

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



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The quantitative disclosures apply to the stated reporting periods and refer to the entire Bechtle Group.

Significant parts of the ESG Factbook contain disclosures taken from the 2025 Sustainability Statement, which was prepared with limited assurance. Furthermore, the disclosures marked with \* were audited with limited assurance within the scope of a separate assurance engagement.

# 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.



# 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 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:

- 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 CO<sub>2</sub> 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 –<br>Climate change                                                                                               | E2 –<br>Pollution                                                                                                                                                                                          | E3 –<br>Water and marine<br>resources | E4 –<br>Biodiversity and<br>ecosystems | E5 –<br>Circular<br>economy                                                                               | S1 –<br>Own workforce                                                                       | S2 –<br>Workers in the<br>value chain                                                                                                                            | S3 –<br>Affected<br>communities     | S4 –<br>Consumers<br>and end-users                                      | G1 –<br>Business conduct                  |
| Impact      | <b>Climate mitigation and adaptation</b><br>Upstream and own GHG emissions in raw material extraction and production | <b>Pollution to air, water and soil</b><br>Upstream and downstream raw material extraction, transport, production and disposal<br><b>Substances of concern and microplastics</b><br>Upstream in production | No material impacts                   | No material impacts                    | <b>Resource inflows and use</b><br>Upstream negative environmental impacts in raw material extraction     | <b>Working conditions</b><br>Health and safety                                              | <b>Working conditions and rights</b><br>Upstream value chain:<br>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                       |
|             | <b>Energy</b><br>Upstream, own and downstream GHG emissions                                                          |                                                                                                                                                                                                            |                                       |                                        | <b>Resource outflows and use</b><br>Negative environmental impacts in our own business area and recycling |                                                                                             |                                                                                                                                                                  |                                     |                                                                         |                                           |
| Risk        | <b>Competitive disadvantages/ loss of revenue</b>                                                                    | No material financial risks                                                                                                                                                                                | No material financial risks           | No material financial risks            | No material financial risks                                                                               | <b>Reputational damage</b><br><b>Loss of customers</b><br><b>Market value and financing</b> | No material financial risks                                                                                                                                      | No material financial risks         | No material financial risks                                             | <b>Risk to market value and financing</b> |
| Opportunity | No material financial opportunities                                                                                  | No material financial opportunities                                                                                                                                                                        | No material financial opportunities   | No material financial opportunities    | <b>Competitive advantage and image boost</b>                                                              | No material financial opportunities                                                         | No material financial opportunities                                                                                                                              | No material financial opportunities | <b>Competitive advantage, market share expansion and revenue growth</b> | 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.



## Sales enablement and scaling.

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



## Communication and capability building.

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



## 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
- CO<sub>2</sub> footprint calculation
- Bechtle Circular IT
- Repair service
- Bechtle CO<sub>2</sub>-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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# Bechtle Climate Protection Strategy 2030/2050.

## The Climate Protection Strategy complements the Bechtle 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 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.

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

## Validation Statement

NEAR-TERM AND NET-ZERO SCIENCE-BASED TARGETS



***SBTi Services** has validated that the greenhouse gas emissions reduction target(s) submitted by **Bechtle AG** conform with the SBTi Criteria and Recommendations (**Net-Zero Criteria V1.2**).*

### The official validated target language:

#### Net-Zero

Bechtle AG commits to achieve net-zero greenhouse gas emissions across the value chain by 2050.

#### Near-Term

Bechtle AG commits to reduce absolute scope 1 and 2 GHG emissions 54.4% by 2030 from a 2019 base year. Bechtle AG also commits to reduce scope 3 GHG emissions from purchased goods and services and use of sold products 55% per thousand EUR value added within the same timeframe.

#### Long-Term

Bechtle AG commits to reduce absolute scope 1 and 2 GHG emissions 90.0% by 2050 from a 2019 base year. Bechtle AG also commits to reduce scope 3 GHG emissions 97.0% per EUR value added within the same timeframe.

**DATE OF APPROVAL:** 29 Sep 2025

**SBTi**  
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# SBTi target setting as part of the Bechtle climate protection strategy 2030/2050.

## SBTi target setting as part of the Bechtle climate protection strategy 2030/2050<sup>5</sup>

Scope: Bechtle Group

| Emission category in tCO <sub>2</sub> e | Base year 2019 <sup>4</sup> | Looking back      |                           | change in % | Milestone  | Target year   | Reduction in %           | Target year  | Reduction in %         |
|-----------------------------------------|-----------------------------|-------------------|---------------------------|-------------|------------|---------------|--------------------------|--------------|------------------------|
|                                         |                             | 2024 <sup>4</sup> | Reporting period 2025     | 2025/2024   | 2025       | 2030          | 2030/2019                | 2050         | 2050/2019              |
| Scope 1                                 | 24,394                      | 18,123            | 16,345 <sup>1</sup>       | -10         | n/a        | 13,125        | -46                      | 3,487        |                        |
| Scope 2                                 | 10,828                      | 2,826             | 2,954 <sup>1</sup>        | 5           | n/a        | 2,930         | -73                      | 35           |                        |
| <b>Scope 1 &amp; 2</b>                  | <b>35,223</b>               | <b>20,949</b>     | <b>19,299<sup>1</sup></b> | <b>-8</b>   | <b>n/a</b> | <b>16,055</b> | <b>-54.4<sup>2</sup></b> | <b>3,522</b> | <b>-90<sup>2</sup></b> |
| <b>Scope 3.1 and 3.11 Intensity</b>     |                             |                   |                           |             |            |               |                          |              |                        |
| <b>tCO<sub>2</sub>e/value added</b>     | <b>1.696</b>                | <b>1.075</b>      | <b>1.010</b>              | <b>-6</b>   | <b>n/a</b> | <b>0.763</b>  | <b>-55<sup>2</sup></b>   | <b>0.051</b> | <b>-97<sup>2</sup></b> |
| 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 <sup>1</sup>        | -7          | n/a        | <sup>3</sup>  |                          | <sup>3</sup> |                        |
| Scope 3.4                               | 44,367                      | 50,695            | 52,419                    | 3           | n/a        | <sup>3</sup>  |                          | <sup>3</sup> |                        |
| Scope 3.5                               | 116                         | 94                | 97 <sup>1</sup>           | 3           | n/a        | <sup>3</sup>  |                          | <sup>3</sup> |                        |
| Scope 3.6                               | 9,673                       | 10,909            | 11,083                    | 2           | n/a        | <sup>3</sup>  |                          | <sup>3</sup> |                        |
| Scope 3.7                               | 10,969                      | 12,055            | 11,185                    | -7          | n/a        | <sup>3</sup>  |                          | <sup>3</sup> |                        |
| Scope 3.9                               | 4,984                       | 3,281             | 3,194                     | -3          | n/a        | <sup>3</sup>  |                          | <sup>3</sup> |                        |
| 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        | <sup>3</sup>  |                          | <sup>3</sup> |                        |

