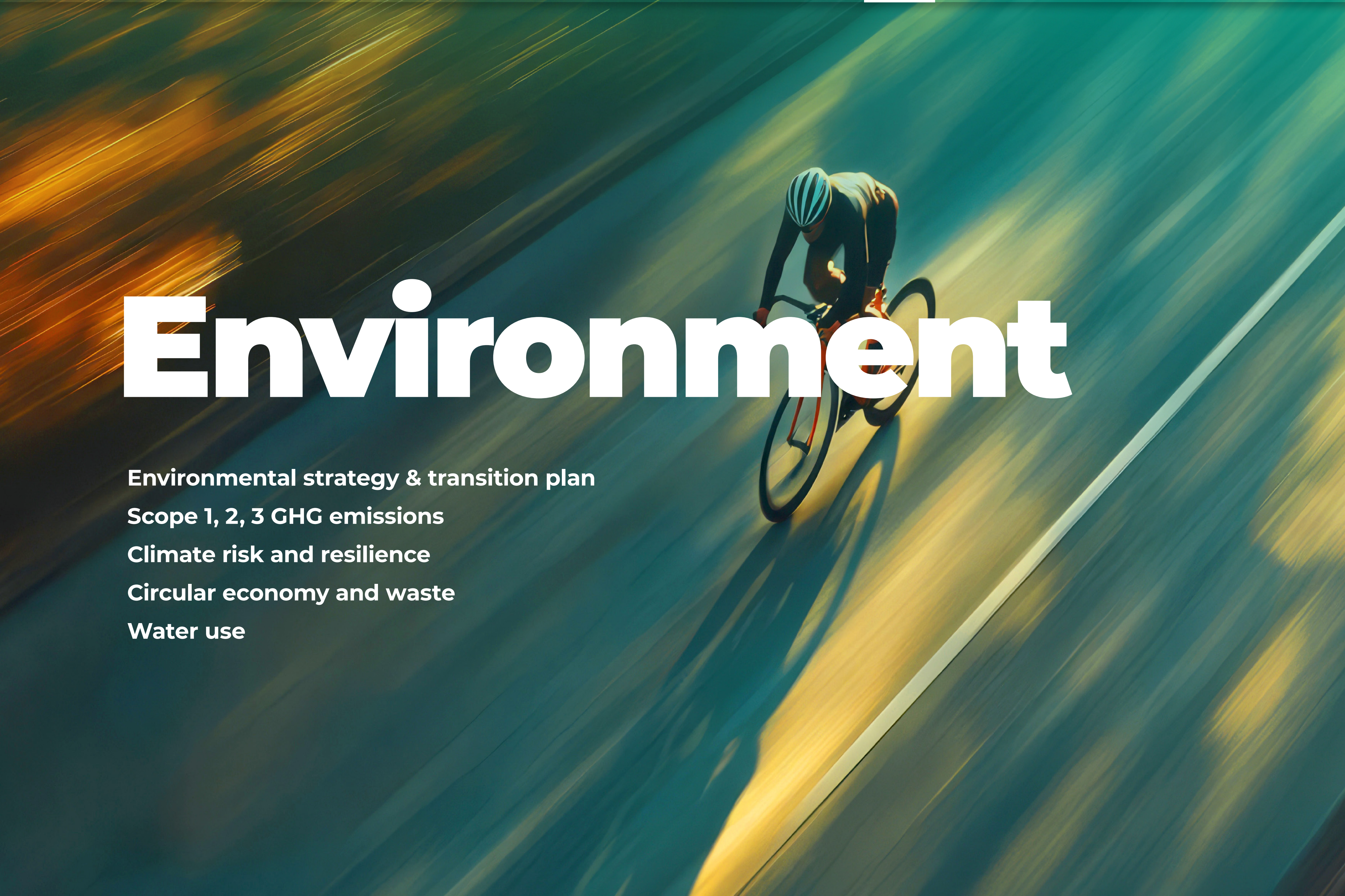
take
Accountability
for the business



Environment

Environmental strategy & transition plan

Scope 1, 2, 3 GHG emissions

Climate risk and resilience

Circular economy and waste

Water use

Climate change

ESRS E1

Environmental strategy and transition plan for climate mitigation

Climate ambition and targets

Westcon-Comstor's climate strategy plays a crucial role in how we operate as a Responsible Business. Our climate strategy is compatible with limiting global warming to 1.5 °C, in line with the Paris Agreement and the objectives of the European Union to achieve climate neutrality by 2050. We have structured our climate mitigation strategy around company-wide, science-based emissions reduction targets.

The following targets are validated by the Science Based Targets initiative (SBTi) in accordance with the Corporate Net Zero standard (v5.0).

This demonstrates that our commitments are robust, credible and in line with the pace of change required. All entities and emission sources are included within the target boundary, for Scopes 1, 2, and 3. In addition to our science-based targets, Westcon-Comstor is committed to several environmental goals, outlined within our environmental management policy:

Percentage change in GHG emissions related to targets (%) [1]

Target	Target method	FY26	FY25	FY24	FY23
50% reduction in combined Scope 1 and 2 emissions by FY30 (market-based) from an FY22 base year	Absolute	-42%	-24%	-4%	-2%
25% reduction in total Scope 3 emissions by FY30 from an FY22 base year	Absolute	0.21%	-5%	15%	15%
Net zero combined Scope 1, 2 and 3 emissions by FY50* from an FY22 base year*	Absolute	0.12%	-5%	15%	15%

*90% reduction + offsetting residual emissions

[1] Historical data have been recalculated Scope 3 categories 'Purchased Goods and Services' (upstream) and Use of Sold Products and End-of-Life Treatment (downstream). Prior year figures have been restated in the tables below in line with GHG Protocol and ESRS comparability requirements.

- Reducing our value chain carbon footprint through energy efficiency, fleet optimisation, the use of renewable energies and engagement with external parties
- Protecting the company's ongoing ability to meet contracted environmental targets and commitments
- 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 products, supporting a circular economy
- Continuously improving our environmental management to enhance environmental performance

ISO 14001

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.

Key actions in FY26

- Implemented global responsible business travel guidelines, enforced within the European travel & expenses policy
- Reviewed and amended historical hardware quantity data used in the Scope 3 inventory
- Integrated key environmental KPIs into a self-service Power BI format
- Reviewed renewable electricity options across all global markets
- Installed electricity sub-meters across strategic European offices and several key sites in Asia

Planned actions for FY27

- Real estate optimisation, including the implementation of environmental criteria within a real estate scorecard
- Expansion of renewable electricity procurement outside of Europe
- Implementation of new company car policy prioritising electric (EV) and hybrid-electric vehicles (HEV)
- Expansion of supplier-specific and industry-average data within Scope 3
- Downstream partner engagement

Decarbonisation lever

Several decarbonisation levers and key actions have been identified to mitigate climate change and achieve our targets. The description of these decarbonisation levers and their impact on our FY30 and FY50 targets is detailed below.

Westcon-Comstor's ESG team has a dedicated budget for decarbonisation activities, compliance, reporting, and strategy development.

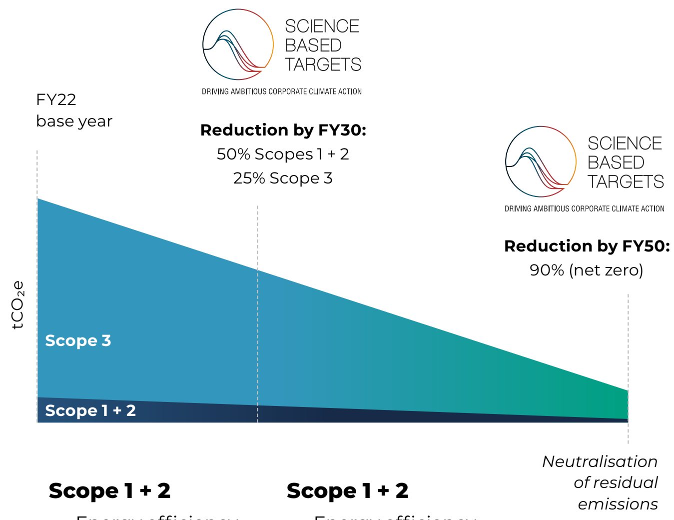
The ESG team works closely with internal stakeholders to distribute investment across functions. Financial planning and budget allocation occur on an annual basis and are approved by the CFO.

We do not anticipate significant capital expenditure requirements for our FY30 target. Beyond FY30, investment is anticipated to pivot to Scope 3 decarbonisation levers as this is where the greatest emissions reductions will be required.

Achievement of our FY30 Scope 3 target is heavily dependent on the availability of product-specific data within our supply chain and decarbonisation in upstream manufacturing processes. Currently, a gap to target is projected, as we remain dependent on a spend-based methodology for our largest Scope 3 categories.

In the long-term, technological innovation is expected to drive improvements in manufacturing processes, energy efficiency, and circularity—creating new or improved decarbonisation levers.

Visualisation of decarbonisation levers required to achieve near and long-term absolute reduction targets



Scope 1 + 2
- Energy efficiency
- Real estate optimisation
- Corporate car policy
- Renewable electricity

Scope 3
- Environmental code of conduct
- Request product-level PCFs
- Business travel policy
- Waste management

Scope 1 + 2
- Energy efficiency
- Renewable electricity procurement

Scope 3
- Supplier prioritisation using environmental performance criteria
- Portfolio re-design to prioritise low-impact and circular products
- Expansion of asset recover and circularity services
- Requirement of product-level PCFs
- Green freight procurement
- Partner engagement and product optimisation training

Transition plan governance

The ESG team has ultimate responsibility for the roadmap to achieving these targets. Strategic guidance and sign-off are provided by the Chief Operating Officer (COO). This ensures that environmental objectives are aligned with overall business strategy.

The key elements of the transition plan are reviewed through different leadership steps, initially by the Global Head of ESG and ultimately by the Executive Leadership Team (ELT) as part of an annual financial and action planning cycle. Progress towards our targets and the anticipated impact of planned actions are reviewed annually, following the completion of the corporate carbon footprint calculation.

Gross Scope 1, 2, 3 GHG emissions

We calculate our company-wide Scope 1, 2 and 3 emissions annually, applying an operational control approach to consolidation. In FY26, our operational boundary remained consistent with the previous financial year. Our results are published in this report and in our disclosure to CDP.

Tonnes of CO_2 equivalent (tCO_2eq)[1]		FY26	FY25	FY24	% change from FY22
Gross Scope 1, 2, and 3 total (market-based)[4]		**1476044.14**	**1401713.36**	**1694997.88**	**0.12**
Gross Scope 1, 2 and 3 total (location-based)		**1476417.13**	**1402276.31**	**1695529.27**	**0.12**
Scope 1 (Direct)	Mobile combustion	680.45	793.82	789.00	
	Refrigerant gases	69.82	90.31	106.69	
	Stationary combustion	219.21	269.45	361.77	
	Gross Scope 1	**969.47**	**1153.58**	**1257.46**	**6.57**
	Scope 1 intensity (tCO_2eq / FTE)[3]	0.27	0.32	0.36	
Scope 2 (Direct)	Heat and steam	3.49	0.01	0.00	
	Purchased electricity	944.58	1359.54	1930.16	
	Electric vehicles	32.08	17.08	13.72	
	Gross Scope 2 (market-based)	**980.15**	**1376.64**	**1943.88**	**-59.82**
	Gross Scope 2 (location-based)	**1353.13**	**1939.59**	**2475.28**	**-51.72**
	Scope 2 intensity tCO_2eq/ FTE (market-based)	0.27	0.39	0.55	
	Scope 2 intensity tCO_2eq/ FTE (location-based)	0.37	0.55	0.70	
Scope 1 and 2 total (market-based)		**1949.62**	**2530.22**	**3201.34**	**-41.79**
Scope 1 and 2 total (location-based)		**2322.60**	**3093.17**	**3732.73**	**-37.43**
Scope 3[2] (Direct)	Upstream emissions	468841.53	456840.56	505257.78	
	Downstream emissions	1008703.93	942342.58	1186538.76	**-9.17**
	Total Scope 3	**1477545.46**	**1399183.14**	**1691796.54**	**0.21**
	Scope 3 intensity tCO_2eq/ mil $USD net revenue	**754.68**	**736.67**	**453.17**	

[1] tCO_2eq values include emissions of CO_2, CH4, N2O, HFCs, PFCs, SF6 and NF3. Westcon-Comstor does not calculate the CO_2e emissions for each GHG separately but uses combined emissions factors updated annually, where available.

