
CONSOLIDATED SUSTAINABILITY REPORT

PURSUANT TO LEGISLATIVE DECREE 125/2024

1. GENERAL INFORMATION

1.1 ESRS 2 General information

1.1.1. Introduction

The Consolidated Sustainability Report (the "Report") of Antares Vision S.p.A. ("Antares Vision", "the Company" or the "Parent Company") has been prepared in accordance with Decree Law 125/2024 (the "Decree") which transposed EU Directive 2022/2464 Corporate Sustainability Reporting Directive ("CSRD") into Italian law.

Antares Vision S.p.A. draws up the Consolidated Sustainability Report in accordance with the European Sustainability Reporting Standards (ESRS) issued by EFRAG (European Financial Reporting Accounting Group), for the period from 1 January to 31 December 2024.

The Report was approved, together with the Report on Operation, by the Board of Directors of Antares Vision S.p.A. on 27 March 2025. The Risk Control and Related Parties Committee examined the general approach of the Report, as well as the completeness and transparency of the information, issuing a non-binding preliminary opinion for approval by the Board of Directors. The Board of Statutory Auditors, in its capacity as the Internal Control and Audit Committee, informed the Board of Directors of the outcome of the certification of the Financial Reporting Manager, monitored the sustainability reporting process, checked the effectiveness of the internal quality control and risk management and internal audit systems relating to the Report and monitored the certification of compliance and independence of the auditing firm.

The Report has been subjected to limited assurance (certification of compliance) by the sustainability auditor, Ernst&Young S.p.A.

1.1.2. Reporting principles

1. 1.1.2.1.BP-1 – General principles for the preparation of sustainability reports

The Sustainability Report has been drawn up on a consolidated basis. The Group, already subject to Legislative Decree 254/2016, has drawn up the Sustainability Report in compliance with Legislative Decree 125 of 2024, which implements the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

All data and information included in this document have been assessed as material, based on our double materiality assessment (DMA), or of strategic importance.

As this is the first year for Antares Vision Group to report under the new ESRS reporting principles, some historical figures are not available. Historical information is lacking if the metrics were first reported in 2024 or were adjusted according to ESRS-aligned accounting policies. In such cases, information that is not available has been marked with an asterisk.

The figures in this sustainability report are based on the same scope of consolidation as the Consolidated Financial Statements at 31 December 2024, as per the following table which indicates the business model of the various companies:

Antares Vision Group Company	Business model
Antares Vision S.p.A.	Production and assembly
FT System S.r.l.	Production and assembly
FT System Hexagone Sarl	Commercial
FT System North America LLC	Commercial
IMAGO TECHNOLOGIES GmbH	Production
ANTARES VISION NORTH AMERICA LLC	Commercial
APPLIED VISION CORPORATION	Production and assembly
RFXCEL CORPORATION	Software
RFXCEL LIMITED	Software
ANTARES VISION GmbH	Commercial
ANTARES VISION FRANCE SAS	Commercial
TRADETCITY	Software
TRADETCITY SERVICES	Software
ANTARES VISION DO BRASIL	Production and assembly
ANTARES VISION IRELAND LTD	Commercial
ANTARES VISION ASIA PACIFIC LTD	Commercial
ANTARES VISION INDIA	Production and assembly

ACSIS INC.	Software
ANTARES VISION (THAILAND) CO., LTD	Commercial
WAVISION	Commercial
AV ELECTRONICS	Production
SMARTPOINT	Software
ANTARES VISION KOREA	Commercial
AVI EXCELLENCE PRIVATE	Commercial
SMARTPOINT GmbH	Software
ANTARUIXIN TECHNOLOGY Co., Ltd	Production and assembly

If for some data points the data collection perimeter was different, they are indicated with reference to the business model reported in the table in the various sections of this sustainability report.

No information has been omitted for reasons of confidentiality, classification or sensitivity.

The sustainability disclosure is extended to the Group's value chain upstream and downstream of Antares Vision's activities, limited to the impacts, risks and opportunities (IROs) considered in the double materiality analysis and qualitative data points, with the exception of Scope 3 for which the data point is quantitative.

The Group has not taken advantage of the option allowed under ESRS 2 to omit sensitive intellectual property information, know-how or results of innovation projects, nor to omit the disclosure on information of developments or matters under negotiation, as envisaged in Articles 19 bis.3 and 29bis.2 of Directive 2013/34/EU.