<sup>1</sup> Forecast values 2025 based on FTE development

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

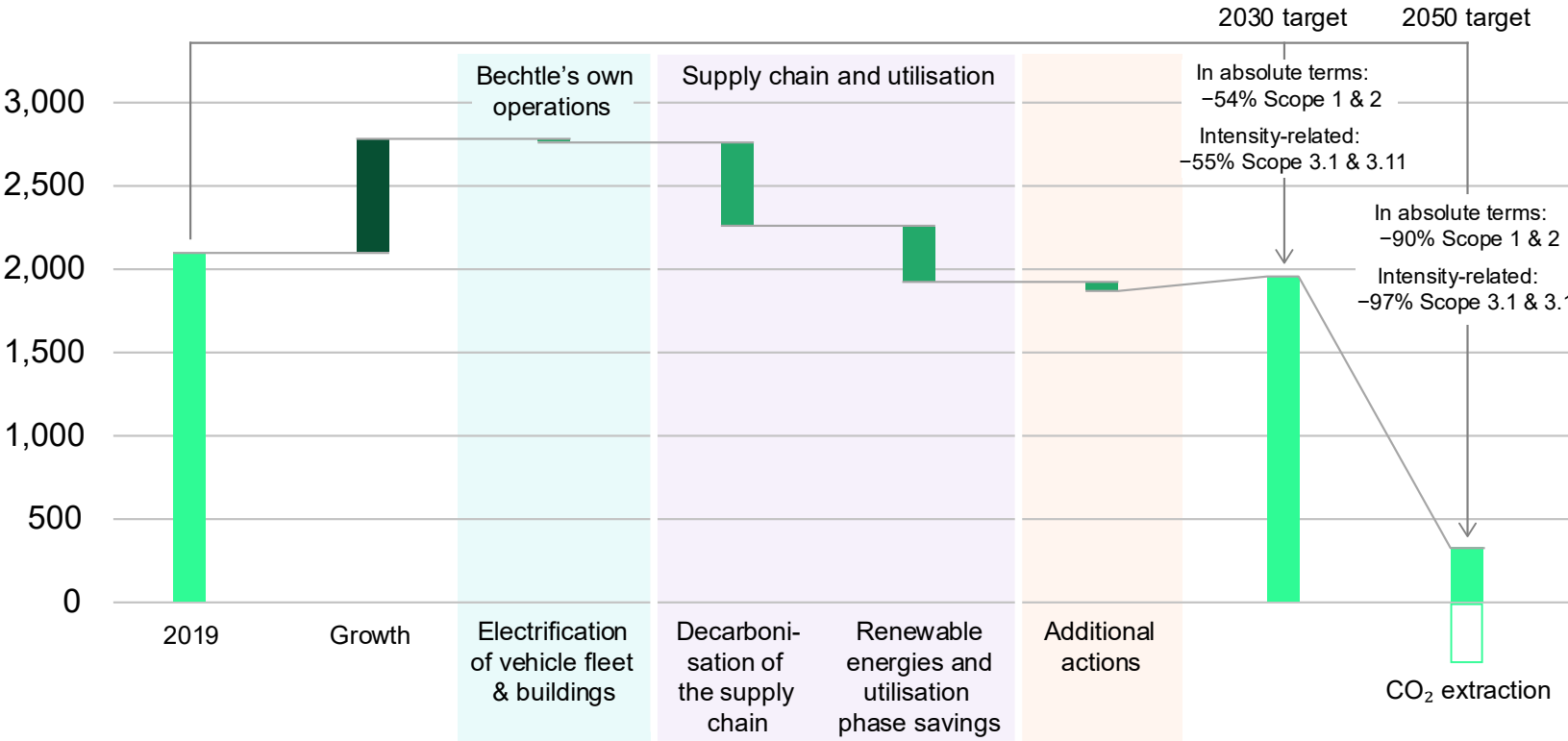
<sup>3</sup> No target value for target year 2030 and 2050

<sup>4</sup> 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

<sup>5</sup> 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.

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

# Decarbonisation levers and actions.

## 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          |
| Scope 3.1             | Decarbonisation of the value chain                      |                                                | Purchase of green electricity group-wide                                                                                        | In preparation   |                                                                                               |                          |
|                       |                                                         |                                                | Manufacturers' emission reduction targets for lower-emission products*                                                          | Ongoing          |                                                                                               |                          |
|                       |                                                         | Sustainable procurement strategy               | Close co-operation with manufacturers for CO <sub>2</sub> 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 that cannot be directly influenced by Bechtle

# CO<sub>2</sub> emissions: Scope 1 and 2.

## CO<sub>2</sub> emissions Scope 1 and 2<sup>3</sup> in tonnes CO<sub>2</sub>e

Scope: Bechtle Group

The calculations comply with the requirements of the Greenhouse Gas Protocol (GHG).

|                                                         | 2025 <sup>1</sup> | 2024 <sup>2</sup> | 2023 <sup>2</sup> | 2022 <sup>2</sup> | 2021 <sup>2</sup> | 2020 <sup>2</sup> | 2019 <sup>2</sup> |
|---------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 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             |
| <b>Total emissions Scope 1 &amp; 2 (market-based)</b>   | <b>19,299</b>     | <b>20,949</b>     | <b>23,148</b>     | <b>25,118</b>     | <b>24,038</b>     | <b>27,361</b>     | <b>35,223</b>     |
| <b>Total emissions Scope 1 &amp; 2 (location-based)</b> | <b>24,065</b>     | <b>25,519</b>     | <b>26,982</b>     | <b>27,686</b>     | <b>25,026</b>     | <b>26,254</b>     | <b>33,571</b>     |

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 CO<sub>2</sub> 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 mix<sup>4</sup> in MWh

Scope: Bechtle Group

|                                                                                                            | 2025                       | 2024 <sup>2,3</sup> | 2023 <sup>2</sup> | 2022 <sup>2</sup> | 2021 <sup>2</sup> | 2020 <sup>2</sup> | 2019 <sup>2</sup> |
|------------------------------------------------------------------------------------------------------------|----------------------------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Consumption of combustibles Heating resources                                                              | 11,216 <sup>1</sup>        | 10,713              | 11,982            | 11,903            | 11,869            | 10,772            | 10,377            |
| Consumption of combustibles Fuel consumption                                                               | 55,827                     | 62,562              | 63,826            | 61,348            | 50,706            | 54,708            | 73,455            |
| Energy consumption of electricity – Share of renewable supply %                                            | 55 <sup>1</sup>            | 55                  | 55                | 45                | 43                | n/a               | n/a               |
| Electricity consumption from renewable sources                                                             | 15,523 <sup>1</sup>        | 14,827              | 12,646            | 10,106            | 9,361             | n/a               | n/a               |
| Energy consumption of electricity and district heating from renewable sources                              | 16,317 <sup>1</sup>        | 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 <sup>1</sup>        | 14,776              | 12,727            | 14,386            | 14,575            | 19,768            | 22,331            |
| Consumption of self-generated renewable energy                                                             | 1,300 <sup>1</sup>         | 1,242               | 1,021             | 1,341             | 1,138             | 684               | n/a               |
| Total energy consumption from fossil and nuclear sources                                                   | 82,612 <sup>1</sup>        | 88,051              | 88,536            | 87,637            | 77,150            | 85,248            | 106,163           |
| Total energy consumption from renewable sources                                                            | 17,617 <sup>1</sup>        | 16,921              | 14,495            | 12,141            | 12,469            | 6,118             | 2,664             |
| <b>Total energy consumption</b>                                                                            | <b>100,229<sup>1</sup></b> | <b>104,973</b>      | <b>103,031</b>    | <b>99,778</b>     | <b>89,619</b>     | <b>91,366</b>     | <b>108,827</b>    |

<sup>1</sup> Forecast values 2025 based on FTE development

<sup>2</sup> Retroactive update of values until 2019 due to re-categorisation according to ESRS

<sup>3</sup> 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

<sup>4</sup> 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.

# 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 % 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.

Cars:

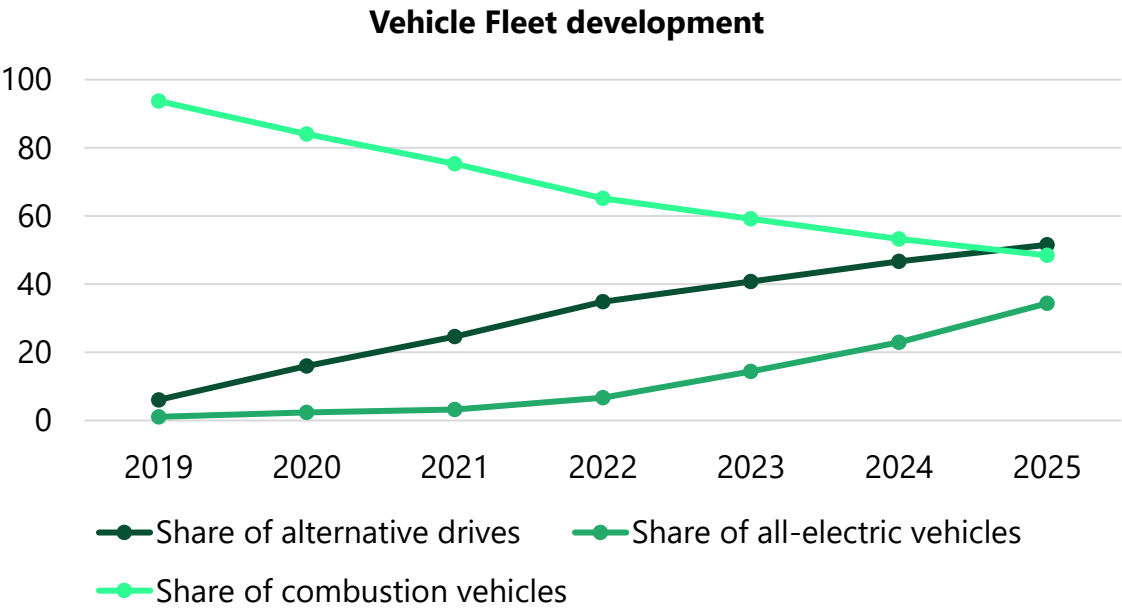
- In 2025, the group's fleet comprised 5,249 vehicles, including 4,284 in Germany alone. As of 31 December 2025, 40.8 per cent of all company cars across the Bechtle Group were plug-in hybrids or fully electric vehicles.
- Compared the the previous year, the share of electric vehicles across the group 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.

Vehicle fleet as of December 31st.

