

Impact Statement 2025





Message from our CEO

Sustainability has long been part of Priva. Long before we started reporting on it, we focused on how technology can help use scarce resources, such as water and energy, more wisely. That thinking still guides many of our decisions today.

As a family business, we always look ahead. We invest with a long-term perspective and believe progress only matters when it creates lasting value for customers, Priva Partners, colleagues, and the world around us. Sustainability is not a separate program at Priva. It is part of our strategy, our innovations, and the way we work together.

In 2025, we took important next steps in making that work more visible and more structured. We identified strategic topics to create focus and translated ambitions into clear priorities. I am proud of how colleagues across Priva helped move this forward. It shows the strength of One Priva: bringing knowledge, commitment, and different perspectives together.

This sustainability statement shows where we stand today and where we continue building. It also shows customers and Priva Partners how Priva supports their sustainability goals in practice. Step by step, we keep developing solutions that help businesses grow while reducing the use of natural resources.

On behalf of Priva,

Meiny Prins
CEO Priva

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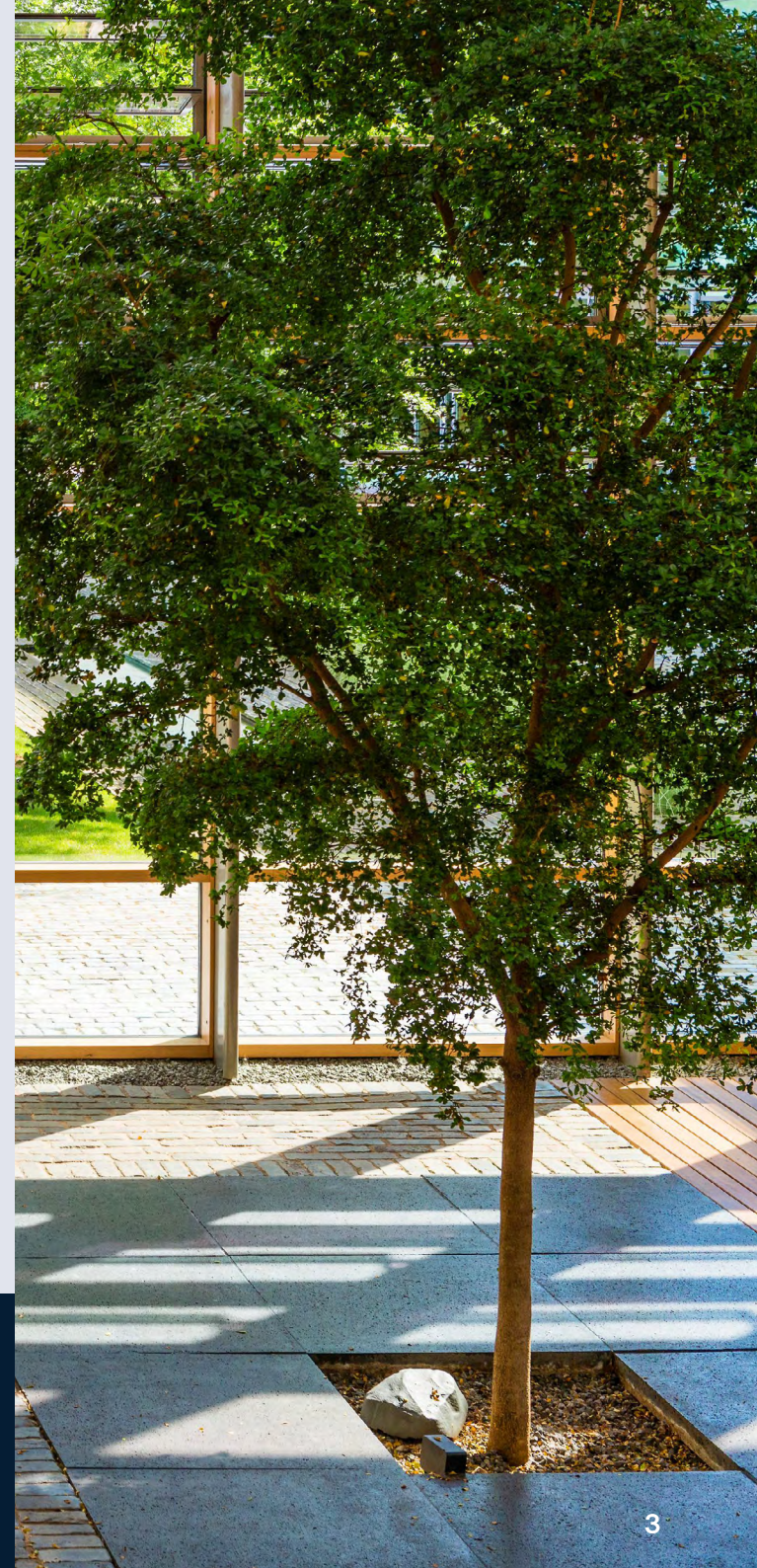
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Priva at a glance

