

Bechtle **ESG** **Factbook** 2025.

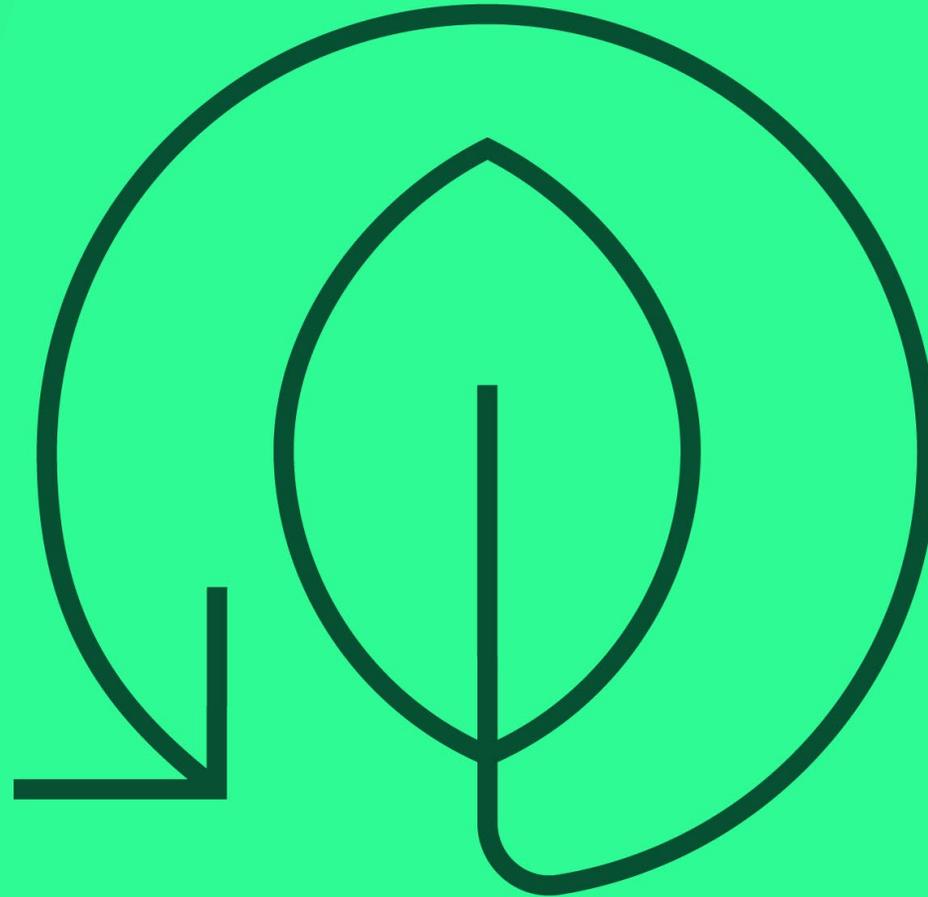


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Sustainability at Bechtle.

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Commitments and transparency.



01

Annual reporting

according to international
ESRS standards

02

EcoVadis 2025

Gold rating

03

Signatory to
the **Charta der
Vielfalt**

04

Signatory to
the **UN Global
Compact**

05

SBTi **validated
net-zero climate
protection**
targets up to 2050

Sustainability development at Bechtle.

2011	2015	2019	2021	2022	2023	2024	2025
Foundation of the Sustainability Committee	First Sustainability Report	Reporting based on GRI standards	Implementation of sustainability organisation	Bechtle Climate Protection Strategy 2030	Integrated Annual Report	Annual Report in line with ESRS	Validated SBTi near-term and net-zero targets
Sustainability Code			Bechtle Sustainability Strategy 2030		SBTi commitment	Diversity Strategy	Sourcing Strategy and Sales concept



Bechtle Sustainability Strategy 2030.

Four strategic areas of action.



ETHICAL BUSINESS PRACTICES
are a matter of course.

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



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.



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.



We shape a sustainable DIGITAL FUTURE.

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

Strategic area of action – Ethical Business Practices.

Our Vision.

Ethical business practices are a matter of course. We take responsibility for respecting human rights along our value chain.

In this strategic action area, we focus on governance issues relating to sustainability and social responsibility. We apply strict due diligence—not only at Bechtle, but throughout our supply chain—and ensure transparent, fair business processes as well as ethical and lawful conduct. This builds trust and reflects our corporate responsibility.

Our focal points within this action area are:

- Supply chain sustainability
- Compliance and anti-corruption
- Social commitment

Social Development Goals.

The following SDGs apply to our action areas for ethical business practices:



Strategic area of action – Environment.

Our Vision.

We embrace an environmental approach in everything we do and operate in harmony with our environment to conserve our climate and resources into the future.

In this action area, we look closely at how our activities affect the climate and the wider environment. This includes our own carbon footprint as well as that of the IT hardware products we sell. In logistics, we place particular emphasis on conserving resources and eco-friendly packaging and Bechtle Circular IT provides remarketing and lifecycle-management services for customer IT.

Our focal points within this action area are:

- Climate and energy
- Sustainable logistics
- Circular economy

Social Development Goals.

The following UN SDGs apply to our action area for the environment:



Strategic area of action – People.

Our Vision.

The people we work with drive our success. We foster a culture of fairness and respect for our employees.

Our employees' commitment and expertise are key to Bechtle's success. To attract and retain top talent, we provide a respectful, supportive environment where people feel valued and can thrive. We also offer extensive training and development opportunities to foster professional expertise and personal development.

As a future-focused employer, we offer entrepreneurial freedom alongside clear goals, strong teamwork and flat hierarchies that enable employees to assume meaningful responsibility from the start. Bechtle AG is consistently certified as a Top Employer.

Our focal points within this action area are:

- Employer attractiveness
- Diversity and equal opportunity
- Health and safety

Social Development Goals.

The following SDGs apply to our action area for people:



Strategic action area – Digital Future.

Our Vision.

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

Sustainable digitalisation sharpens our competitive edge while helping our customers achieve their climate and transformation goals. Our IT department has established sustainability standards for Bechtle's own IT infrastructure, streamlined processes and improved energy efficiency—reducing CO₂ emissions. In addition, information security and data protection are integral to digitalisation and remain key priorities for Bechtle and our customers.

Our focal points within this action area are:

- Sustainable in-house digitalisation
- Sustainable technologies, solutions and services
- Information security and data protection

Social Development Goals.

The following SDGs applies to our action areas for a digital future:



Corporate Sustainability Management.

- Corporate Sustainability Management is the central coordinating function for all things sustainability within the Bechtle Group. Its responsibilities include:
 - implementing and continuously developing our Sustainability Strategy, incl. Climate and Diversity Strategies
 - sustainability reporting in the Annual Report in line with ESRS
 - sustainability controlling
 - supporting Bechtle companies and specialist departments on internal and external sustainability matters
- Corporate Sustainability Management reports directly to the Executive Board.
- Corporate Sustainability Management also works closely with other key departments, forming a core team
- A Sustainability Community of around 150 regional sustainability managers and specialist departments promote networking across all Bechtle Group companies.



Sustainability Programme: Ethical Business Practices.

Focal point	Action plan	Time horizon	Status
Supply chain sustainability	Develop a list of actions for prevention and remedy purposes base the results of the CSR risk analysis	2025	finished
	Conduct supplier development meetings	2026	started
	Enhance our dialogue and collaboration with strategic vendor partners on mutual projects to drive environmental and social aspects along the supply chain.	2030	ongoing
	Development of a sustainable procurement strategy.	2025	finished
	Introduction of dialogue formats taking into account the needs of stakeholders from the upstream value chain	2026	started
Compliance and anti-corruption	Expansion of the training programme for selected groups	2026	started
Social commitment	Support of the social commitment of our labour force	2030	ongoing
	Initiating own sustainable projects	2030	ongoing
	Successive expansion of the social commitment	2030	ongoing

Sustainability Programme: Environment.

Focal point	Action plan	Time horizon	Status
Climate and energy	Development of SBTi-compliant climate targets (near-term and long-term) and a climate transition plan (near-term and long-term)	2025	finished
	Monitoring of the neutralisation strategy and implementation with qualitative neutralisation partners	2050	started
	Action management for the Climate Action Transition Plan	2030	ongoing
	Gradual conversion of further Bechtle Group locations to 100 % green electricity	2030	ongoing
	Gradually expand the company fleet with all-electric and hybrid vehicles and further expansion of the very high level of the charging infrastructure.	2030	ongoing
Sustainable logistics	Consolidating orders and making greater use of the Bechtle Box for transport to customers, whilst optimising the volume of goods shipped	2030	ongoing
	Reducing resource consumption in packaging	2030	ongoing
	Implement the sustainable logistics policy in further warehouses of the Bechtle Group (multi-warehouse strategy)	2030	ongoing
Circular economy	Preparation and further development of a centralised circular economy concept in the context of Bechtle Circular IT.	2025	finished
	Development of the sales-side application of the circular economy concept in the context of sustainability.	2026	started

Sustainability Programme: People.

Focal point	Action plan	Time horizon	Status
Employer attractiveness	Development of a HR strategy	2025	finished
	Implementation of internal career paths such as expert careers, leadership development, specific programme for career jumpers, among others	2025	finished
	Continuation of the programmes for internal career paths.	2030	ongoing
	Continuation of the decentralised employee satisfaction survey in the company	2030	ongoing
	Continuation of the leadership initiative, including through training sessions	2030	ongoing
	Continuous quality assurance of the Bechtle Academy programme	2030	ongoing
	Addressing young people in a target group-specific manner	2025	finished
Diversity and equal opportunity	Development of "trusted persons" approach and implementation of a pilot project	2030	ongoing
	Implementation of "trusted persons" within the Bechtle Group	2026	started
	Implementation of short-term diversity actions	2030	started
	Development of medium-term diversity actions	2023	ongoing
	Development of a concept for Diversity Ambassadors and implementation of a pilot project	2030	ongoing
Health and safety	Continuous expansion of the group-wide occupational health management programme	2030	ongoing
	Further standardisation of our occupational health and safety protocols and fostering exchange on health-related topics across sites	2030	ongoing

Sustainability Programme: Digital Future.

Focal point	Action plan	Time horizon	Status
Sustainable in-house digitalisation	Application and IT retirement: Identify and disassemble systems that cause process overlaps and unnecessary redundancies	2030	ongoing
	Use of 100 % renewable energy in our data centres	2030	ongoing
	PUE value in our data centres of less than 1.3	2030	ongoing
Sustainable technologies, solutions and services	Develop and implement a learning path for the topic of sustainability	2026	started
	Filter options from products in Bechtle Shop expand	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
Data security and protection	Expand the high level in the field of IT security and data protection, grow the number of DIN EN ISO 27001 and TISAX®-certified companies within the Bechtle Group.	2030	ongoing
	Development of an information security strategy	2025	finished
	Analyse security-critical components as part of our Service Life Cycle Management.	2030	ongoing

Brief overview of material impacts, risks and opportunities under ESRS.

	Environment					Social affairs				Governance
	E1 – Climate change	E2 – Pollution	E3 – Water and marine resources	E4 – Biodiversity and ecosystems	E5 – Circular economy	S1 – Own workforce	S2 – Workers in the value chain	S3 – Affected communities	S4 – Consumers and end-users	G1 – Business conduct
Impact	Climate mitigation and adaptation Upstream and own GHG emissions in raw material extraction and production Energy Upstream, own and downstream GHG emissions	Pollution to air, water and soil Upstream and downstream raw material extraction, transport, production and disposal Substances of concern and microplastics Upstream in production	No material impacts	No material impacts	Resource inflows and use Upstream negative environmental impacts in raw material extraction Resource outflows and use Negative environmental impacts in our own business area and recycling	Working conditions Health and safety	Working conditions and rights Upstream value chain: Risk to well-being/health of workers and child labour in raw material extraction and production	No material impacts	No material impacts	No material impacts
Risk	Competitive disadvantages/ loss of revenue	No material financial risks	No material financial risks	No material financial risks	No material financial risks	Reputational damage Loss of customers Market value and financing	No material financial risks	No material financial risks	No material financial risks	Risk to market value and financing
Opportunity	No material financial opportunities	No material financial opportunities	No material financial opportunities	No material financial opportunities	Competitive advantage and image boost	No material financial opportunities	No material financial opportunities	No material financial opportunities	Competitive advantage, market share expansion and revenue growth	No material financial opportunities

Sustainable sales concept – Sustainability@Scale.

