



Driving Technology

Non-financial and
sustainability information
statement 2025

Datatec PLC

Non-financial and sustainability information statement

for the year ended 28 February 2025

Introduction

In accordance with section 414CB of the Companies Act 2006 (the “Act”), the directors provide, within this report, the climate-related financial disclosures for the Datatec PLC Group (referred to as “Datatec”, the “Group” or the “Datatec Group” in this section), which has Datatec Limited as its ultimate parent company for the year ended 28 February 2025 (“FY25”).The Group is an international ICT solutions and services group operating in more than 50 countries across North America, Latin America, Europe, Africa, the Middle East and Asia-Pacific. Datatec PLC is incorporated in the United Kingdom (London) under the Companies Act 2006. The ultimate holding company of Datatec PLC is Datatec Limited, a company registered in South Africa. Datatec Limited’s shares are listed on the Johannesburg Stock Exchange (“JSE”). As part of its initiatives, Datatec Limited broadened its investor relations programme during FY25 and was admitted to the OTCQX trading platform in the US to increase international investor access. Datatec Limited’s Board oversees the strategy of its subsidiaries, therefore, the Group’s strategy is consistent with its ultimate holding company. The Group’s portfolio of businesses spans the ICT market’s integration, managed services and technology distribution sectors.

- The Group operates in four operating divisions:
- Westcon International: Technology distribution of security and networking products;
 - Logicalis International: ICT infrastructure solutions and services;
 - Logicalis Latin America: ICT infrastructure solutions and services; and
 - Corporate and Management Consulting: Corporate includes Group head office companies, including the ultimate Logicalis holding company, Logicalis Group Limited and its associated costs, Kumulus trading entities and Group consolidation adjustments. Management Consulting comprises Mason Advisory Limited.

During FY25, the physical climate risks of Logicalis International and Logicalis Latin America were evaluated separately to reflect their status as distinct entities. As a result, while the underlying nature of the businesses remains the same, they are reported here individually rather than consolidated under ‘Logicalis’ (as they were in the prior year). As such, the subsidiaries are presented as Westcon International, Logicalis International and Logicalis Latin America for this report. Given the size of Corporate and Management Consulting, only the carbon emissions have been presented for this operating division, specifically for Mason Advisory Limited. This report also presents a consolidated view of Datatec as the parent company of said subsidiaries.

This report outlines our approach to managing climate-related risks and opportunities (“CRROs”), ensuring long-term business resilience. We recognise the evolving challenges a changing climate presents, and this report details how we are proactively assessing potential climate-related impacts on our operations. This is the Group’s second year of reporting on these provisions in the Act. In FY25, the Group enhanced its understanding of climate-related risks by conducting a detailed financial quantification exercise that focused on the potential impact of the two highest ranking physical risks on its business operations. This analysis offers crucial insights for future strategic planning and resilience-building efforts. Datatec’s short and long-term goals are ambitious, and it acknowledges that achieving a net-zero impact requires a comprehensive strategy and unwavering commitment. This report details our current efforts and lays the foundation for continued progress on this critical journey.

Executive summary

Requirements of s414CB (2A) Companies Act 2006	Section
a. A description of the company’s governance arrangements in relation to assessing and managing climate-related risks and opportunities	Governance
b. A description of how the company identifies, assesses and manages climate-related risks and opportunities	Risk management
c. A description of how processes for identifying, assessing and managing climate-related risks are integrated into the company’s overall risk management process	Risk management
d. a description of: i. the principal CRROs arising in connection with the company’s operations, ii. the time periods by reference to which those risks and opportunities are assessed	Strategy
e. A description of the actual and potential impacts of the principal climate-related risks and opportunities on the company’s business model and strategy	Strategy
f. An analysis of the resilience of the company’s business model and strategy, taking into consideration different climate-related scenarios	Strategy
g. A description of the targets used by the business to manage climate-related risks and to realise climate-related opportunities and of performance against those targets	Metrics and targets
h. The key performance indicators used to assess progress against targets to manage climate-related risks and realise climate-related opportunities and a description of the calculations on which those key performance indicators are based.	Metrics and targets

Feedback

We value feedback from our stakeholders and use it to ensure that we are reporting appropriately on the issues that are most relevant to them.

Please take the time to give us your feedback on this report.

Email: ir@datatec.com



@DatatecGroup



<https://www.linkedin.com/company/datatec-limited>

Governance
Board oversight

Datatec Limited's Board of Directors ("the Board") plays a pivotal role in championing responsible business practices and addressing climate-related issues. The Board has overall responsibility for Datatec's Responsible Business matters, including oversight of climate-related considerations and effective management of CRROs, as part of the Board's responsibilities to monitor any issues that impact strategy, risk management and the operations of the Group.

The Board oversees the Group's corporate governance, ensuring responsible corporate citizenship and sustainability. The Board has delegated the Datatec Limited Social and Ethics Committee ("SE Committee") to oversee Datatec's sustainability efforts, including monitoring CRROs. The SE Committee provides the Board with bi-annual updates on CRROs and ensures a clear line of sight and strategic resilience against climate-related issues.

The Datatec Limited Audit, Risk and Compliance Committee ("ARCC") assists the Board in reviewing the risk management process and significant risks facing the Group. The committee reviews the Group's risk strategy with the executive directors and senior management and oversees the Group's use of recognised risk management and internal control models and frameworks to maintain a sound system of risk management and internal control. Combined assurance processes are in place throughout the Group to provide the committee with internal management assurance and external assurance from a range of assurance providers, including the internal auditor. The ARCC monitors risk management activities at the Group and divisional level on an ongoing basis, including ESG risks and specifically CRROs.

Management's role
Head of Responsible Business

Datatec's commitment to climate action is exemplified in the Head of Responsible Business role. This role leads the development and implementation of the Responsible Business Strategy, which includes overseeing the decarbonisation plan, setting emission reduction targets, and executing company-wide strategies to achieve them. To ensure strategic resilience in relation to CRROs, the Head of Responsible Business reports to the SE Committee twice a year on progress towards our strategy for responsible business, including advancements in carbon reduction targets. This ensures CRROs are strategically addressed at the highest level.

Datatec Responsible Business Committee

Established in 2021, this committee focuses on responsible business practices, including climate strategy and carbon reduction initiatives. Chaired by the Head of Responsible Business, the committee ensures that all responsible business initiatives, including climate-related issues, are implemented with the strategic direction and oversight of the leadership team across all divisions. The Responsible Business Committee ("RBC") provides feedback to the SE Committee bi-annually.

