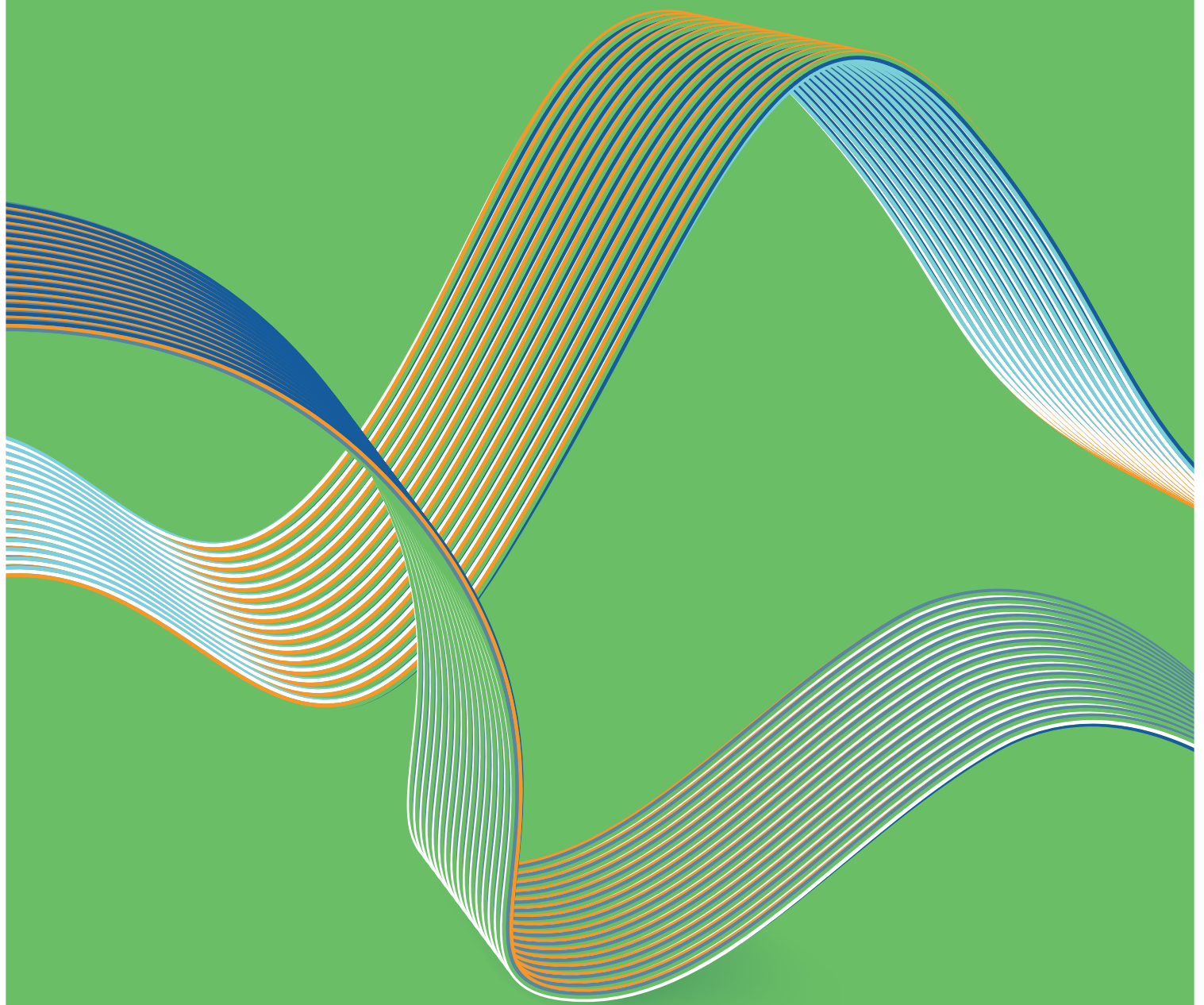# BECHTLE SUSTAINABILITY STRATEGY 2030.

bechtle

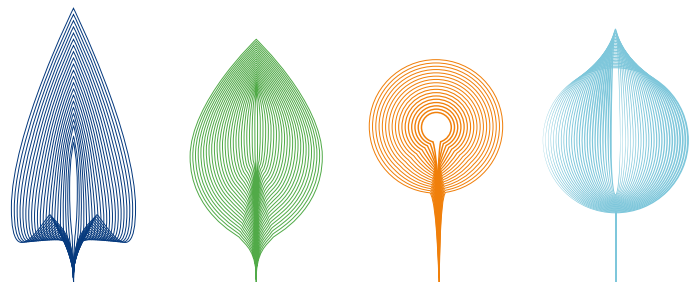Cross reference to an
online resource

BECHTLE SUSTAINABILITY STRATEGY 2030.

The Bechtle Sustainability Strategy 2030 holds answers to the question of what it is that Bechtle wants to achieve in terms of economical, ecological and social aspects by the year 2030 – our big-picture benchmark for corporate responsibility across the Bechtle Group.

Bechtle began taking a systematic approach to sustainability as early as 2011, placing a premium on authenticity and credibility, and taking an initial stance through the Bechtle Sustainability Code – a set of principles published in 2013 to guide responsible and forward-thinking corporate management. Eventually, under the impression of evolving norms and expectations – from Bechtle, from our stakeholders, from governments and regulators, and from society as a whole – this code made way for the Bechtle Sustainability Strategy 2030, which was developed between September 2020 and August 2021.

The following pages outline the process of developing the Sustainability Strategy, the strategy itself, and Bechtle's reorganised Sustainability Management.

September 2020	**1**
RESEARCH	
October 2020	**2**
AMBITION & FOCAL POINTS	
November 2020– April 2021	**3**
ORGANISATIONAL STRUCTURE & AREAS OF ACTION	
April–June 2021	**4**
WORKSHOPS	
July 2021	**5**
CONSOLIDATION	
August 2021	**6**
EXECUTIVE APPROVAL	

DEVELOPMENT OF THE BECHTLE SUSTAINABILITY STRATEGY.

