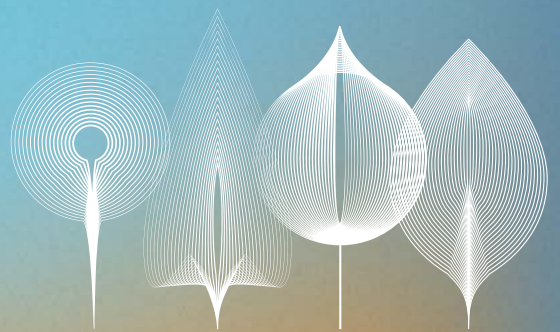


BECHTLE SUSTAINABILITY STRATEGY 2030



#sustainthefuture

Your strong IT partner.
Today and tomorrow.

BECHTLE



Cross reference to an
online resource



Cross reference to another
publication

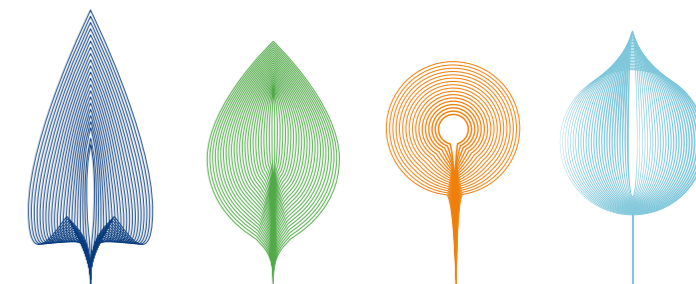
	BECHTLE	
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BECHTLE SUSTAINABILITY STRATEGY 2030.

The Bechtle Sustainability Strategy 2030 holds answers to the question of what it is that Bechtle wants to achieve in terms of economical, ecological and social aspects by the year 2030 – our big-picture benchmark for corporate responsibility across the Bechtle Group.

Bechtle began taking a systematic approach to sustainability as early as 2011, placing a premium on authenticity and credibility, and taking an initial stance through the Bechtle Sustainability Code – a set of principles published in 2013 to guide responsible and forward-thinking corporate management. Eventually, under the impression of evolving norms and expectations – from Bechtle, from our stakeholders, from governments and regulators, and from society as a whole – this code made way for the Bechtle Sustainability Strategy 2030, which was developed between September 2020 and August 2021.

The following pages outline the process of developing the Sustainability Strategy, the strategy itself, and Bechtle's reorganised Sustainability Management.



- September 2020

1

RESEARCH
- October 2020

2

AMBITION & FOCAL POINTS
- November 2020–April 2021

3

ORGANISATIONAL STRUCTURE & AREAS OF ACTION
- April–June 2021

4

WORKSHOPS
- July 2021

5

CONSOLIDATION
- August 2021

6

EXECUTIVE APPROVAL

DEVELOPMENT OF THE BECHTLE SUSTAINABILITY STRATEGY.

Extensive benchmark and status-quo analyses | 1 | laid the foundation for a collaborative effort that saw stakeholders from the Bechtle Group’s own ranks strategise in a number of dedicated workshops. In an October 2020 kick-off workshop | 2 |, the Executive Board staked out the underlying ambitions and defined some initial focal points. Coordinating with the Executive Board, Bechtle also created group-wide organisational structures | 3 | that would become instrumental in implementing the nascent Sustainability Strategy.