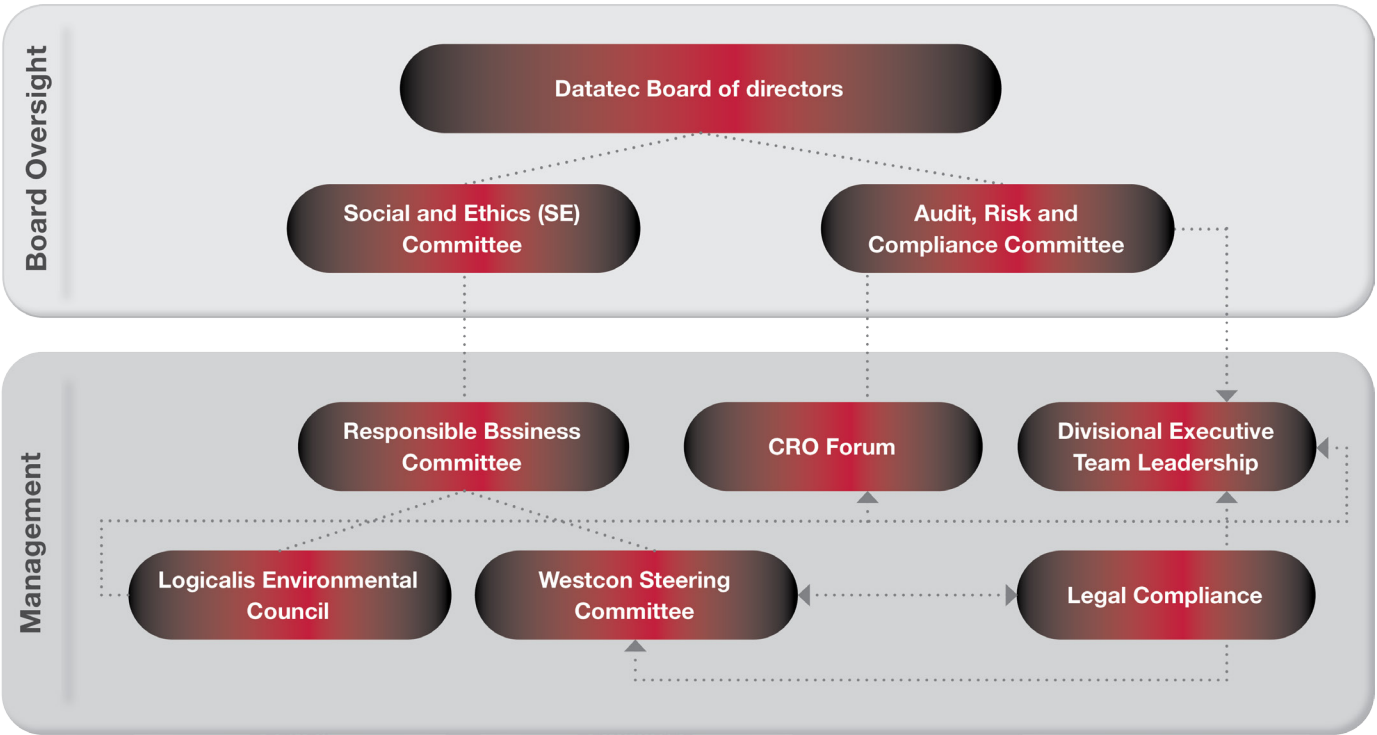
The RBC serves as the central hub for managing Datatec's approach to climate-related issues. It receives input and reports from the divisional committees, including the Logicalis International Environmental Council, Logicalis Latin America Sustainability Committee and the Westcon International ESG Steering Committee. These committees convene regularly to discuss their progress on climate-related initiatives, share best practices and identify challenges specific to their regions. The insights and reports from these committees are channelled to the RBC, which helps to inform Group-level strategy and ensure a unified approach to enhancing Datatec's resilience against climate-related risks.

Governance (continued)
Divisional implementation

The Logicalis International Environmental Council, which comprises the global business leaders driving the 'Our Planet' pillar of Logicalis International's responsible business strategy, meets every quarter to report on progress on environmental initiatives, discuss common challenges and achievements, and identify best practices. Similarly, the Logicalis Latin America Sustainability Committee meets quarterly with a similar agenda.

The Westcon International ESG Steering Committee, attended by the Chief Sustainability Officer and other relevant members of the organisation, meets bi-annually and operates on behalf of the company's executive leadership team to realise Westcon International's ESG objectives. The Committee also collaborates with the ARCC to manage high-level ESG concerns, ensuring the integration of climate-related risks into strategic and financial planning.

The Chief Risk Officer ("CRO") forum convenes twice yearly to facilitate collaboration and information sharing on risk management practices, including climate risks. This meeting is attended by the Head of Responsible Business as well as divisional ESG leaders, who provide updates on CRROs.



Strategy
Datatec's strategic approach

Datatec aims to improve shareholder returns over the medium term through corporate and business development actions to enhance the competitiveness and profitability of its subsidiaries and operating divisions. We recognise that long-term success depends significantly on responsible business practices, a fundamental part of which is managing CRROs to reduce environmental impact, address the climate emergency and so contribute to a healthier planet.

Datatec is committed to tackling climate change as a global business. We have been reporting to the CDP since 2016 and FY25 marks our second report fulfilling the mandatory climate-related financial disclosure requirements introduced by Section 414CB of the Act. We aim to provide stakeholders with a comprehensive understanding of our climate-related strategy and its impact on long-term value creation.

This involves setting out the CRROs identified as relevant over the short, medium and long term, describing their impact on Datatec's business and strategy, and analysing the resilience of our business model to these CRROs taking into account different climate-related scenarios.

Strategy (continued)
Principal climate-related risks and opportunities

CRROs are considered factors that could impact areas such as credit, market, liquidity, operational and reputational risk, among others, over different time horizons. These include elements derived from the physical effects of climate change generated by both one-time events and chronic environmental changes.

In FY24, we undertook an extensive qualitative engagement exercise with Datatec and subsidiary stakeholders to identify and shortlist the relevant climate-related risks and opportunities (both physical and transition) across the Group. These are set out below:

Risk/ opportunity	Datatec Group	Westcon International	Logicalis International	Logicalis Latin America
Physical Risks	• Extreme heat • Extreme cold • Wildfires • Water stress and drought • Tropical cyclones	• Extreme heat • Extreme cold • Wildfires • Water stress and drought • Tropical cyclones	• Extreme heat • Wildfires • Water stress and drought	• Extreme heat • Wildfires • Water stress and drought
Transition Risks	• Emerging GHG and climate-related regulations • Increased stakeholder concerns • Shift in consumer preferences • Ability to attract talent	• Emerging GHG and climate-related regulations • Increased stakeholder concerns • Increasing operating costs due to fluctuating energy prices • Supplier dependence	• Increasing cost of raw materials and manufactured goods • Increased stakeholder concerns • Increasing operating costs due to fluctuating energy prices • Supplier dependence	• Increasing cost of raw materials and manufactured goods • Increased stakeholder concerns • Increasing operating costs due to fluctuating energy prices • Supplier dependence
Transition Opportunities	• Move to more energy-efficient buildings • Strategic low-carbon initiatives	• Move to more energy-efficient buildings • Diversification of suppliers • Developing circular products and services	• Move to more energy-efficient buildings • Diversification of suppliers • Developing circular products and services • Energy efficiency gains across the technology of hardware advances • Development of low-carbon products and services	• Move to more energy-efficient buildings • Diversification of suppliers • Developing circular products and services • Energy efficiency gains across the technology of hardware advances • Development of low-carbon products and services

Strategy (continued)
Climate scenario analysis of CRROs over short, medium and long term

Following the identification of the principal CRROs and consistent with TCFD recommendations, we then focused on assessing how the shortlisted risks and opportunities might unfold for Datatec and each division under different time horizons and climate scenarios. This process involved workshops to select relevant scenarios, agree data collection and apply exposure ratings.

The CRROs and their potential impact on the Group have been assessed over multiple time horizons:

Short term (0-1 years): Aligned to the present-day time horizon, these short-term horizons relate mainly to transitional risks immediately impacting our business, including legislative and reputational risks. These time horizons are linked to regular Datatec business practices.

Long term (5-10 years (medium long term) 10+ years (very long term)): Aligned to the 2030, 2040 and 2050 time horizons, these refer to more chronic physical impacts such as changing climatic zones, changes in rainfall and mean temperatures. These time horizons are not linked to any other business practice time horizons at the Group but have been used here for climate scenario analysis to assess exposure to risks.

For the physical risks assessment, two of the International Panel on Climate Change’s (“IPCC”) Shared Socioeconomic Pathways (“SSP”) scenarios (low-emissions scenario SSP1-2.6 and high-emissions scenario SSP5-8.5) were used to understand how risks might impact the business over time. The following time horizons were used: baseline (present-day), 2030 and 2050.

Two forward-looking scenarios from the Network for Greening the Financial System (“NGFS”) (below 2°C and current policies) were used for the transition risks and opportunities assessment. 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 time horizons were used: 2030, 2040 and 2050.

Scenario description	Physical scenarios	Transition scenarios
Low carbon	SSP1-2.6 This is a low emissions scenario, whereby by the end of the century, global warming is limited to below 2°C of warming by 2100. This scenario is aligned with the commitments under the Paris Agreement to limit warming to 1.5°C.	Below 2°C Under this scenario, the stringency of climate policies gradually increases. It is assumed that countries with a net-zero target partially reach it (80% of the target), resulting in a 66% chance of limiting global warnings to below 2°C.
Base case	SSP5-8.5 This high-emission scenario follows a “business as usual” trajectory, assuming no additional climate policy and seeing CO2 emissions triple by 2100. This would result in a global warming temperature of up to 4.4°C by the end of the century.	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 will be high.