Our purpose

Our purpose is to contribute to a world where healthy food, safe drinking water and a healthy indoor climate are in reach to everyone, empowering people and communities alike.

We believe that it is possible to provide 9 billion people with safe and healthy food, produced efficiently and sustainably. That all of us can be living and working in green environments. That we can create a world in which cities have become sustainable urban deltas, with efficient energy and water flows, sustainable production, green and clean areas, and short decentralized chains.

Key figures 2025



110+
countries



15
offices



2.3%
revenue growth
to € 115.6 million



560+
colleagues



16.7%
women in senior
management



400+
Priva Partners



250+
Priva Certified
Engineers



-24%
emissions
compared to 2024



Greengrounds

Greengrounds aims to transform underutilized urban spaces around the world into resilient ecosystems of food production hubs. From brownfields, to Greengrounds. Priva is closely linked to Greengrounds: our CEO Meiny Prins is the Founder & CEO of Greengrounds.

[Discover more](#) about Greengrounds.



Global activities

To create a climate for growth, we focus our efforts on creating leading-edge technology and innovative services in horticulture and building management.

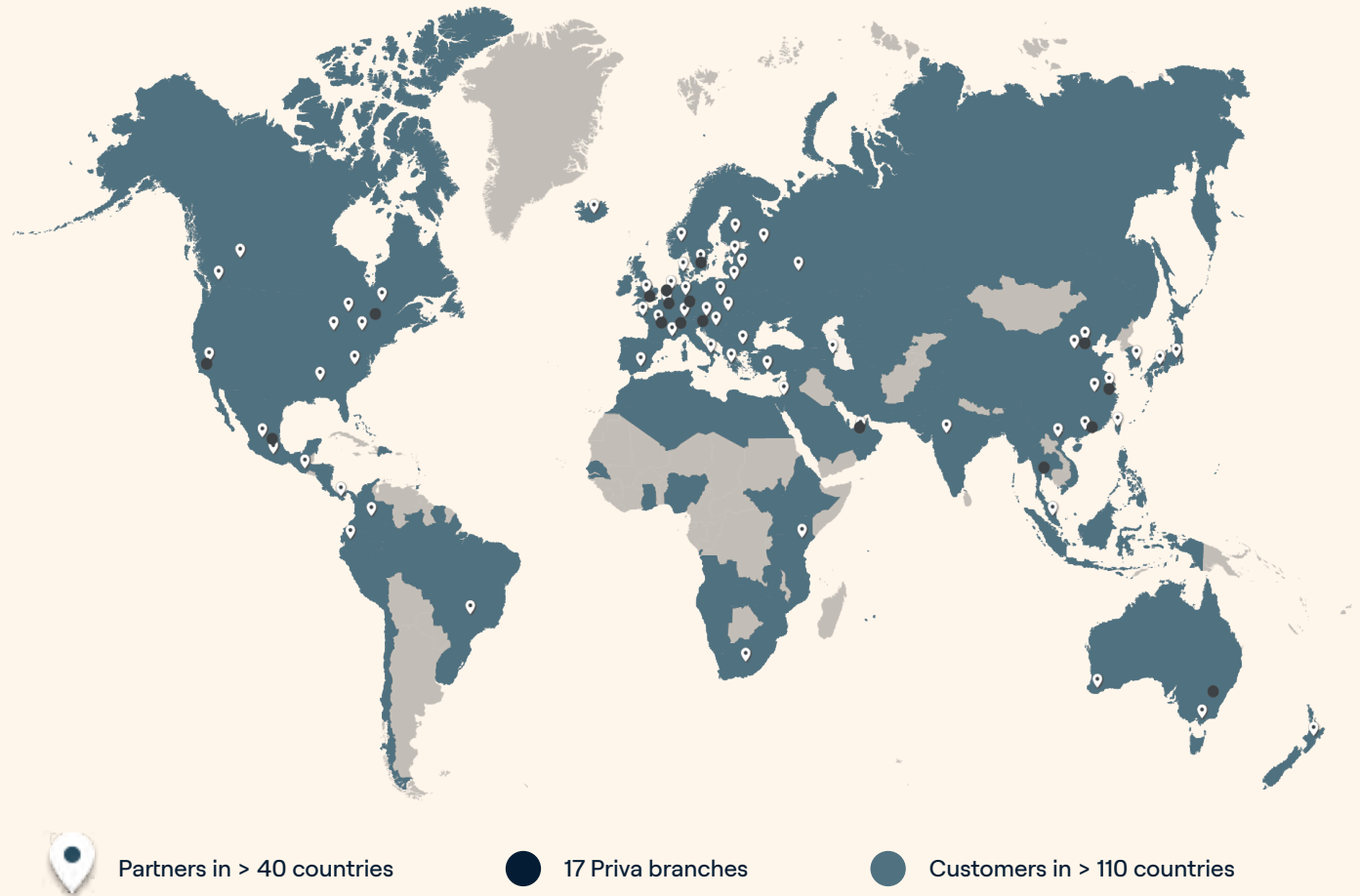
Horticulture

Modern greenhouse technology is empowering you to produce fresh, safe, and healthy food in a smart and sustainable way. All-encompassing control over crop conditions, at any time, and from anywhere, is proving to optimize production, maximize yield, improve quality, and reduce the cost of resources like water, energy, and labor.

Building management

