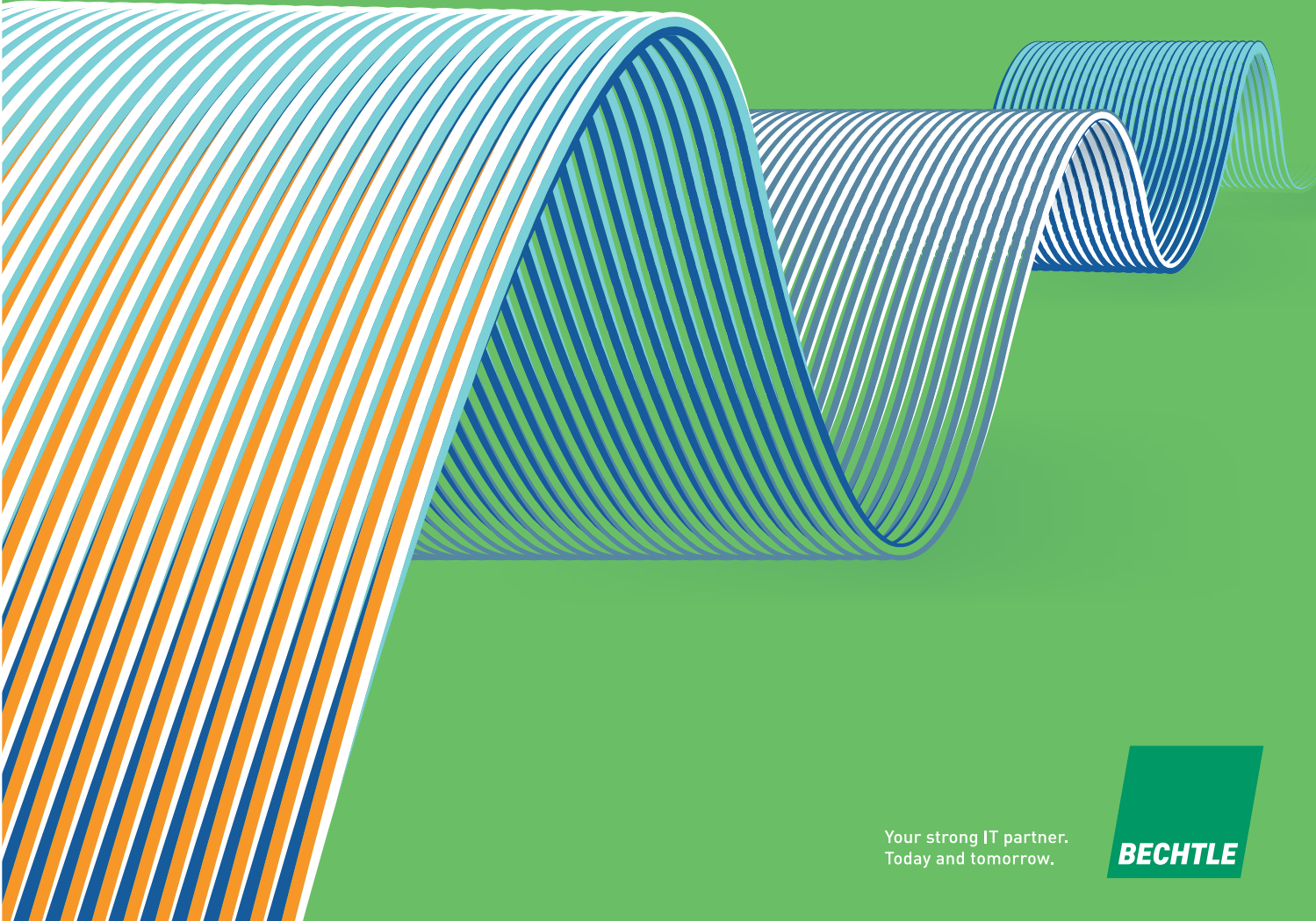


# FUTURE-FIRST SUSTAINABILITY.



Your strong IT partner.  
Today and tomorrow.



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## ABOUT THIS REPORT.

### Non-financial reporting on corporate sustainability continues to gain in importance.

The financial market, too, is taking an increasingly keen interest in Environmental, Social and Governance (ESG) criteria in assessing a business—three pillars that span the breadth of common sustainability information that aggregates in a corporate context. Making ESG criteria transparent opens up another way for analysts, investors and shareholders to evaluate a business and its assets.

Bechtle has decided to merge its non-financial disclosures into the Annual Report starting with the 2022 fiscal year. This step allows us to further increase the transparency into our conduct as an enterprise while at the same time making the importance of sustainability within our organisation more visible to external stakeholders. You can find all information on sustainability at Bechtle and related KPIs along with Bechtle's Non-financial Report (NfR) in accordance with § 315 b (1) sentence 2 in conjunction with § 289 (2) HGB (German Commercial Code) in the Bechtle Annual Report 2023.

This Sustainability Short Report 2023 offers condensed insights from the full report. The relevant sections in the Annual Report can be cross-referenced via the index at the end of the document for more details and KPIs.



See Bechtle  
Annual Report 2023

## COMMITTED TO SUSTAINABILITY.



**UN Global Compact.** In September 2018, Bechtle signed the UN Global Compact, a United Nations strategic initiative for companies that align their operations with ten universal principles that demand human rights and environmental protection and reject discrimination.



**WIN-Charta.** Bechtle has been a signatory of the WIN-Charta since November 2014. A regional volunteer-based sustainability management system, it aims to raise awareness of and encourage action on sustainability issues in companies in all industries across the state of Baden-Württemberg. By signing the WIN-Charta, companies acknowledge their economic, environmental, and social responsibility. Bechtle documents this progress in its own WIN report.



