Carbon Reduction Plan Template

Supplier name: Bechtle Ltd

Publication date: 4 November 2026

Commitment to achieving Net Zero

Bechtle Ltd is committed to achieving Net Zero emissions by 2050.

A company's long-term success does not just depend on how well it is performing economically. It also lies in a carefully balanced use of natural resources. As a socially responsible company, the environment holds a very special significance in our sustainability activities. By optimising our business processes, we can minimise our emissions, save resources, and reduce our impact on the environment. This is our contribution to protecting the environment and climate. Our Carbon Reduction Plan lays out, how we aim to achieve our climate objectives, in line with the Bechtle Groups Sustainability Strategy 2050. Our entrepreneurial activities are in line with the 1.5°C Paris Agreement goal set in 2015. At its heart, our targets are related to the reduction of direct and indirect CO2 emissions along the supply chain where we are pursuing a three-pronged approach of avoiding, reducing and offsetting Co2 that we can release in the atmosphere.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019
Additional Details relating to the Baseline Emissions calculations.
Bechtle UK introduced a sustainability reporting system from 2019 thus our baseline emission calculations are from this date. In 2019-2024 there were a few structural changes to the business such as moving into a bigger office, adapting to the covid-19 pandemic and acquiring other

businesses however, calculations of all emissions from scope 1-3 were able to be recorded successfully and full details of inclusions of scope 3 are below.

Baseline year emissions:

EMISSIONS	TOTAL (tCO_2e)
Scope 1	41.592
Scope 2	56.39
Scope 3 (Included Sources)	10,145.648 (Purchased goods and services, fuel and energy related emissions (not in scope 1&2), transport and distribution upstream, water, waste, business travel, commuting, transport and distribution downstream).
Total Emissions	10,243,631 **updated in 2024 accordingly to the latest emission factors, following the GHG protocol*

Current Emissions Reporting

Reporting Year: 2024

EMISSIONS	TOTAL (tCO_2e)
Scope 1	92.003
Scope 2	112.582
Scope 3 (Included Sources)	25,459.076 (Purchased goods and services, fuel and energy related emissions (not in scope 1&2), transport and distribution upstream, water, waste, business travel, commuting, transport and distribution downstream).