Extensive benchmark and status-quo analyses **| 1 |** laid the foundation for a collaborative effort that saw stakeholders from the Bechtle Group's own ranks strategise in a number of dedicated workshops. In an October 2020 kick-off workshop **| 2 |**, the Executive Board staked out the underlying ambitions and defined some initial focal points. Coordinating with the Executive Board, Bechtle also created group-wide organisational structures **| 3 |** that would become instrumental in implementing the nascent Sustainability Strategy.

Building on the Bechtle Sustainability Code, the material reportable topics and the Bechtle Vision 2030, the focal points defined by the Executive Board have been channelled into four strategic areas of action: ethical business practices, environment, people, and digital future. Beginning in April 2021, numerous workshops **| 4 |** saw over 50 colleagues across national borders – from account managers to members of the Supervisory Board – engage in the development of the new strategy. Participants worked on various different work packages, discussed these within their teams, and fed back their consensus. Not only did this approach allow us to involve a great number of employees in the process, but also to regularly validate interim results.

At the end of the series of workshops, we had derived concrete action plans and timelines for every one of the focal points, which were then consolidated **| 5 |** and, in August, submitted to the Executive Board as a proposed strategy **| 6 |**, where it was met with unanimous approval.

SUSTAINABILITY MANAGEMENT AT BECHTLE.

Increasing stringent regulatory requirements and a growing public awareness of the issue of sustainability created a very noticeable dynamic that eventually produced a new set of expectations placed on corporate sustainability governance. In large organisations, sustainability has come to be a c-level responsibility, and environmental and social aspects are now firmly embedded in business activities and corporate strategies. The Corporate Sustainability Management department reports directly to the Group Executive Board. Sustainability Management is a central point of contact within the Bechtle Group. Its purpose includes the implementation and continuous development of our Sustainability Strategy, while enhancing transparency and manageability as we navigate an increasingly complex external landscape. In addition, we have identified a number of central units to be integrated into the organisational structure and form an agile ″core team Sustainability″. As a cross-cutting issue, sustainability is subject to an agile approach that spans various departments and companies across the group, backed up by a Sustainability Community of over 150 regional sustainability officers that connects every one of the approximately 100 Bechtle companies.

SUSTAINABILITY MANAGEMENT IN THE BECHTLE GROUP

Bechtle Group Executive Board

↑ ↓

Central Sustainability Management

↑ ↓

Core Team Sustainability

↑ ↓

Sustainability Community

Sustainability Experts Bechtle Companies

Sustainability Experts Bechtle Central Functions
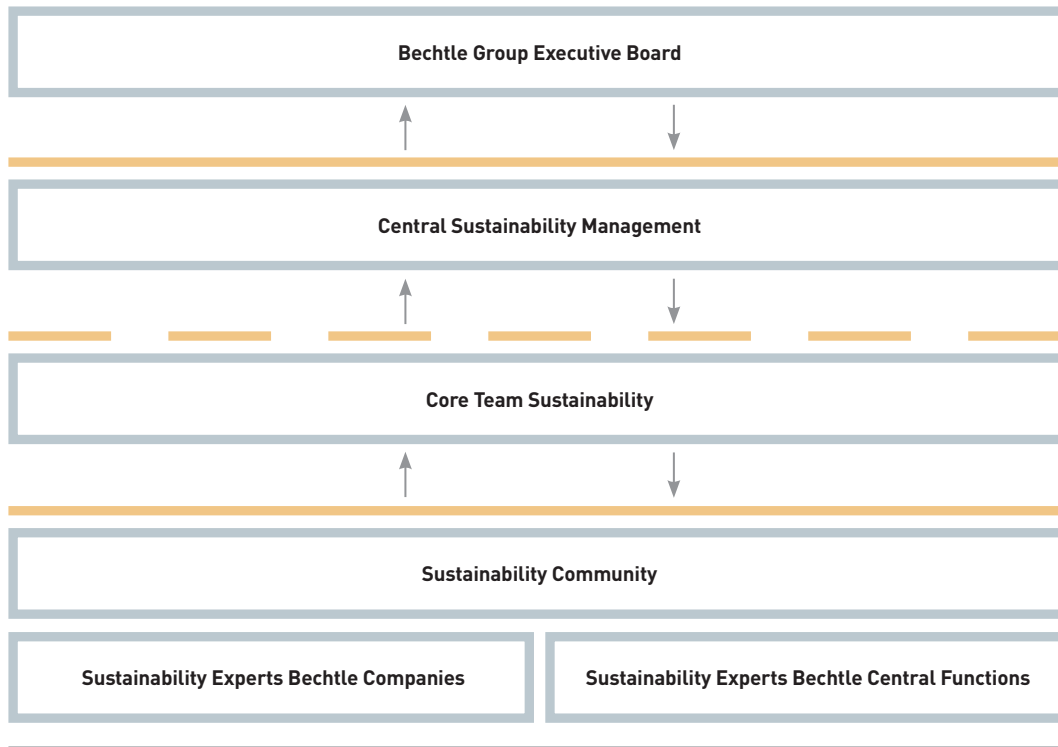
NEW STRATEGY BUILT ON A PROVEN FOUNDATION. THE FOUR STRATEGIC AREAS OF ACTION.

At the heart of the Bechtle Sustainability Strategy 2030 are four strategic areas of action – **ethical business practices**, **people**, **environment**, and **digital future** – each with three focal points and strategic goals attached. In a similar vein, our expert teams have developed a Sustainability Programme, defining milestones and operative actions, giving us consistent transparency into the progress made, and enabling us to adjust measures and objectives as and when this becomes necessary.
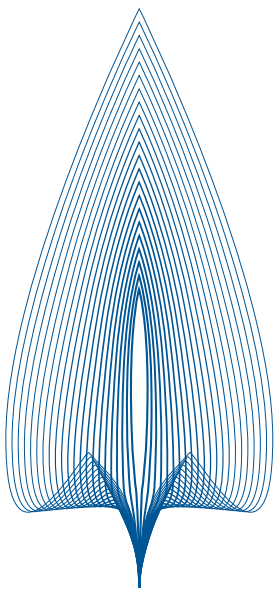
ETHICAL BUSINESS PRACTICES are a matter of course.