**Charta der Vielfalt.** Diversity and fair treatment of each other are key Bechtle values. A signatory to the Charta der Vielfalt since April 2020, Bechtle is actively promoting diversity within the group and has become part of one of the largest employer initiatives and diversity management networks in Germany. The aim of the initiative is to highlight recognition, appreciation, and integration of diversity in business culture. Signatories to the Charta der Vielfalt commit themselves to creating a work environment free from prejudice and which appreciates all employees – regardless of gender and gender identity, nationality, ethnic background, religion or world view, disabilities, age, sexual orientation and identity.



charta der vielfalt



**In addition, Bechtle subscribes to the following international standards:**

- Human rights standards:
  - The Universal Declaration of Human Rights
  - ILO Core Conventions
  - The United Nations Convention on the Rights of the Child
  - The OECD Guidelines for Multinational Enterprises
- Environmental standards:
  - The Basel Convention
  - The Minamata Convention
  - The Stockholm Convention (“POP Convention”)

**EcoVadis.** Bechtle has been undergoing EcoVadis audits since 2016. An international, document-based sustainability standard, EcoVadis scorecards make it possible to evaluate and compare companies’ environmental, social and ethical performance and help organisations continuously optimise their efforts. In January 2024, our score of 73/100 earned us a Gold Medal.



**ECOVADIS-BEWERTUNGEN BECHTLE AG (GRUPPE) IM ZEITLICHEN VERLAUF:**

| 2016      | 2017      | 2018      | 2019      | 2020      | 2021/22   | 2023      | 2024    |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|
| 42 Bronze | 48 Silver | 54 Silver | 56 Silver | 62 Silver | 64 Silver | 67 Silver | 73 Gold |



In the reporting year, HP awarded Bechtle in Poland with a 5-Star Catalyst Partner status. Bechtle in Germany, Italy and the Czech Republic were awarded a 4-Star status following the branches’ successful assessment in the context of the HP Amplify Impact sustainability programme. In follow-up workshops, the teams collaborated on new project ideas. Over 100 employees took part in face-to-face and online sustainability trainings offered by HP, and other Bechtle companies have also qualified for the programme.



## STRATEGY AND GOVERNANCE.

**Our Group strategy is focused on corporate responsibility and financial security. Both are important pillars for sustainable corporate development.**

**The corporate culture is a key pillar of the strategy.** The basic values of Bechtle AG have remained unchanged for years. They are mentioned in the corporate philosophy, which is part of every employment contract. Especially the following play a major role: Integrity, Inspiration, Determination, Reliability.

These basic values constitute a central element of our corporate culture. Together with our internal management principles, our Code of Conduct, the Vision 2030 and the Bechtle Sustainability and Climate Protection Strategy 2030, these values support our long-term strategic objectives.



[bechtle.com/  
de-en/about-bechtle/  
company/vision-2030](https://bechtle.com/de-en/about-bechtle/company/vision-2030)

**Long-term horizon for sustainable success.** The Vision 2030 was published in 2018 under the heading "Bechtle: IT for tomorrow". It determines goals in the following areas:

- **customer orientation**, measured on the basis of the customer's success;
- our competence, professionalism and **passion** in handling IT, combined with the promise to the workforce that at Bechtle, everything can be achieved;
- the quest for **market leadership**; and
- the necessity to achieve **profitable growth** in order to be able to invest in Bechtle's future – with an EBT margin of at least 5 per cent.

### SUSTAINABILITY AND CLIMATE PROTECTION STRATEGY 2030.



[bechtle.com/de-en/  
sustainability](https://bechtle.com/de-en/sustainability)

The Bechtle Sustainability Strategy 2030, which was published in 2021, supplements the Vision 2030. In it, the objectives of the Vision 2030 are addressed in a meaningful way in the context of sustainability. The sustainability strategy combines economic, ecological and social aspects and serves as a compass for entrepreneurial decisions. It contains strategic goals that are associated with specific measures, thereby ensuring orientation and transparency. The Bechtle Sustainability Strategy 2030 focuses on four strategic fields of action, each of which is associated with three key topics and long-term goals. Additionally, we have developed a sustainability programme that defines milestones and determines suitable operating measures. Thus, we are able to measure our progress transparently and take any necessary corrective action.

## FIELDS OF ACTION OF THE SUSTAINABILITY STRATEGY



### ETHICAL BUSINESS PRACTICES are a matter of course.

We fulfil our duty to ensure human rights are respected along our supply chain.

#### FOCAL POINTS

1. Supply chain sustainability
2. Compliance and anti-corruption
3. Social commitment



### The PEOPLE we work with drive our success.

We embody fairness and value our business partners and employees. Our team is motivated, highly qualified and diverse.

#### FOCAL POINTS

1. Employer attractiveness
2. Diversity and equal opportunity
3. Health and safety



### We embrace a sustainable ENVIRONMENTAL approach in everything we do.

We operate in harmony with our environment to conserve our climate and resources into the future.

#### FOCAL POINTS

1. Climate and energy
2. Sustainable logistics
3. Circular economy



### We shape a sustainable DIGITAL FUTURE.

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

#### FOCAL POINTS

1. Sustainable in-house digitalisation
2. Sustainable technologies, solutions and services
3. Information security and data protection

In the reporting period, Bechtel published ahead of time the Climate Protection Strategy 2030, which supplements the sustainability strategy and provides details where necessary. It represents another element within the scope of our sustainability activities as we move towards the targets of the Paris Agreement. The main goal of the climate protection strategy is to reduce carbon emissions. The planned reductions are accompanied by measures to avoid emissions.

The carbon reduction targets relate to the areas that we can influence and are distributed over the various emission categories along the value chain according to the Greenhouse Gas Protocol. According to these targets, **emissions are to be reduced as follows** (reference year 2019):

- **Scope 1** (company facilities and fleet) and **Scope 2** (energy purchased for own use) **by 60 per cent**,
- **Scope 3** emissions in the upstream and downstream value chain is to amount **by 30 per cent**

