

**SMART  
VISION**

**SUSTAIN  
ABLE**

**FLOW**

REPORT 2024

# FROM AWARENES TO ACTION

Welcome to our annual ESG report for 2024. Like in previous years there has been a lot of traction and many initiatives to be proud of again. Prime Vision is on a journey to embed ESG in its ways of working, day after day. In order to effectuate this, we have formalized and implemented several new policies over the last year. In this report you can read about our new Travel Policy to reduce the impact of our Business Travel, and about our Policy to implement English as our main language at the office so that all our 25+ nationalities feel included.



A key achievement for Prime Vision in 2024 was the external recognition of our ESG performance from EcoVadis: a Committed Badge. We will use the recommendations of EcoVadis to integrate ESG further throughout all layers and functions in our organization.

Prime Vision gets a better view on its CO<sub>2</sub>-emissions year on year. As you will see in this report, for the first time, we have a view of our entire scope 3 emissions. We have calculated these emissions via a spend based methodology. This is not a perfect method of course, but a very good start to get grip on emissions in our supply chain.

2024 has also been a year in which our Sustainability Team has launched a truly inspiring program engaging our employees on several Sustainability themes. The team organized a 'Sustainability Month', kicked off multiple Product Innovation Workshops and presented progress during several 'Sustainability lunches'. These initiatives resulted in the development of sustainable innovations that are driven and owned by our teams, several of which are highlighted in this ESG report.

I think that the key to our future ESG policy lies in the power of collaboration. Sustainability is not something you can do on your own – we need our people, our customers, our suppliers and all other stakeholders to make it work. A great opportunity to collaborate for a better future.

Hans Kamperman, COO Prime Vision

**OPERATE WITH  
CARE AND  
RESPECT TO  
THE CURRENT  
AND FUTURE  
INTERESTS  
OF ALL  
STAKEHOLDERS**

# THE SUSTAINABILITY TEAM

At Prime Vision, we encourage everyone to contribute to our sustainability goals! In addition to the sustainability guild and the strategy group , which oversees strategy execution, our employees have the opportunity to participate as ambassadors or on a project basis.



**Jitske de Vries**

*Robotics Engineer and  
Chairwoman of the  
sustainability team*



**Hans Kamperman**

*Chief Operational Officer*



**Victor Selgert**

*Bid & Tender Manager*



**Alexandra Ballestrem**

*Key Account Director*



**Loïc Molina Prada**

*Technical Buyer*



**Sylvia Lakens**

*Financial Assistant*



**Judith Sweere**

*Robotics PMO and New  
Business Development USA*



**Timo Kats**

*Business Intelligence  
Specialist*



**Patrick Wiegers**

*Marketing Manager*

**PRIME VISION'S  
COMMITMENT  
TO LEADING  
THE WAY IN  
SUSTAINABILITY**



# OUR ESG STATEMENT

At Prime Vision, we are committed to leading the way in sustainability within the computer vision robotics industry. Through adopting a 'smart' approach that stems from our workforce, we encourage employee engagement via the empowerment of knowledge and competence, promoting a sustainable outlook from within.

By addressing social and environmental issues, we ensure that sustainability plays a vital role in our company's business strategy, respecting the interests of both current and future generations.

## HOW ARE WE GOING TO DO IT?

To achieve our Environmental, Social, and Governance (ESG) goals, we will adopt a comprehensive and data-driven approach. This strategy will enable us to measure our impact accurately, analyze the data, and learn from it to continuously improve our practices.

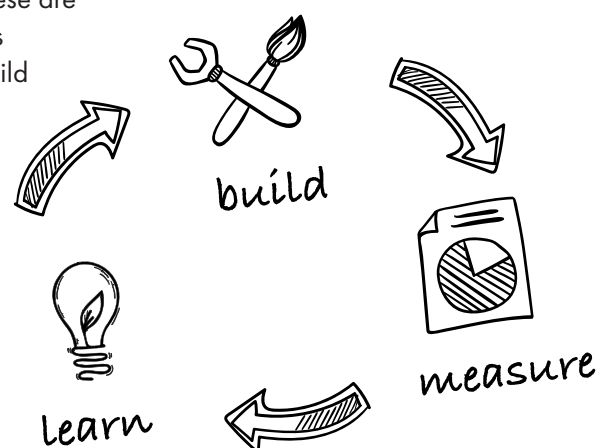
Firstly, we will **measure our impact** by collecting relevant data across all our operations. This will provide us with a clear understanding of our current performance and areas that need improvement. By **analyzing the data**, we can identify trends, patterns, and insights that will inform our decision-making process.

Based on our analysis, we will **set targets** that are ambitious yet achievable. These targets will guide our efforts to reduce our negative impact and enhance our positive contributions. To meet these targets, we will **build actions** that are specifically designed to address the identified issues and opportunities.

While we work towards these long-term goals, we will also focus on **improving our data collection** methods. This will ensure that we have accurate and up-to-date information to support our ongoing efforts.

In the short term, we will implement **low-hanging fruit actions**. These are immediate, practical steps that can be taken to make quick progress towards our vision. By addressing these easier tasks first, we can build momentum and demonstrate our commitment to achieving our ESG objectives.

Through this structured and proactive approach, we are confident that we can make significant strides in our ESG performance, ultimately leading to a more sustainable and responsible future.



