

BEYONDER | DIGITAL ACCELERATION



IMPACT REPORT

2024





**WE DON'T
WAIT FOR
THE FUTURE**
WE BUILD IT. TOGETHER.

GREENER

70%+ green energy
95% CO₂-neutral cloud
Tech sustainability scans in
100% of new products by 2030
Impact through sustainable
client solutions

**NET
ZERO
2030**



**REDUCE
FOOTPRINT**



**SUSTAINABLE
INNOVATION**



**SOCIAL
IMPACT**



TRANSPARENCY



**ETHICAL AI &
AUTOMATION**



**CYBER
SECURITY**



FRIENDLIER

Great Place to Work
95% employee satisfaction
Inclusive culture
Psychological safety focus
25% females by 2030
750+ volunteer hours by 2030



FAIRER

Ethical AI & ESG-reporting
ISO & GDPR aligned
Secure by design
Works Council setup by 2025
ESG in group management
Stakeholder inclusion in ESG



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EXECUTIVE SUMMARY

This report highlights BEYONDER's deep commitment to integrating Environmental, Social, and Governance (ESG) principles throughout its operations, aiming for sustainable progress and empowering communities through digital innovation.

We deliver our core activities – Digital Strategy, Data & AI, Software, and Cyber Security – in ways that reduce risk, create long-term value, and contribute positively to people, planet, and performance.

ESG in Practice – Progress and Ambitions: In 2024, we made measurable progress across key ESG themes:

ENVIRONMENTAL (GREENER)



We helped clients improve efficiency, reduce emissions, and become better employers through purposeful digital solutions. Over 70% of our energy comes from certified renewable sources, and 95% of our cloud operations are CO2-neutral. We conducted an initial GHG-screening in 2024. From this baseline, and including our buy & build strategy, we work towards being net-zero in CO2 emissions by 2030. It is our ambition to integrate our Tech Sustainability Scan into 100% of new product development workflows by 2030.

SOCIAL (FRIENDLIER)



We have been recognized as a "Great Place to Work" and a "Best Workplace". Our people-first approach continues to deliver results - including our 95% employee satisfaction and strong performance on well-being, inclusion, and engagement. We prioritize employee well-being and psychological safety with a dedicated trust person.

GOVERNANCE (FAIRER)



Integrity and accountability are at the heart of our operations. Guided by the UN Sustainable Development Goals and regulations like GDPR, we embed responsible governance in every layer of our organization. Cybersecurity, digital sovereignty, and the ethical use of AI are strategic priorities. Our Chief Marketing & ESG Officer is a permanent member of the Group Management Team, ensuring diverse and ESG-aligned decision-making. We hold ourselves accountable through robust and transparent reporting on our sustainability performance.



ESG AS STRATEGY



ESG is both a responsibility and an opportunity. We manage emerging risks - such as AI ethics, talent attraction, security, and climate impacts - while unlocking strategic advantages in innovation, operational efficiency, and stakeholder trust. Through our client solutions, we also scale impact - helping organizations across Europe become more sustainable, secure, inclusive, and digitally resilient.

BUILDING A RESILIENT AND SOVEREIGN EUROPE



Beyonder contributes to Europe's technological self-sufficiency by investing in open technology, sustainable software solutions, and data strategies aligned with European values, aiming for true digital ownership and resilience for organizations.

70%

Renewable Energy

+

95%

Great Place to Work Score

+

NET ZERO

Ambition for 2030



1 INTRODUCTION

FOREWORD

At Beyonder, we understand that the world around us is rapidly changing. New geopolitical dynamics are reshaping how we live, work, and collaborate. These shifts remind us of the critical need to build a resilient, self-sufficient Europe where businesses, communities, and governments work hand in hand. The challenges we face are far too large for any one organization to tackle alone. Together, we must rise to the occasion - not just to adapt, but to lead.

This belief drives us every day to embed Environmental, Social, and Governance (ESG) principles into everything we do. We're not simply building digital solutions - we're fostering a foundation for sustainable and inclusive progress that empowers communities and fortifies our collective future. From advancing innovative, green technologies to developing robust, transparent governance models, we aim to equip ourselves with the tools needed to thrive in this evolving landscape.

Digital acceleration is a powerful enabler in these times of uncertainty. It's the pathway to unlocking shared growth, securing resources, and strengthening networks across industries. But the opportunities and responsibilities it brings are inseparable. We believe digital innovation must always be responsible, secure, and human-centred. Artificial Intelligence is a tool that serves us – it needs to be explainable, ethical, and built to reflect European values. Equally, we view data privacy and cybersecurity not as technical features, but as foundational rights. Every solution we design safeguards the autonomy, integrity, and trust of the people and organizations we serve. Our vision is clear: To ensure that innovation serves not just businesses but society at large, enabling a future built on solidarity, trust, and environmental stewardship.

The progress detailed in this report showcases what is possible when vision, determination, and purpose converge. We are acutely aware that this is just the beginning. If Beyonder and our communities are to thrive amidst these challenges, we must commit to deeper collaboration, stronger resilience, and a laser focus on self-sufficiency.

We invite you to join us in this mission. By leveraging Beyonder's expertise in technology and our shared commitment to ESG-driven innovation, we have the power to shape a greener, fairer, and more resilient tomorrow. But we will only succeed if we do this together.

This is our promise and our shared responsibility. Because a better future doesn't happen by chance; it happens when we make it happen.