As part of the Digital Future” strategic area of action, our focus on sustainable IT technologies, solutions and services is centred on continuously developing our portfolio to support customers on their path towards greater sustainability.

- To this end, in 2025 we introduced Sustainability@Scale—a sustainable sales concept designed to drive this development.
- The concept is based on four central action areas:
 - Expanding our sustainable portfolio
 - Communication and capability building
 - Sales enablement and scaling
 - Securing long-term resilience



Expanding our sustainable portfolio.

Building a structured, transparent and future-oriented portfolio of sustainable IT technologies, solutions and services.



Communication and capability building.

Enabling sales employees to develop an understanding of sustainability in IT and communicate it credibly.



Sales enablement and scaling.

Embedding sustainability into the sales process and scaling it systematically across the organisation.



Securing long-term resilience.

Leveraging sustainability as a driver of innovation and securing Bechtle’s long-term competitiveness.

Sustainable product portfolio within Sustainability@Scale.

Our sustainable product portfolio is continuously being developed and, as of March 2026, is structured around three pillars:

End-user equipment and hardware, IT services and infrastructure and smart solutions

End user equipment & hardware.

- Sustainable IT hardware
- IT leasing and emission reduction
- CO₂ footprint calculation
- Bechtle Circular IT
- Repair service
- Bechtle CO₂-Conscious IT

IT services and infrastructure.

- Sustainable logistics and value-added services
- Energy efficient data centres
- Resilience through open source and digital sovereignty
- ESG software (data management)
- Carbon-neutral IT

Smart solutions.

- Smart City solutions
- Internet of Things (e.g. Smart Building solutions)

Bechtle Cyber Security – Holistic protection for your business.

In the “Digital Future” strategic area of action, our focus on information security and data protection is centred on safeguarding both our own IT and, above all, our customers’ systems from cybercrime, data breaches and the wider risks of today’s digital environment.

- With more than 800 certified experts across Europe, Bechtle offers its customers end-to-end security: from product sourcing and consulting to professional services and managed security services. The portfolio also includes services in the area of governance, risk and compliance, in line with European cyber regulations such as NIS2, DORA, the AI Act, the Data Act and the CRA.
- Our approach combines prevention, detection and response to ensure digital infrastructures are reliably protected.
- Bechtle works with more than 50 vendor partners and holds the highest partner status with the market leaders.
- Bechtle is also a certified APT Response Service Provider recognised by the German Federal Office for Information Security (BSI).

20 SECURITY COMPETENCE CENTRES in DACH



30+ security teams in DACH, Benelux, France, Italy, Spain and the UK

Environment.

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Bechtel Climate Protection Strategy 2030/2050.

The Climate Protection Strategy complements the Bechtel Sustainability Strategy 2030.

- By optimising our business processes, we can reduce emissions, conserve resources, and minimise our impact on the climate.
- The Climate Strategy 2030/2050 defines our SBTi-validated climate targets and key levers for reducing carbon emissions.
- Approved by the Executive Board.
- 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.

Carbon-reduction measures.

Our climate strategy focuses on the main sources of greenhouse gas emissions:

Energy:

- Improve energy efficiency at our sites
- Source green energy

Mobility:

- Electrify our vehicle fleet
- Expand our charging infrastructure

Sourcing:

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

Science Based Targets initiative (SBTi)- validated reduction targets.



Near-term goals until 2030:

-54.4%

Near-term: 2030

- We are committed to reducing absolute greenhouse gas emissions across **Scope 1 and 2** by 54.4% by 2030. The baseline year is 2019.

-55%

Near-term: 2030

- We are also committed 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) by 2030. The baseline year is 2019.

Long-term net-zero targets until 2050:

-90%

Net zero: 2050

- We are committed to reducing **Scope 1 and 2** emissions by 90% by 2050. The baseline year is 2019.

-97%

Net zero: 2050

- We are also committed to a 97% 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) by 2050. The baseline year is 2019.

SBTi target setting as part of the Bechtle climate protection strategy 2030/20505.

SBTi target setting as part of the Bechtle climate protection strategy 2030/2050⁵

Emission category in tCO ₂ e	Base year 2019 ⁴	Looking back		change in % 2025/2024	Milestone 2025	Target year 2030	Reduction in % 2030/2019	Target year 2050	Reduction in % 2050/2019
		2024 ⁴	Reporting period 2025						
Scope 1	24,394	18,123	16,345 ¹	-10	n/a	13,125	-46	3,487	
Scope 2	10,828	2,826	2,954 ¹	5	n/a	2,930	-73	35	
Scope 1 & 2	35,223	20,949	19,299¹	-8	n/a	16,055	-54.4²	3,522	-90²
Scope 3.1 and 3.11 Intensity tCO₂e/value added	1.696	1.075	1.010	-6	n/a	0.763	-55²	0.051	-97²
Scope 3.1	1,578,658	1,615,704	1,706,392	6	n/a	1,536,878		271,793	
Scope 3.3	7,404	6,435	5,979 ¹	-7	n/a	³		³	
Scope 3.4	44,367	50,695	52,419	3	n/a	³		³	
Scope 3.5	116	94	97 ¹	3	n/a	³		³	
Scope 3.6	9,673	10,909	11,083	2	n/a	³		³	
Scope 3.7	10,969	12,055	11,185	-7	n/a	³		³	
Scope 3.9	4,984	3,281	3,194	-3	n/a	³		³	
Scope 3.11	484,930	422,872	300,750	-29	n/a	402,551		71,190	
Scope 3.12	431	295	279	-5	n/a	³		³	

1 Forecast values 2025 based on FTE development

2 SBTi target as part of the Bechtle Climate Protection Strategy 2030, combined target for Scope 1 & 2

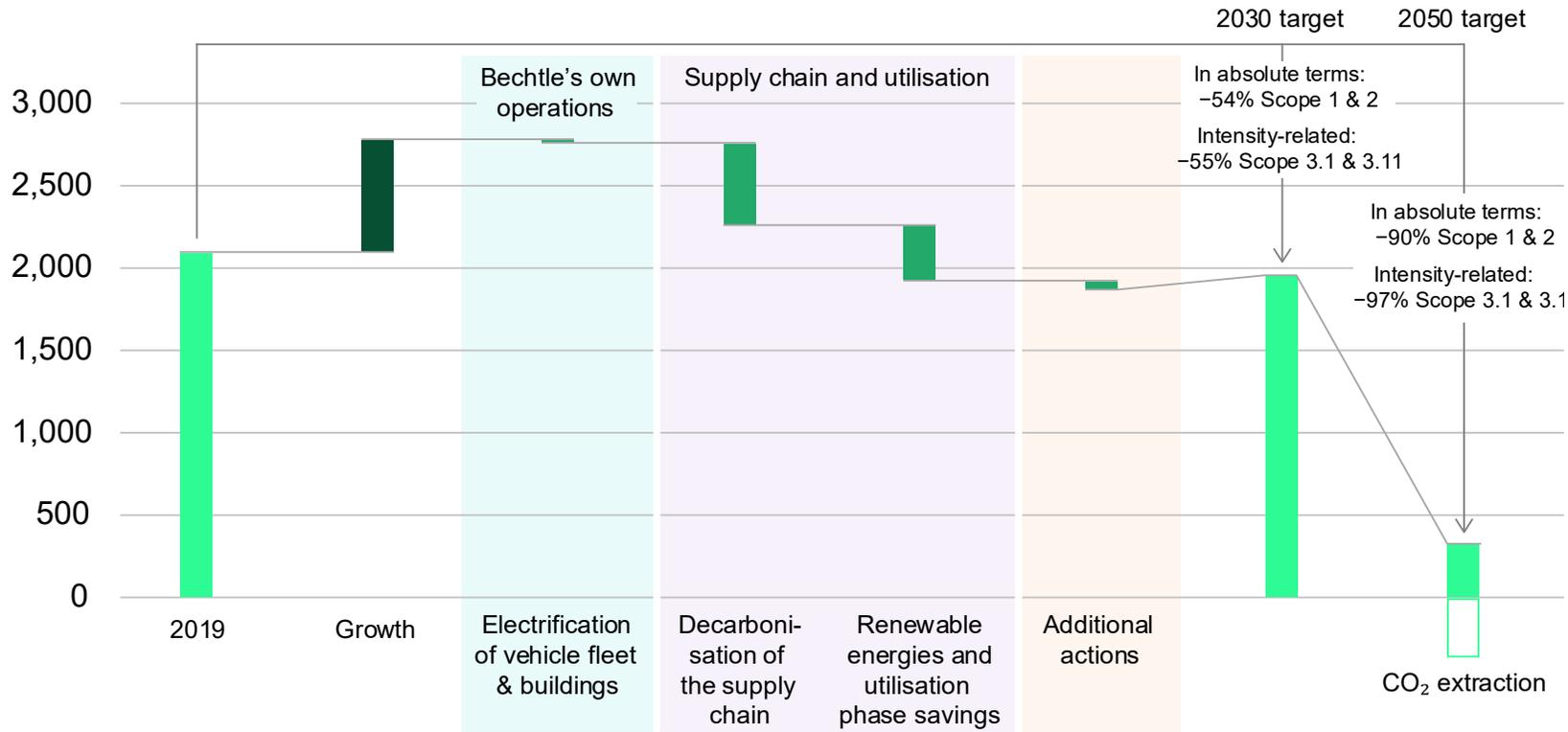
3 No target value for target year 2030 and 2050

4 2024 data and previous years, including the base year 2019, have been adjusted because emissions were recalculated due to new acquisitions that exceeded the significance threshold. The increase is described in the section Notes on the calculation of emissions. In addition, the prior-year value for 2024 has changed due to the replacement of the 2024 forecast values with actual 2024 data

5 Note: Values rounded to whole numbers

See the next slide for the climate action transition plan

Climate Action Transitionplan.



- The climate action transition plan complies with the ESRS requirements.
- The reduction targets are distributed across the emission categories along the value chain in accordance with the GHG.
- They are consistent with the 1.5 °C target of the Paris Agreement and were validated by the SBTi in 2025. The figures relate to a cross-sectoral emissions pathway.
- The base year for comparison is 2019.
- The absolute reference target value for the target year 2030 is derived from the target calculation using the Absolute Contraction Approach (ACA) in accordance with the SBTi for Scopes 1 and 2. To this end, emissions in the base year 2019 are multiplied by the target reduction in per cent in accordance with the 1.5°C scenario, taking into account possible FLA adjustments. The reference target value for Scope 3.1 and 3.11 follows the SBTi’s economic intensity targets approach.

➤ The figures are partly based on estimates, projections and assumptions. The growth figures cover the period from 2019 to 2030.

Decarbonisation levers and actions.