[2] All scope 3 categories, relevant to Westcon-Comstor are included within our reporting boundary. A breakdown of emissions in each category can be found in the scope 3 section below.

[3] The FTE metrics for the reporting years are an average of the total FTE's per month within the financial year.

[4] Westcon does not have any Scope 1,2 or 3 biogenic CO_2 emissions from the combustion of biodegradation of biomass.

N.B.: Historical Scope 3 data have been recalculated due to identified errors, affecting Purchased Goods and Services (upstream) and Use of Sold Products and End-of-Life Treatment (downstream). Prior year figures have been restated in line with GHG Protocol and ESRS comparability requirements.


Our warehouse in Sydney (AU)

Our Scope 1, 2, and 3 emissions calculations are conducted in line with the GHG Protocol Corporate Accounting and Reporting Standard. All sources of Scope 1, 2, and 3 emissions within our reporting boundary are included within this report.

A third-party environmental reporting tool, GCX DASH, is used to calculate and track GHG emissions across all operations. Supporting evidence is gathered and reviewed to ensure the accuracy of the reported data. The emission factors used for our inventory are updated annually to ensure alignment between the year of publication and the reporting year. Our selected emissions factors use the most recent GWP values published by the IPCC to calculate CO_2 equivalent values for non-CO_2 gases.

Westcon-Comstor does not include any removals, carbon credits, or residual emissions in our inventory. We are not participants in any regulated emissions trading schemes, and we do not operate or finance any carbon offset projects or apply internal carbon pricing.

Scope 1 and 2 emissions

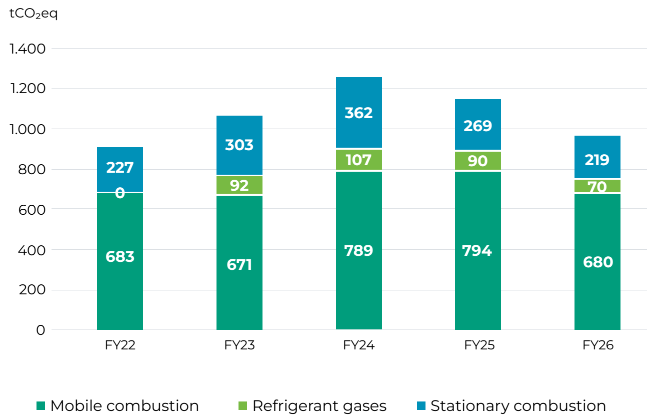
Direct emissions from fuel and energy use within our offices, warehouses, and company car fleet are reported in our Scope 1 and 2 inventories. Scope 1 and 2 emissions, disaggregated by country, can be found in the appendix.

Our Scope 1 inventory includes emissions from natural gas used for heating our properties, stationary diesel combustion, refrigerants (fugitive emissions), and diesel and petrol combusted within company-owned vehicles.

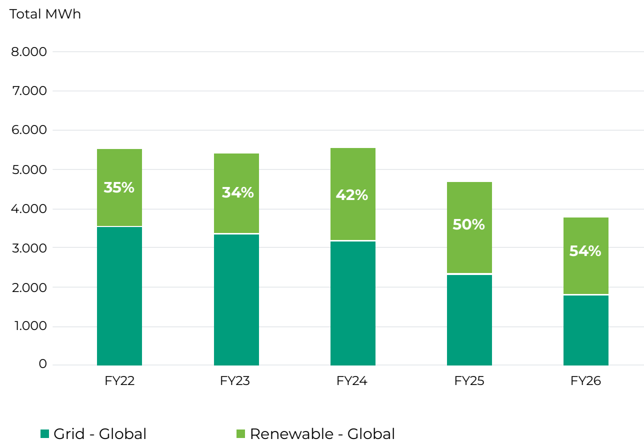
In FY26, Scope 1 emissions accounted for 50% of the combined gross Scope 1 and 2 emissions. Fuel combusted in company-owned vehicles remains the largest Scope 1 activity (71%), although in FY26, a reduction in petrol and diesel vehicles resulted in a 16% reduction in Scope 1 emissions versus FY25. A new company car policy is under review for implementation in Europe in FY27, which will phase out non-critical vehicles and prioritise battery and hybrid-electric vehicles, further reducing emissions from fuel combustion.

Our Scope 2 inventory and FY30 target apply a market-based methodology. Therefore, transitioning our sites to renewable electricity is a key decarbonisation lever. In FY26, 54% of the total electricity consumed across our portfolio was from renewable sources. This includes on-site generation at our warehouses in Swindon (UK) and Sydney (AU). Installation of solar panels has been approved at our office in Hertford, South Africa, for FY27.

Scope 1 emissions by category



Scope 2 electricity consumption by source



Energy consumption and mix

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 equipment.

Occasionally, this is supplemented with on-site diesel generators. Natural gas is the primary fuel used for heating, and our company fleet is comprised of both ICE and battery electric vehicles. Westcon-Comstor does not own any of its facilities, and we therefore work closely with landlords to identify opportunities for renewable electricity and energy efficiency improvements.

Westcon-Comstor monitors energy consumption at approximately **77 leasehold locations worldwide**.

Of these, **59 sites report their monthly fuel and electricity consumption** through our web-based reporting platform, GCX DASH.

Data on energy consumption for the remaining sites is currently unavailable and is therefore extrapolated from local sites with the same use type.

Globally, the average total energy consumption of our offices is 265 kWh/sqm/year and 220 kWh/sqm/year for our logistics distribution centres (LDCs).

In FY26, we installed electricity sub-meters across our largest and most complex offices and warehouses globally, providing half-hourly data at a local level. This will support our data managers to identify energy hotspots and take preventative action to reduce consumption.

The table below contains the breakdown of Westcon-Comstor's energy consumption and mix, expressed in MWh of LHV (lower heating value).

Energy consumption[1]	FY26	FY25	FY24
Fuel consumption from fossil sources (MWh)	3,563.23	4,268.20	4,568.50
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	1,811.83	2,377.17	3,148.43
Total fossil energy consumption (MWh)	**5,375.06**	**6,645.36**	**7,716.94**
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	1,944.27	2,289.39	2,266.35
Consumption of electricity from self-generated renewable sources (solar) (MWh)	107.02	31.95	0
Total renewable energy consumption (MWh)[2]	**2,051.29**	**2,321.34**	**2,266.35**
% renewable electricity	54%	50%	42%
Total energy consumption - renewable + fossil (MWh)	**7,426.35**	**8,966.70**	**9,983.29**

[1] Westcon-Comstor does not consume energy as feedstocks

[2] Energy consumption is categorised as renewable when the energy source is clearly defined in contractual arrangements (i.e. standardised green electricity tariff, market instruments such as Guarantee of Origin from renewable sources in Europe).

Scope 3

Scope 3 emissions, which arise from activities across our value chain that are not directly owned or controlled by Westcon-Comstor, represent the largest share (>99%) of our total carbon footprint. As a result of their breadth and complexity, Scope 3 emissions are inherently more challenging to measure, manage and reduce than Scope 1 and 2 emissions.

In FY26, we recorded a 6% increase in total Scope 3 emissions versus FY25 due to increased sales and business growth and associated GHG emissions from the manufacture, distribution and use of hardware products. While the current pace of change is behind the trajectory required for our FY30 target, progress is expected to accelerate as more supplier-specific data becomes available.

Tonnes of CO_2 equivalent (tCO_2eq)		FY26	FY25	FY24
Upstream categories[1]	1. Purchased goods and services	433,936.94	418,974.54	466,989.97
	Cloud computing and data centre services	29,710.64	29,322.61	23,513.63
	2. Capital goods	1,381.81	1,270.53	2,851.74
	3. Fuel and energy-related activities	569.44	853.81	1,417.36
	4. Upstream transportation and distribution	25,182.95	28,124.25	26,844.47
	5. Waste generated in operations	7.94	14.18	53.01
	6. Business travel	4,093.48	3,908.40	4,805.09
	7. Employee commuting	3,668.99	3,694.85	2,296.14
	8. Upstream leased assets	Not relevant	Not relevant	Not relevant
	Total upstream Scope 3 emissions	**468,841.53**	**456,840.56**	**505,257.78**
Downstream categories[2]	9. Downstream transportation	729.74	905.81	1,398.81
	10. Processing of sold products	Not relevant	Not relevant	Not relevant
	11. Use of sold products (hardware only)	988,185.95	922,503.09	1,162,918.87
	12. End-of-life treatment of sold products	19,788.24	18,933.68	22,221.08
	13. Downstream leased assets	Not relevant	Not relevant	Not relevant
	14. Franchises	Not relevant	Not relevant	Not relevant
	15. Investments	Not relevant	Not relevant	Not relevant
	Total downstream Scope 3 emissions	**1,008,703.93**	**942,342.58**	**1,186,538.76**
Total gross Scope 3		**1,477,545.46**	**1,399,183.14**	**1,691,796.54**

[1] [2] The relevance of each category was assessed according to the criteria outlined within the GHG Protocol standard. This includes considerations on size, influence, risk, and financial spend.

Key drivers of Scope 3 emissions

67%

Use of sold products
Customer energy use over the product's lifetime can exceed emissions generated during production for energy-consuming hardware, especially in countries with a more carbon-intensive electricity grid

29%

Purchased goods and services
This is our second most significant category, driven by the embedded carbon in raw materials, electrical components, and third-party services

Scope 3 methodology

Westcon-Comstor calculates all categories of Scope 3 emissions, relevant to its operations, in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting standard.

Methodology improvements are made each year, where possible, to best represent the activity within that category. Historical data is amended where improvements or errors are identified.

Relevant Scope 3 categories	Methodology
1. Purchased goods and services	A hybrid methodology combines supplier-specific product-carbon footprint data for hardware, where available, alongside secondary spend-based data for the remaining hardware, intangibles, and non-stock products and services.
2. Capital goods	A spend-based methodology is applied to capital expenditure, inclusive of purchased goods and services from leased assets, as defined by IFRS16.
3. Fuel and energy-related activities	WTT, T&D, WTT (T&D) emissions were calculated for fuel and energy use by applying activity-based emission factors sourced primarily from DEFRA
4. Upstream transportation and distribution	Supplier-specific WTW emissions were used where available. A distance-based methodology was used, where possible and, in cases where only financial metrics were available, an average spend-based factor incorporating air, rail and road was applied. Sea transport was omitted due to immateriality.
5. Waste generated in operations	Weight of waste by type and method of disposal was collected from waste providers who service our logistics centres. Waste generated from our offices is assumed to be minimal and, therefore, was excluded from the boundary.
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 were available, fuel and hotel emission factors were applied. Where only financial metrics were available, a spend-based methodology was applied.
7. Employee commuting	An internal survey was conducted to understand commuting practices across the business. Emissions were calculated from the distance travelled per day per employee in privately owned vehicles or on public transport.
9. Downstream transportation	Emissions linked to drop shipments (direct delivery of goods from vendors to customers), and customer collections were calculated using an average spend-based emission factor incorporating air, rail, and road transport. Sea transport was omitted due to immateriality.
11. Use of sold products	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 the 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.
12. End-of-life treatment of sold products	Supplier-specific data was used, where available. For the remaining products, a custom spend-based factor was applied.