Building technology creates healthier, more comfortable workplaces, schools, hospitals, hotels, and public buildings. Our systems deliver a healthy indoor climate for every building user while reducing the overall CO₂ footprint. In doing so, we support facility managers, building owners, and investors in creating energy-efficient, future-ready buildings where people truly thrive.

Priva's activities across the world





Sustainability journey

Sustainability is ingrained in Priva's core. It is embedded in how we develop technology, work with customers and Priva Partners, and think about long-term growth. Helping customers and Priva Partners achieve better results while using fewer natural resources has always been part of how we work. It continues to shape how we innovate, collaborate, and make strategic choices today.

Identifying key sustainability topics

In 2024, we added more structure by starting a double materiality assessment, often referred to as a "DMA". A double materiality assessment helps identify where sustainability matters most. It looks at two sides at once: how Priva affects people and the environment, and where sustainability developments may affect our business.

CSRD, the European Corporate Sustainability Reporting Directive, provides the reporting framework behind this work. Priva is not required to report under CSRD, but we chose to work in a CSRD-aligned way. For us, CSRD alignment is not the end goal. It is a tool that helps turn existing ambitions into clearer choices, measurable actions, and a shared direction for the years ahead. In 2025, we completed the reporting setup and started CSRD implementation.

The assessment combined desk research, surveys, interviews, and workshops. Topics were assessed on both impact and financial materiality, incorporating stakeholder input and management validation.

