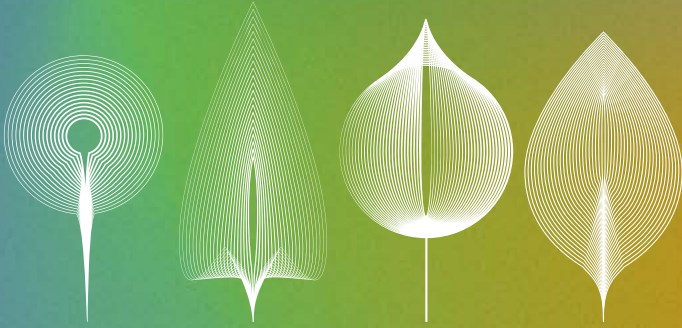


SUSTAIN THE FUTURE.



Your strong IT partner.
Today and tomorrow.



ABOUT THIS REPORT	03
COMMITTED TO SUSTAINABILITY	04
STRATEGY AND GOVERNANCE	06 Sustainability and climate protection strategy 2030. 08 Sustainability management.
EMPLOYEES –	09
DIVERSITY AND EQUAL OPPORTUNITY	10 Increasing the proportion of women in executive positions. 10 Training secures future staffing.
ENVIRONMENT	12 Energy consumption and emissions. 13 Our measures in 2022. 15 Logistics and packaging. 16 Waste and recyclables.
DIGITAL FUTURE	17 Internal digitalisation. 18 Sustainable technologies, solutions and services.
ETHICAL BUSINESS PRACTICES	19 Compliance and anti-corruption. 20 Information security and data protection. 20 Procurement.
SUSTAINABILITY GOALS AND MEASURES	22 Sustainability programme ethical business practices. 23 Sustainability programme environment. 24 Sustainability programme people. 24 Sustainability programme digital future.
OVERVIEW: SUSTAINABILITY INFORMATION 2022	25
IMPRINT	26

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.

After seven years of publishing a dedicated, annual Sustainability Report, 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 Art. 315 b HGB (German Commercial Code) in the Bechtle Annual Report 2022.

Sustainability 2022 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.



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



Cross reference
to information on
the Internet



Cross reference
to other printed works
and other literature

COMMITTED TO SUSTAINABILITY.

¹ **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.

unglobalcompact.org



¹ **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.

win-bw.com



¹ **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.de/en/



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. At the turn of the year 2022/23, Bechtle achieved a score of 67/100, marking the sixth improvement in a row and earning us a silver medal ahead of the industry average.

¹ ecovadis.com

TIMELINE OF ECOVADIS SCORES OF BECHTLE AG (GROUP-WIDE):

2016	2017	2018	2019	2020	2021/22	2023
42 Bronze	48 Silver	54 Silver	56 Silver	62 Silver	64 Silver	67 Silver



In the reporting year, HP awarded a 3-Star Catalyst Partner status to Bechtle in Germany, Poland, Switzerland, Ireland, UK and Italy, following the branches' successful assessment in the context of the HP Amplify Impact sustainability programme. Bechtle's subsidiaries in the Czech Republic, France and Spain have also qualified. The first quarter of 2023 saw Bechtle Logistik & Service in Germany scoop a 4-Star Catalyst Partner status.



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.

1

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.

1

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.

ACTION FIELDS 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



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 **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 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, Bechtle 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 make the group climate-neutral by 2030, mainly by reducing carbon emissions. The planned reductions are accompanied by measures to avoid and offset emissions by means of certified climate protection projects.