We fulfil our duty to ensure human rights are respected along our supply chain.

FOCAL POINTS
1. Supply chain sustainability
2. Compliance and anti-corruption
3. Social commitment
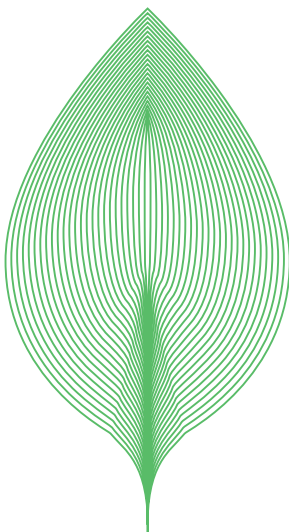
We embrace a sustainable ENVIRONMENTAL approach in everything we do.

We operate in harmony with our environment to conserve our climate and resources into the future.

FOCAL POINTS
1. Climate and energy
2. Sustainable logistics
3. Circular economy

The strategic areas of action can be mapped to the three pillars of sustainable development identified in the 1987 Brundtland Report – environmental, social, and economic – and directly correlate with our business activities that are relevant to Bechtle. This means that we are also aiming our attention at the upstream and downstream value chains.

The PEOPLE we work with drive our success.

We embody fairness and value our business partners and employees. Our team is motivated, highly qualified and diverse.

FOCAL POINTS
1. Employer attractiveness
2. Diversity and equal opportunity
3. Health and safety
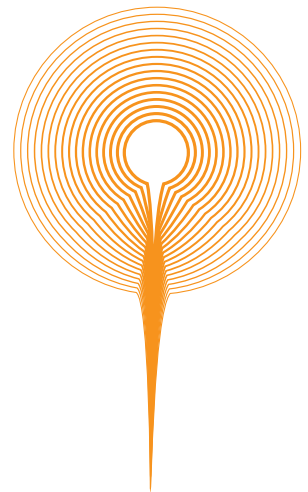
We are shaping a sustainable DIGITAL FUTURE.

We drive future-facing digitalisation and contribute to our customers' success through sustainable innovation.

FOCAL POINTS
1. Sustainable in-house digitalisation
2. Sustainable technologies, solutions and services
3. Information security and data protection

The Bechtle Sustainability Strategy 2030 correlates strategic objectives with concrete measures in order to provide orientation and transparency. It's rooted in familiar soil and waters some of our strongest shoots. Issues that were already covered by the Bechtle Sustainability Code were consolidated into dedicated clusters, which were then developed into four strategic areas of action. Material topics that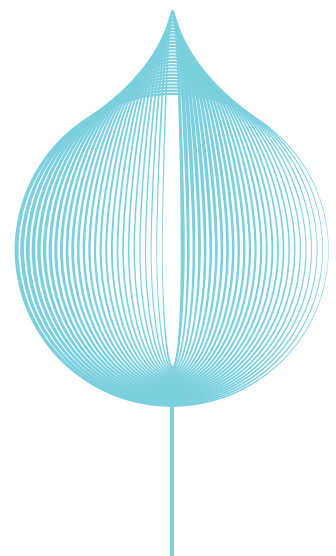 featured in previous reports, too, integrate seamlessly with these areas, sharpening our policy focus. The Sustainability Strategy complements Vision 2030, adding the environment as a key issue and underscoring Bechtle's commitment to sustainable development without losing sight of the big picture.

UN SUSTAINABLE DEVELOPMENT GOALS.

globalreporting.org

The 17 United Nations Sustainable Development Goals (SDGs) were adopted by all member states in September 2015 as a global call for action. As a signatory of the UN Global Compact, we are committed to these goals, and consequently made it integral to the process of developing a strategy to align the SDGs with Bechtle's own strategic objectives. Using the Bechtle Sustainability Report 2020 as reference, we identified those SDGs that are already being addressed by Bechtle. With the aid of the GRI publication, Linking the SDGs and the GRI Standards, we located the respective standards and information in our report and subsequently identified the SDGs that are relevant to our sustainability strategy and mapped these to the four strategic areas of action.

The following overview shows how the Bechtle Vision, the Bechtle Sustainability Code, the material topics and the SDGs fit in with the four strategic fields of action.