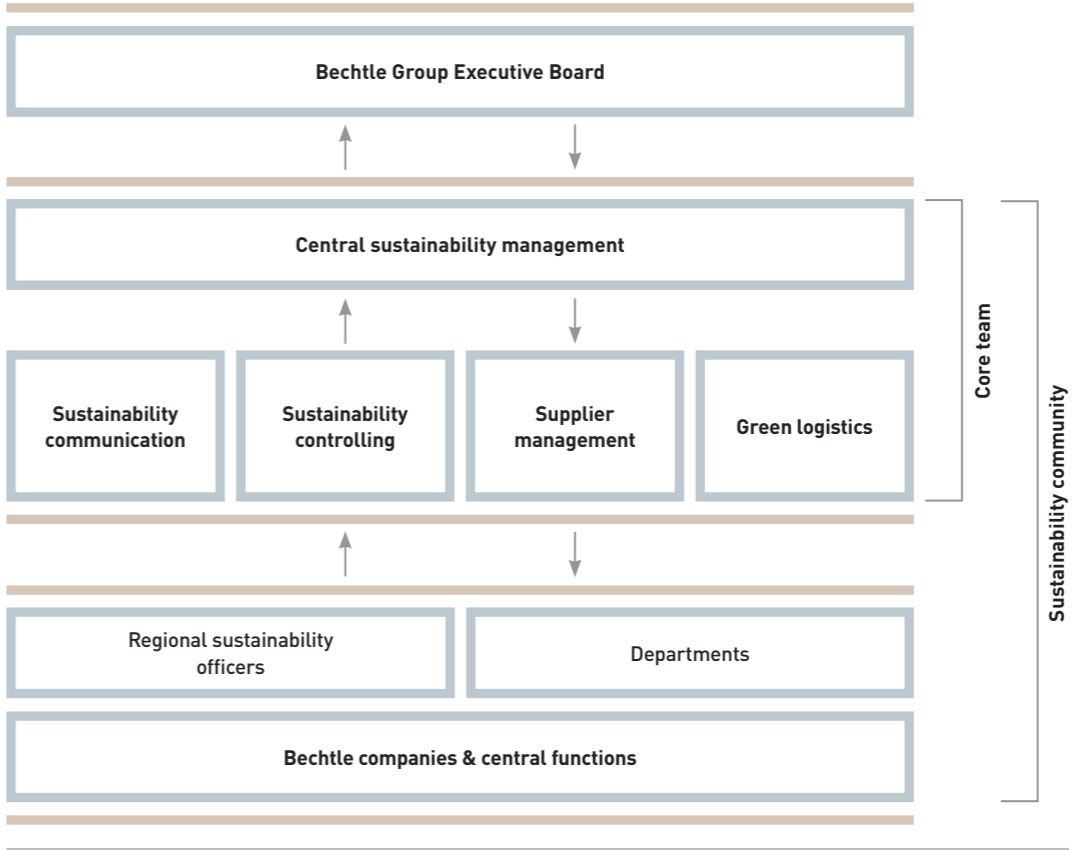
Building on the Bechtle Sustainability Code, the material reportable topics and the Bechtle Vision 2030, the focal points defined by the Executive Board have been channelled into four strategic areas of action: ethical business practices, environment, people, and digital future. Beginning in April 2021, numerous workshops | 4 | saw over 50 colleagues across national borders – from account managers to members of the Supervisory Board – engage in the development of the new strategy. Participants worked on various different work packages, discussed these within their teams, and fed back their consensus. Not only did this approach allow us to involve a great number of employees in the process, but also to regularly validate interim results.

At the end of the series of workshops, we had derived concrete action plans and timelines for every one of the focal points, which were then consolidated | 5 | and, in August, submitted to the Executive Board as a proposed strategy | 6 |, where it was met with unanimous approval.

SUSTAINABILITY MANAGEMENT AT BECHTLE.

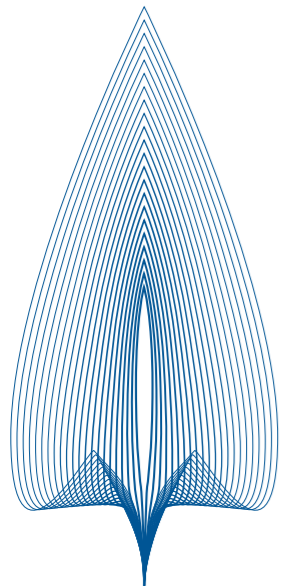
Increasing stringent regulatory requirements and a growing public awareness of the issue of sustainability created a very noticeable dynamic that eventually produced a new set of expectations placed on corporate sustainability governance. In large organisations, sustainability has come to be a c-level responsibility, and environmental and social aspects are now firmly embedded in business activities and corporate strategies. Bechtle has embraced this development and, among other things, created a new Sustainability Management department that reports directly to the CEO. Sustainability Management is a central point of contact within the Bechtle Group. Its purpose includes the implementation and continuous development of our Sustainability Strategy, while enhancing transparency and manageability as we navigate an increasingly complex external landscape. In addition, we have identified a number of central units to be integrated into the organisational structure and form an agile “core team Sustainability”. At its centre are Sustainability Controlling anchored in Group Controlling, Vendor Management with a focus on sustainability, Green Logistics within Bechtle Logistik & Service, as well as Sustainability Communication rooted in Bechtle Corporate Communications. Other central units such as Human Resources and Accounting are also working closely with Sustainability Management. As a cross-cutting issue, sustainability is subject to an agile approach that spans various departments and companies across the group, backed up by a Sustainability Community of over 100 regional sustainability officers that connects every one of the 100 Bechtle companies. In its role as the steering board for sustainability, the Executive Board convenes at least once a year and as and when a decision must be reached.