1

bechtle.com/de-en/sustainability

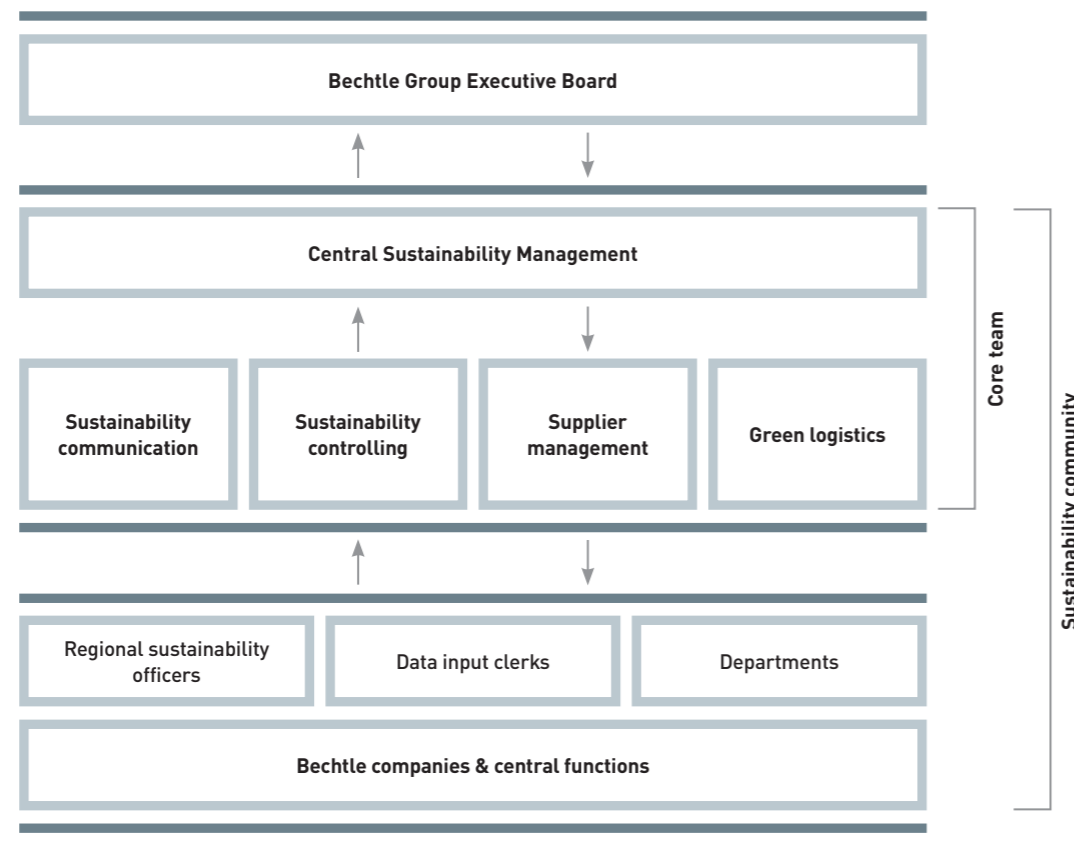
The carbon reduction targets relate to the areas that we can influence and are distributed over the various emission categories along the value chain according to the Greenhouse Gas Protocol. According to these targets, **emissions are to be reduced as follows** (reference year 2019):

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

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 Chairman of 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. The 2022 fiscal year also saw the establishment of a sustainability community of more than 150 people who are networked in all of over 100 Bechtle companies in Germany and abroad. 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.

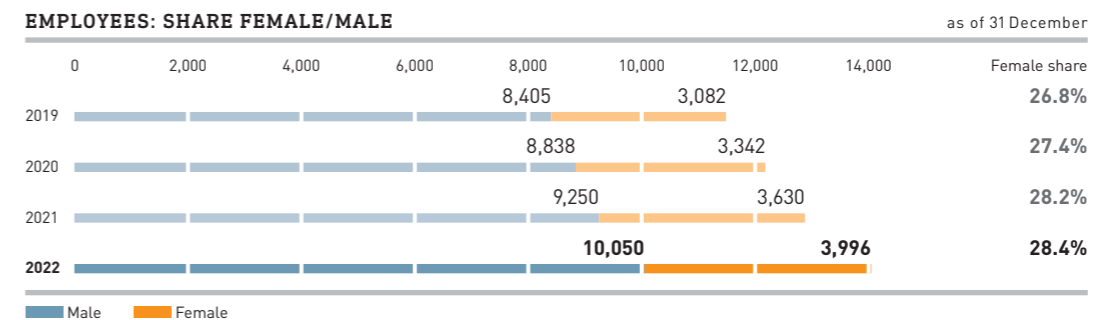
In the reporting period, numerous strategic decisions were made and new initiatives were launched in order to get closer to our goal of more diversity and equality of opportunity. In recognition of its efforts, Bechtle received the “DE&I Mover 2022” award from ACI Diversity Consulting.

¹ aci-consulting.de/en/

In collaboration with the Human Resources, Staff Development and Corporate Communications departments, an interdisciplinary diversity team appointed by Bechtle assessed the current status by means of a structured analysis. The focus was on gender equality. A number of actions have already been derived on the basis of the initial insights gained: In 2022, a Women@Bechtle community and a Pride@Bechtle community were established across various locations in order to enable employees to network, share experiences and develop measures on their own initiative.

