

a breakdown of
our ESG goals
towards 2030 & beyond



global IT lifecycle at our core

- 🎯 By 2030, circularity is part of every asset we sell.
- 🎯 By 2030, “sustainable shipment unless” is the default option.
- 🎯 By 2030, we significantly reduced our ecosystem’s footprint.





by 2030, circularity is part of every asset we sell

- 3.1** In 2026, we have an ERP system that supports automatic BBaaS offerings to clients and capturing the necessary data.

3.2 In 2026, automatic BBaaS offerings are generated for current contracts at -6 months of expiring warranty.

3.3 By 2027, all BBaaS contracts are signed at the start of the hardware sales or service offering for contract customers.

3.4 Starting Q3 2025, all global deployment workplace proposals and project based quotations larger than €100k include an indication of residual value.

3.5 In 2025, we reinforce the prioritisation of local ITAD partners for reuse, refurbishing and recycling.

3.6 By the end of 2025, our Ynvolve database covers circular labelling and filtering of suppliers.
- 3.7** By 2027, we have a partner network where everyone is transparent about circularity.

3.8 By 2026 we evaluate voluntary EU taxonomy reporting.

3.9 In 2025, we develop an ESG package for our clients to support with their sustainable development needs.

3.10 Starting from 2025, we publish a yearly sustainability progress report.

3.11 During 2025-2030, we raise awareness on sustainability, specifically circularity, energy and water use, in IT through marketing and communication.

3.12 Be recognized as circular IT experts on the market through training in 2025-2026.

pathway

- ITAM
- transparency
- environmental advocacy & expertise

by 2030, “sustainable shipment unless” is the default option

- 2.1** In 2025, we test the consolidation of purchasing for two customers individually to avoid unnecessary transport.

2.2 In 2025, we test the business case of longer lead times (next day to truck delivery) with two customers in Europe.

2.3 End of 2026, our customers can select transport based on price, lead time and sustainability.

2.4 In 2025, we investigate rail freight as more sustainable transport alternative for Europe-Asia shipments.
- pathway

 - sustainable transport

by 2030, we significantly reduced our ecosystem's footprint

1.1 In 2025, we expand the coverage by and improve the quality of our carbon accounting, starting with the FY 2024 carbon footprint as baseline.

1.2 Our scope1+2 emissions in 2030 (180-200 employees) do not exceed our 2019 baseline (67 employees).

1.3 50% reduction in scope 1+2 emissions/FTE in 2030 compared to 2019 baseline.

1.4 By 2026, we reduce our scope 3 'upstream transportation and distribution' emissions per shipment by offering alternative transport and service options to clients.

1.5 In 2025 and 2026, we monitor how often clients choose a circular option to inform future target setting and reduction options for our scope 3 product-related 'purchased goods and services' and 'end-of-life treatment of sold products' emissions.

1.6 End of 2025, we provide our customers with emissions data for different transport modes.

1.7 By 2026, we provide customers with the environmental footprint of the products they buy.

1.8 From 2026, we evaluate the opportunities of environmental handprint for our business.

1.9 For all hardware recycling in Q3 & Q4 2025, we request an impact report from our recycling partners.

1.10 In 2026, we quantify the impact of recycling through data from recycling partners.

1.11 50% reduction in m3 natural gas/m2 active workplace in 2026 compared to 2019.

1.12 Alternative, sustainable catering concept suited to growth and culture by the end of 2026.

pathway

- impact quantification by environmental footprint & handprint
- optimal climate control with minimal energy loss
- global planetary health diet & less food waste



diversity as a superpower

- 🎯 Towards 2030 and beyond, we continue to actively cultivate an inclusive environment where every voice is valued and empowered to contribute.
- 🎯 Towards 2030 and beyond, we continuously and actively develop our collective know-how by tapping into the full spectrum of human potential and creativity.





towards 2030 and beyond,
we continue to actively
cultivate an inclusive
environment where every
voice is valued and
empowered to contribute

- 4.1 At the start of 2026, Infinite Group has a works council in place.
- 4.2 In 2025, Infinite Group has quarterly townhalls with a participation rate of 90%.
- 4.3 In 2025, 1 out of 5 inquiries through QMF is about success stories.
- 4.4 In 2026, our employee happiness score is >8.

- 4.5 Yearly ensure a safe and mentally supportive workplace, with 100% compliance with occupational health and safety policies.
- 4.6 Continously facilitate personal growth during 2025-2030.

pathway

- transparent feedback culture
- positive inquiry
- sense of belonging (in company community)
- health & safety
- growth

towards 2030 and beyond,
we continuously and actively
develop our collective
know-how by tapping into
the full spectrum of human
potential and creativity

- 5.1 Continuously stimulate professional growth during 2025-2030.
- 5.2 Timely upscale/rescale employees in the period of 2025-2030.
- 5.3 Continue unbiased hiring during 2025-2030.
- 5.4 In 2026, 5% of our workforce are students.

pathway

- growth
- diversity of workforce

transforming our ecosystem together

- 🎯 By 2030, all employees and departments tangibly contribute to sustainable development.
- 🎯 Towards 2030, we intensify collaboration for a resilient and ethical value chain.
- 🎯 Towards 2030, we invest in strong community networks and expend our “global reach, local touch” through collaborative community engagement.



by 2030, all employees and departments tangibly contribute to sustainable development

6.1 In 2025, we set the baseline for the share of local suppliers (<20km range from office) to enable target setting in increasing local collaboration.