Sander Dekker
CEO Beyonder





2 ABOUT BEYONDER

At Beyonder, we believe that every decision we make as a digital acceleration partner has the power to shape a smarter, more sustainable tomorrow. We are driven by the conviction that digital innovation can be a catalyst for meaningful change, not only for businesses but for society and the environment at large. By embedding Environmental, Social, and Governance (ESG) principles into every layer of our operations, we are crafting a blueprint for digital acceleration that goes beyond immediate business goals. Our impact extends to building a resilient European Tech Valley, fostering sustainability, and empowering communities for a shared future.



2.1 WHO WE ARE

Beyonder delivers digital acceleration for entrepreneurial businesses with tailored solutions in digital strategy, data & AI, software, and cybersecurity. With over 250 digital specialists, working alongside 350+ organizations from our 6 offices in Northern Europe, we ensure our clients stay proactive and ahead in an evolving digital landscape.

From family enterprises to large-scale corporations, healthcare organizations to manufacturers, our goal is clear: to empower businesses to turn digital challenges into opportunities.

End of 2024 Beyonder expanded with the addition of Ambient Digital (Cologne & Berlin, Germany) and Little Rocket (Enschede, The Netherlands).



DEFENCED



A M B I E N T

**LITTLE
ROCKET**

2.2 WHAT DRIVES US

SHAPING A SMARTER TOMORROW

Our mission is to work strategically with our clients and community, always putting people at the centre of everything we do. Together, we are driving the digital acceleration and resilience of organizations, contributing to a thriving European Tech Valley, and shaping a shared sustainable future.



Digital specialists

250+



Clients

350+



Locations

6

Our core values guide every step of the way toward resilience and sustainability

NO NONSENSE WE ARE STRAIGHTFORWARD



We value straightforward, transparent communication and decision-making. We focus on what truly matters, cutting through complexity to deliver real results with integrity.

ACCELERATION WE MOVE FORWARD



We foster a culture of adventure, creativity, and forward-thinking, empowering our people and partners to push boundaries and accelerate change in a rapidly evolving world.

CRAFTSMANSHIP WE ARE QUALITY-OBSESSED



We are committed to mastering our craft, delivering exceptional quality in everything we do. Our dedication to innovation, precision and continuous improvement sets us apart.

ONE FUTURE WE WORK BEYONDER



At the heart of our strategy lies a strong drive for resilience and sustainability. We believe in a resilient, shared European future where we create lasting value. By acting transparently and socially responsibly, we make a positive impact on our environment. Together, we are building one future.



3

OUR CORE ACTIVITIES



3.1 DIGITAL STRATEGY

A well-crafted digital strategy is the foundation for achieving the best digital version of your organization. By leveraging innovative technologies like AI, data management, software integration, and cybersecurity, organizations can streamline operations, make data-driven decisions, and meet evolving customer expectations. Digital strategy from Beyonder provides clarity and actionable guidance, ensuring every effort aligns with your organization's ambitions. With our proven approach, our clients accelerate towards a future-ready organization, achieving both short-term gains and long-term scalability.

“

Growth isn't just about scale - it's about direction, pace and quality. At Beyonder, we grow with purpose: by empowering our clients, investing in people, and building solutions that stand the test of time. That's how we create impact that truly lasts.