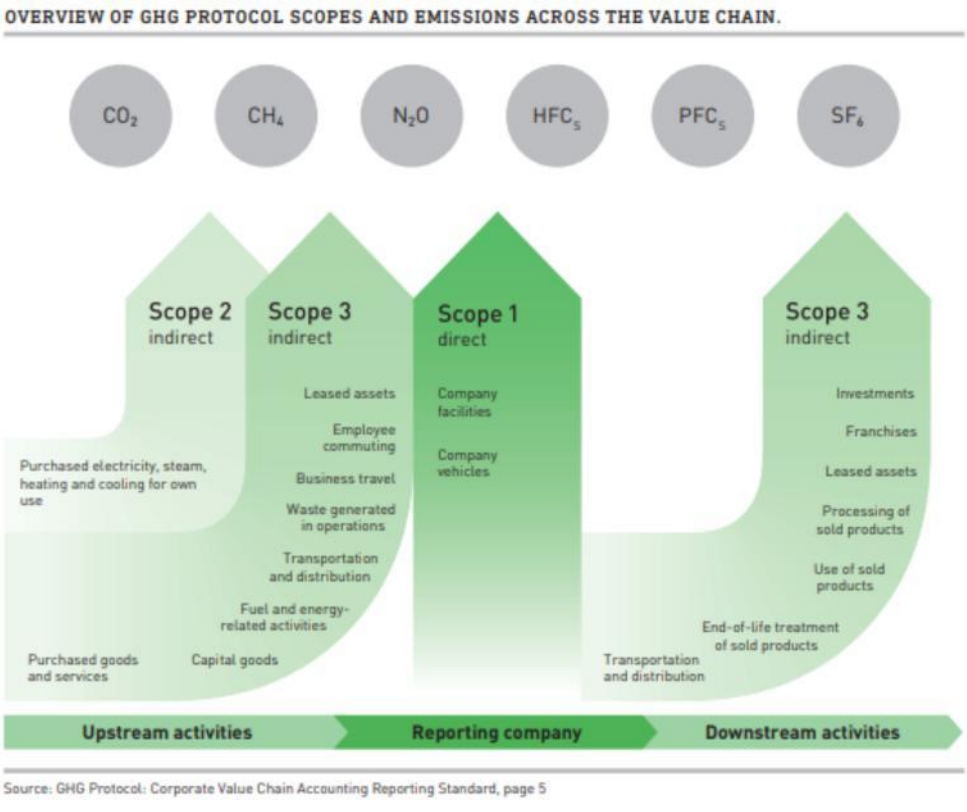
Total Emissions	25,663.661

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

Bechtle AG's emission reduction targets are in line with the 1.5°C target of the Paris Climate Agreement and have been validated by SBTi in 2025. Bechtle AG is committed to reducing absolute greenhouse gas emissions in Scope 1 and 2 categories by 54.4% by 2030 and Scope 3 emissions from the categories "purchased goods and services" and "use of sold products" by 55% per EUR 1,000 of value added by 2030. The basis for comparison in each case is the year 2019.

This ambitious roadmap aligns with the reduction targets of the Science Based Target Initiative (SBTI), which has seen the Carbon Disclosure Project (CDP), United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature collaborate since 2015 on setting transparent, comparable and scientifically-based climate targets.



Source: GHG Protocol: Corporate Value Chain Accounting Reporting Standard, page 5

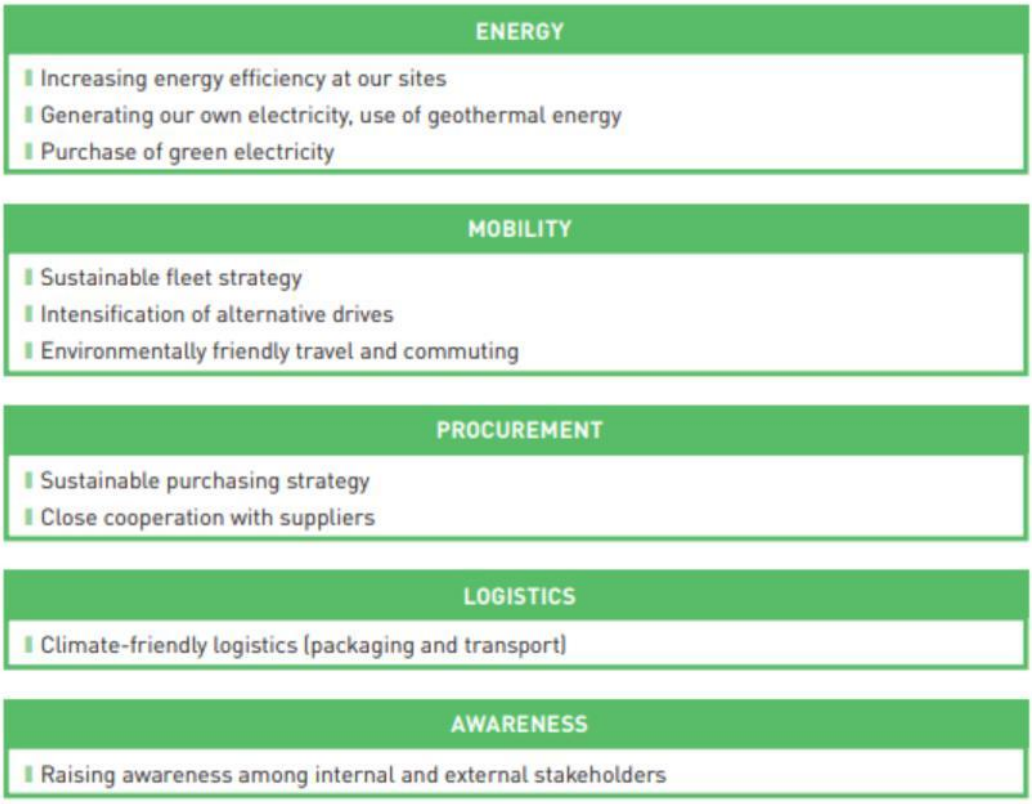
Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. It's important to note 2022/2023 saw an increase in emissions due to moving into a larger office, increase in travel post COVID-19, increased amount of staff and increased time commuting. Business travel also increased since the pandemic which is a large contributing factor in Bechtle's emissions however, measures are being put into place to decrease emissions in line with the CRP target.

Bechtle UK has also made three acquisitions in the last few years which has more than trippled the employee count and the amount of offices that fall under Bechtle UK hence the increase in scope 1 and 2 emissions retrospectively.