	ETHICAL BUSINESS PRACTICES	ENVIRONMENT	PEOPLE	DIGITAL FUTURE
BECHTLE VISION 2030.				
We empower business.				●
IT is our passion.			●	●
Growth and foresight underpin our success.	●			
We aspire to lead the market.	●			
BECHTLE SUSTAINABILITY CODE.				
Sustainable corporate management.	●			
Sustainable employee development.			●	
Sustainable commitment to human rights.	●			
Sustainable, principled business practices.	●			
Sustainable customer relationships.				●
Sustainable environmental awareness.		●		
Sustainable solutions.				●
Sustainable social responsibility.	●			
MATERIALITY MATRIX.				
Labour and social standards along the supply chain.	●			
Anti-corruption and anti-bribery.	●			
Environmental standards along the supply chain.		●		
Energy consumption and emissions.		●		
Logistics and packaging.		●		
Employer attractiveness.			●	
People development.			●	
Diversity and equal opportunity.			●	
Occupational health and safety.			●	
Energy-efficient IT.				●
Information security and data protection.				●
Stakeholder dialogue.	●	●	●	●
SUSTAINABLE DEVELOPMENT GOALS.				
3 Good health and well-being.			●	
4 Quality education.			●	
5 Gender equality.			●	
7 Affordable and clean energy.		●		
8 Decent work and economic growth.	●			
9 Industry, innovation and infrastructure.				●
10 Reduced inequalities.			●	
12 Responsible consumption and production.		●		
13 Climate action.		●		
16 Peace, justice and strong institutions.	●			
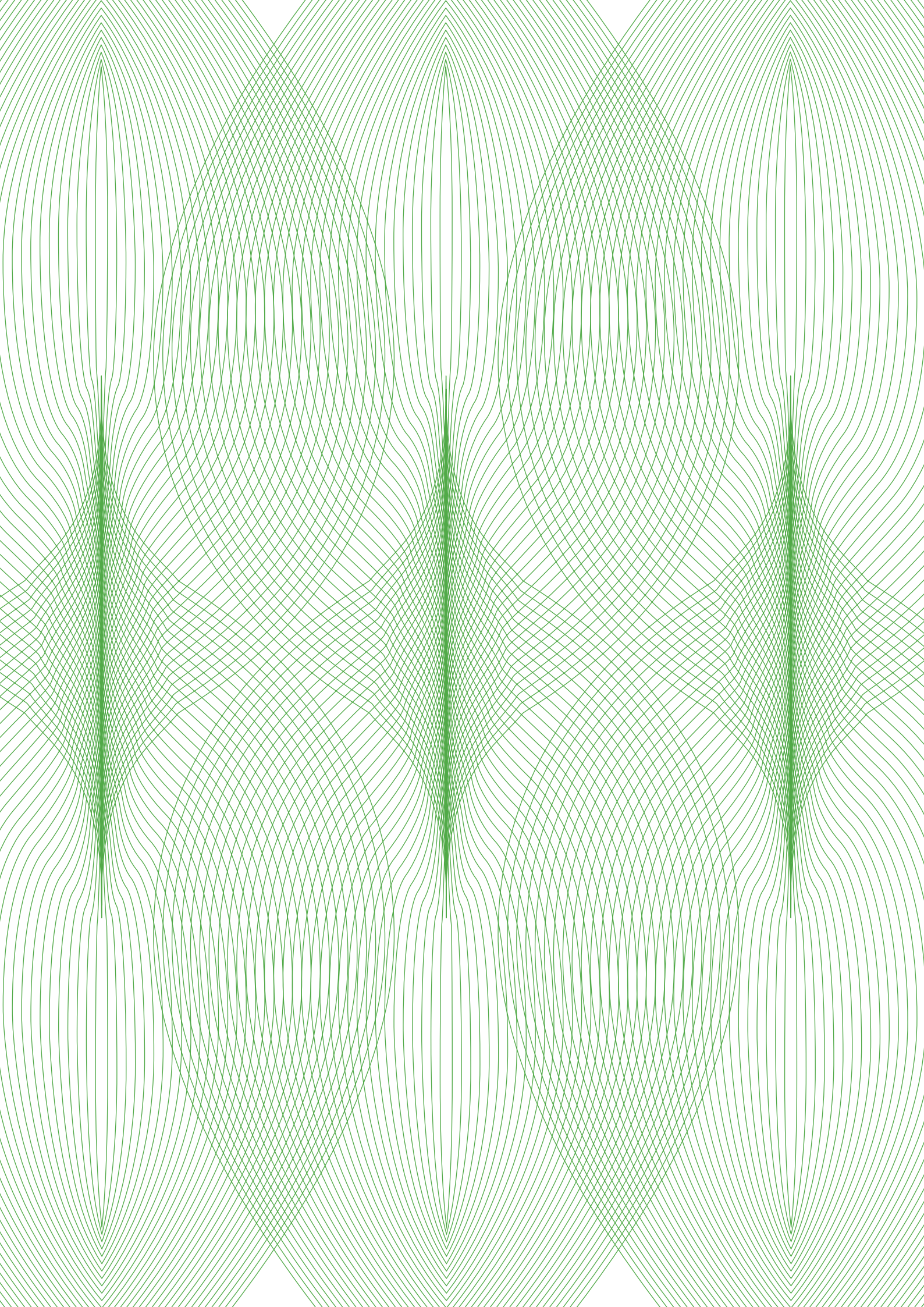
BECHTLE CLIMATE PROTECTION STRATEGY 2030.

A company's long-term success does not just depend on how well it is performing economically. It also lies in a carefully balanced use of natural resources. As a socially responsible company, the environment holds a very special significance in our sustainability activities.

By optimising our business processes, we can minimise our emissions, save resources, and reduce our impact on the environment. This is our contribution to protecting the environment and climate. Published in August 2022, the Bechtle Climate Protection Strategy 2030 lays out how we aim to achieve our climate objectives. Our entrepreneurial activities are in line with the 1.5°C Paris Agreement goal set in 2015. At its heart, our targets are related to the reduction of direct and indirect CO_2 emissions along the supply chain and the Climate Protection Strategy complements the Bechtle Sustainability Strategy 2030.
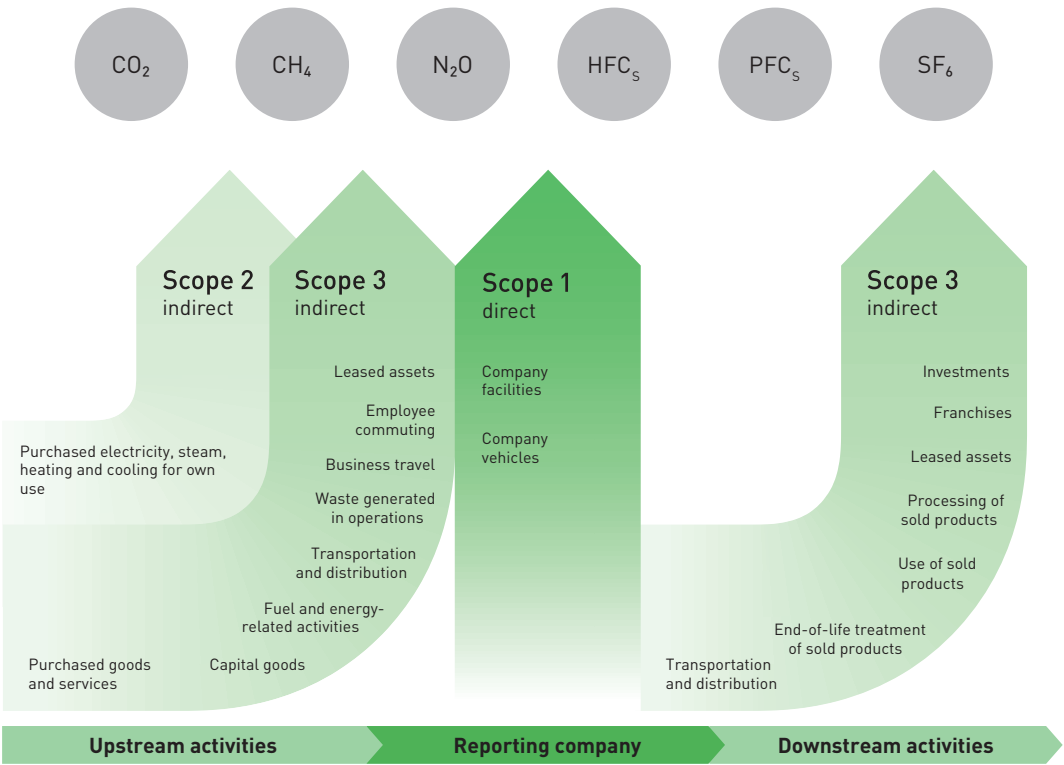
AVOIDANCE AND REDUCTION.

