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.
DEVELOPMENT OF THE BECHTLE SUSTAINABILITY STRATEGY.

Extensive benchmark and status-quo analyses 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, 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 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 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 and, in August, submitted to the Executive Board as a proposed strategy, 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. Bechtle has embraced this development and, among other things, created a new Sustainability Management department that reports directly to the CEO. 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”. At its centre are Sustainability Controlling anchored in Group Controlling, Vendor Management with a focus on sustainability, Green Logistics within Bechtle Logistik & Service, as well as Sustainability Communication rooted in Bechtle Corporate Communications. Other central units such as Human Resources and Accounting are also working closely with Sustainability Management. 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 100 regional sustainability officers that connects every one of the 100 Bechtle companies. In its role as the steering board for sustainability, the Executive Board convenes at least once a year and as and when a decision must be reached.
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.

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.

**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

**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 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

**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.**

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.

**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.
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. At the heart of the strategy lies the ambition to achieve climate neutrality i.e. net-zero carbon emissions, largely through reductive measures by 2030.
AVOIDANCE. REDUCTION. COMPENSATION.

The targets defined in the Climate Protection Strategy 2030 cover direct and indirect CO₂ emissions as well as upstream and downstream value chains and complement the Bechtle Sustainability Strategy 2030 with a three-pronged approach of avoidance, reduction and compensation. 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 and offsetting emissions through certified climate protection projects.

CO₂-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.

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

By this distinction, energy from fossil fuels used to heat Bechtle premises and CO₂ 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 CO₂ 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:

- 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

As a result of the materiality analysis, Bechtle has focussed its reductive measures on fundamental sources of CO₂ 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 CO₂ 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 60 per cent each, whereas scope 3 emissions are to be reduced by 30 per cent by 2030.

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, comparable and scientifically-based climate targets.

Source: GHG Protocol: Corporate Value Chain Accounting Reporting Standard, page 5
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 2022, there were 560 bays in operation, 139 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.

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. Cooperation with suppliers, a sustainable purchasing strategy plus a Green IT portfolio are crucial measures to achieve 30 per cent reductions in scope 3 emissions by 2030. 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.

An e-learning programme to raise awareness among employees has also been developed. In January 2023, slightly more than one third of all employees (4,580 colleagues) had already completed this course.

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 will report our non-financial key figures as an integrated part of the annual report.

Bechtle is a signatory of the UN Global Compact and the WIN Charta and regularly undergoes EcoVadis sustainability audits.
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.**

<table>
<thead>
<tr>
<th>FOCAL POINT</th>
<th>MATERIAL TOPIC</th>
<th>2030 TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supply chain sustainability</td>
<td>Labour and social standards along the supply chain</td>
<td>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.</td>
</tr>
<tr>
<td>Compliance and anti-corruption</td>
<td>Anti-corruption and anti-bribery</td>
<td>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.</td>
</tr>
<tr>
<td>Social commitment</td>
<td></td>
<td>Social commitment is part of our corporate responsibility and we actively support select social projects as a reliable partner.</td>
</tr>
</tbody>
</table>

**ACTION PLAN**

<table>
<thead>
<tr>
<th>TIME HORIZON</th>
<th>STATUS</th>
<th>ACTION PLAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>completed</td>
<td>→ Establish a process to systematically evaluate our direct suppliers and vendors with respect to ecological and social responsibility through enhanced supplier management and new auditing procedures.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>→ Professionalise CSR risk management according to the criteria of the German National Action Plan on Business and Human Rights (NAP). Subsequently develop a catalogue of actions designed to prevent and mitigate based on the results of the CSR risk analysis.</td>
</tr>
<tr>
<td>2023</td>
<td>started</td>
<td>→ Enhance our dialogue and collaboration with strategic vendor partners on mutual projects to drive environmental and social aspects along the supply chain.</td>
</tr>
<tr>
<td></td>
<td>continuous</td>
<td>→ Grow our portfolio of suppliers with those who consider social and environmental criteria in their supply chains.</td>
</tr>
<tr>
<td>2023</td>
<td>completed ahead of schedule</td>
<td>→ Introduce compliance training for all employees.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>→ Create a handbook on compliance.</td>
</tr>
<tr>
<td>2023</td>
<td>discarded</td>
<td>→ Professionalise due diligence procedures, including through certification according to DIN EN ISO 37301.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>→ Reframe our incident procedure (compliance hotline).</td>
</tr>
<tr>
<td>2023</td>
<td>started</td>
<td>→ Revise donation and sponsoring guidelines, including with the addition of digital education programmes. (Initial objective 2022)</td>
</tr>
<tr>
<td>2023</td>
<td>continuous</td>
<td>→ Promote employees’ social commitments.</td>
</tr>
<tr>
<td>2030</td>
<td>continuous</td>
<td>→ Initiate our own sustainability projects.</td>
</tr>
<tr>
<td>2030</td>
<td>continuous</td>
<td>→ Gradually extend our social outreach.</td>
</tr>
</tbody>
</table>
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.

