

# BECHTLE SUSTAINABILITY STRATEGY 2030.

#sustainthefuture

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# BECHTLE SUSTAINABILITY STRATEGY 2030.

The Bechtle Sustainability Strategy 2030 sets out what we aim to achieve by 2030 from an economic, environmental and social perspective. It serves as a benchmark for responsible, holistic and forward-looking business conduct across the Bechtle Group.

Bechtle has been taking a systematic approach to sustainability since 2011, guided from the outset by a commitment to authenticity and credibility. In 2013, we introduced the Bechtle Sustainability Code – a set of principles designed to guide sustainable and future-oriented governance.

As sustainability gained importance across business, politics, society and the regulatory landscape, Bechtle launched its Sustainability Strategy 2030, replacing the previous Sustainability Code in 2021. Today, the strategy is fully embedded across the Bechtle Group, underpinned by concrete actions and clearly defined targets. In 2025, we revisited the strategy to ensure it remained relevant and practical, reflecting Bechtle's evolving material topics. This review was preceded by the alignment of our sustainability reporting with the European Sustainability Reporting Standards (ESRS) and a new materiality analysis conducted in accordance with ESRS requirements. The review confirmed that our approach – with four strategic action areas and defined focal point – continues to provide a strong foundation for the future. The results were presented to the Executive Board.

The following pages present the Bechtle Sustainability Strategy 2030 and provide insights into how it was developed, as well as how we organise Sustainability Management.

## DEVELOPING THE BECHTLE SUSTAINABILITY STRATEGY.

Extensive status-quo and benchmark analyses | 1 | laid the foundation for a collaborative process that brought together internal stakeholders from across the Bechtle Group in a series of workshops. In an October 2020 kick-off workshop | 2 |, the Executive Board established the strategic ambition and defined initial focal points, while a group-wide organisational framework | 3 | was developed in coordination with the Executive Board to put the necessary structures in place.

The principles of the Bechtle Sustainability Code were grouped into clusters and developed into four strategic areas of action, which were then aligned with the focal points defined by the Executive Board and the key issues highlighted in the 2020 Sustainability Report. As a signatory of the UN Global Compact, we are committed to its principles, which is why linking the United Nations' 17 Sustainable Development Goals (SDGs) to our strategic action areas was a key element of the process. To this end, we identified the SDGs most relevant to our strategy and mapped them to the four strategic areas of action. Starting in April 2021, numerous workshops | 4 | brought together over 50 colleagues from our international locations – from account managers to members of the Supervisory Board – to actively shape the strategy. Participants worked on dedicated project packages, engaged their respective teams for further input, and provided aggregated feedback. This approach not only engaged a broad range of employees, but also ensured regular validation of interim results.

The workshop series delivered concrete action plans and timelines for all focal points, which were then consolidated into a draft strategy | 5 | that was submitted to the Executive Board | 6 | in August, where it was formally adopted by unanimous resolution. Sustainability Management conducts an annual review to ensure all action plans and timelines remain aligned with changing conditions and legal requirements.

1	September 2020
	Research
2	October 2020
	Ambition & Focal Points
3	November 2020–April 2021
	Organisation & Areas of Action
4	April–June 2021
	Workshops
5	July 2021
	Consolidation
6	August 2021
	Executive Board Resolution



## THE FOUR STRATEGIC AREAS OF ACTION.

At the heart of the Bechtle Sustainability Strategy 2030 are four strategic areas of action: ethical business practices, environment, people, and digital future. Each area is underpinned by three focal points and corresponding strategic objectives. In addition, our expert teams have developed a Sustainability Programme.

The strategic areas of action reflect the three pillars of sustainable development – environmental, social, and economic – as set out in the Brundtland Report (1987), and are closely linked to Bechtle's business activities. Our perspective also extends to both the upstream and downstream value chains.

### ETHICAL BUSINESS PRACTICES are a matter of course.

We take responsibility for respecting human rights along our value chain.

#### Focal points

1. Supply chain sustainability
2. Compliance and anti-corruption
3. Social commitment

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

We foster a culture of fairness and respect for our employees. Our team is motivated, highly qualified and diverse.

#### Focal points

1. Employer attractiveness
2. Diversity and equal opportunity
3. Health and safety

### We embrace an 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

### We shape 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



This overview shows how the material topics identified for the 2024 reporting year, as well as the Sustainable Development Goals (SDGs), align with the four strategic areas of action:

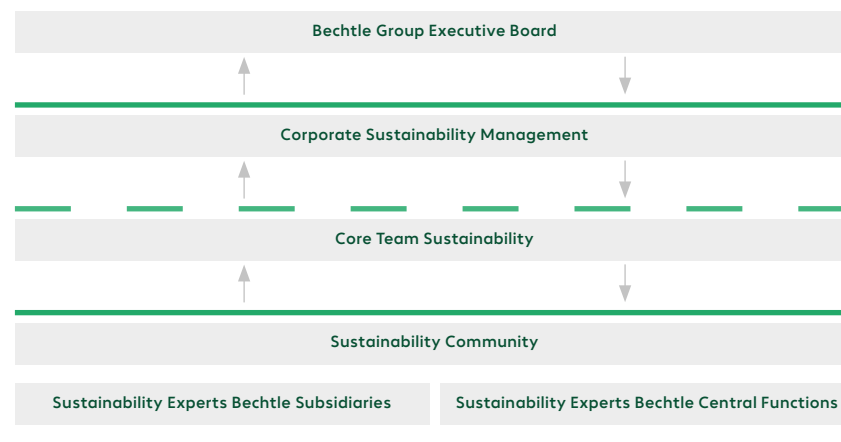
	Ethical business practices	Environment	People	Digital future
<b>RESULTS OF THE MATERIALITY ANALYSIS (COVERS THE ENTIRE VALUE CHAIN).</b>				
Climate change adaptation.	●	●		
Climate protection.	●	●		
Energy.		●		
Air, water and soil pollution.	●			
(Particularly) hazardous substances and microplastics.	●			
Resource inflows, including resource use.	●	●		
Resource outflows related to products and services.		●		●
Working conditions.	●		●	
Equal treatment and opportunity.			●	
Other labour-related rights in the supply chain.	●			
Consumer and/or end-user safety.				●
Corporate culture.	●		●	
Corruption and bribery.	●			

	Ethical business practices	Environment	People	Digital future
<b>SUSTAINABLE DEVELOPMENT GOALS.</b>				
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.	●			

## SUSTAINABILITY MANAGEMENT AT BECHTLE.

Corporate Sustainability Management is the central coordinating function within the Bechtle Group. Its responsibilities include implementing and continuously developing our Sustainability Strategy, while enhancing transparency and manageability as we navigate an increasingly complex external landscape. The department reports directly to a member of the Executive Board who oversees sustainability. Corporate Sustainability Management also works closely with other key departments, forming an agile core team responsible for sustainability activities. This is complemented by a Sustainability Community of around 150 regional sustainability managers, networked across some 120 Bechtle Group companies.

### Corporate Sustainability Management



## BECHTLE CLIMATE PROTECTION STRATEGY 2030/2050.

A company's long-term success depends not only on economic performance, but also on the responsible stewardship of nature and its resources. At Bechtle, we recognise that our business activities have a direct impact on the environment. That's why we attach great importance to climate action and environmental responsibility throughout our operations.

By optimising our business processes, we can reduce emissions, conserve resources, and minimise our impact on the climate. Our Climate Protection Strategy 2030 defines how we contribute to climate action and support adaptation to climate change. Adopted by the Executive Board, it includes SBTi-aligned short and long-term reduction targets and complements the Bechtle Sustainability Strategy 2030.



Bechtle's reduction targets are aligned with the Paris Agreement's 1.5°C goal and were validated by SBTi in 2025. Bechtle AG is committed to a 54.4 % reduction in absolute Scope 1 and Scope 2 greenhouse gas emissions by 2030, and to a 55 % reduction per €1,000 of value added in Scope 3 emissions from purchased goods and services (3.1) and the use of sold products (3.11), also by 2030. The baseline year for all targets is 2019.

In the long term, Bechtle aims to achieve net-zero emissions by 2050. This includes reducing Scope 1 and 2 emissions by 90 % and Scope 3.1 and 3.11 emissions by 97 % per €1,000 of value added. Any remaining emissions will be neutralised through credible carbon removal measures.

Our fleet of vehicles is among the largest contributors to our operational emissions, along with the energy required to run offices, warehouses, and data centres. In our upstream and downstream value chains, emissions are generated during production, transport, and the use of the products we sell. That's why our climate strategy focuses on the main sources of greenhouse gas emissions: mobility, energy, sourcing.

These are the key levers for decarbonisation at Bechtle:

#### **Energy.**

- Improve energy efficiency at our sites
- Source renewable energy

#### **Mobility.**

- Electrify our vehicle fleet
- Expand our charging infrastructure

#### **Sourcing.**

- Decarbonise the supply chain
- Promote energy efficiency and savings during product use



Energy consumption in Bechtle's buildings is a key lever for avoiding and reducing emissions. Our green building approach for the Bechtle Group, the use of renewable energy from external sources, in-house generation via photovoltaic and geothermal systems, and targeted energy efficiency measures are central to reducing Scope 2 emissions.

Proximity to our customers is a core part of our business model. For Bechtle's account managers, consultants, and IT service technicians, being mobile is essential to providing on-site support. As a result, our vehicle fleet accounts for a significant share of Bechtle's CO<sub>2</sub>e emissions.

Expanding e-mobility across the Bechtle Group is therefore the most effective lever for reducing Scope 1 emissions. Through our sustainable fleet strategy, Bechtle is gradually transitioning to eco-friendly vehicles and investing in the continued expansion of charging infrastructure at our sites.