See overview of new diversity programmes in the Bechtle Annual Report 2022, page 72 f

As of 31 December 2022, the Bechtle Group had a total of 14,046 employees (10,083 of them in Germany). 1,166 persons or 9.1 per cent more than in the prior year (12,880 employees). As an IT enterprise active throughout Europe, Bechtle’s workforce is marked by a great diversity of cultures and nationalities. In 2022, our company had employees from 101 different nations (prior year: 100). As of 31 December 2022, the Bechtle Group had 3,996 female employees (prior year: 3,630), a share of about 28.4 per cent of the total workforce (prior year: 28.2 per cent).



INCREASING THE PROPORTION OF WOMEN IN EXECUTIVE POSITIONS.

In the reporting period, the proportion of women on the Supervisory Board amounted to 33.3 per cent. Currently, all Executive Board members and Executive Vice Presidents are men. Thus, women are currently under-represented at the higher executive levels. 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.
- 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.
- 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	2022	2021
Supervisory Board	30% according to law	33.3%	33.3%	33.3%
Executive Board	At least one person	0%	0%	0%
First executive level under the Executive Board	22%	0%	0%	0%
Second executive level under the Executive Board	25%	10.7%	7.8%	8.7%

In 2022, a total of 244 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 793 young trainees, including 125 internationally. In Germany, it amounted to 6.6 per cent, slightly more than in the prior year (6.5 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 Proবাদis 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. More than 4,000 people applied for the pilot round. Subsequently, Bechtle launched the approximately five-month pilot programme with a deliberately size-limited group of 19 participants. The second round of the Bechtle career jumpers programme "Future in IT" started in February 2023, and another one is planned for July.



For further key figures on the age structure see Bechtle Annual Report 2022, page 75

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 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.



See also in the Bechtle Annual Report 2022, page 65 ff

All in all, we have training offerings in 22 professions and degree programmes. An overview of the distribution in the individual training categories can be found in the Bechtle Annual Report 2022.

ENVIRONMENT.

Environmental and climate protection is one of the greatest challenges of our age. Bechtle 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 and the central Sustainability Controlling coordinate and validate the implementation of the Bechtle Sustainability and Climate Protection Strategy 2030. The progress of the measures is assessed and, if necessary, adjusted in close coordination with the individual units and locations. At the locations of the Bechtle Group, the managing directors are responsible for the achievement of the environment and climate goals. Furthermore, the following companies have established a structured environment management system within the scope of the certification according to DIN EN ISO 14001: Bechtle AG, Bechtle Remarketing, PP 2000, Bechtle direct Netherlands and Bechtle direct Spain.

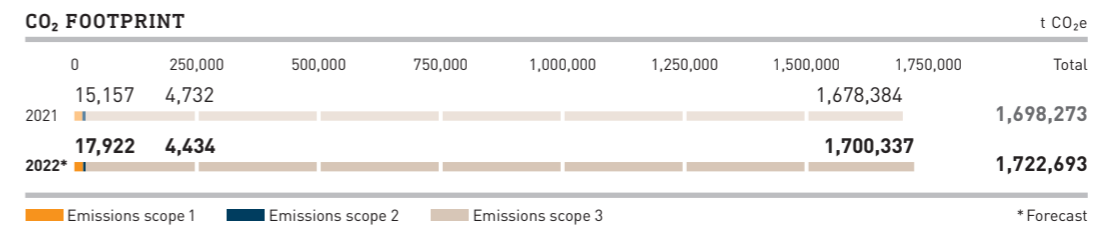
ENERGY CONSUMPTION AND EMISSIONS.

In order to reach the goal of net-zero emissions as formulated in the Bechtle Climate Protection Strategy by 2030 in the areas we can influence, we use a threefold approach that comprises the avoidance, reduction and compensation or neutralisation 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 emission 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 now able to publish energy data from the reporting period for the first time.

Due to the relaxation of the Covid-19 measures, more business trips were made in 2022, resulting in higher vehicle fleet emissions. Nevertheless, despite the higher number of vehicles, the emissions were still under the level of 2019. One of the reasons for this was the growing number of e-vehicles (kilometres driven: see below). The consumption of heating energy also increased slightly, though this took place in proportion to the increase in office space. Electricity emissions were reduced by switching further locations to eco-power. By the end of 2021, 72 locations had already switched to eco-power (prior year: 32 locations); 2022 data is not yet available.