Emissions category	Decarbonisation levers	Concept	Group-wide actions	Status	Interim result	OpEx/CapEx
Scope 1 vehicle fleet	Electrification of vehicle fleet	Sustainable fleet strategy	Increasing the share of alternative drives	Ongoing	As of 31 December 2025, 34 per cent of the almost 5,800 vehicles were already fully electric.	Reference to EU taxonomy
			Expansion of the charging infrastructure	Ongoing	Around 1,000 charging points at 61 locations in D, AT, CH (Q4 2025).	Not significant
Scope 2 energy	Increasing energy efficiency and supplying green energy	Sustainable property policy	Data centres with green electricity	Implemented		Not significant
			Increasing energy efficiency at the locations	Ongoing		Reference to EU taxonomy
			Self-supply of electricity through expansion of PV and geothermal energy	Ongoing	55 per cent electricity from renewable sources (as of 2024)	Not significant
			Framework agreement D	Purchase of green electricity in Germany	Almost finalised	Not significant
			Purchase of green electricity group-wide	In preparation		
Scope 3.1	Decarbonisation of the value chain		Manufacturers' emission reduction targets for lower-emission products*	Ongoing		
		Sustainable procurement strategy	Close co-operation with manufacturers for CO ₂ data transparency as the basis for lower-emission portfolio selection	In preparation		
		Sustainable sales concept Sustainability@Scale	Sustainable IT portfolio (lower product emissions)	In preparation		
		Circular economy concept hardware	Circular IT - Increase refurbishment	Ongoing		
Scope 3.11	Energy efficiency and savings in the utilisation phase	Sustainable sales concept Sustainability@Scale	Sustainable IT portfolio (energy efficiency, service life extension)	In preparation		
			Product leasing from Bechtle	Ongoing		
			IT-as-a-Service			
		Sustainable procurement strategy	Manufacturers' energy efficiency targets*	Ongoing		
			Decarbonisation of the electricity mix in the use phase*	Ongoing		

*External actions cannot be directly influenced by Bechtle

CO₂ emissions: Scope 1 and 2.

CO₂ emissions Scope 1 and 2³ in tonnes CO₂e

	2025 ¹	2024 ²	2023 ²	2022 ²	2021 ²	2020 ²	2019 ²
Emissions Scope 1	16,345	18,123	19,560	19,515	16,622	18,198	24,394
Scope 2 emissions (market-based)	2,954	2,826	3,587	5,603	7,416	9,164	10,828
Emissions Scope 2 (location-based)	7,719	7,396	7,421	8,171	8,404	8,056	9,177
Total emissions Scope 1 & 2 (market-based)	19,299	20,949	23,148	25,118	24,038	27,361	35,223
Total emissions Scope 1 & 2 (location-based)	24,065	25,519	26,982	27,686	25,026	26,254	33,571

1 Forecast values 2025 based on FTE development

2 2024 data and previous years, including the base year 2019, have been adjusted because emissions were recalculated due to new acquisitions that exceeded the significance threshold. The increase is described in the section Notes on the calculation of emissions. In addition, the prior-year value for 2024 has changed due to the replacement of the 2024 forecast values with actual 2024 data

3 Note: Values rounded to whole numbers

- We gather our energy data each year for sustainability reporting,
- and the calculations follow the requirements of the Greenhouse Gas Protocol (GHG). 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.
- A consumption-based approach using primary data is applied for Scope 1 and 2. Emissions are calculated using the available consumption data together with the emission factors of DEFRA (Department for Environment, Food & Rural Affairs, UK) and the AIB (European Residual Mix, Association of Issuing Bodies).

Energy consumption and mix.

Energy consumption and energy mix⁴ in MWh

	2025	2024 ^{2,3}	2023 ²	2022 ²	2021 ²	2020 ²	2019 ²
Consumption of combustibles Heating resources	11,216 ¹	10,713	11,982	11,903	11,869	10,772	10,377
Consumption of combustibles Fuel	55,827	62,562	63,826	61,348	50,706	54,708	73,455
Energy consumption of electricity – Share of renewable supply	% 55 ¹	55	55	45	43	n/a	n/a
Energy consumption of electricity and district heating from renewable sources	16,317 ¹	15,679	13,474	10,800	11,330	5,434	2,664
Energy consumption electricity and district heating from non-renewable sources (including fossil, nuclear)	15,568 ¹	14,776	12,727	14,386	14,575	19,768	22,331
Consumption of self-generated renewable energy	1,300 ¹	1,242	1,021	1,341	1,138	684	n/a
Total energy consumption from fossil and nuclear sources	82,612 ¹	88,051	88,536	87,637	77,150	85,248	106,163
Total energy consumption from renewable sources	17,617 ¹	16,921	14,495	12,141	12,469	6,118	2,664
Total energy consumption	100,229¹	104,973	103,031	99,778	89,619	91,366	108,827

1 Forecast values 2025 based on FTE development

2 Retroactive update of values until 2019 due to re-categorisation according to ESRS

3 Adjustment of the prior year values for 2024 due to the replacement of the 2024 forecast values with actual 2024 data. This results in an increase in total energy consumption of 4,372 MWh

4 Note: Values rounded to whole numbers

- Electricity generated from renewable sources amounted to 55% in 2024. The same proportion is expected in 2025.
- At the Neckarsulm headquarters, around 50% of district heating is sourced from renewable energy.
- Total energy consumption from fossil and nuclear sources covers electricity (excluding renewable electricity), fuels, heating energy and district heating at sites other than the headquarters. The table below summarises the energy consumption figures.

Environment.

Renewable energy.

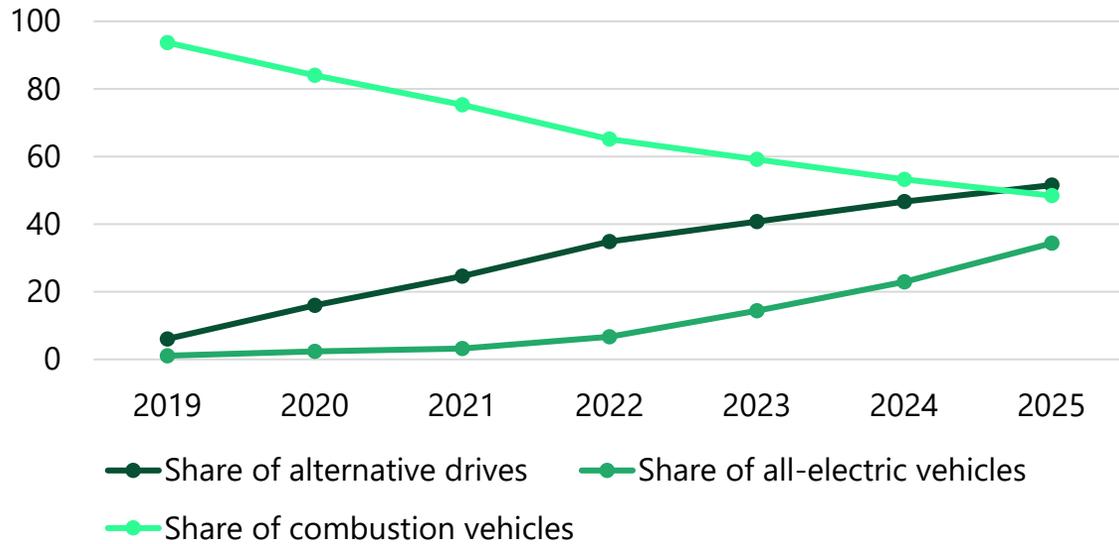
- Bechtle is committed to increasing the share of renewable energy in its total consumption and, wherever possible, generating it itself.
- To this end, we have installed photovoltaic and geothermal systems on and under newly constructed buildings at various Bechtle Group sites, with the largest such facilities generating power at our headquarters in Neckarsulm.
- At the same time, Bechtle is driving the gradual transition to sourcing 100 per cent renewable electricity.
- By 2024, 40,3 per cent of locations had already switched to renewable energy. The corporate headquarters in Neckarsulm has been covering its electricity needs entirely with renewable power since 2021.
- In total, the Bechtle Group had 10,526 solar panels installed on its company roofs in 2024. In 2023, the figure was 10,026, and in 2022, 8,942.

Photo: Bechtle



Sustainable vehicle fleet strategy.

Vehicle Fleet development



Vehicle fleet as of 31. December

		2025	2024	2023
Total number of vehicles		5,788	5,610	5,249
Share of alternative drives	%	52	47	41
Share of all-electric vehicles	%	34	23	14

Cars:

- In 2025, the group’s fleet comprised 5,249 vehicles, including 4,284 in Germany alone. As of 31 December 2025, 40.8 per cent of all company cars across the Bechtel Group were plug-in hybrids or fully electric vehicles.
- Compared to the previous year, the share of electric vehicles across the group has more than doubled to 14.4 per cent.
- By 2025, there were also 1,500 company bicycles in use across the group as part of a leasing scheme for employees.

Charging infrastructure:

- By the end of 2025, Bechtel surpassed the milestone of 1,000 charging points for electric vehicles at its sites across the DACH region. The current total represents a tenfold increase in the charging infrastructure installed compared with 2020.
- We now offers workplace charging for hybrid and fully electric vehicles at 61 locations in Germany, Austria and Switzerland, supporting its sustainable fleet strategy and making low-emission mobility more accessible to employees.

Sustainable headquarters.

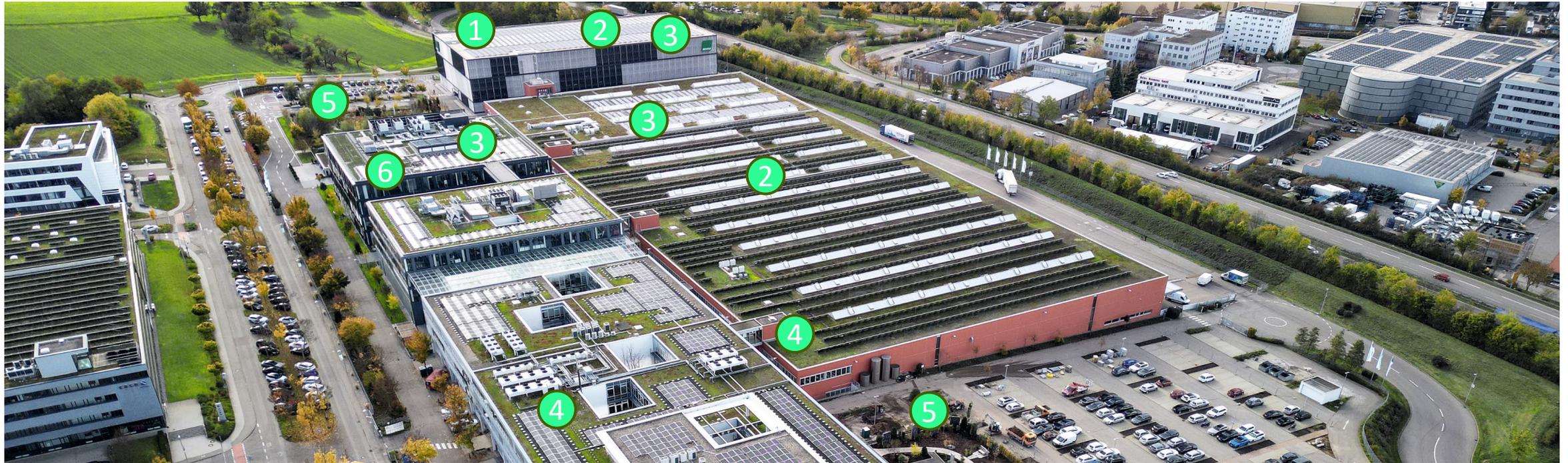


Photo: Bechtle

1 Car park.

Sixteen levels offering 1,574 parking spaces and 155 charging stations. A further 21 charging stations are available on additional parking areas.

2 Solar energy.

7,003 solar panels installed across 11,419 m² generate electricity with a capacity of 1,876 kilowatt peak.

3 Geothermal energy.

261 geothermal probes produce 788 kilowatts of energy per year.

4 Green roof.

The green roof provides insulation against heat and cold while offering a habitat for insects and birds.

5 Green space.

A 7,500 m² landscaped area invites employees to take breaks or work outdoors in the Bechtle Garden.

6 Building technology.

Chillers and heat pumps operating with natural refrigerant.

CO₂ emissions. Key Scope 3 categories.

- Scope 3 emissions include greenhouse gas emissions generated along the upstream and downstream value chain and therefore fall outside the company's direct control.
- As part of the 2021 Sustainability Report, Bechtle calculated its indirect CO₂ emissions under Scope 3 for the first time. The basis for this assessment was a materiality analysis of all fifteen Scope 3 categories defined by the Greenhouse Gas Protocol. The analysis concluded that seven of these categories are material for Bechtle and were therefore included in the calculation.
- The materiality analysis is reviewed every year for currency. In 2025, nine Scope 3 categories were identified as material for Bechtle.