SUSTAINABILITY MANAGEMENT IN THE BECHTLE GROUP



NEW STRATEGY BUILT ON A PROVEN FOUNDATION. THE FOUR STRATEGIC AREAS OF ACTION.

At the heart of the Bechtle Sustainability Strategy 2030 are four strategic areas of action – **ethical business practices, people, environment, and digital future** – each with three focal points and strategic goals attached. In a similar vein, our expert teams have developed a Sustainability Programme, defining milestones and operative actions, giving us consistent transparency into the progress made, and enabling us to adjust measures and objectives as and when this becomes necessary.

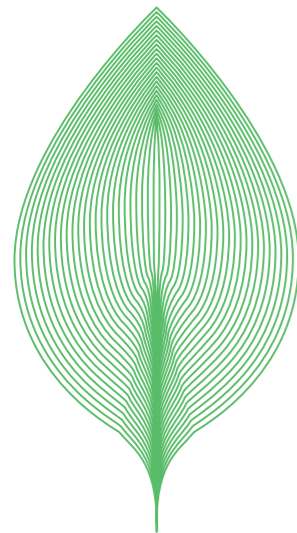


ETHICAL BUSINESS PRACTICES are a matter of course.

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



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

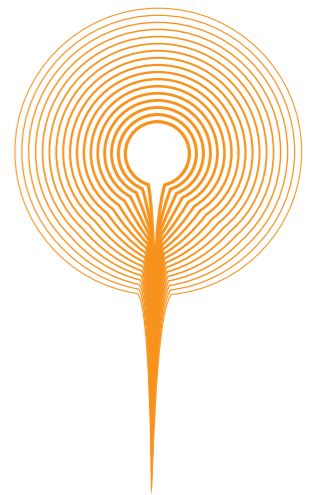
The strategic areas of action can be mapped to the three pillars of sustainable development identified in the 1987 Brundtland Report – environmental, social, and economic – and directly correlate with our business activities that are relevant to Bechtle. This means that we are also aiming our attention at the upstream and downstream value chains.

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

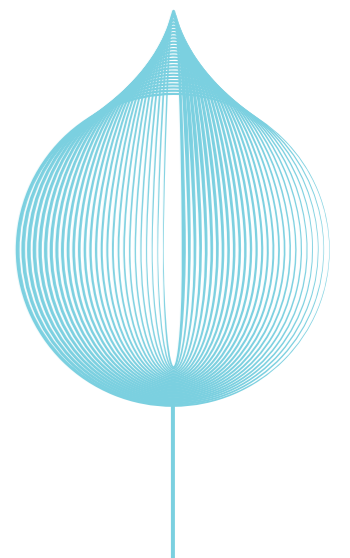


We are shaping a sustainable DIGITAL FUTURE.

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



The Bechtle Sustainability Strategy 2030 correlates strategic objectives with concrete measures in order to provide orientation and transparency. It's rooted in familiar soil and waters some of our strongest shoots. Issues that were already covered by the Bechtle Sustainability Code were consolidated into dedicated clusters, which were then developed into four strategic areas of action. Material topics that featured in previous reports, too, integrate seamlessly with these areas, sharpening our policy focus. The Sustainability Strategy complements Vision 2030, adding the environment as a key issue and under-scoring Bechtle's commitment to sustainable development without losing sight of the big picture.

UN SUSTAINABLE DEVELOPMENT GOALS.

The 17 United Nations Sustainable Development Goals (SDGs) were adopted by all member states in September 2015 as a global call for action. As a signatory of the UN Global Compact, we are committed to these goals, and consequently made it integral to the process of developing a strategy to align the SDGs with Bechtle's own strategic objectives. Using the Bechtle Sustainability Report 2020 as reference, we identified those SDGs that are already being addressed by Bechtle. With the aid of the GRI publication, Linking the SDGs and the GRI Standards, we located the respective standards and information in our report and subsequently identified the SDGs that are relevant to our sustainability strategy and mapped these to the four strategic areas of action.



The following overview shows how the Bechtle Vision, the Bechtle Sustainability Code, the material topics and the SDGs fit in with the four strategic fields of action.