Erik Moerkerken
Chief Growth Officer, Beyonder Group

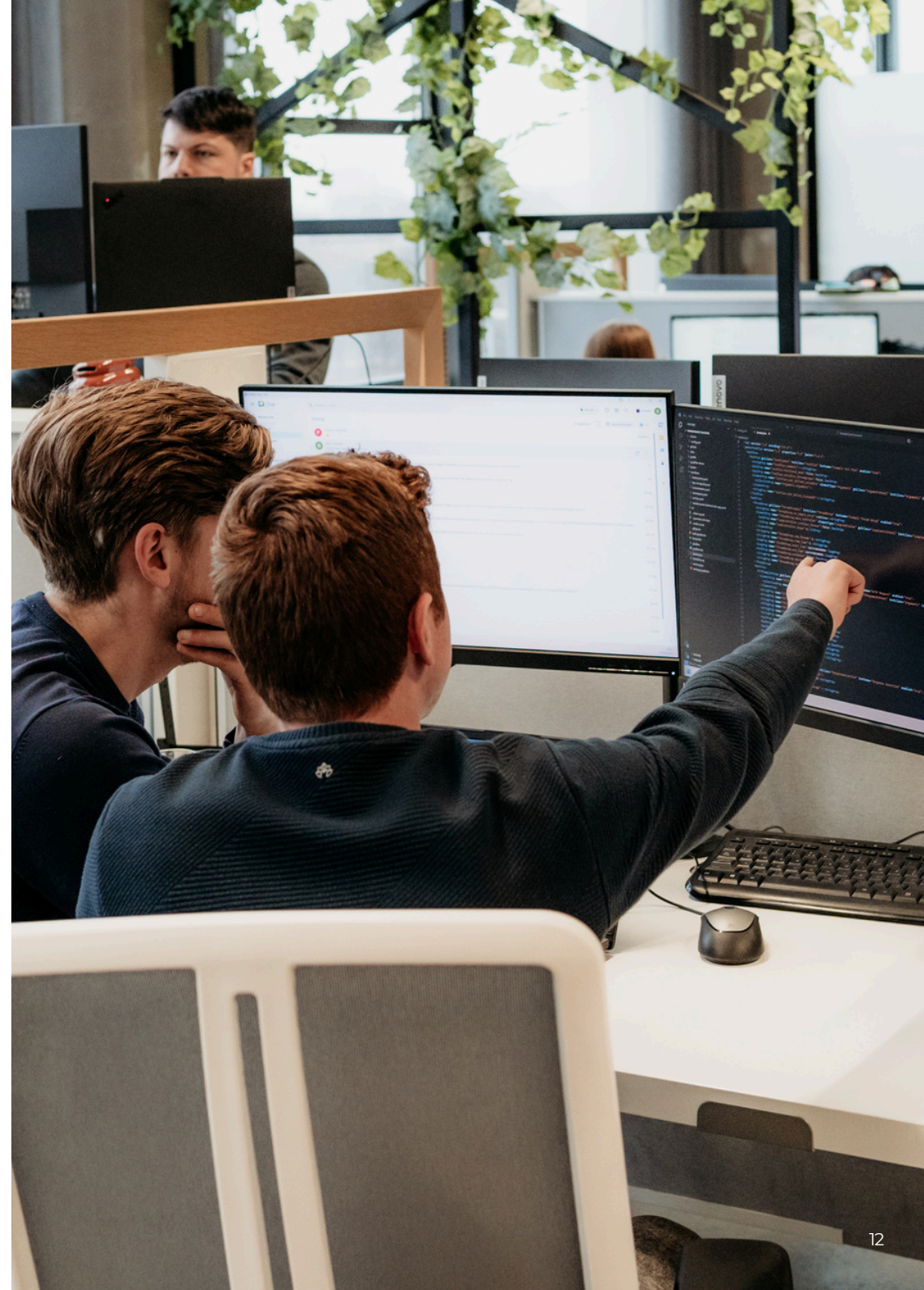


3.2 DATA & AI

Our Data & AI solutions empower organizations to unlock the full potential of their data. By combining advanced analytics, artificial intelligence, and strategic implementation, we help business leaders achieve operational efficiency, make smarter decisions, and uncover new opportunities. Our comprehensive approach ensures sustainable impact, turning data into a powerful asset that drives growth, innovation, and competitive advantage.

We are also at the forefront of Agentic AI - AI systems that operate with autonomy, initiative, and goal-oriented reasoning. This emerging capability allows us to design solutions that not only analyze data, but actively plan, decide, and adapt in complex environments. From autonomous process optimization to AI agents that support decision-makers in real time, we bring cutting-edge intelligence into practical, secure business applications.

Whether organizations are seeking to optimize their operational processes, forecast market trends, or develop a culture of data-driven decision-making, our tailored services offer the tools and expertise to help them succeed.





3.3 SOFTWARE

In operations-heavy environments where complexity is the norm, our approach starts with a deep understanding of the unique goals in order to build software that empowers our clients. From empowering their workforce through automation to developing AI-enhanced tools, our solutions are designed to spur growth and drive innovation. Whether it's unlocking legacy systems or adopting new digital capabilities, we bring a fresh perspective to tackle even the most complex issues. At the core of our philosophy is empowering our clients to maintain independence by ensuring the software we deliver can be maintained by their in-house teams.

Our software solutions are build according to the SMART-coding principles: our approach to faster, high-quality software development. It blends low-code speed with high-code flexibility, powered by AI Code Agents. We reuse smart building blocks, apply off-the-shelf solutions where useful, and focus our engineers on complex, domain-specific work. The result is scalable, secure software that's built faster, without sacrificing quality or architecture.

3.4 CYBER SECURITY

Discover the future of cybersecurity with our Next-Gen Security Solutions. Engineered for modern organisations, our comprehensive suite of services - including the game-changing Next-Gen SOC, in-depth risk services such as penetration testing, and Security Advisory services such as on-demand CISO-as-a-Service - is tailored to protect organizations against the rapidly evolving landscape of cyber threats.

Fueled by AI-driven detection, unmatched speed, and vendor independence, we deliver ultra-fast onboarding and adaptable security solutions to safeguard every business environment, from cloud-native applications to hybrid systems. We don't just protect IT infrastructures; we empower organizations to thrive securely.

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The only way to outsmart AI-driven threats is to fight fire with fire. We deploy cutting-edge AI to stay steps ahead of hackers - combining innovation, intelligence, and cyber expertise to defend our clients with precision and power.

Dennis van Halteren
CTO, Defenced



4 ESG AT THE CORE OF EVERY DECISION



**IN EVERYTHING WE BUILD,
PARTNER ON, OR PLAN, WE
ASK OURSELVES: “WHAT’S THE
SMARTER, SAFER, AND MORE
SUSTAINABLE CHOICE FOR
TOMORROW?”**

At Beyonder, every business choice begins with a simple question: what’s the responsible thing to do? We apply an active ESG lens, because long-term value isn’t a byproduct, it’s the goal. Sustainability, equity, and ethical governance guide every step we take.

Our commitment is clear:

- Create meaningful impact for the planet, people, and partners.
- Drive transparency and data-driven accountability aligned with global goals.
- Safeguard trust and digital autonomy through embedded security and privacy.

5 IMPACT & PRIORITIES ASSESSMENT

At Beyonder, we understand that effective ESG stewardship requires a deep understanding of the issues that matter most to our business and our stakeholders. To ensure our efforts are focused and impactful, we conduct a regular impact & priorities assessment to identify and prioritize the environmental, social, and governance topics that are most relevant to our operations, our value chain, and our diverse stakeholder groups. Our impact assessment process involves:

STAKEHOLDER ENGAGEMENT

We actively engage with our key stakeholders, including employees, clients, investors, suppliers, and community partners, through various channels such as surveys, direct dialogues, and feedback sessions. Their input helps us understand their perspectives on critical ESG challenges and opportunities.

