



## Whistleblower system

Bechtle sets great store in ethical and lawful conduct. It is especially important, therefore, to increase awareness among employees and partners of their social and environmental obligations.

In our efforts to continuously improve compliance-relevant parameters along our supply chain, the support of our suppliers is indispensable. In order to identify deficiencies early on, we call on our business partners, as well as other stakeholders and third parties to inform Bechtle of any breaches of Bechtle or Supplier Codes of Conduct, as well as any occurrences that may put human rights or the environment directly at risk. This applies in particular to risks and breaches within the domain of the supplier's upstream suppliers and agents.

To this end, we are providing a whistleblower system to ensure anonymous, secure and confidential communication with the investigative team of Bechtle's Compliance Board comprising a committee made up of HR, Sustainability Management, Risk Management, Logistics and Service. The qualified experts of these Bechtle AG central divisions handle remediation and follow-up measures while also carrying out risk analyses and management.

We would like to encourage all employees, business partners and third parties to report any violations of statutory regulations or internal policies even if they are only suspected and made in good faith. These reports can be made using your own name or anonymously.

A special process is in place for whistleblowers and both Bechtle and external parties can confidentially report violations to the Compliance Board via a telephone hotline or to a special e-mail account.

**Any reports of human rights violations and negative impacts on the environment caused by or in the context of Bechtle's business activities can be made in confidentiality to the following e-mail address and telephone number:**

- **Phone: +49 7132 981-4555**
- **E-mail: [complianceboard@bechtle.com](mailto:complianceboard@bechtle.com)**

**Leads can be submitted in English and German.**

We will investigate every submitted lead, taking particular care to make sure whistleblowers do not need to fear reprisals or other disadvantages as a result of using the whistleblower system.

The sender will receive confirmation of receipt if the lead is submitted via e-mail or post and the whistleblower will be informed of any follow-up measures within three months at the latest. If an anonymous lead is submitted, no steps will be taken to try to ascertain the identity of the sender.

The Compliance Board shall document all reports received as well as any resulting internal investigations and, if required, the involvement of the authorities. These documents shall remain confidential.

Authorities such as the police, prosecutors and/or supervisory authorities shall be brought in if deemed necessary after the facts have been verified.

There shall be no consequences for those who have reported violations in good faith. This applies subject to contrary legal requirements (e.g. Section 125 Para. 1 Sentence 1 No. 3 of the German Act Against Restraints of Competition (self-cleaning)). Whistleblowers can report violations to both internal and external bodies including the central reporting office of the Federal Office of Justice, the German Federal Financial Supervisory Authority, the Federal Cartel Office and the reporting offices of the European institutions (OLAF, ESMA).

**Contact for queries:**

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