Scope: Bechtle Group

|                                          |   | 2025  | 2024  | 2023  |
|------------------------------------------|---|-------|-------|-------|
| Total number of vehicles                 |   | 5,788 | 5,610 | 5,249 |
| Share of alternative <sup>1</sup> drives | % | 52    | 47    | 41    |
| Share of all-electric vehicles           | % | 34    | 23    | 14    |
| Number of company bicycles               |   | 1,500 | 1,286 | 1,136 |

1 Alternative drives refer to hybrid and electric drives.



# Sustainable vehicle fleet strategy.

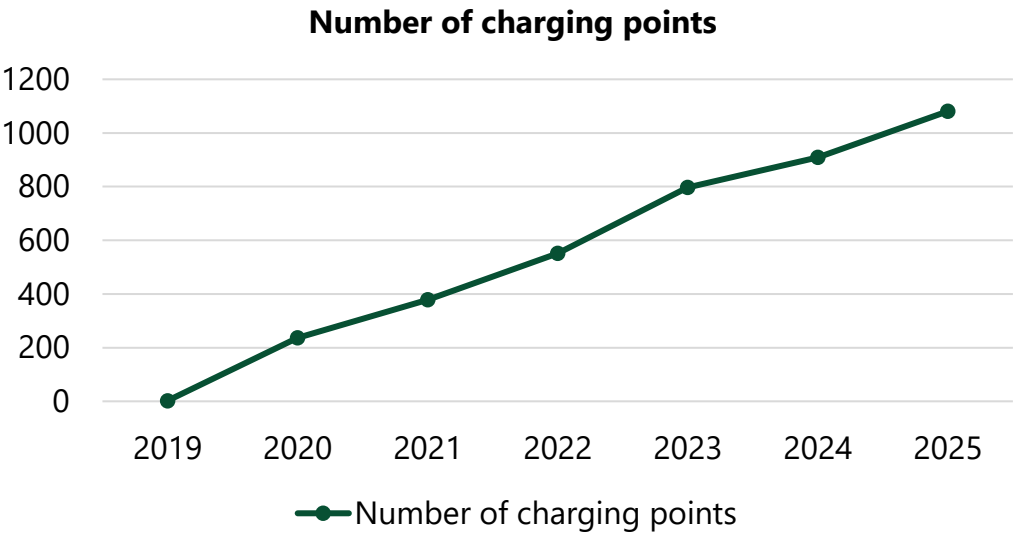
## Charging infrastructure:

- By the end of 2025, Bechtle 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.

## Charging points available as of December 31st.

Scope: Bechtle Group

|                           | 2025  | 2024 | 2023 |
|---------------------------|-------|------|------|
| Number of charging points | 1,081 | 909  | 797  |



# Sustainable headquarters.

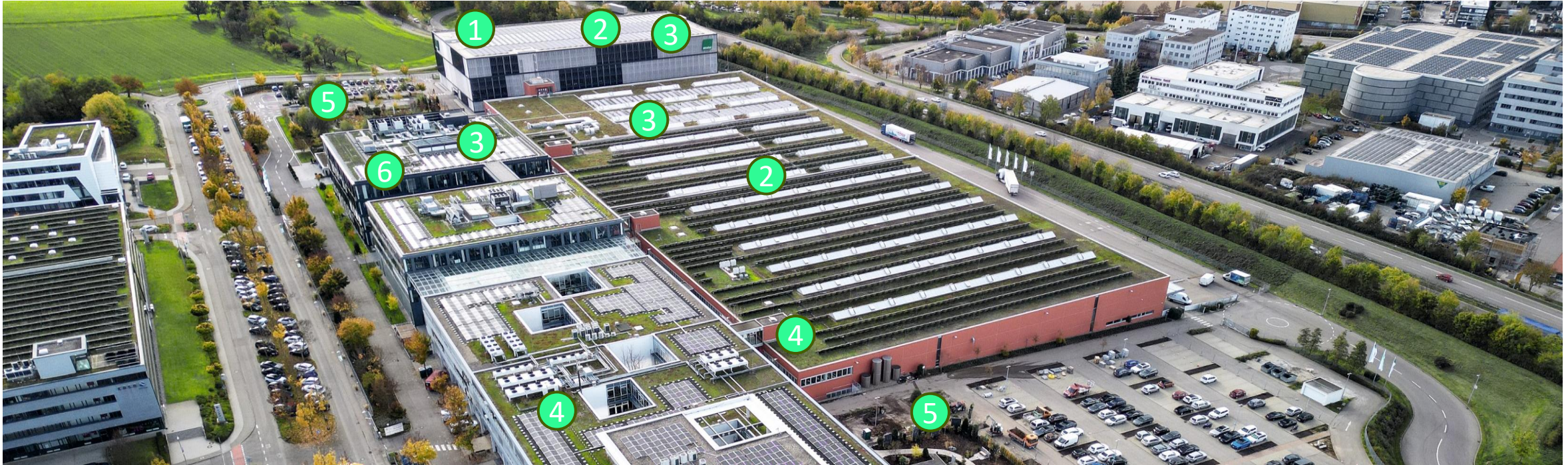


Photo: Bechtle

## 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 m<sup>2</sup> 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 m<sup>2</sup> 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.

# CO<sub>2</sub> 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 CO<sub>2</sub> 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

# CO<sub>2</sub> emissions: Scope 3.

## CO<sub>2</sub> emissions Scope 3<sup>4</sup> in tonnes CO<sub>2</sub>e

Scope: Bechtle Group

The calculations comply with the requirements of the Greenhouse Gas Protocol (GHG).

|                                                | 2025                         | 2024 <sup>3</sup> | 2023 <sup>3</sup> | 2022 <sup>3</sup> | 2021 <sup>3</sup> | 2020 <sup>3</sup> | 2019 <sup>3</sup> |
|------------------------------------------------|------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 3.1 Purchased goods and services               | 1,706,392                    | 1,615,704         | 1,682,457         | 1,819,899         | 1,756,705         | 1,678,441         | 1,578,658         |
| 3.3 Fuel and energy-related activities         | 5,979 <sup>1</sup>           | 6,435             | 6,519             | 6,496             | 6,088             | 5,818             | 7,404             |
| 3.4 Upstream transportation and distribution   | 52,419                       | 50,695            | 55,848            | 54,909            | 48,197            | 46,823            | 44,367            |
| 3.5 Waste                                      | 75 <sup>1</sup>              | 73                | 63                | 63                | 55                | 53                | 60                |
| 3.5 Water                                      | 22 <sup>1</sup>              | 20                | 22                | 21                | 22 <sup>2</sup>   | 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           | 547,039           | 484,930           |
| 3.12 End-of-life treatment of sold products    | 279                          | 295               | 344               | 422               | 418               | 418               | 431               |
| <b>Gross volume</b>                            | <b>2,091,377<sup>1</sup></b> | <b>2,122,340</b>  | <b>2,143,197</b>  | <b>2,348,069</b>  | <b>2,300,940</b>  | <b>2,204,650</b>  | <b>2,141,532</b>  |

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.

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.

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

Scope: Bechtle Group

|                                                             | 2025 <sup>1</sup> | 2024 <sup>2</sup> | Deviation in<br>2024/2025 | 2023 <sup>2</sup> | 2022 <sup>2</sup> | 2021 <sup>2</sup> | 2020 <sup>2</sup> | 2019 <sup>2</sup> |
|-------------------------------------------------------------|-------------------|-------------------|---------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| tCO <sub>2</sub> e emissions/revenue in €k (market-based)   | 0.329             | 0.340             | -3%                       | 0.337             | 0.394             | 0.438             | 0.442             | 0.462             |
| tCO <sub>2</sub> 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.

# Waste and water.

- 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 or using cisterns to irrigate the on-site gardens at the headquarters

Waste<sup>3</sup> by type and disposal method in t and %

Scope: Bechtle Group

|                                                | 2025 <sup>1</sup> | 2025 <sup>1</sup> in % | 2024  | 2024 in % | 2023  | 2023 in % |
|------------------------------------------------|-------------------|------------------------|-------|-----------|-------|-----------|
| Total waste Bechtle Group <sup>2</sup>         | 3,757             | 100                    | 3,588 | 100       | 3,331 | 100       |
| of which broken down by category: <sup>4</sup> |                   |                        |       |           |       |           |
| Non-hazardous waste (recycled)                 | 3,685             | 98                     | 3,520 | 98        | 3,123 | 94        |
| Non-hazardous waste (disposed of)              | 53                | 1                      | 50    | 1         | 0     | 0         |
| Hazardous waste (recycled)                     | 19                | 1                      | 18    | 1         | 207   | 6         |
| Hazardous waste (disposed of)                  | 0                 | 0                      | 0     | 0         | 0     | 0         |
| Total weight of recycled waste*                | 3,704             | 99                     | 3,538 | 99        | 3,331 | 100       |
| Total weight of disposed waste*                | 53                | 1                      | 50    | 1         | 0     | 0         |
| Total weight of hazardous waste*               | 19                | 1                      | 18    | 1         | 207   | 6         |
| Total weight of non-hazardous waste*           | 3,738             | 99                     | 3,570 | 99        | 3,123 | 94        |

Water<sup>3</sup> in m<sup>3</sup>

Scope: Bechtle Group

|                                | 2025 <sup>1</sup> | 2024   | 2023   |
|--------------------------------|-------------------|--------|--------|
| Water consumption <sup>5</sup> | 60,451            | 57,740 | 52,653 |

1 The starting point for estimating the 2025 figures is the previous year's figures, which are extrapolated based on development in FTE.