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 2022, page 79 f

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

INTENSITY VALUES ENERGY AND GHG EMISSIONS BECHTLE GROUP

		2022 ¹	2021	2020	2019
CO ₂ e/revenue	tCO ₂ e/€k	0.32	0.32	0.31	0.29
CO ₂ e/employee (FTE ²)	tCO ₂ e	132.00	136.90	134.90	125.90
Electricity consumption/employee (FTE ²)	kWh	1,514	1,670	1,739	1,898
Energy consumption/employee (FTE ²)	GJ	28	26	28	35

¹ Preliminary figures for 2022

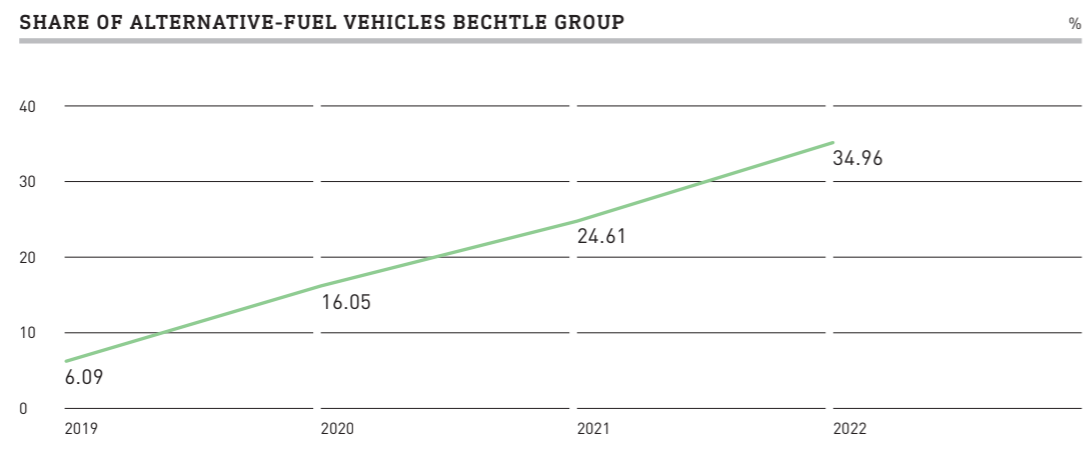
² FTE = full-time equivalent

OUR MEASURES IN 2022.


E-mobility. In our operations, we have identified our vehicle fleet as being a major source of emissions. Especially for colleagues from the fields of managed and on-site services who work directly on the customer premises, flexible mobility is of great importance, particularly in rural areas. The reporting period again saw an increase in personal customer contact, which was important for customer bonding, particularly after the two years of the pandemic. After two years of declines due to the pandemic, the number of kilometres driven rebounded in 2022. Yet, despite the higher number of vehicles, it remained below the figure of 2019, due especially to the increased use of video meetings instead of business trips. Even after 2020 and 2021, two years marked by lockdown, the number of virtual meetings continued to go up in the reporting period.

See energy consumption vehicle fleet by source, kilometres driven and number of video meetings in the Bechtle Annual Report 2022, page 81

The fleet affords us a fine opportunity to reduce our carbon emissions by expanding sustainable mobility options. In the reporting period, the group's fleet comprised 4,831 vehicles (prior year: 4,198), including 3,998 vehicles in Germany alone (prior year: 3,550). In the reporting period, 34.96 per cent of the company vehicles in the Bechtle Group were either plug-in hybrids or all-electric. Year-on-year, the number of e-cars more than doubled to 6.7 per cent (prior year: 3.2 per cent).



Charging infrastructure. The charging infrastructure at the Bechtle locations needs to be expanded on a large scale in order to enable employees to charge their vehicles, thereby increasing the acceptance of the measures taken. Bechtle calls this concept Charge@work. By the end of the year, the number of e-vehicle charging points had been greatly expanded: 183 new charging points had been added. As of 31 December 2022, the number of charging points thus amounted to 560 (prior year: 377) at 46 locations, including 478 (prior year: 333) in Germany. At the headquarters in Neckarsulm alone, 139 charging points (prior year: 128) were available as of 31 December 2022 for the 2,353 employees at the group's largest location.

