

INFORMATION ON THE GERMAN TRANSPARENCY IN WAGE STRUCTURES ACT

ABOUT THIS REPORT

This "Report on Equality and Equal Pay" was prepared for the Bechtle Group in accordance with Sections 21 and 22 of the German Transparency in Wage Structures Act (EntgTranspG). It covers the reporting period from 2020 to 2022 and was published as an annex to the 2024 annual financial statements. It describes the measures to promote gender equality in the company and the salary structures in place that are aimed at ensuring transparency and fair remuneration for all employees. The aim of the report is to identify any discrepancies in pay between the different genders and positions and to take measures to promote equal pay.

Diversity and fairness are at the heart of how we see ourselves. Together, we contribute to respectful coexistence and know that diversity always opens up new perspectives. Bechtle is committed to an ethical working environment that is free from discrimination and respects the dignity and rights of every individual. Our corporate culture is based on fairness, openness, understanding and tolerance in our dealings with one another, and we promote this forward-looking culture of diversity and offer an environment in which all employees can fulfil their potential. Our aim is to set standards for diversity, equality and integration through our internal and external actions. After all, the diversity of our employees forms the basis for the sustainable success of our company.

MEASURES TO PROMOTE EQUALITY BETWEEN WOMEN AND MEN

Advancing women within the company. Bechtle has always placed a special focus on the advancement of women. With various initiatives and measures, we want to get women interested in the IT sector and increase the proportion of women in the company. One example here is our support for the Baden-Württemberg state initiative "Women in STEM professions". For female career starters or women with professional experience who are interested in a career in the IT sector, Bechtle offers a wide range of introductory and entry programmes and specifically supports young female professionals entering the world of IT. With over 200 active participants, the Women@Bechtle network is currently the largest diversity community at Bechtle. In regular meetings, the network discusses current topics, presents role models and initiates future-oriented projects. To increase the share of women in leadership positions, the Executive Board defined targets for the proportion of women in control bodies and management roles in 2020. For the first management level below the Executive Board, the respective target already is fulfilled. For the second level below the Executive Board, the share of women has been increased. In 2024, Bechtle Stiftung gGmbH launched its first scholarship programme for the long-term promotion and support of girls and women in the IT environment: feat (female upgreat) is directed not only at female high school students, apprentices and college students but also career starters, managers and specialists.

More flexibility with hours and work places. Flexible working hours promote a good work-life balance. Bechtle offers all employees the opportunity to work part-time, including those in managerial roles. There is also the option of sharing managerial tasks. Working in the office is a priority at Bechtle, but it is also possible to work remotely. Our employees are equipped with the appropriate hardware and remote access for this purpose, and meetings often take place online via MS Teams. We have a culture of trust-based working hours, which creates a considerable degree of working-time flexibility.

Compatibility of career and family. Childcare poses major challenges for families. As required by law, both women and men are entitled to parental leave, and there is likewise the option of working part-time during this period of leave. We also offer regular holiday childcare at certain locations, depending on demand and availability.

Employee training. Every employee has access to a three-part e-learning series on the topic of diversity at Bechtle via our "Learning Campus" platform. E-learning courses on the topics of "Diversity & Inclusion", "Dimensions of Diversity" and "Unconscious Bias" are offered here.

Our compliance management system helps to protect against discrimination. All employees can also report incidents of discrimination within the company via a reporting centre that meets the requirements of the Whistleblower Protection Act (HinSchG). They are processed confidentially by our Compliance Board and – if preferred – anonymously.

MEASURES TO ACHIEVE EQUAL PAY FOR WOMEN AND MEN

With the exception of Austria, the Bechtle Group is not bound by any collective labour agreements. There are currently no significant measures to achieve equal pay between women and men, so we want to further analyse the causes of salary differences and take targeted measures to promote equal opportunities and fair compensation in our company as a whole. Our aim is to create a working environment in which all employees can realise their full potential.

Average number of employees		as of 31 December 2022	
	Total	Male	Female
Total	14,046	10,050	3,996
Full-time	12,404	9,372	3,032
Part-time	1,642	678	964