The targets defined in the Climate Protection Strategy 2030 cover direct and indirect CO_2 emissions as well as upstream and downstream value chains. It forms an integral part of the IT company's sustainability initiatives, and was developed in line with the objectives of the Paris Climate Accords and is backed by avoiding.

CO_2-EMISSION SCOPES 1–3 IN ACCORDANCE WITH THE GREENHOUSE GAS PROTOCOL.
In our reporting on carbon emissions, we follow the approaches of the Greenhouse Gas Protocol, which emerged from a joint endeavour of NGOs and scientists and aims to standardise the reporting on emissions by companies and organisations and thus enable comparability. The GHG Protocol differentiates emissions into three distinct scopes.

ghgprotocol.org

OVERVIEW OF GHG PROTOCOL SCOPES AND EMISSIONS ACROSS THE VALUE CHAIN.

CO_2 CH_4 N_2O HFC_S PFC_S SF_6

Scope 2
indirect

Scope 3
indirect

Scope 1
direct

Scope 3
indirect

Purchased electricity, steam, heating and cooling for own use

Leased assets

Employee commuting

Business travel

Waste generated in operations

Transportation and distribution

Fuel and energy-related activities

Purchased goods and services

Capital goods

Company facilities

Company vehicles

Investments

Franchises

Leased assets

Processing of sold products

Use of sold products

End-of-life treatment of sold products

Transportation and distribution

Upstream activities   **Reporting company**   **Downstream activities**

Source: GHG Protocol: Corporate Value Chain Accounting Reporting Standard, page 5

By this distinction, energy from fossil fuels used to heat Bechtle premises and CO_2 emissions associated with the Bechtle fleet belong to scope 1. Scope 2 includes emissions associated with electricity, district heating and other energy sources that we procure from third parties. Finally, scope-3 emissions pertain to activities associated with the upstream and downstream value chains (see chart). In the Bechtle Sustainability Report 2021, we for the first time determined indirect CO_2 emissions that fall under scope 3. The first step to do this was a materiality analysis of the 15 scope-3 categories under the Greenhouse Gas Protocol, at the end of which the following seven were identified as being relevant for Bechtle:

EMISSIONS.

▌Scope 3.1: Purchased goods and services

▌Scope 3.3: Fuel and energy-related emissions (not included in scope 1 or 2)

▌Scope 3.4: Transportation and distribution (upstream)

▌Scope 3.5: Waste

▌Scope 3.6: Business travel

▌Scope 3.7: Employee commuting

▌Scope 3.9: Transportation and distribution (downstream)

▌Scope 3.11: Use of sold products

▌Scope 3.12: End-of-Life Treatment of Sold Products

The materiality analysis is reviewed every year for currency.

Bechtle has focussed its reductive measures on fundamental sources of CO_2 emissions in the fields of mobility, energy, purchasing and logistics. At the same time, it is crucial to raise awareness of the topic of climate protection among our stakeholders.

Reductions in CO_2 emissions along the value chain follow the approaches of the Greenhouse Gas Protocol. Accordingly, the objective is to reduce **scope 1** and **scope 2 emissions by 50 per cent,** whereas **the reduction of Scope 3 emissions** amounts **to 27.5 % in Scope 3.6, 3.7, 3.7 and 3.9 and 55 % in Scope 3.1.** We have defined 2019 as the base year.

This ambitious roadmap aligns with the reduction targets of the Science Based Target Initiative (SBTI), which has seen the Carbon Disclosure Project (CDP), United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature collaborate since 2015 on setting transparent, compara-ble and scientifically-based climate targets.

sciencebasedtargets.org

OVERVIEW OF BECHTLE CLIMATE PROTECTION STRATEGY 2030 FOCAL POINTS:

ENERGY
- ▮ Increasing energy efficiency at our sites
- ▮ Generating our own electricity, use of geothermal energy
- ▮ Purchase of green electricity

MOBILITY
- ▮ Sustainable fleet strategy
- ▮ Intensification of alternative drives
- ▮ Environmentally friendly travel and commuting

PROCUREMENT
- ▮ Sustainable purchasing strategy
- ▮ Close cooperation with suppliers

LOGISTICS
- ▮ Climate-friendly logistics (packaging and transport)

AWARENESS
- ▮ Raising awareness among internal and external stakeholders

VEHICLE FLEET AND PROPERTY.