# ADOPTATION OF THE STRATEGY

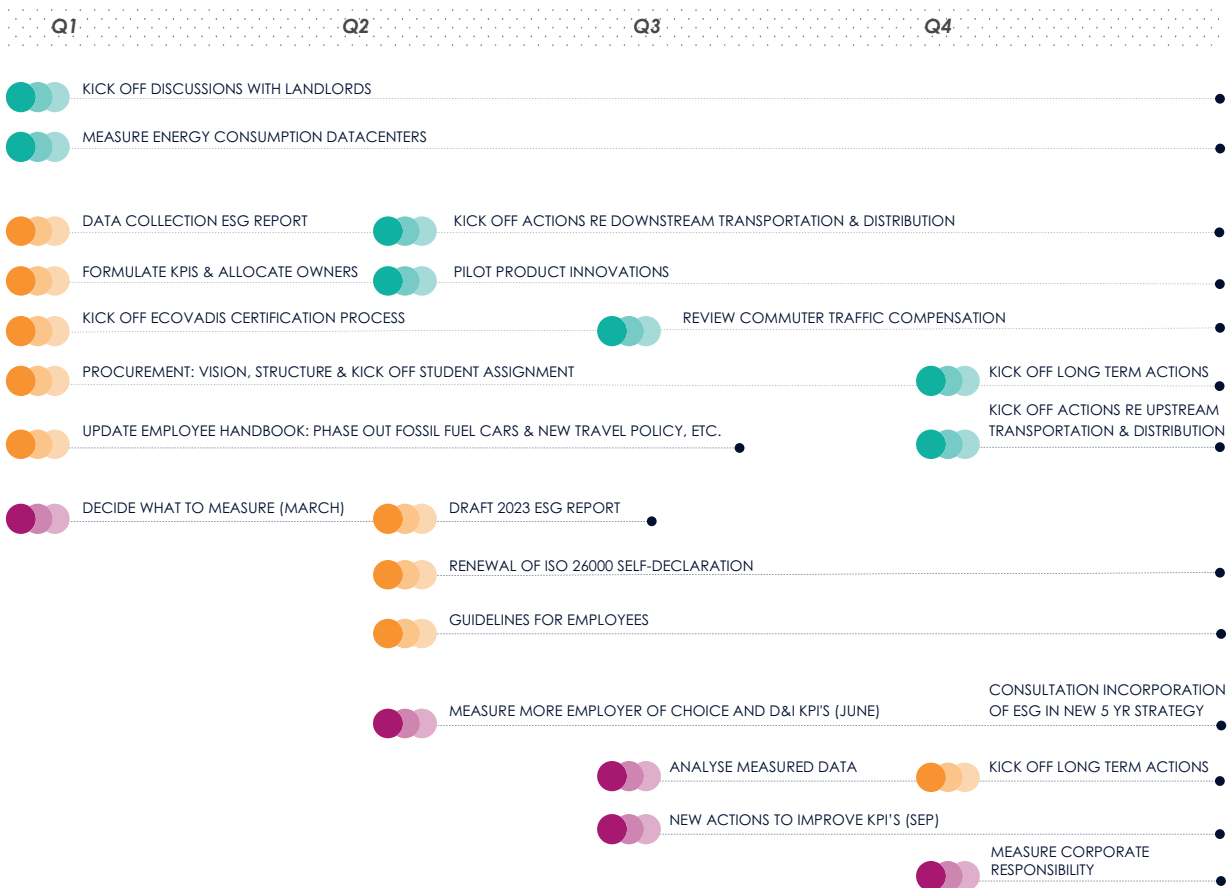
# PROGRESS SINCE 2023

Not only did we continuously improve our data collection and certifications, (more about that in the Environment and Governance section respectively). Our main action in 2024 was the implementation of our strategy.

## IMPLEMENTATION OF THE STRATEGY

In 2023 together with the board the sustainability strategy group designed our ESG-strategy. In this initial strategy we determined our key focus areas, how we are going to tackle these and who were responsible for the respective topics.

However, with just the strategy, it is not all said and done. Therefore, 2024 was all about kicking-off the implementation of this strategy. Our actions can be grouped into three topics: communication, involvement of the owners, and low hanging fruit.



Our 2024 annual ESG plan outlines a structured roadmap, focusing on data collection, KPI formulation, certification, employee engagement, and transportation initiatives. It emphasizes continuous improvement through measurement, innovation, and integration of ESG principles into long-term strategies and corporate responsibility.

**KEEP  
THE COMPANY  
INVOLVED  
AND  
UP TO DATE**

## **INTERNAL SUSTAINABILITY COMMUNICATION**

This initiative was kicked off with a sustainability month in March, in which we presented our strategy and went around the company to brainstorm what our employees could do themselves in their jobs (power to the expert). This was mainly for communicating the strategy and involving our employees in the strategy.

To continuously keep the rest of the company involved and up to date, we also started with the quarterly sustainability month in October. Each lunch a new sustainability topic will be presented and our employees have the option to ask questions. This will be continued into 2025.

## **INVOLVEMENT OF THE OWNERS**

We are proud to see sustainability growing into a company-wide priority, extending well beyond the work of our Sustainability Guild. Our vision is for every person across the company, guided by their own expertise and roles, to integrate sustainability into everyday decision-making. While we are not fully there yet, we made substantial progress towards this goal in 2024.

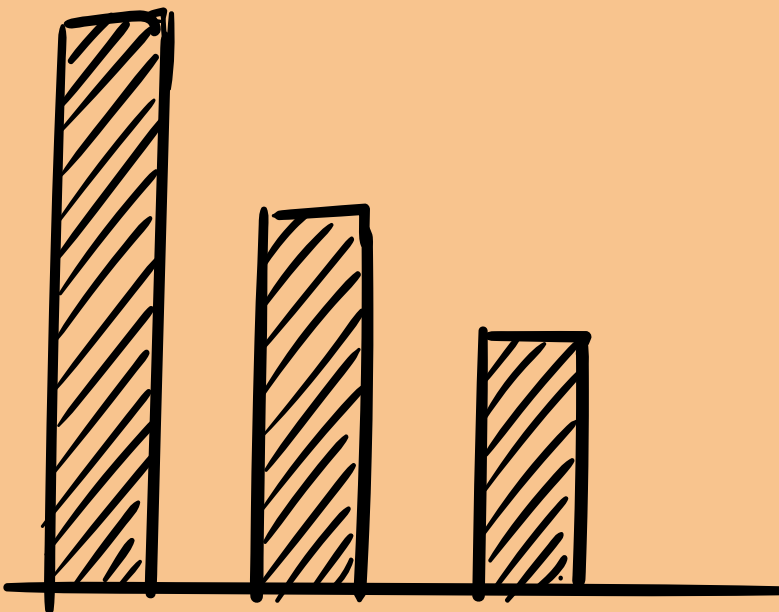
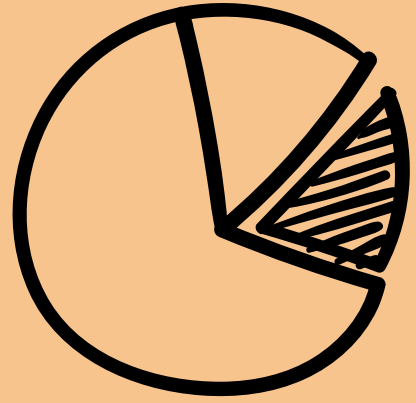
After the sustainability month, we planned in workshops with all owners of the sustainability topics. We involved many people across the company, from HR to product owners, from the commercial director to our American branch Prime Vision Technology.

The goal of these workshops was to communicate our strategy further and together explore all sustainability improvements within their parts of the company.

Eventually we continued these sessions on a more personal basis with regular meetings. In which we tried to select a few projects that could be done as first initial wins. Additionally we used our meetings to remind them of sustainability and monitor the progress.

## **LOW HANGING FRUIT**







From the initial strategy sessions with the managing board, we already decided quite quickly upon some low hanging fruit policies, that we could implement quickly; low effort, high reward! More on this in the Governance section.



# KEY IMPACTS AND NUMBERS FOR 2024













## ENVIRONMENT

-  CO2 emissions  
6,537 tonnes CO<sub>2</sub>
-  Scope 3 insight  
(spend based analysis):  
5,733 tonne CO<sub>2</sub>
-  Compensation flights  
295 tonnes CO<sub>2</sub>
-  46% of fleet is electric,  
7% hybrid
-  100% green energy in our 2 offices in  
the Netherlands  
(93% European wind energy & 7%  
Dutch Wind energy)
-  100% European Wind energy  
in external datacenter



## SOCIAL

-  Headcount 198  
(25+ nationalities)
-  3060 Training Hours & 14  
Hours per employee
-  Absenteeism 4,58%
-  2 times a health and safety  
risk assessment conducted
-  New inclusivity policy  
on language
-  20,4% women in the  
organization
-  Women in senior management:  
16.6%
-  €3530 donated to a charity during the new  
year's event  
€625 of birthday presents donated to  
charity
-  Launch 'Power to the People'
-  25 people trained on health and safety  
issues (VCA)  
# of hours worked: 291362



## GOVERNANCE

- ISO 90001 & ISO27001  
certified, and ISO  
26000 Self declaration  
published
- 3 new ESG policies  
implemented
- EcoVadis Comitted  
Badge achieved
- 100% of the organization  
is trained on security  
awareness