Climate risk and resilience (TCFD-aligned)

In addition to the DMA process, Westcon-Comstor has completed a comprehensive climate-related scenario analysis to identify and assess its physical and transition risks over the short, medium, and long term. A third-party specialist, ERM, was engaged to conduct a qualitative and quantitative assessment under different low and high-temperature scenarios.

For the physical assessment, two International Panel on Climate Change (IPCC) Shared Socioeconomic Pathways (SSP) scenarios (low-emission scenario SSP1-2.6 and high-emissions scenario SSP5-8.5) were used. For the transition assessment, two forward-looking scenarios from the Network for Greening the Financial System (NGFS) (below 2°C and Current Policies) were used. Where availability was limited, data from the International Energy Agency (IEA) World Energy Outlook (WEO) was used. The Announced Pledge Scenario (APS) and Net Zero Emissions by 2050 (NZE) scenarios were also used to supplement the assessment. The following horizons were used: 2030, 2040, and 2050.

For the physical scenario assessments, 13 sites covering more than 65% of the total Gross Leased Area (GLA) were assessed. These sites were selected for their strategic importance - key operational hubs or locations with historic impacts - and represent the breadth of Westcon-Comstor's geographic reach.

Scenario description	Transition scenarios	Physical scenarios
Low-carbon	**Below 2°C** Under this scenario, there is a gradual increase in the stringency of climate policies. It is assumed that countries that have a net-zero target partially achieve them (80% of the target), resulting in a 66% chance of limiting global warming to below 2°C.	**SSP1-2.6** This is a low-emissions scenario, in which global warming is limited to below 2°C by 2100. This scenario is aligned with the commitments under the Paris Agreement (1.5°C increase).
High carbon (base case)	**Current Policies** This scenario assumes that only existing and currently implemented policies are preserved and carried forward over time. Under this scenario, it is expected that physical climate change risks are high.	**SSP5-8.5** This high emission scenario follows a "business as usual" trajectory, assuming no additional climate policy, with CO_2 emissions projected to triple by 2100. This would result in a global warming of up to 4.4°C by the end of the century.

Several key supplier sites such as third-party logistics centres were also included, as an acute climate-related event affecting these could have a downstream impact on Westcon-Comstor's operations. In total, 27 sites were shortlisted.

An extensive list of all potential physical hazards and transition events was assessed for relevance and significance to the company's operations. These were ranked, using insight from stakeholders across our business during a workshop facilitated by ERM. Following this, a shortlist of four physical climate hazards and four transition events was selected for analysis under the stated scenarios.

Physical risks

At an aggregated level, Westcon-Comstor has a low overall exposure to physical climate change risks under both scenarios. The qualitative assessment revealed that under baseline conditions (FY24), extreme heat, water stress, drought, and tropical cyclones present low risks to the business.

By 2050, exposure is expected to increase, particularly for extreme heat and water stress in Singapore, Indonesia, Spain, and across the Middle East. To enhance our analysis, an Excel-based model to quantify the potential risk was developed. This returned a minimal (<$1M) to moderate ($1-5M) impact in the medium to long-term. Therefore, Westcon-Comstor records no material risk from physical climate-related hazards.

Transition risk

Our qualitative analysis showed that Westcon-Comstor will experience a limited exposure to climate-related transition events over the medium to long-term under the NGFS scenarios. The difference (delta) between indicator values under the ‘Current Policies’ and ‘below 2°C’ scenarios was calculated to generate an overall future risk and opportunity score, shown in the table. The results of the assessment incorporate both climate data and internal stakeholder insights.

Climate hazard	Potential impact(s) on business strategy and financial planning	Financial impact range	Current mitigations	Potential future mitigations
Extreme heat	As the average temperature increases, more energy may be required for HVAC systems to cool offices, thereby driving up operational costs. Extreme heat events may also affect employees, potentially leading to heat-related illnesses, thereby affecting overall productivity.	2030: $1.75M - $2.1M 2050: $2.3M - $3.3M Methodology considers the number of days with external temperatures above 35°C and the associated reduction in productivity (%).	• Air conditioning is available in our offices • Cooling capabilities are considered when selecting 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 at sites and remote locations • Investigate heat management technologies and processes for logistics facilities
Water stress & drought	Continued water stress and drought events may increase utility costs for water systems in our offices and warehouses. In extreme scenarios, where WASH facilities become unavailable due to supply issues, Westcon-Comstor could experience high costs from alternative suppliers.	2030: $0.8 mil to $1.1 mil 2050: $3.2 mil - $6.5 mil The estimate is calculated by the potential operational downtime associated with insufficient water available to provide WASH services. The amount of downtime is linked to the water stress index.	• Measure and disclose our operational water consumption in this report and to CDP • Suppliers are on hand to provide alternative water sources during short-term outages • Maintain WASH facilities to limit wastage	• Assess water management protocols at the site-level • Install water harvesting technology in areas exposed to higher levels of water stress

Level of risk/opportunity for each transition indicator assessed across the Westcon-Comstor, presenting the delta between the Current Policies and Below 2°C scenario across the future time horizons of 2030, 2040 and 2050.

Transition event	2030	2040	2050
Supplier dependence	Low risk	High risk	High risk
Increasing operating costs due to fluctuating energy prices	Low risk	Low risk	High risk
Increased stakeholder concerns	Minimal risk	Low risk	High risk
Emerging GHG and climate-related regulations	Low risk	Low risk	High risk

Westcon-Comstor has a highly specialised technology vendor portfolio providing high-tech enterprise solutions to the IT channel. Potential disruptions in manufacturing, shipping, availability of materials or governmental policy changes associated with the low-carbon economy may cause supply chain impacts, resulting in order fulfilment challenges. Westcon-Comstor's strategic partnership and ESG-engagement activities with vendors help to ensure that due diligence is conducted ahead of onboarding. Technical forecasting teams within procurement ensure Westcon-Comstor has visibility of potential supply chain issues. Therefore, the potential for operational resilience from supplier dependence is considered minimal.

Regulation is a key lever in a faster and more coordinated transition to a low-carbon economy. However, rapid expansion in the breadth and depth of regulatory ESG requirements can become a resource burden. Compliance requirements are shared across our business to ensure that we meet all reporting deadlines and reduce delays in our operations and the provision of data to our partners. Additionally, Westcon-Comstor is currently excluded from any regulatory emissions trading schemes (ETS) and carbon border adjustment mechanisms (CBAM), reducing the risk of increased operational costs associated with carbon pricing mechanisms.

Policies related to climate adaptation, mitigation, and energy

Westcon-Comstor operates several policies and guidelines relating to climate change mitigation, adaptation and energy reduction. Some of these, such as our Environmental Management Policy, are publicly available to download from our website. Others, such as our Responsible Business Travel guidelines and supporting Travel & Expenses policy, are internal only. These are available to all employees through our internal 'MyCentral' SharePoint page.

Westcon-Comstor's Environmental Management Policy underpins the delivery of our environmental programme and transition plan. The policy includes quantitative and qualitative targets on energy, waste, and resource use.

Additionally, we have created an addendum to our business code of conduct that states several actions and commitments that we require our vendors and non-stock suppliers to align with.

The addendum includes requirements for measurement, monitoring, and reporting of environmental performance, as well as commitments to continuous improvement and alignment with internationally recognised frameworks such as the GHG Protocol.

By embedding these requirements into procurement, operations and vendor engagement, our policy framework enables us to operationalise our environmental strategy, drive accountability, and support progress toward a lower-carbon, more resource-efficient business model.

Circular economy and waste

As a technology distributor, the hardware products we place on the market become e-waste at the end of their contracted lives. To prolong the lifespan of equipment and reduce the volume of products going to landfill, we 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 lifespan of this equipment, we not only reduce the demand for new equipment but also provide significant cost savings for our partners.
- 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. In FY26, we sold 10,284 remanufactured units via the Cisco Refresh program
- When equipment has genuinely reached the end of its life, we pass it on to authorised IT recyclers for maximum resource recovery and environmentally friendly handling of residual waste. In FY26, we disposed of 6,707 kg of electrical equipment.

Waste electrical and electronic equipment (WEEE)	FY26	FY25	FY24
Total WEEE placed on the market – net weight (kg)	2,382,621	1,999,549	1,591,213
Total number of units repatriated for redistribution/re-use/recycling	69,392	34,203	47,945
Total WEEE disposal (kg)	6,707	17,524	16,402

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

Waste management and recycling

Waste data is challenging to collect from our offices, as waste collection and disposal are 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 that as much waste as possible is diverted from landfill.

We focus on collecting actual waste data from our logistics centres as these locations generate higher volumes. In FY26, the total waste generated was 78.75 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 FY26, 81% of total waste was sent for recycling. Employees complete waste management training, which covers the principles of 'reuse, reduce, recycle' and sets out Westcon-Comstor's processes for disposing of waste responsibly.

Waste composition in FY26 (metric tonnes)[1]

Waste composition	Waste generated[2]	Waste recycled	Waste to landfill
Total	78.75	63.43	15.32
Hazardous waste[3]	0	0	0
Non-hazardous waste	78.75	63.43	15.32

[1] Data was collected from waste providers who service our logistics centres, where available. Waste generated from our offices is assumed to be minimal and therefore was excluded from our FY26 boundary.

[2] Waste generated includes operational waste from our logistics centres and WEEE handled by Westcon-Comstor on behalf of our partners

[3] In FY26, no waste generated by Westcon-Comstor facilities possessed the characteristics of hazardous wastes contained in Annex III of the Basel Convention

Water use and security

As a distributor of electronic goods and other professional services, our direct operations do not withdraw or consume high volumes of water. Within our operations, water is withdrawn for hydration, sanitation, and landscaping only. Most of the water is discharged back into the environment. Therefore, our overall consumption is low and closely linked to the number of employees on-site.

Currently, it is only possible to measure total water withdrawal. We expect our consumption of water to be nominal, as water is consumed for drinking purposes only.

Water use (megalitres)	FY26	FY25	FY24
Total withdrawal (third-party water)	13.75	10.86	22.10
Total withdrawal (from areas with water stress)	Not yet assessed	Not yet assessed	Not yet assessed
Total consumption	1.37	1.09	2.21

Footnote

Water data is collected monthly (where available). All Westcon-Comstor's facilities are leased and in either single or multiple occupancy buildings. Therefore, the 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.

We estimate our water consumption to be 10% of total withdrawals. Therefore, in FY26, we estimate that 13.75 megalitres of water were consumed across our operations.

The climate scenario analysis revealed several locations that could experience water stress in the medium and long-term.

However, as our consumption is low, we have not completed an assessment with water-specific tools, such as the World Resources Institute (WRI) Aqueduct Water Risk Atlas. We disclose details of our water-related risks, governance and usage to CDP.