Material Scope 3 categories identified in 2025:

3.1 Purchased goods and services

3.2 Capital goods

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

3.4 Transportation and distribution (upstream)

3.5 Waste

3.6 Business travel

3.7 Employee commuting

3.8 Leased assets (upstream)

3.9 Transportation and distribution (downstream)

3.10 Processing of sold products

3.11 Use of sold products

3.12 End of life treatment of sold products

3.13 Leased assets (downstream)

3.14 Franchises

3.15 Investments

CO₂ emissions: Scope 3.

CO₂ emissions Scope 3⁴ in tonnes CO₂e

	2025	2024 ³	2023 ³	2022 ³	2021 ³	2020 ³	2019 ³
3.1 Purchased goods and services	1,706,392	1,615,704	1,682,475	1,819,899	1,758,705	1,678,441	1,578,658
3.3 Fuel and energy-related activities	5,979 ¹	6,435	6,519	6,496	6,088	5,818	7,404
3.4 Upstream transportation and	52,419	50,695	55,848	54,909	48,197	46,823	44,367
3.5 Waste	75 ¹	73	63	63	55	53	60
3.5 Water	22 ¹	20	22	21	22 ²	54	55
3.6 Business travel (centralised data)	11,083	10,909	9,732	6,807	3,521	4,207	9,673
3.7 Employee commuting	11,185	12,055	12,117	11,267	7,342	6,716	10,969
3.9 Downstream transportation and distribution	3,194	3,281	3,793	4,285	4,779	5,082	4,984
3.11 Use of sold products	300,750	422,872	372,283	443,901	471,813	457,039	484,930
3.12 End-of-life treatment of sold products	279	295	344	422	418	418	431
Gross volume	2,091,377¹	2,122,340	2,143,197	2,348,069	2,300,940	2,204,650	2,141,532

1 Forecast values 2025 based on FTE development

2 2021 water emissions were halved, as the emission factor was halved.

3 2024 data and previous years, including the base year 2019, have been adjusted because emissions were recalculated due to new acquisitions that exceeded the significance threshold. The increase is described in the section Notes on the calculation of emissions. In addition, the prior-year value for 2024 has changed due to the replacement of the 2024 forecast values with actual 2024 data

4 Note: Values rounded to whole numbers

Intensity of total GHG emissions.

Intensity of total GHG emissions from Scope 1, 2 and 3

	2025 ¹	2024 ²	Deviation in 2024/2025	2023 ²	2022 ²	2021 ²	2020 ²	2019 ²
tCO ₂ e emissions/revenue in €k (market-based)	0.329	0.340	-3%	0.337	0.394	0.438	0.442	0.462
tCO ₂ e-emissions/revenue in €k (location-based)	0.330	0.341	-3%	0.338	0.394	0.438	0.442	0.462

¹ Forecast values 2025 based on FTE development

² 2024 data and previous years, including the base year 2019, have been adjusted because emissions were recalculated due to new acquisitions that exceeded the significance threshold. The increase is described in the section Notes on the calculation of emissions. In addition, the prior-year value for 2024 has changed due to the replacement of the 2024 forecast values with actual 2024 data

The intensity factor shown above can be used to calculate the emissions associated with products purchased from Bechtle. The intensity factor includes all upstream emissions from purchased goods (cradle-to-gate) and indicates the average emissions per € of turnover.

Waste and water.

Waste by type and disposal method

	2024	2023	2022
Total waste Bechtle Group ¹	3,588	2,820	2,854
Total waste group headquarters Neckarsulm	0	0	0
of which actual activity data broken down by category:	2.024	2.023	2.022
Hazardous waste (recycled)	58	53	46
Hazardous waste (disposed of)	0	0	0
Non-hazardous waste (recycled)	0	0	0
Non-hazardous waste (disposed of)	0	0	0

¹ Data according to the waste invoice or, if not available, auxiliary calculation based on the area in square metres

Water in m³

	2025 ¹	2024	2023	2022
Water consumption ²	60,451	57,740	52,653	45,593

¹ Forecast values 2025 based on FTE development

² Data according to the water invoice or, if not available, auxiliary calculation based on the area in square metres

- In the materiality analysis prepared for the 2024 Annual Report in line with ESRS—and updated again in 2025—the topics of waste and water were assessed as not material. For this reason, these indicators are not included in the ESRS sustainability reporting.
- However, both waste generation and water consumption continue to be monitored within our environmental management activities, and we implement targeted measures where relevant. For example:
 - Establishing a central recycling facility at the Group headquarters in Neckarsulm in May 2024
 - Using cisterns to irrigate the on-site gardens at the headquarters



Foto: Bechtle

Sustainable logistics.

- Bechtle’s sustainable logistics concept is built on two core pillars:
 - Intralogistics and distribution
 - Packaging and resources
 - Emissions
- When it comes to packaging, our focus is on reducing, reusing and recycling.
- We use recycled paper (Blauer Engel), FSC-certified cardboard from renewable sources and stretch film containing 20% recycled plastic.

Recyclable proportion of materials used by Bechtle in the packaging area in %

	2025	2024
Materials used: Total recycling share ¹	52	53

¹ Consumables are analysed for the L&S locations in Germany

- Bechtle Box[®]: A reusable shipping solution that reduces packaging waste, protects products during transport and optimises transport volume. (image on the left)
- Efficient logistics processes help reduce transport volume and associated emissions.

Environment.

Consumption of packaging material.

Consumption of packaging material ¹

	2025	2024	2023
Cardboard			
Total in kg	222,873	241,312	255,020
Share in %	34	36	51
Co ₂ e in kg	267,381	288,118	204,404
Paper			
Total in kg	39,951	42,746	47,090
Share in %	6	6	9
Co ₂ e in kg	53,734	57,251	42,874
Plastic except film			
Total in kg	2,519	2,935	936
Share in %	0	0	0
Co ₂ e in kg	6,494	7,539	2,893
Film			
Total in kg	11,774	11,230	21,064
Share in %	2	2	4
Co ₂ e in kg	34,910	33,233	54,486
Wood			
Total in kg	373,347	378,728	172,914
Share in %	57	56	35
Co ₂ e in kg	100,617	102,069	54,055
Total			
Total in kg	650,464	676,951	497,024
Share in %	52	53	65
Co ₂ e in kg	463,136	488,210	358,713

¹ Calculated consumption quantities in kg and carbon equivalent at Bechtle's logistics hub in Neckarsulm, Bielefeld und Hamburg. Valid figures for the other warehouses are not yet available, but are under preparation.



Fotos: Bechtle

Bechtle Circular IT.

- Bechtle Circular IT is the specialist within the group for purchasing, refurbishing and remarketing used IT hardware, such as PCs, laptops, smartphones, servers and more.
- A holistic circular-economy approach:
 - Sale and lease of used IT hardware
 - Buy back of used IT
 - Collection of used devices and delivery of new or refurbished hardware
 - Secure and BSI-compliant data wiping of used IT hardware
 - After data wiping and technical inspection: Resale of IT hardware or individual components
 - Professional recycling or disposal of components that cannot be resold
- Bechtle Circular IT's processes are certified according to ISO 27001 and ISO 14001.

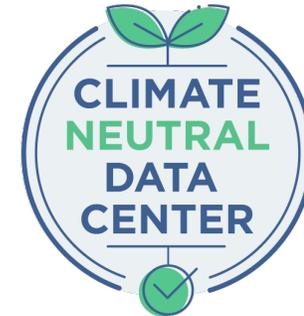


At the logistics centre in Hamburg-Wilhelmsburg, data on used IT hardware is securely wiped, devices are tested, refurbished, resold or professionally recycled, and non-reusable components disposed of responsibly.

Photo Bechtle: Copyright: Leo Dörfeler

Bechtle data centres.

- Our main data centres at NTT in Frankfurt and Rüsselsheim have joined the Climate Neutral Data Centre Pact and are working towards achieving carbon neutrality by 2030. We also expanded capacities for private cloud services with a new data centre located in the Rhine-Neckar metropolitan region, collaborating with the colocation provider, PFALZKOM, at the Mutterstadt campus. The new PFALZKOM data centres not only deliver outstanding availability and security, but also fulfil essential criteria laid out by the Climate Neutral Data Centre Pact.
- The Climate Neutral Data Centre Pact is a European initiative in which data-centre operators commit to achieving climate-neutral operations by 2030. It covers a range of measures, including the use of 100% renewable energy, improved energy efficiency, responsible water management and the application of circular-economy principles.



		2025	2024	2023
Use of green electricity in our main data centres	%	100	100	100
PUE value in our data centres		1.6	1.6	1.6

Climate risk analysis.

Bechtel conducted a climate risk analysis in 2024, assessing both physical and transition-related risks and opportunities.

- Climate scenarios used: IPCC SSP5-8.5 scenario for physical climate risks and the IEA Net Zero Emissions 2050 (NZE) scenario for transition risks.
- For the assessment of transition-related risks and opportunities, a research review was carried out, including benchmarking and the latest scientific reports on climate risks in the relevant sectors.

Physical climate risks:

- At Bechtel locations, increased cooling demand due to heat stress was identified as a medium-level risk.
- Along the value chain, three key risk factors were identified: Rising temperatures, precipitation, periods of drought.
The overall impact of these factors is considered manageable, as only a few suppliers operate in potentially critical regions and customer demand is not expected to be significantly affected by the identified climate risks.

Transition-related climate risks:

- Rising procurement costs
- Sustainability-related issues and uncertainties in the upstream and downstream value chain
- Health and safety risks for employees

EU Taxonomy.

Taxonomy reporting.

- The scope of consolidation for taxonomy reporting at group level is identical to that used for the consolidated financial statements. It includes all subsidiaries of the Group in accordance with Chapter 6 of EU Directive 2013/34/EU. The figures used to determine taxonomy-eligible revenue, CapEx and OpEx are based on the consolidated financial statements.
- As in the 2024 financial year, no revenue is reported due to immateriality. Bechtle's core activities consist of selling IT products, which accounts for the majority of its revenue, as well as providing IT services. Within the framework of the EU Taxonomy, eligible economic activities do not fall within Bechtle's core business.

OpEx and CapEx.

- Under the EU Taxonomy, total OpEx includes direct, non-capitalised operating expenses linked to assets or processes that help maintain or improve a company's sustainable performance. This covers maintenance and repair costs, leasing expenses, building renovation measures, as well as research and development expenditure. For Bechtle, this comprises maintenance costs for buildings, machinery and technical equipment. Due to the low materiality of these total expenses, OpEx figures are not reported.
- Our CapEx indicators under the EU Taxonomy relate to eligible investments and specific enabling measures. This includes non-revenue-related investments in taxonomy-eligible economic activities, as well as targeted measures that enable the relevant activities to reduce greenhouse gas emissions or transition to a low-carbon model.

EU Taxonomy.

The following taxonomy-eligible and material activities were identified:

- CM 6.4: Operation of personal mobility equipment, bicycle logistics – Company bicycles
- CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles
- CCM 7.4 Installation, maintenance and repair of charging stations for electric vehicles
- CCM 7.6 Installation, maintenance and repair of renewable energy technologies
- CCM 7.7 Acquisition and ownership of buildings
- Activities CCM 6.5 and CCM 7.7 were assessed as financially material for Bechtle and therefore assessed for taxonomy alignment. Based on the materiality assessment, other activities were excluded from further eligibility and alignment analysis due to their limited financial significance. Activities CCM 6.4, CCM 7.4 and CCM 7.6 were voluntarily assessed for taxonomy alignment, as they are closely linked to Bechtle's Sustainability Strategy.
- For CCM 6.4 (operation of personal mobility equipment – Company bicycles), all leased bicycles meet the criteria for a substantial contribution to climate change mitigation. As a result, company bicycles amounting to €2,708k can be reported as taxonomy-eligible and taxonomy-aligned.
- Activity CCM 7.7 includes recognised rights of use, ownership and new construction projects. New buildings meet the criteria for a substantial contribution to climate change mitigation. For this activity, CapEx of 69,433k was identified as taxonomy-eligible, and €15,603k as taxonomy-aligned.