# CARE FOR THE ENVIRONMENT

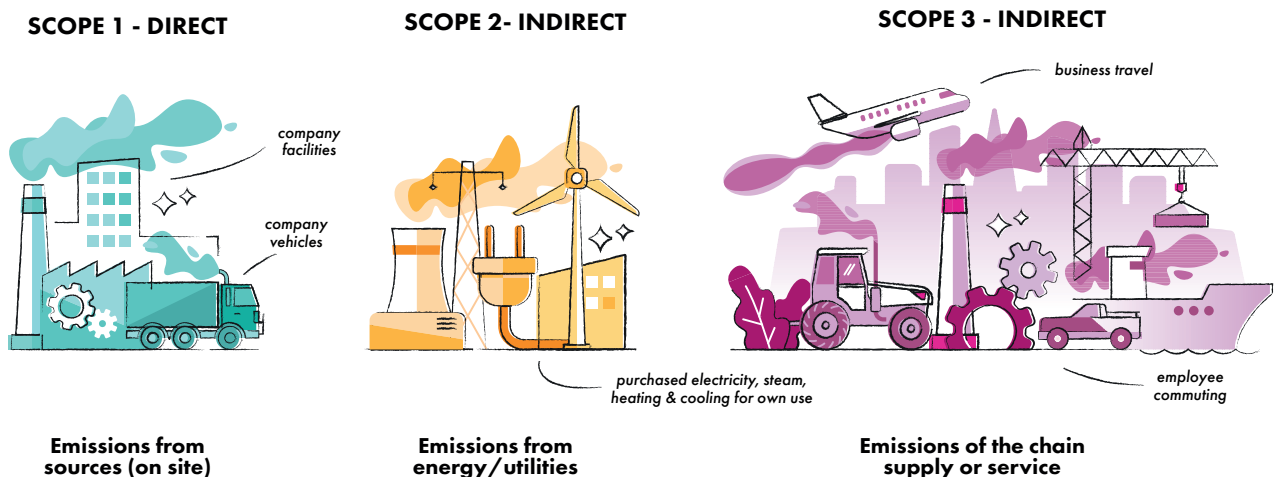
In 2024, our total emissions amounted to 6,537 tonnes of CO<sub>2</sub>. As in previous years, we measured our emissions in accordance with the GHG Protocol and used the Envirometer (Milieubarometer) to convert our data into emission values. To calculate this figure, we collected the following data points:

- Scope 1: Natural gas consumption for heating our buildings (in m<sup>3</sup>) and fuel use for business travel (in liters of gasoline and diesel).
- Scope 2: Purchased electricity for our buildings (in kWh) and electricity used for our electric company cars (in kWh).
- Scope 3: The following categories were included: business travel (flights, rail, commuting, and declared private car kilometers), electricity consumption at external data centers, and downstream freight transport.

This year our reported Scope 3 emissions have increased significantly compared to previous years, primarily because we introduced a spend-based analysis for all categories where direct data were unavailable. As a result, 2024 is the first year in which Prime Vision reports its complete GHG emissions across Scopes 1, 2, and 3. While the spend-based method is not perfect, it provides valuable insight into our footprint and helps us identify where to concentrate our supply chain improvement efforts moving forward.

## NEW IN 2024: SCOPE 3 EMISSIONS - SPEND-BASED ANALYSIS

For all Scope 3 categories for which we do not yet have actual data, we performed a spend-based analysis. This means that 2024 is the first year Prime Vision can report its entire GHG Scope 1, 2, and 3 emissions. We acknowledge that this methodology is not perfect, but it provides us with insights to focus on the larger CO<sub>2</sub> emissions in our supply chain. We now have valuable insights to start engaging our suppliers and build joint reduction plans for the future.





### **SUSTAINABILITY IN THE US**

*“In 2024, the biggest change for our US office (Prime Vision Technology) was the office move from Richmond to Arlington. Our office in Richmond was only reachable by car, not by public transportation. Luckily, our new office is much more accessible by train, metro, and even by air – it’s across from the airport. The new building is highly certified for air quality and sustainability across the board. We’re recycling our trash and promoting sustainable transportation. We have electric bikes and scooters at the office to encourage commuting without a car.*

*We’ve also started looking into package and waste disposal and are analyzing travel behavior to see if we can be more sustainable. In a country like the United States, it’s much harder to drive electric or take the train instead of the airplane, but we are exploring possibilities to lower our carbon footprint.*

*In the US, giving back to the community is important for our employees. We have ideas to contribute to community work, such as participating in Earth Day, getting involved in learning groups, and joining events in the DC area.”*

*Judith Sweere, Robotics PMO and New Business Development USA*

### **ENVIRONMENTAL IMPACT OF HARDWARE**

*“Last year, we started evaluating the environmental impact of our hardware portfolio. Using the methodology of Life Cycle Analysis, we took the first steps in identifying areas in our product life cycles where we can have the most positive impact.*

*We did so by taking two mono-material parts (for simplicity) of one of our products and calculating the environmental impact of production, usage, and end-of-life. We found that the energy consumption of the product had a significantly higher carbon footprint than the production of the parts, thus giving us a clear focus on where to aim our efforts.”.*

*Stefan van der Heijden, Innovation Manager*





#### **FLOW PROJECTOR ESG ACTIVITIES 2024**

*“Last year, we developed a new design for the Flow projector with the primary goal of reducing energy consumption by at least 50%, as well as minimizing material use and overall product weight. While the decrease in energy consumption is self-explanatory, the reduction in weight also led to significantly lower material usage and a decrease in freight volume.*

*The energy consumption went down to approximately one third of the old model. Mainly because we selected other components and used different technology for our neural net activities. The weight reduced from 25KG to approximately 10KG (and similar effects on size volume of course) because we needed less material for heat distribution. Also because of the lower power consumption.*

*In addition, we also virtualized our central server and put it in the cloud. So now we don't need one physical server per site, but we can service many sites with one VM positioned in a cloud environment.*

*Another key enhancement we implemented was a sleep mode that automatically detects when there is no activity beneath the Flow Projector. In such cases, certain components are temporarily powered down to prevent unnecessary energy consumption and extend their lifespan. As soon as movement is detected, the system instantly reactivates all components, allowing the Flow Projector to resume operation seamlessly.”*

*Sander de Heus, Proposition Manager Flow Projector*

#### **FOCUS ON ENVIRONMENTAL IMPACT OF OUR INTELLIGENCE SOLUTIONS**

*“We integrate sustainability into our sales process from the very start. For every sales request and solution proposal, we carefully decide what to host centrally and what locally, so the environmental impact of our solutions is considered from day one. We are optimizing our workflow solutions to use hardware, CPU and memory more efficiently, improving performance while reducing resource consumption.*



*Our next steps focus on importing data only once for multiple processes, which benefits both process efficiency and sustainability.*

*Key actions include designing optimal solutions to minimize resource use, aligning databases, and standardizing fields and mappings.*

*With these measures, we improve our processes, lower resource consumption and support our sustainability ambitions.”.*

*Roosmarijn Schopman, Proposition Manager Intelligence*

## **TRAVEL**

Prime Vision has two offices and a substantial customer base in the United States. Because there are currently no viable low-carbon alternatives for transatlantic flights or for many of the nationwide trips within the U.S., air travel remains essential for our operations. To take responsibility for these emissions, Prime Vision offsets the full carbon impact of its air travel each year. In 2024, a total of 295 tonnes of CO<sub>2</sub> was compensated through official Trees for All certificates.

Trees for All is a Public Benefit Organization (ANBI) and holds a CBF certificate, which confirms that recognized charities meet strict quality standards and ensures that donations genuinely contribute to a better world.