Risk and opportunity ratings
Physical and transition climate indicators were used to assess how risks may affect Datatec and its divisions through time, with hazard-specific exposure ratings being combined with these location-specific climate indicator data to produce the risk scores. Overall risk / opportunity ratings (as set out in the tables below) were then assigned using these scores and a set of thresholds. The ratings indicate the level of exposure of the relevant entity to each specific physical or transition climate impact by time and scenario.

Physical
Datatec Group

For physical risks, the 52 most representative site locations across Logicalis International, Logicalis Latin America and Westcon International were selected and assessed under different climate scenarios and time horizons. These were identified to represent Datatec as a whole. The results of the FY24 qualitative analysis are disclosed at a consolidated level or by division, not at the individual asset level.

The nine climate hazards used in the analysis were: extreme heat, extreme cold, river flooding, extreme rainfall flooding, coastal and offshore flooding, extreme winds and storms, wildfires, rainfall-induced landslides, and water stress and drought.

Datatec PLC
Non-financial and sustainability information statement (continued)
for the year ended 28 February 2025

Strategy (continued)
Climate scenario analysis of CRROs over short, medium and long term (continued)
Physical (continued)
Westcon International

For the physical scenario assessment at Westcon International, 27 assets were identified as having strategic importance, being key operational hubs or locations with historical impacts. They were also chosen because they represent a good geographical spread of locations. Of the risks assessed, those listed below are included given their particular relevance to these strategic assets in the Group.

Risk	Baseline	2030		2050	
		SSP1-2.6	SSP5-8.5	SSP1-2.6	SSP5-8.5
Extreme heat	Low risk	Moderate risk (Moderate increase)	Moderate risk (Moderate increase)	Moderate risk (Moderate increase)	Very high risk (Significant increase)
Extreme cold	Moderate risk	Low risk (Minimal increase)	Low risk (Minimal increase)	Minimal risk (Moderate decrease)	Minimal risk (Moderate decrease)
Wildfires	Low risk	Low risk (No/limited change)	Low risk (Minimal increase)	Low risk (Minimal Increase)	Moderate risk (Minimal increase)
Water stress and drought	Low risk	Moderate risk (No/limited change)	Moderate risk (No/limited change)	Moderate risk (Minimal increase)	Moderate risk (Minimal increase)
Tropical cyclones	Low risk	Low risk (No/limited change)	Low risk (No/limited change)	Low risk (No/limited change)	Low risk (No/limited change)

Logicalis International and Logicalis Latin America

Logicalis International and Logicalis Latin America have similar physical climate risk across the nine risks assessed. The risks presented below (such as extreme heat and wildfires) may present low risk under baseline conditions but are projected to increase under most future climate scenarios. Others, such as water stress and drought, remain a high risk across time horizons.

Risk	Baseline	2030		2050	
		SSP1-2.6	SSP5-8.5	SSP1-2.6	SSP5-8.5
Extreme heat	Low risk	Moderate risk (Minimal increase)	Moderate risk (Moderate increase)	Moderate risk (Moderate increase)	High risk (Moderate increase)
Wildfires	Low risk	Low risk (Minimal increase)	Moderate risk (Minimal increase)	Moderate risk (Minimal increase)	Moderate risk (Moderate increase)
Water stress and drought	High risk	High risk (Minimal increase)	High risk (Minimal increase)	High risk (Minimal increase)	High risk (Minimal increase)

Transition
For transition, selected risks and opportunities for Datatec, Westcon International, Logicalis International and Logicalis Latin America were assessed. The difference (delta) between indicator values under current policies and below 2°C scenarios across the future time horizons of 2030, 2040 and 2050 was calculated to generate an overall future risk or opportunity qualitative score. The assessment results, incorporating climate data and stakeholder insights across Datatec, Westcon International, Logicalis International and Logicalis Latin America are provided below.

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Datatec PLC
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Strategy (continued)
Climate scenario analysis of CRROs over short, medium and long term (continued)
Transition (continued)

The transition scenario analysis exercise indicates that Datatec, Westcon International, Logicalis International and Logicalis Latin America may be most exposed to the impacts associated with supplier dependence, the increasing cost of raw materials and manufactured goods, and the rise in emerging GHG and climate-related regulations. In some cases, the extent of the risks and opportunities for Datatec differ from the divisions given differences in thresholds and materiality for each organisation.

Datatec Group

Risk or opportunity	2030	2040	2050
Move to more energy-efficient buildings	Low opportunity	Moderate opportunity	Moderate opportunity
Emerging GHG and climate-related regulations	Minimal risk	Low risk	Moderate risk
Increased stakeholder concerns	Low risk	Moderate risk	High risk
Strategic low-carbon initiatives	Minimal opportunity	Minimal opportunity	Low opportunity
The shift in consumer preferences	Minimal risk	Moderate risk	High risk
Ability to attract talent	Minimal risk	Low risk	High risk

A shift in consumer preferences and increased stakeholder concerns are the two potential highest risks to Datatec, which will reach a moderate risk by as early as 2040 and a high risk by 2050. Both represent increasing pressure and expectations on climate action from Datatec stakeholders and a shifting of customer demand toward sustainable products and services, with the potential to lose customers as they move towards alternative sustainable service offerings.

Both outcomes reflect the likely public mood associated with transitioning to a low-carbon scenario. This presents a growing need for Datatec to keep abreast of such changes. The scenario analysis exercise also indicates that a move to more energy-efficient buildings may present the most significant opportunity for Datatec, rising from a low opportunity in 2030 to a moderate one by 2040. Realising this opportunity will require Datatec to move its operations to the most efficient buildings, reducing energy costs over the long run.

Westcon International

For the transition, selected risks and opportunities were assessed. The difference (delta) between indicator values under current policies and below 2°C scenarios across the future time horizons of 2030, 2040 and 2050 was calculated to generate an overall future risk and opportunity score. The results of the assessment incorporate both climate data and internal stakeholder insights.

Risk or opportunity	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
Move to more energy-efficient buildings	Moderate opportunity	High opportunity	High opportunity
Diversification of suppliers	Low opportunity	Moderate opportunity	High opportunity
Developing circular products and services	Minimal opportunity	Low opportunity	Moderate opportunity
Emerging GHG and climate-related regulations	Low risk	Low risk	High risk
Increased stakeholder concerns	Minimal risk	Low risk	High risk

Strategy (continued)
Climate scenario analysis of CRROs over short, medium and long term (continued)
Transition (continued)
Logicalis International and Logicalis Latin America

The exposure of Logicalis International and Logicalis Latin America (as companies operating the same business model and referred to together as “Logicalis”) to transition risks and opportunities is relatively balanced. The increasing cost of raw materials and manufactured goods, supplier dependence, increased operating costs due to fluctuating energy prices and increased stakeholder concerns are amongst Logicalis’s highest risk areas.

Moving to more energy-efficient buildings, energy efficiency gains across the technology of hardware advances, diversification of suppliers and the development of circular products and services are all relevant to the Logicalis businesses and represent either a moderate or high opportunity in the medium to long term. The increasing cost of raw materials and manufactured goods may present a high risk by 2040. This is due to the growing demand for the transition metals required to create microchips and other vital components for the electronic products on which Logicalis International and Logicalis Latin America rely. Beyond hardware, construction materials which would be necessary for the expansion of operations, such as concrete and steel, will continue to see increased costs going forward due to increasing demand and a result of higher pass-through costs due to the roll-out of novel production methods to make lower-carbon steel and concrete.