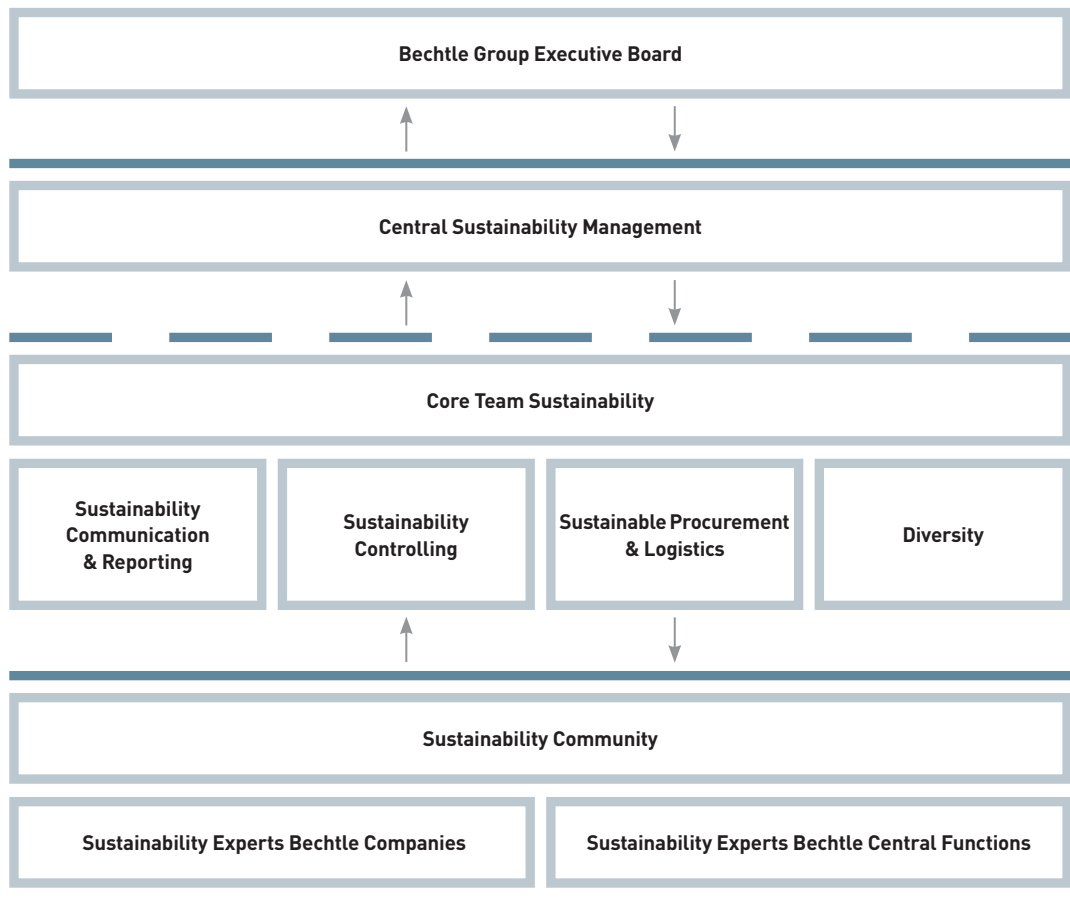


[bechtel.com/de-en/sustainability](https://bechtel.com/de-en/sustainability)

## SUSTAINABILITY MANAGEMENT.

Since June 2021, Bechtle's Sustainability Management department has been responsible for the implementation and further development of the sustainability and climate protection strategy throughout the group. The unit reports directly to the Executive Board and serves as the central point of contact in the Bechtle Group. In this way, we increase the transparency and controllability of our sustainability activities. At the operational level, a decentralised, agile "Core Team Sustainability" works on specific subjects in close coordination with Sustainability Management. A sustainability community of more than 150 people, networked across more than 100 Bechtle companies in Germany and abroad complements the team. At least once a year, the entire Executive Board comes together in order to make decisions concerning the further orientation, measures and investments.

### SUSTAINABILITY MANAGEMENT IN THE BECHTLE GROUP





## EMPLOYEES – DIVERSITY AND EQUAL OPPORTUNITY.

Diversity is a key factor for successful teams, for customer and market excellence, and ultimately for the sustainability of the business. Bechtle strictly rejects discrimination.

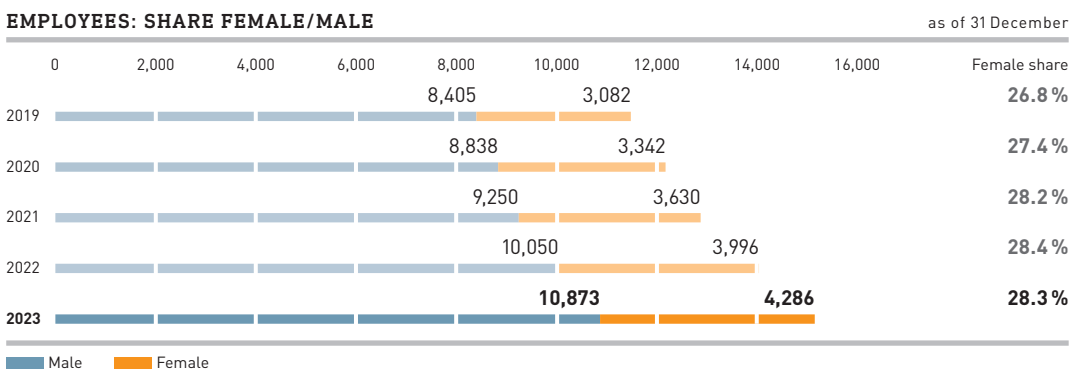
Whether it is due to gender, gender identity, sexual orientation, age, religious beliefs, world views, social or ethnic origin and nationality, illness and disability. This important principle is codified in the Bechtle Code of Conduct. We have documented this self-perception externally by signing the Diversity Charta (Charta der Vielfalt) and the UN Global Compact.

We achieve this through well-established measures, especially for the promotion of women, that include an annual Girl’s Day, Future Days and the mentoring programme. 2022 saw the strategic groundwork laid and new initiatives launched to bring us closer to achieving our diversity and equal opportunity objectives. In order that Bechtle approaches the key topic of diversity in a structured manner, a Head of Diversity was appointed on 01 March 2024, who is tasked with building on the activities established over the past few years and developing a Diversity Strategy.

As of 31 December 2023, the Bechtle Group had a total of 15,159 employees (10,603 of them in Germany). Compared to the previous year, the workforce grew by 7.9 per cent. As an IT enterprise active throughout Europe, Bechtle’s workforce is marked by a great diversity of cultures and nationalities. In 2023, our company had employees from 110 different nations (prior year: 101). As of 31 December 2023, the Bechtle Group had 4,286 female employees (prior year: 3,996), a share of about 28.3 per cent of the total workforce (prior year: 28.4 per cent).



See further employee key figures Bechtle Annual Report 2023, page 62 ff



## INCREASING THE PROPORTION OF WOMEN IN EXECUTIVE POSITIONS.



See Bechtle  
Annual Report 2023,  
page 72 f

In the reporting period, the proportion of women on the Supervisory Board amounted to 37.5 per cent. Up until 31 December 2023, no women sat on the Executive Board or were Executive Vice Presidents and, at higher management levels women are currently under-represented. In the long term, Bechtle intends to increase the proportion of women especially in executive functions.

