

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 ITAD offerings to clients and capturing the necessary data.

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

**3.3** By 2027, all 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 scope 1+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** Continuously 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

**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.

**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





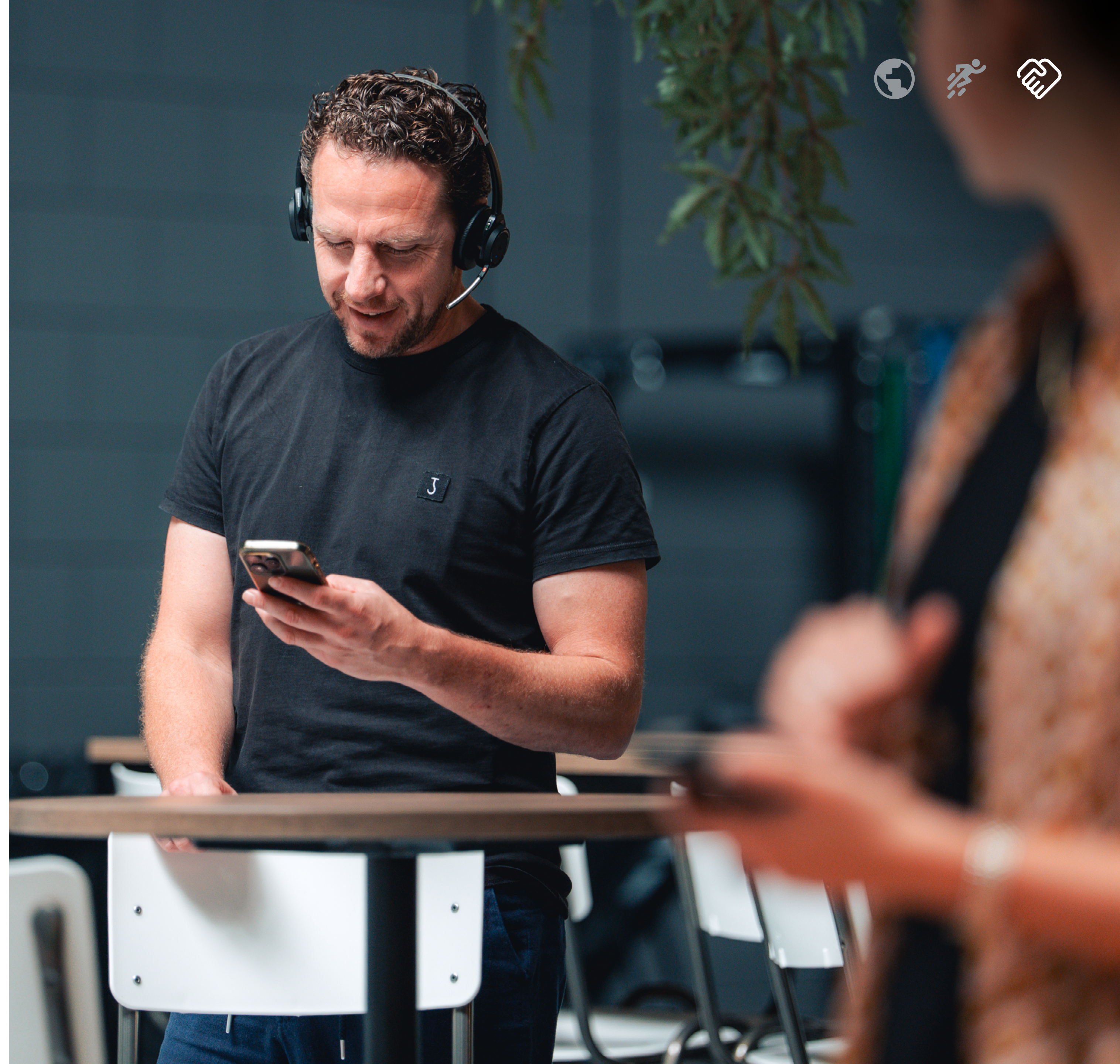
# towards 2030, we invest in strong community networks and expend our “global reach, local touch” through collaborative community engagement.

**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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