Risk or opportunity	2030	2040	2050
Supplier dependence	Minimal risk	Moderate risk	High risk
Increasing cost of raw materials and manufactured goods	Low risk	High risk	High risk
Energy efficiency gains across the technology of hardware advances	Minimal opportunity	Moderate opportunity	Moderate opportunity
Increased operating costs due to fluctuating energy prices	Low risk	Low risk	High risk
Move to more energy-efficient buildings	Low opportunity	High opportunity	High opportunity
Diversification of suppliers	Minimal opportunity	Moderate opportunity	High opportunity
Developing circular products and services	Minimal opportunity	Low opportunity	High opportunity
Increased stakeholder concerns	Minimal risk	Low risk	High risk
Development of low-carbon products and services	Minimal opportunity	Low opportunity	High opportunity

Financial quantification of physical climate-related risks

Building on the qualitative climate scenario analysis conducted in FY24, Datatec in FY25 undertook an in-depth analysis to quantify the financial implications of the most material climate-related physical risks relevant to our business: (i) extreme heat and (ii) water stress and drought. For these risks, 63 site locations out of a total of 143 (44% coverage) across Westcon International, Logicalis International and Logicalis Latin America were selected and assessed under different climate scenarios and time horizons. These were identified to represent Datatec as a whole.

The results of the financial quantification are based on two different emissions scenarios which are drawn from the latest IPCC Assessment Report (AR6). These scenarios combine qualitative storylines of societal development with quantified measures of progress, alongside climate data, to create plausible projections of how swiftly emissions can be reduced. The same scenarios were also used in Datatec’s physical climate scenario analysis assessment carried out in FY24. The following time horizons were used: baseline (present-day), 2030 and 2050.

Extreme heat

The potential financial impact of extreme heat on Group revenue was calculated at each site through its effect on the productivity of equipment within data centres and of people within offices and warehouses, respectively. The data collected include site revenue, site type, temperature thresholds for equipment and people, and previous experience of impacts at the site level. The data was combined with modelled climate data showing the number of days exceeding the temperature thresholds for equipment and people, using assumptions to calculate the potential impact of extreme heat on the revenue of each site.

The results of the financial quantification of heat stress present projected revenue loss, additional to baseline. This assumes no financial impact under baseline conditions. The results are calculated for each future time horizon based on the climate data for the time horizon; therefore, results display the impact for the given scenario. The results will present as no impact (ie 0) at a location level if the projected climate data does not meet the level that impact is assumed to occur.

Financial quantification of physical climate-related risks (continued)
Extreme heat (continued)
Datatec Group

Financial impact for the Group across all countries due to extreme heat			
Scenario	Baseline US\$’000	2030 US\$’000	2050 US\$’000
SSP1-2.6 (low emissions)	—	5,247	6,887
SSP5-8.5 (high emissions)	—	6,492	9,509

The projected revenue loss attributed to extreme heat primarily stems from the reduced productivity of people within warehouses and offices, an impact applicable across many subsidiaries but predominantly anticipated from Datatec’s operations in Australia, Spain, Philippines and the United Arab Emirates. This significant contribution is driven by the substantial revenue generated by the sites in these countries, coupled with a projected increase in the number of days exceeding maximum external temperature thresholds across the different timeframes. This escalating heat directly correlates with an amplified daily reduction in people’s productivity over time, thereby causing the projected revenue losses to increase from baseline to 2050.

The projected revenue loss from reduced efficiency of IT equipment is minor and solely relevant to the Logicalis International and Logicalis Latin America data centres.

Westcon International

Total reduced revenue due to reduced productivity of people and IT equipment			
Scenario	Baseline US\$’000	2030 US\$’000	2050 US\$’000
SSP1-2.6 (low emissions)	—	3,888	5,089
SSP5-8.5 (high emissions)	—	4,798	7,019

Logicalis International

Total reduced revenue due to reduced productivity of people and IT equipment			
Scenario	Baseline US\$’000	2030 US\$’000	2050 US\$’000
SSP1-2.6 (low emissions)	—	1,179	1,623
SSP5-8.5 (high emissions)	—	1,440	2,090

Logicalis Latin America

Total reduced revenue due to reduced productivity of people and IT equipment			
Scenario	Baseline US\$’000	2030 US\$’000	2050 US\$’000
SSP1-2.6 (low emissions)	—	176	177
SSP5-8.5 (high emissions)	—	255	398

To address the projected impacts of extreme heat, future potential mitigation efforts will focus on a two-pronged approach. This involves conducting comprehensive heat vulnerability assessments at high-risk sites to identify and implement necessary upgrades to HVAC systems, enhancing their resilience to extreme temperatures.

Simultaneously, robust Health, Safety and Environment (“HSE”) protocols will be put in place to ensure the well-being and safeguard the productivity of all personnel, whether at physical sites or in remote working locations. Using the results of the site-level financial impact work, the Group can focus these mitigation efforts on those locations which are at the highest risk.

Water stress and drought

The financial impact of water stress and drought on Group revenue was calculated through its effect on business interruption due to limited water availability for cooling and water, sanitation and hygiene (“WASH”) processes at data centres, offices and warehouses.

Financial quantification of physical climate-related risks (continued)
Water stress and drought (continued)

The data collected include site revenue, site type, water consumption and previous experience of impacts of limited water availability at the site level. These data were combined with modelled data showing the ration of water supply to water demand using assumptions to calculate the impact of water stress and drought on the revenue of the sites.

Datatec Group

Financial impact for Datatec Group across all countries due to water stress and drought			
Scenario	Baseline US\$'000	2030 US\$'000	2050 US\$'000
SSP1-2.6 (low emissions)	—	2,324	4,424
SSP5-8.5 (high emissions)	—	1,148	9,237

Projected revenue losses due to limited water availability for cooling and WASH processes are primarily driven by assumptions linking water availability to impacts on operations and site shutdowns, with Spain being the predominant contributor to these potential losses across Datatec operations. This is due to a substantial projected increase in future water stress in the country.

Westcon International

Total reduced revenue due to the impact of water stress and drought on water availability for cooling and WASH processes			
Scenario	Baseline US\$'000	2030 US\$'000	2050 US\$'000
SSP1-2.6 (low emissions)	—	1,144	3,157
SSP5-8.5 (high emissions)	—	827	6,536

Logicalis International

Total reduced revenue due to the impact of water stress and drought on water availability for cooling and WASH processes			
Scenario	Baseline US\$'000	2030 US\$'000	2050 US\$'000
SSP1-2.6 (low emissions)	—	454	1,265
SSP5-8.5 (high emissions)	—	319	2,699

Logicalis Latin America

Total reduced revenue due to the impact of water stress and drought on water availability for cooling and WASH processes			
Scenario	Baseline US\$'000	2030 US\$'000	2050 US\$'000
SSP1-2.6 (low emissions)	—	726	2
SSP5-8.5 (high emissions)	—	2	2

To address the projected impacts of water stress and drought, future mitigation strategies centre on ensuring operational continuity and resource efficiency. This includes considering the implementation of comprehensive drought management plans at high-risk sites, aimed at securing sufficient water availability to meet essential operational needs. Furthermore, the Group will explore innovative solutions to establish closed-water systems, such as utilizing air-handling units for water capture and reuse and implementing on-site grey water recycling initiatives.

Impact of climate-related risks and opportunities on strategy and financial planning
Physical

At the Group level, the scenario analysis exercise indicates that Datatec may be most exposed to the impacts of extreme heat, wildfires, water stress and drought in the future. In order to help reduce climate change, Datatec and its subsidiaries have set science-based carbon reduction targets and developed low-carbon transition plans specific to each division and regional conditions. At a micro level, while we have not yet fully assessed all of the possible controls, the table below lists a summary of the key current and potential future mitigating activities undertaken for each relevant physical risk. Current mitigation measures have proven sufficient to manage the baseline risks. Future mitigations will be continuously reviewed and amended when necessary as we progress toward 2030.