2 The reported waste volumes are based either on actual site-specific data or are estimated. The waste generated at Bechtle's headquarters in Neckarsulm serves as a reference and is extrapolated based on floor area in square meters. A distinction is made between warehouse and office space.

3 Note: Values rounded to whole numbers

4 Extrapolation according to the breakdown and percentage shares of the Bechtle Group Headquarters recycling center.

5 The reported water volumes are based either on site-specific actual data or are extrapolated.



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.

**Bechtle Box**

Scope: Bechtle Group

|                                                                     | 2025  | 2024  | 2023  |
|---------------------------------------------------------------------|-------|-------|-------|
| Total number of deliveries in One way Bechtle Box (Delivery Notes)  | 8     | 16    | 42    |
| Total number of deliveries in More Way Bechtle Box (Delivery Notes) | 344   | 539   | 294   |
| Number of One Way Bechtle Box used                                  | 22    | 61    | 247   |
| Number of More Way Bechtle box used                                 | 1,232 | 1,265 | 1,098 |

- Bechtle Box<sup>®</sup>: 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.

# Consumption of packaging material.

Consumption of packaging material<sup>3</sup>

Scope: Bechtle Group<sup>2</sup>

|                     |                         | 2025      | 2024      | 2023      |
|---------------------|-------------------------|-----------|-----------|-----------|
| Cardboard           |                         |           |           |           |
|                     | Total in kg*            | 419,778   | 470,118   | 474,421   |
|                     | Share in %              | 34        | 36        | 38        |
|                     | Co <sub>2</sub> e in kg | 503,608   | 561,305   | 380,259   |
|                     | Recycling share in kg   | 360,226   | 403,362   | 407,053   |
| Paper               |                         |           |           |           |
|                     | Total in kg*            | 75,247    | 83,277    | 83,792    |
|                     | Share in %              | 6         | 6         | 7         |
|                     | Co <sub>2</sub> e in kg | 101,207   | 111,534   | 76,291    |
|                     | Recycling share in kg   | 64,562    | 71,451    | 71,894    |
| Plastic except film |                         |           |           |           |
|                     | Total in kg*            | 4,745     | 5,718     | 6,194     |
|                     | Share in %              | 0         | 0         | 1         |
|                     | Co <sub>2</sub> e in kg | 12,231    | 14,687    | 19,145    |
|                     | Recycling share in kg   | 2,424     | 2,922     | 3,165     |
| Film                |                         |           |           |           |
|                     | Total in kg*            | 22,176    | 21,878    | 20,863    |
|                     | Share in %              | 2         | 2         | 2         |
|                     | Co <sub>2</sub> e in kg | 65,752    | 64,744    | 53,967    |
|                     | Recycling share in kg   | 6,653     | 6,563     | 14,291    |
| Wood <sup>1</sup>   |                         |           |           |           |
|                     | Total in kg*            | 705,398   | 737,829   | 648,419   |
|                     | Share in %              | 57        | 56        | 53        |
|                     | Co <sub>2</sub> e in kg | 190,105   | 198,848   | 202,703   |
|                     | Recycling share in kg   | 209,503   | 219,135   | 192,580   |
| Total               |                         |           |           |           |
|                     | Total in kg*            | 1,227,344 | 1,318,820 | 1,233,689 |
|                     | Share in %              | 100       | 100       | 100       |
|                     | Co2e in kg              | 872,904   | 951,118   | 732,365   |
|                     | Recycling share in kg   | 643,369   | 703,434   | 688,984   |

1 Increase in wood consumption in 2024 due to the opening of a new warehouse and the resulting increased demand for new wooden pallets.

2 The consumption of packaging materials for the Bechtle Group is estimated based on the German logistics & service locations. Their consumption of packaging materials, as well as the breakdown into the different packaging categories, serves as the basis for determining the group-wide values.

The extrapolation to the Bechtle Group is carried out based on the ratio between the total warehouse space of the Bechtle Group and the warehouse space of the German logistics & service locations.

3 Note: Values rounded to whole numbers



Fotos: Bechtle

Materials used<sup>1</sup> in kg

Scope: Bechtle Group<sup>2</sup>

|                              | 2025      | 2024      | 2023      |
|------------------------------|-----------|-----------|-----------|
| Non-renewable materials used | 26,921    | 27,596    | 27,055    |
| Renewable materials used     | 1,200,423 | 1,291,224 | 1,206,632 |

1 Note: Values rounded to whole numbers

2 The extrapolation was carried out proportionally via an area-based scaling factor (material intensity per square meter) based on the primary data of the central logistics locations.

Recyclable share<sup>2</sup> of materials used by Bechtle in the packaging area in %

Scope: Bechtle Group<sup>1</sup>

|                                       |       | 2025    | 2024 <sup>3</sup> | 2023    |
|---------------------------------------|-------|---------|-------------------|---------|
| Materials used: Total recycling share | in kg | 643,369 | 703,434           | 688,984 |
| Materials used: Total recycling share | %     | 52      | 53                | 56      |

1The extrapolation was carried out proportionally via an area-based scaling factor (material intensity per square meter) based on the primary data of the central logistics locations.

2 Note: Values rounded to whole numbers

3 Increase in wood consumption in 2024 due to the opening of a new warehouse and the resulting increased demand for new wooden pallets.

# 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

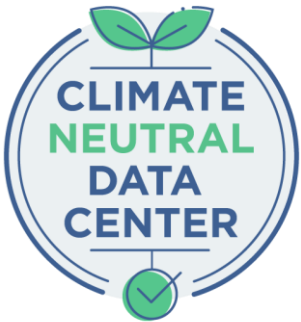
# Bechtle data centres.

- 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.

Use of green electricity in our main data centres

Scope: Bechtle Group

|                                                   |   | 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.

**Bechtle 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 Bechtle 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.

## Revenue

- 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

- 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.

## CapEx

- 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 % of its € 101,241 k in CapEx as taxonomy-eligible, and € 18,311k as taxonomy-aligned.***

# Environmental Training Courses.

As sustainability is firmly embedded in Bechtle’s business strategy, we are committed to providing our workforce with comprehensive information.

We offer a wide range of E-Learning courses, seminars and webinars designed to train our female staff in all aspects of sustainability.

**Environmental Training Courses :**

- Sustainability at Bechtle.
- A sustainable future: Environmental management.
- Sustainability in sales.

**Environmental Training Courses**

Scope: Bechtle Group

|                                                                                     |   | 2025  | 2024  | 2023  |
|-------------------------------------------------------------------------------------|---|-------|-------|-------|
| Number of employees who have received training on environmental issues <sup>1</sup> |   | 3,533 | 4,260 | 3,011 |
| Proportion of employees who have received training on environmental issues          | % | 21    | 27    | 20    |

<sup>1</sup> Participants who have completed multiple e-learnings are only included once.

**Social.**

3

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Photo: Bechtle

## Social.

# Diversity and equal opportunity.

## Development of diversity and equal opportunity.

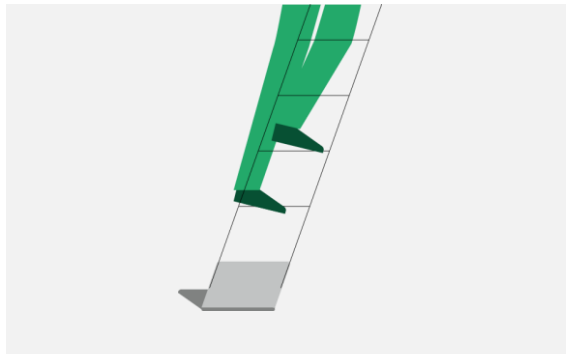
- **May 2020:**  
Signatory to the Charta der Vielfalt
- **From 2022:**  
Establishment of the Women@Bechtle community and launch of the DE&I status analysis
- **March 2024:**  
Creation of the new position, Head of Diversity
- **November 2024:**  
Approval of the DE&I strategy by the Executive Board
- **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.**

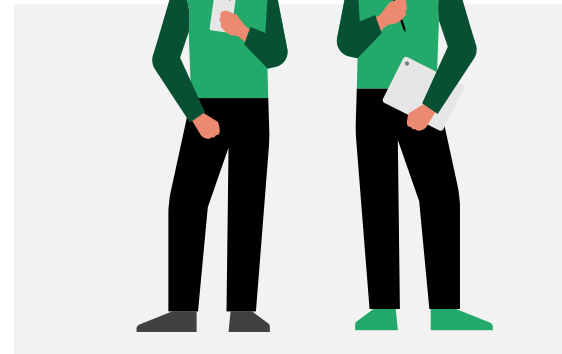
This principle is also anchored in the Bechtle Code of Conduct, which is mandatory for all employees. As a signatory to the German Diversity Charter, Charta der Vielfalt, we make sure our stance on diversity is visible to external stakeholders.