Double materiality assessment

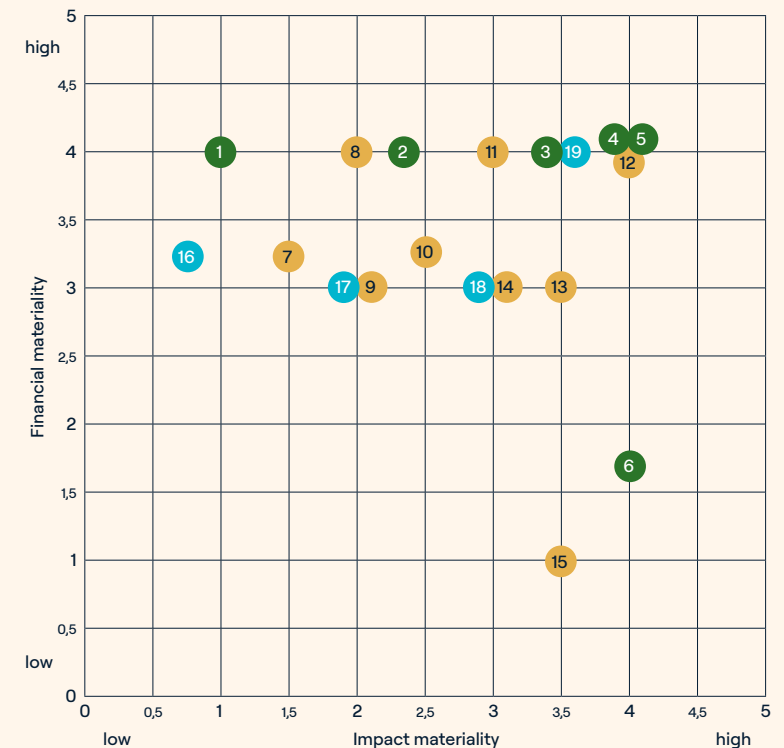
The double materiality assessment is structured along the three ESG dimensions: Environmental, Social, and Governance. The assessment incorporates input from internal and external stakeholder groups, including employees, management, customers, partners, suppliers, shareholders, and financiers. In 2026, Priva aims to obtain limited assurance on the double materiality assessment process to further enhance reliability and external validation.

Environmental

- 1 Resource outflows related to products and services - ESRS E5
- 2 Resource inflows - ESRS E5
- 3 Product environmental impacts - *Company-specific*
- 4 Climate change adaptation - ESRS E1
- 5 Climate change mitigation - ESRS E1
- 6 Energy - ESRS E1

Social

- 7 Access to products and services - ESRS S4
- 8 Access to quality information - ESRS S4
- 9 Diversity - ESRS S1
- 10 Training and skill development - ESRS S1
- 11 Work-life balance - ESRS S1
- 12 Health & safety - customers and end-users - ESRS S4
- 13 Health & safety - own workforce - ESRS S1
- 14 Working time - ESRS S1
- 15 Adequate wages - ESRS S1



Governance

- 16 Sustainable procurement - *Company-specific*
- 17 Cyber and information security - *Company-specific*
- 18 Corporate culture - ESRS G1
- 19 Industry, innovation and infrastructure - *Company-specific*