Social

S1 – Own workforce

Health, safety, and wellbeing
Workforce strategy and culture
Diversity, Equity, and Inclusion (DEI)
Employee wellbeing and engagement
Learning, development, and talent retention
Communities

S2 – Workers in the value chain

Responsible supply chain strategy
Human rights and due diligence
Supply chain risk management
Supplier engagement and capacity building
Conflict minerals
Customer health and safety

Own workforce

ESRS S1

Westcon-Comstor recognises that its people are central to business performance, resilience, and long-term value creation. As a global organisation, we are committed to providing a safe, inclusive, and supportive working environment while respecting the rights, wellbeing, and development of our employees across all regions.

Our Double Materiality Assessment (DMA) identified employee health and safety as a key material topic, alongside broader workforce themes including employee engagement, diversity and inclusion, talent attraction and retention, and learning and development.

The assessment also identified a wider set of workforce-related impacts, risks and opportunities across the aforementioned areas, including overall employee wellbeing.

Health, safety, and wellbeing

Health and safety is a material topic for our business, reflecting both the importance of maintaining effective procedures and the potential risk that office-based environments can be perceived as inherently safe. Given the nature of our business,

maintaining high standards in this area remains a core priority. We address this through a proactive management approach focused on regular workplace reviews, risk identification and mitigation, and the promotion of safe working practices. All of which are supported by a strong governance framework and embedded processes across our operations.

Beyond safety, employee wellbeing is also fundamental to maintaining a healthy, motivated and productive workforce. This spans physical, mental, emotional, social, and financial dimensions. Our approach is guided by a clear wellbeing vision that supports positive health outcomes, strengthens employee engagement and recognises wellbeing as both a strategic priority and a potential business risk.

We bring this to life through a range of programmes and initiatives, including our global Employee Assistance Programme. Alongside this, we continue to invest in building manager capabilities to foster psychologically safe working environments. Mental health remains a year-round priority, reinforced through internal communications, targeted initiatives, and leadership engagement.

Health and Safety Policy

This approach is further supported by the Westcon-Comstor Occupational Health and Safety (OH&S) Policy, which applies across all employees, contractors, visitors, and other stakeholders affected by our operations globally.

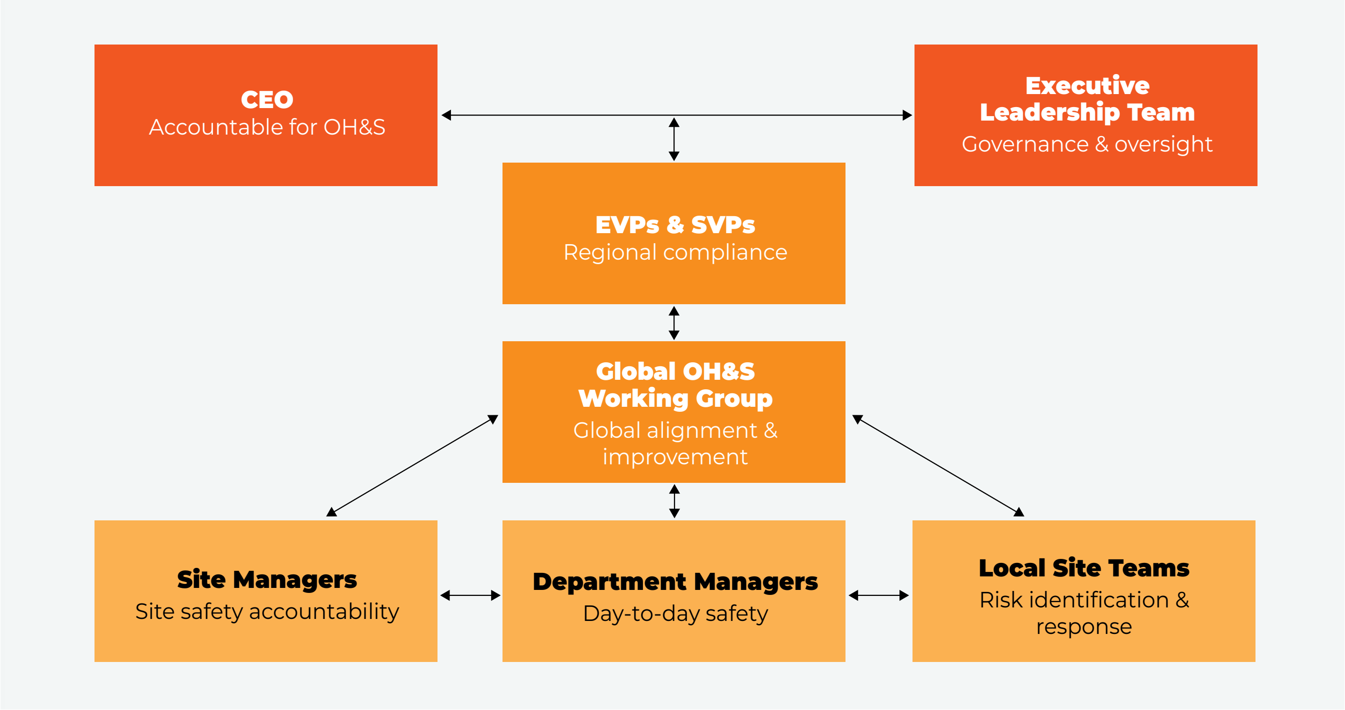
The policy formalises our commitment to providing a safe and healthy working environment, preventing harm and continuously improving occupational health and safety performance in line with applicable regulations and recognised standards.

Overall accountability for occupational health and safety rests with the Chief Executive Officer, who has formally endorsed the policy. This is reinforced through a structured governance framework to ensure effective oversight, implementation, and continuous improvement.

At the leadership level, the Executive Leadership Team establishes governance mechanisms to regularly assess the fulfilment of the company's health and safety responsibilities. Regional Executive Vice Presidents and Senior Vice Presidents ensure compliance with regulatory requirements and company policies within their respective regions.

At an operational level, the Global OH&S Working Group plays a central role in implementing the policy and embedding consistent practices across the organisation. The group leads the global implementation of Health and Safety initiatives, aligns regional efforts, monitors performance, supports regulatory compliance and drives continuous improvement. Accountability is further reinforced at the site and departmental levels, where Site Managers oversee workplace health and safety and ensure appropriate risk mitigation measures are in place. Departmental Managers are responsible for day-to-day health and safety within their teams. Local site teams support the identification, assessment and management of risks, with corporate support provided where needed.

The policy is implemented through established processes, including workplace risk assessments, training and awareness programmes, incident reporting and regular reviews. These processes ensure that health and safety risks are proactively identified, managed and monitored across all locations.



Occupational Health and Safety Management System

Westcon-Comstor operates a formal Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001 requirements. The system defines governance arrangements, hazard identification, risk assessment processes, operational controls, worker participation, incident management and continual improvement mechanisms.

Logistics operations facilities in the United Kingdom and the Netherlands have maintained ISO 45001 certification, covering the distribution of information technology products, including product staging, bespoke configuration services, customer stock holding and reverse logistics.

The OHSMS is supported by internal subject matter experts and external consultants and is monitored through regular internal and external surveillance audits.

The effectiveness of health and safety arrangements is reviewed through quarterly health and safety forums and management review meetings, supported by key performance indicators such as statutory compliance, audit outcomes, training and certification status, incidents, nonconformities, corrective actions, and continual improvement plans. In addition, global health and safety meetings are held to promote alignment with ISO 45001 requirements and the sharing of best practices across regions.

Health and Safety risk assessment - Global summary

A summary of risk assessments for each operational facility is given below, emphasising our commitment to maintaining a safe and compliant work environment.

Sl#	Region	Country	Operational Site / HQ location	Operational Site type	Risk Assessment	Last Risk Assessment
1	EMEA	United Kingdom	Swindon	Logistics facility (Warehouse)	Yes	2025
2	EMEA	Netherlands	Houten	Logistics facility (Warehouse)	Yes	2025
3	EMEA	South Africa	Midrand	Logistics facility (Warehouse)	Yes	2025
4	APAC	Australia	Sydney	Logistics facility (Warehouse)	Yes	2025
5	APAC	New Zealand	Auckland	Logistics facility (Warehouse)	Yes	2025
6	APAC	Singapore	Singapore	Logistics facility (Warehouse)	Yes	2025
7	APAC	Indonesia	Jakarta	Logistics facility (Warehouse)	No	2025
8	NA	United States of America	Tarrytown	Headquarters	No	2025

These systems are applied consistently across operations and supported by governance oversight and regular performance monitoring to reduce operational, regulatory, and safety risks.

75% of sites with Risk Assement

Warehouse and logistics-specific safety focus

Warehouse and logistics operations are subject to additional operational safety controls addressing risks, including manual handling, material handling equipment, traffic management, fire safety, ergonomics, slips, trips, and falls. These risks are managed through site specific risk assessments, mandatory training, workplace inspections and emergency response preparedness.

Incident management and prevention

Westcon-Comstor maintains a formal incident and hazard management process to support the reporting, investigation, and analysis of hazards and incidents, determination of root causes and implementation of corrective and preventive actions. All colleagues have access to a centralised ticketing system to report hazards, near misses, and incidents, with reports routed to local management and Health and Safety teams for resolution.

Incident trends and investigation outcomes are reviewed regularly to strengthen preventative controls.

Regular workplace inspections are conducted using standardised checklists by trained managers, emergency response team members or facilities personnel. More serious incidents are subject to formal investigation using standardised templates to ensure consistent outcomes.

Colleagues can also raise health, safety or wellbeing concerns through the Compliance and Ethics Hotline, which allows anonymous reporting and enforces a zero-tolerance approach to retaliation.

Health and safety performance and incidents

6,555,760
Number of Hours Worked

1.09 Days
Approximate Lost time (ALT) Injury Report (ALTIR)

ZERO
TRIF[1] # = Total Reportable Incident Frequency

ZERO
Incidents occurred that were classified as RIDDOR*

0.48 Days
LTIF[2] # = Lost Time Incident Frequency

52
Non-reportable incidents where time lost

[1] **TRIF - Total Reportable Incidents Frequency**
Information: TRIF# is the frequency of reportable incidents during a certain reporting period.

[2] **LTIF - Lost Time Incident Frequency**
Information: LTIF # is the frequency of incidents, where time was lost, during a certain reporting period.

* Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

Health and Safety training

Health and safety training is delivered through web based learning, inhouse training, and external providers, based on site specific risk profiles. Mandatory training covers key risk areas such as slips, trips and falls, ergonomics, manual handling, fire safety, and basic first aid.

Training is available in multiple languages, reviewed annually, and provided during working hours at no cost. Completion rates are monitored and managed.

Overview of training modules delivered

Training delivered by our web-based platform covered a wide range of risks and languages. Below is a consolidated list grouping similar topics into broader categories.

Group/Status	Complete	Overdue	Exemption	Not started	Incomplete	Grand total
Ergonomics	526	115	2	112	10	765
Fire safety	200	22	0	39	3	264
First aid	156	12	0	38	2	208
Office safety	945	183	4	258	22	1412
Safety mindset	218	19	2	55	0	294
Grand Total	**2045**	**351**	**8**	**502**	**37**	**2943**

The current completion rate is 70%, against an annual target of 90%.

This variance is largely due to system availability challenges. The training platform underwent significant upgrades and was unavailable for approximately nine months, which limited employees' ability to complete required training.

Given these constraints, achieving a 70% completion rate represents a strong outcome.

