



**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



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 our ambition of 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 sustain-ability 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