 Detailed information on the PV and geothermal plants can be found in the Bechtle Annual Report 2022, 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. In the reporting period, another photovoltaic system was installed in Mägenwil, Switzerland.

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 cog in 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. In 2022, an average of 12,502 packages were despatched from our warehouse in Neckarsulm every day to our customers. Apart from the logistic hub in Neckarsulm, the Bechtle Group operated additional 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 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. In 2022, packaging material made of recycled material was tested in real life, especially film. All purchased cardboard comes from FSC-certified sources. In 2022, we also started reusing suitable packaging.

In 2022, we were also able to increase the use of the Bechtle Box[®] as an innovative transport solution from 344 to 418 uses, an increase of 21.5 per cent. The Bechtle Box[®] is a multiple-use solution for the safe and packaging-free transportation of IT hardware. Since 2022, we have been able to calculate the carbon savings for our customers when using the Bechtle Box[®] in comparison to conventional delivery methods.



See key figures on consumption of packaging materials in the Bechtle Annual Report 2022, 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 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 (2021) as the latest indicator.

WASTE BY TYPE AND DISPOSAL METHOD

	in t		
	2021	2020	2019
Total waste Bechtle Group*	2,544	2,390	2,687
Total waste group headquarters Neckarsulm	694	579	657
of which actual activity data broken down by category:			
Hazardous waste (recycled)	7	49	6
Hazardous waste (disposed of)	0	0	0
Non-hazardous waste (recycled)	688	530	651
Non-hazardous waste (disposed of)	0	0	0

*Calculation of the waste generated: Data according to the waste invoice or, if not available, auxiliary calculation based on the square metre area.

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. Through the sale of used IT hardware alone, 59,719 devices were reintroduced into the cycle in the reporting period. In 2021, the figure was 45,230. If requested by the customer, Bechtle Remarketing coordinates the related logistics, the roll-back of retired devices plus the roll-out of new equipment in cooperation with other Bechtle units. The DIN EN ISO 9001, 14001 and 27001 audits at Bechtle Remarketing GmbH regularly re-evaluate security levels, quality requirements, processes and environmental standards within the company and lead to adjustments as required.

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.



Further information
see Bechtle
Annual Report 2022,
page 87 f

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 colocation 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.

¹
climateneutraldatacentre.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.

¹
[bechtle.com/de-en/about-bechtle/investors/corporate-governance](https://www.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. In 2022, some 13,290 people – i.e. virtually all Bechtle employees – successfully completed the course.

¹
See download
Bechtle Code of Conduct on
[bechtle.com/de-en/about-bechtle/investors/corporate-governance](https://www.bechtle.com/de-en/about-bechtle/investors/corporate-governance)

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.

¹
See Bechtle
Annual Report 2022,
page 90 ff

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.



See Bechtle
Annual Report 2022,
page 92 ff

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. Throughout the group, 13,067 employees completed the course "Data Protection at the Workplace" in 2022. The information security briefing for Germany was successfully completed by 10,581 employees.

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. By the end of the year, the sustainable purchasing team in the Vendor Management department was able to include suppliers who jointly represent about 70 per cent of our purchasing volume in the rating.

In addition, employees and third parties can use the email address humanrights@bechtle.com to report violations of applicable human rights along the supply chain.

¹

See download
Bechtle Code of Conduct
for suppliers at
[bechtle.com/de-en/
about-bechtle/investors/
corporate-governance](https://bechtle.com/de-en/about-bechtle/investors/corporate-governance)

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

Focal point	Action plan	Time horizon	Status
Supply chain sustainability	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
	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
	Grow our portfolio of suppliers with those who consider social and environmental criteria in their supply chains.	2030	Continuous
Compliance and anti-corruption	Introduce compliance training for all employees.	2023	Completed ahead of schedule
	Create a new handbook on compliance.	2023	Started
	Professionalise due diligence procedures, including through certification according to DIN EN ISO 37301.	2023	Discarded
	Reframe our complaint procedure (compliance hotline).	2023	Started
Social commitment	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