Risk	Division	Potential impact on business and financial planning	Current mitigations	Future mitigations
Extreme heat	Westcon International, Logicalis International and Logicalis Latin America	- Reduced revenue and higher costs from negative impacts of heat stress on workforce productivity - Increased operating costs for cooling derived from energy use	Air conditioning in offices: HVAC is installed across Logicalis International and Logicalis Latin America and Westcon International to manage extreme heat	- Assess high-risk sites for heat vulnerability and upgrade HVAC systems for heat resistance - Implement HSE protocols and measures to safeguard personnel at sites and remote locations
Extreme cold	Westcon International	- Equipment failure caused by low temperatures - Difficulty with physical access to facilities for maintenance or repairs	Heating systems are installed in all relevant sites	- Assess high-risk sites for cold vulnerability and upgrade HVAC system - Implement HSE protocols and measures to protect personnel at sites and remote locations
Water stress and drought	Westcon International, Logicalis International and Logicalis Latin America	- Increased operating costs - Write-offs and early retirement of existing assets - Reduced revenues from lower sales/outputs	Logicalis is leveraging technology to develop solutions that address water scarcity	- Consider implementing drought management plans at high-risk sites to ensure sufficient water availability to meet operational needs - Explore innovative solutions to create closed-water systems, such as air-handling units for water capture/reuse and on-site greywater recycling
Wildfires	Westcon International, Logicalis International and Logicalis Latin America	- Damage to infrastructure - Health and safety issues for employees - Increased operational downtime - Supply chain delays	- The decentralised nature of Westcon International, Logicalis International, and Logicalis Latin America's operations may lessen the overall impact of wildfire compared to centralised businesses - Existing backup generators at some sites (e.g., South Africa) help maintain connectivity during outages caused by wildfires - Upgrade air filtering systems as needed to handle future climate risks	- Prioritise suppliers in safe areas or with wildfire risk reduction measures - Regularly clean cooling and ventilation systems to prevent blockages and maintain air quality - Expand backup electricity supply to ensure continued operation - Air filtration upgrades may be necessary to protect sensitive equipment from wildfire-related particulate pollution
Tropical cyclones	Westcon International	- Damage to physical infrastructure and injuries to staff - Disruption to operations and increased downtime may increase capital expenditure and operating expenditure - Contractual penalties caused by delays in deliveries	Business continuity plans ("BCP") include working from home when commuting into the office is affected	- Assess high-risk sites, and create and implement relevant risk management policies - Continuous review of BCPs and weather monitoring by relevant site leads

Datatec PLC

Non-financial and sustainability information statement (continued)

for the year ended 28 February 2025

Impact of climate-related risks and opportunities on strategy and financial planning (continued)

Transition

At the Group level, the transition scenario analysis indicates that Datatec may be most exposed to the impacts associated with supplier dependence, the increasing cost of raw materials and manufactured goods, and the rise in emerging GHG and climate-related regulations. Further descriptions of the potential strategic implications of the top risks – including operational and financial impacts, as well as strategic considerations for building resilience – are provided in the table below:

Risk/ opportunity	Division	Potential impact on business, strategy and financial planning	Current mitigations	Future mitigations
Diversification of suppliers (Risk)	Westcon International, Logicalis International and Logicalis Latin America	Westcon International, Logicalis International and Logicalis Latin America are dependent on a limited set of suppliers. Potential disruptions in manufacturing, shipping, material availability, or governmental policy changes associated with the low-carbon economy may impact supply chain operations, creating a risk that both entities cannot fulfil services to their customers	- Continuous engagement with our existing suppliers - We have enhanced due diligence on climate-related topics for new supplier engagement	- Westcon International is in the process of adding the environmental addendum for non-stock vendor onboarding - Logicalis has established a Sustainable Procurement Policy and a supplier sustainability questionnaire to assess suppliers' sustainability practices and identify and engage with suppliers on climate-related issues - Look into opportunities for collaboration to reduce emissions in the supply chain, which may lead to innovative ideas and technologies
The increasing cost of raw materials and manufactured goods (Risk)	Logicalis International and Logicalis Latin America	- The transition to a low-carbon economy will result in a high demand for raw materials like lithium, cobalt, nickel, and copper, leading to higher prices and operational costs for Logicalis International and Logicalis Latin America. These divisions are particularly vulnerable as they rely heavily on supply costs - Increased operational costs caused by the introduction of plastic regulations, which may increase the prices of petrochemical feedstock cost and associated products. As a result, Logicalis International and Logicalis Latin America may face a subsequent increase in fees from suppliers, which they may choose to absorb or potentially pass on to their customer base - Embedded future costs of carbon in manufactured products	Continuous engagement with our existing suppliers to identify areas of rising cost as early as possible to save losing margin	- Logicalis International and Logicalis Latin America assess and identify opportunities to work with the supply chain to identify areas of rising cost as early as possible to save losing margin. How costs are passed on to customers should be fully considered to remain competitively priced against peers - Incorporate carbon pricing mechanisms into financial planning and monitor regional carbon pricing policies
Move to more energy-efficient buildings (Opportunity)	Westcon International, Logicalis International and Logicalis Latin America	- Upgrading buildings to meet new energy efficiency regulations - Investments in decarbonisation efforts	We are actively seeking energy-efficient buildings for new leases	As operational sites are leased, the Group will work with landlords to make efficiency upgrades at a shared cost
Increased stakeholder concerns (Risk)	Westcon International, Logicalis International and Logicalis Latin America	- Reduced revenue by a switch in preference to competitors that are seen to decarbonise at a more accelerated pace - Reputational damage due to incomplete climate-related disclosures and not meeting set targets can limit access to capital	The Group plans to enhance our disclosure suite and improve the scores obtained against voluntary rating mechanisms (e.g., Ecovadis, CDP, SBTi net-zero targets)	- Ensure that the appetite for decarbonisation across Datatec, Westcon International, and Logicalis is appropriate compared to regulatory and stakeholder expectations - Ensure that decarbonisation progress is disclosed across the entities and linked to KPI performance and remuneration

Datatec PLC

Non-financial and sustainability information statement (continued)

for the year ended 28 February 2025

Impact of climate-related risks and opportunities on strategy and financial planning (continued)

Transition (continued)

Risk/ opportunity	Division	Potential impact on business, strategy and financial planning	Current mitigations	Future mitigations
Emerging GHG and climate-related regulations (Risk)	Westcon International	- Increased operating costs due to increased reporting requirements - Loss of revenue due to reputational damage from inaccurate climate-related reporting or a failure to report against ESG regulations	Increase collaboration between finance and legal teams by creating periodic meetings to review risks and opportunities and develop action plans accordingly	- Continue to monitor closely the development of climate-related reporting regulations - Partner with internal finance teams and internal stakeholders for climate disclosure upskilling sessions to grow capability and understanding

Strategy resilience

Datatec Group

Six CRROs relating to the transition were identified for Datatec at the Group level, with four being risks: a shift in consumer preferences, emerging GHG and climate-related regulations, increased stakeholder concerns, and the ability to attract talent. The opportunities lie in strategic low-carbon initiatives and a transition to more energy-efficient buildings.

Moving to more energy-efficient buildings is seen as a moderate opportunity for Datatec by 2040. By engaging with building owners to encourage a transition to renewable energy as well as energy-efficiency measures (thus also reducing energy costs), or by strategically relocating to more energy-efficient buildings as leases conclude, and ensuring continuous infrastructure refresh at our data centres, we can realise this opportunity over the medium to long term.

A shift in consumer preferences and demand towards more sustainable products and services is forecast to present a high risk to Datatec by 2050, as is increased stakeholder concern around climate change impact on the Group. Both outcomes reflect the likely public mood associated with transitioning to a low-carbon scenario. This presents a growing need for Datatec to keep abreast of such changes.

Resilience to physical climate-related risks

Datatec's business model inherently demonstrates significant resilience to physical climate risks, particularly against extreme heat and water stress and drought. A key factor contributing to this resilience is that Datatec, across its divisions, does not own most of the assets and infrastructure it occupies, allowing the business to make strategic decisions about relocations aligned with leases, as necessary.

The results of the extreme heat financial quantification exercise indicate that projected revenue losses are predominantly driven by the reduced productivity of people within offices and warehouses, as opposed to the impact of heat on IT equipment. In warehouses there are no strict temperature requirements for hardware stock, further mitigating infrastructure-related risks. Furthermore, the substantial costs associated with HVAC systems installation are typically covered by property owners rather than Datatec or the subsidiaries, an arrangement which significantly reduces direct financial exposure to escalating cooling demands and infrastructure upgrades.