2. 1.1.2.2.BP-2 – Information in relation to specific circumstances

Forward-looking information has been prepared on the basis of assumptions regarding events that may occur in the future and possible actions that will be implemented by the Group. The time horizons are consistent with the definitions used in the preparation of the Consolidated Financial Statements at 31 December 2024 and coincide with those defined by ESRS 1:

- Short term: within one year
- Medium term: from two to five years
- Long term: beyond five years

The metrics reported here do not include data from the upstream and/or downstream value chain of the Antares Vision Group's activities. However, Scope 3 emissions have been calculated, which also include figures related to the Group's value chain activities. The data for these metrics were collected with the level of accuracy necessary

to provide a reliable representation of indirect greenhouse gas emissions. With estimates used for Scope 3 emissions. Additionally, value chain data is subject to greater inherent limitations than Scope 1 and 2 data.

The waste data include uncertainties in the estimate by Applied Vision, AV Brasile, Av India and Av Electronics as they were determined through the purchase data of certain materials and a percentage taken from other similar Group companies was applied.

The changes relating to the preparation and presentation of sustainability information compared with the previous period (2023) necessarily derive from the adoption of ESRS and the differences between them and the GRI standards applied previously.

The Group does not apply any reporting standards other than ESRS.

1.1.3. Governance

3. 1.1.3.1.GOV-1 – Role of the administrative, management and control bodies

Antares Vision S.p.A. is organised according to the traditional model of administration and control. Its corporate governance structure is made up as follows:

- Shareholders' Meeting, able to resolve on the matters foreseen by law and the articles of association;
- Board of Directors, which is responsible for managing the Company;
- Board of Statutory Auditors, which has been delegated the supervisory function;
- Board Committees:
 - Appointments and Remuneration Committee;
 - Control, Risk and Sustainability Committee;
 - Related-Party Transactions Committee;
- Supervisory Board;
- Independent Auditors;

The Company has adhered to the current Corporate Governance Code of listed companies, in its version of January 2020 (Code - Italian Stock Exchange), approved by the Corporate Governance Committee and promoted by Borsa Italiana, ABI, Ania, Assogestioni, Assonime and Confindustria.

Board of Directors

On 10 July 2024, the Shareholders' Meeting appointed the new Board of Directors of Antares Vision with the list voting mechanism, also setting the number of members at eleven.

The following table shows in detail the composition of the current Board of Directors, in office as of 31/12/2024, with an indication of the members and the type of assignment (executive or non-executive):

Board of Directors		
Name and surname	Office	Type of assignment
Emidio Zorzella	Chairman	Executive
Gianluca Mazzantini	Chief Executive Officer (CEO)	Executive
Massimo Bonardi	Managing Director	Executive
Giovanni Crostarosa Guicciardi	Deputy Chairman / Managing Director	Non-executive and independent
Fabio Forestelli	Director	Executive with powers in the subsidiary FT System S.r.l.
Vittoria Giustiniani	Director	Non-executive and independent
Antonella Otero Ambriola	Director	Non-executive and independent
Alessandra Bianchi	Director	Non-executive and independent
Antonella Angela Beretta	Director	Non-executive and independent
Mariagrazia Ardissoni	Director	Non-executive and independent
Paolo Silvio Tanghetti	Director	Non-executive and independent

There are no workers or workers' representatives on the board.

Below is the main information relating to the experience of the members of the Board of Directors with respect to the sectors, products and geographical areas of the issuer:

EMIDIO ZORZELLA

Chairman

In the years following his degree in electronic engineering, with a specialisation in optoelectronics, he was a researcher and the author of numerous scientific publications in the field of 2D and 3D vision systems, including an international patent for the optical measurement of surface roughness. In 1998 he co-founded Semtec S.r.l., an academic spin-off for the development of innovative vision systems. In 2000, he began collaborating with the IMA Group for inspection systems aimed at ensuring safety in the pharmaceutical sector. In 2003, he collaborated with the Ministry of Health to develop a Track & Trace system to be implemented across the entire pharmaceutical supply chain. From the combination of these experiences, in 2007 he founded Antares Vision, a global partner for inspection systems and Track & Trace solutions, especially for pharmaceutical companies.

GIANLUCA MAZZANTINI

Chief Executive Officer (CEO)

A successful CEO with a proven track record of mergers and acquisitions, turnarounds and global expansion initiatives within large multinational corporations – including in relationships with family members of family-owned and publicly traded companies – and with deep expertise in the highest value issues for mid-sized companies, including experience as a business owner.

As CEO of the Wire, Cable and Accessories Division of the Elsewedy Electric Group (2.9 billion dollars in revenue and 9,500 employees), he initiated and led the transition from a group of separate companies to a unified entity. In detail, it implemented a new centralised organisational structure and management system – including hierarchy, decision flows, KPIs, data collection, processes and management tools - along with M&A activities, also undertaking a significant cultural transformation to address cultural resistance, which was rooted in a strong family presence and a prolonged lack of dynamism within the company.

As CEO of Prysmian Automotive BU, he initially strengthened the company's global leadership in the wire and cable industry by leading the acquisition and merger of Draka. Subsequently, he managed a second key strategic move, involving the acquisition and merger of General Cable, which further consolidated Prysmian's status as a global leader, with BU revenues of Euro 850 million and a workforce of 2,300.

MASSIMO BONARDI

Executive Director with delegated powers (CTO)

Born and raised in Montisola, where he lives, he graduated from ITIS in electronics. He did mechanical engineering in Brescia and, subsequently, the Polytechnic of Milan, continuing his studies in electronics. Before founding Semtec S.r.l. together with Emidio Zorzella, he worked in an electronics laboratory at the University of Brescia, developing sensors for the control of manufactured goods at the end of production. He has worked on the development of numerous control systems for industrial products (pharmaceuticals, food & beverage, automotive, tobacco), based on artificial vision and special sensors. In 2007 he focused on the pharmaceutical sector, founding Antares Vision together with Emidio Zorzella.

GIOVANNI CROSTAROSA GUICCIARDI

Deputy Chairman / Managing Director

Born in Rome on 3 May 1965, he graduated in Business Economics from Bocconi University in Milan. Registered with the Order of Chartered Accountants and Accounting Experts of Milan and in the Register of Legal Auditors, he is a director and member of the Board of Statutory Auditors of listed and unlisted banks, finance companies and industries, with a specific focus on the world of venture capital and fintech. Among other things, he is a

member of the Board of Directors of Banca PSA Italia and Digital 360, as well as a member of the Board of Statutory Auditors of LVenture Group.

He mainly deals with corporate governance issues, technical consultancy in civil and criminal litigation and assistance in defining family structures.

As a member of the governance of listed companies and large enterprises, he has approved Non-Financial Statements / Sustainability Reports in compliance with both the GRI and ESRS standards. He has also participated in several seminars and training courses promoted by the "Big Four" and by Bocconi University.

FABIO FORESTELLI

Executive Director

Having graduated as an electronics engineer in 1991, in 1998 he began his entrepreneurial experience by founding FT System S.r.l. in partnership with Ferdinando Tuberti. During the initial stages of the company's development, he ran all of the commercial, technical and organisational aspects of the business. In 2009, following the entry of FT System into the Arol Group, he stayed with the company as a minority shareholder, maintaining the role of FT System's CEO. In 2009, he took an active role in the foundation of the French subsidiary FT Hexagone, of which he is also the CEO. In 2011, he coordinated and supervised the acquisition of Lpro, a spin-off of the University of Padua, of which he became CEO. He then personally followed its integration into the group, which ended with it being merged with FT System. Since 2012, he has been a member of several strategic committees of the Arol group and has worked continuously on the development and consolidation of FT System's business units in the United States and Latin America, also as Chairman of FT System North America LLC, as well as in India, China, Spain and the United Kingdom. In September 2019, as part of the acquisition of FT System by Antares Vision, he sold his minority stake in the company to AV, while maintaining his position as CEO of the company.

ANTONELLA ODERO AMBRIOLA

Non-Executive and Independent Director

C-Level Senior Executive with 30 years of experience in IT and Telecommunications in multinational companies. Her areas of expertise include strategy, technology and innovation.

Graduated with honours in Mathematics, she began her career as a researcher in Olivetti's Research & Development Centre and continued in telecommunications companies (Vodafone, H3G, WindTre) with involvement in start-ups and M&A. In her role as CIO and CTO she led complex Digital Transformation projects with a particular focus on process and platform automation using Artificial Intelligence, Big Data and catalysing the ecosystem of innovation, quality improvement and efficiency raising.

She has vast experience of managing large teams (2000+ FTE), coaching and talent development. Additionally, she has excellent communication, problem solving and negotiation skills. A strong supporter of Diversity & Inclusion.

She took part in training courses organised by WindTre for its employees and was subsequently among the managers who contributed to the creation of the materiality matrix and the selection of KPIs and the implementation of some of them (including energy saving, training, DE&I).

Independent director in public and private companies.

Member of Valore D and NedCommunity.