Our impact

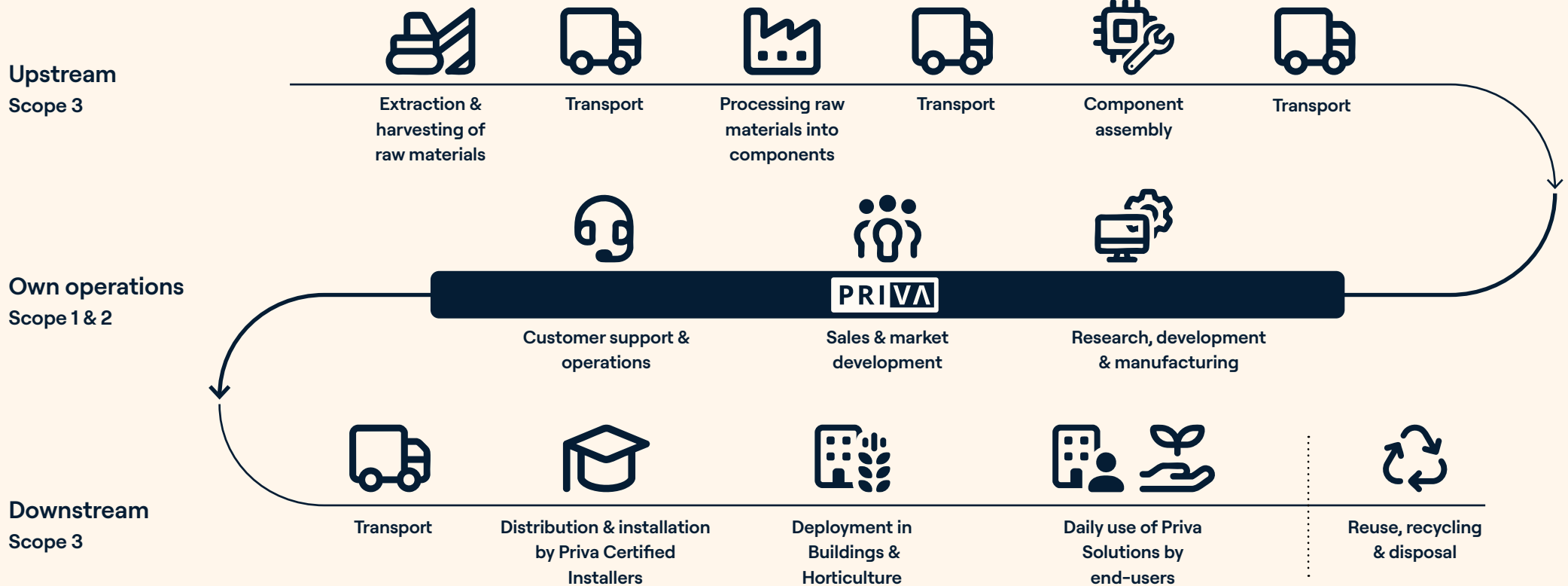
Our value chain

Priva's impact doesn't start at our front door and it doesn't stop there either. From the suppliers who provide raw materials to the people who use our solutions daily, the full chain shapes how we create value. Understanding that chain helps us make better decisions about where to focus our sustainability efforts.

Scope and emissions across the chain

Upstream and downstream activities generate Scope 3 emissions. Our own operations generate Scope 1 and 2 emissions. For a full emissions breakdown, please [see page 14](#).

Priva's value chain



Strategic sustainability topics

The double materiality assessment identified 19 material topics across Priva's sustainability agenda. Not all topics can move forward at the same pace. That is why we selected five strategic topics for 2025, creating focus for the first steps from ambition to policy, action, and measurement.

Starting with five topics

Although all these 19 topics are material and strategically important, we started with five selected topics. The selected topics help us build structure, create focus, and discover what works as we continue developing our sustainability approach. Some material topics are closely related and therefore grouped under one strategic topic: Own workforce.

These five topics were selected based on a combination of materiality score, strategic relevance, Priva's ability to influence them, data maturity, and feasibility for 2025–2026. We aim to cover all 19 material topics in the coming years.

These five strategic topics show where we started building more structure in 2025:



Product
environmental
impacts



Access
to quality
information



Cyber and
information
security



Company
culture



Own
workforce

Discover more about each topic on the following pages, or click on the icons.

CSRD-aligned sustainability governance

We want to embed sustainability consistently in Priva's strategy, decision-making, risk management, performance oversight, and reporting. In 2025, we started developing a CSRD governance structure policy. This policy defines how sustainability becomes part of governance and decision-making, with clear attention to stakeholder engagement, in line with the EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Sustainability governance is being embedded through Executive Management Team accountability, topic ownership, and further integration into risk and performance management in 2026.

Our business model and strategy form the basis of this policy. They guide how we address sustainability challenges and strengthen governance in support of long-term value creation. In 2026, we aim to complete the CSRD governance structure policy.



Product environmental impacts

Across Priva's full product portfolio, from horticulture to building automation, Priva solutions are built to drive positive environmental impact. In greenhouses and buildings, Priva technology reduces critical resource use while improving daily operations. That impact matters for creating more sustainable ways of growing, working, and managing indoor environments.

Efficient use of critical resources

Priva's horticulture intelligent climate control solutions are at the heart of sustainable horticulture. Through precise climate control, they contribute directly to reduced resource consumption: less energy, less CO₂, and less water needed to maintain optimal growing conditions. By enabling growers to maximize production in a resource-efficient way, our solutions play an active role in supporting global food security. Our water solutions strengthen this further. They focus on reducing overall water usage and

responsible wastewater management, helping growers minimize their environmental footprint across the full resource cycle.