	ETHICAL BUSINESS PRACTICES	ENVIRONMENT	PEOPLE	DIGITAL FUTURE
BECHTLE VISION 2030.				
We empower business.				●
IT is our passion.			●	●
Growth and foresight underpin our success.	●			
We aspire to lead the market.	●			
BECHTLE SUSTAINABILITY CODE.				
Sustainable corporate management.	●			
Sustainable employee development.			●	
Sustainable commitment to human rights.	●			
Sustainable, principled business practices.	●			
Sustainable customer relationships.				●
Sustainable environmental awareness.		●		
Sustainable solutions.				●
Sustainable social responsibility.	●			
MATERIALITY MATRIX.				
Labour and social standards along the supply chain.	●			
Anti-corruption and anti-bribery.	●			
Environmental standards along the supply chain.		●		
Energy consumption and emissions.		●		
Logistics and packaging.		●		
Employer attractiveness.			●	
People development.			●	
Diversity and equal opportunity.			●	
Occupational health and safety.			●	
Energy-efficient IT.				●
Information security and data protection.				●
Stakeholder dialogue.	●	●	●	●
SUSTAINABLE DEVELOPMENT GOALS.				
3 Good health and well-being.			●	
4 Quality education.			●	
5 Gender equality.			●	
7 Affordable and clean energy.		●		
8 Decent work and economic growth.	●			
9 Industry, innovation and infrastructure.				●
10 Reduced inequalities.			●	
12 Responsible consumption and production.		●		
13 Climate action.		●		
16 Peace, justice and strong institutions.	●			



BECHTLE CLIMATE PROTECTION STRATEGY 2030.

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. Published in August 2022, the Bechtle Climate Protection Strategy 2030 lays out how we aim to achieve our climate objectives. At the heart of the strategy lies the ambition to achieve climate neutrality i.e. net-zero carbon emissions, largely through reductive measures by 2030.

AVOIDANCE. REDUCTION. COMPENSATION.

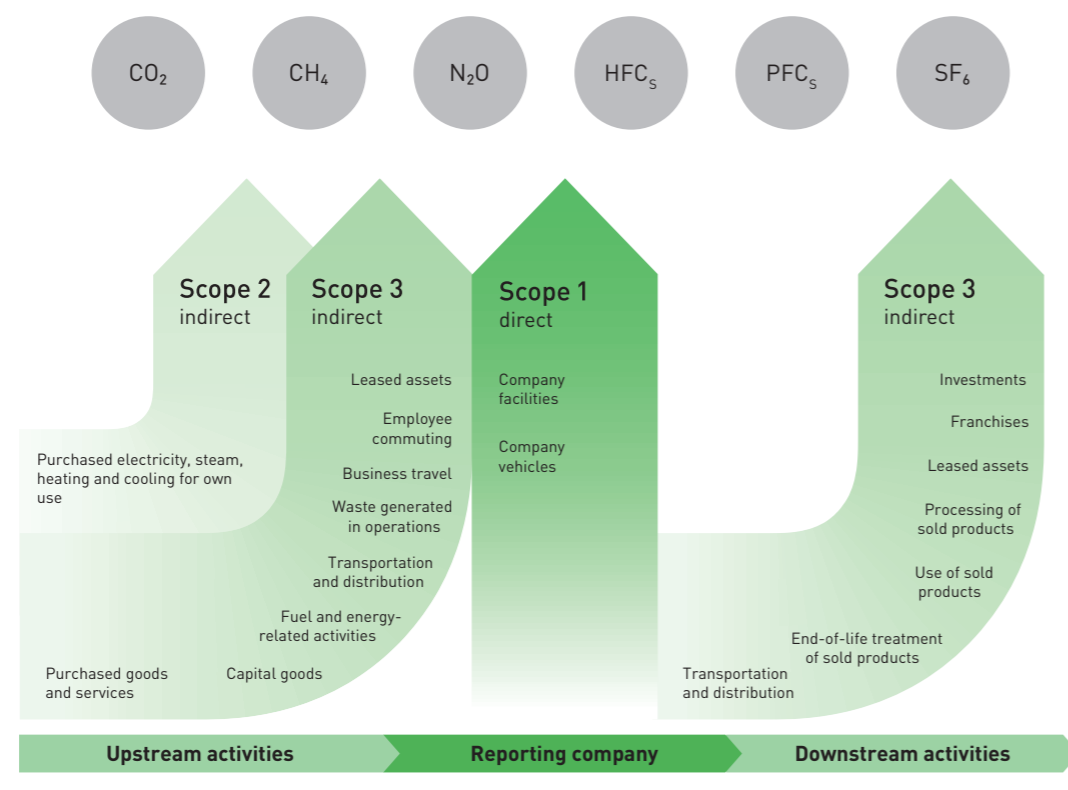
The targets defined in the Climate Protection Strategy 2030 cover direct and indirect CO₂ emissions as well as upstream and downstream value chains and complement the Bechtle Sustainability Strategy 2030 with a three-pronged approach of avoidance, reduction and compensation. It forms an integral part of the IT company's sustainability initiatives, and was developed in line with the objectives of the Paris Climate Accords and is backed by avoiding and offsetting emissions through certified climate protection projects.