- Back in December 2020, the Supervisory Board had already determined a target for the proportion of women on the Executive Board. By 30 June 2025, the group's Executive Board is to include one woman. Bechtle fulfilled this goal on 1 February 2024 with Antje Leminsky overseeing Logistics, Supply Chain & Partner Management, Financial Services and Sustainability Management and expanding the Executive Board to four people.
- The group's Executive Board has also, ahead of time, redetermined the targets for the proportion of women in supervisory and executive functions. For the first executive level under the Executive Board, which comprises the Executive Vice Presidents throughout the group, the new target is 22 per cent, or two jobs, by 31 January 2025. With the appointment of a Vice President in the Netherlands on 01 January 2024 and in France from 01 April 2024, there will be two women at this management level.
- The second executive level under the Executive Board comprises the decision makers in managerial positions as well as other executives throughout the group that report directly to a member of the Executive Board. For this executive level, the Executive Board has determined a target quota of 25 per cent or 31 persons. This target, too, is to be reached by 31 January 2025.

### PROPORTION OF WOMEN IN SUPERVISORY AND EXECUTIVE FUNCTIONS

as of 31 December

|  | Target               | 2023   | 2022   | 2021   | 2020   |
|--|----------------------|--------|--------|--------|--------|
| Supervisory Board                                | 30% according to law | 37.5 % | 33.3 % | 33.3 % | 33.3 % |
| Executive Board                                  | At least one person  | 0 %    | 0 %    | 0 %    | 0 %    |
| First executive level under the Executive Board  | 22%                  | 0 %    | 0 %    | 0 %    | 0 %    |
| Second executive level under the Executive Board | 25%                  | 11.2 % | 10.7 % | 7.8 %  | 8.7 %  |



For further key figures on  
the age structure see  
Bechtle Annual Report  
2023, page 74

Finally, the age structure of the workforce also provides insight into the diversity in a company. All in all, Bechtle's age structure is balanced. As the prior year, the average age was 39 (previous year 38.8).

## TRAINING SECURES FUTURE STAFFING.

We endeavour to attract interested, talented applicants to Bechtle. In the reporting period, Bechtle was again awarded the employer label “MINT Minded Company” in recognition of its special interest in students, graduates and talents in the fields of maths, IT, science and technology.

All in all, we have training offerings in 23 professions and degree programmes. An overview of the distribution in the individual training categories can be found in the Bechtle Annual Report 2023.

In 2023, a total of 299 young people embarked on their training or integrated degree programme with our company. As of the end of the reporting period, the company had a total of 842 young trainees, including 118 internationally. In Germany, it amounted to 6.8 per cent. Our goal is to raise the training ratio in Germany to 10 per cent by 2030.

**Career jumpers programme “Future in IT”.** In September 2022, Bechtle launched a programme for career jumpers to counteract the shortage of qualified staff in cooperation with the Provisis School in Frankfurt/Main. In a custom-developed certificate course, we offer people without any previous IT experience access to jobs in IT sales and further specialisation in the fields of cloud, IT security, modern workplace and network solutions. In the reporting year 45 people (previous year: 18) took part in the programme to kick start their careers at Bechtle.



See also in the Bechtle  
Annual Report  
2023, page 64 ff

## ENVIRONMENT.

**Environmental and climate protection is one of the greatest challenges of our age. Bechtel is well aware of this responsibility and attaches great importance to this subject area. By optimizing our business processes and taking systematic climate protection measures, we can reduce emissions, save resources and minimise our impact on the environment.**

The central Sustainability Management department is responsible for and coordinates the implementation of sustainability goals within the Bechtel Group and reviews annual progress. The Climate Protection Strategy 2030 is firmly anchored in the environment action area of our Sustainability Strategy and falls under the remit of Sustainability Controlling, which collates KPIs, calculates our corporate carbon footprint and tracks reduction targets. Progress is evaluated in close collaboration with the specialist departments and locations and adjusted as required. The Managing Directors of the Bechtel Group locations are responsible for realising their climate and environmental targets.

### **ENERGY CONSUMPTION AND EMISSIONS.**

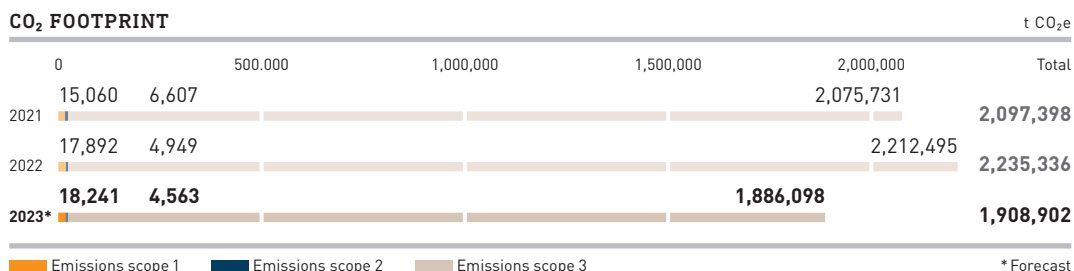
To achieve our targets in the areas we influence, we take a two-fold approach of the avoidance and reduction of carbon emissions. In our operations, our vehicle fleet plays a major role in this regard, and we also use energy for the upkeep of office buildings, warehouses and data centres. In the upstream and downstream value chain, energy is consumed for transport or use of the products sold by us. In our carbon dioxide equivalents reporting, we follow the approaches of the Greenhouse Gas Protocol (GHG).

Thanks to the professionalisation of the data collection and with the help of forecasts based on our data repository, we are able to publish energy data from the reporting period since 2022.

In 2021, we conducted a materiality analysis of all 15 Scope 3 categories according to the Greenhouse Gas Protocol in order to determine Scope 3 emissions.



See Bechtle Sustainability Report 2021, page 49 f



Scope 1, 2 and 3 for calculations see Bechtle Annual Report 2023, page 78 f

For better comparability, common frameworks for reporting non-financial indicators also provide for calculation of the GHG emissions by intensity. However, only forecast figures are available for the reporting period.

