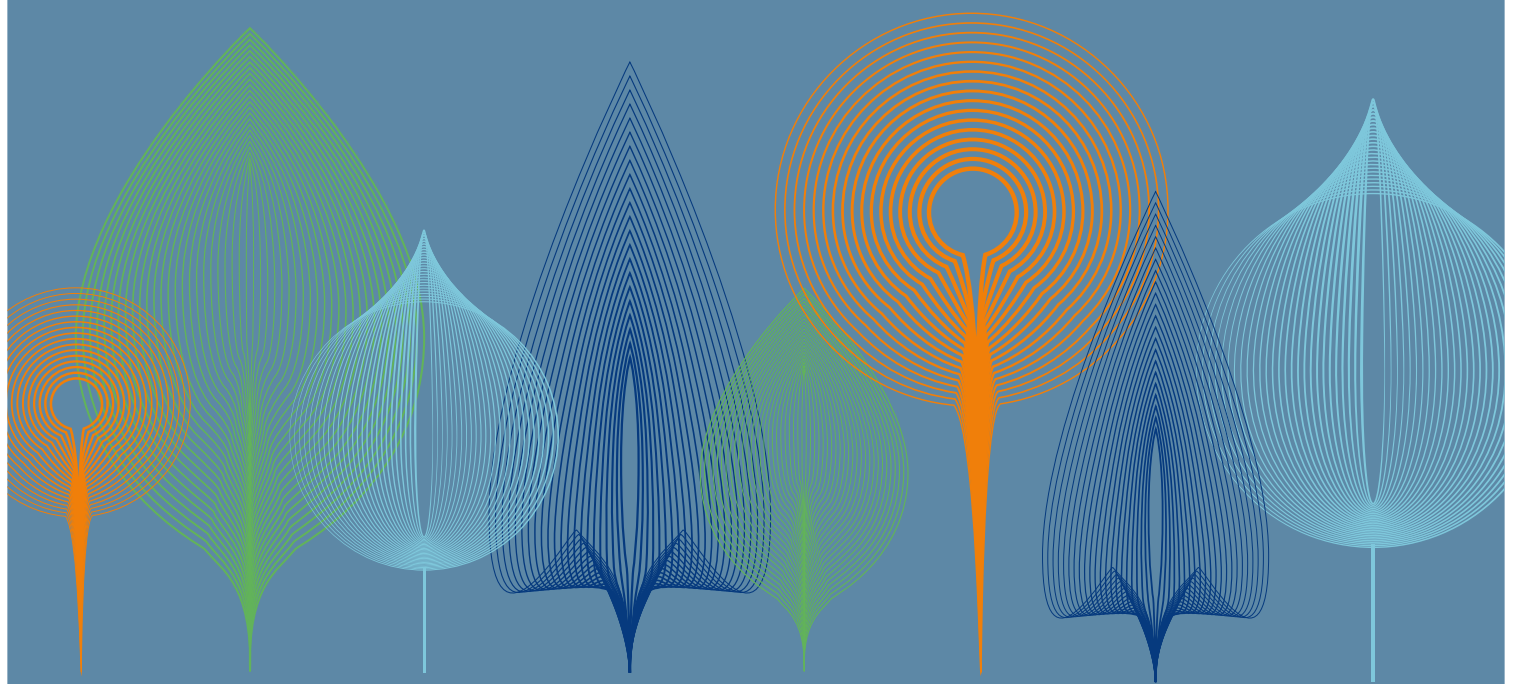


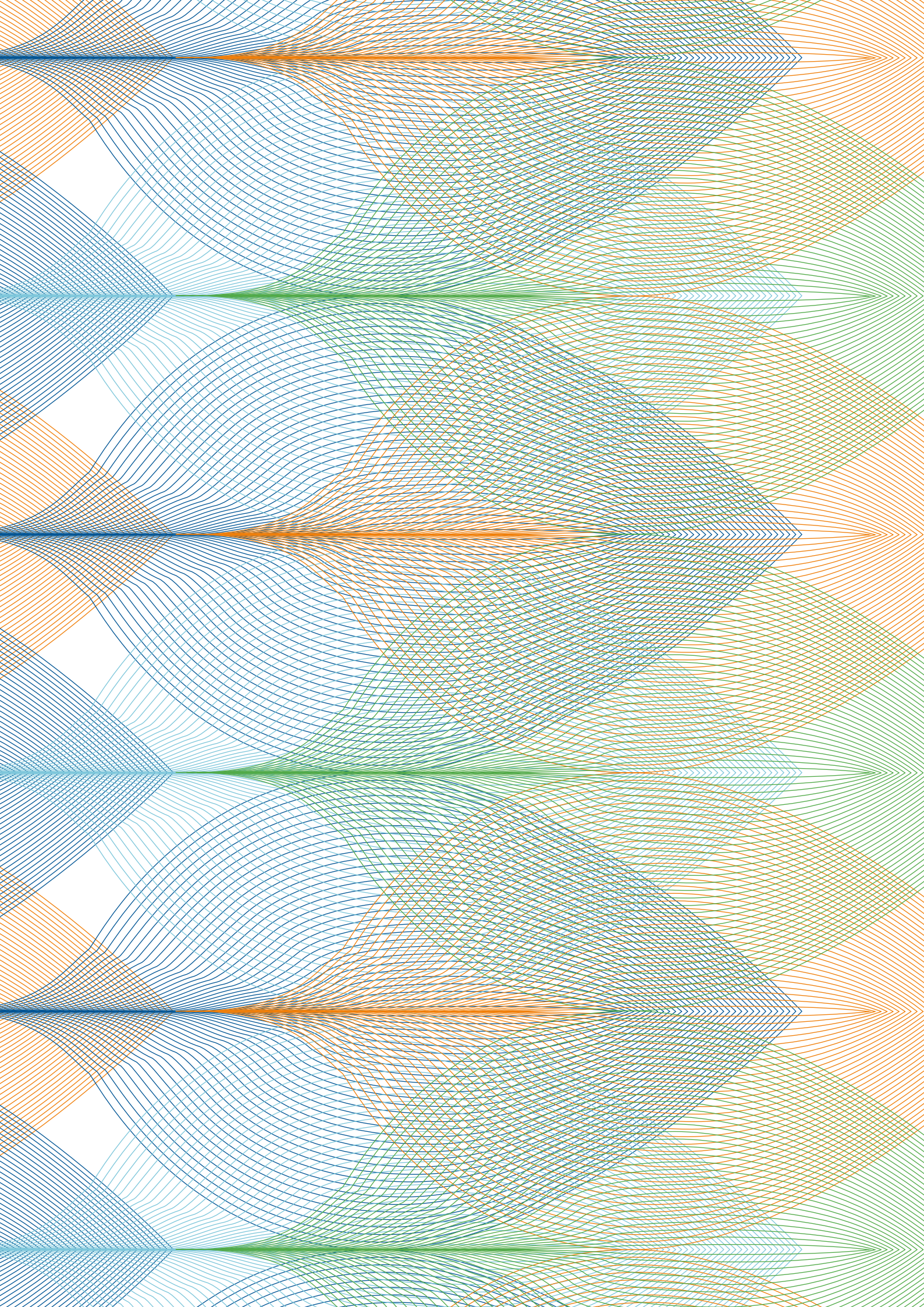
BECHTLE SUSTAINABILITY STRATEGY AND PROGRAMME 2030.



As at 18.03.2022

Your strong IT partner.
Today and tomorrow.

BECHTLE

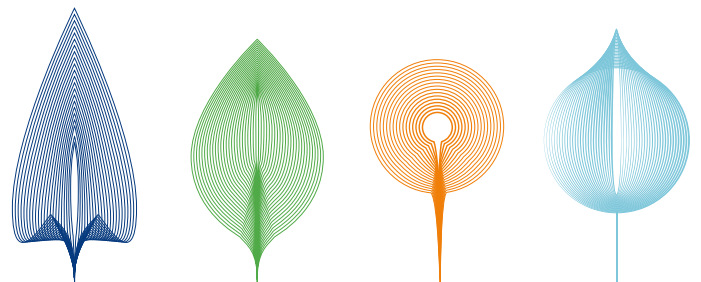


BECHTLE SUSTAINABILITY STRATEGY 2030.

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.