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.

**Bechtle 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.

## Diversity and Inclusion Trainings

Scope: Bechtle Group

|                                                                                    | 2025  | 2024  | 2023  |
|------------------------------------------------------------------------------------|-------|-------|-------|
| Diversity & Inclusion                                                              | 1,494 | 1,813 | 5,406 |
| Unconscious Bias – Recognizing and Reducing Prejudices and Stereotypes             | 1,690 | 1,818 | 4,548 |
| Dimensions of Diversity                                                            | 3,257 | 1     | 1     |
| Number of participants in training courses on the topic of diversity <sup>2*</sup> | 4,180 | 2,220 | 5,890 |
| Proportion of participants in training courses on the topic of diversity           | % 25  | 14    | 38    |

1 E-learning only available from 2025.

2 Participants who have completed multiple e-learning courses are counted only once.

# Bechtle Foundation (Bechtle Stiftung gGmbH).

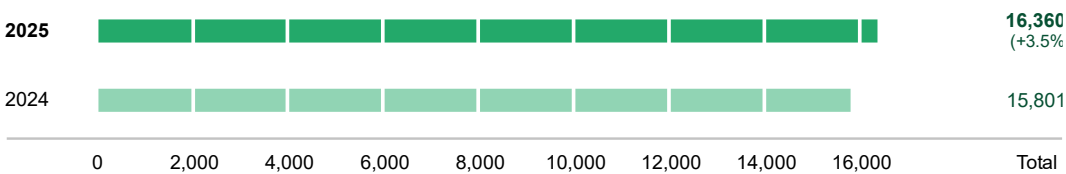
**The non-profit Bechtle Stiftung gGmbH was established in June 2024 and is dedicated to promoting education and equal opportunities in the IT sector.**

- 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.

Employees<sup>1</sup> Group-wide as of 31 December



<sup>1</sup> 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: Gender breakdown.

Number of employees by gender<sup>1</sup>

Scope: Bechtle Group

|                           | 2025   | 2024 <sup>2</sup> | 2023   | 2022   |
|---------------------------|--------|-------------------|--------|--------|
| Male                      | 11,777 | 11,400            | 10,993 | 10,189 |
| Female                    | 4,796  | 4,608             | 4,402  | 4,126  |
| Non-binary                | 1      | 0                 | n/a    | n/a    |
| Not specified             | 0      | 0                 | n/a    | n/a    |
| Female representation %   | 29     | 29                | 29     | 29     |
| Total number of employees | 16,574 | 16,008            | 15,395 | 14,315 |

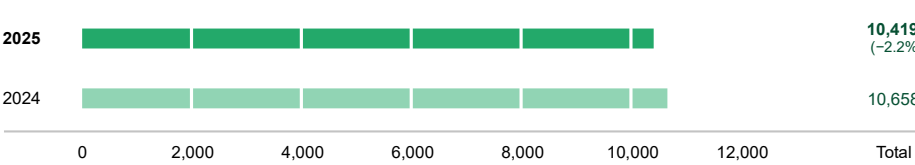
1 Gender according to the employees' own statements.

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

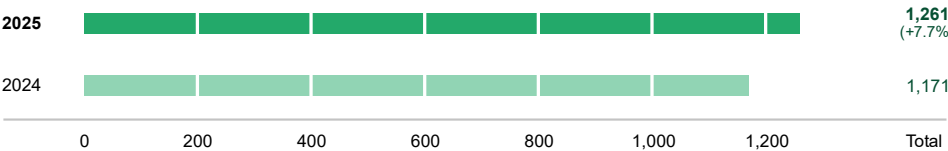
# Bechtle Group employees by segment (regions).

- 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.

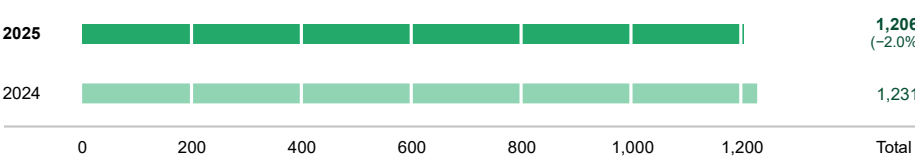
Employees in the Germany segment as of 31 December



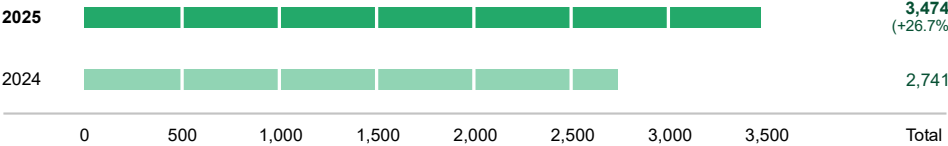
Employees Benelux segment as of 31 December



Employees in the France segment as of 31 December



Employees in the Other Europe segment as of 31 December

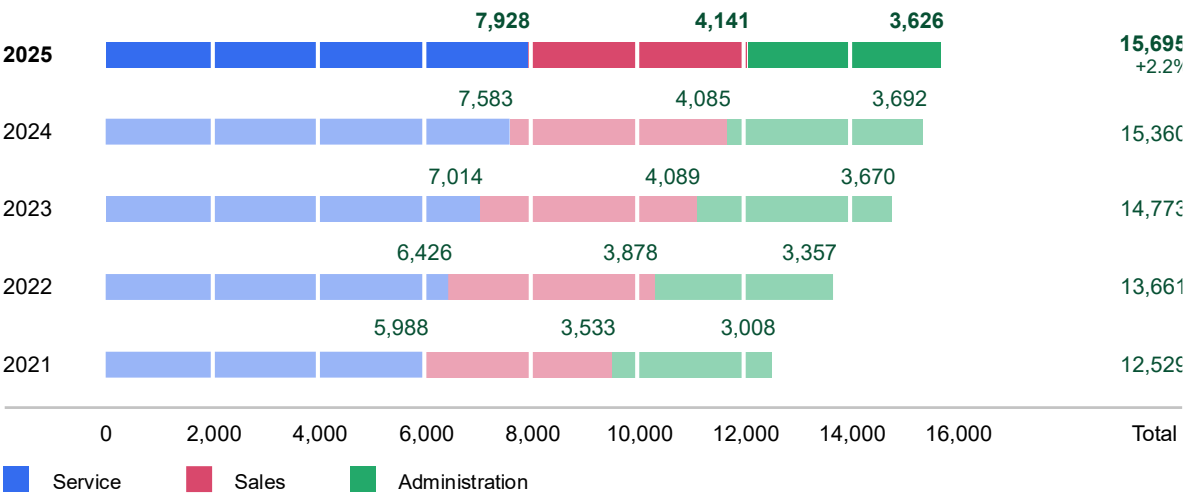


# Bechtle Group employees by work areas.

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.

Employees<sup>1</sup> by work area as of 31 December



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

# Employees by type of contract, itemised by gender.

## Information about employees at Bechtle by type of contract, itemised by gender

Scope: Bechtle Group

|                                                                              | 2025          | 2024 <sup>2</sup> | 2023 <sup>2</sup> |
|------------------------------------------------------------------------------|---------------|-------------------|-------------------|
| <b>Number of employees with permanent employment contracts<sup>1</sup></b>   | <b>14,973</b> | <b>14,461</b>     | <b>13,908</b>     |
| Permanent (male) <sup>1</sup>                                                | 10,602        | 10,240            | 9,849             |
| Permanent (female) <sup>1</sup>                                              | 4,370         | 4,221             | 4,059             |
| Permanent (non-binary) <sup>1</sup>                                          | 1             | 0                 | 0                 |
| <b>Number of employees with temporary employment contracts<sup>1,3</sup></b> | <b>1,601</b>  | <b>1,547</b>      | <b>1,487</b>      |
| Temporary (male) <sup>1</sup>                                                | 1,175         | 1,135             | 1,091             |
| Temporary (female) <sup>1</sup>                                              | 426           | 412               | 396               |
| Temporary (non-binary) <sup>1</sup>                                          | 0             | 0                 | 0                 |
| <b>Number of full-time employees</b>                                         | <b>14,232</b> | <b>13,891</b>     | <b>13,131</b>     |
| Full-time (male)                                                             | 10,907        | 10,529            | 10,014            |
| Full-time (female)                                                           | 3,324         | 3,362             | 3,117             |
| Full-time (non-binary)                                                       | 1             | 0                 | 0                 |
| <b>Number of part-time employees</b>                                         | <b>2,342</b>  | <b>2,117</b>      | <b>2,264</b>      |
| Part-time (male)                                                             | 870           | 871               | 979               |
| Part-time (female)                                                           | 1,472         | 1,246             | 1,285             |
| Part-time (non-binary)                                                       | 0             | 0                 | 0                 |

<sup>1</sup> 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.