INDUSTRY BENCHMARKING

We analyze leading practices within the digital technology sector and broader European industries to identify emerging ESG trends and regulatory developments that could impact our business.

INTERNAL ANALYSIS

Our internal teams, including representatives from management, operations, and sustainability, assess potential risks and opportunities related to ESG factors, evaluating their potential financial, operational, and reputational impact on Beyonder.

PRIORITIZATION

Based on this comprehensive input, we prioritize ESG topics according to their significance to our business and their importance to our stakeholders. This enables us to allocate resources effectively and develop targeted strategies.



The insights from this assessment directly inform our ESG strategy, targets, and reporting, ensuring we address the most pressing issues while building long-term value for all.

6 IMPACT OVERVIEW AND AMBITION



At Beyonder, we believe true ESG impact also comes from what we build, not just how we operate. Our role as a digital acceleration partner enables us to drive structural change across sectors - helping clients become better employers, more efficient, and more future-ready. That's where our CO₂ and social impact begins: through better code, smarter processes, and human-centred innovation.

6.1 CURRENT HIGHLIGHTS

HIGHLIGHTS ACHIEVED WITHIN BEYONDER

70%+ Green energy use

The majority of our own energy consumption now comes from certified renewable sources.

Engaged, healthy workforce

With 95% employee satisfaction and initiatives like our company-sponsored bike-to-commute plan, we promote well-being, trust, and work-life balance.

Improved pension plan

Our new pension plan offers enhanced conditions for the majority of our workforce.

HIGHLIGHTS ACHIEVED THROUGH DIGITAL ACCELERATION

Process-driven CO₂ reduction at scale

Our digital solutions help clients digitize smarter, eliminate waste, and reduce unnecessary energy consumption.

Solutions that improve people's lives

We help organizations become stronger employers by making work more human, manageable, and meaningful. Digital innovation should support both performance and personal well-being.

Sustainable innovation

Our R&D prioritizes environmentally conscious product development, embedding sustainability at the core of our tech solutions.

6.2 AMBITIONS FOR 2025 AND BEYOND

Looking ahead, we will further strengthen our role as a digital acceleration partner that delivers measurable ESG impact - not just through how we operate, but through what we build:



AMBITIONS WITHIN BEYONDER

Excellent employer

Keep raising the bar as an employer of choice: maintaining or improving our Great Place to Work ratings, even as we grow in size and across regions.

Net-zero CO₂ footprint

Scale our own energy-saving operations while accelerating client solutions that contribute to a carbon-neutral future by 2030.

Sustainable transport

Continue the electrification of our vehicle fleet and promote climate-friendly commuting as part of our mobility strategy.

ESG-stewardship

We go beyond compliance: actively leading with purpose to make digital acceleration a positive force for people, planet and progress.

Diversity

Achieve 25% female representation in our workforce by 2030, with a focus on underrepresented roles in tech.

AMBITIONS THROUGH DIGITAL ACCELERATION

Further scale our client's impact

Turn process efficiency, quality, and sustainability into measurable outcomes in every project.

Empower better work through digital innovation

Help more organizations become stronger employers by delivering solutions that support high performance and personal well-being.

Circular & smart coding

We build greener, faster solutions using reusable, hybrid low-/pro-code components: smart by design, sustainable by default.

Transparent innovation

Integrate the Tech Sustainability Scan into 100% of new product development workflows.

Inclusive partnerships

Expand responsible procurement by building a diverse, future-ready supply chain.

7 ESG IN PRACTICE



At Beyonder our initiatives in the field of ESG are visible throughout the organisation. An overview of the comprehensive achievements and set targets is detailed here.

7.1 GREENER (E)

At Beyonder, environmental sustainability is not a side goal, it's embedded in our strategy, operations, and the technology solutions we deliver. We recognise the role we play in the digital ecosystem and take responsibility for minimising our environmental footprint while enabling our clients to do the same.

In 2024, we conducted our initial greenhouse gas emissions screening guided by the GHG Protocol. While not applied in full, this foundational step gives us the insight needed to define a roadmap toward carbon reduction and ultimately, net zero emissions.



As a mother, caring about ESG means ensuring a healthier planet, a fairer society, and a brighter future for my children. The choices we make today in protecting the environment, fostering equality, and promoting ethical leadership are the foundation of the world they will inherit and the legacy we (as parents) leave behind.

Tatiana Augusto de Oliveira
Service Delivery Manager, Defenced





The following data & initiatives are applicable to 2024:

GREEN ENERGY AND INFRASTRUCTURE

In 2024, approximately 70% of the energy used comes from certified green sources. This is a meaningful step toward our long-term ambition to be CO₂-neutral by 2030.

We recognize, however, that our growth strategy - especially through acquisitions - impacts our overall footprint. Recent additions like Ambient Digital and Little Rocket are not yet fully integrated into our energy data. As we continue to expand, future acquisitions will inevitably influence our emissions baseline.

While we apply sustainability criteria in our due diligence process and set clear expectations regarding energy use for new companies joining Beyonder, it remains challenging to define a fixed, group-wide energy target at this stage. Our commitment is to measure, manage, and improve our energy profile continuously - ensuring our growth goes hand in hand with climate responsibility.

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To me, it's essential to bridge the gap between commercial success and sustainable impact - because real progress means achieving both.