**INTENSITY FIGURES ENERGY AND GHG EMISSIONS BECHTLE GROUP**

|  |                       | 2023 <sup>1</sup> | 2022              | 2021              | 2020              | 2019              |
|--|-----------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| CO <sub>2</sub> e/revenue                            | tCO <sub>2</sub> e/€k | 0.30 <sup>3</sup> | 0.37 <sup>3</sup> | 0.40 <sup>3</sup> | 0.37 <sup>3</sup> | 0.35 <sup>3</sup> |
| Electricity consumption/employee (FTE <sup>2</sup> ) | kWh                   | 126               | 159               | 163               | 161               | 163               |
| Energy consumption/employee (FTE <sup>2</sup> )      | GJ                    | 23.2              | 25.4              | 25.1              | 27.1              | 34.0              |

<sup>1</sup> Forecast figures on the basis of actual data from 2019 to 2021

<sup>2</sup> HC = headcount; the figures differ from those of prior years, as we previously calculated on the basis of FTE. In this table, they have been adjusted retroactively to HC-based calculation until 2019.

<sup>3</sup> Due to corrections, the figures differ from those of prior years. See also Scope 1 and 2 calculation further up.

**OUR MEASURES IN 2023.**

**E-mobility.** Proximity to our customers is engrained in our business model and it is essential for Bechtle customer account managers, consultants and service technicians to be mobile to support their customers on-site, which is why the Bechtle Group vehicle fleet of some 5,249 cars makes up a significant proportion of Bechtle’s carbon emissions. We’ve set our sights on expanding our e-mobility offering to minimise our emissions. As expected, a greater number of business trips were made in the last two years after COVID-19 restrictions were lifted and the number of cars in our fleet rose. However, the number remained below that of 2019., which we put down to the significant increase in the number of virtual meetings.

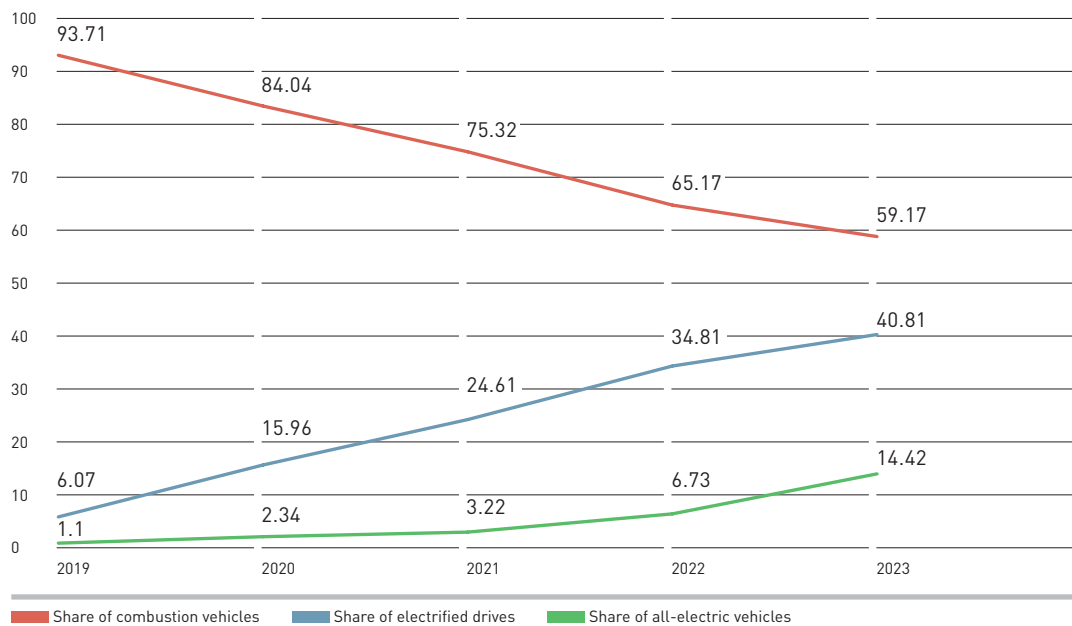


See energy consumption vehicle fleet by source, kilometres driven and number of video meetings in the Bechtle Annual Report 2023, page 80 f

In the reporting year, the Bechtle Group's vehicle fleet comprised 5,249 vehicles (previous year: 4,846), of which 4,284 were in Germany (previous year: 3,998). 40.8% of all Bechtle Group vehicles were either plug-in hybrid or all-electric in the reporting period. Compared to the previous year, the number of electric vehicles across the group has more than doubled from 6.7 per cent to 14.4 per cent.

#### SHARE OF ALTERNATIVE-FUEL VEHICLES IN THE BECHTLE GROUP

in %



**Charging infrastructure.** The extensive expansion of charging infrastructure at Bechtle sites is crucial for providing employees convenient charging opportunities and boosting acceptance. By the end of 2023, there were a total of 733 charging points at the 51 Bechtle sites in Germany, Austria and Switzerland—a year-on-year increase of 369. At the headquarters in Neckarsulm alone, there are 166 charging stations powered by solar panels installed on the roof of the multi-storey car park.



Detailed information on the PV and geothermal plants can be found in the Bechtle Annual Report 2023, page 82 f

**Use of regenerative energy.** Bechtle intends to increase the share of regenerative energy in the total consumption and, where possible, to generate energy. In recent years, for example, photovoltaic and geothermal systems were installed in newly constructed buildings at various locations of the Bechtle Group. The largest installations are located at Group headquarters in Neckarsulm, where all available roof areas have been covered with modules.

## LOGISTICS AND PACKAGING.

Owing to our trading activities, logistics and packaging are great of importance to us. The Bechtle logistics hub in Neckarsulm serves as the central hubs for the flow of goods. Products that are not sent directly to the customer by the manufacturer or distributor largely arrive here, are consolidated by project, stored for later fulfilment or configured according to customer specifications. Alongside the logistics hubs in Neckarsulm and now also in Hamburg, the Bechtle Group has other warehouses in Bielefeld, Wesel, Rotkreuz (Switzerland) and Paris (France).