For Scope 3 emissions, our efforts focus on purchased goods and services (3.1) and the use of sold products (3.11), which together account for the majority of our Scope 3 emissions. Key measures for achieving our Scope 3 reduction targets include close cooperation with suppliers on sustainability, pursuing a sustainable sourcing strategy, and implementing our Sustainability@Scale sales concept, which centres on a sustainable product portfolio. We also anticipate that the share of renewable energy in national power grids will increase, leading to further savings when the products we sell are in use.

# BECHTLE SUSTAINABILITY PROGRAMME.

**Bechtle has established a Sustainability Programme comprising concrete measures and objectives, each within a defined time frame. Using dedicated sustainability reporting software, we collect key performance indicators across the Bechtle Group and track programme objectives.**

This approach ensures transparency and clarity as we can quantify our progress, monitor it over time, and make targeted adjustments as needed.

The following pages provide a structured overview of the Sustainability Programme, organised by the four strategic areas of action. For each area, the material topics are linked to their respective objectives and mapped to the relevant SDGs.







## ETHICAL BUSINESS PRACTICES are a matter of course.

We take responsibility for respecting human rights along our value chain.



FOCAL POINT	2030 TARGET
<b>Supply chain sustainability</b>	We are committed to upholding human rights and environmental standards throughout our supply chain. We advocate for transparent sourcing processes and continue to expand sustainable supplier management.
<b>Compliance and anti-corruption</b>	We act with integrity and in compliance with legal requirements. Compliance and anti-corruption are paramount, which is why we actively minimise risks and expand preventive measures.
<b>Social commitment</b>	As part of our corporate social responsibility (CSR), we are a committed partner to social projects that align with our values.



## We embrace an 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
<b>Climate and energy</b>	Guided by the 1.5 °C target set out in the Paris Agreement, our strategy centres on reduction targets for direct and indirect carbon emissions throughout the value chain.
<b>Sustainable logistics</b>	We optimise our logistics processes and packaging solutions for customer deliveries with a focus on ecological efficiency, guided by the principles of reduction, reuse, recycling, and the use of renewable raw materials.
<b>Circular economy</b>	We embrace a circular approach, making responsible use of the resources embedded in IT hardware.



## The PEOPLE we work with drive our success.

We foster a culture of fairness and respect for our employees. Our team is motivated, highly qualified and diverse.



FOCAL POINT	2030 TARGET
<b>Employer attractiveness</b>	We are strengthening our position as one of the leading employers in the European IT industry. Our focus is on employee satisfaction, professional development, vocational training, leadership, and workplace culture at Bechtle.
<b>Diversity and equal opportunity</b>	We promote diversity within the company and continually strive for equal opportunity among our employees. Our focus is on age, social background, gender, and cognitive abilities as key aspects of diversity.
<b>Health and safety</b>	We continuously improve our strong standards in occupational health and safety, and strategically embed them throughout the Bechtle Group.



## We shape a sustainable DIGITAL FUTURE.

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



FOCAL POINT	2030 TARGET
<b>Sustainable in-house digitalisation</b>	As part of our IT strategy, we aim to make our enterprise architecture resource-efficient, effective, and user-friendly.
<b>Sustainable technologies, solutions and services</b>	We take an active role in our customers' sustainable digital transformation. In order to provide our customers with the best possible support to fulfil their corporate digital responsibility (CDR) and achieve their climate targets, we are working closely with our technology partners to broaden our portfolio of sustainable technologies, solutions and services.
<b>Information security and data protection</b>	We ensure the security of our data and that of our customers and partners. Information security and confidentiality are top priorities for us, in line with legal requirements.

## PUBLICATION AND CONTACT DETAILS.

### Publisher

Bechtle AG  
Bechtle Platz 1  
D-74172 Neckarsulm  
Phone +49 (0) 7132 981-0  
[sustainability@bechtle.com](mailto:sustainability@bechtle.com)  
[bechtle.com](https://bechtle.com)

### Contact

Corporate Sustainability Management,  
Bechtle AG

#### Veronika Gänsbauer

Chief Sustainability Manager –  
Environment & Controlling  
[veronika.gaensbauer@bechtle.com](mailto:veronika.gaensbauer@bechtle.com)

#### Dr Nicole Diehlmann

Chief Sustainability Manager –  
People & Communication  
[nicole.diehlmann@bechtle.com](mailto:nicole.diehlmann@bechtle.com)

#### Sophie Mändoki

Chief Sustainability Manager –  
Ethics & Digital Future  
[sophie.mandoki@bechtle.com](mailto:sophie.mandoki@bechtle.com)



[bechtle.com/sustainability](https://bechtle.com/sustainability)

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Corporate Sustainability Management,  
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Bechtle AG  
Bechtle Platz 1, D-74172 Neckarsulm

Phone +49 (0) 7132 981-0  
[sustainability@bechtle.com](mailto:sustainability@bechtle.com)  
[bechtle.com](https://bechtle.com)