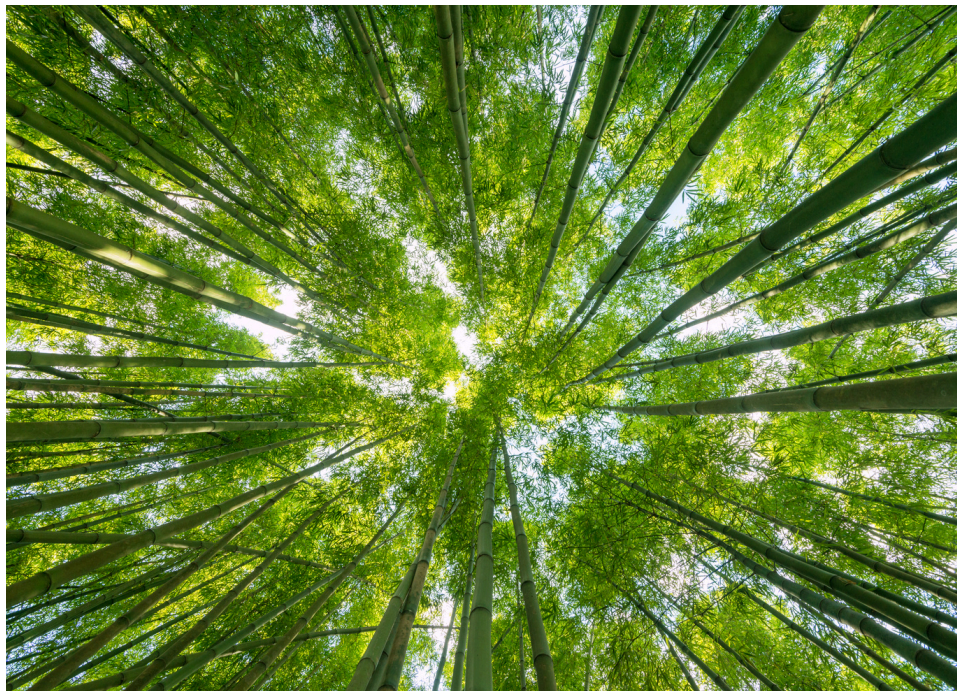
Loeke Lampe
ESG & Sales Support, Beyonder Group



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To me, ESG is about adding value - today and for the long run. It's not about taking from the world, but about strengthening it: with smart choices, responsible growth, and a mindset of giving back. That's how we build resilience - across companies, communities, and Europe.

Welmoet Lugt
Chief Marketing & ESG Officer, Beyonder Group



CO2 FOOTPRINT OF OUR ORGANISATION COMPARED TO 2023

	2023	2024
Scope 1 in kg CO2	154.862	175.121
Scope 1 in kg CO2	0	5.639
Scope 1 in kg CO2	33.226	44.547
Total	188.088	225.307

ENERGY USE PER FTE

	2023 (87.3 FTE)	2024 (107.6 FTE excl. M&A)
Total	188.088 kg CO2	225.307 kg CO2
Per FTE	2.155 kg CO2	2.093 kg CO2

Note on figures

The 2023 data exclude energy consumption from our newly acquired Rotterdam office, as figures weren't yet available. These are included for the 2024 data. Also, in 2024 Defenced expanded into an additional office due to the growth of the overall Beyonder team - up 18.9% (excluding M&A). At the turn of 2024/2025 Beyonder expanded with the addition of Ambient Digital (Cologne, Germany) and Little Rocket (Enschede, The Netherlands). The ESG-data of these companies will be included in the 2025 sustainability report.

CO2-NEUTRAL CLOUD

Beyonder's internal cloud operations are mainly hosted (95%) on a CO2-neutral cloud platform, minimizing the CO2 impact of our digital operations. Our dedicated Tech Sustainability Scan measures and lowers the carbon footprint from every product we design, ensuring ESG alignment.

2030 Target: Integrate the Tech Sustainability Scan into 100% of new product development workflows.

SUSTAINABLE CLIENT SOLUTIONS

Beyond our internal footprint, we create measurable impact by helping clients reduce their own emissions. From optimizing digital infrastructure to supporting smart energy transitions, our work enables sector-wide environmental gains.

ESG is important because it is one of the few true long-term strategies for businesses as it is about the purposeful creation of a resilient organisation and future that we want to work for.

Bert Maas
Digital Strategist, Beyonder Group



FABER GROUP

Our scalable platform helped reduce digital overhead, streamline operations and lowering logistic movements, overall lowering environmental impact while improving performance.

EUROLOOP

With Euroloop, we built the Calibration Verification Tool (CVT) - a digital solution that automates flow meter checks. By reducing manual work and downtime, CVT cuts energy use and emissions while improving measurement reliability. A step toward a more efficient and sustainable energy industry.

BESTEVAER CAPITAL FUNDING

For Bestevaer, we developed Rongzi: a peer-to-peer funding platform that opens up access to capital for inland ship-owners who often face barriers in traditional finance. By simplifying documentation and increasing investor transparency, Rongzi helps democratize maritime investment and support entrepreneurship in a vital transport sector.



SMART CODE FOR EFFICIENCY

Our hybrid low/high/AI-code philosophy allows significant reuse of codebase components, advancing green practices by saving development energy and resources.

AI ENERGY AWARENESS

While AI is core to our innovation strategy, we are mindful of its environmental cost. We actively monitor energy and water consumption of our AI usage, and develop lightweight, efficient models where possible. Through “SMART- Code” practices, we reduce the resource intensity of our AI-powered solutions.