For water stress and drought, the financial quantification results show a nuanced risk profile. While some regions like Spain show significant projected revenue reductions due to the impact of water stress on operational processes, the Group's light-asset model provides inherent resilience which provides a continuous opportunity to engage with building owners to implement water saving measures or to strategically relocate to areas with lower water stress as leases conclude. This flexibility in property management is a crucial mitigating factor, allowing Datatec to adapt its footprint to minimize water-related operational disruptions and associated revenue impacts.

Resilience to transition climate-related risks

While financial quantification of specific transition risks has not yet been undertaken, review and mitigation of these risks remains an active area of focus for the Group, with ongoing efforts firmly aligned with our broader carbon reduction targets.

Datatec fundamentally understands that decarbonizing our business and continually improving energy efficiency are crucial strategies for minimizing our exposure to key transition risks. These include navigating emerging GHG and climate-related regulations, responding to increased stakeholder concerns, and adapting to shifts in consumer preferences towards sustainable products and services. Our commitment to the Science-Based Targets initiative ("SBTi") is a clear indication of our proactive stance, guiding our efforts to reduce carbon emissions from both our operations and across the value chain.

Datatec PLC
Non-financial and sustainability information statement (continued)
for the year ended 28 February 2025

Strategy resilience (continued)

Datatec Group (continued)

Resilience to transition climate-related risks (continued)

Furthermore, Datatec consistently monitors emerging regulations, exemplified by the UK operations, where we have consistently complied with the requirements of the Energy Savings Opportunity Scheme (“ESOS”). In addition, Westcon International and Logicalis International undertook double materiality assessments in FY25, which comprehensive assessment process inherently addresses increased stakeholder concerns by requiring consultation and engagement with key stakeholders, including suppliers, employees, management and customers, while also factoring in investor expectations regarding climate action.

Westcon International

Westcon International is at a low overall risk of physical climate change at the aggregated level. Under baseline conditions, risks such as extreme heat, wildfires and water stress and drought present low risks to the business. By 2050, such exposure will increase, particularly to these risks.

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

A move to more efficient buildings is an opportunity currently being evaluated and planned for by the relevant department by assessing current locations of operations and determining whether there are more efficient alternative sites that could be used to reduce energy costs.

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

By 2050, emerging GHG and climate-related regulations may also bring high risk to Westcon International, largely due to more stringent climate-related legislation and mandatory disclosures likely to characterise a low-carbon scenario.

As part of corporate strategic planning, Westcon International is constantly evaluating its portfolio of products and the suppliers it works with, sustainability being an important aspect of this evaluation.

Logicalis International and Logicalis Latin America

Similar to Westcon International, Logicalis International and Logicalis Latin America have a low physical climate change risk overall across the nine risks assessed. Some risks (such as extreme heat and wildfires) may present low risk under baseline conditions but are projected to increase under most future climate scenarios. Others, such as water stress and drought, remain a high risk across time horizons. At the aggregate level, risks such as river flooding, coastal flooding, extreme flooding, tropical cyclones and landslides present minimal risk across time horizons and scenarios. However, it should be noted that trends at individual assets vary for each climate risk, time horizon, and scenario, with several assets coming up as at ‘High’ or ‘Very High’ risk across time horizons and scenarios, even where the overall risk is low.

Logicalis International and Logicalis Latin America’s exposure to transition risks and opportunities is relatively balanced. The increasing cost of raw materials and manufactured goods, supplier dependence, increased operating costs due to fluctuating energy prices, and increased stakeholder concern are amongst Logicalis International and Logicalis Latin America’s highest risk areas over the time horizons.

Moving to more energy-efficient buildings, energy efficiency gains through hardware advances, diversification of suppliers, and the development of circular products and services are all relevant to Logicalis International and Logicalis Latin America and represent either a moderate or high opportunity in the medium to long term.

The increasing cost of raw materials and manufactured goods may present a high risk by 2040. This is due to the growing demand for the transition metals required to create microchips and other vital components for the electronic products on which Logicalis International and Logicalis Latin America relies. Beyond hardware, construction materials which would be necessary for the expansion of operations, such as concrete and steel, will continue to see increased costs going forward due to increasing demand and a result of higher pass-through costs due to the roll-out of novel production methods to make lower carbon steel and concrete.

Both Logicalis International and Logicalis Latin America recognises sustainability in its strategic offering and has developed a managed digital fabric platform, providing customers with insight into their digital footprint and the carbon emissions associated with the services Logicalis International and Logicalis Latin America provides.

Datatec PLC
Non-financial and sustainability information statement (continued)
for the year ended 28 February 2025

Strategy resilience (continued)

Logicalis International and Logicalis Latin America (continued)

Logicalis International and Logicalis Latin America’s strategies demonstrates resilience against identified climate risks. While some physical risks, like extreme heat, may increase in the future, the overall physical risk profile is low. Logicalis International and Logicalis Latin America also acknowledges potential future cost increases due to raw materials and energy. However, focusing on energy-efficient solutions, supplier diversification, and circular economy practices will help mitigate these risks and capitalise on transition opportunities.

Conclusion

In conclusion, Datatec Group’s strategy, which includes its subsidiaries Westcon International, Logicalis International and Logicalis Latin America is designed to withstand the impact of climate change. Although there are potential risks, such as stakeholder pressure, regulations, and extreme weather events, the Group also recognises opportunities in energy efficiency, sustainable practices, and supplier diversification. By adapting to these changes, Datatec and its subsidiaries can minimise risks and potentially gain a competitive advantage. For example, Logicalis International’s emphasis on energy-efficient buildings and Westcon International’s exploration of alternative suppliers offer significant cost reduction and emissions reduction opportunities throughout the supply chain.

Risk management

Datatec’s risk management framework

Datatec has a company-wide enterprise risk management framework which includes consideration of climate-related risks at the Group and divisional levels. Each division is responsible for risk and opportunity identification, the process which is embedded in management structures such as operating committees and executive boards. Divisional CROs co-ordinate risk identification and assessment and maintain divisional risk registers, which feed into the Group-wide risk register. Divisional ARCCs manage risks within their divisions and report to divisional boards.

At the Group level, Datatec Limited’s ARCC reviews the risks of the divisional ARCCs and ensures that appropriate action is taken to mitigate these risks. The CRO forum looks at emerging risks twice a year, with divisional risk registers and CROs contributing to this forum. Updates are given at each session on any changes or newly identified risks, which facilitates collaboration and information sharing on risk management practices, including on climate risks. The Head of Responsible Business and divisional heads of responsible business/ESG participate in the CRO forum. During these discussions, they provide updates and feedback on CRROs.

Each identified risk (or opportunity), including climate change risk (or opportunity), is currently assessed qualitatively in terms of likelihood and impact. The high-impact and high-likelihood risks are prioritised, and controls are implemented to mitigate their adverse effects. The effectiveness of these controls is then assessed in terms of financial impact - this results in a residual risk. The residual risks are rated as high-medium-low, with the high risks given further attention regarding control and mitigating activities. The level of risk appetite for each risk is given a target, and the risk remains on the risk register after mitigating controls have been implemented. The risk management process includes environmental risk, which also includes risks associated with climate change.

Datatec’s processes for climate-related risk

Datatec integrates climate-related risks into its overall risk management framework, which operates at the Group level and encompasses all subsidiaries. Once identified, these risks are assessed based on their likelihood and potential impact on our operations and financial performance. Mitigation strategies are then developed and implemented, considering both short and long-term implications. The Datatec Limited ARCC oversees the overall risk management process and reports to the Datatec Limited Board of directors.

As described above, in FY24 the Group engaged a third party to conduct a comprehensive climate scenario analysis to identify key CRROs within Datatec and its subsidiaries, which were presented to the ARCC for consideration. Following the identification process, the identified risks were assigned residual risk ratings aligned with the Datatec Limited Group risk policy to ensure a holistic evaluation and climate-related risks were incorporated into the Group’s risk register as appropriate, enabling ongoing monitoring and management.