**Optimised packaging solutions.** Both the original product packaging and the outer packaging or transport packaging generate waste and thus contribute to emissions and the consumption of raw materials. Additionally, the transportation of goods causes carbon emissions. We are only able to influence the transportation of goods indirectly. Products are ordered via the central Purchasing department and shipped to our warehouse or directly to the customers by distributors or vendors. Usually, the distributors and vendors decide how the products are packaged and shipped. On a project-specific basis, Sales and Purchasing implement individual transport solutions, e.g. low-emission delivery by train or ship as well as so-called "last green mile" solutions.

Other sustainability measures include the consolidation of shipments. All questions related to packaging are handled by the central logistics hub, including the procurement of packaging material, the optimization of the packaging, the reduction of transport volumes and the leveraging of new, innovative concepts. All purchased cardboard comes from FSC-certified sources. Purchased cardboard comes from FSC-certified sources.

The Bechtle Box<sup>®</sup> innovative shipping solution was used considerably more frequently by customers in 2023, with it being used 1,098 times in the reporting year compared to just 418 times in the previous year.



See key figures on consumption of packaging materials in the Bechtle Annual Report 2023, page 84

## WASTE AND RECYCLABLES.

In addition to the warehouses, the Bechtle Group has administration buildings where municipal and paper waste, electronic scrap and spent toner cartridges accumulate. When disposing of waste, we have to respect both EU law and local law. Data about the waste generated is collected by the individual locations and recorded in their accounts. Most of the office facilities are located in rental properties whose waste concept is managed by the landlords. Due to the differences in the relevance and regulation of waste management, these topics are handled by the individual companies.

The topic of waste and recyclables at the Group headquarters in Neckarsulm is based on a disposal concept created in the context of Bechtle AG's DIN EN ISO 14001 certification and encompasses the entire location, including logistics. The other locations either make use of the landlord's waste concept or manage their waste on their own responsibility. Due to the different billing periods of the waste disposal providers and landlords, not all waste indicators as of the end of the year are available. Therefore, we report on the prior year (2022) as the latest indicator.

### WASTE BY TYPE AND DISPOSAL METHOD

|  | in t         |              |              |              |
|--|--------------|--------------|--------------|--------------|
|  | 2022         | 2021         | 2020         | 2019         |
| <b>Total waste Bechtle Group<sup>1</sup></b>           | <b>2,864</b> | <b>2,485</b> | <b>2,354</b> | <b>2,606</b> |
| <b>Total waste Group headquarters Neckarsulm</b>       | <b>708</b>   | <b>694</b>   | <b>579</b>   | <b>657</b>   |
| of which actual activity data broken down by category: |              |              |              |              |
| Hazardous waste (recycled) <sup>2</sup>                | 50           | 7            | 49           | 6            |
| Hazardous waste (disposed of)                          | 0            | 0            | 0            | 0            |
| Non-hazardous waste (recycled)                         | 659          | 688          | 530          | 651          |
| Non-hazardous waste (disposed of)                      | 0            | 0            | 0            | 0            |

<sup>1</sup> Calculation of the accumulated waste: data according to the waste invoice or, if not available, auxiliary calculation based on the area in square metres.

<sup>2</sup> The great difference between recycled hazardous waste in 2019 and 2020 and between 2021 and 2022 reflects the extensive building and renovation work done at Group headquarters in 2020 und 2022.

**Circular economy.** As an IT company, we are always looking for ways to extend the value of hardware, in particular. By extension, this means we have to give priority to information security, data protection and a responsible use of resources even at the end of a product's life cycle. Bechtle Remarketing GmbH, headquartered in Wesel, Germany, is the Bechtle Group's specialist in sustainable IT life-cycle management. Apart from the purchase and sale of IT hardware, Bechtle Remarketing calculates a residual value, ensures secure erasure of the data, and recycles or disposes of unusable parts in cooperation with a local waste management company. Devices that are still operable are given a new lease of life through continued use, either by means of resale or leasing.



## DIGITAL FUTURE.

From the outset, we identified green IT, i.e. energy-efficient IT, as a relevant sustainability aspect of our business operations. Meanwhile, our perspective goes far beyond the mere energy consumption during operation. In recent years, the term corporate digital responsibility (CDR) has come to describe entrepreneurial responsibility in a digitalised world. CDR makes allowance for social, ecological and economic factors.

Though digital transformation applies to all industries in equal measure, for an IT organisation such as Bechtle, CDR has particular weight. On the one hand, this directly impacts our own business operations; on the other, we also play an active, responsible role in the digital transformation of our customers. Our aim is to support them to the best of our abilities in implementing their CDR and achieving their climate protection goals.

### INTERNAL DIGITALISATION.

Within the scope of our IT strategy, we are pursuing the goal of making our own enterprise architecture resource-saving, efficient and user-friendly. We do so under consideration of criteria such as consumer behaviour, modularity, reusability, redundancy and scalability. The management takes place via a matrix organisation: Bechtle's centralised Sustainability Management coordinates and monitors the implementation of the Bechtle Sustainability Strategy 2030, collaborating closely with Bechtle IT.

Internally, Bechtle IT develops sustainability criteria to evaluate processes and applications under economic, social and ecological considerations. The strategy integrates process optimisation and changes as well as matters pertaining to the retirement and roll-back of applications and IT infrastructure. The roll-back helps to increase employee satisfaction, saves carbon emissions and contributes to higher IT security.

## SUSTAINABLE TECHNOLOGIES, SOLUTIONS AND SERVICES.

Across all industries, digitalisation is transforming the way we live and work and is the key to a successful future. This entails new expectations placed on companies, public bodies, and also on employees. From the economic perspective as well, it is vital that we take an active and responsible role in our customers' digital transformation, to help them optimally implement their digitalisation strategy, CDR and climate targets. For Bechtle, sustainable technologies, solutions and services are the very essence of the business model as an IT organization and an issue that permeates the entire Bechtle Group.

We engage closely with our vendor partners, who in turn advance the production of sustainable IT hardware, and we continue to develop our portfolio and integrate new products that meet a variety of sustainability criteria. For instance, certification labels such as Energy Star, EPEAT, TCO Certified or Blue Angel represent an important instrument to evaluate the energy consumption of hardware.

Our data centres at NTT in Frankfurt/Main and Rüsselsheim have joined the Climate Neutral Data Centre Pact. The operators of data centres and industry associations intend to achieve net-zero emissions by 2030. In 2022, we also expanded the capacities for private cloud services with a new data centre in the Rhine-Neckar metropolitan region. For this, we cooperate with the co-location provider Pfalzkom at the Mutterstadt campus. Besides offering high availability and comprehensive security, the data centres of Pfalzkom already meet key criteria of the Climate Neutral Data Centre Pact.