To improve performance and move towards the 90% target, the following actions are planned:

- Increased communication and reminders to staff
- Targeted follow-ups for non-completions
- Improved system stability and accessibility
- Monitoring completion rates monthly to drive accountability

Workforce strategy and culture

Our people are central to Westcon-Comstor's long-term success and our ability to deliver Partner Success globally. Our People strategy translates these priorities into action, focusing on five core pillars: reward, skills, culture, leadership, and talent acquisition. The strategy is owned by the Chief People Officer and governed through Executive Leadership Team oversight, ensuring alignment between workforce priorities and business strategy.

Engagement and culture

The culture pillar has two priority areas:

1. **Diversity, Equity, and Inclusion (DEI):** Focus on creating an inclusive culture where people can feel a sense of belonging and be at their best. We welcome employees from all backgrounds, races, creeds, and orientations and provide equitable access to learning and development opportunities to support their growth.

2. **Our Company Values:** Refreshed in FY26, following inclusive workshops with colleagues across regions, functions, and levels. These new values were launched with manager toolkits, workshops, and digital resources, and are being embedded in induction, recognition, and performance management processes. This will continue in FY27.

To understand employee experience and strengthen our culture, we partnered with Great Place to Work® in FY26 to conduct our first global, externally benchmarked employee survey. Conducted in 13 languages, the survey achieved an 89% response rate (3,084 respondents), demonstrating strong employee engagement.

Great Place To Work®

Results showed:

80% of employees said Westcon-Comstor is a great place to work

77% Global Trust Index™ score

79% Engagement Index

80% Leadership Effectiveness score

27 countries achieved Great Place to Work® Certification™

Best Workplaces recognition in **China, Hong Kong, Portugal, the UAE, and the United Kingdom**

These results indicate a strong and resilient culture. Areas for improvement have also been identified, including recognition, reward, and communication.

As identified through our DMA, corporate culture can influence employee and talent attraction and retention. We manage this impact through regular listening mechanisms, leadership visibility, values-led culture initiatives, recognition approaches and continued benchmarking of employee sentiment. Feedback from the FY26 survey is also informing both global and local action plans to support retention and engagement.

Hybrid working

We continue to support a flexible and hybrid working model, recognising that modern ways of working can improve employee experience, broaden access to talent and support productivity. Our approach combines flexibility with intentional efforts to maintain collaboration, culture, and connection through leadership engagement, town halls, learning programmes, and regional initiatives.

Social dialogue and employee representation

Westcon-Comstor respects employees' rights to freedom of association and collective bargaining in accordance with applicable laws. We also commit to offer at least the statutory entitlements in the regions where we operate.

In FY26, 528 employees were covered by collective bargaining agreements, primarily in Spain and Norway. Across other markets, employment terms are governed through local legal frameworks and direct employee engagement channels.

Employee Code of Conduct

All employees are required to adhere to our Code of Conduct, which defines the standards of behaviour expected across the organisation. It also reinforces our commitment to acting ethically, responsibly and in compliance with applicable laws and regulations.

The Code is available to all employees globally in multiple languages, supporting a consistent understanding across our diverse workforce. These include Chinese, Czech, Danish, Dutch, French, German, Indonesian, Italian, Norwegian, Polish, Portuguese, and Spanish.

The Code covers key areas including respect and dignity at work, equal opportunity, fair working conditions, and maintaining a safe and healthy workplace. It also outlines expectations for ethical business conduct, including the management of conflicts of interest, anti-bribery and corruption, fair competition, protection of company assets and information, and respect for human rights across our operations and supply chains.

Employees are expected to speak up when concerns arise, supported by confidential reporting channels including an independent ethics hotline. We maintain a strict non-retaliation approach for those raising concerns in good faith. For more information see our Governance section of this report.

Compliance is supported through annual training and certification processes, promoting consistent understanding, accountability and effective implementation of the Code across our global workforce.

Diversity, Equity, and Inclusion (DEI)

DEI strategy and governance

We believe that diverse perspectives, equitable opportunities and a strong sense of belonging support innovation, decision-making and sustainable growth. Our Diversity, Equity, and Inclusion (DEI) agenda remains a strategic priority and is integrated into our broader People strategy.

Governance of DEI is supported through executive sponsorship, regional People teams, Employee Resource Groups (ERGs) and dedicated specialist capability. Building on the appointment of a dedicated DEI specialist in FY25, FY26 focused on strengthening visibility, accountability and consistent delivery across the organisation.

Representation and inclusion initiatives

During FY26, we launched a dedicated DEI space on our PeopleCentral employee portal, creating a single global location for policies, campaigns, resources and learning. This was complemented by digital communications displayed on screens in office spaces and dining areas to increase awareness of global initiatives and local activities.

We celebrated cultural diversity through our Global Awareness Calendar, featuring more than 70 observances, alongside locally-led events across regions such as Diwali celebrations in Sydney, Eid community initiatives in Dubai and awareness activities in the UK. These initiatives help strengthen cultural understanding and employee connection across our global workforce.

In FY26, a Neurodiversity Policy was launched in the UK to support awareness and inclusive working practices for neurodivergent employees. The policy is under review for potential wider rollout.

Diwali at Westcon-Comstor, Sydney

Diwali at Westcon-Comstor, Mumbai

Diwali at Westcon-Comstor, Sydney

Employee Resource Groups (ERGs) continue to play an important role as a channel for employee voice. Our DEI-focused ERG remained active in the EMEA region, providing lived-experience insight and feedback that helps shape priorities and actions.

Mandatory Inclusion and Belonging training, including unconscious bias learning, was completed by 85% of employees during FY26.

We are committed to fair and equitable compensation practices, and our Reward strategy focuses on implementing structured job architectures, market benchmarking and governance frameworks designed to ensure consistency and compliance with applicable laws. In jurisdictions where disclosure is required, we report gender pay gap data in line with statutory methodologies, based on a defined payroll "snapshot date" and standard metrics including mean and median hourly pay and bonus gaps, as well as pay quartile distribution.

These disclosures highlight structural workforce dynamics rather than equal pay for equivalent roles and inform targeted actions to improve representation across pay levels. We continue to strengthen our global reward data infrastructure and analytics capabilities to enable more consistent, decision useful insights and to support the evolution of our pay equity and transparency approach over time.

Employee voice - Our FY26 employee survey highlighted positive inclusion outcomes

These results demonstrate a culture where employees feel respected, empowered, and able to speak up.

85%
believe the company actively promotes diversity and inclusion

89%
feel comfortable sharing their background and cultural experiences

85.9%
feel confident calling out inappropriate behaviour

91-95%
reported that people are treated fairly regardless of race, gender, age, or sexual orientation

Employee wellbeing and engagement

Our DMA identified employee wellbeing and satisfaction as a potential business risk, particularly in relation to retention, engagement, and performance. We mitigate this through wellbeing support programmes, listening channels, flexible working practices, manager capability building, and action plans informed by survey feedback.

Supporting employee wellbeing is fundamental to maintaining a healthy, motivated, and productive workforce. Our strategy takes a holistic approach covering emotional, mental, physical, social, and financial wellbeing.

Our global **Employee Assistance Programme (EAP)** remains available 24/7, offering confidential support, counselling, and practical resources to employees and their families. Managers are also provided with tools to help create psychologically safe working environments.

During FY26, regional wellbeing initiatives included:

- Gumboot Friday fundraising for youth counselling support in New Zealand
- Annual Health Fair in Dubai with health screenings and consultations
- Movember awareness activities in Kenya focused on men's mental health
- Employee Wellness Day in South Africa covering physical, mental, and financial wellbeing
- Blood donation campaigns in Indonesia and Malaysia
- Cancer awareness fundraising events in the UK and Australia

Employee Wellness Day
at Westcon-Comstor, South Africa

Employee engagement continues to be measured through our annual survey and regular leadership communication forums.

Family leave

We recognise the importance of supporting employees through significant life events and providing a workplace where colleagues can balance professional and family responsibilities.

Westcon-Comstor provides maternity leave and other family-related leave entitlements in line with applicable legal requirements in the countries where we operate.

Depending on local legislation this may include maternity, paternity, adoption, parental, carer's, or shared parental leave. Our approach is designed to promote workforce participation and enable successful returns to work following periods of leave.

Learning, development, and talent retention

Training programmes

Developing our people and talent is essential to business performance, employee engagement and long-term talent retention. We continue to invest in learning opportunities that support both current performance and future career growth.

During FY26, our training budget increased by 17%, from US$1.2 million to US$1.4 million, enabling expanded global learning programmes and stronger consistency across regions.

Our digital learning ecosystem continued to evolve, including personalised learning pathways aligned to more than 700 roles, accessible on demand and supported by managers.

Key FY26 learning initiatives included:

- Continued development of a global Sales Academy
- Updated onboarding content focused on strategy and culture
- Margin maximisation programmes for sales teams
- First Time and First Line Manager programmes across EMEA and APAC
- Translation of management training into Mandarin Chinese

Key metric – Learning and development	Unit of measurement	FY26	FY25	FY24
Average number of training hours received per employee	Hours	13.07	13	9.06
Total % of employees trained on Anti-Corruption, Bribery, Compliance and Ethics	%	93.62	89	86
Total % of employees trained on ESG (Environmental, Social, and Governance)	%	87.6	98.7	85.62
Total % of employees trained on Health and Safety	%	76.43*	94	85
Total % of employees trained on Cybersecurity	%	93	97.68	90.68
Total % of employees trained on DEI- Diversity, Equity, and Inclusion)	%	90	22	9.64

- Launch of a Mid-Manager development programme
- Professional coaching support for leaders
- PRINCE2, Lean Six Sigma and continuous improvement upskilling programmes

* Context :

- In August 2025, completion data from Percipio Compliance was migrated into Percipio. The last day to complete any H&S assignment was August 20th 2025.
- H&S assignments targeting New Hires was launched in Percipio in August 2025

Early Careers

We also continued to invest in early-career talent pipelines through **Level Up**, internships and technical learnerships. Examples include:

- 15 beneficiaries completing a Technical Support Learnership specialising in cybersecurity
- University-linked internship programmes in the UK
- Continued graduate and trainee pathways in multiple markets

Career progression

In FY26, employee survey results averaged 66% across two key areas: employees' confidence in having fair opportunities to progress, and their understanding of potential career paths within the organisation. These results indicate a broadly positive view of career opportunities, while reinforcing opportunities to strengthen the clarity and consistency of career pathways across the organisation.

As identified in our DMA, we recognise that limited development opportunities can create retention risk. To address this, we are investing in structured learning pathways, leadership academies, role frameworks, and clearer career visibility. A new global recruitment policy and future mobility enhancements are also being developed to strengthen internal career opportunities.

Communities

At Westcon-Comstor, we focus our community efforts where we can create the greatest long-term impact: expanding access to technology education, building inclusive pathways into the industry, and empowering our people to give back in meaningful ways.

Creating pathways into technology

Our **Level Up programmes** continued to be a cornerstone of our community strategy in FY26, helping to open doors into the technology sector for underrepresented groups.

Across South Africa, we supported individuals at different stages of their journey, from bursaries for women pursuing IT degrees to learnerships combining technical training with real-world work experience. One standout example is our cybersecurity-focused Technical Support Learnership, where participants gained recognised qualifications alongside practical skills, directly improving their employability.

We also deepened our focus on inclusion. Through partnerships with organisations supporting people with disabilities, we enabled individuals to access IT training with tailored support and accommodations, helping to remove barriers that too often prevent entry into the digital economy.

In the UK, our Nurture Programme connected postgraduate students in AI, data science, and IoT with hands-on industry experience. By combining technical exposure with business skills, the programme helped bridge the gap between education and employment, particularly for international and early-career talent.

Together, these initiatives reflect a clear shift from one-off interventions to **structured, skills-based pathways** that create lasting opportunity.