Scope 1 emissions centre on the vehicle fleet. Bechtle is taking steps towards gradually extending the company fleet with all-electric vehicles by 2030. The number of these will be progressively increased until the end of 2030.
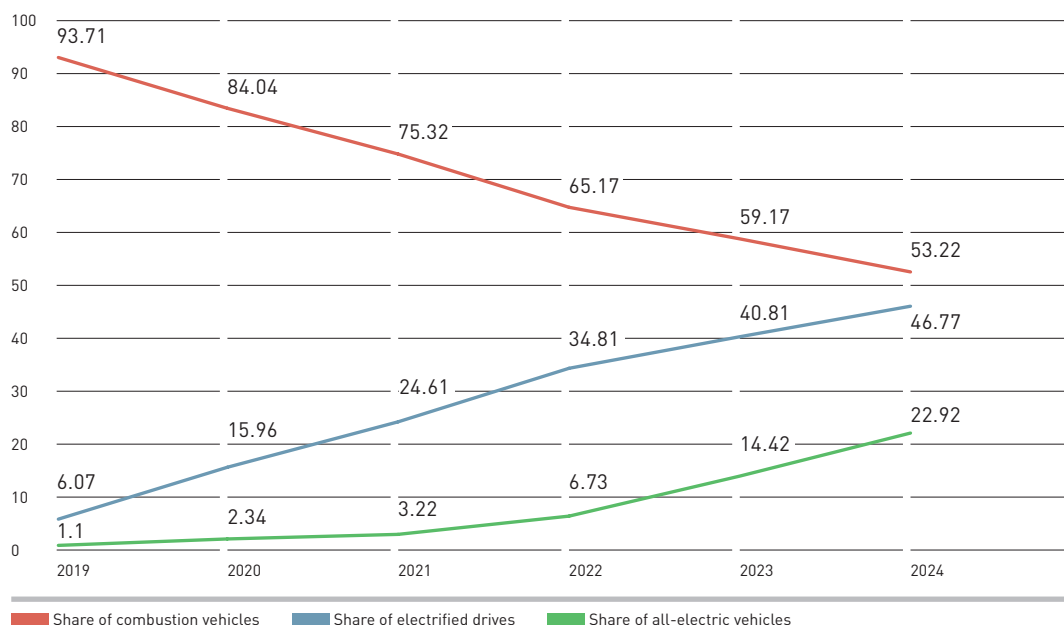
Parallel to growing our fleet of electric vehicles, it is important to expand the available charging infrastructure on a large scale and enable employees to power their vehicles near their place of work. The number of charging points for electric and hybrid cars at Bechtle sites has gone up considerably, and as of December 2023, there were 794 bays in operation, 166 of which are located at group headquarters in Neckarsulm.

The Bechtle Group's catalogue of actions also includes sustainable property concepts and climate-friendly energy supplies (scope 2) such as procuring green energy and generating its own solar and geothermal power.

SHARE OF ALTERNATIVE-FUEL VEHICLES IN THE BECHTLE GROUP in %

Share of combustion vehicles: 93.71 (2019), 84.04 (2020), 75.32 (2021), 65.17 (2022), 59.17 (2023), 53.22 (2024)

Share of electrified drives: 6.07 (2019), 15.96 (2020), 24.61 (2021), 34.81 (2022), 40.81 (2023), 46.77 (2024)

Share of all-electric vehicles: 1.1 (2019), 2.34 (2020), 3.22 (2021), 6.73 (2022), 14.42 (2023), 22.92 (2024)

■ Share of combustion vehicles ■ Share of electrified drives ■ Share of all-electric vehicles

CO₂ EMISSIONS ALONG THE VALUE CHAIN.

Scope 3 emissions are produced along upstream and downstream value chains with Scope 3.1: Purchased goods and services being the main culprit. What's more, Bechtle is taking steps to make its operative logistics and mobility much kinder on the environment and the opening of the second logistics hub in northern Germany should significantly reduce the transport routes for goods in the northern German region.

We have been open and transparent about our measures and progress since 2015 in our annual Sustainability Reports, which can be found at bechtle.com/sustainability. From the 2022 financial year onwards, we report our non-financial key figures as an integrated part of the annual report.