[climatenutraldatacentre.net](https://climatenutraldatacentre.net)

## ETHICAL BUSINESS PRACTICES.

**Integrity is an important part of our self-image. We endeavour to accommodate the interests of the various stakeholders, such as employees, customers, suppliers and shareholders, and to shoulder our social responsibility to the best of our ability.**

At Bechtle, the main responsibility for the corporate governance lies with the Supervisory Board as the top body in the corporation along with the Executive Board of Bechtle AG. The central document of the corporate governance report at Bechtle is the Corporate Governance Statement, which we publish on our website. This document contains all central information on the corporate governance, e.g. the Declaration of Conformity pursuant to Section 161 of the German Stock Corporation Act (AktG), which is jointly issued by the Executive Board and the Supervisory Board.



[bechtle.com/de-en/  
about-bechtle/investors/  
corporate-governance](https://bechtle.com/de-en/about-bechtle/investors/corporate-governance)

### COMPLIANCE AND ANTI-CORRUPTION.

Bechtle pays great attention to ethically flawless, lawful conduct. In addition to the loss of business and the heavy fines that the respective Bechtle company could incur due to deficiencies and violations in this area, the reputation of the entire Bechtle Group could suffer severe damage. Therefore, the group is especially intent on preventing such incidents by raising the awareness of all employees to this subject. The processes and measures integrated in the compliance system are of material significance to the measures taken to prevent corruption and mitigate related risks. Bechtle is determined to comply fully with the Bechtle Code of Conduct, the defined guidelines and compliance instruments as well as all relevant laws and regulations. All Managing Directors are obliged to report potential risks and suspected incidents to the central Risk Management, which is part of the Group Controlling of Bechtle AG.

The compliance system is based on the Bechtle Code of Conduct, which entered into force in 2010 and was comprehensively revised in 2021.

Since 2022, all employees have also been under the obligation to participate in online training comprising two modules, compliance and anti-corruption.

A special procedure has been established for whistle-blowers. Bechtle employees can contact confidentially the Compliance Board, which comprises the three-person Executive Board of Bechtle AG and a permanent representative of the central Legal department, via a telephone hotline or a dedicated e-mail account in order to report relevant compliance violations. These possibilities are also available to third parties.



**Download the Bechtle Code of Conduct on**  
[bechtle.com/de-en/  
about-bechtle/sustainability](https://bechtle.com/de-en/about-bechtle/sustainability)

## **INFORMATION SECURITY AND DATA PROTECTION.**

Information security, data protection and confidentiality are of utmost importance in Bechtle's business operations. As these subject areas intersect, we consider them as a whole. Compliance with statutory requirements (EU General Data Protection Regulation, EU GDPR) is a matter of course to Bechtle. Since information security and data protection concern the core of Bechtle's business model, security incidents involve a high reputation risk. Therefore, we attach great importance to preventive measures.

In connection with the certification of the information security management system (ISMS) according to DIN EN ISO 27001 (certified companies: see GRI index), the yearly preparation and update of the ISMS Management Review (MMR) as required by the standard makes sure that the topic is always at the forefront in the corporate governance. Moreover, Bechtle has implemented an incident notification process. In the field of security, governance, risk & compliance, we concentrate on the data processing, information flow, communication channels, customer data and Bechtle data in our data centres.

Additionally, we have adapted our protective systems to changing cyberattack scenarios and thus to the current risk situation. In the field of data protection, we mainly concentrate on the requirements of the EU GDPR. To ensure compliance, our Data Protection Officer conducts data protection audits in all Bechtle companies. Any open items are identified, and suitable actions are derived. Moreover, e-learning formats on the topic of data protection are available in German and English.

## PROCUREMENT.

As a reliable and responsible IT partner, we place particular importance on compliance with fundamental labour, social and environmental standards in the manufacture and transport of IT hardware and software sold by Bechtle as well as the delivery of IT services. We are committed to the universal principles of the UN Global Compact and other internationally recognized environmental and human rights standards. This responsibility is something that we exercise across all of our locations, and we expect our business partners to do the same.

**Close cooperation with our partners.** As a trading partner, we only have limited influence on the upstream and downstream supply chain. Therefore, we cooperate closely on a basis of trust with our direct suppliers (tier 1) in the field of sustainability. In this way, we jointly promote the protection of human rights and of the environment. In 2022, sustainability dialogues took place with partners such as HP, Lenovo, Dell Technologies, Cisco, NetApp, Jabra, Schneider Electric, Google, OVHcloud and Ionos.

**Responsible purchasing.** In the Bechtle Code of Conduct for Suppliers of Goods and Services, which was revised and expanded in 2022, we integrated important aspects of international environmental and human rights standards. We ask our suppliers to sign this code. The revised code is also in line with the requirements of the German Supply Chain Act (LkSG). In 2022, we also introduced the supplier assessment tool Ecovadis, which helps us to track our suppliers' compliance with social and environmental standards.



Download the Bechtle Code of Conduct for suppliers on [bechtle.com/de-en/about-bechtle/sustainability](https://bechtle.com/de-en/about-bechtle/sustainability)

## SUSTAINABILITY GOALS AND MEASURES.

The Sustainability Programme comprises concrete measures and milestones for all focus topics from the four strategic areas of action of the Sustainability Strategy 2030. It documents measures to achieve the objectives and specifies a time target for their implementation. This ensures a high level of transparency, and enables us to quantify the ground we have covered and regain our bearings should we drift off course. The following pages outline the Bechtle Sustainability Programme divided according to the four strategic areas of action.