<sup>2</sup> The total number of employees has increased by 207 in line with population growth in 2024.

<sup>3</sup> Temporary staff are shown in the temporary category.

<sup>4</sup> 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.

# Turnover rate<sup>1</sup>, average tenure and age groups.

## Turnover rate<sup>1</sup> as of December 31st

Scope: Bechtle Group

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

<sup>1</sup> Turnover rate calculated based on a moving average of the past twelve months of a year

## Average length of service as of December 31st

Scope: Bechtle Group

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

<sup>1</sup> 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.

## Distribution of employees by age group

Scope: Bechtle Group

|                                            | 2025  | 2024 <sup>2</sup> | 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 <sup>1</sup> | 3,639 | 3,464             | 3,195 | 2,915 |

<sup>1</sup> 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)

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

<sup>3</sup> 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.

- Attracting and retaining qualified staff for our company is of great strategic and economic importance to us. The growing shortage of skilled workers and demographic change are making it more difficult to successfully recruit new staff. In addition, there is also the risk that our own employees may be inclined to leave.
- The staff turnover rate, calculated based on a moving average over the last twelve months, stood at 7.6% in the reporting year, which was significantly lower than the previous year's figure of 9.1%.
- The average length of service rose slightly to 6.5 years.

# Proportion of women in leadership and management roles.

## Proportion of women in governing bodies and management roles as of December 31st

Scope: Bechtle Group

|                                                   |                     | 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 (2024: 14.9% and 2023: 14 %).
- 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.

# Additional social indicators.

## People with disabilities

Scope: Bechtle Group

|                                               |   | 2025 | 2024 | 2023 |
|-----------------------------------------------|---|------|------|------|
| Proportion of people with severe disabilities | % | 1.9  | 1.8  | 1.8  |

The company-wide diversity strategy addresses the key dimensions of diversity – in particular gender, age, social background, and physical and mental abilities. Particular attention is paid to groups that may face structural disadvantages, especially people with disabilities and women.

## Remuneration metrics

Scope: Bechtle Group

|                             |   | 2025 | 2024 | 2023 <sup>3</sup> |
|-----------------------------|---|------|------|-------------------|
| Gender-Pay-Gap <sup>1</sup> | % | 18.6 | 19.7 | 19.7              |
| CEO-Pay-Ratio <sup>2</sup>  |   | 107  | 89   | 89                |

1 Due to the change in the population, there has been no significant change in the 2024 figure.

2 An increase of 5 due to the adjustment of the population in accordance with the ESRS definition and the inclusion of, amongst others, temporary staff.

3 Year 2023: The key figure has not yet been calculated, but a similar value is assumed.

The gender pay gap reflects the average pay differences between male and female employees but does not consider structural factors such as job position, professional experience or other differentiating factors.

# Work@Bechtle, Parental leave at Bechtle 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 in Germany

Scope: Bechtle Group

|                                          |   | 2025 | 2024 | 2023 |
|------------------------------------------|---|------|------|------|
| Employees <sup>1</sup> 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 in Germany<sup>1</sup>

Scope: Bechtle Group

|                                |  | 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 Bechtle.

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 Bechtle Group companies, including target group and specialist-specific qualification and and development programmes. The Bechtle 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.

**Training and Development<sup>1</sup>**

Scope: Bechtle Group

|                                                                                  |           | 2025   | 2024   | 2023   |
|----------------------------------------------------------------------------------|-----------|--------|--------|--------|
| Average number of training hours per employee per year (As of December 31)*      |           | 8.48   | 8.89   | 9.82   |
| Employee training                                                                | in Tsd. € | 7,209  | 7,103  | 7,171  |
| Number of employees who have received competency-based <sup>2</sup> training*    |           | 16,490 | 16,176 | 15,174 |
| Proportion of employees who have received competency-based <sup>2</sup> training | %         | 99     | 100    | 99     |

1 The key figures also include training participation by board members (who are not part of the ESRS population).

2 Competency-based training programs are the training programs offered by the Bechtle Learning Campus and include seminars, webinars, workshops, e-learning, and other training formats.

# Vocational training and dual-study programmes.

**Proportion of trainees as of December 31st**

Scope: Bechtle Group

|                                                   |   | 2025 | 2024 | 2023 |
|---------------------------------------------------|---|------|------|------|
| Proportion of trainees in Germany                 | % | 6.2  | 6.7  | 6.8  |
| Proportion of trainees in the Bechtle Group       | % | 5.0  | 5.6  | 5.6  |
| Proportion of women trainees in Germany           | % | 26.0 | 26.3 | 27.1 |
| Proportion of women trainees in the Bechtle Group | % | 25.8 | 26.2 | 26.1 |

**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.
- Once they have successfully completed their apprenticeship in Germany, we are able to offer a permanent contract to almost all apprentices and dual-study students.

**Distribution of training professions and degree programmes as of December 31st**

Scope: Bechtle Germany

|                                                     | 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  |

# 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.

The Bechtle Leadership Guidelines provide our executives with a binding reference to establish a successful, healthy, and motivating work environment based on fairness, respect, and professionalism.

Various instruments and tools, such as leadership feedback or a Leadership Toolbox, assist our managers in continuously developing their leadership competencies in a targeted manner, thus enhancing employee satisfaction.

**For detailed information, see the 2025 Annual Report.**

# 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 Bechtle 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**

Scope: Bechtle Group

|                                                                                        |   | 2025   | 2024   | 2023  |
|----------------------------------------------------------------------------------------|---|--------|--------|-------|
| Number of occupational safety and health training sessions Bechtle Group <sup>1*</sup> |   | 10,619 | 10,002 | 8,057 |
| Proportion of participants in occupational safety and health training Bechtle Group    | % | 64     | 62     | 52    |

1 Participants who have completed multiple e-learnings are only included once.

# Occupational health and safety indicators.

We aim to provide our staff with a safe and productive working environment in which they feel comfortable and where work-related injuries and illnesses are prevented.

- Around 16% (2024: 16%, a change of 2 percentage points due to the adjustment of the population in accordance with the ESRS definition) of the company’s employees are covered by the management system in accordance with the ISO 45001 standard for health and safety. We have implemented measures to ensure compliance with labour law regulations for staff in our other companies.

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

Scope: Bechtle Group

|                                                                                           | 2025 <sup>1</sup> | 2024 | 2023         |
|-------------------------------------------------------------------------------------------|-------------------|------|--------------|
| Number of reportable accidents at work                                                    | 46                | 39   | 53           |
| Number of notifiable commuting accidents                                                  | 38                | 32   | 24           |
| Accident rate of reportable accidents at work per 1,000,000 working hours                 | 1.82              | 1.77 | <sup>3</sup> |
| Number of deaths due to work-related injuries                                             | 0                 | 0    | 0            |
| Number of work-related injuries with serious consequences (excluding deaths) <sup>2</sup> | 1                 | 0    | 0            |
| Number of documented work-related injuries <sup>2</sup>                                   | 82                | 98   | 60           |

1 The data does not include any acquisitions from 2025

2 Voluntary information

3 Available since 2024

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 Sponsorship in euro

Scope: Bechtle Group

|                    | 2025    | 2024    | 2023    |
|--------------------|---------|---------|---------|
| Donation           | 215,949 | 332,859 | 599,132 |
| Social Sponsorship | 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.

### Employees who are entitled to vote in the election of employee representatives to the Supervisory Board

Scope: Bechtle Group

|                                                        |   | 2025 | 2024 | 2023 |
|--------------------------------------------------------|---|------|------|------|
| Percentage of employees eligible to vote <sup>1*</sup> | % | 66   | 70   | 70   |

<sup>1</sup> Percentage of employees who would have been eligible to vote in the respective year pursuant to the Co-Determination Act (MitBestG) as of December 31.

# 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 CO<sub>2</sub> emissions-intensity targets (tCO<sub>2</sub>e 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](https://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 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.