INNOVATION WITH SMART-CODE

At Beyonder, we believe digital innovation must be smart and sustainable. That’s why we developed SMART-code: our principle-based approach to faster, high-quality software development. It blends the speed of low-code with the flexibility of high-code, powered by AI Code Agents. We reuse smart building blocks, apply off-the-shelf solutions where it makes sense, and keep our engineers focused on complex, domain-specific challenges. Rooted in Green Code principles, SMART-code reduces digital emissions, boosts quality, and frees up time for work that truly matters. It’s how we build scalable, secure solutions - smarter, faster, and greener.



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ESG is becoming increasingly important at Beyonder. You can see this in the growing focus on projects and clients who want to become more sustainable. By continuing to critically examine how we can do this even better, it will play an increasingly larger role in how we operate as an organization.

Marloes Habraken
UX/UI Designer, Beyonder Group



SUSTAINABLE WASTE PROCESSING

An integral part of our sustainability strategy is promoting recycling and meticulously separating waste streams, fully aligning with established circularity guidelines. This transforms what was once considered waste into valuable resources, significantly lowering our ecological footprint. This approach directly contributes to reducing waste, optimizing processes, and achieving sustainable growth.

SUSTAINABLY RESPONSIBLE PROCUREMENT

We evaluate LCA (Life Cycle Assessments) across our supply chain to ensure materials sourced for our operations meet the highest eco-quality standards.

2030 Target: Screen 75% of our key suppliers for their environmental performance, and develop a sustainable procurement policy.

LEASE A BIKE

To encourage sustainable commuting and enhance employee wellbeing, we have introduced a company bike plan. This initiative empowers our team to make a climate-friendly choice that reduces CO₂ emissions while promoting physical and mental health.

2030 Target: Increase the adoption rate of our bike lease plan and company electric vehicles. Our general aim is to minimize our car fleet and to remove possible thresholds for sustainable transport options. This is part of a broader effort to build a culture of sustainability throughout the organisation, where environmental responsibility and wellbeing go hand-in-hand.

7.2 FRIENDLIER (S)

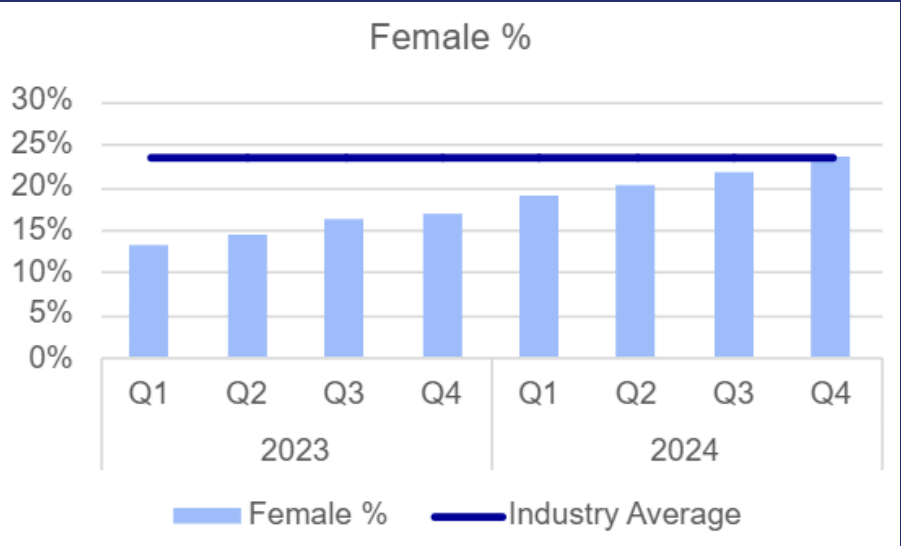
PEOPLE AT HEART



At Beyonder, we believe that people, especially our employees, are the foundation of everything we do. Our commitment to creating a workplace that fosters innovation, collaboration, and wellbeing is what drives our success and our culture.

We have proudly been recognised as the 4th Best Workplace in the Netherlands and are certified as a Great Place to Work. Our sister companies have also earned the same recognition. These achievements reflect our belief that a strong, people-first culture is essential for long-term impact.

To support psychological safety, we've appointed a dedicated trust person - an independent contact for employees to discuss concerns or seek career guidance, outside of managerial lines.



Note on figures
At the turn of 2024/2025 Beyonder expanded with the addition of Ambient Digital (Cologne, Germany) and Little Rocket (Enschede, The Netherlands). The ESG-data of these companies will be included in the 2025 sustainability report

- 2025 Target:**
Maintain or improve the Great Place to Work rating - indicating an respectful & inclusive working environment - above 90%
- 2025 Target:**
Maintain absenteeism rates below 3.5% annually by focusing on well-being initiatives and supportive management.
- 2030 Ambition:**
Achieve 25% female representation in our workforce by 2030, with a focus on underrepresented roles in tech.



Main accomplishments in the social-domain in 2024

GPTW (Best Workplace) recognitions: Empowering our colleagues to thrive in a respectful, inclusive environment.

Social impact contributions

From partnering with Ronald McDonald House charities to community education initiatives like "IT for Kids."

2030 Target: Dedicate 750 hours of employee volunteering to community initiatives.

Community outreach

Collaborations with activities in regional hubs like Strijp-T to drive sustainable urban development.

Well-being and psychological safety

We foster a culture where people feel safe, heard, and supported. This includes access to an independent trust person for confidential support, as well as continuous feedback opportunities through engagement surveys and team retrospectives.