bechtle.com/ir

Bechtle is a signatory of the UN Global Compact and the WIN Charta and regularly undergoes EcoVadis sustainability audits. In September 2024, Bechtle was awarded a gold medal.
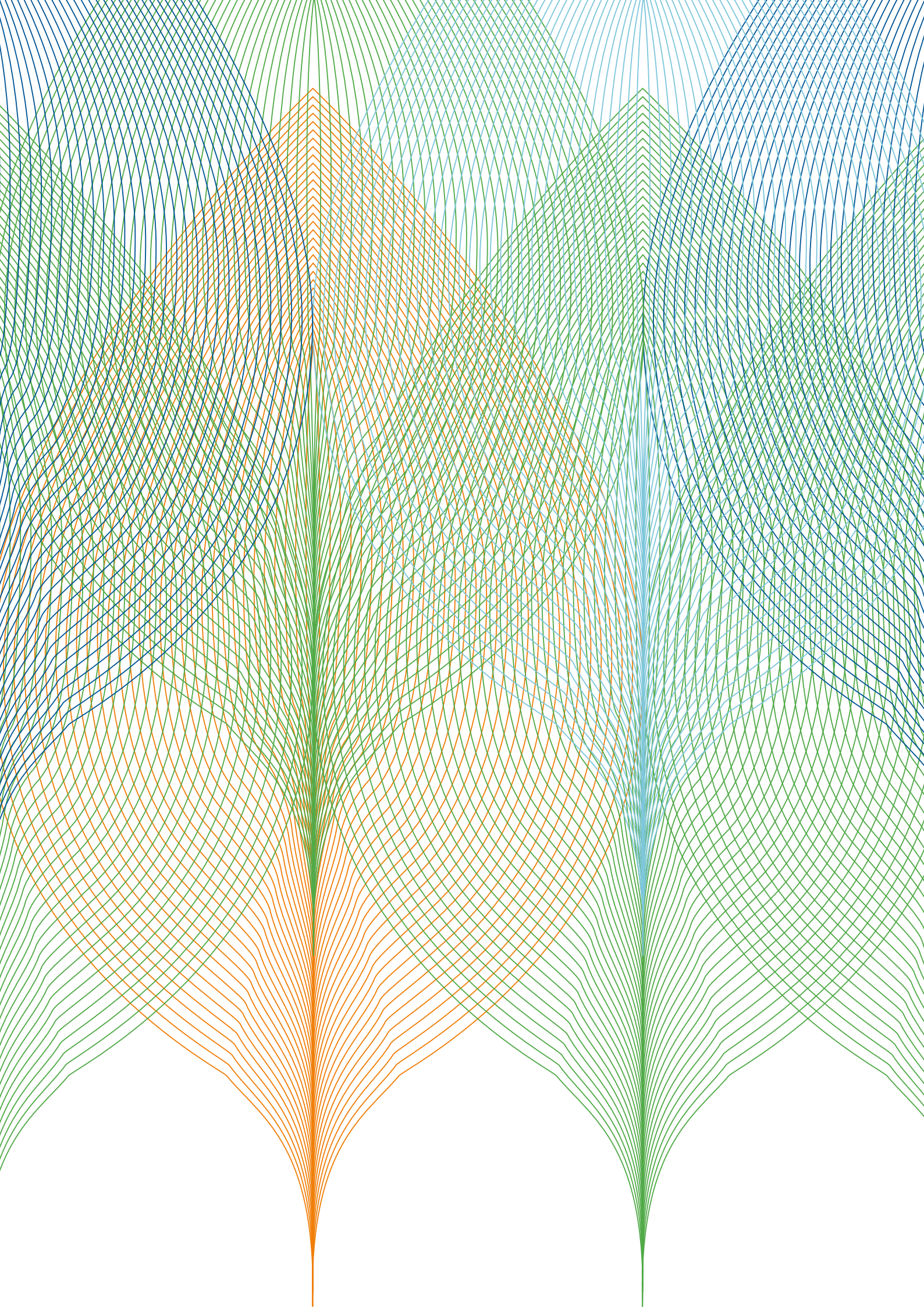
BECHTLE SUSTAINABILITY PROGRAMME.

The Sustainability Programme comprises concrete measures and milestones pinned to an explicit timeline. Taking advantage of a sustainability controlling software application that we introduced in September 2021, we are not only able to collect KPIs across the group, but also monitor the progress made on Sustainability Programme objectives on a central dashboard.

This ensures a high level of transparency, enables us to quantify the ground we have covered, and regain our bearings should we drift off course. The following pages outline the Bechtle Sustainability Programme. Below you will find an overview of the Sustainability Programme, broken down by the four strategic areas of action. For each area of action, both the material topics are related to the objectives and measures and the SDGs are assigned.

ETHICAL BUSINESS PRACTICES
are a matter of course.

**We fulfil our duty to ensure human rights are respected along our supply chain.**
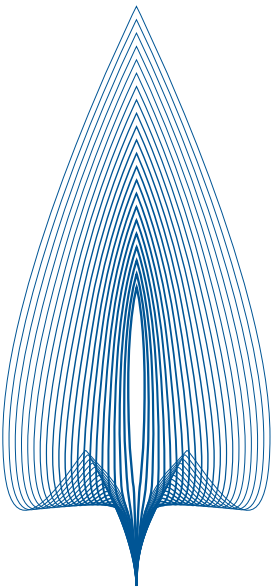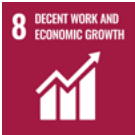
FOCAL POINT	2030 TARGET
Supply chain sustainability	● We are committed to human rights and environmental standards along our supply chain. We call for transparent sourcing processes and are expanding sustainable supplier management.
Compliance and anti-corruption	● We act with integrity and in compliance with statutory requirements. Compliance and anti-corruption are paramount, which is why we consistently strive to minimise risks and advance prevention.
Social commitment	● Social commitment is part of our corporate responsibility and we actively support select social projects as a reliable partner.

ACTION PLAN	TIME HORIZON	STATUS
→ Develop a list of measures for prevention and remedy purposes based on the results of the CSR risk analysis	2025	started
→ Conduct supplier development meetings (new measure)	2026	started
→ Increase exchange and expand joint projects involving ecological and social aspects along the supply chain with strategic vendor partners	2030	continuous
→ Development of a sustainable procurement strategy (new measure)	2025	started
→ Introduction of dialogue formats taking into account the needs of stakeholders from the upstream value chain (new measure)	2026	started
→ Prepare a new compliance manual (original goal 2023)	2024	finished
→ Expansion of the training programme for selected groups (new measure)	2026	started
→ Support our employees' social commitment	2030	ongoing
→ Initiate own sustainable projects	2030	ongoing
→ Successively expand the social commitment	2030	ongoing

We embrace a sustainable ENVIRONMENTAL approach in everything we do.

We operate in harmony with our environment to conserve our climate and resources into the future.
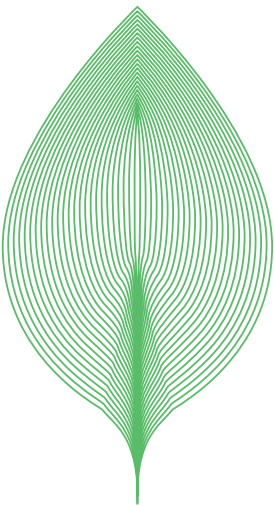
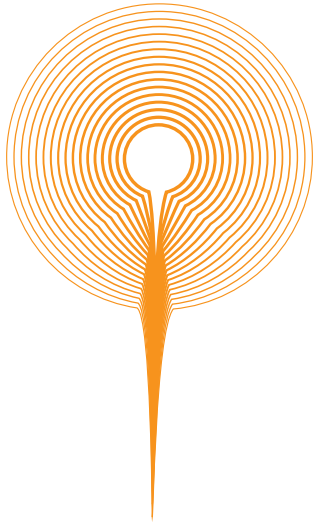| FOCAL POINT	2030 TARGET
Climate and energy	◉ Our actions are orientated towards the 1.5 degree target of the Paris Climate Conference. At the centre of this are reduction targets in the area of direct and indirect CO_2 emissions along the value chain.
Sustainable logistics	◉ We design our logistics processes around ecological efficiency criteria, both in terms of transport and packaging. At our logistics hub, we are reducing the amount of shipping boxes used per package by 20 per cent without changing the way products are despatched.
Circular economy	◉ We think recycling before disposal, making sustainable use of the resources that exist in our IT hardware.