In total, Bechtle identified 36 per cent of its € 101,241 k in CapEx as taxonomy-eligible, and € 18,311k as taxonomy-aligned.

Social.

3

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Photo: Bechtle

Social.

Diversity and equal opportunity.

Development of diversity and equal opportunity.

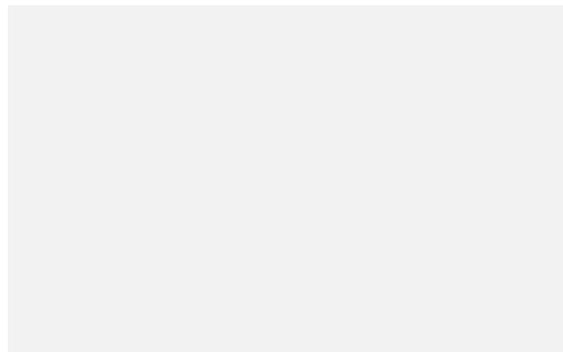
- **May 2020:**
Signatory to the Charta der Vielfalt
- **From 2022:**
Establishment of the Women@Bechtle community and launch of the DE&I status analysis
- **March 2024:**
Creation of the new position, Head of Diversity
- **November 2024:**
Approval of the DE&I strategy by the Executive Board
- **January 2025:**
Publication and roll-out of the group-wide strategy
- **Since January 2025,** diversity management has been part of central Corporate Sustainability Management.
- **From 2026:**
Diversity Ambassadors support the integration of central business units and decentralised companies

Diversity, Equity & Inclusion (DE&I) Strategy.

A strategic approach to greater diversity.

Our DE&I strategy embeds diversity and equal opportunity into the corporate culture of the Bechtle Group. It is guided by the principles of the Charta der Vielfalt and sets out binding objectives and measures across four dimensions. **Bechtle is firmly committed to integrity and to combating discrimination.**

This principle is also anchored in the Bechtle Code of Conduct, which is mandatory for all employees. As a signatory to the German Diversity Charter, Charta der Vielfalt, we make sure our stance on diversity is visible to external stakeholders.



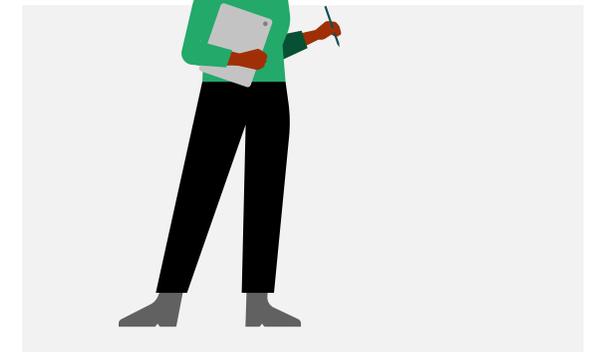
Social background



Gender



Age



Abilities

Actions to boost diversity and equal opportunity.

Bechtle boosts equal opportunities through targeted programmes that address various life situations, career stages and individual needs.

Selected actions in 2025:

- **EmpowerHer** – A group-wide networking programme for women
- **Women@Bechtle** – Continuation of the group-wide women's network
- **Parents@Bechtle** – New support offering for employees with family responsibilities
- **New DE&I training** "Dimensions of Diversity" introduced
- **Strategic succession planning** and dedicated career-transition discussions ahead of retirement
- Partner of the Special Olympics Baden-Württemberg 2025



Special Olympics State Games 2025 in Heilbronn/Neckarsulm. Photo: Bechtle

DE&I training courses.

Bechtel offers three different DE&I training courses designed to raise employees' awareness of diversity, equal treatment and non-discriminatory behaviour.

- The training courses are accessible to all employees across the group via the digital platform Learning Campus and are available in both German and English:
- Diversity & Inclusion training courses that provide basic knowledge and promote awareness of diversity.
- Unconscious bias training courses that highlight unconscious thought patterns and support reflective, fair collaboration.
- Training courses on the dimensions of diversity, which impart specific DE&I skills for different roles and areas of responsibility.

Certificates for function-specific training courses¹

	2025	2024	2023
Diversity & Inclusion	1,498	1,817	5,422
Unconscious Bias – Recognizing and Reducing Prejudices and Stereotypes	1,692	1,821	4,565
Dimensions of Diversity	9,284	1	1

¹ E-learning only available from 2025.

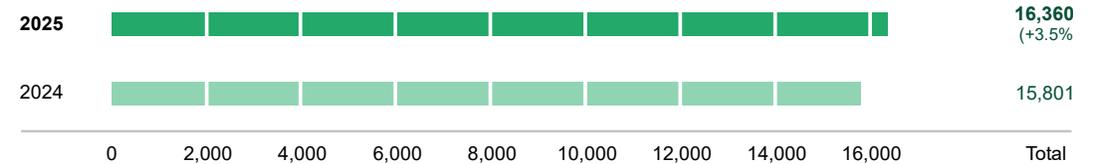
Bechtle Foundation (Bechtle Stiftung gGmbH).

- The non-profit Bechtle Stiftung gGmbH was established in June 2024 and is dedicated to promoting education and equal opportunities in the IT sector.
- The foundation supports projects in two key areas:
 - Education, lifelong learning and vocational training, including student support
 - Initiatives that strengthen gender equality in the workplace
- The Bechtle Stiftung develops its own programmes and projects, and also supports external initiatives that align with its mission. Its activities span both regional and nationwide initiatives.
- The foundation’s flagship programme, female upgreat, is designed to provide comprehensive, targeted support for women in the IT environment. Through sustainable, tailored measures, the foundation supports women from school age through to top management—with a maximum support period of up to 15 years.
 - Scholarship recipients – School pupils, trainees and university students (as of December 2025): 71
 - Scholarship recipients – (Young) professionals, experts and leaders (as of December 2025): 32
- As part of the nationwide Reading Day, the Bechtle Stiftung participated in the “Susu macht das” initiative: 10,000 books donated
- 2025: A total of 2,598 books were donated to 207 social institutions, including nurseries, childcare centres, primary schools and therapy centres.

Bechtle Group employees.

- As of **31 December 2025**, the Bechtle Group employed **16,360 employees** across the company. Compared with the previous year (15,801 employees), the workforce grew by 559 people, an increase of 3.5%.
- Based on full-time equivalents (FTE), an average of 15,452 employees worked for Bechtle during the year (previous year: 14,926). This corresponds to an increase of 526 people, also 3.5%.
- Acquisitions in Spain, Italy and the Netherlands added a total of 877 new colleagues to Bechtle during the reporting year.
- Although these acquisitions had a major impact on the group's overall workforce growth, organic growth declined, with a drop of 2.0%. This development is primarily due to the continuing challenging economic conditions in Bechtle's key sales markets in 2025.

Employees¹ Group-wide as of 31 December



¹ We use the term *employees* to refer to all individuals working within the company who have an employment contract with a Bechtle entity. This naturally also our vocational trainees and dual-study students, but excludes temporary staff such as short-term, mini-job and holiday workers, thesis students, interns and working students.

Employees by type of contract, itemised by gender.

Information about employees⁴ at Bechtle by type of contract, itemised by gender

	2025	2024 ²
Number of employees with permanent employment contracts¹	14,973	14,461
Permanent (male) ¹	10,602	10,240
Permanent (female) ¹	4,370	4,221
Permanent (non-binary) ¹	1	0
Number of employees with temporary employment contracts^{1,3}	1,601	1,547
Temporary (male) ¹	1,175	1,135
Temporary (female) ¹	426	412
Temporary (non-binary) ¹	0	0
Number of full-time employees	14,232	13,891
Full-time (male)	10,907	10,529
Full-time (female)	3,324	3,362
Full-time (non-binary)	1	0
Number of part-time employees	2,342	2,117
Part-time (male)	870	871
Part-time (female)	1,472	1,246
Part-time (non-binary)	0	0

¹ The breakdown of permanent and temporary contracts for the prior year (2024) was estimated based on the new population, analogous to the 2025 distribution, as the fixed-term attribute is unavailable for historical data due to a system migration

² The total number of employees has increased by 207 in line with population growth in 2024

³ Temporary staff are shown in the temporary category

⁴ In accordance with ESRS, the own workforce is defined differently from the employee figures in the consolidated management report. The workforce comprises all persons working for the company who are under contract with a company within the Bechtle Group, including temporary staff, but excluding members of the management bodies.

Employees: Gender breakdown.

As of 31 December 2025, the Bechtle Group employed 4,690 women (previous year: 4,503); this corresponds to 28.7 per cent of the total workforce (previous year: 28.5 per cent).

Employees: gender breakdown, as of 31 December



Proportion of women in leadership roles in the Bechtle Group.

Proportion of women in governing bodies and management functions as of 31 December

		2025	2024	2023	2022	2021
Supervisory Board	30% by law	37,5%	37,5%	37,5%	33,3%	33,3%
Executive Board	At least one person	25%	25%	0%	0%	0%
First management level below the Executive Board	25% or 4 positions	11.8% or 2 positions	13,3%	0%	0%	0%
Second management level below the Executive Board	20% or 26 positions	13% or 16 positions	11,7%	11,2%	10,7%	7,8%

- As of 31 December 2025, women accounted for 14.3% of leadership roles across the Group (previous year: 14.9%).
- The share of women on the Supervisory Board stood at 37.5% in the reporting year. The target of having at least one woman on the Executive Board by 30 June 2025 was met on 1 February 2024 with the appointment of Antje Leminsky.
- New targets for the leadership levels below the Executive Board have been in effect since 27 January 2025.
 - For the first management tier, a target of 25% or four positions applies from 1 February 2025.
 - For the second tier, the target has been set at 20% or 26 positions. As of 31 December 2025, this tier had a share of 13.0% women, equivalent to 16 positions.
 - The deadline for achieving these targets is 31 January 2030.

Senior management: proportion of female/male.

As of 31 December 2025, the proportion of female managers in the entire Group was 14.3 per cent (previous year: 14.9 per cent).

Senior management:¹ proportion of female/male, as of 31 December

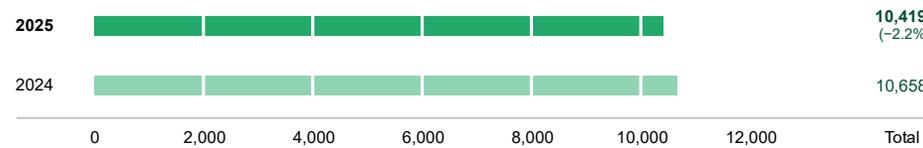


¹Senior management includes: Group’s Executive Board, Executive Vice Presidents, Vice Presidents, Managing Directors, those reporting directly to the Group’s Executive Board, Divisional Directors

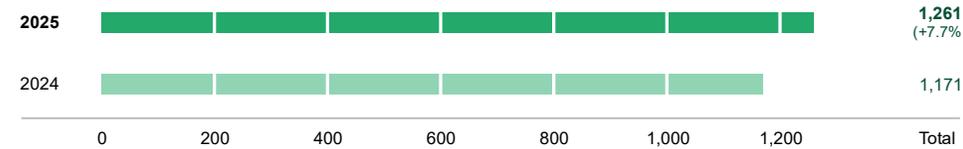
Bechtle Group employees by segment (regions).

- As of 31 December 2025, a total of 10,419 people were employed in **Germany**. This corresponds to 63.7% of the group’s workforce (previous year: 67.5 %). Compared with the previous year, the number of employees in Germany fell by 239, a decrease of 2.2%. This development reflects Bechtle’s deliberate decision to review vacant positions carefully before refilling them in light of the challenging economic conditions.
- **France** also recorded a slight decline, with 25 fewer employees, equivalent to 2.0%.
- In contrast, the number of employees in the **Benelux countries and the rest of Europe** increased significantly year on year, driven mainly by the acquisitions in the Netherlands, Italy and Spain. This growth underscores the effectiveness of our acquisition strategy, which has become increasingly international in focus since 2022.