Priva's smart building automation solutions reduce energy use through granular climate control. Heating, cooling, ventilation, and lighting are automatically adjusted based on the actual occupancy and real-time conditions. This improves comfort, cuts unnecessary energy use, and helps organizations meet stricter requirements such as the Energy Performance of Buildings Directive (EPBD).

Our energy solutions build on that by helping customers optimize energy use in horticulture and buildings. They support using energy at the right time and for the right purpose, based on actual demand and available energy sources.

Looking ahead

Within this broader topic, the current focus is on water and energy solutions. In 2026, we will complete the ambition, policy, action plan, metrics, and targets for these product groups.

Ambition

We are building the broader ambition for product environmental impacts in stages, starting with water and energy solutions. In 2026, we will define ambitions for both product groups, while continuing work on a broader ambition for all product groups.

Progress per 31-12-25

- ⌘ Strategic ambition
- ⌘ Metrics
- ⌘ Policy
- ⌘ Targets
- ⌘ Action plan

📅 Done 🔄 In progress ⌘ To do

“Helping customers use critical resources more wisely has been part of our core for many years. What changes now is how clearly we define that impact.”

Natasa Jovanovic, Chief Product and Technology Officer and Executive Management Team Member





Access to quality information

Clear information helps people get the most out of Priva technology. Installers, Priva Partners, advisors, facility teams, and end-users need easy access to information they can trust. Internally, shared knowledge helps us work consistently and learn from each other across products and markets.

Making knowledge easier to access

Existing tools such as support portals, product platforms, and training programs remain central to how we share knowledge. The Priva Academy, for example, helps colleagues, customers, and Priva Partners build knowledge through training, testing, and certifications. In 2025, we trained more than 250 Priva Certified Engineers across our network. We also defined a policy and action plan to make these tools easier to access and improve the quality of information.

A key part of this is making knowledge less dependent on individuals and easier to share across teams. Clearer product information and support help our customers find answers more independently, while reducing pressure on internal teams.

This also strengthens service quality. When customers and Priva Partners quickly find reliable information, they can apply our solutions with more confidence and make even better use of them.

Looking ahead

We are preparing a renewed customer portal, starting in the Netherlands and later expanding internationally. Alongside product information, the portal will also offer broader knowledge on market developments and regulations.

In 2026, we will complete metrics and targets for this topic. We also continue exploring how AI can help people find the right information faster and more easily.

Ambition

We aim to develop a structured product information architecture, with a unified line in policy, accessibility, and application. The goal is to improve consistency and efficiency in internal processes, while also improving the quality and usability of information, enabling all domains to support customers with the same clarity and care.

Progress per 31-12-25

- | | |
|--|---|
| ☒ Strategic ambition | ☒ Metrics |
| ☒ Policy | ☒ Targets |
| ☒ Action plan | |
| <hr/> | |
| ☒ Done | ☒ In progress |
| ☒ To do | |

“There already is a huge amount of information available. What matters is offering the right information in a way that people can easily access and use.”

Peter Vandendriessche, Managing Director of Priva Building Automation and Executive Management Team Member



Cyber and information security

Every day, people rely on Priva systems to manage buildings, protect crops, and keep operations running. That makes cyber and information security essential, both inside our own organization and in the products we develop. Colleagues, customers, and Priva Partners need to know that data is protected, and that our systems are designed with security in mind.

Strengthening internal and product security

Cyber and information security is part of sustainability because it strengthens our resilience, supports business continuity, and protects sensitive data. In 2025, we made a clearer distinction between internal information security and product security. Internal security focuses on cyber-security awareness, protecting our own systems, employee data, and daily operations. Product security focuses on the digital solutions we develop for customers and Priva Partners.

To strengthen both areas, we created a dedicated Information Security and Data Governance team and introduced secure-by-design more clearly into our product development process. This means security is considered from the start, rather than added later in the development process.

International standards also matter. Certifications such as ISO 27001 strengthen trust in our digital services and play a growing role in conversations with customers.

We also tested awareness in practice. For example, the executive management team took part in a cyber-attack simulation to strengthen decision-making and response under pressure.

