

BECHTLE SUSTAINABILITY STRATEGY 2030.

The Bechtle Sustainability Strategy 2030 collates various economic, environmental and social concerns into a compass for corporate decision-making, correlating strategic objectives with concrete measures in order to provide orientation and transparency.

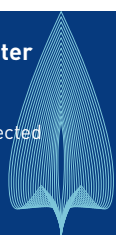
Bechtle began taking a systematic approach to sustainability as early as 2011, placing a premium on authenticity and credibility. This informed the first Bechtle Sustainability Code – a set of principles to guide responsible and forward-thinking corporate management. Eventually, under the impression 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.

Extensive benchmark and status-quo analyses laid the foundation for a collaborative effort that, in 2020/21, saw stakeholders from the Bechtle Group's own ranks strategise in a number of dedicated workshops. At the heart of the Bechtle Sustainability Strategy 2030 that emerged from this process are four strategic areas of action, each with three focal points and concrete long-term goals attached. In a similar vein, we have developed a Sustainability Programme, defining milestones and operative actions. This enables us to measure progress in a transparent fashion and regain our bearings should we drift off course.

Areas of action in the Bechtle Sustainability Strategy 2030.

ETHICAL BUSINESS PRACTICES are a matter of course.

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



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.



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

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



We shape a sustainable **DIGITAL FUTURE**.

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



The four 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 the next, they interconnect and are all part of the whole. Together, they contribute to the sustainable development of our business.

The four strategic fields of action in detail:

Ethical business practices:

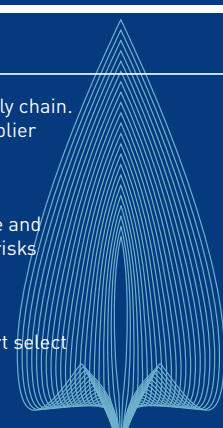
ETHICAL BUSINESS PRACTICES are a matter of course.

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8 DECENT WORK AND ECONOMIC GROWTH


16 PEACE, JUSTICE AND STRONG INSTITUTIONS


Focal Points	2030 Target
Supply Chain Sustainability	We are committed to human rights and environmental standards along our supply chain. We promote transparent sourcing processes and are expanding sustainable supplier management.
Compliance & Anti-corruption	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.



Environment:

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7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



Focal Points

2030 Target

Climate & Energy

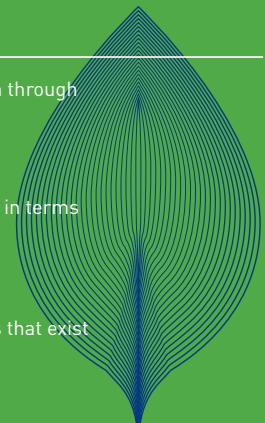
We will become carbon neutral in those business areas we have influence in through a triad of avoidance, reduction and compensation.

Sustainable Logistics

We design our logistics processes around ecological efficiency criteria, both in terms of transport and packaging.

Circular Economy

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



People:

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.

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



10 REDUCED
INEQUALITIES



Focal Points

2030 Target

Employer Attractiveness

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.

Diversity & Equal Opportunity

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

Health & Safety

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



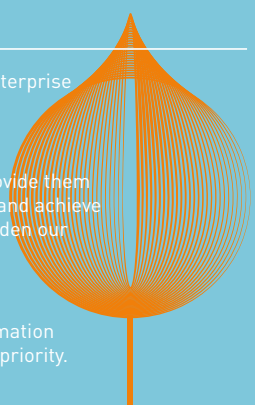
Digital future:

We shape a sustainable DIGITAL FUTURE.

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

9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE


Focal Points	2030 Target
Sustainable In-house Digitalisation	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 & Services	We play an active part in our customers' digital transformation. In order to provide them with the best possible support to fulfil their Corporate Digital Responsibility and achieve their climate targets, we are working closely with our vendor partners to broaden our portfolio of sustainable technologies, solutions and services.
Information Security & 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.



Any questions? Please get in touch with Bechtle's Sustainability Management at

Arthur Schneider
Head of Sustainability
+49 7132 981-4507
sustainability@bechtle.com