Next to this, in 2024, Prime Vision implemented a new travel policy for its employees. The purpose of this policy is to create awareness of the impact of traveling and to reduce the number of kilometers travelled per person per project. The policy consists of two key elements:

Preferably only one person travels by airplane to international meetings, other colleagues dial in remotely. This measure saves time, money, and reduces CO<sub>2</sub> emissions from air travel. The assumption is that the effect of this measure will become evident over time.

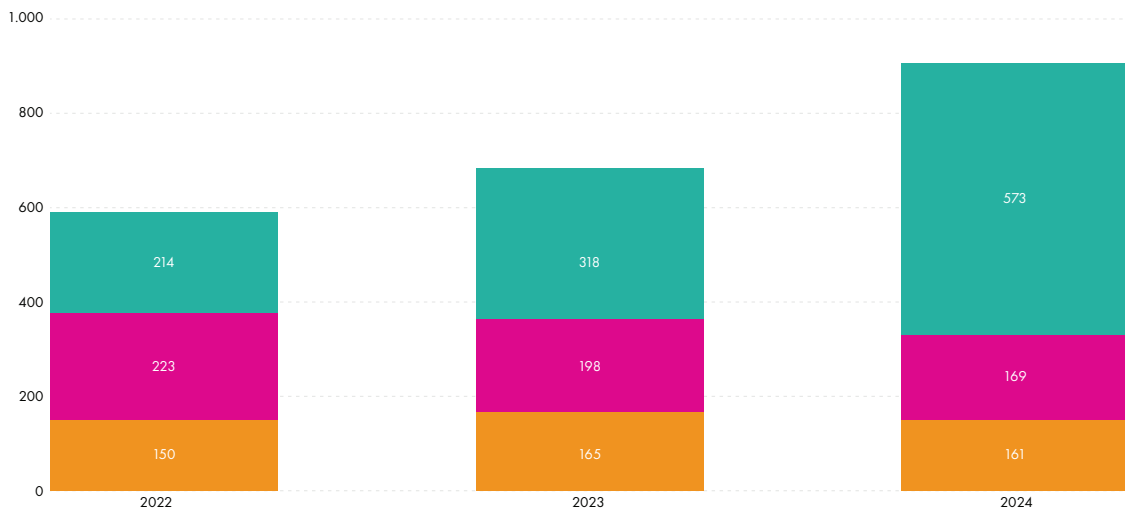
Prime Vision encourages employees to take the train for short-distance travel in Europe.

## **COMMUTER TRAFFIC**

For the first time in 2024, commuter traffic was tracked via a tool called Shuttel. The data from this tool replaces assumptions from previous years. Throughout 2025, we will start analyzing the data and decide on further measures.

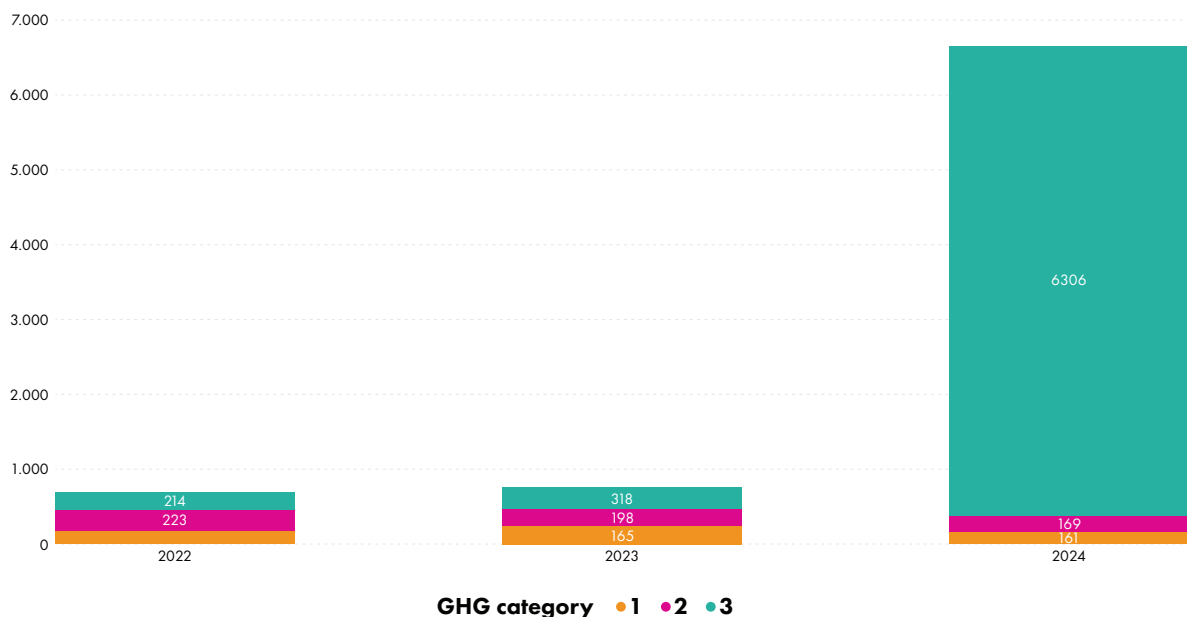
# TOTAL EMISSIONS BY GHG CAT. EXCL. PURCHASED GOODS, MEASURED IN TONNE CO2

Prime Vision is improving the accuracy and completeness of its ESG data, resulting in stronger insights and actionability. The table shows a steady decline in Scope 1 and 2 emissions. Growth in Scope 3 emissions is largely attributable to the Travel category. The figures provided reflect Scope 1, Scope 2, and Scope 3 emissions excluding Purchased Goods & Services.



# INCL. PURCHASED GOODS, MEASURED IN TONNE CO2

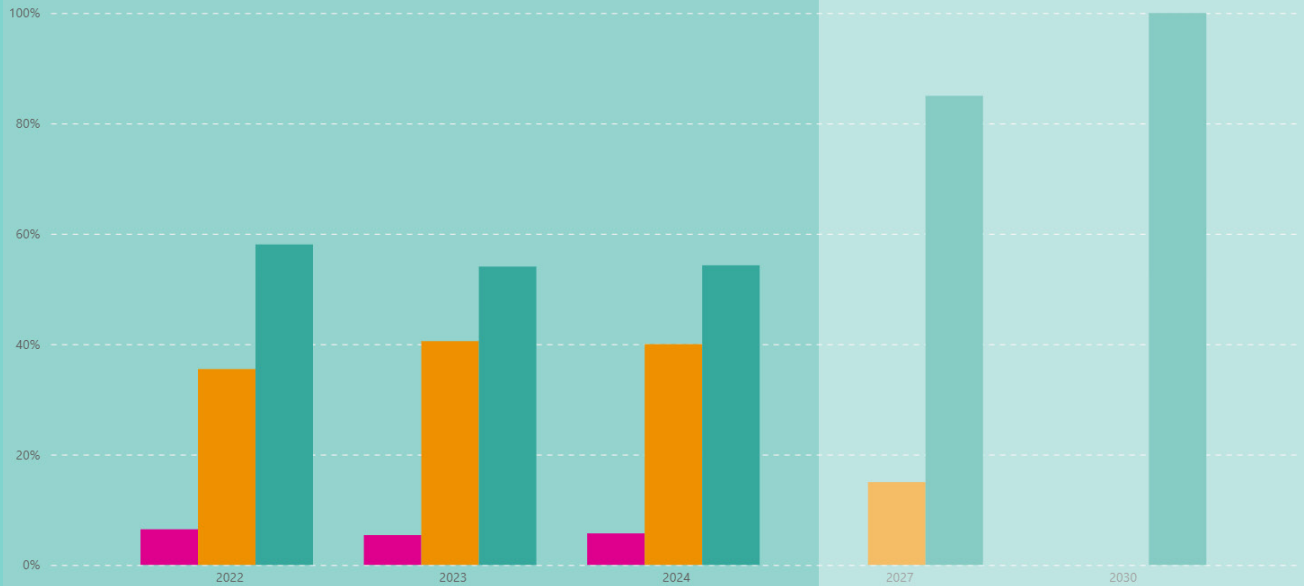
For most companies the largest part of the emissions resides in the scope 3 category. For prime Vision this is also the case, but up until this year we had no proper data on calculating the entire scope 3 impact. Prime Vision's first spend-based Scope 3 analysis in 2024 provides broader insights into our Scope 3 category Purchased Goods & Services. This represents a significant improvement in our dataset and offers a strong foundation for engaging with our suppliers on jointly reducing emissions across our supply chain.



# VEHICLE PARK

Vehicle park (trends/targets)

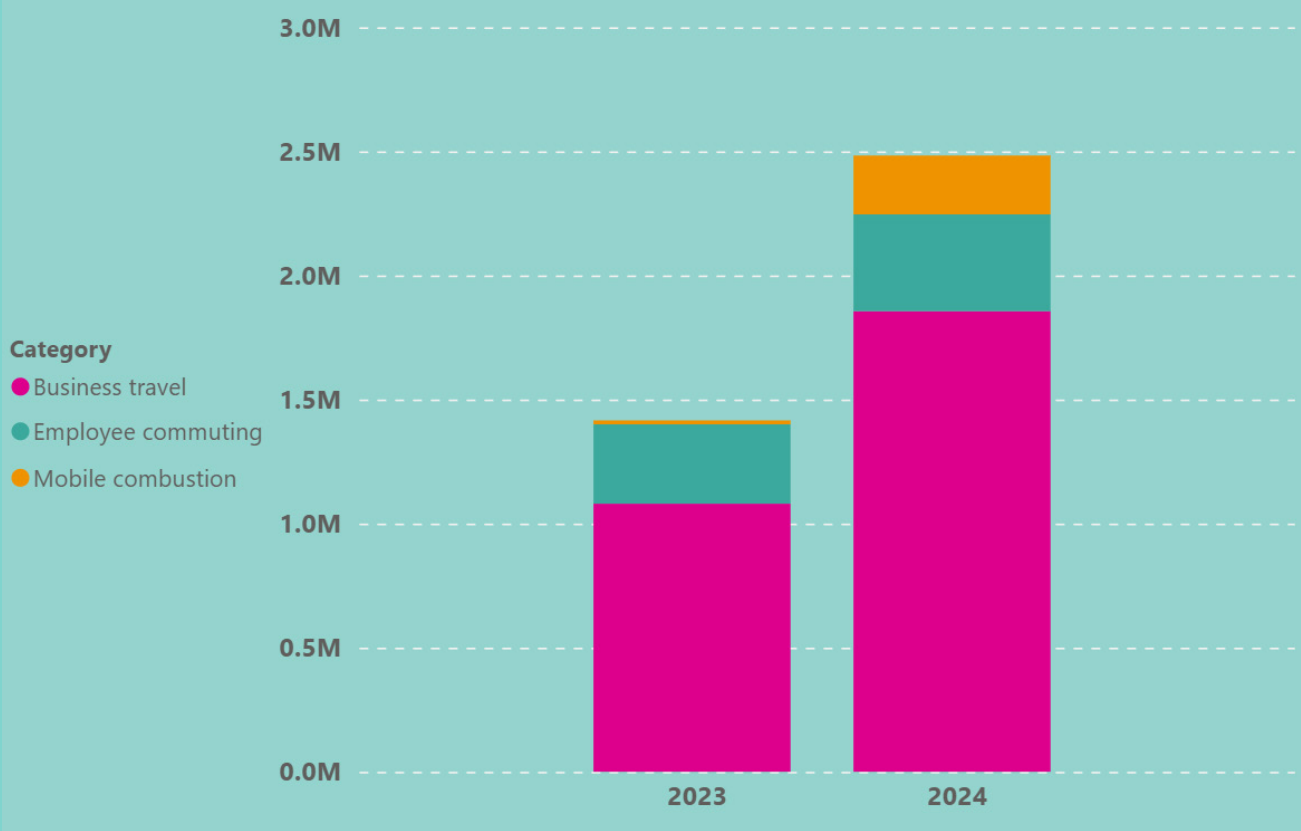
Sub-category ● Diesel vehicles ● Gasoline vehicles ● Non-fossil fuel vehicles



Prime Vision has grown its workforce in recent years, yet the number of fleet vehicles has remained stable. In 2024, we revised our Fleet Policy: from now on, employees can only order electric vehicles. As a result, Prime Vision will phase out the use of fossil fuels in the coming years, moving toward a completely fossil-free company fleet.

# TRAVEL

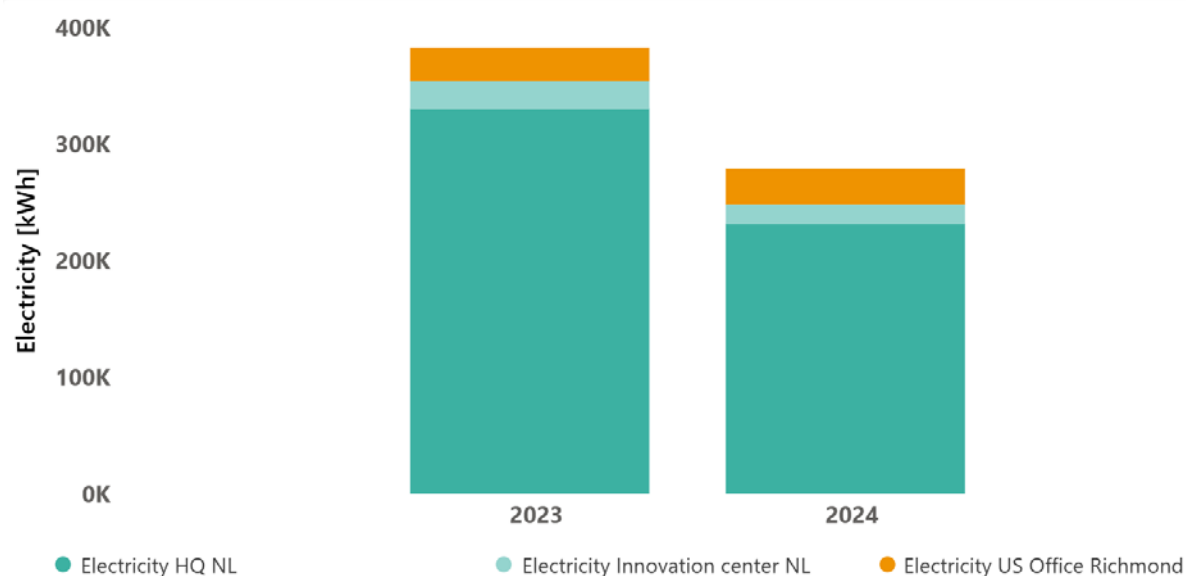
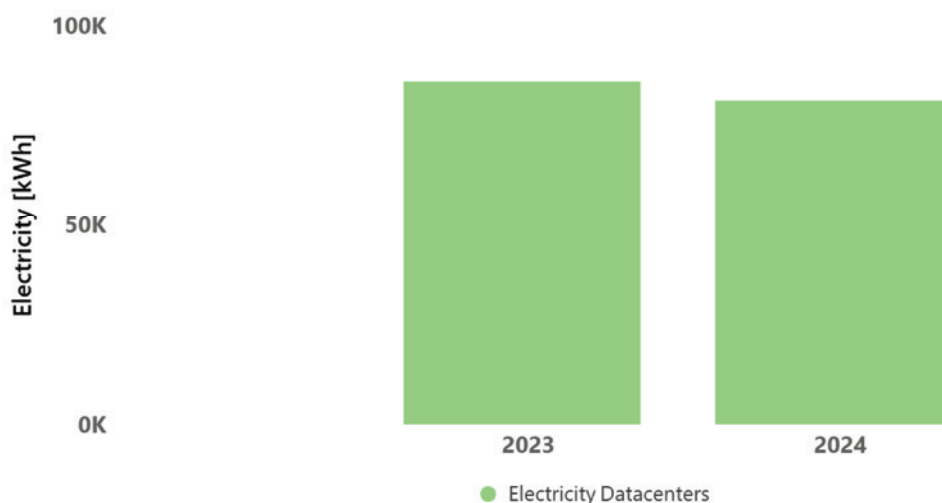
Due to the limited availability of alternative travel options to the United States and for nationwide travel within the U.S., long-distance and domestic air travel remain the main contributors to Prime Vision’s travel-related emissions in 2024. To address this responsibly, Prime Vision has introduced an updated Travel Policy, which is expected to deliver a measurable reduction in emissions over the longer term.



# ELECTRICITY USAGE

Prime Vision’s power usage in its external datacenters has shown a slight decrease, against a growing revenue. The development of energy-efficient software is a key focus area for Prime Vision.

In previous years, assumptions were made about Prime Vision’s power usage at our HQ in the Netherlands. To measure power usage more accurately, Prime Vision installed submeters. Measurements over 2024 have shown a significant decrease in kWh usage, indicating that our assumptions in previous reports were too high. All purchased electricity in the Netherlands, for the offices as well as for our external data centers, is sourced 100% from Dutch or European wind energy.



**OUR  
COLLECTIVE  
DIFFERENCES  
ENHANCE  
OUR ABILITY  
TO PROVIDE  
ADDED VALUE**

# CARE FOR OUR EMPLOYEES

At Prime Vision, our people are our most important strength. In a competitive and fast-changing labor market, attracting, developing, and retaining talented employees is essential to our long-term success. We are committed to creating a positive, supportive, and inclusive working environment—one where people feel valued, engaged, and empowered to contribute their best work. We believe that diverse perspectives, strong collaboration, and employee wellbeing drive innovation, performance, and continuous improvement.

Our social strategy is centered on being an employer of choice, with diversity, equity, and inclusion (DEI) embedded in how we work, lead, and grow as an organization.

## EMPLOYER OF CHOICE

We aim to create a workplace where people enjoy their work and feel motivated to grow. To better understand employee experiences, we conduct a company-wide employee survey every two years. The insights gained help us identify strengths, highlight areas for improvement, and define concrete actions for the years ahead. For example, recent outcomes led to expanded training opportunities for young team leads, supporting their development and strengthening leadership across the organization.

## DIVERSITY

At Prime Vision, we believe that diversity makes us stronger. We actively foster a workforce that reflects a broad range of backgrounds, experiences, and perspectives. This diversity enriches our culture and improves the quality of our work. We also analyze why employees are leaving to better understand retention challenges and continuously improve our approach. In 2024, we welcomed new colleagues from seven different countries, further strengthening the diversity of our teams.

### MEANINGFUL WORK



Job and values fit

Autonomy and agency

Agile teams and supportive coworkers

Time to focus, innovate and recover

### STRONG MANAGEMENT



Clear goals with stretch opportunities

Regular coaching and feedback

A focus on management development

Transparent, simple performance management

### POSITIVE WORKPLACE



Tools, processes, and systems to get work done productively

Appreciation, recognition, and rewards

Flexible hours and workspace

Inclusive, diverse, and a sense of belonging and community

### HEALTH AND WELLBEING



Safety and security in all aspects of work

Personal fitness, health, and physical- wellbeing support

Psychological and emotional wellbeing and support

Family and financial support

### GROWTH OPPORTUNITY



Open, facilitated job and role mobility

Career growth in multiple paths

Many forms of learning as needed

A culture that supports learning

### TRUST IN THE ORGANIZATION



Mission and purpose beyond financial goals

Transparency, empathy, and integrity of leadership

Continuous investment in people

Focus on society, environment, and community

**INCLUSION**

Creating a sense of belonging is a key priority at Prime Vision. We encourage open dialogue, value different viewpoints, and strive to ensure that everyone feels heard and respected. In 2024, we introduced a mentorship program to support new employees during their onboarding journey and provided additional coaching for team leads to enhance people-centered leadership. Through our PV Academy, we continued to offer a wide range of training opportunities, including personal development courses and Dutch language lessons for non-native speakers. We also increased the visibility of our trusted confidants through internal events and supported social connection through initiatives organized by our Fun@Work group.

**EQUITY**

We believe that everyone should have equal opportunities to grow and succeed. To support this, we work to remove barriers and tailor development opportunities to individual needs. Employees have access to coaching from experienced colleagues or external professionals, as well as a broad range of online learning tools such as Pluralsight. By investing in fair access to development, we aim to support sustainable careers and long-term engagement across the organization.





# CARE FOR SOCIETY

At Prime Vision, we believe it's important to give back. As part of our commitment to people and communities, we look for ways to make a positive difference in society, whether that's through charity, education, or simply helping others where we can.

## **HELPING GOOD CAUSES**

Each year, we support charities that matter to us. One of our favorite traditions is the New Year's charity auction. It's a fun way for everyone to get involved, bidding on gifts donated by our partners (and a few extras), with all the money going to a good cause.

In 2024, we raised €3.530 for The Ocean Cleanup, which fits nicely with our own local clean-up efforts around the office. Someone from the organization even visited us during sustainability month to give a lunch talk, which was a great way to learn more about their work.

We also give employees the option to donate their birthday gift to charity of their choice instead of receiving a gift card. In 2024, this raised €625 for charities.

## **SUPPORTING YOUNG TALENT**

We also believe in helping the next generation grow. That's why we support students and young professionals who are working on exciting and meaningful projects.

We sponsor the Brunel Solar Team, a group of 18 students who are building a solar-powered car to promote clean energy and innovation. Their passion and creativity are inspiring, and we're proud to be part of their journey.

We also work with student project groups. In 2024, one group helped us come up with a plan to make our purchasing more sustainable.

These kinds of partnerships are a great way to share knowledge and learn from each other.