Alumna of InTheBoardroom and Luiss-Board Academy.

ALESSANDRA BIANCHI

Non-Executive and Independent Director

Born in Como on 11 August 1974, Alessandra Bianchi graduated with honours in Business Economics in 1999 from Bocconi University in Milan. She began her professional career as a senior analyst at Server S.r.l., a management consulting firm, and from 2001 to 2006 worked as a senior analyst in the Equity Capital Markets division of Interbanca S.p.A., where she worked on several IPOs. From 2006 to 2011 she served as investment manager of the private equity fund IPEF IV at BS Investimenti SGR S.p.A. and from 2011 to 2022 worked as portfolio manager of the private equity fund Amber Energia at Amber Capital Italia SGR S.p.A., where she was also a buy-side analyst for the funds managed by Amber Capital. She was promoter of the SPACs Capital For Progress 1 and Capital For Progress 2. Since 2017 she has been CEO of Calcio Padova S.p.A. and independent director of Italian listed companies.

ANTONELLA BERETTA

Non-Executive and Independent Director

Born in Genoa on 1 June 1966. Married, with two children.

Degree in Business Economics from Bocconi University in Milan with full marks. Registered in the Register of Chartered Accountants of Milan since 1992 and in the Register of Auditors since 1996.

From 1990 to 2017 she worked as a consultant in support of strategic and management decisions of the owners and management at Vitale-Novello & Co., where she was a partner. In 2024, she studied ESG topics in greater depth thanks to courses organised by the MEF (Ministry of Economy and Finance) on sustainability reporting and certification.

Main areas of experience: administration and management accounting, tax and corporate law, ownership structures and governance, M&A, company valuations. She has held and holds corporate positions, as a member

of the Board of Statutory Auditors, member of the Supervisory Body pursuant to Legislative Decree 231/01, and non-executive board member.

MARIA GRAZIA ARDISSONE

Non-Executive and Independent Director

High school diploma in classical studies and a degree in Economics, Public Administration and International Institutions with specialisation in Healthcare Management at Bocconi University. Higher Education Courses at the University of Bologna and the School of Civil Economy. She gained certification as a Training Manager for Hospital Executives at Polis Lombardia (Training Academy for the Lombardy Social-Health Service) and subsequently the qualification of Qualified Specialist Management Trainer APAFORM, ASFOR Professional Association of Management Trainers (no. 632). A former university researcher, she has held senior roles in the Lombardy-Veneto Province of the Fatebenefratelli Hospital Order, serving as Executive and Administrator and General Manager at the Scientific Hospitalisation and Treatment Institute of the same institution, a national and international leader and excellence in the research and treatment of psychiatric illnesses and Alzheimer's. She now holds the role of Director of Academy – The School of Hospitality. Teacher, consultant and collaborator of the School of Civil Economy, she has gained significant experience in people management thanks to the skills acquired as a Business Coach in the development of Evolutionary Team Coaching. She believes deeply in anchoring the organisational dimension of the company to its identity and value dimension, interpreting management as a full expression of the company's identity and training management and collaborators in organisational conduct that respond to Values, Mission and Vision. Director and board member of various organisations. Speaker and moderator at conferences and seminars.

VITTORIA GIUSTINIANI

Lawyer at BonelliErede Law Firm - Practice Areas Corporate Law, Capital Markets, Public M&A, Corporate Restructuring. She was an equity partner of the Bonelli Law Firm from 1 January 2000 to 31 December 2024 and is currently "Of Counsel". She works in the Milan office. After graduating with honours in law in 1989 at the State University of Milan, she began her professional career in the office of Prof. Mario Casella of Milan, where she gained significant experience in the judicial sector and in corporate litigation.

She joined the Erede e Associati Law Firm in 1995, which became part of BonelliErede in 1999. She became a partner at the firm on 1 January 2000 and served in that capacity for 25 years, before becoming "Of Counsel" from 1 January 2025. Her focus now is ongoing consultancy to listed companies, with particular regard to aspects of corporate governance and compliance with regulations and best practices of public companies, as well as assistance in public M&A deals, IPOs, takeover bids and/or share exchange offers and placements of financial instruments.

She is also active in financial restructuring and corporate reorganisations. A member of NedCommunity, she has been repeatedly pointed out as one of the professionals with the skills and qualifications needed to form part of the management bodies of Italian companies, both private and public.

A member of the Sustainability Committee of Banca Finint, she has taken part in several induction sessions on ESG topics.