CO₂-EMISSION SCOPES 1-3 IN ACCORDANCE WITH THE GREENHOUSE GAS PROTOCOL.

In our reporting on carbon emissions, we follow the approaches of the Greenhouse Gas Protocol, which emerged from a joint endeavour of NGOs and scientists and aims to standardise the reporting on emissions by companies and organisations and thus enable comparability. The GHG Protocol differentiates emissions into three distinct scopes.



OVERVIEW OF GHG PROTOCOL SCOPES AND EMISSIONS ACROSS THE VALUE CHAIN.



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

By this distinction, energy from fossil fuels used to heat Bechtle premises and CO₂ emissions associated with the Bechtle fleet belong to scope 1. Scope 2 includes emissions associated with electricity, district heating and other energy sources that we procure from third parties. Finally, scope-3 emissions pertain to activities associated with the upstream and downstream value chains (see chart). In the Bechtle Sustainability Report 2021, we for the first time determined indirect CO₂ emissions that fall under scope 3. The first step to do this was a materiality analysis of the 15 scope-3 categories under the Greenhouse Gas Protocol, at the end of which the following seven were identified as being relevant for Bechtle:

EMISSIONS.

- Scope 3.1: Purchased goods and services
- Scope 3.3: Fuel and energy-related emissions (not included in scope 1 or 2)
- Scope 3.4: Transportation and distribution (upstream)
- Scope 3.5: Waste
- Scope 3.6: Business travel
- Scope 3.7: Employee commuting
- Scope 3.9: Transportation and distribution (downstream)
- Scope 3.11: Use of sold products

As a result of the materiality analysis, Bechtle has focussed its reductive measures on fundamental sources of CO₂ emissions in the fields of mobility, energy, purchasing and logistics. At the same time, it is crucial to raise awareness of the topic of climate protection among our stakeholders. Stakeholder für das Thema Klimaschutz zu sensibilisieren.

Reductions in CO₂ emissions along the value chain follow the approaches of the Greenhouse Gas Protocol. Accordingly, the objective is to reduce **scope 1 and scope 2 emissions by 60 per cent each**, whereas **scope 3 emissions are to be reduced by 30 per cent by 2030**.

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.



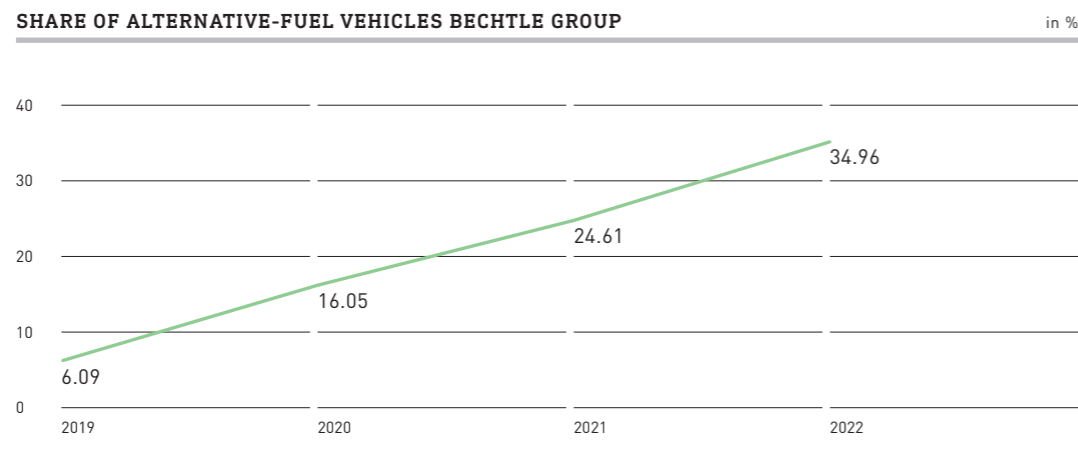
OVERVIEW OF BECHTLE CLIMATE PROTECTION STRATEGY 2030

FOCAL POINTS:

ENERGY
<ul style="list-style-type: none"> ■ Increasing energy efficiency at our sites ■ Generating our own electricity, use of geothermal energy ■ Purchase of green electricity
MOBILITY
<ul style="list-style-type: none"> ■ Sustainable fleet strategy ■ Intensification of alternative drives ■ Environmentally friendly travel and commuting
PROCUREMENT
<ul style="list-style-type: none"> ■ Sustainable purchasing strategy ■ Close cooperation with suppliers
LOGISTICS
<ul style="list-style-type: none"> ■ Climate-friendly logistics (packaging and transport)
AWARENESS
<ul style="list-style-type: none"> ■ Raising awareness among internal and external stakeholders

VEHICLE FLEET AND PROPERTY.