Overview of Bechtle's Climate Reduction Focal Points:



Completed Carbon reduction projects:

- **ITAD/recycling of Devices and Hardware Offered to Customers**
  We work with partners to recycle IT equipment where possible for our customers, with a 0% landfill policy. Equipment is put to remarket, refurbish, or recycled depending on the customers requirement.

- **EV Charging**
  We installed 8 EV charging points at the UK Bechtle HQ office and another 4 in Northampton. Since we have had over 50 employees set up and use the electric chargers. On average 1430.80 CO2 is avoided each month.

- **Cycle To Work Scheme**
  On-going Cycle to work schemes for all of our employees where they can benefit from saving 26-40% on a bike and accessories. The UK Bechtle UK has bicycle parks for employees to store their bikes in a secure place.

- **Recycling**
  In line with the Environment Act 2021, Bechtle separates all recycling waste including general waste, recycling and food waste at all office locations. Recycling bins are provided in the offices for cardboard, glass, food waste and general waste.

- **LED & PIR Lighting**
  Installed PIR sensors on all the lights in the office (meeting rooms, offices, open space to avoid lights accidently being left on). The majority of the lighting within the building is also LED – Low Emitting Diode. The IT equipment in meeting rooms is also on a sensor programme, so when the room is not occupied the equipment goes on standby.

- **Gender Equality**
  We have a near 50/50 split between male and female employees at Bechtle UK – 53% male and 47% female. The split in management including line managers and senior managers is 60% male and 40% female.

- **Wildflowers**
  The Bechtle HQ is approximately 65m x 15m, therefore we have utilised this grass area along the back of the building by planting wildflower beds to help the support and protect the biodiversity by

providing pollinators and insects with food, shelter, and places to breed.

- **Composting**
  Installed a composting area for our gardeners to dispose garden waste into to help reduce our contribution to the worlds landfill waste, the need for chemical fertilizers and in general it is good for the environment.
- **Internal Sustainability Squad**
  We have a dedicated sustainability team (“Sustainability Squad”) which compromises of employees across several departments within the company. The squad’s aim is to improve and promote sustainability within 3 different areas: social, personal and within the business.
- **Hybrid working model**
  Introduced a hybrid working model where employees can work from home 2 days per week which has reduced commuting and employees encouraged to carry out meetings from home.
- **Sustainability Reporting**
  Since 2019 we have been recording all emissions from scope 1-3 which has enabled us to create a strategy on how we will reduce our emissions and what changes should be made to achieve the Bechtle group target of being net zero by 2030.
- **EV Fleet**
  In 2024 we replaced 2 of our diesel pool cars to electric vehicles.
- **Salary Sacrifice EV Scheme**
  Introduced the EV salary sacrifice scheme to all employees who have 2+ years service from January 2024 to encourage our workforce to switch to an electric car. The scheme allows employees to pay for an electric car each month using their gross salary before deductions are made for tax and other contributions.
- **Green Electricity**
  Switched the electricity supply in the Chippenham HQ office to green electricity.
- **Community Clean Ups**
  Several events have taken place in and around the Bechtle offices to clean up the local areas.

Future / In Progress Projects

- **Solar Panels on the HQ Office**
  We are looking into solar panels for the HQ office and to see whether it would be feasible. We have the landlords' consent, so we are positive this project will go ahead.
- **Eco Friendly Cleaning Products**
  Plans are in place to switch all the cleaning products and toiletries within the Bechtle UK offices to an eco-friendlier alternative of the business e.g., soaps, toilet bleach, eco-friendly paper towels, recycle bin bags etc.
- **Distributors / Vendors**
  Ongoing supply chain reviews and discussions to implement a sustainable strategy for distribution and purchasing with our partners.
- **Code of Conduct**
  Formal code of conduct towards society and the environment is translated to all employees to show wherever we operate we are committed to sustainable operations and thus to minimise the negative impact on the climate and environment
- **Green Electricity**
  Plans to switch to green electricity to the rest of the Bechtle office to ensure all supply is coming from renewable energy.
- **Reduction of Business Trips**
  Encourage shared journeys, switch small / close business meetings to virtual, encourage public transport and the use of EV cars for business trips.
- **Car Sharing Scheme**
  The Sustainability Squad are implementing a car sharing scheme to reduce the number of vehicles our employees use for commuting to work, therefor reducing emissions.
- **Green Logistics**
  Reduce CO2 emissions by using alternative transport logistic methods.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



James Napp
Managing Director

Date: 4 November 2026

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard