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INTRODUCTION



“Over the past years, sustainability and corporate responsibility have become increasingly important. Prime Vision has been feeling the responsibility to incorporate sustainability into the organization for many years, and it derives from intrinsic motivation from its employees. Creating and monitoring a sustainable business is the responsibility of all, and considering the challenge ahead, Prime Vision is looking to find additional ways to operate in a sustainable manner.



To solidify our commitment to corporate responsibility we have opted to use the ISO 26000 standard. At the same time, this statement will act as a pledge to our commitment to sustainability. Alongside, we wish to inspire our partners and customers to do the same. Prime Vision strives toward leading by example.

Using the ISO 26000 standard we have developed a framework to monitor current initiatives and create new ones. A special group called the Sustainability Guild has been set up to initiate, implement and monitor sustainability projects.

Prime Vision is proud of its culture of inclusivity. Employee wellbeing and diversity of the work force are key elements within our organization.

We believe in finding the untapped talent of workers with or without disabilities. Those that have special needs are offered coaching and support, allowing them to thrive as highly competent workers, which results in a win-win situation.

Our aim is to also make sustainability contributions outside the Prime Vision organization”.

Eddy Thans, CEO Prime Vision

**SETTING
THE BASELINE
TO A
SUSTAINABLE
BUSINESS**

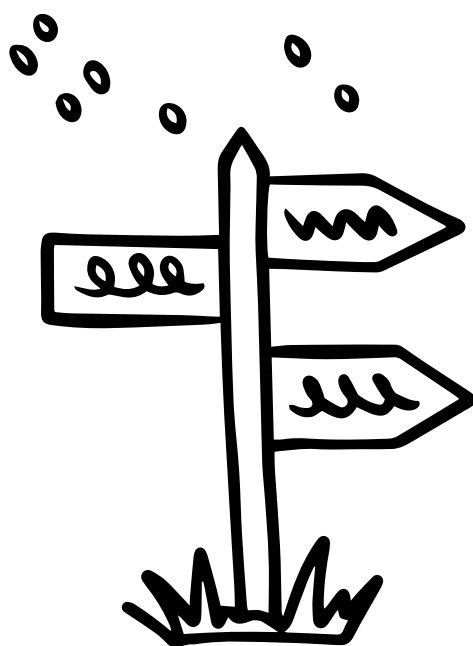


THE START OF A JOURNEY...

2022 is the first year Prime Vision has collected data in a structured way to produce an Environmental, Social and Governance (ESG) report. Therefore, the year 2022 will be the reference year and subsequent years will be compared to this report.

With this initial annual review, we have taken steps towards our ESG-commitment and many actions are still ongoing. Going forward, we aim to continuously improve on our actions and the accuracy of our reporting.

The overarching sustainability strategy for Prime Vision will be determined in 2023. Until then, we are setting the baseline for an extended journey to fully integrate sustainability into our business strategy, operations and core products of Prime Vision.



**PRIME VISION
OPERATES
WITH CARE
AND RESPECT
TO THE
CURRENT
AND FUTURE
INTERESTS
OF ALL**

OUR ESG VISION

At Prime Vision, we work hard every day to become a more sustainable company. With this report, we want to give insight in how we translate our ambition into actions.

Prime Vision has organized its activities under the 3 ESG Pillars: **Environment, Social and Governance**.

- E - Care for the Environment
- S - Care Society and our Employees
- G - Corporate Governance

This report shows the actions taken in and before 2022, and the measurement of our CO2 footprint in 2022. This is the first year Prime Vision reports on its ESG performance. Everything undertaken for the first time is not perfect. Although Prime Vision has been focusing on sustainability for the past years, we see this report as a start of our ESG-journey.

Our aim is to bring all initiatives related to sustainability together in a comprehensive strategy and roadmap. The last paragraph shows the plans in motion in 2023 and the actions for the years to come.

THE SUSTAINABILITY TEAM

A dedicated ESG team is operational to drive sustainability initiatives for Prime Vision. This team contains employees from different departments and layers in the organization, including top management.

“Joining the Sustainability Guild as chair was a total no-brainer for me. I’ve always pushed the boundaries in my personal life to be more eco-friendly—limiting air travel, embracing second-hand clothes, and adopting a flexitarian lifestyle. And being a woman in the tech sector, I know firsthand what it’s like to be part of a minority group. Equality is a core value that deeply resonates with me, and I’m all about fairness across the board.”

I firmly believe that companies have a crucial role to play in shaping society and the environment. It’s high time we, as a collective, step up and take responsibility. That’s why I jumped at the opportunity to be a chair—I want to actively contribute to shaping the future I’ll live in. It’s not just about chasing economic growth; it’s about creating a world where equality and environmental well-being take center stage. In my book, true progress lies in striking a balance between economic prosperity, social welfare, and ecological harmony”.



Jitske de Vries, Robotics Engineer and Chairwoman of the sustainability team.

PRIME VISION ACADEMY

“At Prime Vision, all employees get the opportunity to participate in all kinds of training that supports their self-development and/or professional skillset. Prime Vision also invites employees to propose trainings that are specifically tailored to them. An example would be my training with an American teacher that perfectly bridged my personal interest in Meditation and professional interpersonal skill development.”



The Prime Vision Academy gave me the opportunity to find ways of organizing work that work for me personally. It also helped me to gain a better insight into my creative process which impacts my day-to-day work in a positive way. The way the Prime Vision Academy is setup gives all our employees many paths to increase their wellbeing and professional skillset.”

Alexander Ettema, UX designer



“When I joined Prime Vision and started working, it became clear that speaking Dutch wasn’t mandatory. As long as you could communicate in English, you could get by just fine. But despite it not being a requirement, I felt it was important for me to integrate and immerse myself more, especially during those moments of ‘gezelligheid’ like team lunches and events. Luckily, Prime Vision offered one-on-one language courses with a teacher. I’m incredibly grateful for this opportunity. Chandra and Max, my teachers, made learning fun, and I could see myself making progress over time.”

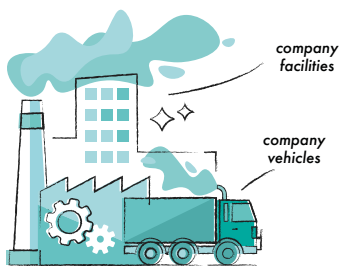
Having small conversations in Dutch and starting to understand what people were saying really motivated me. And receiving compliments and encouragement from my colleagues was great! It made me realize the progress I was making, even when I couldn’t see it myself.”

Emanuele Riccardo, Robotics Engineer

KEY IMPACTS AND NUMBERS FOR 2022

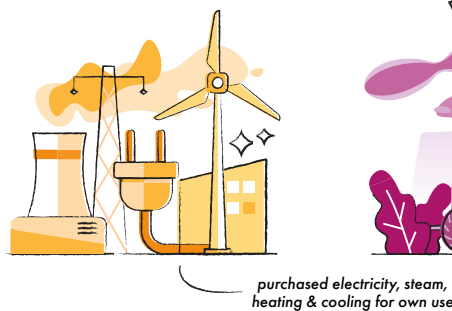
The GHG (Greenhouse Gas) Protocol Corporate Standard classifies a company's GHG emissions into three 'scopes'. Scope 1 are direct emissions from owned or controlled sources. Scope 2 are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

SCOPE 1 - DIRECT



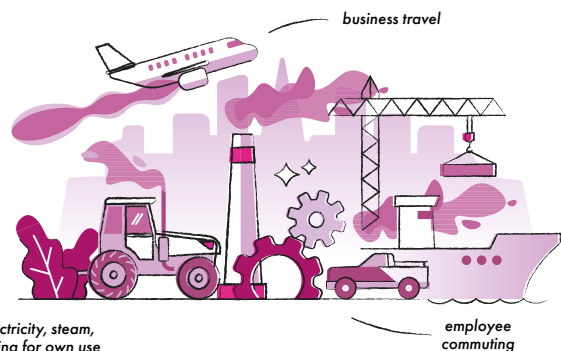
Emissions from sources (on site)

SCOPE 2- INDIRECT



Emissions from energy/utilities

SCOPE 3 - INDIRECT



Emissions of the chain supply or service

At the start of this journey, we don't yet have insight in the total of our emissions. Based on the available data we've started measuring, and in future years the data quality will improve, and the number of environmental themes reported will increase.

ENVIRONMENT

- CO2 emissions* 901 tonnes CO2
- Compensation flights 400 tonnes CO2
- 46% of the fleet is electric, 13% hybrid

SOCIAL

- 8.540 euro raised for charity
- Headcount 165 (25+ nationalities & cultures)
- 2.039 training hours (14 hours per employee)
- Absenteeism 2,66% (industry average 5,6%)
- Employee engagement 70%

GOVERNANCE

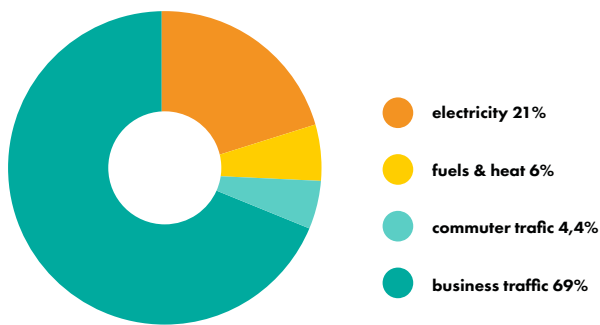
- ISO 26000
- ISO 9001
- ISO 27001

* measured: business travel, company facilities, company vehicles, employee commuting, purchased energy, heating and cooling

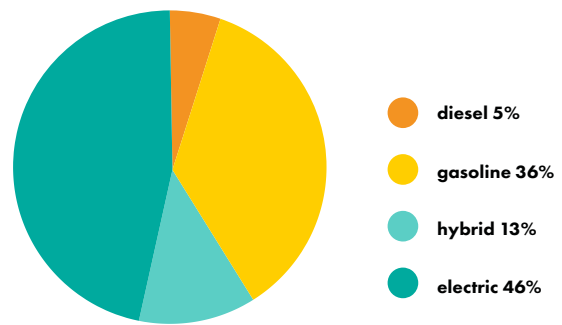
CARE FOR THE ENVIRONMENT

If a company wants to change the impact it makes on the environment, one it needs to measure its footprint. As said, in 2022 we started gathering the data. This project is the start of Prime Vision getting insight and data on its operations and its products. By measuring our footprint, we know which areas have the biggest impact. At the HQ in Delft, we started by tackling the basics: Recycling waste; installing of water-saving taps and recycling paper towels. Next to this, we replaced all fluorescent tubes with LED-lights, installed energy-saving faucets and we execute(d) a range of other energy saving actions.

46% of the cars in the fleet are electric. Over the coming years we expect this number to go up. The larger percentage electrical cars has reduced the impact of our local business travel emissions. When employees need to travel to a location nearby the HQ, there are electrical company bikes one can use.



2022



Company cars by type of fuel

2022 has also been the year that Prime Vision has expanded its operations to the US. Setting up the US branch has had an impact on the number of air-kilometers travelled by Prime Vision's staff. Consequently, international business traffic was the environmental theme with the largest impact for Prime Vision. For all flights made by our employees in 2022 we have calculated our impact at 385 tons of CO2. To compensate for this travel 400 tons of CO2 is offset via a mix of Gold Standard and VCS certified projects (Greenseat Certificates). We understand compensation is not a future-proof solution, but at this stage of Prime Vision's expansion it's a mechanism to offset the impact of our increased business travel.

We aim to minimize the negative impact of our products. The data center Prime Vision uses for its Cloud Solutions runs on 100% green energy. Obtaining deeper insights in the footprint of our products is part of our future ESG roadmap.



To inspire our customers, partners and employees we always look for the most sustainable corporate gifts. Also, the sustainability team provides Prime Vision colleagues with regular tips & tricks for a sustainable lifestyle.





SUSTAINABLE LIFESTYLE

“A sustainable lifestyle can be very broad and is different for everyone. In essence, it is more like a mindset. A sustainable lifestyle has brought me a lot regarding health and satisfaction in life and I think that, with the same mindset, everyone can gain a lot in terms of quality of life.”

Lifestyle and health have always fascinated me, and I really enjoy helping people achieve a more sustainable lifestyle.”

Leonie Fransen, Quality Assurance Engineer

SUSTAINABLE GOODIES

“It is important to Prime Vision that our gifts are made from sustainable materials and produced in a sustainable way. For example, we have drinking bottles made from sugarcane with a positive footprint of -80gr CO2e. The drinking bottle is designed and produced in the Netherlands at a sheltered workshop. The notebooks we use are made of stone paper and are infinitely erasable and reusable.”

Ellen Brender à Brandis, Communication Manager



CARE FOR OUR EMPLOYEES & THE SOCIETY



THE EMPLOYEE SATISFACTION SURVEY

“Every two years we conduct an employee satisfaction survey. The survey gives us insight into employee engagement and the extent to which the employees feel supported in their daily work.”

Based on the results, a number of issues will be addressed and improved in collaboration with the workers council. About 70% of the employees fills out the survey, so we get a good picture of what is going on with the employees and because the survey is anonymous, people generally feel comfortable speaking out.”

Peggy Kusters, HR Manager



SABBATICAL

Peter Bosmans went on a sabbatical. With his fiancé he explored the world for a year. Peter: “It was a mix of wildly different experiences, cultures, and lifestyles, resulting in personal growth. A lot of these learning points I can use very well in my work for Prime Vision.”

I learned a lot during my travels like: take calculated risks; take fast decisions when necessary; stay calm and decide instead of reacting panicky; make a good plan in advance and stick to it - it's essential; appreciate human knowledge as much more than first impressions; make the right decisions with the help of efficiently gathering objective information in an unfamiliar environment. I am very grateful that Prime Vision gave me the opportunity for this sabbatical. The experience empowered me privately as well as professionally.”



Peter Bosmans, Computer Vision Engineer

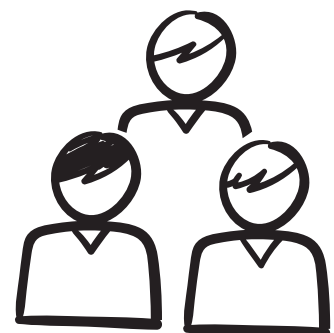
OUR EMPLOYEES

Prime Vision's HR policy's focuses is on the well-being of its employees.

Prime Vision consists of a great mix of cultures; we employ people from more than 25 different nationalities. Diversity is a high priority at Prime Vision. We foster a sense of belonging that makes everyone feel part of the team. The IT world is not overrun with women, but we are proud to be able to attract more and more female staff to positions normally dominated by men. Moreover, we are particularly open to applications from people with a disability.

Over the years, we have been developing many activities to make employees feel appreciated and valued, and to improve their health. We employ 2 full-time personal trainers who assist the employees in working on their health and a physiotherapist visits us regularly for employees with physical complaints. Every month, Prime Vision employees can get a free chair massage, and when they need a haircut, this can also take place at the office as a hairdresser visits us weekly. We promote healthy food. We provide fruit, yoghurt, vegetables and nuts free of charge.

By giving our employees the freedom to work wherever they want, we enable them to have a better work-life balance. We provide equipment and furniture for an ergonomically correct workplace. We also think a little further by offering immediate family members of our staff a side job in our annotation department. In 2022 we supported employees who were having trouble to paying their energy bills with a loan or a gift.





WASTE CLEANING CAMPAIGN

“The main reason I always participate in this campaign is because I want us to live in a clean world, country, and environment and to show other people the importance of preserving the environment. I was taught from a young age that everything starts with small steps so that every action is for the global good.”

As a company, we show our colleagues and partners that we are a company that cares not only for good logistics solutions, but also for the cleanliness of the environment. In today’s time profit is important, but we also emphasize moral values, in this case awareness for cleanliness.

Always remember: “We did not inherit the earth from our ancestors; we borrowed it from our children”. Let’s do it for the one and only mother nature”.

Matej Kajic, System Engineer

CARE FOR SOCIETY

We believe that our responsibility does not stop at our company's doorstep. Part of our vision is that our employees embody society. Prime Vision therefore supports employees who want to make a difference to the community, and always honors good initiatives. For us it is important that these are local actions, so we can immediately see the direct impact on the local communities our employees are part of.

On a regular basis, we take action to clean up the immediate office environment and kick off initiatives to raise money to sponsor charities in our local community.

We purchased waste grippers and other materials from Supporter van Schoon, an initiative of Nederland Schoon, an organization that stands for a 100% litter-free Netherlands. These grippers are used to pick up litter in the area around our office building. We motivate our colleagues to help keep the neighborhood clean, as a group initiative but we also encourage individual actions.

We also felt like doing something for victims of the war in Ukraine, but instead of transferring money to the national account number, we provided money and supplies to an employee who provided shelter to Ukrainian refugees.

We typically make the year-end gifts we get from our relations available for an auction and raffle, the proceeds of which we donate to charity. In 2022, we donated money raised at the 2021 Christmas auction to Wildlife Center Delft (€ 2.000) and to Sustainability Center De Papaver (€ 1.755). The proceeds from the 2022 action have been made available to Haarlem4Ukraine and Cleanup Delft (€ 4.270 each).

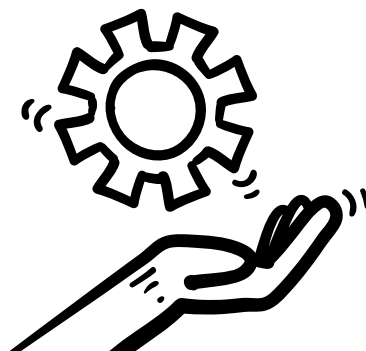


GOVERNANCE: SOCIALLY RESPONSIBLE BUSINESS

Prime Vision is ISO 9001 and ISO 27001 certified and complies with the guidelines of ISO 26000. 2022 is the 3rd year in which Prime Vision has signed and published the ISO 26000:2010 - the ISO norm for businesses committed to operating in a socially responsible way.

Click here to go visit our listing on the NEN-platform: [Prime Vision B.V. \(nen.nl\)](https://nen.nl/prime-vision-b-v).

Prime Vision has implemented the norm to show we take responsibility, and turn principles into concrete actions and policy. As part of the ESG roadmap, Prime Vision wants to keep a better eye on the way decisions are being made and how the company is run. Do we still facilitate accountability and ethical decision making? Are the risk-management practices still effective and do we still create long-term value for all our stakeholders?



PRIME VISION & THE UN SUSTAINABLE DEVELOPMENT GOALS

The SDGs, or Sustainable Development Goals, are a set of global goals established by the United Nations. They are a part of the 2030 Agenda for Sustainable Development, which is the framework to address social, economic, and environmental challenges. The primary purpose of the SDGs is to promote sustainable development and create a more equitable, prosperous, and environmentally responsible world by 2030.

Development, which is the framework to address challenges. The primary purpose of sustainable development is to create a more equitable, prosperous, and environmentally responsible world by 2030.



As a company, we want to discuss the SDGs with our key stakeholders in order to jointly find our way forward. Part of scoping the future ESG strategy and goals in 2023 will be to determine the SDGs to which Prime Vision will link its future ESG-strategy.

make the right choices, so stakeholders in order to jointly find strategy and goals in 2023 will be to determine the SDGs to which Prime Vision will link its future ESG-strategy.

**BUILDING OUR
ESG STRATEGY,**

WHAT'S NEXT?

2022 is the first year Prime Visio reports on its ESG performance. Throughout 2023, we have taken action to gather more insights, so we are able to address Prime Vision's impact.

2023 is the year in which we create the foundation for our future ESG strategy. Amongst others we have built a ESG roadmap setting out our short- and long term ESG initiatives. We started dialogues with our key stakeholders (customers, suppliers & Prime Vision staff) to jointly define the key ESG topics to address in the coming years.

We're building the long-term ESG Strategy & KPIs for Prime Vision. The aim is to integrate the ESG strategy into Prime Vision's Corporate strategy.

In order to start measuring the footprint of our key products, students from two main universities in the Netherlands have performed LCAs (Life Cycle Assessment, ISO 14040).

A Diversity & Inclusion Workgroup has been set up in order to investigate if there are diversity and inclusion points of attention below the surface and to educate our employees on Diversity & Inclusion.

A Culture Group has been set up to describe Prime Vision's company culture ('DNA') and set up agreements.

Our ISO 26000 self-declaration has been updated and renewed. To make sure Prime Vision continues to operate in line with ISO 26000, an internal audit has been developed to measure its annual performance against the norm.

Finally: Our journey does not stop here, we are always continuing to look for ways to make our company more sustainable and make the best choices for both the environment, employee and society.



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