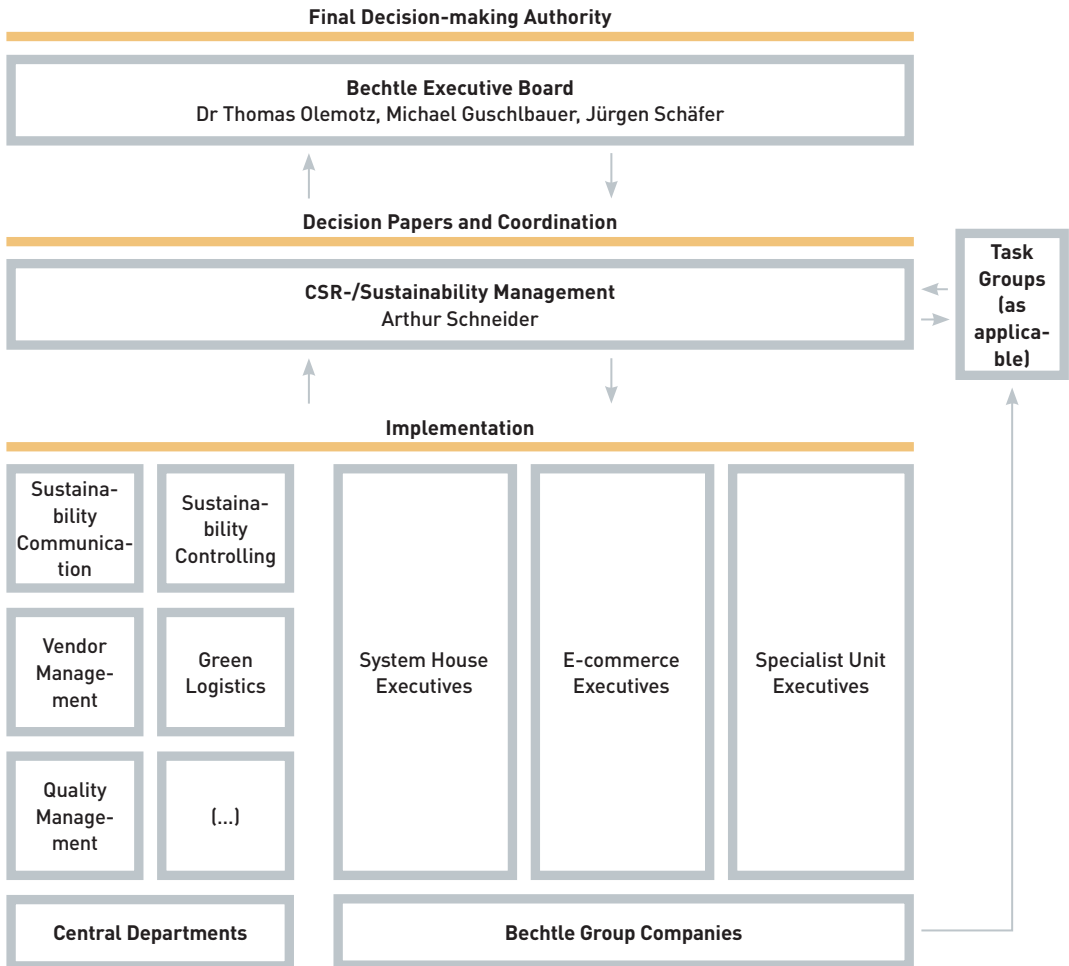
The following pages outline the process of developing the Sustainability Strategy, the strategy itself, and Bechtle's reorganised Sustainability Management. At the end of this section you will find the Sustainability Programme that shows the focal points along with concrete measures and objectives at a glance.



EMPLOYEES' THUMBPRINT.