Scope 1 emissions centre on the vehicle fleet. Bechtle is taking steps towards gradually extending the company fleet with all-electric vehicles by 2030. The number of these will be progressively increased until the end of 2030.



Parallel to growing our fleet of electric vehicles, it is important to expand the available charging infrastructure on a large scale and enable employees to power their vehicles near their place of work. The number of charging points for electric and hybrid cars at Bechtle sites has gone up considerably, and as of December 2022, there were 560 bays in operation, 139 of which are located at group headquarters in Neckarsulm.

The Bechtle Group's catalogue of actions also includes sustainable property concepts and climate-friendly energy supplies (scope 2) such as procuring green energy and generating its own solar and geothermal power.

CO₂ EMISSIONS ALONG THE VALUE CHAIN.

Scope 3 emissions are produced along upstream and downstream value chains with Scope 3.1: Purchased goods and services being the main culprit. Cooperation with suppliers, a sustainable purchasing strategy plus a Green IT portfolio are crucial measures to achieve 30 per cent reductions in scope 3 emissions by 2030. What's more, Bechtle is taking steps to make its operative logistics and mobility much kinder on the environment and the opening of the second logistics hub in northern Germany should significantly reduce the transport routes for goods in the northern German region.

An e-learning programme to raise awareness among employees has also been developed. In January 2023, slightly more than one third of all employees (4,580 colleagues) had already completed this course.

We have been open and transparent about our measures and progress since 2015 in our annual Sustainability Reports, which can be found at bechtle.com/sustainability.

From the 2022 financial year onwards, we will report our non-financial key figures as an integrated part of the annual report.

Bechtle is a signatory of the UN Global Compact and the WIN Charta and regularly undergoes EcoVadis sustainability audits.





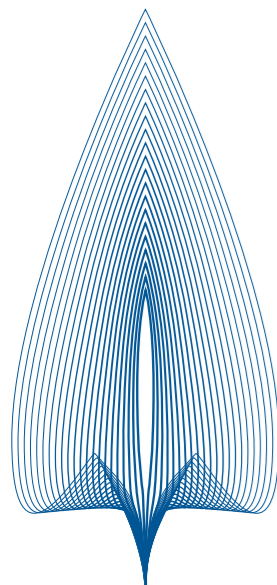
BECHTLE SUSTAINABILITY PROGRAMME.

The Sustainability Programme comprises concrete measures and milestones pinned to an explicit timeline. Taking advantage of a sustainability controlling software application that we introduced in September 2021, we are not only able to collect KPIs across the group, but also monitor the progress made on Sustainability Programme objectives on a central dashboard.

This ensures a high level of transparency, 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. Below you will find an overview of the Sustainability Programme, broken down by the four strategic areas of action. For each area of action, both the material topics are related to the objectives and measures and the SDGs are assigned.

ETHICAL BUSINESS PRACTICES are a matter of course.

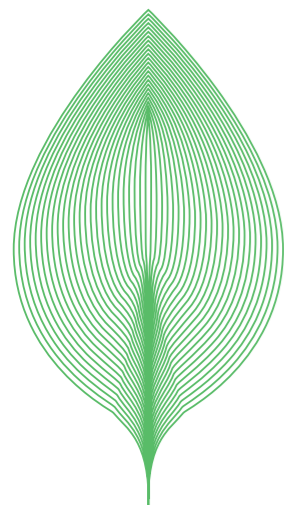
We fulfil our duty to ensure human rights are respected along our supply chain.