Looking ahead

In 2026, we will continue embedding secure-by-design in product rollouts and strengthen the Information Security capabilities within the Product Development team. We are also developing a broader cyber and information security policy and action plan, while metrics and targets will follow later in the year.

Ambition

We aim to strategically deliver secure-by-design digital solutions that transparently manage external cybersecurity risks, protect stakeholder data, and support sustainable digital trust in line with international security standards and CSRD reporting obligations.

Progress per 31-12-25

Strategic ambition Metrics
Policy Targets
Action plan

Done In progress To do

“For us, cyber and information security goes beyond compliance. It is part of building a resilient company that colleagues, customers, and Priva Partners can rely on.”

Thomas Lundell, Chief Financial Officer and Executive Management Team Member





Company culture

Culture starts with a shared belief in what we want to achieve. Many colleagues join Priva because they connect with our purpose and want to contribute to it in their own way. Our culture shapes how we work, how we collaborate, and how we stay connected across teams, domains, and countries.

Shared values in daily work

In 2025, we made our values and the behavior behind them more visible in daily work. We gave existing values new energy, with more attention to how they guide decisions, cooperation, and ownership.

This builds on existing initiatives such as One Priva, which connects people, knowledge, and ideas more closely across the organization. We also made our values easier to recognize in daily choices and conversations across teams, creating more shared language in how we work together.

At the same time, we started developing the policy, action plan, and metrics for this topic. This framework strengthens the culture we already have and improves how we work together more successfully and efficiently. A shared culture keeps people connected, makes working across teams easier, and keeps everyone moving in the same direction as Priva grows.

Looking ahead

In 2026, we continue translating values into daily behavior, with extra focus on the value *Make it happen*. We want everyone at Priva to understand our company culture and the behaviors we expect from one another.

We will also start developing targets for this topic. In three years, we want the behaviors we have defined on paper to be the same as those visible in daily work.

Ambition

Priva aims to contribute to a sustainable world where a growing global population can work and live healthily and comfortably. Priva empowers entrepreneurs and their organizations to optimize climate, energy, and water performance, enabling growth, resilience, and efficiency while creating a cleaner, more sustainable world through innovation, collaboration, and scalable global solutions. With a strong emphasis on food security and energy transition. In short: Creating a Climate for Growth.

Progress per 31-12-25

- Strategic ambition
- Metrics
- Policy
- Targets
- Action plan

-
- Done
 - In progress
 - To do

“Many people at Priva are driven by what they want to contribute. That shared belief creates energy, curiosity, and a strong sense of unity.”

Meiny Prins, CEO Priva





Own workforce

Priva's global workforce brings together people with different expertise, backgrounds, and experience. Specialist knowledge and curiosity shape how we work every day. Creating the right conditions for people to stay healthy, keep learning, and grow over time keeps colleagues engaged and connected to their work.

Creating room to learn and grow

In 2025, we laid the foundation for several next steps in how we organize support for our global workforce. We started preparing a renewed performance management approach, with clearer alignment between development, expectations, and contribution. This connects to a global job framework and reward policy that create more consistency across roles and countries.

We continued investing in learning and development and gave colleagues room to build new skills, move into

different roles, and keep adapting over time. At Priva, many people grow through different positions during their career and continue building specialist knowledge across teams and disciplines.

We also kept investing in wellbeing through healthy food, fitness facilities, and practical support that encourage healthy choices at work. This creates the working environment we want to offer: safe, supportive, and connected.

At the same time, we completed the policy and action plan for this topic and brought existing efforts together. These steps keep people engaged, retain knowledge, and strengthen long-term employability.

Looking ahead

In 2026, we continue bringing existing policies and initiatives together, with a focus on learning and development, including self-directed learning, employability, and craftsmanship. Secondly, we shall further invest in leadership. Thirdly, we will promote fair rewards by recognizing both performance and growth.

Ambition

We aim to be a great place to work by creating a supportive environment where employees feel valued, safe, and connected. Where people and performance thrive together, and where we enable growth of our colleagues, our leadership, our organization, and our impact.

Progress per 31-12-25

📅 Strategic ambition 🔄 Metrics

📅 Policy 🔄 Targets

📅 Action plan

📅 Done 🔄 In progress 🔄 To do

“People stay engaged when they can keep learning, use their knowledge, and contribute in ways that give energy and satisfaction.”