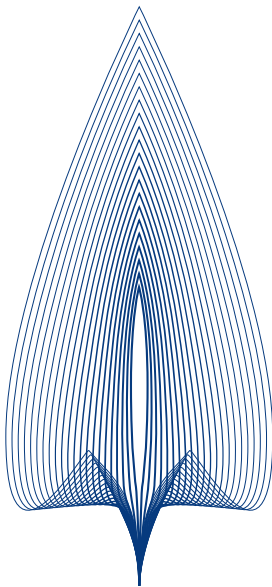
<p>September 2020</p> <hr/> <p>RESEARCH</p>	1	<p>Extensive benchmark and status-quo analyses 1 laid the foundation for a collaborative effort that saw stakeholders from the Bechtle Group's own ranks strategise in a number of dedicated workshops. In an October 2020 kick-off workshop 2 , the Executive 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.</p>
<p>October 2020</p> <hr/> <p>AMBITION & FOCAL POINTS</p>	2	<p>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.</p>
<p>November 2020– April 2021</p> <hr/> <p>ORGANISATIONAL STRUCTURE & AREAS OF ACTION</p>	3	<p>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.</p>
<p>April–June 2021</p> <hr/> <p>WORKSHOPS</p>	4	<p>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.</p>
<p>July 2021</p> <hr/> <p>CONSOLIDATION</p>	5	<p>SUSTAINABILITY MANAGEMENT AT BECHTLE.</p> <p>Over the past two years, increasingly 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 Sustainability Team. 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 150 people that connects every one of the 100 Bechtle companies. Dedicated work groups assist Sustainability Management and can be called to meet specific requirements. 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.</p>
<p>August 2021</p> <hr/> <p>EXECUTIVE APPROVAL</p>	6	

ORGANISATIONAL STRUCTURE OF SUSTAINABILITY AT BECHTLE.



TRACKING PROGRESS – 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. The list of aspirations includes Bechtle’s objective to achieve net-zero carbon emissions in areas it can influence by 2030 with a three-pronged approach of avoidance, reduction and compensation.

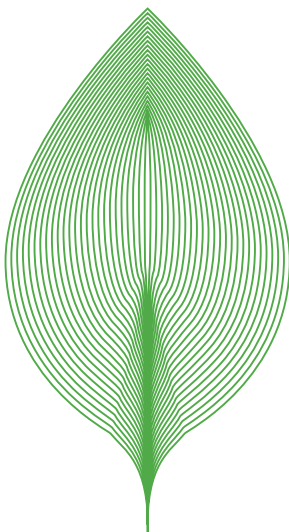


ETHICAL BUSINESS PRACTICES are a matter of course.

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

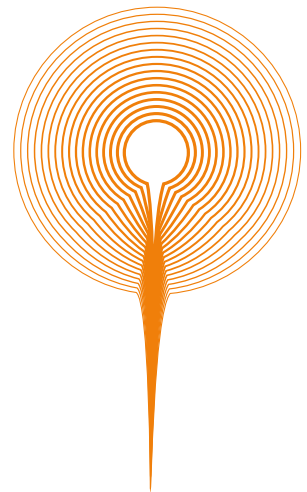
The strategic areas of action can be mapped to the three pillars of sustainable development identified in the 1987 Brundtland Report – environmental, social, and economic – and directly correlate with our business activities and the specific sustainability factors that are relevant to Bechtle. This means that we are also aiming our attention at the upstream and downstream value chains. Each area of action has also been linked to the corresponding UN Sustainable Development Goals (SDGs). There's no hierarchy to them, nor are they isolated from one another. Each area of action is as important as, complements and correlates with the next, Together, they will contribute to the sustainable development of our business.

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

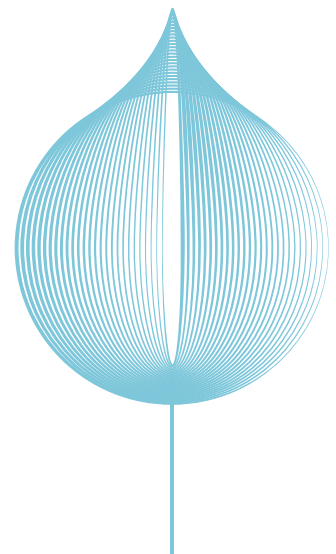


We are shaping a sustainable DIGITAL FUTURE.

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



A NEW STRATEGY BUILT ON A PROVEN FOUNDATION.



See Sustainability
Report 2020, pages 14–19

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 underscoring Bechtle's commitment to sustainable development without losing sight of the big picture.

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.