FOCAL POINT	MATERIAL TOPIC	2030 TARGET	ACTION PLAN	TIME HORIZON	STATUS
Supply chain sustainability	Labour and social standards along the supply chain	● We are committed to human rights and environmental standards along our supply chain. We call for transparent sourcing processes and are expanding sustainable supplier management.	→ Establish a process to systematically evaluate our direct suppliers and vendors with respect to ecological and social responsibility through enhanced supplier management and new auditing procedures.	2022	completed
	Stakeholder dialogue		→ Professionalise CSR risk management according to the criteria of the German National Action Plan on Business and Human Rights (NAP). Subsequently develop a catalogue of actions designed to prevent and mitigate based on the results of the CSR risk analysis.	2023	started
			→ Enhance our dialogue and collaboration with strategic vendor partners on mutual projects to drive environmental and social aspects along the supply chain.	2030	continuous
Compliance and anti-corruption	Anti-corruption and anti-bribery	● We act with integrity and in compliance with statutory requirements. Compliance and anti-corruption are paramount, which is why we consistently strive to minimise risks and advance prevention.	→ Introduce compliance training for all employees.	2023	completed ahead of schedule
			→ Create a handbook on compliance.	2023	started
			→ Professionalise due diligence procedures, including through certification according to DIN EN ISO 37301.	2023	discarded
Social commitment		● Social commitment is part of our corporate responsibility and we actively support select social projects as a reliable partner.	→ Reframe our incident procedure (compliance hotline).	2023	started
			→ Revise donation and sponsoring guidelines, including with the addition of digital education programmes. (initial objective 2022)	2023	started
			→ Promote employees' social commitments.	2030	continuous
			→ Initiate our own sustainability projects.	2030	continuous
		→ Gradually extend our social outreach.	2030	continuous	

We embrace a sustainable ENVIRONMENTAL approach in everything we do.

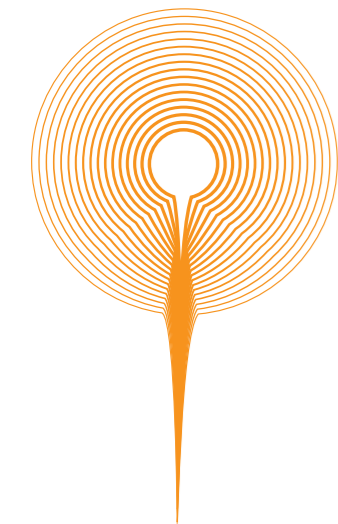
We operate in harmony with our environment to conserve our climate and resources into the future.



FOCAL POINT	MATERIAL TOPIC	2030 TARGET	ACTION PLAN	TIME HORIZON	STATUS
Climate and energy	Energy consumption and emissions	<ul style="list-style-type: none"> ● We will become carbon neutral in the areas we can influence through a three-pronged approach of avoidance, reduction and compensation. 	<ul style="list-style-type: none"> → Assessment and calculation of Scope 3 categories. → Develop a comprehensive climate protection strategy. → Develop a comprehensive mobility concept. → Gradually extend of further Bechtle Group locations to 100% green energy. → Gradually extend the company fleet with all-electric vehicles. → Continue to increase our extensive charging infrastructure. 	2022	completed
	Environmental standards along the supply chain			2023	completed ahead of schedule
Sustainable logistics	Logistics and packaging	<ul style="list-style-type: none"> ● We design our logistics processes around ecological efficiency criteria, both in terms of transport and packaging. At our logistics hub, we are reducing the amount of shipping boxes used per package by 20 per cent without changing the way products are despatched. 	<ul style="list-style-type: none"> → Intralogistics: → Collaborate with vendors to enable fulfilment using the Bechtle Box®. → Increase the share of recycled plastics in plastic packaging and wrappers. → Consolidate orders and increase the use of the Bechtle Box® for last mile delivery. → Distribution: → Build a second logistics hub in Northern Germany. → Optimise space utilisation. → Expand our network of logistics partners with providers offering lower-emission transportation, e.g. green last-mile delivery with electric vehicles. → Roll out sustainable logistics concepts to other Bechtle Group warehouses. (multi-warehouse strategy) 	2025	started
	Environmental standards along the supply chain			2025	started
Circular economy	Environmental standards along the supply chain	<ul style="list-style-type: none"> ● We think recycling before disposal, making sustainable use of the resources that exist in our IT hardware. 	<ul style="list-style-type: none"> → Develop a group-wide circular economy concept for IT hardware. → Implementing a group-wide circular economy concept fo IT hardware. (initial objective 2022) 	2022	completed
				2025	started

The PEOPLE we work with drive our success.

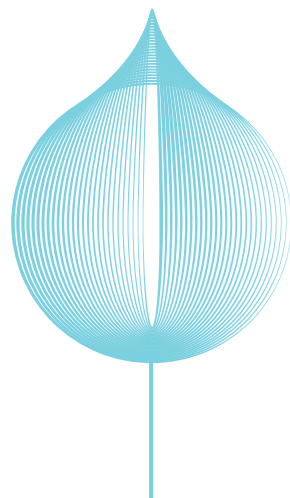
We embody fairness and value our business partners-and employees. Our team is motivated, highly qualified and diverse.