14.8%
of employees used Volunteer Leave, exceeding our FY26 target

500+
days dedicated by employees to community causes globally

30+
supported through structured IT education and skills programmes

Empowering our people to give back

FY26 marked a step-change in employee volunteering. Building on the launch of our Volunteer Leave policy in FY25, we focused on increasing awareness, accessibility, and leadership engagement.

The result was a significant increase in participation, with employees across the business using their time to support causes ranging from education and community welfare to environmental initiatives.

Beyond the numbers, the impact is best seen in the stories. In the UK, our senior leadership team partnered with a local charity to build wheelchairs for disabled dogs, an initiative that combined teamwork, purpose, and tangible community impact. Moments like this help bring our culture to life, strengthening both community connections and employee engagement.

Evolving our approach

Not all initiatives delivered the impact we had anticipated. Following a review, we made the decision to discontinue the OnHand volunteering platform, recognising that engagement levels and value did not justify continued investment. Instead, we are focusing on more targeted, locally relevant and flexible approaches that better resonate with our people.

Initiative for disabled dogs, UK

Employee Wellness Day at Westcon-Comstor, South Africa

World Charity Day – CSR Initiative at Senses Institute, Dubai

World Charity Day celebration, Dubai

Workers in the value chain

ESRS S2

Westcon-Comstor recognises that responsible supply chain management is fundamental to long-term business resilience, stakeholder trust, and sustainable value creation. As a global technology distributor operating within complex and multi-tiered supply chains, we are committed to identifying, preventing, mitigating and - where necessary - remediating adverse impacts on workers in the value chain.

Our Double Materiality Assessment (DMA) identified key impacts, risks, and opportunities relating to workers in the value chain. The most significant themes include limited upstream visibility, the adequacy of supplier due diligence processes and the potential for human rights-related incidents to create reputational, legal, and financial consequences.

At the same time, stronger due diligence and supply chain transparency present opportunities to strengthen customer trust, enhance competitiveness, and support growth.

Responsible supply chain strategy

Our approach is guided by our Anti-Slavery Policy and Supplier Code of Conduct, and is aligned with internationally recognised frameworks including the UN Global Compact and the Responsible Business Alliance (RBA) Code of Conduct, both of which are publicly available in the legal section of our external website. We set clear expectations for our suppliers through contractual commitments and onboarding requirements. As part of this process, suppliers are required to confirm that they have policies and practices in place covering areas such as human rights and modern slavery.

Governance and scope

Oversight is provided by our ESG function in coordination with Datatec Group governance structures, including the Audit, Risk, and Compliance Committee, with ultimate decision-making authority with our Chief Financial Officer and Chief Operating Officer.

These policies apply across our own operations and relevant parts of our value chain globally, including areas such as manufacturing, logistics, and raw material sourcing, where consistent standards and oversight are important. They are intended to help address risks relating to human rights, including forced labour and child labour, affecting all persons working for us or on our behalf in any capacity. This includes employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners, including those operating within our supplier networks.

Risk overview

Through our DMA, one of the most significant risks we identified was the limited visibility beyond Tier 1 suppliers and the inherent complexity of global IT hardware supply chains. We maintain full visibility and contractual relationships with Tier 1 suppliers.

Oversight of Tier 2 suppliers is reliant on disclosures from Tier 1 partners, while Tier 3 and upstream suppliers remain largely unmapped. This lack of transparency, combined with multi-tier subcontracting structures, increases the risk of adverse labour practices occurring deeper in the value chain.

Due diligence

During FY24, Westcon-Comstor launched its formal supplier sustainability due diligence process through a questionnaire-based assessment of selected Tier 1 vendors, covering key environmental, labour, and human rights topics. This provided a valuable baseline of supplier maturity and helped identify opportunities to strengthen visibility across the value chain, particularly where reliance on Tier 1 disclosures limited insight into upstream manufacturing and component sourcing.

Building on these insights, we enhanced our approach in FY26 by introducing a more targeted, risk-based desktop assessment to prioritise suppliers based on geography, sector exposure, supply chain complexity, and available ESG data:

1 Risk identification

Prioritising suppliers based on geography, sector exposure, supply chain complexity, and available ESG data.

While many Tier 1 suppliers are headquartered in lower-risk regions such as North America and Europe, our assessment factors in their global operations extending into higher-risk markets including China, Vietnam, and India, where elevated risks related to labour standards have been identified.

2 Desktop ESG assessment

Data-led review using internal data and external risk indices.

IT hardware and electronics supply chains were assessed using AI-enabled analysis and the Datamaran platform to identify key external ESG risks, overlaid with our internal risk assessment. While risks remain elevated due to labour-intensive manufacturing, contract manufacturing, and complex sourcing, distributors carry lower direct risk but retain indirect exposure through upstream relationships.

3 Targeted due diligence

Focused follow-up on higher-risk suppliers.

Based on the assessment, targeted due diligence questionnaires were issued to suppliers identified as high risk. This assessment evaluated multi-tier subcontracting, the extent of manufacturing outsourcing, and traceability beyond Tier 1, with limited visibility at Tier 2 and below—particularly in component sourcing—remaining a key challenge in fully assessing risk exposure.

4 Governance and continuous improvement

ESG clauses embedded in contracts, onboarding checks for new suppliers, and enhanced traceability requirements.

Continuous improvement through ongoing monitoring, periodic reassessment of risk profiles, and strengthening visibility across the supply chain to drive better ESG outcomes.

Human rights and due diligence

Westcon-Comstor recognises that human rights risks may arise within global technology supply chains, particularly where supply chains are complex, multi-tiered, geographically dispersed, or involve manufacturing and raw material sourcing.

Risk identification and prioritisation

To support a risk-based approach, Westcon-Comstor classifies suppliers as higher-risk where they meet one or more of the following criteria:

- Operations in countries with elevated labour or human rights risk indicators
- Participation in sectors associated with higher labour rights exposure, including manufacturing, electronics assembly, or raw material sourcing
- Complex or opaque multi-tier supply chains with limited traceability
- Weak ESG performance indicators, low external ratings or insufficient policies

Known incidents, allegations or prior non-compliance Suppliers meeting defined thresholds are prioritised for enhanced due diligence and increased engagement.

Monitoring, audits, and remediation

Supplier monitoring is undertaken through a combination of:

- ESG Desktop Risk Assessment
- Supplier questionnaires and self-assessments
- External ESG ratings and intelligence sources
- Direct engagement with suppliers
- Contractual attestations
- Targeted reviews or audits where appropriate

Where actual or potential adverse impacts are identified, Westcon-Comstor applies a structured remediation approach involving root cause analysis, corrective action planning, progress monitoring and escalation where remediation is not achieved within agreed timelines.

86% of hardware stock vendors (by spend) that went through desktop ESG assessment

22% of hardware stock vendors (by spend) that received additional due diligence assessment

Supply chain risk management

Westcon-Comstor integrates supply chain, social, and human rights risks into broader enterprise risk management processes recognising their potential to drive operational disruption, reputational harm, regulatory exposure, and financial impact.

These risks are considered within our governance forums and oversight structures, including the Audit, Risk, and Compliance Committee, and cover areas such as human rights and labour practices, modern slavery, supplier resilience and continuity, regulatory compliance, ethical sourcing, and evolving stakeholder expectations.

As a global distributor, Westcon-Comstor recognises that inventory models, product categories, vendor concentration, sourcing changes, market expansion, supply constraints, and reliance on specific vendors can affect supply chain risk exposure.

We periodically review supplier risk profiles to ensure oversight remains aligned with evolving commercial and procurement strategies.

Where significant concerns are identified, response measures may include:

- Enhanced due diligence or urgent review
- Senior management escalation
- Corrective action plans
- Temporary suspension of new sourcing activity
- Reassessment or termination of supplier relationships where necessary

A confidential whistleblowing mechanism is available to workers in the value chain, suppliers, contractors, and relevant value chain stakeholders to report concerns anonymously and without retaliation, subject to local law. For more information see our Governance section of this report.

Supplier engagement and capacity building

Our supplier engagement programme is a critical component of addressing identified risks and impacts, particularly where upstream visibility of working conditions and human rights practices is limited, by enhancing transparency and driving continuous environmental and social performance improvement.

This includes dialogue on:

- Human rights governance
- Labour standards and working conditions
- Sustainability strategy
- Responsible sourcing
- Regulatory developments
- Data quality and reporting maturity

Supplier engagement supports the collection of ESG data needed to strengthen reporting and decision-making, including:

- Scope 3 emissions data
- Science-based targets and decarbonisation plans
- Human rights policies and due diligence practices
- Responsible minerals sourcing disclosures
- Workforce management indicators

Conflict minerals

Westcon-Comstor is committed to the responsible sourcing of minerals. We recognise the link between conflict minerals and adverse human rights impacts, including forced labour, child labour, and conflict financing in conflict-affected and high-risk areas.

We require suppliers to conduct due diligence on the sourcing of tin, tungsten, tantalum, and gold (3TG), particularly where these may originate from the Democratic Republic of Congo and surrounding regions.

Suppliers are expected to:

- Disclose the presence of conflict minerals in products supplied to Westcon-Comstor
- Provide information on sourcing practices and due diligence processes
- Maintain and share conflict minerals policies
- Promote transparency within their own supply chains

We work collaboratively with suppliers to improve transparency and support alignment with internationally recognised frameworks, including the OECD Due Diligence Guidance for Responsible Mineral Supply Chains.

We continue to enhance our approach to responsible minerals sourcing, with a focus on improving supplier data quality and coverage.

Customer health and safety

Westcon-Comstor recognises that customer health and safety in the technology sector is primarily linked to the environmental integrity and regulatory compliance of products placed on the market.

As a distributor, we support customer safety by facilitating compliance with applicable environmental and chemical regulations across the product lifecycle, including restrictions on hazardous substances and product end of life obligations. We work with technology vendors to promote responsible product stewardship and transparency, enabling customers to access relevant manufacturer provided environmental and safety information to support safe, compliant use of IT products.

Westcon-Comstor also supports customer health and safety through responsible environmental practices across storage, logistics, and services, recognising that environmental mismanagement can create downstream human health risks.

We promote environmentally sound handling and disposal of IT equipment, encourage responsible e-waste management through approved channels, and engage with vendors, customers, and industry stakeholders to improve environmental information flow and awareness. Through these measures, we aim to reduce environmental risks associated with IT products and services and support safe, sustainable outcomes for customers and communities.

Governance

- Business ethics and compliance
- Risk management and internal controls
- Data privacy and cybersecurity
- Responsible technology and AI governance
- Corporate culture and tone from the top

Governance

ESRS G1

At Westcon-Comstor, strong corporate governance and responsible business conduct are central to how we operate and deliver long-term value. Our approach is shaped by a commitment to integrity, accountability, and transparency across the organisation.

This section focuses on how we put these principles into practice, outlining our approach to maintaining high standards of ethical behaviour, effective oversight, and responsible decision-making across our operations.

Further details on our overarching ESG governance structure are provided in the Sustainability Statement.

Business ethics and compliance

Integrity and ethical conduct form the foundation of Westcon-Comstor's operations. We are committed to maintaining high standards of business behaviour and fostering a culture of ethical decision-making in day-to-day activities.

Our Code of Conduct establishes expected behaviours and applies universally across all geographies and operations. It is supported by policies, controls, training programmes, and oversight mechanisms designed to prevent misconduct and promote responsible business practices.

We have well-established monitoring activities and confidential reporting mechanisms that enable employees and external stakeholders to raise concerns. All reports submitted via **the Compliance and Ethics Hotline** are reviewed initially by Datatec to support independent oversight.