Learning and development culture

Knowledge sharing is in our DNA. From 'Fill Your Brain' sessions to cross-team learning circles, we actively support personal and professional growth. Each circle deepens expertise in its domain and shares relevant insights across the organization.

NEW INITIATIVE

The ESG Circle -a multidisciplinary sounding board that helps shape and evaluate our ESG efforts. Participants contribute ideas, challenge assumptions, and can propose new initiatives that align with our social and environmental ambitions.

Inclusive hiring and future talent development

We are committed to offering equal opportunities and actively engage with educational institutions to support future digital talent. Our partnerships with schools, internships, and mentoring programs are designed to create accessible entry points for underrepresented groups in tech.

TALENT DEVELOPMENT

Empowering the next generation

We actively promote knowledge sharing and talent development by offering internships to students eager to gain hands-on experience. In 2024, six students joined our teams, applying their academic insights in real-world settings while strengthening their technical and professional skills. Through mentorship and meaningful projects, we help shape the next generation of digital and sustainable innovators.



Social impact for our clients

Our greatest impact often comes through the work we do with and for our clients. By modernising operations, optimizing processes, enabling smarter decision-making, and supporting digital acceleration in critical sectors, we help organisations create lasting, positive change. Whether it's improving access to care, enhancing public services, or building more inclusive digital experiences - our solutions drive progress that matters.

Tech with purpose, at scale.

PARTOU CHILDCARE

Beyonder's collaboration with Partou delivered a digital planning solution that significantly enhanced the childcare experience for both families and staff. By introducing a user-friendly platform, Partou became the first in its sector to meet the expectations of digitally native parents, offering them greater flexibility and control. This innovation not only streamlined internal operations but also improved communication between caregivers and families. The result: a more inclusive, responsive, and accessible childcare environment that supports the evolving needs of modern families.

SONEVO PLATFORM

Together with Hertek Care, Beyonder helped redesign the Sonevo platform into a cloud-native solution that empowers care providers to deliver safer, more responsive care. With easy-to-use tools, remote access, and better support for informal caregivers, Sonevo enables more flexible collaboration across care teams. The platform improves efficiency and frees up time for personal, high-quality care - making daily healthcare delivery more humane, connected, and future-proof.

ROYAL GD

Beyonder collaborated with Royal GD to transform VeeOnline (CattleOnline) into a real-time, mobile-friendly platform that empowers farmers and veterinarians with instant access to critical animal health data. By streamlining decision-making and reducing administrative burdens, the platform enhances animal welfare and supports more responsive, data-driven care across the agricultural sector.



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ESG isn't just part of how we innovate, it's how we make a lasting difference. Every solution we build is a step toward a smarter, fairer, and more sustainable world.

Jelle Hess
Project Manager, Beyonder Group



7.3 FAIRER (G)

At Beyonder, integrity and accountability are at the core of how we operate. We believe that good governance is not just about compliance, it's about earning trust through transparency, ethical decision-making, and responsible leadership.

Our governance approach supports inclusive growth and long-term value, both internally and in our work with clients and partners. We embed clear roles, structured decision processes, and independent oversight in all key areas - from data security and privacy to AI use and procurement. By holding ourselves to high standards, we aim to lead by example and contribute to a fairer digital economy. Governance is where transparency meets accountability. At Beyonder, we ensure:

Alignment with SDGs

Our governance approach is guided by the UN Sustainable Development Goals, reinforcing our role as a responsible, forward-thinking tech partner.

Reporting frameworks

To build a resilient and future-proof business, we are committed to transparent reporting that aligns with emerging global best practices.

Compliance as a baseline

We meet all relevant legal and regulatory requirements, including GDPR, and cybersecurity directives. Not as a checkbox, but as the foundation of ethical leadership. Through quarterly ESG reporting and active risk oversight, we ensure governance is embedded in day-to-day operations.

Expert-driven accountability

We collaborate closely with legal experts, ESG advisors, and auditors to ensure our practices are future-proof, transparent, and audit-ready. This protects stakeholder interests and builds long-term trust.

Ethics and Human-Centered AI

At Beyonder, we believe that technology should serve people - not the other way around. Artificial Intelligence (AI) is a powerful enabler, but it must always remain under human guidance. We work with AI, not for AI. That's why we take a human-centred and ethically responsible approach to AI. Our solutions are designed to be explainable, free of bias, and aligned with transparent decision-making. Our SMART-code principles reflect this mindset: efficient, reusable, and fair by design.



Awareness through education

From AI resource usage to ethical tech practices, we actively raise awareness on governance-related topics through internal campaigns and learning moments.

Stakeholder engagement

Governance is a shared effort. We engage employees, clients, and partners through structured dialogues and ESG collaborations. The preparations for setting up a Works Council for internal governance through employee representation have been started in 2024.

2025 Target: Having a Works Council in place for the operations in The Netherlands.

Cybersecurity by design

Our ISO 27001 and NEN7510 certifications, our commitment to comply with the EU NIS2 Directive, and real-time cyber monitoring via our Next-Gen Security Operations Centre reflect our commitment to digital resilience. As an organisation we have a 'Secure by design software development strategy' in place.

RECOGNITION

In 2024, Defenced was named to MSSP Alert's Top 250 list, as the only Dutch company recognized among the world's leading cybersecurity firms. This highlights our commitment to innovation, strong digital governance, and delivering top-tier security solutions in a rapidly evolving threat landscape.

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Fair and transparent governance isn't just a priority. It's a responsibility we carry toward our clients, our people, and the generations that follow. It's how we build trust and ensure long-term impact.