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### FOCAL POINT

<table>
<thead>
<tr>
<th>Material Topic</th>
<th>2030 Target</th>
<th>Action Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Climate and energy</strong></td>
<td>Energy consumption and emissions</td>
<td>We will become carbon neutral in the areas we can influence through a three-pronged approach of avoidance, reduction and compensation.</td>
</tr>
<tr>
<td></td>
<td>Environmental standards along the supply chain</td>
<td></td>
</tr>
<tr>
<td><strong>Sustainable logistics</strong></td>
<td>Logistics and packaging</td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>Environmental standards along the supply chain</td>
<td></td>
</tr>
<tr>
<td><strong>Circular economy</strong></td>
<td>Environmental standards along the supply chain</td>
<td>We think recycling before disposal, making sustainable use of the resources that exist in our IT hardware.</td>
</tr>
</tbody>
</table>

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### Action Plan

<table>
<thead>
<tr>
<th>Time Horizon</th>
<th>Status</th>
</tr>
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<tbody>
<tr>
<td>2022</td>
<td>completed</td>
</tr>
<tr>
<td>2023</td>
<td>completed ahead of schedule</td>
</tr>
<tr>
<td>2025</td>
<td>started</td>
</tr>
<tr>
<td>2030</td>
<td>started</td>
</tr>
<tr>
<td>2030</td>
<td>continuous</td>
</tr>
<tr>
<td>2030</td>
<td>continuous</td>
</tr>
</tbody>
</table>

### Intralogistics:

- Collaborate with vendors to enable fulfilment using the Bechtle Box®: 2025, started
- Increase the share of recycled plastics in plastic packaging and wrappers: 2025, started
- Consolidate orders and increase the use of the Bechtle Box® for last mile delivery: 2030, started

### Distribution:

- Build a second logistics hub in Northern Germany: 2025, completed ahead of schedule
- Optimise space utilisation: 2025, started
- Expand our network of logistics partners with providers offering lower-emission transportation, e.g. green last-mile delivery with electric vehicles: 2030, continuous
- Roll out sustainable logistics concepts to other Bechtle Group warehouses: 2030, started

### Developing a group-wide circular economy concept for IT hardware:

- Initial objective 2022: 2022, completed
- Implementing a group-wide circular economy concept for IT hardware: 2025, started
We embody fairness and value our business partners—and employees. Our team is motivated, highly qualified and diverse.

FOCAL POINT MATERIAL TOPIC 2030 TARGET ACTION PLAN TIME HORIZON STATUS

Employer attractiveness Employer attractiveness People development 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 percent.

Implement the employer value proposition and the Work@Bechtle concept.

2022 completed

Following project planning completed in 2022: Implementing of internal career paths with a focus on expert careers and leasdership development, programme for career jumpers etc.

2025 started

Continue to conduct local, biannual employee satisfaction surveys and translate results into concrete measures.

2030 continuous

Continue our leadership initiative, including dedicated training opportunities.

2030 continuous

Continue to develop the Bechtle Academy offering, including virtual and non-German training opportunities.

2030 continuous

Attract young people with a target group-specific approach and expand co-operations with schools and universities.