Anti-bribery and corruption

Westcon-Comstor has a framework in place to prevent, detect, investigate, and respond to bribery and corruption risks across our operations. Preventative measures include clearly defined policies and procedures, mandatory training programmes, finance controls, internal audit processes, and due diligence on external parties.

The measures outlined below collectively strengthen our control environment by reducing exposure to bribery and corruption risks, enhancing transparency, and ensuring consistent accountability across our operations:

Key measures include:

- Anti-bribery and anti-fraud controls
- Financial approval frameworks through our Matrix of Authorities
- Regular reviews of business spend
- Separation of duties and approval hierarchies
- Restricted payment templates and technical access controls
- Third-party payment controls
- Review and approval of charitable donations
- Policy and process governing sales incentive programmes
- Due diligence processes for engagement with external parties
- Mandatory compliance and ethics awareness programmes
- Sanctions screening
- Internal audit scrutiny
- Confidential reporting mechanisms

Dealings with external parties

We maintain a clear commitment to integrity in interactions with government officials. As a general principle, gifts, hospitality, entertainment, and travel are not provided to government officials. Limited exceptions are subject to applicable laws, internal policies, and sign-off by designated approvers.

Third-party due diligence processes are also in place to ensure risk mitigation. Stocking vendors, non-stock suppliers, and partners undergo onboarding assessments designed to identify compliance risks and confirm adherence to key policies, including our Supplier Code of Conduct.

Screening, onboarding and review processes include:

- Sanctions screening against global watchlists
- Completion of compliance and security questionnaires
- Adverse media searches
- Obtaining contractual commitments in relation to ethics and compliance
- Business intelligence reviews
- Periodic re-screening throughout the lifecycle of business relationships
- Anti-bribery training requirements for customers

During FY26, Westcon-Comstor was not subject to any fines, penalties, or prosecutions relating to bribery or corruption.

Anti-competition controls

Westcon-Comstor supports fair competition and responsible commercial practices. Measures we take to ensure compliance include training, awareness, and legal and compliance oversight.

Whistleblowing and investigations

Westcon-Comstor maintains a confidential reporting channel that allows employees and external stakeholders to raise concerns related to breaches of our Code of Conduct, including misconduct, unethical behaviour, or regulatory non-compliance. Available 24/7 by phone and online, the hotline allows concerns to be reported anonymously, where permitted by law, and supports more than 150 languages.

All allegations or concerns are managed in accordance with the group's formal Investigation Protocol, which provides a consistent and structured approach to assessment, investigation, and documentation.

Matters are managed in a fair, timely, and proportionate manner by appropriately qualified personnel.

Where concerns are substantiated, corrective measures may include:

- Disciplinary action
- Process improvements
- Control remediation
- Policy enhancements
- Additional training

External engagement and political neutrality

Westcon-Comstor is committed to operating responsibly and transparently within the technology industry. We actively participate in industry initiatives that support responsible business conduct and sector-wide engagement.

We are a member of the Global Technology Distribution Council (GTDC), a leading industry association that facilitates collaboration across the distribution and IT channel ecosystem.

Westcon-Comstor maintains a position of political neutrality, and we do not make political donations or engage in lobbying activities. This approach supports independent and objective decision-making.

Risk management and internal controls

Governance risks and opportunities are managed through Westcon-Comstor's risk management framework, which supports the identification, assessment, and monitoring of risks across a variety of areas, including those related to operations, regulatory compliance, and sustainability.

Risks are evaluated not only from a legal and compliance perspective, but also on their potential financial, security, and operational impacts.

Key risks such as non-compliance with export laws, cybersecurity incidents, and unethical conduct can result in financial penalties and losses, litigation costs, operational disruption, reduced competitiveness, reputational damage, and reduced customer confidence.

Westcon-Comstor ensures risk considerations inform key business decisions, enabling risk mitigation, while supporting sustainable growth and long-term value creation.

Accountability for risk management sits with the Executive Leadership Team (ELT), which is responsible for monitoring and managing risks.

ESG risk integration

Environmental, Social & Governance-related impacts, risks, and opportunities identified through the DMA are integrated into the risk management processes.

Material governance risks are reviewed alongside broader sustainability risks and business risks to support business planning and operational resilience.

Data privacy and cybersecurity

Westcon-Comstor is committed to safeguarding customer data and maintaining the highest standards of confidentiality, integrity, and availability.

Our approach aligns with regulatory requirements and partner and vendor expectations, underpinned by a globally consistent security framework.

We operate a comprehensive information security programme built on strong governance, clear processes, and modern technology, with dedicated oversight from compliance and security leadership.

Our controls span data protection, access management, cybersecurity, and third-party risks, aligned to internationally recognised standards and certifications, including ISO 27001 and NIS2.

These are supported by regular internal and independent external audits, ongoing risk assessments, and continuous improvement.

We also maintain robust business continuity and resilience capabilities to ensure operational continuity and protection of critical data.

Responsible technology and AI governance

As technology regulation evolves, Westcon-Comstor continues to strengthen governance approaches in support of responsible innovation and regulatory compliance.

We maintain a formal AI governance framework, including an AI policy designed to ensure artificial intelligence technologies are used responsibly, ethically, securely, and in compliance with applicable legal and regulatory obligations. This framework ensures appropriate oversight, accountability, and risk management across all AI-related activities.

Oversight of AI tools sits with our Data and Analytics (D&A) team, which is responsible for coordinating governance, reviewing proposed AI use cases and monitoring the implementation of controls across the business. All proposed uses of AI are subject to review by the D&A team and the Compliance Officer. This oversight ensures the use case in question is appropriate and aligned with legal, ethical, and operational requirements before deployment.

Regulatory preparedness

Our approach supports preparedness for the evolving global AI regulatory landscape, including emerging requirements on the responsible use of AI.

We monitor regulatory developments to ensure our controls and governance remain appropriate and effective.

Ethical AI principles

Our approach to AI governance is underpinned by established ethical AI principles, including fairness, transparency, accountability, human oversight, privacy, security, reliability, and responsible innovation. These principles are formally encapsulated within our AI Policy and are embedded into our review, approval, and oversight processes.

Corporate culture and tone from the top

Westcon-Comstor recognises that culture plays a critical role in strengthening governance outcomes.

Leadership behaviours, accountability structures, and organisational values support ethical decision-making and reinforce expectations relating to responsible business conduct.

Our governance culture emphasises:

- Integrity
- Accountability
- Inclusion
- Transparency
- Compliance
- Responsible leadership

Regular training, internal communication, and leadership engagement programmes help promote a strong ethical culture. We also monitor cultural indicators such as employee feedback to identify areas for improvement and maintain alignment with our Responsible Business objectives.

This focus begins with recruitment and employee onboarding, where processes are designed to identify individuals who demonstrate integrity, professionalism and alignment with our values.

Appendix

Environment annex

Global energy breakdown

Energy consumption	FY26	FY25	FY24
Fuel consumption – Renewable sources, in Megajoules (MJ) (% of total)	0 (0%)	0 (0%)	0 (0%)
Fuel consumption – Non-renewable sources, in Megajoules (MJ)	13,028,250.96	15,503,805.32	16,446,614.41
Diesel (MJ)	3,445,656.18	4,926,902.64	7,241,442.69
Petrol (MJ)	5,679,615.09	5,969,478.07	5,238,840.08
LPG (MJ)	0.00	26,819.10	32,429.36
Natural gas (MJ)	3,688,661.78	4,431,034.22	3,925,020.20
Lubricants (MJ)	13,689.92	11,268.22	8,882.08
District heating (MJ)	200,628.00	138,303.07	0.00
Total energy consumption (MJ)	13,028,250.96	15,503,805.32	16,446,614.41
Electricity consumption – Renewable sources, in MWh (% of total)	2,051.18	2,321.34	2,266.35
Electricity consumption – Non-renewable sources, MWh	1,756.10	2,338.75	3,148.43
Total electricity consumption (MWh)	3,807.39	4,660.09	5,414.78
Percentage of renewable electricity (%)	54%	50%	42%

Scope 1 emissions (tCO_2e) by country

Region	Relevant countries	FY26	FY25	FY24
Africa	Kenya	54.84	80.21	82.14
	Morocco	0.00	1.92	1.83
	Nigeria	17.70	19.37	14.43
	South Africa	15.58	24.94	164.22
Africa total		88.13	126.43	262.63
Asia Pacific	Australia	0.00	0.00	4.81
	Indonesia	0.00	0.00	7.00
	New Zealand	0.00	0.00	0.45
Asia Pacific total		0.00	0.00	12.26
Europe	Austria	8.77	8.09	12.03
	Belgium	50.65	135.79	140.77
	Czech Republic	6.05	5.24	4.83
	France	80.16	86.85	87.69
	Germany	208.19	218.58	216.14
	Italy	74.97	87.98	84.90
	Netherlands	303.58	317.45	296.80
	Poland	11.19	12.76	11.27
	Portugal	36.88	34.79	42.85
	Sweden	8.48	19.90	18.09
Europe total		788.92	927.45	915.39
Middle East	UAE	5.87	1.99	5.53
Middle East total		5.87	1.99	5.53
North America	USA	4.88	9.44	7.65
North America total		4.88	9.44	7.65
United Kingdom	United Kingdom	81.68	88.27	54.01
United Kingdom total		81.68	88.27	54.01
Total Scope 1		**969.47**	**1,153.58**	**1,257.46**

Scope 2 market-based emissions (tCO_2e) by country

Region	Relevant countries	FY26	FY25	FY24
Africa	Angola	0.11	FY25	0.10
	Kenya	3.70	0.06	9.70
	Mauritius	15.42	3.73	13.70
	Morocco	3.92	13.52	7.30
	Namibia	0.98	6.49	6.40
	Nigeria	7.18	0.78	8.50
	Senegal	4.83	7.72	0.10
	South Africa	174.71	2.43	822.30
Africa total		210.86	567.54	868.10
Asia Pacific	Australia	- 0.00	602.25	136.20
	China	73.70	1.20	78.10
	Hong Kong	35.50	70.74	25.80
	India	5.38	39.91	5.30
	Indonesia	123.05	4.66	125.20
	Korea	1.03	130.20	0.70
	Malaysia	33.67	0.92	25.10
	New Zealand	0.00	26.16	30.00
	Philippines	122.23	19.11	96.60
	Singapore	106.38	105.61	139.90
	Taiwan	75.89	97.77	64.60
	Thailand	25.72	70.60	18.60
	Vietnam	19.41	22.11	8.40
Asia Pacific total		621.96	10.46	754.40

Region	Relevant countries	FY26	FY25	FY24
Europe	Austria	2.51	2.40	1.10
	Belgium	18.07	14.42	12.40
	Czech Republic	2.75	2.88	3.20
	Denmark	3.47	0.00	0.00
	Finland	0.00-	0.00	0.00
	France	0.00-	0.00	0.00
	Germany	2.14	10.86	14.60
	Italy	11.43	10.76	9.50
	Netherlands	28.54	29.78	44.40
	Norway	0.00	0.00	0.00
	Poland	0.00	0.00	0.00
	Portugal	10.51	9.87	8.20
	Spain	0.00	0.00	0.00
	Sweden	0.86	1.09	0.00
	Switzerland	0.00	0.00	0.10
Europe total		80.26	82.06	93.60
Middle East	Bahrain	0.26	0.39	1.20
	Egypt	0.19	0.29	2.00
	Kuwait	0.48	0.68	3.00
	Oman	0.09	0.13	0.90
	Qatar	0.24	0.36	1.50
	Saudi Arabia	14.42	18.03	71.20
Middle East total		11.80	28.07	100.80
North America	USA	27.48	47.94	180.50
North America total		10.68	28.99	35.10
United Kingdom	United Kingdom	10.68	28.99	35.10
United Kingdom total		28.90	15.94	12.20