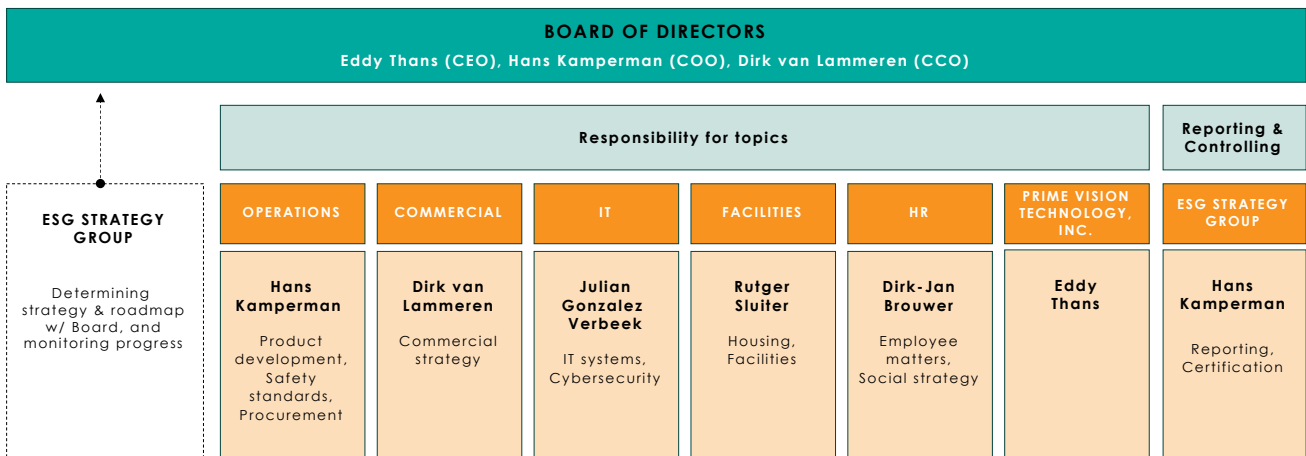
# STRENGTHENING ACCOUNTABILITY FOR SUSTAINABILITY

## POWER TO THE EXPERT

Our vision is that sustainability is fully ingrained in the company, every employee shall incorporate sustainability in their decisions. We highly believe in the approach “power to the expert” and we want to utilize the expertise and the knowledge of our people as much as possible. We are conscious that sustainability isn’t embedded yet in our company, and we’ll put our efforts into making that possible.

## GOVERNANCE STRUCTURE

To ensure clear accountability and strategic alignment, Prime Vision has implemented a formal ESG governance structure that integrates sustainability across all core business functions. The Board of Directors oversees this framework, with COO Hans Kamperman holding overall responsibility for sustainability. Chaired by Hans, the ESG Strategy Group works closely with the board and key operational leaders to define the ESG roadmap, set long-term objectives, and monitor progress. This structure embeds ESG priorities throughout the organization—from operations and IT to HR and facilities—supporting consistent decision-making, transparent reporting, and measurable impact.



Prime Vision ESG Governance Structure.

## **SUSTAINABLE PROCUREMENT IN 2024**

*“Over the last years Prime Vision facilitated multiple ESG related assignments for students. In 2024, students from InHolland The Hague Business Studies investigated options for sustainable improvements, focusing on the supply chain of the Flow Projector HW 2.0. The research provided valuable insights and led to the development of an implementation plan aimed at enhancing the supply chain of the Flow Projector.*



## **ECOVADIS ASSESSMENT AND IMPROVEMENT PLAN**

*Sustainable Procurement is one of the pillars in the EcoVadis assessment. The output of the 2024 assessment recognized areas for improvement, so we have set several goals and actions to enhance our sustainable procurement practices in 2025:*

- *Creation of a Sustainable Purchasing Policy: a policy that includes sustainability considerations has been created and will be finalized in 2025.*
- *ESG Supplier Code of Conduct: a code of conduct for suppliers has been developed and will be finalized in 2025.*
- *Supplier Evaluation: ESG criteria will be included in supplier evaluations starting in 2025.*
- *Training on Sustainable Procurement: a training program will be developed for all purchasing personnel to raise awareness about sustainable procurement practices.*
- *Reporting ESG KPIs: we are exploring the possibility of reporting ESG Key Performance Indicators (KPIs) in 2025.*

*Through this first set of initiatives, we have started our journey to foster a more sustainable supply chain in the future.”*

*Loïc Molina Prada, Technical Buyer and member of sustainability team*

# POLICIES

## **TAKING PRACTICAL STEPS TOWARD SUSTAINABILITY**

Recognizing that sustainability is an ongoing journey, Prime Vision continues to take tangible steps toward improvement. In 2023, we identified several immediate actions that could make a direct impact. These initiatives were formalized into company policies and introduced to employees during a sustainability lunch in October 2024.

### **Travel policy**

Air travel remains one of the largest contributors to our CO<sub>2</sub> emissions. To reduce our footprint, international business trips should be undertaken by a single employee unless additional expertise is required; any exceptions require board approval. For destinations such as London, Paris, Marseille, Frankfurt, and Stuttgart, train travel is mandatory, and we encourage rail travel to other European destinations whenever feasible.

### **Lease policy**

All newly leased company cars must be fossil-free, with electric vehicles as the standard option. This policy supports our transition toward a fully zero-emission vehicle fleet.

### **Business language policy**

As an international organization, we strive to foster inclusivity and clear communication across all teams. English is our standard language for company-wide communication, including emails, intranet updates, and official announcements. Dutch translations are provided when necessary to support full understanding. For team discussions or one-on-one interactions, employees are encouraged to use whichever language best supports inclusion and effective collaboration.

# MEASURING AND IMPROVING OUR SUSTAINABILITY EFFORTS

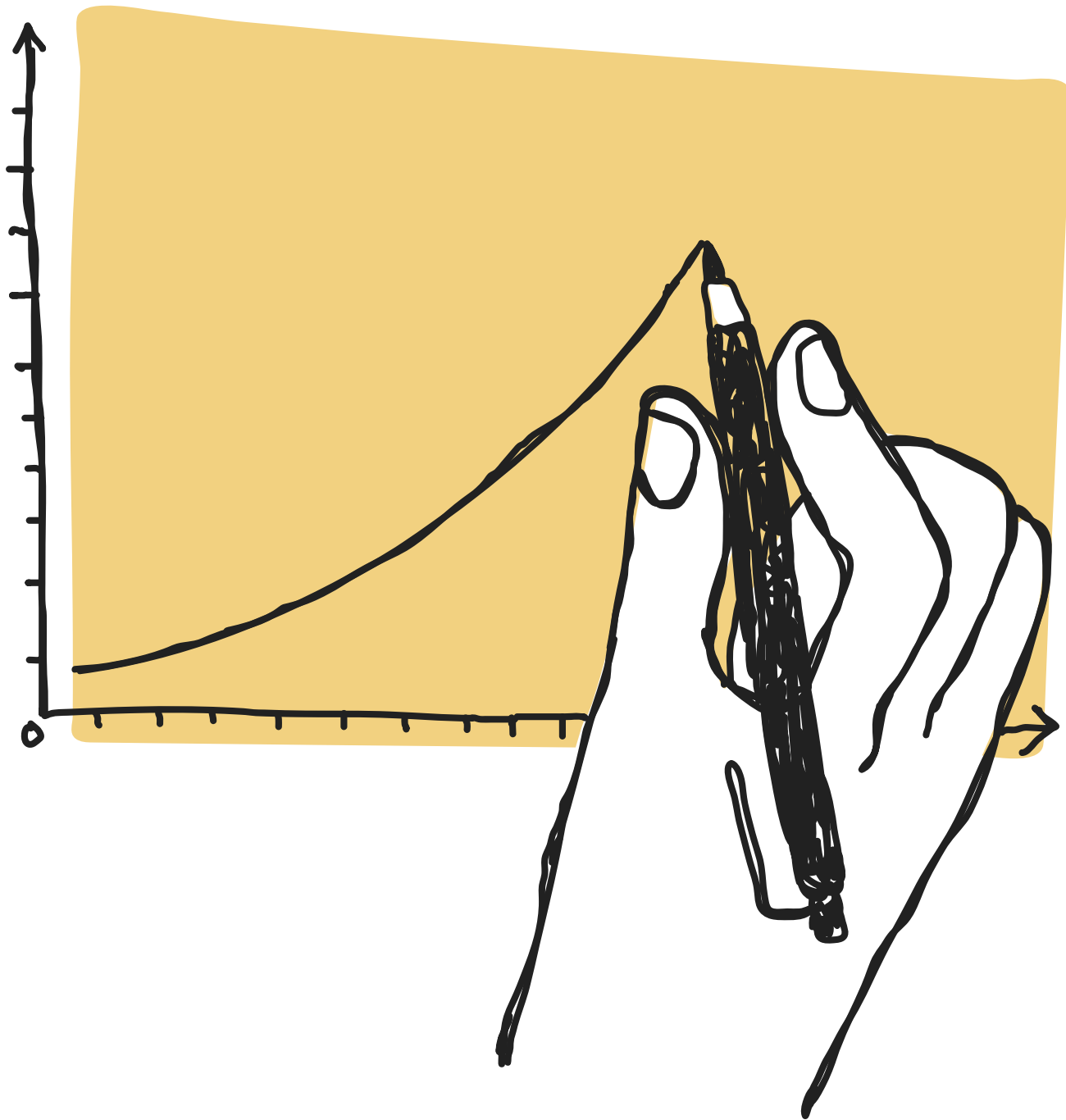
To communicate our progress on sustainability to stakeholders, Prime Vision participates in the EcoVadis certification program and complies with several ISO standards.