6.2 In 2025, we set the baseline for the share of sustainable furniture in our office.

6.3 In 2025, we set the baseline for the share of purchased circular goods for our facilities.

6.4 In 2025, all departments have at least one in-company sustainability training.

6.5 In 2025, we develop a green claim policy for marketing.

6.6 In 2025, we look for ways to improve our packaging materials cycle, from sustainable alternatives to less material use and more efficient and effective waste management.

6.7 Starting 2026, we adopt only one external sustainability scoring survey, to prioritise actual progress on sustainable development over reporting efforts.

6.8 In 2026, we add sustainability contributions for each role to the function descriptions.

8.2 In 2025, we identify, evaluate and select opportunities for collaborative community engagement, based on predefined criteria.

pathway

- sustainable procurement - facilities
- sustainability training
- sustainable operations
- sense of purpose





towards 2030, we intensify collaboration for a resilient and ethical value chain

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6.2 In 2025, we set the baseline for the share of sustainable furniture in our office.

6.3 In 2025, we set the baseline for the share of purchased circular goods for our facilities.

7.1 Starting from Q3 2025, we evaluate new partners on sustainability and discuss options for collaboration on this front.

7.2 In 2025, we request reporting and due diligence on conflict minerals from our top 3 vendors.

7.3 Starting from Q3 2025, we actively communicate about our sustainability program with our partners, inviting them to collaborate on this front.

7.4 Early 2026, we take stock of the sustainability mindset, programs and performance of our top 10 distributors to inform an order of preference.

pathway

- sustainable procurement - facilities
- ESG advocacy
- supplier Code of Conduct



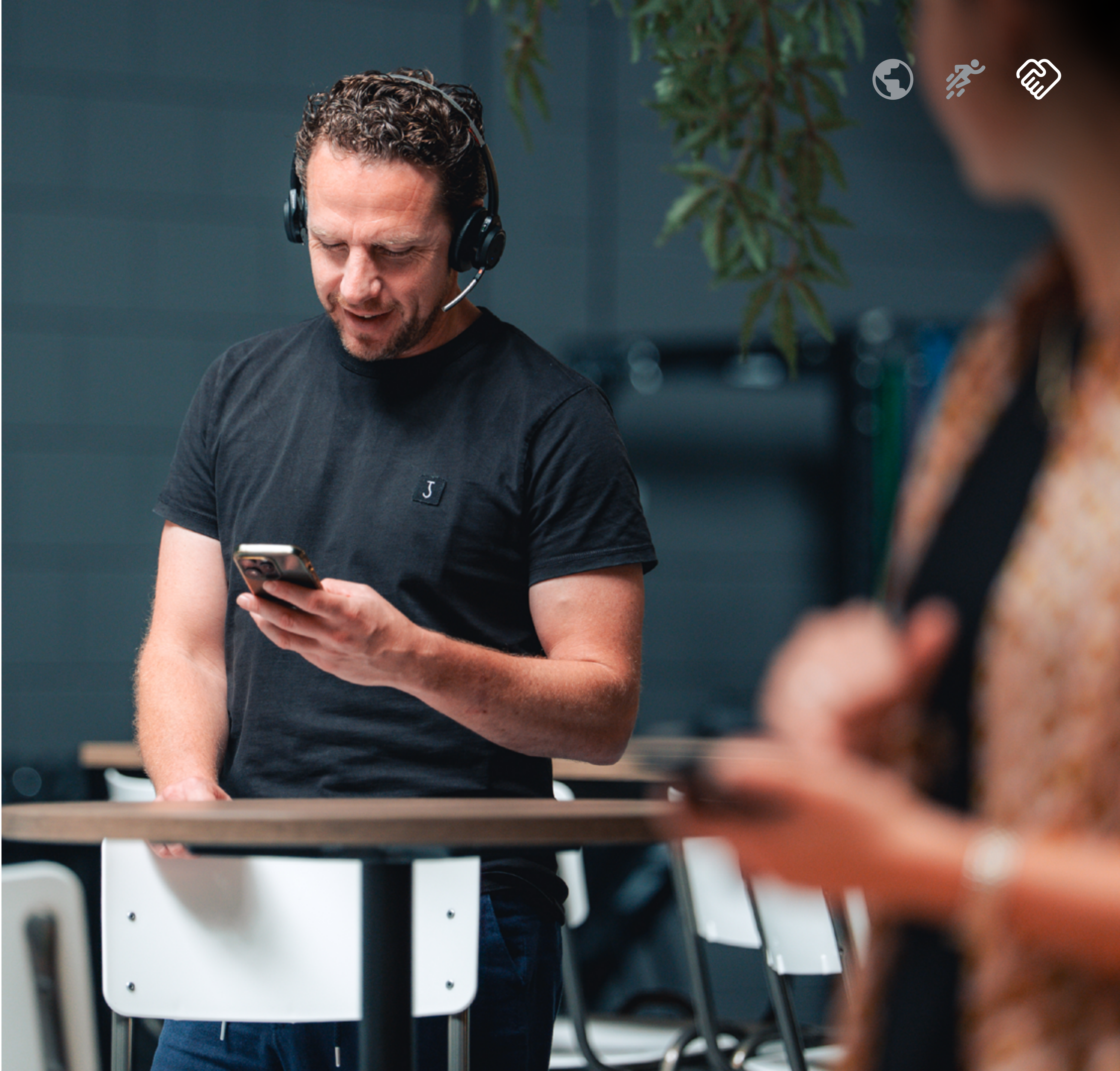


**towards 2030,
we invest in strong community
networks and expend our
“global reach, local touch”
through collaborative
community engagement.**

8.1 In 2025, we host a sustainability focused event for one of our community networks.

8.2 In 2025, we identify, evaluate and select opportunities for collaborative community engagement, based on predefined criteria.

- pathway**
- community building
 - sense of purpose



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