Employees in the Germany segment as of 31 December



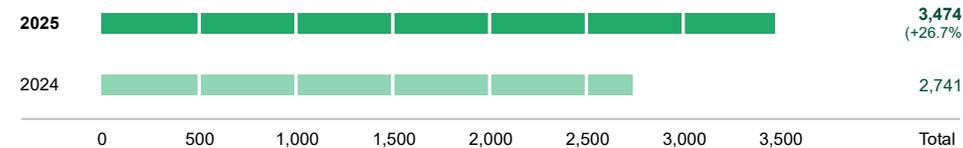
Employees Benelux segment as of 31 December



Employees in the France segment as of 31 December



Employees in the Other Europe segment as of 31 December



Bechtel Group employees by work areas.

When looking at how employee numbers developed across the different business areas, the services segment shows the most noticeable increase. Here, the workforce grew by 345 people, an increase of 4.5%, largely driven by the international acquisitions, many of which focus on service offerings.

Sales saw an increase of 56 employees. In administration, the workforce ended the year with 66 fewer employees than in the previous year.

Employees¹ by work area as of 31 December



¹For internal costing reasons, the staff information by work area does not take absentees into consideration

Turnover rate¹, average tenure and age groups.

Turnover rate as of 31 December

		2025	2024	2023	2022	2021
Turnover rate	%	7.6	9.1	9.1	10.9	9.1

¹Turnover rate calculated on the basis of a rolling average over the previous twelve months of the year

Average length of service as of 31 December

		2025	2024	2023	2022	2021
Average length of service in years		6.5	6.2	5.9	5.8	5.8

Distribution of employees by age group

		2025	2024 ²	2023	2022
Number of employees <30 years		3,933	4,025	4,024	3,838
Number of employees aged 30–50		9,002	8,519	8,176	7,562
Number of employees >50 years ¹		3,639	3,464	3,195	2,915

¹ The total number in the >50 age group fell by 267 in 2024 due to the adoption of the ESRS age limits (over 50 and not over 50)

² The total number of employees increased by 207 due to the change in population in 2024

Work@Bechtle, Parental leave at the Bechtle Group Germany.

We want our employees to have sufficient room in their professional lives for their respective personal situation.

- This is guided by our **Work@Bechtle** concept that was introduced across the group in the summer of 2021 and describes the amalgamation of workplace and working time flexibility and modern communications technology to create a productive working environment.
- Childcare often poses great challenges for families, which is why many Bechtle employees in Germany take advantage of statutory parental leave.

Parental leave Bechtle Group in Germany

		2025	2024	2023
Employees ¹ on parental leave		533	492	505
Proportion of women	%	58	58	55
Proportion of men	%	42	42	45

¹ In accordance with ESRS, the key figures for employees are defined differently from the figures for staff in the consolidated management report. They include all persons working for the company who are under contract with a Bechtle group company, including temporary staff but excluding members of the executive bodies.

Duration of parental leave Bechtle Group in Germany¹

		2025	2024	2023
Average duration per employees		12	10	12
Women		19	16	20
Men		2	2	2

¹ Average number in months

Training and education at Bechtel.

We aim to meet the growing demand for specialists and leaders by hiring from within our own ranks, which is why we set great store in vocational education and continued professional training, the development of employees and leaders, as well as knowledge management. People Development plans and organises programmes for all international Bechtel Group companies, including target group and specialist-specific qualification and development programmes. The Bechtel Academy rounds off the offering with a wide portfolio of training courses for the employees across the hierarchy.

Key components of the training and development portfolio include:

- A broad range of training opportunities for young people.
- Internal e-learning and training programmes that enable continuous and flexible skills development.
- Professional qualifications aligned with technological and organisational requirements that support employees in building their specialist expertise.
- Development programmes for emerging and established leaders that identify talent early, provide targeted support and prepare participants for future roles.

Proportion of trainees at Bechtel Group in Germany as of 31 December

		2025	2024	2023	2022	2021
Proportion of trainees	%	6.2	6.7	6.8	6.6	6.5

Vocational training and dual-study programmes in Germany.

We consider training as an investment in the future for the purpose of actively forestalling a shortage of qualified staff.

- In the reporting year, we expanded our training offering by adding the role of Event Organisation Management Assistant.
- Since 2000, we have also offered dual study programmes in various business and technical disciplines. Altogether, our training portfolio covers 24 vocational traineeship roles and study fields.
- In 2025, 251 young people began a traineeship or a dual study programme at Bechtel. By the end of the reporting year, 807 young people were in training, a decrease of 3.5% compared with the previous year.
- Of these, 645 trainees were based in Germany, representing a year-on-year decline of 8.6%. This decrease is linked to the challenging economic conditions during the reporting year.

Distribution of training professions and degree programmes as of 31 December

	2025	2024	2023	2022	2021
Commercial trainees	267	290	307	288	226
Technical trainees	420	466	426	401	371
Commercial students on integrated degree programmes	66	75	69	67	53
Technical students on integrated degree programmes	54	52	40	37	41
Total	807	883	842	793	691

Proportion of trainees at Bechtle Group in Germany.

Proportion of trainees at Bechtle Group in Germany as of 31 December

		2025	2024	2023	2022	2021
Proportion of trainees	%	6.2	6.7	6.8	6.6	6.5

Proportion of female trainees as of 31 December

		2025	2024	2023	2022	2021
Trainees	%	26.1	26.2	25.8	26.7	23.2

Participants in development programmes.

As part of our leadership initiative, we have established several development programmes designed to cultivate future leaders from within the company.

The Bechtle Junior Management Programme (JuMP) comprises two paths: JuMP Leader, aimed at employees with no or initial leadership experience. JuMP Expert, which supports the development of specialist roles. Both paths are also offered internationally.

The Bechtle General Management Programme (GMP) focuses on corporate leadership and prepares participants for management responsibilities.

Alongside this, the Bechtle IT Business Architect Programme (IT BA) and the newly launched IT Solution Architect Programme (IT SA) offer employees with outstanding technical expertise attractive opportunities for further development.

Participants in Bechtle Development Programmes

	2025	2024	2023	2022	2021
Bechtle Junior Management Programme (JuMP)	96	112	106	120	85
Bechtle Junior Management Programme (JuMP)	43	63	59	21	–
Bechtle General Management Programme (GMP)	10	13	13	11	11
Bechtle IT Business Architect Programme (IT BA)	13	12	16	17	12
Bechtle IT Solution Architect Programme (IT SA)	26	–	–	–	–

Occupational health and safety.

We want to provide our employees with a safe and productive working environment in which they feel at ease and which is designed to prevent work-related injuries and illnesses.

- A central coordinating unit for occupational safety supports all German entities within the Bechtel Group. It maintains close contact with the occupational health service and, together with this service, provides nationwide training for managing directors on their responsibilities.

Selected measures:

- Regular risk assessments and safety briefings
- Local occupational safety meetings and designated safety officers
- Reporting processes for safety-related incidents
- Prevention measures and training opportunities
- Personal protective equipment

Occupational Safety and Health

	2025	2024	2023
Number of occupational safety and health training sessions international	251	248	39
Number of occupational safety and health training sessions Germany	34	39	26

	2025	2024	2023
Number of participants in occupational safety and health training international	1,063	597	613
Number of participants in occupational safety and health training Germany	9,977	8,886	4,434

Number of reportable occupational accidents and work-related injuries at Bechtle.

Number of reportable occupational accidents and work-related injuries at Bechtle

	2025 ¹	2024
Number of reportable accidents at work	46	39
Number of notifiable commuting accidents	38	32
Accident rate of reportable accidents at work per 1,000,000 working hours	1.82	1.77
Number of deaths due to work-related injuries	0	0
Number of work-related injuries with serious consequences (excluding deaths) ²	1	0
Number of documented work-related injuries ²	82	98

¹ The data does not include any acquisitions from 2025

² Voluntary information

Social.

Corporate health management.

Corporate health management is established across the entire group. It supports the health, wellbeing and safety of all employees and continues to evolve in both structure and offering.

- Collaboration between entities is facilitated through the group-wide CHM community.
- Key elements include on-site and hybrid sport and exercise classes, health-related talks and e-learning formats that promote physical and mental wellbeing.
- In doing so, corporate health management makes a significant contribution to health, wellbeing and occupational safety throughout the company while strengthening employer attractiveness and the organisation's long-term performance capability.



Training room at the Group headquarters in Neckarsulm. Photo: Bechtle

Social commitment.

- Since 2014, Bechtle AG has centred its social commitment on three areas—children and young people, education and sport. This focus is defined in the group’s CSR Donations Policy.
- In 2021, a relief fund of €500,000 was established to provide speedy support for employees and their families in the event of disasters.
- Bechtle AG also contributes to major humanitarian efforts during large-scale crises and acute emergencies.
- Responsibility for local engagement lies with the managing directors of the roughly 120 Bechtle companies.

Donations and Social Sponsoring in €

	2025	2024	2023
Donations	215,949	332,849	599,132
Social Sponsoring	481,970	513,117	716,060



Neckarsulm women’s handball team.



IT4Africa e.V



Experimenta Heilbronn.

Fotos: Bechtle



Book project with the Krautheim workshops.

Governance.

4

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Corporate governance: Executive and Supervisory Boards.

As a German stock corporation, Bechtle AG follows a classic dual governance system.

- The **Executive Board**, made up of four members, is the statutory body responsible for managing the company and representing it externally to stakeholders. It is responsible for corporate policy and the company's long-term strategic direction. At Bechtle AG as of 31 December 2025, the Executive Board currently consists of one woman (25%) and three men (75%), which is to a ratio of 1:3.
- The second governing body is the Supervisory Board. At Bechtle, it consists of 16 members in accordance with statutory requirements. In 2023, the Board was expanded from twelve to 16 members.
- The Supervisory Board acts as the company's oversight body. It appoints the Executive Board and monitors its work, including matters related to business management, corporate governance and sustainability.
- Overall, the Supervisory Board comprises six women (38%) and ten men (62%), which is a ratio of 3:5. (As of 31 December 2025)

Supervisory Board election 2023:

- Half of the Supervisory Board is elected by the shareholders at the Annual General Meeting, and the other half by the German employees of the Bechtle Group. The German workforce also elects the two external employee representatives who are nominated by the trade unions.
- All employees in Germany are eligible to vote for the employee representatives on the Supervisory Board. As of 31 December 2025, xxx employees were working in Germany, representing xx% of the total workforce of the Bechtle Group.

Incorporating sustainability-related incentive systems.

The Executive Board's remuneration system is based on the key principles of strategy, sustainability, pay for performance, appropriateness and compliance. To support the long-term implementation of the company's strategy, Executive Board members receive not only a short-term remuneration component but also a long-term variable component. Since the 2024 fiscal year, this long-term component has consisted of company shares.

With a one-year vesting period followed by a four-year share-holding period, the total performance period totals five years. 75% of the share-based remuneration is tied to a financial metric (the company's earnings before taxes – "EBT"), while the remaining 25% is linked to sustainability objectives (environmental criteria 10%, social criteria 10% and governance criteria 5%).

The ESG criteria used for assessment are defined by the Supervisory Board at the start of each vesting period. The ESG criteria for the 2025 vesting period were defined as follows:

- Environment:
Achievement of defined CO₂ emissions-intensity targets (tCO₂e per million EUR) relative to gross profit.
- Social:
Succession planning for the second management tier within the Bechtle Group.
- Governance:
Adjustments to the Executive Board's rules of procedure to reflect updated areas of responsibility and internal committee structures.

Bechtle Code of Conduct.