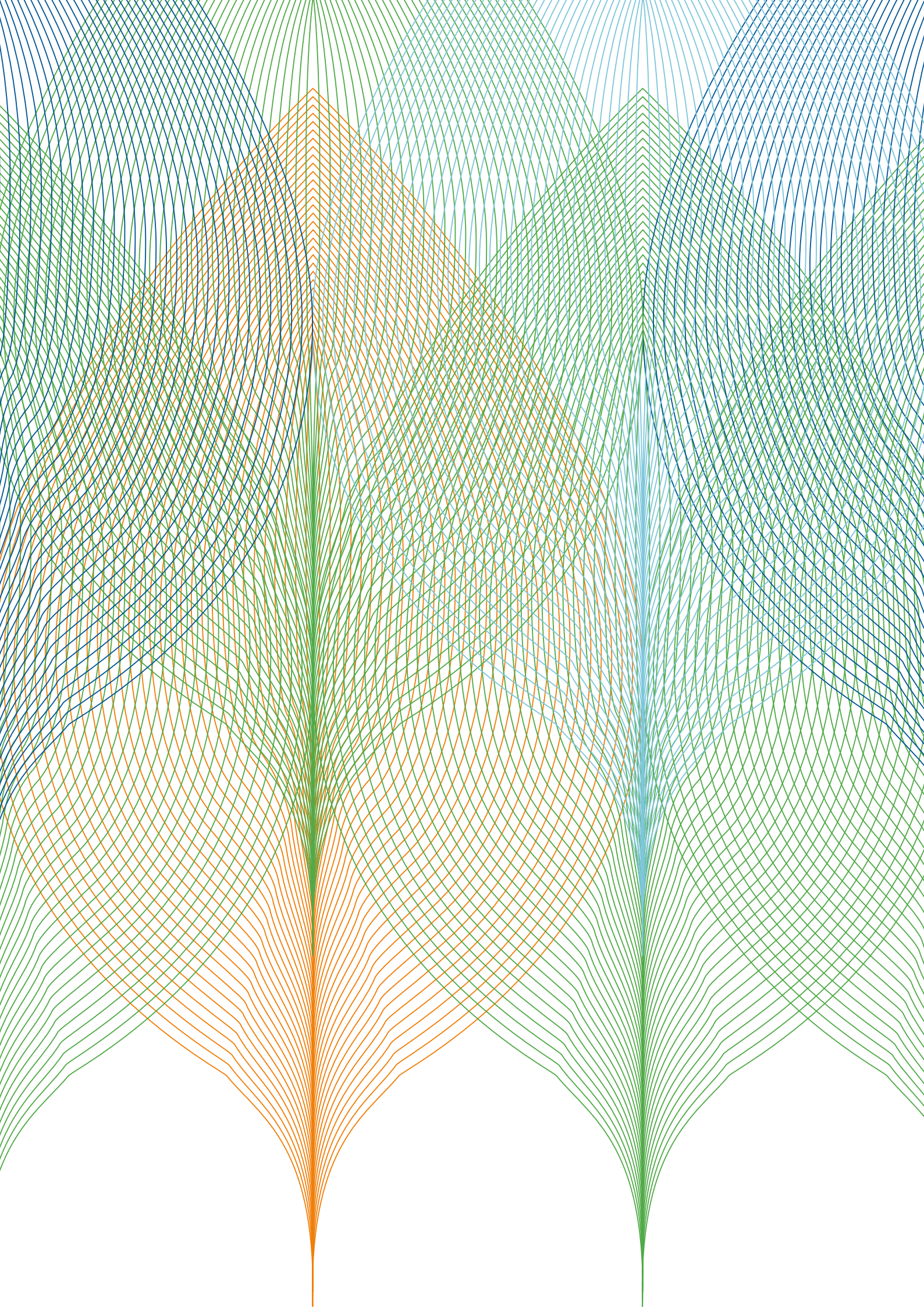


globalreporting.org

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.	●			

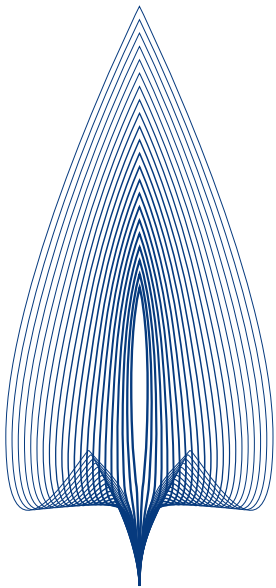
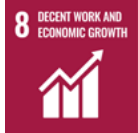


THE BECHTLE SUSTAINABILITY PROGRAMME.