In FY25, Westcon International and Logicalis International undertook independent double materiality assessments, whereby material impacts, risks, and opportunities (“IROs”) pertinent to their business activities and relevant sustainability matters were identified, and which included those related to climate change. The IROs deemed material, as well as the results of the financial quantification of physical risk exercise as described above, are currently undergoing thorough review by the respective country or regional risk teams for ongoing monitoring and integration into risk management processes and divisional risk registers in FY26 as appropriate.

At a Group level, we made substantial progress in FY25 in embedding climate considerations within the risk management framework. Datatec’s risk policy has been updated to ensure climate-related considerations are integrated directly into the categorisation of risks.

Datatec PLC

Non-financial and sustainability information statement (continued)

for the year ended 28 February 2025

Targets and metrics

Datatec is dedicated to reducing its environmental impact across the business and has identified opportunities to progress on our environmental and climate goals in the near and long term. Our commitment to the SBTi is central to setting out and achieving these goals.

In December 2023, Datatec’s near-term and net-zero targets against the SBTi’s Net-Zero Standard Criteria and the SBTi Near-Term Target Criteria and Recommendations (version 5) were officially approved, with the SBTi determining that Datatec’s scope 1 and 2 near-term target ambition is in line with a 1.5°C trajectory, and that the Company’s scope 1, 2 and 3 long-term target ambition and long-term target(s) are aligned with the SBTi’s 1.5°C mitigation pathways for reaching net-zero by 2050 or sooner. These SBTi targets are set for Datatec Limited, the parent company and not for Datatec PLC. However, the targets also apply to Datatec PLC. Within this section, “Datatec”, “Datatec Group”, the “Group” or the “Company” refers to Datatec Limited.

These targets serve as a roadmap to reduce greenhouse gas emissions and promote sustainable practices throughout our value chain.

The Datatec Group SBTi-validated targets are:

- Achieve net-zero greenhouse gas emissions across the value chain by 2050 from 2022 baseline, by:
 - Reducing absolute scope 1 and 2 GHG emissions by 90% by 2050.
 - Reducing absolute scope 3 GHG emissions by 90% by 2050.
- Reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2022 baseline.
- Ensure that 85% of suppliers by spend covering purchased goods and service will have science-based targets by 2028.

In FY24, Datatec had not established metrics to monitor and mitigate climate-related risks. Building on the commitment to address the identified gap, for FY25 our focus was the financial quantification of key physical risks: extreme heat and water stress and drought. A robust metric for these physical risks has now been established, and Datatec will monitor and update this metric as underlying measures or variables change, such as the release of subsequent IPCC Assessment Reports (“AR”), to ensure our quantification figures align with the latest available climate data.

In terms of transition risks, ongoing efforts are firmly aligned with our broader carbon reduction targets. These initiatives include the increasing adoption of renewable energy sources, a strategic move towards energy-efficient buildings as leases conclude, addressing stakeholder concerns through transparency of reporting, and adhering to emerging reporting requirements. The latter was demonstrably showcased in FY25 through the comprehensive DMAs conducted in line with the CSRD, underscoring the Group's proactive approach to transition risk management and providing further insight into the views of key stakeholders on climate-related risks and opportunities.

Datatec uses scope 1, 2 and 3 emissions and energy metrics as core metrics to assess and track progress in reducing carbon emissions and to monitor and mitigate climate-related risks. Achieving net-zero emissions is a long-term goal that requires a comprehensive strategy and an effective emission reduction action plan.

This year's report includes a full greenhouse gas (“GHG”) emissions inventory, aligned with the GHG Protocol Corporate Standard. This comprehensive inventory aligns with the requirements set by the SBTi for transparent reporting on progress toward our science-based targets.

The Group’s GHG Inventory includes scope 1, 2 and all relevant scope 3 categories (namely categories 1-7, 9, 11 and 12) across the Group and its subsidiaries. To ensure year-on-year comparability and accuracy, FY24 scope 1 and 2 emissions figures have been restated due to a change in the data management tool used and the accompanying adoption of updated emission factors that align with those used for FY25. Similarly, the FY24 scope 3 figures have been restated to incorporate all relevant categories of scope 3 emissions for both Logicalis International and Logicalis Latin America. Furthermore, this year’s report includes Mason Advisory Limited’s emissions under Datatec Group reporting. Datatec PLC increased its shareholding in Mason Advisory Limited from 42.5% to 80% effective 1 December 2023, and it was brought into the GHG boundary on 1 March 2024, the start of the financial year following its purchase, as is our policy.

Datatec PLC

Non-financial and sustainability information statement (continued)

for the year ended 28 February 2025

Targets and metrics (continued)

Datatec Group

Carbon emissions (tCO ₂ e)	2025	2024 (restated)	2024 (original)	2022 (B)
Scope 1 emissions	2,293	2,579	2,490	2,102
Scope 2 emissions (location-based)	5,136	5 650	6,065	5,863
Scope 2 emissions (market-based)	4,713	5,279	4,942	5,820
YoY % change: scope 1+2 (market)	(11)%			
Baseline % change: scope 1+2 (market)	(12)%			
Scope 3 emissions	993 622	952,516	896,399	973,023
YOY % change: scope 3	+4%			
% Change vs base year	+2%			
Total scope 1, 2 and 3 emissions (location-based)	1,001,051	960,745	904,951	980,988
Total scope 1, 2 and 3 emissions (market-based)	1,000,628	960,374	903,829	980,945
% suppliers (by spend) with science-based targets	74%			

Energy metrics (MWh)	2025	2024 (restated)	2024 (original)	2022 (B)
Total energy use (all sources)	22 013	24 571	22,118	16 965
Renewable energy - Electricity	3 915	3 910	3,910	1 865
Non-renewable energy - Electricity	9 828	10 587	10,587	11 203
Total electricity use (renewable + grid)	13 743	14 497	14,497	13 069
% of renewable electricity use	28%	27%	27%	14%
YOY % change total electricity use	(5)%			
YOY % change total energy use	(10)%			

Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

Emissions data coverage: the reported emissions data at the Group level covers approximately 99% of the Datatec Limited Group operations (Datatec head office, Westcon International, Logicalis International, Logicalis Latin America and Mason Advisory Limited), as measured by both revenue and number of employees.

We have made reductions in our scope 1 and 2 emissions in FY25 versus prior year. This is due to energy efficiency measures, increasing the proportion of operational electricity consumption from renewable sources, and installing on-site solar generation at a small number of logistics centres, as well as decreased diesel and petrol consumption in company-owned vehicles. Overall, our total energy use from all sources decreased by 10% in FY25 versus the prior year. As a result, Datatec has now decreased scope 1 and 2 emissions by 12% compared to FY22 baseline year. Whilst this is reasonable progress, we need to accelerate our actions to meet our SBTi target of 50% reduction by 2030.

Datatec’s total scope 3 emissions increased by 4% in FY25. This is primarily due to a significant increase in emissions from the ‘Use of sold products’ category, one of our most sizeable, because of more accurate product data and improved calculations. Emissions from most categories remained consistent year over year, and emissions in the significant “Purchased goods and services” category fell, partly due to increased coverage of supplier-specific data and a reduction in the spend-based emissions factors.

Datatec PLC

Non-financial and sustainability information statement (continued)

for the year ended 28 February 2025

Targets and metrics (continued)

Westcon International

The Westcon International SBTi-validated targets are:

- Reach net-zero greenhouse gas emissions across the value chain by 2050 from 2022 baseline, by:
 - Reducing absolute scope 1 and 2 GHG emissions by 90% by 2050.
 - Reducing absolute scope 3 GHG emissions by 90% by 2050.
- Reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from 2022 baseline.
- Reduce absolute scope 3 GHG emissions by 25% by 2030 from 2022 baseline.
- Ensure that 80% of suppliers by spend covering purchased goods and services have science-based targets by 2025.