- The Bechtle Code of Conduct, in its current version, is binding for all employees across the Bechtle Group and is provided together with the employment contract. Any updates are communicated to all managing directors by email. Employees of all group companies can access the Code at any time via the intranet, while external stakeholders can find it on the Bechtle website at bechtle.com/de-en/about-bechtle/sustainability
- The Code of Conduct forms the foundation for ethical and responsible behaviour across the organisation and serves as a mandatory guide to integrity in daily business. It has been drafted by the Legal & Compliance department and formally approved by the Executive Board. The Legal department reviews the content regularly, at least once a year, to ensure it remains up to date.
- Violations of applicable laws, the Bechtle Code of Conduct or company policies will not be tolerated. Depending on the severity of the violation, consequences may include labour or civil law measures, up to and including summary dismissal.

The Bechtle Code of Conduct covers the following areas in detail:

- Conduct towards business partners (corruption, conflicts of interest, financial integrity and money laundering)
- Conduct towards competitors (restrictive practices, unfair competition)
- Conduct towards the company (company property, data protection, confidentiality, communicating with the media and online representation, insider trading)
- Conduct towards colleagues (human rights, labour and social standards., respectful conduct – Non-discrimination principle., handling internal knowledge)
- Conduct towards society and the environment, (climate and environmental protection, corporate social responsibility)

Human rights, labour and social standards.

As an international organisation, Bechtle is particularly committed to upholding the following principles:

- Universal Declaration of Human Rights
- Ten principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises
- Labour and social standards of the International Labour Organisation (ILO) and the principle of social partnership.

While all human rights are equally important, Bechtle places particular emphasis on the following:

- The right to equal opportunity and non-discrimination
- The prohibition of child and forced labour
- The right to freedom of association and collective bargaining

- Fair pay and benefits in line with local market conditions
- Compliance with applicable working time regulations

Bechtle attaches great importance to the suppliers in our ecosystem not merely accepting, but actively striving to enforce these fundamental values along the supply chain, which can be found in the Bechtle Supplier Code of Conduct.

- Suppliers are required to immediately inform Bechtle if they become aware of, or have reasonable grounds to suspect, any violation of these principles and standards. This also applies to sub-contractors.
- Corrective measures must be implemented immediately.
- A whistleblower system is available for external parties.

Anti-discrimination principle.

Bechtle's corporate culture is rooted in ethical principles, ensuring a work environment free from discrimination and abuse.

- Bechtle believes in equal opportunity and stands against discrimination—be it on the grounds of gender and gender identity, sexual orientation, age, religion or world view, social background, ethnicity or nationality, illness or disability.
- This principle is firmly anchored in the Bechtle Code of Conduct (pp. 18–19).
- As a signatory to the German Diversity Charter, Charta der Vielfalt, and the UN Global Compact among others, we make sure our stance on diversity is visible to external stakeholders.

- We also expect our business partners to act in a non-discriminatory manner. The Supplier Code of Conduct (p. 3) states:
“In particular, suppliers agree to condemn any unacceptable treatment of its workforce, e.g. through psychological punishment, sexual or personal harassment, or discrimination.”
- Breaches of this requirement may be reported through the whistleblower system, either internally or externally.

Climate and environmental standards.

Protecting the climate and environment is a core element of our sustainability-oriented business strategy.

- We are guided by the principle of a responsible and conservative use of the environment and the resources it provides.
- We are committed to complying with all applicable environmental regulations
- Every employee plays a role in protecting the environment within their immediate workplace.

Bechtle has committed to the following international environmental standards in its Policy Statement:

- Basel Convention
- Minamata Convention
- Stockholm Convention
- Stockholm Convention on Persistent Organic Pollutants

- We also expect our business partners to comply with all applicable legal requirements and international environmental standards in the countries in which they operate.
- Breaches of these requirement and standards may be reported through the whistleblower system, either internally or externally.

Bechtle Supplier Code of Conduct.

The Bechtle Supplier Code of Conduct is an integral component of all business relationships between Bechtle and our suppliers.

Compliance with the following principles and minimum standards is hence a substantive contractual obligation of our suppliers.

The following principles and minimum requirements are defined in the Code of Conduct:

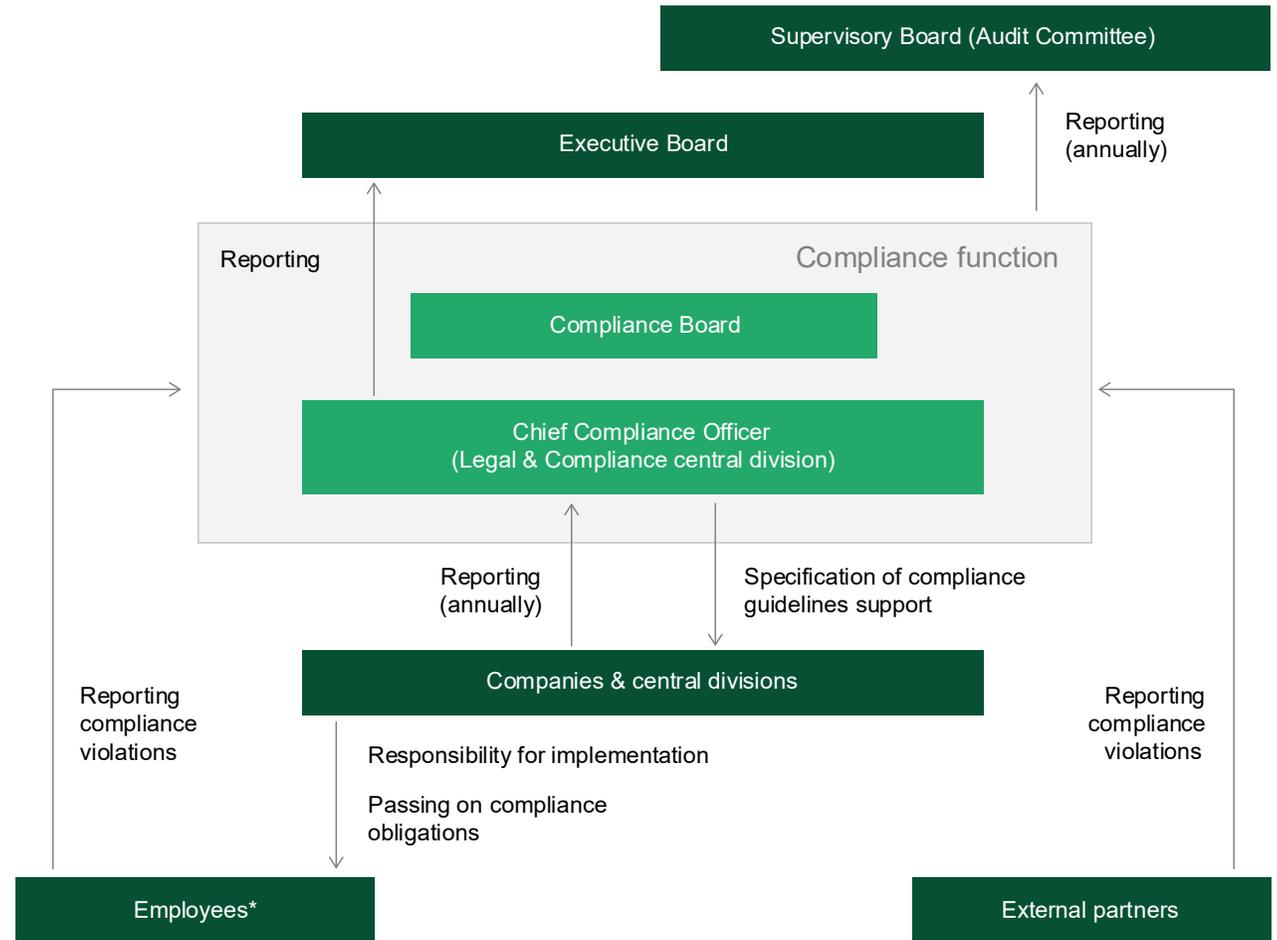
- Compliance with the law
- Anti-corruption and conflicts of interest
- Respect for internationally recognised human rights, labour and social standards
- Environmental protection and sustainability
- Conflict minerals

- Suppliers have suitable measures in place to ensure that their own suppliers, agents and sub-agents reasonably comply with the same principles and standards, to the extent that these can be applied to the products and services they provide.
- Suppliers are also required to immediately inform Bechtle if they become aware of, or have reasonable grounds to suspect, any violation of these principles and standards. This also applies to sub-contractors.
- Corrective measures must be implemented immediately.
- A whistleblower system is available for external parties.

Compliance organisation.

Compliance for Bechtle encompasses unconditional adherence to the Bechtle Code of Conduct, the differentiated policy and compliance instruments, and all relevant laws and regulations.

- The Code of Conduct is the foundation of the entire compliance system. As Bechtle’s central compliance document, it brings together the core binding requirements, outlines the key identified compliance risks and the main elements of Bechtle’s compliance policy and culture, and serves as the basis for more specific internal policies.
- To ensure the effectiveness of the Bechtle compliance system, all managing directors of the group companies, as well as the heads of the 18 central departments, act as compliance officers within their respective areas. They are required to report any identified breaches of the Bechtle Code of Conduct or applicable law through an annual Compliance Report.



*In the diagram, we use the term employees in accordance with the ESRS definition of own workforce

Compliance organisation and whistleblower system.

The Bechtle Executive Board has approved the compliance system and assigned responsibility for its oversight to the Chief Compliance Officer. In this role, the Chief Compliance Officer operates independently and is not bound by directives. They are authorised to act outside standard reporting lines and may report to the Supervisory Board at any time, even without involving the Executive Board.

The Chief Compliance Officer keeps the Executive Board informed about relevant compliance matters and prepares a comprehensive annual Compliance Report.

All managing directors and heads of the central departments act as compliance officers within their respective areas. They are required to report any identified breaches to the Chief Compliance Officer through an annual Compliance Report.

Compliance reporting covers all operational and legally independent companies within the Bechtle Group, as well as all central departments—a total of 130 units in 2025.

Since 2022, all employees have been required to complete an annual online training course on compliance and anti-corruption.

Internal and external whistleblower system.

Our whistleblower system enables individuals to confidentially report any human rights violations or environmental impacts related to Bechtle's business activities either by e-mail or phone.

Phone: +49 7132 981-4555

E-mail: complianceboard@bechtle.com

The whistleblower system complies with Section 8 of the German Supply Chain Act (LkSG).

Additional information on the whistleblower system can be found on <https://www.bechtle.com/de-en/about-bechtle/sustainability>

A dedicated process is in place for internal whistleblowers. All employees may contact the Compliance Board at any time with questions, concerns or to report breaches of the Code of Conduct.

Policy on handling business-related benefits (Anti-corruption Policy).

At Bechtle, our Code of Conduct commits us to honesty, fairness and trustworthiness in all aspects of our business. A core part of this commitment is that we do not tolerate any form of bribery or corrupt behaviour in our professional dealings—always in line with the applicable anti-corruption laws. Even the appearance of impropriety must be avoided.

- This policy on handling business-related benefits (Anti-corruption Policy), applies to both the acceptance and the granting of benefits in day-to-day business activities.
- It provides specific guidance based on our Code of Conduct and serves as a preventive measure against corruption and bribery.
- The Policy is a key element of our anti-corruption and anti-bribery measures within the reporting framework of the European Sustainability Standards (ESRS).

In addition to applicable legislation, we also align with:

- the OECD Guidelines for Multinational Enterprises, Part I, Chapter 7: Combating Bribery and Other Forms of Corruption
- the United Nations Sustainable Development Goal (SDG) 16 *Peace, Justice and Strong Institutions*, Target 5: Reducing corruption and bribery in all their forms
- Principle 10 of the UN Global Compact: Businesses should work against corruption in all its forms, including extortion and bribery.

Compliance reports.

Incidents, complaints and serious human-rights-related cases (internal and external whistleblower system):

- In the 2025 fiscal year, we recorded 10 reports (2024: 9) relating to discrimination, including harassment. Five complaints (2024: one) were submitted through channels that allow employees to raise concerns. No significant fines, sanctions or compensation payments were imposed as a result.
- Throughout the reporting year, we did not become aware of any serious human-rights-related cases, particularly those involving forced or child labour. No fines, sanctions or compensation payments were imposed on Bechtle in relation to such matters.