Social annex

		FY26	FY25	FY24
% of employees covered by collective bargaining agreements	Total	528	540	397

New employee hires

Reporting period	FY26		FY25		FY24	
	Total	Rate	Total	Rate	Total	Rate
TOTAL NEW HIRES	771	100%	825	100%	621	100%
By age						
18-24 years old	106	13.75%	93	11.27%	86	13.85%
25-34 years old	348	45.14%	340	41.21%	294	47.34%
35-44 years old	196	25.42%	247	29.94%	152	24.48%
45-54 years old	94	12.19%	95	11.52%	74	11.92%
55-64 years old	19	2.46%	38	4.60%	14	2.25%
65+ years old	N/A	N/A	1	0.12%	1	0.16%
Other (unknown)	8	0.91%	11	0.48%	-	-
By gender						
Male	469	60.83%	542	62.41%	406	65.38%
Female	302	39.17%	283	37.59%	215	34.62%
Other	N/A	N/A	N/A	N/A	N/A	N/A
By region	771	100%	825	100%	621	100%
APAC	449	58.24%	367	44.24%	273	43.96%
EMEA	320	41.50%	454	55.03%	343	55.23%
NA	2	0.26%	4	0.48%	5	0.81%

Employee turnover

Reporting period	FY26		FY25		FY24	
	Total	Rate	Total	Rate	Total	Rate
TOTAL EMPLOYEE TURNOVER	756	20.54%	574	15.8%	640	17.8%
By age						
18-24 years old	70	9.26%	37	6.44%	51	7.96%
25-34 years old	255	33.73%	218	38%	237	37%
35-44 years old	219	28.97%	196	34.15%	180	28.13%
45-54 years old	141	18.65%	95	16.55%	92	14.38%
55-64 years old	57	7.54%	25	4.5%	30	4.69%
65+ years old	14	1.85%	2	0.35%	4	0.63%
By gender						
Male	471	62.30%	379	66.02%	407	63.59%
Female	285	37.70%	195	33.97%	233	36.4%
Other	N/A	N/A	N/A	N/A	N/A	N/A
By region			574			
APAC	292	38.62%	207	16.06%	257	19.3%
EMEA	458	60.58%	364	17%	378	16.7%
NA	6	0.79%	3	5.8%	5	9.3%

Total number of employees and a breakdown by gender and region

Reporting period	FY26	FY25	FY24
	Total	Total	Total
TOTAL EMPLOYEES	3680	3696	3590
By gender			
Male	2177	2198	2126
Female	1501	1497	1464
Other	2	1	N/A
By region			
APAC	1558	1422	1303
EMEA	2073	2219	2227
NA	49	55	60

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

Reporting period	FY26	FY25	FY24
	Total	Total	Total
PERMANENT EMPLOYEES	3603	3610	3458
By gender			
Male	2134	2148	2048
Female	1467	1461	1410
Other	2	1	N/A
By region			
APAC	1524	1380	1303
EMEA	2031	2175	2227
NA	48	55	60
TEMPORARY EMPLOYEES	56	64	64
By gender			
Male	33	40	44
Female	23	24	20
Other		N/A	N/A
By region			
APAC	26	32	26
EMEA	30	32	38
NA	N/A	N/A	N/A

Reporting period	FY26	FY25	FY24
	Total	Total	Total
NON-GUARANTEED HOURS EMPLOYEES	33	37	68
By gender			
Male	14	14	34
Female	19	23	34
Other	N/A	N/A	N/A
By region			
APAC	8	10	14
EMEA	24	27	54
NA	1	N/A	N/A
FULL-TIME EMPLOYEES	3501	3511	3369
By gender			
Male	2212	2127	2304
Female	1387	1383	1335
Other	N/A	1	NA
By region			
APAC	1516	1372	1256
EMEA	1938	2085	2053
NA	47	54	60

Total number of permanent, temporary, non-guaranteed hours, full-time and part-time employees, and a breakdown by gender and region (contd.)

Reporting period	FY26	FY25	FY24
	Total	**Total**	**Total**
PART-TIME EMPLOYEES	102	99	89
By gender			
Male	22	21	14
Female	80	78	75
Other	N/A	N/A	N/A
By region			
APAC	8	8	7
EMEA	93	90	82
NA	1	1	N/A

Note:
1. The data represents a headcount report as of 19th of May 2026
2. 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

Employee category	Governance	Employees
PERCENTAGE OF INDIVIDUALS WITHIN EACH DIVERSITY CATEGORY	9	3671
By gender		
Male	89.89%	59.16%
Female	11.11%	40.8%
Other	N/A	N/A
By age group		
Under 30	0%	16.81%
30-50	33.33%	66.28%
Over 50	66.67%	16.92%
Other Indicators of Diversity (e.g. minority or vulnerable group)	N/A	N/A

Workers by contract type

	FY26	FY25	FY24
TOTAL	3709	3717	3590
Permanent contract	3680	3696	3569
Non-contract	29	21	21

Health and safety performance and incidents

Reporting period	Region	Total Hours worked	Nr of incidents where time was lost	LTIF #	Frequency rating
FY26	APAC	2506080	3	0.24	Good
FY26	EMEA	3949800	13	0.66	Good
FY26	NA	99880	0	0.00	Good
FY26	**Totals**	**6555760**	**16**	**2.44**	**Good**

Reporting period	Region	Total Hours worked	Total Reportable Incidents	TRIF #	Frequency rating
FY26	**Totals**	**6555760**	**0**	**0**	**perfect**

LTIF - Lost Time Incident Frequency

Information

LTIF # = Lost Time Incident Frequency is the frequency of incidents, where time was lost, during a certain reporting period.

Here is a sample of LTIF calculation based on 25 incidents across 200000 hours: A perfect LTIF is 0, the product of zero employee accidents/incidents. For Westcon-Comstor, a good LTIF is smaller than the frequency of 24 incidents for that location, during a reporting period. What constitutes an incident where time is lost = accidents / incidents where time reported (estimated) is larger than 0.

For example:
Anytime that an employee or worker loses consciousness.
If an incident causes a worker to take on light-duty, activity restrictions, or the need to be transferred to other work.
If an incident causes a worker to take days away from work.
If the injury requires medical treatment beyond what a first aid kit can address.
If any other work-related health issue is diagnosed by a medical professional.

Formulas:
Nr of employees = Using HR reports for the reporting period.
Hours Per Day = Nr of employees * 8 (Est working hours per day)
Hours Per Week = Hours per Day * 5
Hours Per Month = Hours per Day * 21 (Est working days per month)
Hours Per Year = Hours per month * 12
Hours PTO Per Year = Nr of employees * 8 (Est working hours per day)
* 25 (average nr of PTO / Year for our employees)
LTIF = Nr of Incidents / Total hours worked during reporting period.

TRIF - Total Reportable Incidents Frequency

Information

TRIF# is the frequency of reportable incidents during a certain reporting period.

TRIF = Total Reportable Incidents Frequency = Total Reportable Incidents / Total hours worked during the reporting period.

An incident is determined to be reportable under the criteria for reportable incidents within the local legislation.

Typically, the severity of the injury or illness is factored into the determination or reduced capability to carry out their normal duties.

A perfect TRIF is 0, the product of zero employee reportable accidents / incidents.

For Westcon International, a good TRIF is smaller than the frequency of 24 incidents for that location during the reporting period.

Formulas:

Nr of employees = Using HR reports for the reporting period.
Hours Per Day= Nr of employees *8 (Est working hours per day)
Hours Per Week = Hours per Day *5
Hours Per Month = Hours per Day * 21 (Est working days per month)
Hours Per Year = Hours per month *12
Hours PTO Per Year = Nr of employees *8 (Est working hours per day) *25 (average nr of PTO / Year for our employees)
TRIF = Total Reportable Incidents / Total hours worked during the reporting period.

GRI Appendix

This Responsible Business Report is prepared with reference to the GRI Standards. In this GRI Index, we disclose the economic, environmental, and social sustainability topics that are material to Westcon-Comstor. No sector guidelines apply.

General disclosure

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
	2-1 Organisational details	About Westcon-Comstor
	2-2 Entities included in the organisation's sustainability reporting	About Westcon-Comstor
	2-3 Reporting period, frequency and contact point	About this report
	2-4 Restatement of information	About this report
	2-5 External assurance	About this report
	2-6 Activities and workers	About Westcon-Comstor
	2-7 Employees	Social; Social
	2-8 Workers who are not employees	Social; Social
	2-9 Governance structure and composition	Governance
	2-11 Chair of the highest governance body	Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-14 Role of the highest governance body in sustainability reporting	Governance
	2-15 Conflicts of interest	Governance
	2-16 Communication of critical concerns	Governance
	2-17 Collective knowledge of the highest governance body	Governance
	2-22 Statement on sustainable development strategy	Message from David Grant, CEO at Westcon-Comstor
	2-29 Optional Approach to stakeholder engagement	Stakeholder engagement
	2-30 Collective bargaining agreements	Social; Appendix

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material topics		
	3-1 Process to determine material topics	Environment; Social; Governance
	3-2 List of material topics	Environment; Social; Governance
	3-3 Management of material topics	Environment; Social; Governance
GRI 201 Economic performance		
	201-1 Direct economic values generated/ revenues	About Westcon-Comstor
GRI 205 Anti-corruption		
	205-1 Operations assessed for risks related to corruption and governance body members, employees, business partners and other persons that have been identified as having a high risk of incidents of corruption are provided	Governance
	205-2 Communication and training about anti-corruption policies and procedures	Governance
	205-3 Confirmed incidents of corruption and actions taken	Governance
GRI 302 Energy		
	302-1 Energy consumption within the organisation	Environment; Appendix
GRI 303 Water and effluents		
	303-5 Water consumption	Environment
GRI 305 Emissions		
	305-1 Topic management disclosures	Environment

GRI STANDARD	DISCLOSURE	LOCATION
	305-1 Direct (Scope 1) GHG emissions	Environment; Appendix
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
GRI 306 Waste		
	306-3 Waste generated	Environment; Appendix
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 401 Employment		
	401-1 New employee hires and employee turnover	Social; Appendix
GRI 403 Occupational health and safety		
	403-1 Occupational health and safety management system	Social
	403-2 Hazard identification, risk assessment and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training and occupational health and safety	
	403-7 Workers covered by an occupational health and safety management system	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404 Training and education		
	404-1 Average hours of training per year per employee	Social; Appendix
	404-2 Programs for upgrading employee skills and transition assistance programs	Social
	404-3 Percentage of employees receiving regular performance and career development reviews	Social; Appendix
GRI 405 Diversity and equal opportunity		
	405-1 Diversity of governance bodies and employees	Social; Appendix

Our operations

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

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
Iceland	Westcon Iceland ehf
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

Country	Company name
Nigeria	Westcon Africa Distribution (Nigeria) Limited
Norway	WGEO Limited Norwar representative office Westcon Group Norway AS
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 LL
Singapore*	Westcon Group Pte. Limited Westcon Solutions Pte. Limited Westcon Solutions IMH Pte. Limited
Slovenia	Real Security svetovanje, storitve, inzeniring d.o.o
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
Tunisia	Westcon Africa (Tunisia) 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 Rebura 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

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