Maurice Mesman
Architect, Beyonder Group



Diversity in leadership

Inclusive governance starts at the top. Since 2024, our Chief Marketing & Sustainability Officer has been a permanent member of the Group Management Team, reinforcing our commitment to diverse, balanced decision-making.

Transparent communication

Trust grows through clarity. We invest in regular, open dialogue through company-wide updates, local live sessions, and targeted newsletters- ensuring everyone stays connected, informed, and aligned.





8 ESG RISKS AND OPPORTUNITIES

At Beyonder, we view the evolving ESG landscape not only as a set of responsibilities but also as a source of strategic risks and significant opportunities that shape our long-term resilience and competitive advantage.

By actively identifying and managing these risks, and seizing these opportunities, Beyonder reinforces its commitment to sustainable growth and positive societal impact.

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ESG is investing in a healthy future. Not only for our company, but also for the society and the planet we share. Design gives these ESG ambitions tangible form, taking into account the end user(s), the broader social and ecological context, and striving for a positive impact on all those levels. It is about designing systems, products, and services that not only meet ESG criteria, but are also desirable, viable, and feasible.

Tara Mengelers
User Experience Designer, Beyonder Group





ESG RISKS

Talent attraction & retention

The digital sector is highly competitive, making it challenging to attract and retain top talent – especially individuals seeking purpose, impact, and alignment with their values. At the same time, the rapid rise of AI introduces new dynamics: bridging the gap between AI-savvy and non-AI-savvy colleagues requires fresh thinking, new skills, and inclusive collaboration models. Our commitment to being a 'Great Place to Work', combined with a strong focus on continuous learning, well-being, and meaningful work, helps us stay ahead in the talent game.

Cyber security & data privacy

As a digital acceleration partner, ensuring robust cybersecurity and data privacy is paramount. Breaches could lead to reputational damage, financial penalties, and loss of client trust. Our ISO 27001 certification, our commitment to comply with the EU NIS2 Directive, and Next-Gen SOC are critical safeguards.

Ethical AI use

The rapid advancement of AI presents ethical considerations regarding bias, transparency, and accountability. We address this by developing lightweight, efficient AI models and adhering to "SMART Code" practices, ensuring responsible AI development and deployment.

Supply chain disruptions

Geopolitical shifts and increasing demands for sustainable sourcing can create supply chain vulnerabilities. We mitigate this through diversified supplier relationships and a focus on evaluating Life Cycle Assessments (LCAs) across our supply chain.

Climate change & resource scarcity

Regulatory shifts towards carbon neutrality and potential resource constraints could impact our operational costs and supply chain. We manage this by prioritizing green energy sourcing, optimizing data center efficiency, and promoting sustainable commuting.



ESG OPPORTUNITIES

Market leadership in sustainable digital solutions

Our expertise in "SMART Code" and "Agentic AI" positions us to develop innovative, resource-efficient solutions that directly support our clients' sustainability goals, unlocking new market opportunities and strengthening client relationships.

Enhanced brand reputation & trust

A strong ESG performance enhances our reputation as a responsible and forward-thinking partner, attracting top talent, environmentally conscious clients, and impact-driven investors.

Operational efficiency & cost savings

Initiatives like green energy usage, optimized data centre operations, and process automation through digital solutions not only reduce our environmental footprint but also lead to significant operational efficiencies and cost reductions.

Innovation & competitive advantage

Embedding ESG principles into our R&D processes, as seen with our Tech Sustainability Scan, fosters innovation, leading to greener products and services that differentiate us in the market.

Access to capital

Increasing investor focus on ESG performance can provide preferential access to capital and lower borrowing costs for companies with strong sustainability credentials.

9 A RESILIENT AND SOVEREIGN EUROPE STARTS WITH DIGITAL INDEPENDENCE



In today's world of geopolitical tension and economic interdependence, the call for European sovereignty is louder than ever. At the core of this ambition lies digital independence. Overreliance on dominant global tech players poses real risks - to our infrastructure, our data, and the integrity of our democratic processes.

At Beyonder, we see this as both a responsibility and an opportunity. We actively contribute to Europe's digital sovereignty by investing in open technologies, sustainable software, and data strategies grounded in European values and legislation. Our solutions are designed to give organizations full ownership of their digital infrastructure - reducing dependency, increasing transparency, and strengthening control.

We're also preparing for future supply chain disruptions - not just to manage risk, but as a deliberate, strategic choice. Our aim is to ensure continuity and resilience for our clients and partners, under any circumstances. By embedding European collaboration and digital self-sufficiency into our core strategy, we help build a stronger Europe - technologically, socially, and economically.

10

TOGETHER, BUILDING A BETTER TOMORROW

Beyonders' mission goes beyond digital progress - it's about progress with purpose. By embedding ESG principles into every digital acceleration, we stay accountable to our commitment: empowering organizations, protecting the planet, and enriching society.

Digital independence isn't just a safeguard - it's a catalyst for a smarter, more sustainable Europe. That's why we continue to design technologies that are open, secure, and sovereign by design. We believe every choice matters - and that collectively, those choices build a better future.

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Europe's strength in the next decade will depend on its ability to own its digital future. At Beyonder, we believe sovereignty starts with smart choices: building open, secure, and sustainable technologies rooted in European values. Our commitment is clear: Empower organizations with true digital ownership and resilience, so that together, we shape a stronger, more independent Europe.

Sander Dekker
CEO, Beyonder Group







BEYONDER
digital acceleration

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