2030 started

Increasing the training quota in Germany to 10 percent.

2030 started

Develop a shared Gender Diversity 2022 roadmap across People Development, Human Resources and Corporate Communications and deduct concrete measures.

2022 completed

Analyse the status quo of diversity within the Bechtle Group and define KPIs to make it trackable. (initial objective 2022)

2024 started

Analyse the diversity categories defined by the Charta der Vielfalt that relate to Bechtle and deduce appropriate measures. (initial objective 2022)

2024 started

Implementation of the measures derived from the Roadmap Gender Diversity 2022. Measures and development of new goals. (new measure)

2025 started

Continually add to Bechtle Corporate Health Management’s group-wide offerings and develop a strategic, group-wide approach.

2023 started

Continue to standardise our occupational health and safety protocols and enable an exchange on health-related topics across sites.

2030 continuous

Diversity and equal opportunity Diversity and equal opportunity Employer attractiveness People development We promote diversity within the group and continually strive for equality among our employees, putting gender diversity in the spotlight.

We are increasing our vocational trainee ratio in Germany to 10 percent.

Analyse the diversity categories defined by the Charta der Vielfalt that relate to Bechtle and deduce appropriate measures. (initial objective 2022)

2024 started

Implementation of the measures derived from the Roadmap Gender Diversity 2022. Measures and development of new goals. (new measure)

2025 started

Continually add to Bechtle Corporate Health Management’s group-wide offerings and develop a strategic, group-wide approach.

2023 started

Continue to standardise our occupational health and safety protocols and enable an exchange on health-related topics across sites.

2030 continuous

Health and Safety Occupational health and safety Employer attractiveness We are continually optimising our good work in the field of occupational health and safety, strategically anchoring them within the Bechtle Group.

We are increasing our vocational trainee ratio in Germany to 10 percent.

Continually add to Bechtle Corporate Health Management’s group-wide offerings and develop a strategic, group-wide approach.

2023 started

Continue to standardise our occupational health and safety protocols and enable an exchange on health-related topics across sites.

2030 continuous
We shape a sustainable DIGITAL FUTURE.

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

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<th>ACTION PLAN</th>
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<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainable in-house digitalisation</td>
<td>Energy-efficient IT</td>
<td>Within the scope of our IT strategy, we are pursuing the goal of making our enterprise architecture resource-saving, efficient and user-friendly.</td>
<td>→ Establish criteria for a sustainable enterprise architecture that will become the cornerstone of our IT strategy.</td>
<td>2022</td>
<td>completed</td>
</tr>
<tr>
<td>Sustainable Technologies, Solutions and Services</td>
<td>Energy-efficient IT</td>
<td>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.</td>
<td>→ Plan 30 per cent of in-house IT projects taking sustainability criteria into account.</td>
<td>2023</td>
<td>started</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ Application and IT retirement – Identify and decommission systems that lead to process overlaps and unacceptable redundancies.</td>
<td>2030</td>
<td>continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ Use 100% renewable energy in our data centres. (new measure)</td>
<td>2030</td>
<td>started</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ PUE value in our data centres of less than 1.3. (new measure)</td>
<td>2030</td>
<td>started</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ Provide awareness training to employees regarding our portfolio of sustainable products.</td>
<td>2023</td>
<td>started</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ Develop an in-house training programme to become a Digital Sustainability Consultant.</td>
<td>2023</td>
<td>started</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ Continue to grow our portfolio of hardware, software, on-prem and cloud solutions, and services for customers through the addition of new, sustainable products and vendors.</td>
<td>2030</td>
<td>started</td>
</tr>
<tr>
<td>Information security and data protection</td>
<td>Information security and data protection</td>
<td>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.</td>
<td>→ Optimise our already high levels of information security and data protection. Grew the number of DIN EN ISO 27001 and TISAX-certified companies within the Bechtle Group.</td>
<td>2030</td>
<td>continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>→ Analyse security-critical components as part of our Service Lifecycle Management.</td>
<td>2030</td>
<td>continuous</td>
</tr>
</tbody>
</table>
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