Corruption cases:

During the 2025 reporting period, there were no convictions for violations of anti-corruption or anti-bribery laws, nor were any financial penalties issued. Additional measures beyond the standard compliance training were therefore not required.

Compliance reports

	2025	2024	2023
Number of compliance incidents recorded	57	12	¹
Of which relating to discrimination	10	9	¹
Reported via the external compliance channel	0	0	0
Fines, sanctions or compensation payments	0	0	0
Number of confirmed cases of corruption	0	0	0

¹ No compliance incidents were reported in 2023

Information security and data protection are closely connected.

Information security and data protection are closely connected, but there are important differences between them that shape the way we manage these areas at both a strategic and operational level.

Our information security strategy is designed to protect Bechtle against IT and cyber threats and to ensure a stable, secure digital infrastructure.

We continually enhance security across the Bechtle Group to maintain a high level of protection and to strengthen the company’s long-term cyber resilience.

The following table provides an overview (source: internal illustration):

	Data protection	Information security
Legal basis	GDPR, BDSG, TTDSG	NIS2, IT-SIG 2 etc.
Protection of	Fundamental rights and freedoms	Infrastructures, companies
Authorised representative	DSB	CISO, ISB
Legitimation	Art. 37–39 GDPR	ISO 27001, TISAX®
Supervisory authorities	17 state authorities + federal government	BSI

In 2025, no reports were submitted to our reporting channel **privacy@bechtle.com**—which is available to both internal and external stakeholders—concerning cases within the downstream value chain that would constitute a breach of the United Nations Guiding Principles.

Information security and data protection organisation.

Information security, data protection and confidentiality are imperative for Bechtle's business activities.

- The Chief Information Security Officer (CISO) reports to both the CTO and the CEO and is also responsible for data protection.
- The CTO and CISO each have the authority to issue and enforce the policies required across the organisation.
- Data protection coordinators take on the operational responsibility for implementing these requirements. In every group company, they hold staff positions that report directly to local management. All German entities have appointed the atarax Unternehmensgruppe as their external Data Protection Officer.
- Group-wide, binding policies and guidelines governing information security and data protection are in place.
- Key documents include the Information Security Guidelines, IT Compliance Policy, Employee Policy on Information Security, Data Protection Policy and training materials on the EU GDPR.
- These form part of the overarching Information Security Concept (based on ISO 27001 certification) and the Data Security Concept required under the GDPR.
- Central Bechtle IT (Bechtle AG) is certified in accordance with ISO 27001.
- The Executive Board and managing directors participate in the annual Information Security Management Review.

Information security and data protection measures.

Selected measures.

- The central Security Operations Center (SOC) coordinates preventive measures
- Crisis intervention plans for data protection and information security are in place.
- Backup systems, restore exercises and recovery plans are established.
- Security products from reputable manufacturers are deployed, and penetration tests as well as ad-hoc tests are carried out.
- Mandatory training on information security and data protection is required for all employees.
- A confidential whistleblower system for information security and data protection is available. Incidents or breaches can be reported here:
privacy@bechtle.com
- No confirmed information security incidents were reported during the financial year, as was also the case in the previous year.

Certificates:

As of 31 December 2025, 25 Group companies (2024: 15) in Germany and abroad were certified according to ISO 27001. Three companies (2024: six) held TISAX certification, and four companies were certified to both ISO 27001 and TISAX. Measured against the total number of employees, this corresponds to a certificate coverage rate of 59% (2024: 47%).

Number of confirmed information security incidents		
2025	2024	2023
0	0	0

Supply chain sustainability – our value chain.

The value chain analysis outlines the key stages of Bechtle AG’s value chain in connection with its business activities. It was developed through an iterative process based on data collection and an assessment of Bechtle AG’s main areas of focus. As a result, we identified three stages of the value chain, which comprise:

- Upstream activities – Extraction of raw materials, suppliers (hardware production)
- Own operations – Administration, sales and IT services
- Downstream activities – Use of products and services, disposal and recycling



Supply chain sustainability.

Key measures to ensure compliance with human-rights and environmental standards in the supply chain:



Policy statement

- Commitment to respecting human rights in accordance with Section 6 (2) of the German Supply Chain Act (LkSG)
- Binding principles providing guidance for all business units and business partners



Human Rights Officer

- Sophie Mándoki
- Responsible for implementing and monitoring human-rights due-diligence obligations



Supplier Code of Conduct

- Component of the supplier relationship
- Meets the requirements of the German Supply Chain Act (LkSG)
- Examples of key elements include: Rejection of child labour and forced labour, freedom of association, working-time standards



Supplier audits

- Document-based audits are carried out of Bechtle's direct suppliers



Engagement with vendors

- Annual discussions are held with key suppliers
- We work closely with vendors to enhance transparency further down the supply chain



Whistleblower system

- Anonymous and confidential reporting mechanism
- Information and reporting channels accessible to all via the intranet and the Bechtle website
- No cases of non-compliance with the standards reported



Supplier risk analysis

- Identification and assessment of human-rights risks within the supply chain (supported by document-based supplier audits)
- Basis for targeted measures and continuous improvements



Preventive and remedial measures

- Catalogue of measures derived from the supplier risk analysis
- Implementation of the defined actions

Sustainable Sourcing Strategy.

The Sustainable Sourcing Strategy, published in 2025, is derived from the Bechtle Sustainability Strategy 2030 and is designed to support compliance with internationally recognised environmental and social standards throughout the supply chain.

It contributes in particular to the following five focus areas of the sustainability strategy:

- Supply chain sustainability
- Climate and energy
- Sustainable IT technologies, solutions and services
- Sustainable logistics
- Circular economy

We ensure transparency in the the supply chain and take shared responsibility with our suppliers and vendors.

We respect for human rights and fair working conditions. We have zero tolerance for forced and child labour, as well as human trafficking.

Securing long-term resilience.

Minimising our impact on the climate and environment.

Sustainable supplier management.

At Bechtle, every supplier progresses through a structured lifecycle, from onboarding to active collaboration and continuous improvement. We evaluate our partners regularly and holistically, applying a Supplier Score that merges economic, qualitative and sustainability criteria to support responsible and informed purchasing decisions.

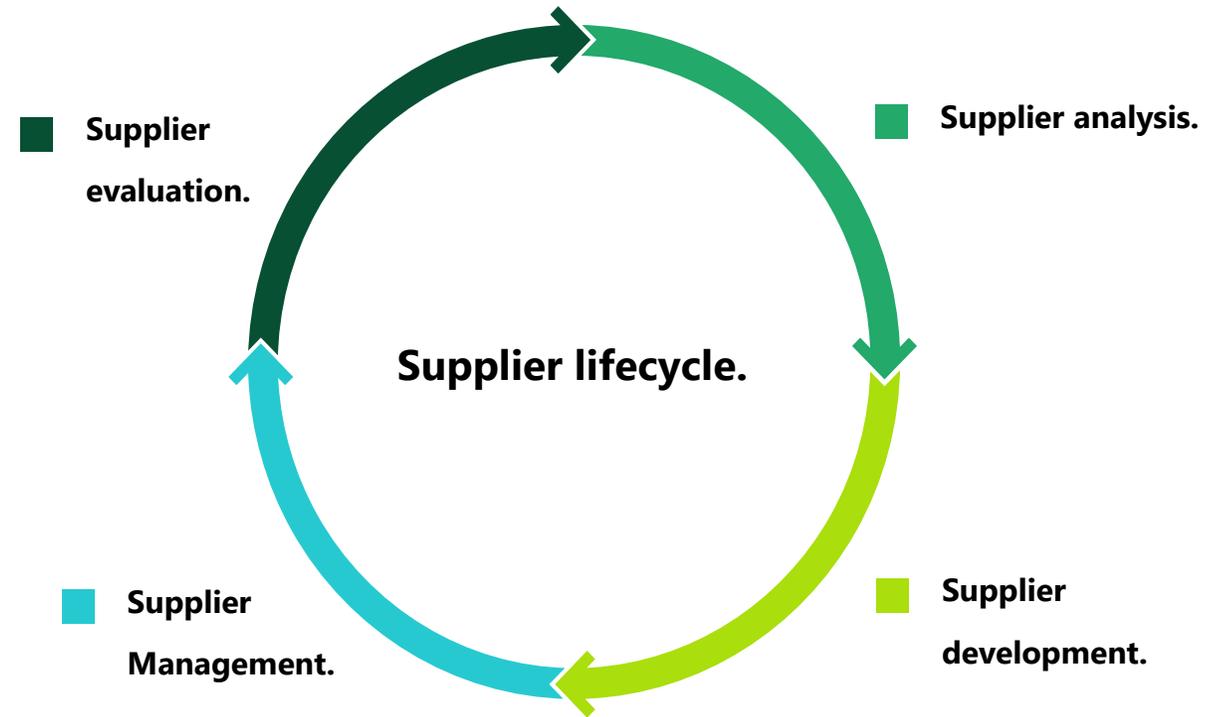
The Supplier Score is composed of the following elements:

- Profitability (40 %)
- Quality (40 %)
- Sustainability (20 %)

As part of the sustainability assessment, we focus in particular on:

- the supplier’s EcoVadis rating,
- the supplier’s sustainability-related risk profile (e.g. human-rights and environmental risks), and
- the signing of the Bechtle Supplier Code of Conduct.

The results of this assessment feed into supplier risk analyses, supplier development discussions and the continued optimisation of our cooperation.



Environmental compliance.

REACH Regulation.

The REACH Regulation (EC) No. 1907/2006 governs the handling of chemical substances within the EU and is largely applicable in Switzerland as well. We take our information obligations seriously and fulfil the requirements of Article 33(1) by ensuring that our EU suppliers inform us without delay if any SVHC substances exceed 0.1 percent by weight in their products. For non-EU suppliers, we require equivalent contractual assurances.

RoHS Directive.

The RoHS Directive 2011/65/EU regulates the use of hazardous substances in electrical and electronic equipment and has been implemented in Germany as the Electrical and Electronics Equipment Substances Regulation (ElektroStoffV). Where applicable, we comply with the ElektroStoffV and, in our role as a reseller, carry out sample checks of the required markings before products are placed on the market. Where there is justified suspicion of non-conformity, we ensure that appropriate measures are taken.

Conflict minerals.

As a European company, we are subject to the laws of the European Union, Germany and Switzerland. The EU and Swiss regulations on conflict minerals apply exclusively to businesses importing minerals including tin, tungsten, tantalum, and gold (3TG) as raw materials. Bechtle neither supplies nor imports raw materials meaning there are no obligations for our vendors or distributors.

If you have any further questions regarding environmental compliance, please contact Corporate Sustainability Management: sustainability@bechtle.com

Governance training.

- To familiarise our employees with the governance topics that are most relevant to Bechtle, we offer a range of courses through the virtual Learning Campus of the Bechtle Academy:
 - Compliance and anti-corruption
 - Information security and data protection
 - New since 2026: Foundations of AI Expertise
- Participation in all three courses is mandatory for all employees and is monitored accordingly.
- The aim is to ensure that 100% of employees complete these courses at least once a year.
- The courses are updated regularly and delivered annually.
- The training courses are compulsory for all employees of the Bechtle Group. The 'Information Security in the Workplace' course takes place annually, whilst the 'Fundamentals of Data Protection' course takes place every two years.

Compliance and Anti-Corruption¹

	2025	2024	2023
Number of participants in compliance training	16,039	1	1
Number of participants in anti-corruption training	3,580	1	1
Number of participants in compliance and anti-corruption training	¹	10,721	12,719

¹ From 2025, the training is divided into two separate modules: corruption and compliance.

Information Security and Data Protection¹

	2025	2024	2023
Number of participants: Information Security in the Workplace	12,623	1,259	12,174
Number of participants: Fundamentals of Data Protection	3,131	15,720	¹

¹ E-learning only available from 2024.

Legal notice.

5

Legal notice and contact details.

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