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, which correlates material topics, objectives and measures.

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

Supply chain sustainability

Labour and social standards along the supply chain

Stakeholder dialogue

- 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.

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.

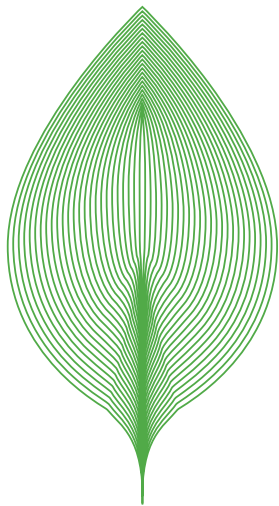
Social commitment

- Social commitment is part of our corporate responsibility and we actively support select social projects as a reliable partner.

ACTION PLAN	TIME HORIZON	STATUS
→ 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	initiated
→ 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	initiated
→ Enhance our dialogue and collaboration with strategic vendor partners on mutual projects to drive environmental and social aspects along the supply chain.	2030	initiated
→ Grow our portfolio of suppliers with those who consider social and environmental criteria in their supply chains.	2030	initiated
→ Introduce compliance training for all employees.	2023	planned
→ Create a handbook on compliance.	2023	planned
→ Professionalise due diligence procedures, including through certification according to DIN EN ISO 37301.	2023	initiated
→ Reframe our incident procedure (compliance hotline).	2023	initiated
→ Revise donation and sponsoring guidelines, including with the addition of digital education programmes.	2022	initiated
→ Promote employees' social commitments.	2030	initiated
→ Initiate our own sustainability projects.	2030	initiated
→ Gradually extend our social outreach.	2030	initiated

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

Climate and energy

Energy consumption and emissions

Environmental standards along the supply chain

● We will become carbon neutral in the areas we can influence through a three-pronged approach of avoidance, reduction and compensation.

Sustainable logistics

Logistics and packaging

Environmental standards along the supply chain

● 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.

Circular economy

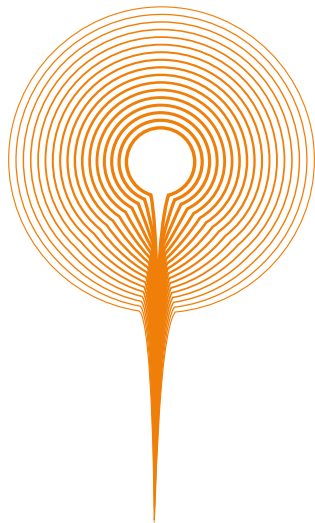
Environmental standards along the supply chain

● We think recycling before disposal, making sustainable use of the resources that exist in our IT hardware.

ACTION PLAN	TIME HORIZON	STATUS
→ Systemise sustainability controlling and introduce a group-wide sustainability controlling software.	2021	complete
→ Evaluate the significance of scope 3 categories and determine scope 3 emissions, including external validation.	2022	complete
→ Since 2021, group headquarters operate with 100 per cent green energy; gradually extend this to more Bechtle Group sites.	2030	initiated
→ Gradually extend the company fleet with all-electric and hybrid vehicles.	2030	initiated
→ Continue to increase our extensive charging infrastructure.	2030	initiated
→ Develop a comprehensive mobility concept.	2025	planned
→ Develop a comprehensive climate strategy building on the 2022 climate roadmap.	2023	initiated
Intralogistics:		
→ Collaborate with vendors to enable fulfilment using the Bechtle Box®.	2025	initiated
→ Consolidate orders and increase the use of the Bechtle Box® for last mile delivery.	2030	initiated
→ Increase the share of recycled plastics in plastic packaging and wrappers.	2025	initiated
Distribution:		
→ Build a second logistics hub in Northern Germany to reduce distances to our customers.	2025	initiated
→ Optimise space utilisation.	2025	initiated
→ Expand our network of logistics partners with providers offering lower-emission transportation, e.g. green last-mile delivery with electric vehicles.	2030	initiated
→ Roll out sustainable logistics concepts to other Bechtle Group warehouses (multi-warehouse strategy)	2030	planned
→ Develop a group-wide circular economy concept for IT hardware.	2022	initiated

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

Employer attractiveness

MATERIAL TOPIC

Employer attractiveness

People development

2030 TARGET

- 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.