Esther Burger, Director Human Resources and Executive Management Team Member



Reporting scope and boundaries

The scope of this report is global and includes all entities in which Priva holds a controlling interest (>50%). Where full global data coverage has not yet been achieved, this is explicitly disclosed in the respective sections with an *.

		2024	2025
Environmental			
Emissions	Total emissions – location-based (tCO ₂ e)	17,072	12,968
	Total emissions – market-based (tCO ₂ e)	16,633	12,648
	Scope 1 emissions (tCO ₂ e)	178	381
	Scope 2 emissions – location-based (tCO ₂ e)	506	452
	Scope 2 emissions – market-based (tCO ₂ e)	67	131
	Scope 3 emissions (tCO ₂ e)	16,387	12,135
Energy	Total energy use (MWh)	1,889	2,106
	Renewable energy (MWh)	1,725	1,619
	Non-renewable energy (MWh)	164	488
Circularity *	Total waste (tonnes)	86.5	84.7
	Recycling percentage	31.4%	32.9%
Social			
Workforce	Workforce (total)	549.8	547.4
	Full time employees (FTE)	495.1	500.5
	Contracted	54.7	46.9
Male/female ratio	Male/female ratio	78/22%	77/23%
	Male/female ratio senior management	88/12%	83.3/16.7%
Wellbeing	Absenteeism *	3.7%	4.3%
	Employee turnover	12.9%	18.4%
Training	Training hours Priva Certified Engineers	15,359	16,758
Governance			
	Male/female ratio board	50/50%	50/50%

* This figure reflects Dutch data only

	Tonnes CO ₂ e	% of total CO ₂ emissions
CO₂ emissions 2025 per category		
1.1 Stationary combustion	63	0.5%
1.2 Mobile combustion	318	2.5%
2.1 Use of electricity – location-based	452	3.5%
2.1 Use of electricity – market-based	131	1.0%
3.1 Purchased goods and services	11,342	87.5%
3.2 Capital goods	338	2.6%
3.3 Fuel- and energy-related activities	147	1.1%
3.5 Waste	0	0.0%
3.6 Business travel	308	2.4%
	Tonnes	% recycled of total waste
Circularity 2025 per category *		
Confidential paper	0.3	0.4%
Food waste / leftovers	3.7	4.4%
Residual waste	43.62	51.5%
Plastic and Beverage Cartons	1.65	1.9%
Paper/cardboard	17.5	20.7%
Empty packaging	0	0.0%
Glass	0.5	0.6%
Organic waste	5.23	6.2%
Electronic waste (WEEE)	0	0.0%
B wood	12.2	14.4%
Batteries and accumulators	0	0.0%



Growing a more sustainable world together

This report reflects where Priva stands today and the work that still lies ahead.

In 2026, in line with the priorities outlined across our strategic topics, we will focus on defining clear KPIs and targets, quantifying the impact of our products more concretely, and formalizing the associated governance structure through clearer roles and integration into planning, risk, and internal control to support consistent steering and accountability. This report is prepared on a voluntary basis and is not subject to statutory CSRD reporting requirements.

Sustainability is a shared journey, and your questions, ideas, and perspectives help us to keep moving forward. Please contact us at CSRD@priva.com.

Notes on performance data

Calculation methodology GHG emissions

This GHG emissions inventory is in conformance with the GHG Protocol Corporate Standard, the GHG Protocol Scope 2 Guidance, and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The GHG Protocol is the internationally accepted standard methodology for preparing a GHG emissions inventory for organizations and companies. It also forms an important basis for reporting greenhouse gas emissions under ESRS E1 Climate Change, as part of the Corporate Sustainability Reporting Directive (CSRD).

Colophon

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The Netherlands
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This annual Impact Statement was prepared under the responsibility of Priva.

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June 2026

Strategy, text, and data

Priva

CSRD reporting framework, DMA, and value chain

Intire

Concept, text, and design

Springfish

Photography and icons

Priva

Visualizations

Springfish





**The Experts'
Choice**

www.priva.com