FOCAL POINT	MATERIAL TOPIC	2030 TARGET	ACTION PLAN	TIME HORIZON	STATUS
Employer attractiveness	Employer attractiveness	<p>☉ We are bolstering our position as one of the leading European employers in the IT industry. Our focus is on employee satisfaction, personal development, training, leadership and Bechtle's culture of work.</p> <p>We are increasing our vocational trainee ratio in Germany to 10 per cent.</p>	→ Implement the employer value proposition and the Work@Bechtle concept.	2022	completed
	People development		→ Following project planning completed in 2022: Implementing of internal career paths with a focus on expert careers and leadership development, programme for career jumpers etc.	2025	started
Diversity and equal opportunity	Diversity and equal opportunity	<p>☉ We promote diversity within the group and continually strive for equality among our employees, putting gender diversity in the spotlight.</p>	→ Continue to conduct local, biannual employee satisfaction surveys and translate results into concrete measures.	2030	continuous
			→ Continue our leadership initiative, including dedicated training opportunities.	2030	continuous
	→ Continue to develop the Bechtle Academy offering, including virtual and non-German training opportunities.		2030	continuous	
	→ Attract young people with a target group-specific approach and expand co-operations with schools and universities.		2030	continuous	
	→ Increasing the training quota in Germany to 10 percent.		2030	started	
	→ Develop a shared Gender Diversity 2022 roadmap across People Development, Human Resources and Corporate Communications and deduct concrete measures.		2022	completed	
Employer attractiveness	People development	→ Analyse the status quo of diversity within the Bechtle Group and define KPIs to make it trackable. (initial objective 2022)	2024	started	
		→ Analyse the diversity categories defined by the Charta der Vielfalt that relate to Bechtle and deduce appropriate measures. (initial objective 2022)	2024	started	
Health and Safety	Occupational health and safety	<p>☉ We are continually optimising our good work in the field of occupational health and safety, strategically anchoring them within the Bechtle Group.</p>	→ Implementation of the measures derived from the Roadmap Gender Diversity 2022. Measures and development of new goals. (new measure)	2025	started
	Employer attractiveness		→ Continually add to Bechtle Corporate Health Management's group-wide offerings and develop a strategic, group-wide approach.	2023	started
			→ Continue to standardise our occupational health and safety protocols and enable an exchange on health-related topics across sites.	2030	continuous

We shape a sustainable DIGITAL FUTURE.

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



FOCAL POINT	MATERIAL TOPIC	2030 TARGET	ACTION PLAN	TIME HORIZON	STATUS
Sustainable in-house digitalisation	Energy-efficient IT	<ul style="list-style-type: none"> Within the scope of our IT strategy, we are pursuing the goal of making our enterprise architecture resource-saving, efficient and user-friendly. 	<ul style="list-style-type: none"> Establish criteria for a sustainable enterprise architecture that will become the cornerstone of our IT strategy. Plan 30 per cent of in-house IT projects taking sustainability criteria into account. Application and IT retirement – Identify and decommission systems that lead to process overlaps and unacceptable redundancies. Use 100% renewable energy in our data centres. (new measure) PUE value in our data centres of less than 1.3. (new measure) 	<ul style="list-style-type: none"> 2022 2023 2030 2030 2030 	<ul style="list-style-type: none"> completed started continuous started started
Sustainable Technologies, Solutions and Services	Energy-efficient IT	<ul style="list-style-type: none"> We play an active part in our customers' digital transformation. In order to provide our customers with the best possible support to fulfil their Corporate Digital Responsibility and achieve climate targets, we are working closely with our vendor partners to broaden our portfolio of sustainable technologies, solutions and services. 	<ul style="list-style-type: none"> Provide awareness training to employees regarding our portfolio of sustainable products. Develop an in-house training programme to become a Digital Sustainability Consultant. Continue to grow our portfolio of hardware, software, on-prem and cloud solutions, and services for customers through the addition of new, sustainable products and vendors. 	<ul style="list-style-type: none"> 2023 2023 2030 	<ul style="list-style-type: none"> started started started
Information security and data protection	Information security and data protection	<ul style="list-style-type: none"> We ensure our data and that of our customers and partners are secure. Information security and confidentiality in accordance with statutory regulations are a top priority. 	<ul style="list-style-type: none"> Optimise our already high levels of information security and data protection. Grow the number of DIN EN ISO 27001 and TISAX-certified companies within the Bechtle Group. Analyse security-critical components as part of our Service Lifecycle Management. 	<ul style="list-style-type: none"> 2030 2030 	<ul style="list-style-type: none"> continuous continuous

LEGAL NOTICE AND CONTACT.

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