SUSTAINABILITY PROGRAMME ENVIRONMENT

Focal point	Action plan	Time horizon	Status
Climate and energy	Assessment and calculation of Scope 3 categories.	2022	Completed
	Develop a comprehensive climate protection strategy.	2023	Completed ahead of schedule
	Develop a comprehensive mobility concept.	2025	Started
	Gradual conversion of further Bechtle Group locations to 100% green electricity.	2030	Started
	Gradually extend the company fleet with all-electric vehicles.	2030	Continuous
	Continue to increase our extensive charging infrastructure.	2030	Continuous
Sustainable logistics	Intralogistics: Collaborate with vendors to enable fulfilment using the BechtleBox©.	2025	Started
	Increase the share of recycled plastics in plastic packaging and wrappers.	2025	Started
	Consolidate orders and increase the use of the Bechtle Box© for last-mile delivery.	2030	Continuous
	Distribution: Build a second logistics hub in Northern Germany.	2025	Completed ahead of schedule
	Optimise space utilisation.	2025	Started
	Expand our network of logistics partners with providers offering lower-emission transportation, e.g. green last-mile delivery with electric vehicles.	2030	Continuous
Circular economy	Roll out sustainable logistics concepts to other Bechtle Group warehouses (multi-warehouse strategy)	2030	Started
	After completed development: Implementation of a group-wide circular economy concept for IT hardware (initial objective 2022).	2025	Started

SUSTAINABILITY PROGRAMME PEOPLE

Focal point	Action plan	Time horizon	Status
Employer attractiveness	Implementing the employer value proposition and the Work@Bechtle concept.	2022	Completed
	After 2022 completed project planning: Roll out internal career paths as on expert careers, leadership development, specific programme for career jumpers among others.	2025	Started
	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
Diversity and equal opportunity	Increasing our vocational trainee ratio in Germany to 10%.	2030	Started
	Develop a shared Gender Diversity 2022 roadmap across People Development, Human Resources and Corporate Communications and deduce concrete measures.	2022	Completed
	Analyse the diversity categories defined by Charta der Vielfalt that relate to Bechtle and deduce appropriate measures.	2023	Started
	Analyse the status quo of diversity within the Bechtle Group and define KPIs to make it trackable (initial objective 2022).	2024	Started
Health and safety	Implementation of the measures derived from the roadmap Gender Diversity 2022 and development of new goals (new action).	2025	Started
	Continually add to Bechtle Corporate Health Management's group-wide offerings and develop a strategic, group-wide approach.	2023	Started
Health and safety	Continue to standardise our occupational health and safety protocols and enable an exchange on health-related topics across sites.	2030	Continuous

SUSTAINABILITY PROGRAMME DIGITAL FUTURE

Focal point	Action plan	Time horizon	Status
Sustainable in-house digitalisation	Establish criteria for a sustainable enterprise architecture that will become the cornerstone of our IT strategy.	2022	Completed
	Plan 30% of in-house IT projects taking sustainability criteria into account.	2023	Started
	Application and IT retirement – Identify and decommission systems that lead to process overlaps and unacceptable redundancies.	2030	Continuous
	Use of 100% renewable energy in our data centres (new measure).	2030	Started
	PUE value in our data centres of less than 1.3 (new measure).	2030	Started
Sustainable technologies, solutions and services	Provide awareness training to employees regarding our portfolio of sustainable products.	2023	Started
	Develop an in-house training programme to become a Digital Sustainability Consultant.	2023	Started
	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	Continuous
Information security and data protection	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	Continuous
	Analyse security-critical components as part of our Service Life Cycle Management.	2030	Continuous

OVERVIEW:

SUSTAINABILITY INFORMATION 2022.

Interested parties can find detailed information and key figures on all relevant sustainability topics in the Bechtle Annual Report 2022.

	Page in the Annual Report 2022
General information	
Reporting standards	36
Material non-financial topics	54 f.
Material non-financial risks	123
Information on the EU taxonomy	111 f.
Material topics	
Employee concerns	
Occupational health and safety	76 ff.
Diversity and equal opportunity	71 ff.
People development	65 ff.
Employer attractiveness	69 ff.
Compliance	
Anti-corruption and anti-bribery	90 f.
Environment	
Environmental standards in the supply chain	43 f.
Logistics and packaging	83 ff.
Energy-efficient IT	87 ff.
Energy consumption and emissions	78 ff.
Waste and Recyclables	85 f.
Society	
Stakeholder dialogue	54 ff.
Social affairs	
Data security and protection	92
Labour and social standards along the supply chain	43 f.



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Sustainability Controlling and Climate
 Protection Strategy (Picture left)

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