Carbon emissions (tCO ₂ e)	2025	2024	2022 (B)
Scope 1 emissions	1,154	1,257	910
Scope 2 emissions (location-based)	1,940	2,475	2,798
Scope 2 emissions (market-based)	1,377	1,944	2,431
YoY % change: scope 1+2 (market)	(21)%		
Baseline % change: scope 1+2 (market)	(24)%		
Scope 3 emissions	797,021	722,558	669,864
YOY % change: scope 3	+10%		
% Change vs base year	+19%		
Total scope 1, 2 and 3 emissions (location-based)	800,115	726,290	673,572
Total scope 1, 2 and 3 emissions (market-based)	799,552	725,759	673,205
% suppliers (by spend) with science-based targets	81%		

Energy metrics (MWh)	2025	2024	2022 (B)
Total energy use (all sources)	8,964	9,981	9,138
Renewable energy - Electricity	2,321	2,266	1,820
Non-renewable energy - Electricity	2,339	3,148	3,569
Total electricity use (renewable + grid)	4,660	5,414	5,389
% of renewable electricity use	50%	42%	34%
YOY % change total electricity use	-14%		
YOY % change total energy use	-10%		

Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

Westcon International has made significant progress toward its interim scope 1 and 2 emissions target of 50% by 2030, delivering 21% reductions year-on-year in FY25, and a total of 24% reduction against FY22 baseline. This is a result of an increased proportion of operational electricity consumption from renewable sources (including 100% in Australia and New Zealand), and by installing on-site solar generation at two of its logistics centres (UK and Australia). In total, 50% of electricity usage globally is now from renewable sources, up from 42% in FY24 – the business is targeting 100% renewable electricity powering global operations by 2030.

The division met its goal for 80% of suppliers by spend to have science-based targets by FY25, with 81% achieving this.

Scope 3 emissions were 19% higher than baseline year in FY25. Those from most categories remained consistent year over year, and emissions in the significant ‘Purchased goods and services’ category fell, partly due to increased coverage of supplier-specific data and a reduction in the spend-based emissions factors. However, emissions from the “Use of sold products” category increased markedly, as a result of more accurate data and improved calculations, which resulted in an overall increase.

Datatec PLC

Non-financial and sustainability information statement (continued)

for the year ended 28 February 2025

Targets and metrics (continued)

Logicalis International

The SBTi targets for Logicalis International and Logicalis Latin America were initially submitted for validation under the former Logicalis Limited group structure, prior to its split into two distinct divisions. Despite this organisational change, the previously committed targets remain applicable and are being pursued independently by both divisions. Therefore, for Logicalis International and Logicalis Latin America the SBTi targets are:

- Reach net-zero greenhouse gas emissions across the value chain by 2050 from 2022 baseline, by:
 - Reducing absolute scope 1 and 2 GHG emissions by 90% by 2050.
 - Reducing absolute scope 3 GHG emissions by 90% by 2050.
- Reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2022 baseline.
- Ensure that 85% of suppliers by spend covering purchased goods and services have science-based targets by 2028.

In addition to the SBTi targets, Logicalis International has committed to additional goals as part of its broader environmental strategy for tackling climate change:

- To be carbon neutral on scope 1 and scope 2 emissions by 2025.
- To have 100% of our operations powered by renewable energy by 2030.

Carbon emissions (tCO ₂ e)	2025	2024	2022 (B)
Scope 1 emissions	899	1 073	1 166
Scope 2 emissions (location-based)	2,810	2 773	2 781
Scope 2 emissions (market-based)	2 925	2 932	3 105
YoY % change: scope 1+2 (market)	-5%		
Baseline % change: scope 1+2 (market)	-10%		
Scope 3 emissions	142 503	163 995	207 258
YOY % change: scope 3	-13%		
% Change vs base year	-31%		
Total scope 1, 2 and 3 emissions (location-based)	146,212	167,841	211 205
Total scope 1, 2 and 3 emissions (market-based)	146 327	168 000	211 529
% suppliers (by spend) with science-based targets	54%		

Energy metrics (MWh)	2025	2024	2022 (B)
Total energy use (all sources)	10 226	11 816	6 839
Renewable energy - Electricity	1 594	1 644	45
Non-renewable energy - Electricity	5 647	5 666	6 749
Total electricity use (renewable + grid)	7 241	7 310	6 794
% of renewable electricity use	22%	22%	1%
YOY % change total electricity use	-1%		
YOY % change total energy use	-13%		

Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

The year-on-year reduction in scope 1 and 2 emissions (market-based) is primarily attributed to decreased fuel consumption (diesel and petrol) in vehicles across Logicalis International, leading to lower scope 1 emissions. The division’s renewable electricity usage remained the same at 22% during FY25 compared to FY24.

The total scope 3 emissions have also reduced markedly, partly because of decreased spend and partly due to improved calculation methodologies whereby the hybrid approach taken, combining spend-based and data-based methods, has been refined by incorporating more accurate activity data and optimizing spend-based estimations. This includes updated emissions factors being used for our major categories (“Purchased goods and services”, “Use of sold products”, and “End-of-life treatment of sold products”), which may reflect less carbon intensive processes in our value chain. Logicalis International achieved its carbon neutrality goal for FY25 through the purchase of verified carbon offsets.

Datatec PLC
Non-financial and sustainability information statement (continued)
for the year ended 28 February 2025

Targets and metrics (continued)
Logicalis Latin America

Carbon emissions (tCO ₂ e)	2025	2024	2022 (B)
Scope 1 emissions	239	241	26
Scope 2 emissions (location-based)	332	369	254
Scope 2 emissions (market-based)	332	369	254
YoY % change: scope 1+2 (market)	-6%		
Baseline % change: scope 1+2 (market)	+104%		
Scope 3 emissions	52 999	65 388	95 585
YOY % change: scope 3	-19%		
% Change vs base year	-45%		
Total scope 1, 2 and 3 emissions (location-based)	53 570	65,998	95 865
Total scope 1, 2 and 3 emissions (market-based)	53 570	65,998	95 865
% suppliers (by spend) with science-based targets	60%		

Energy metrics (MWh)	2025	2024	2022 (B)
Total energy use (all sources)	2 640	2 707	956
Renewable energy - Electricity	0	0	0
Non-renewable energy - Electricity	1 664	1 706	854
Total electricity use (renewable + grid)	1 664	1 706	854
% of renewable electricity use	0%	0%	0%
YOY % change total electricity use	-2%		
YOY % change total energy use	-2%		

Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

The year-on-year reduction in Scope 1 and 2 emissions (market-based) in Logicalis Latin America is primarily attributed to the closure of operations in Bolivia during FY25. Scope 3 emissions have reduced markedly, largely due to improved calculation methodologies whereby the hybrid approach taken, combining spend-based and data-based methods, has been refined by incorporating more accurate activity data and optimizing spend-based estimations.

Mason Advisory Limited

FY25 marks the first reporting year for Mason Advisory Limited's carbon emissions under the Group, following its acquisition in FY24. Consequently, no comparative figures from FY24 are available for the division. The FY25 emissions data will therefore establish the baseline against which all future emission reduction progress will be measured.

Carbon emissions (tCO ₂ e)	2025 (B)
Scope 1 emissions	0
Scope 2 emissions (location-based)	30
Scope 2 emissions (market-based)	55
Scope 3 emissions	240
Total scope 1, 2 and 3 emissions (location-based)	270
Total scope 1, 2 and 3 emissions (market-based)	295

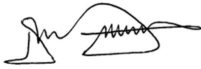
Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

For this initial reporting period, Mason Advisory Limited's emissions data comprises primarily scope 2 emissions derived from electricity consumption, with scope 3 emissions from business travel also included. It should be noted that no other scope 3 categories have been incorporated into Mason Advisory Limited's emissions inventory at this time.

Datatec PLC
Non-financial and sustainability information statement (continued)
for the year ended 28 February 2025

Approval

This report was approved by the Board of directors of Datatec PLC on 18 July 2025 and signed on its behalf by:



IP Dittrich
Director

18 July 2025