- We also expect our business partners to comply with all applicable legal regulations and international standards regarding environmental protection in the countries where they conduct their business activities.
- Violations of legal provisions or environmental standards can be reported both internally and externally via the whistleblower system. See [bechtle.com/nachhaltigkeit](https://bechtle.com/nachhaltigkeit).

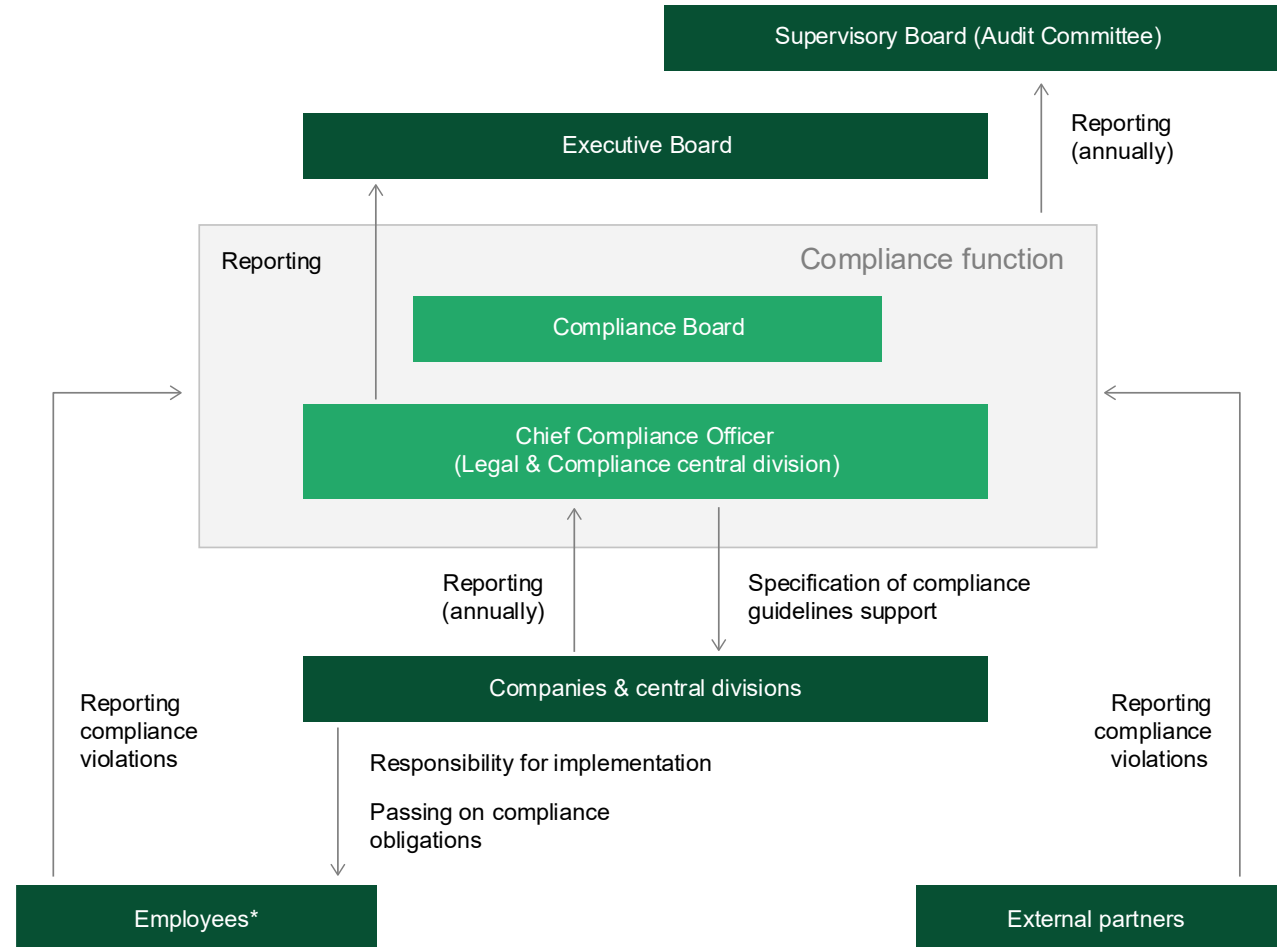
## **Bechtle has committed to the following international environmental standards in its Policy Statement:**

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

# 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](mailto:complianceboard@bechtle.com)

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

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

# Ethic disclosure.

**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.

**Ethics disclosure**

Scope: Bechtle Group

|                                            | 2025 | 2024 | 2023           |
|--------------------------------------------|------|------|----------------|
| Number of compliance incidents recorded    | 57   | 53   | 35             |
| Of these, discrimination-related issues    | 10   | 9    | 0 <sup>1</sup> |
| Received via the Compliance Hotline        | 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.

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                        |

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.

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 events**

Scope: Bechtle Group

|                                                                 | 2025 | 2024 | 2023 |
|-----------------------------------------------------------------|------|------|------|
| Number of confirmed information security incidents <sup>1</sup> | 0    | 0    | 0    |

<sup>1</sup> Incidents within the ISMS (Information Security Management System) scope that occurred within central Bechtle IT for the Bechtle Group and caused damage

# 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](mailto: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%).

**Information security and data protection measures**

Scope: Bechtle Group

|                                                                                | 2025   | 2024   | 2023         |
|--------------------------------------------------------------------------------|--------|--------|--------------|
| Number of participants: Information security in the workplace <sup>2 4 *</sup> | 12,247 | 12,163 | 11,797       |
| Proportion of participants in Information Security in the Workplace            | % 74   | 76     | 77           |
| Number of participants: Fundamentals of Data Protection <sup>3</sup>           | 3,099  | 15,405 | <sup>1</sup> |
| Proportion of participants in: Fundamentals of Data Protection                 | % 19   | 96     | <sup>1</sup> |

1 E-learning has only been available since 2024.

2 Information security training in the workplace takes place annually.

3 The 'Basics of Data Protection' training course takes place every two years.

4 Participants who have completed multiple e-learning courses are counted only once.

# Additional ethical measures.

- To educate our employees on governance topics that are essential to us, we offer the following training courses via the Bechtle Academy’s virtual Learning Campus:
  - Compliance
  - Anti-Corruption
  - Information Security and Data Protection
  - New as of 2026: Fundamentals of AI Competence
- The training courses are updated regularly.

## Additional ethics training courses

Scope: Bechtle Group

|                                                                                              | 2025   | 2024  | 2023   |
|----------------------------------------------------------------------------------------------|--------|-------|--------|
| Number of participants in Compliance                                                         | 14,026 | 8,486 | 12,316 |
| Number of participants anti-corruption requirements                                          | 3,315  | 1     | 1      |
| Number of participants in training sessions on the fundamentals of AI skills                 | 6,277  | 2     | 2      |
| Proportion of participants in training sessions on the fundamentals of AI skills             | 38     | 2     | 2      |
| Number of participants who received training on compliance and anti-corruption <sup>3*</sup> | 14,591 | 8,486 | 12,316 |
| Proportion of employees who have received training on compliance                             | % 88   | 53    | 80     |

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

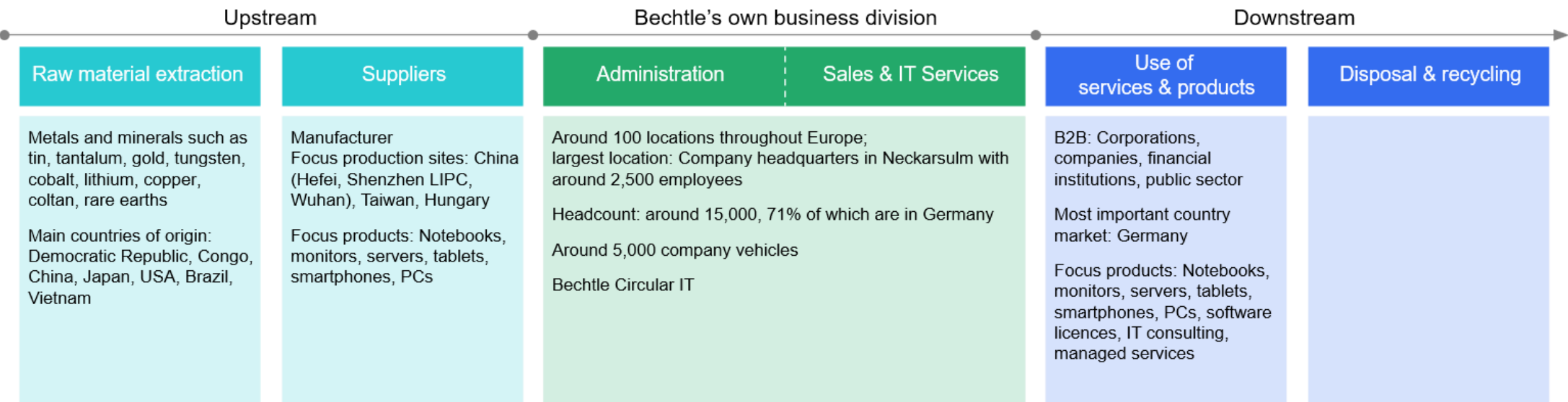
2 E-learning only available from 2025.