We are increasing our vocational trainee ratio in Germany to 10 per cent.

Diversity and equal opportunity

Diversity and equal opportunity

Employer attractiveness

People development

- We promote diversity within the group and continually strive for equality among our employees, putting gender diversity in the spotlight.

Health and Safety

Occupational health and safety

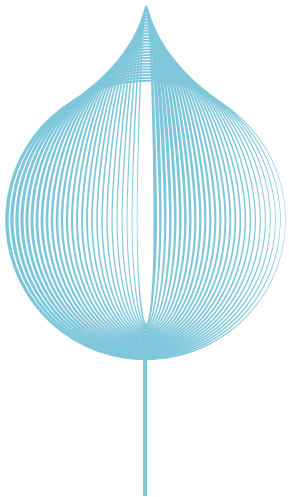
Employer attractiveness

- We are continually optimising our good work in the field of occupational health and safety, strategically anchoring them within the Bechtle Group.

ACTION PLAN	TIME HORIZON	STATUS
→ Develop our employer value proposition.	2021	complete
→ Implement the employer value proposition.	2022	initiated
→ Develop the Work@Bechtle concept.	2021	complete
→ Implement the Work@Bechtle concept.	2022	initiated
→ Continue to conduct local, biannual employee satisfaction surveys and translate results into concrete measures.	2030	initiated
→ Continue our leadership initiative, including dedicated training opportunities.	2030	initiated
→ Continue to develop the Bechtle Academy offering, including virtual and non-German training opportunities.	2030	initiated
→ Showcase internal career paths with a focus on expert careers and leadership development.	2030	initiated
→ Attract young people with a target group-specific approach and expand co-operations with schools and universities.	2030	initiated
→ Analyse the status quo of diversity within the Bechtle Group and define KPIs to make it trackable.	2022	initiated
→ Develop a shared Gender Diversity 2022 roadmap across People Development, Human Resources and Corporate Communications and deduct concrete measures.	2022	complete
→ Analyse the diversity categories defined by the Charta der Vielfalt that relate to Bechtle and deduce appropriate measures.	2023	initiated
→ Achieve certification of Bechtle AG to DIN EN ISO 45001 standards.	2021	complete
→ Continue to standardise our occupational health and safety protocols and enable an exchange on health-related topics across sites.	2030	initiated
→ Continually add to Bechtle Corporate Health Management's group-wide offerings and develop a strategic, group-wide approach.	2023	initiated

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

Sustainable in-house digitalisation

Energy-efficient IT

- Within the scope of our IT strategy, we are pursuing the goal of making our enterprise architecture resource-saving, efficient and user-friendly.

Sustainable Technologies, Solutions and Services

Energy-efficient IT

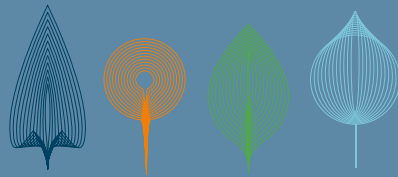
- We play an active part in our customers' digital transformation. In order to provide our customers with the best possible support to fulfil their Corporate Digital Responsibility and achieve climate targets, we are working closely with our vendor partners to broaden our portfolio of sustainable technologies, solutions and services.

Information security and data protection

Information security and data protection

- 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.

ACTION PLAN	TIME HORIZON	STATUS
→ Application and IT retirement – Identify and decommission systems that lead to process overlaps and unacceptable redundancies.	2030	initiated
→ Establish criteria for a sustainable enterprise architecture that will become the cornerstone of our IT strategy.	2022	initiated
→ Plan 30 per cent of in-house IT projects taking sustainability criteria into account.	2023	planned
→ 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.	2030	initiated
→ Provide awareness training to employees regarding our portfolio of sustainable products.	2023	planned
→ Develop an in-house training programme to become a Digital Sustainability Consultant.	2023	initiated
→ 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.	2030	initiated
→ Analyse security-critical components as part of our Service Lifecycle Management.	2030	initiated



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Your strong IT partner.
Today and tomorrow.