ACTION PLAN	TIME HORIZON	STATUS
→ Develop a comprehensive mobility policy	2025	started
→ Conducting a climate risk analysis	2024	finished
→ Development of a transition plan for climate protection (new measure)	2026	started
→ Successively switch further locations of the Bechtle Group to 100 per cent green power	2030	ongoing
→ Successively expand the fleet with hybrid and all-electric vehicles	2030	ongoing
→ Continue to expand the already very highly developed charging infrastructure	2030	ongoing
Intralogistics: → Cooperate with vendors to promote shipments with the Bechtle Box©	2025	started
→ Increase the proportion of recycled plastic in plastic packaging and film	2025	started
→ Bundle orders and increase the use of the Bechtle Box© for shipments to the customer	2030	ongoing
Distribution: → Optimise the space use	2025	started
→ Expand the logistics partner network with service providers who offer transportation services with lower emissions, e. g. "last green mile" delivery with e-vehicles	2030	ongoing
→ Implement the sustainable logistics policy in further warehouses of the Bechtle Group (multi-warehouse strategy)	2030	started
→ Implement a group-wide IT hardware recycling policy (new measure 2023)	2025	started

The **PEOPLE** we work with drive our success.

We embody fairness and value our business partners-and employees. Our team is motivated, highly qualified and diverse.

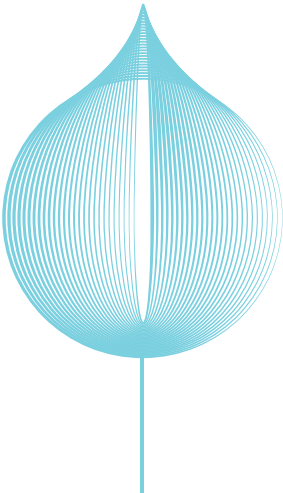| FOCAL POINT	2030 TARGET
Employer attractiveness	◉ We are bolstering our position as one of the leading European employers in the IT industry. Our focus is on employee satisfaction, personal development, training, leadership and Bechtle's culture of work. We are increasing our vocational trainee ratio in Germany to 10 per cent.
Diversity and equal opportunity	◉ We promote diversity within the group and continually strive for equality among our employees, putting gender diversity in the spotlight.
Health and Safety	◉ We are continually optimising our good work in the field of occupational health and safety, strategically anchoring them within the Bechtle Group.

ACTION PLAN	TIME HORIZON	STATUS
→ Development of an HR strategy	2025	started
→ Implement internal career paths, such as expert career, development of leaders, programme for career shifters, etc.	2025	started
→ Continue the decentralised employee satisfaction survey at intervals	2030	ongoing
→ Continue the leadership initiative through training and other measures	2030	ongoing
→ Continue to expand the offering of the Bechtle Academy	2030	ongoing
→ Address young people in a target group-specific manner	2030	ongoing
→ Increase the training ratio in Germany to approx. 10 per cent	2030	started
→ Implementation of persons of trust	2025	started
→ Establish a diversity management position that reports to the HR management (new measure 2023)	2024	finished
→ Analyse the diversity categories defined by the Diversity Charta with respect to Bechtle and derive measures that need to be taken (original goal 2023)	2024	finished
→ Analyse the status quo of diversity within the Bechtle Group and define indicators to facilitate measurability (original goal 2022)	2024	finished
→ Develop a comprehensive DE&I strategy	2025	finished
→ Continue to expand the groupwide corporate health management offering (new measure 2022)	2030	ongoing
→ Further standardise the processes in the field of health protection and occupational safety, ensure cross-location exchange on health-related topics	2030	ongoing

We shape a sustainable
DIGITAL FUTURE.

We drive future-facing digitalisation and contribute to our customers' success through sustainable innovation.

FOCAL POINT	2030 TARGET
Sustainable in-house digitalisation	Within the scope of our IT strategy, we are pursuing the goal of making our enterprise architecture resource-saving, efficient and user-friendly.
Sustainable Technologies, Solutions and Services	We play an active part in our customers' digital transformation. In order to provide our customers with the best possible support to fulfil their Corporate Digital Responsibility and achieve climate targets, we are working closely with our vendor partners to broaden our portfolio of sustainable technologies, solutions and services.
Information security and data protection	We ensure our data and that of our customers and partners are secure. Information security and confidentiality in accordance with statutory regulations are a top priority.

ACTION PLAN	TIME HORIZON	STATUS
→ New position with responsibility for sustainability, reporting to the CIO (new measure)	2024	finished
→ Application and IT retirement: Identify and disassemble systems that cause process overlaps and unnecessary redundancies	2030	abandoned
→ Use 100 per cent renewable energy in our data centres (new measure 2022)	2030	started
→ PUE value of less than 1.3 in our data centres (new measure 2022)	2030	started
→ Develop and implement a three-stage learning path for the topic of sustainability (new measure)	2026	started
→ Expand filter options for products in the Bechtle Shop	2026	started
→ Further develop and position a sustainable IT portfolio of hardware, software, IT solutions and cloud solutions as well as services for our customers by including or positioning new, sustainable products and vendors in the product offering	2030	ongoing
→ Expand the high level in the field of IT security and data protection, obtain further certifications according to DIN EN ISO 27001 or TISAX in the Bechtle Group	2030	started
→ Development of an information security strategy	2025	started
→ Analyse security-critical components within the context of our service life-cycle management	2030	ongoing

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