### SUSTAINABILITY PROGRAMME – ETHICAL BUSINESS PRACTICES

| Key topic                          | Action plan   | Time horizon | Status    |
|------------------------------------|---|--------------|-----------|
| Sustainability in the supply chain | Professionalise the CSR risk management according to the criteria of the National Action Plan on Business and Human Rights (NAP)          | 2023         | Finished  |
|                                    | Develop a list of measures for prevention and remedy purposes based on the results of the CSR risk analysis                               | 2025         | Started   |
|                                    | Conduct supplier development meetings (new measure)   | 2026         | Started   |
|                                    | Increase exchange and expand joint projects involving ecological and social aspects along the supply chain with strategic vendor partners | 2030         | Ongoing   |
| Compliance and anti-corruption     | Introduce compliance training for all employees (ended earlier than planned in 2022)  | 2023         | Finished  |
|                                    | Prepare a new compliance manual (original goal 2023)  | 2024         | Started   |
|                                    | Restructure the complaints procedure (compliance hotline)   | 2023         | Finished  |
|                                    | Professionalise the due diligence processes, e.g. by means of certification according to DIN EN ISO 37301                                 | 2023         | Abandoned |
| Social commitment                  | Revise the donation and sponsoring policy, e.g. add the topic of digital learning (original goal 2022)                                    | 2023         | Finished  |
|                                    | Support our employees' social commitment  | 2030         | Ongoing   |
|                                    | Initiate own sustainable projects   | 2030         | Ongoing   |
|                                    | Successively expand the social commitment   | 2030         | Ongoing   |

**SUSTAINABILITY PROGRAMME – ENVIRONMENT**

| Key topic             | Action plan   | Time horizon | Status   |
|-----------------------|---|--------------|----------|
| Climate and energy    | Develop a comprehensive climate protection strategy (ended earlier than planned in 2022)  | 2023         | Finished |
|                       | Develop a comprehensive mobility concept  | 2025         | Started  |
|                       | Successively switch further locations of the Bechtle Group to 100 per cent green power  | 2030         | Started  |
|                       | Successively expand the fleet with hybrid and all-electric vehicles   | 2030         | Ongoing  |
|                       | Continue to expand the already very highly developed charging infrastructure  | 2030         | Ongoing  |
| Sustainable logistics | <b>Intralogistics:</b><br>Cooperate with vendors to promote shipments with the Bechtle Box®   | 2025         | Started  |
|                       | Increase the proportion of recycled plastic in plastic packaging and film   | 2025         | Started  |
|                       | Bundle orders and increase the use of the Bechtle Box® for shipments to the customer  | 2030         | Ongoing  |
|                       | <b>Distribution:</b><br>Optimise the space utilisation  | 2025         | Started  |
|                       | Open a second central logistics hub in north Germany (ended earlier than planned in 2023)   | 2025         | Finished |
|                       | Expand the logistics partner network with service providers who offer transportation services with lower emissions, e.g. "last green mile" delivery with e-vehicles | 2030         | Ongoing  |
|                       | Implement the sustainable logistics concept in further warehouses of the Bechtle Group (multi-warehouse strategy)   | 2030         | Started  |
| Circular economy      | Implement a group-wide IT hardware recycling concept (new measure 2023)   | 2025         | Started  |

**SUSTAINABILITY PROGRAMME – PEOPLE**

| Key topic                       | Action plan  | Time horizon | Status   |
|---------------------------------|--|--------------|----------|
| Employer attractiveness         | Implement internal career paths, such as expert career, development of leaders, programme for career shifters, etc.  | 2025         | Started  |
|                                 | Continue the decentralised employee satisfaction survey at intervals of two years and derive measures on the basis of the results  | 2030         | Ongoing  |
|                                 | Continue the leadership initiative through training and other measures   | 2030         | Ongoing  |
|                                 | Continue to expand the offering of the Bechtle Academy, e.g. by expanding virtual and foreign-language offerings   | 2030         | Ongoing  |
|                                 | Address young people in a target group-specific manner, expand high-school and university partnerships   | 2030         | Ongoing  |
|                                 | Increase the training ratio in Germany to approx. 10 per cent  | 2030         | Started  |
| Diversity and equal opportunity | Establish a diversity management position that reports to the HR management (new measure 2023)   | 2024         | Finished |
|                                 | Analyse the diversity categories defined by the Diversity Charta with respect to Bechtle and derive measures that need to be taken (original goal 2023)                    | 2024         | Started  |
|                                 | Analyse the status quo of diversity within the Bechtle Group and define indicators to facilitate measurability (original goal 2022)  | 2024         | Started  |
|                                 | Implement the measures derived from the Gender Diversity Road map 2022 and develop new goals. (new measure 2023) Measure changed to: Develop a comprehensive DE&I strategy | 2025         | Started  |
| Health and safety               | Develop a strategic group-wide corporate health management approach  | 2023         | Finished |
|                                 | Continue to expand the groupwide corporate health management offering (new measure 2022)   | 2030         | Ongoing  |
|                                 | Further standardise the processes in the field of health protection and occupational safety, ensure cross-location exchange on health-related topics                       | 2030         | Ongoing  |

**SUSTAINABILITY PROGRAMME – DIGITAL FUTURE**

| Key topic  | Action plan   | Time horizon | Status    |
|--|---|--------------|-----------|
| Sustainable internal digitalisation              | Plan 30 per cent of the internal IT projects under consideration of sustainability criteria   | 2023         | Finished  |
|  | Application and IT retirement: Identify and disassemble systems that cause process overlaps and unnecessary redundancies  | 2030         | Ongoing   |
|  | Use 100 per cent renewable energy in our data centres (new measure 2022)  | 2030         | Started   |
|  | PUE value of less than 1.3 in our data centres (new measure 2022)   | 2030         | Started   |
| Sustainable technologies, solutions and services | Internal employee training with respect to the sustainable product portfolio  | 2023         | Finished  |
|  | Develop an internal training programme for digital sustainability consultants (DSC)   | 2023         | Abandoned |
|  | Develop and implement a three-stage learning path for the topic of sustainability (new measure)   | 2024         | 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   |
| Information security and data protection         | Expand the high level in the field of IT security and data protection, obtain further certifications according to DIN EN ISO 27001 or TISAX in the Bechtle Group  | 2030         | Started   |
|  | Analyse security-critical components within the context of our service life-cycle management  | 2030         | Ongoing   |



## INDEX FOR THE NON-FINANCIAL REPORT (NFR).

IN ACCORDANCE WITH § 315 B (1) SENTENCE 2 IN CONJUNCTION WITH  
§ 289 (2) HGB (GERMAN COMERCIAL CODE)

Interested parties can find detailed information and key figures on all material sustainability topics in the Bechtle Annual Report 2023.

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See explanation of the NFR marking, page 34 in the Bechtle Annual Report 2023



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