3 Participants who have completed multiple e-learning courses are counted only once.

# Sustainability in the Supply Chain: 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



# Sustainability in the Supply Chain: Measures.

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



## Policy statement

- Commitment to respecting human rights in accordance with Section 6 (2) of the German 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 Chain Act (LkSG)



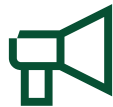
## Supplier audits

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



## Engagement with vendors

- Annual discussions are held with key suppliers



## Whistleblower system

- Anonymous and confidential reporting mechanism
- Information and reporting channels accessible to all via the intranet and the Bechtle website



## Supplier risk analysis

- Identification and assessment of human-rights risks within the chain



## Preventive and remedial measures

- Catalogue of measures derived from the supplier risk analysis

# 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.

# Sustainable Procurement Strategy.

The sustainable procurement strategy, published in 2025, is based on the Bechtle Sustainability Strategy 2030 and is intended to support compliance with internationally recognized environmental and social standards throughout the supply chain. In particular, it contributes to the following five focus areas from the sustainability strategy: sustainability in the supply chain, climate, environment, and energy; sustainable IT technologies, IT solutions, and IT services; sustainable logistics; and the circular economy.

## Key Metrics for the Sustainable Procurement Strategy<sup>1</sup>

Scope: Bechtle Logistik & Service GmbH (LuS)<sup>2</sup>

|                                                                                                                |   | 2025 | 2024           | 2023           | Target 2030 |
|----------------------------------------------------------------------------------------------------------------|---|------|----------------|----------------|-------------|
| Percentage of buyers who have received training in sustainable procurement <sup>3*</sup>                       | % | 80   | 0 <sup>4</sup> | 0 <sup>4</sup> | 90          |
| SCoC signing coverage rate for newly created suppliers as a % of the total count <sup>5*</sup>                 | % | 52   | 14             | 2              | 80          |
| Supplier SCoC coverage rate as a % of purchasing volume <sup>2</sup>                                           | % | 96   | 2              | 1              | 99          |
| Share of target suppliers <sup>6</sup> with an EcoVadis sustainability assessment as a % of purchasing volume* | % | 57   | 36             | 20             | 75          |

1 Note: Values are rounded to whole numbers.

2 The key figures listed here apply to LuS. The requirement for suppliers to sign the SCoC is established as the first objective of the Sustainable Procurement Strategy within this scope.

3 A buyer is a person employed in the Procurement department of Logistik & Service GmbH who either handles strategic supplier management—including supplier selection and relationship management—or actively places operational orders with suppliers. The training session took place on July 24, 2025 (Analysis based on the reference date).

4 Buyers received training for the first time following the release of the Sustainable Procurement Strategy.

4 The key figures listed above apply to LuS Germany. The requirement for suppliers to sign the SCoC upon onboarding is established as the first objective of the Sustainable Procurement Strategy within this scope.

5 “Newly added suppliers” refers to all suppliers with whom a supplier relationship was established for the first time during the reporting year. The number of SCoC signings includes all of these newly added suppliers who have signed either the Bechtle Code of Conduct for Suppliers of Goods and Services or an equivalent alternative.

6 Target suppliers are all suppliers that generated revenue with LuS in 2025, including intra-group revenue.

# Key Metrics for the Sustainable Procurement Strategy

## Key Metrics for the Sustainable Procurement Strategy<sup>1</sup>

Scope: Bechtle Group

|                                                                                                                                                                                                                       |   | 2025  | 2024  | 2023  | Target 2030 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-------|-------|-------|-------------|
| Share of suppliers covered by the sustainability risk assessment                                                                                                                                                      | % | 87    | 83    | 71    | 100         |
| Percentage of audited or assessed A-risk suppliers that are implementing corrective actions or capacity-building measures (percentage of supplier development meetings conducted with A-risk suppliers) <sup>2*</sup> | % | 100   | 100   | 86    | 100         |
| Annual number of business partners evaluated on human rights & environmental criteria <sup>3,5*</sup>                                                                                                                 |   | 2,597 | 2,374 | 1,937 | n/a         |
| Share of business partners evaluated on human rights & environmental criteria <sup>3,5</sup>                                                                                                                          | % | 87    | 83    | 71    | 100         |
| Share of of at-risk <sup>3</sup> business partners undergoing corruption or information security due diligence <sup>5*</sup>                                                                                          | % | 87    | 83    | 71    | 100         |
| Share of of all sites internally assessed or audited regarding a specific business ethics topic <sup>4*</sup>                                                                                                         | % | 64    | 63    | 58    | 75          |

1 Note: Values rounded to whole numbers

2 A-risk suppliers are suppliers with the highest risk score in the supplier risk analysis. Since 2025, the risk score has been based on the supplier’s EcoVadis rating and also takes into account whether the supplier has signed the SCoC. In 2023 and 2024, the risk score was based on the volume of purchases from the respective supplier.

Supplier development meetings are part of the Bechtle LkSG process. During these meetings, corrective and improvement measures are defined in collaboration with the suppliers. If necessary, capacity-building measures, such as awareness-raising or knowledge transfer, are also agreed upon to ensure long-term compliance with the requirements.

3 Business partners are all suppliers who generated revenue with Bechtle Group companies in 2025, including intra-group revenue.

4 This percentage represents the proportion of Bechtle Group locations that are included in the Bechtle supplier risk analysis and have undergone either an individual assessment or an assessment of industry and country risk by EcoVadis.

5 These metrics are based on the individual assessment or the assessment of industry and country risk in EcoVadis IQ.

# 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.

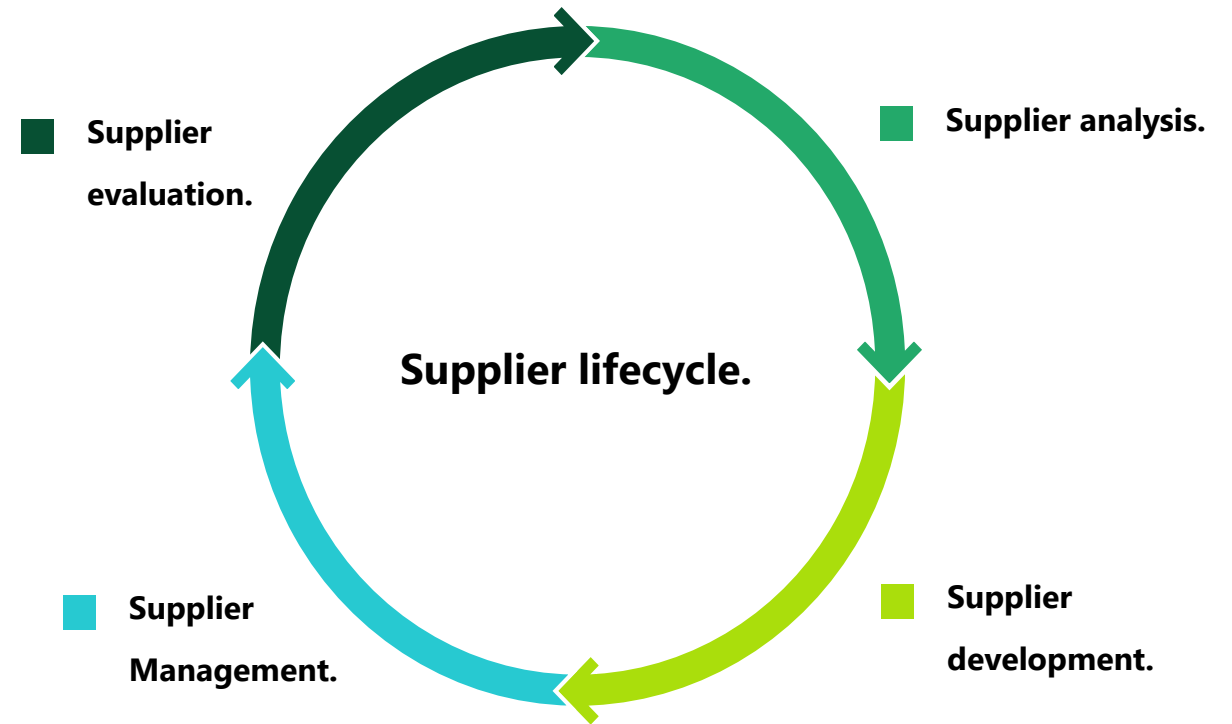
The Supplier Score is composed of the following elements:

- 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](mailto:sustainability@bechtle.com)

**Legal notice.**

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# Legal notice and contact details.

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