### **Ecovadis**

In 2024, Prime Vision completed its first EcoVadis assessment, earning the EcoVadis Committed Badge. This recognition demonstrates to our stakeholders that we take sustainability seriously and it provides valuable insights into areas for improvement. The EcoVadis scorecard showed that many sustainable practices are already in place at Prime Vision, but also highlighted the need to further embed them into formal policies and measurable KPIs. In 2025, we will use this feedback to engage with the topic owners and work together to strengthen our approach ahead of the next evaluation.

### **ISO**

Prime Vision is ISO 9001 and ISO 27001 certified and complies with the guidelines of ISO 26000.



# BUILDING OUR ESG STRATEGY

At Prime Vision, our ESG strategy starts with a clear understanding of why sustainability, ethics, and long-term resilience matter, not only for us, but for the global logistics ecosystem we help shape. The world around us is changing fast: customers demand higher standards, regulations are tightening, and talent seeks purposeful work. This creates both urgency and opportunity.

For Prime Vision, embracing ESG is about more than compliance. It strengthens our relationships with key clients who increasingly weigh ESG performance in vendor selection. It reinforces our reputation as an innovation leader, one that stands for trust, responsibility, and progress. And it ensures we remain an employer of choice by aligning our actions with the values of today's workforce.

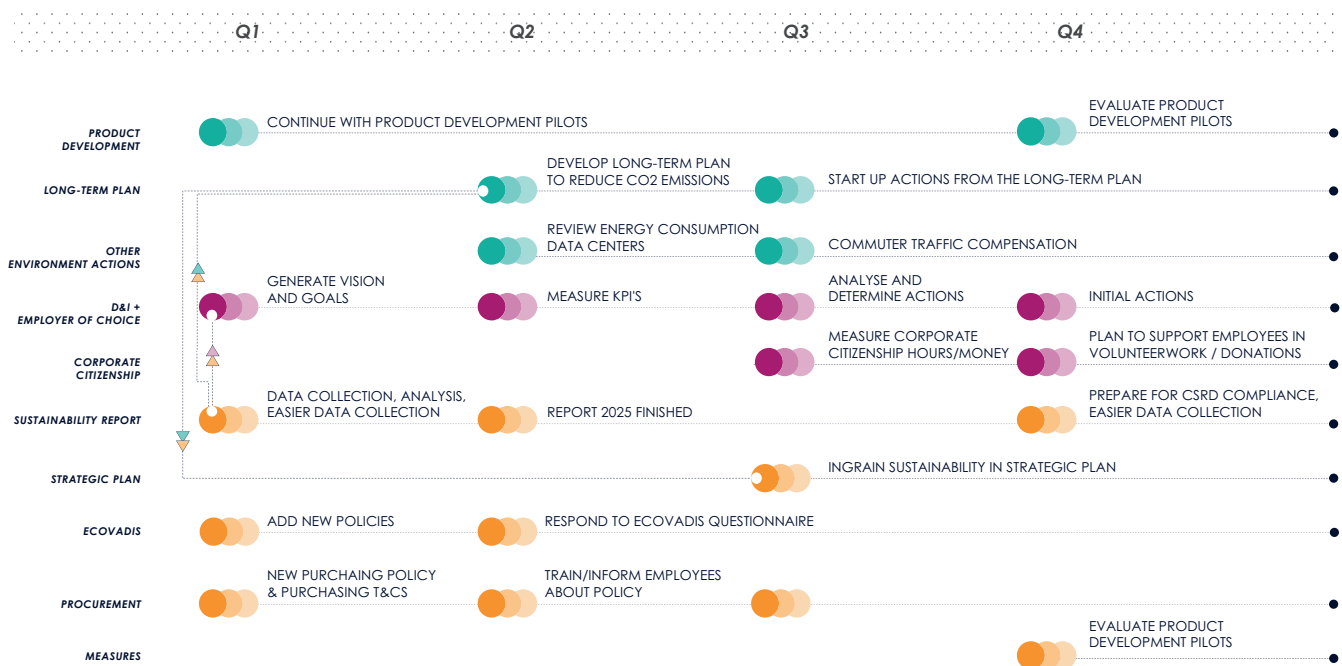
A strong ESG foundation also protects our future. It helps us stay ahead of evolving regulations like NIS2, CSRD, and the EU AI Act, reduces operational risks, and boosts efficiency through energy-smart infrastructure and responsible sourcing. Most importantly, it fuels innovation, from ethical AI to greener logistics solutions, allowing us to create technology that delivers real, measurable impact.

Our influence extends far beyond our own operations. By enabling clients to optimize routes, automate responsibly, and measure their environmental footprint, we contribute to a more sustainable and inclusive global logistics network.

**In essence, our ESG strategy is driven by a simple truth: Prime Vision has the responsibility, and the opportunity to build a secure, fair, and sustainable future for our industry and the world.**

# WHAT'S NEXT?

With our EcoVadis submission completed in 2024 and sustainability becoming increasingly embedded in our daily work, we are ready to take the next step in developing a stronger long-term ESG approach. In 2023, we laid the foundation with our initial ESG strategy. In the coming year, we will build on this groundwork by expanding the strategy into a fully integrated, multi-year plan that aligns with Prime Vision's overall strategic direction. This will involve revisiting our material topics, sharpening our motivation, and identifying the challenges we are currently experiencing.



These insights will guide us as we reformulate our ESG strategy, defining priority focus areas, outlining how we will address key challenges, and setting long-term targets that steer our ambitions. Ultimately, this process will lead to a concrete action plan with high-impact leverage points and a five-year ESG roadmap.

At the same time, we will continue embedding sustainability more deeply within the organization. In the year ahead, we will work closely with product, operations, HR, and service teams to initiate and monitor sustainable initiatives within their departments, ensuring ESG becomes a natural part of everyday decision-making.

As we move into the next strategic cycle, our aim is clear: to build on the progress made in 2024 and firmly integrate sustainability into Prime Vision's future.



Olof Palmestraat 10, Delft - The Netherlands +31 15 219 2090 info@primevision.com www.primevision.com