PAOLO SILVIO TANGHETTI

Non-Executive and Independent Director

Born in Milan on 29 November 1972. After graduating in Political Science, he began his career in 1998 as a Compensation Consultant at Hewitt Associates (now Aon), followed by various experiences in the Human Resources, Compensation & Benefits fields at Vodafone Italy, Zegna Group and Towers Watson. He joined the Parmalat Group in January 2011 and from November 2011 to 2019 held the position of Group Human Resources Director and was on the Boards of Directors of the main companies of the Group. He subsequently held the role of Executive Compensation Practice Leader in WTW Italy and Group Total Rewards and EMEA Regional HR Director in Datalogic S.p.A. Since 2021 he has been Head of Executive Compensation of Iveco Group NV.

The Board of Directors thus composed complies with the provisions regarding gender quotas in the corporate bodies of listed companies (art. 147-ter, paragraph 1-ter, of the CFA) and will remain in office until the approval of the financial statements at 31 December 2026.

BOARD OF DIRECTORS – Diversity (gender - age groups)					
Women	%	Men	%	Total	%
No. 5	45	No. 6	55	No. 11	
Under 30 years old	%	Between 30 and 50	%	Over 50 years old	%
-	-	-	-	11	100%

Note that 64% of the directors are independent as Giovanni Crostarosa Guicciardi, Antonella Otero Ambriola, Alessandra Bianchi, Antonella Angela Beretta, Mariagrazia Ardissoni and Paolo Silvio Tanghetti have declared that they meet the independence requirements of art. 148, para. 3, of the CFA and art. 2, Recommendation 7, of the Corporate Governance Code, while the Vittoria Giustiniani has declared that she meets the independence requirements of art. 148, para. 3, of the CFA.

The Board of Directors, which met on the same date, appointed Gianluca Mazzantini as the Company's Managing Director, also identifying him as Chief Executive Officer for the purposes of the Corporate Governance Code. As Chief Executive Officer of the Company, Gianluca Mazzantini has also been identified as the Director in charge of the internal control and risk management system, in compliance with the recommendations of art. 6 of the Corporate Governance Code.

In full continuity with the previous mandate, the Board has also granted powers of representation and internal delegation for high strategy to the Chairman Emidio Zorzella, also delegating powers for Research and Development to Massimo Bonardi who remains operational within the Group as Chief Technology Officer. With a view to further strengthening the governance structure of the Company, the Board of Directors has appointed Giovanni Crostarosa Guicciardi as Deputy Chairman, granting him certain powers – to be exercised in coordination with the Chairman – to ensure that the corporate governance system of Antares Vision functions properly.

Board of Statutory Auditors

The following table shows the current composition of the Board of Statutory Auditors:

Board of Statutory Auditors	
Name and surname	Office
Andrea Bonelli	Chairman of the Board of Statutory Auditors
Anna Maria Pontiggia	Acting Auditor
Giovanni Rossi	Acting Auditor
Gianluca Cinti	Alternate Auditor
Sara Fornasiero	Alternate Auditor

The Board of Statutory Auditors will remain in office for the years 2024-2026 and complies with the provisions regarding gender quotas in the corporate bodies of listed companies (art. 148, paragraph 1-bis, of the CFA).

Board Committees

On 10 July 2024 and with effect from the date of commencement of trading on the Mercato Telematico Azionario (MTA), the Board of Directors appointed the following committees:

- Control, Risk and Sustainability Committee;
- Related-Party Transactions Committee;
- Appointments and Remuneration Committee.

Control, Risk and Sustainability Committee

The Control, Risk and Sustainability Committee remains in office until the approval of the financial statements for the year ending 31 December 2026. It has the task of supporting the assessments and decisions of the Board of Directors relating to the internal control and risk management system and the approval of periodic financial and

non-financial reports, also in order to contribute to the sustainable success of the Company. It is made up as follows:

Control, Risk and Sustainability Committee (CRSC)	
Name and surname	Office
Antonella Angela Beretta	Chairman
Giovanni Crostarosa Guicciardi	Member
Vittoria Giustiniani	Member
Antonella Odero Ambriola	Member
Alessandra Bianchi	Member

Its members have adequate knowledge and experience in accounting, finance and risk management.

In particular, in assisting the Board of Directors, in accordance with the provisions of art. 6 of the Corporate Governance Code, the Committee:

- a) evaluates, having consulted the manager in charge of preparing the corporate accounting documents pursuant to art. 154-bis of the TUF, the Independent Auditors and the Board of Statutory Auditors, the correct use of the accounting standards and their homogeneity for the purposes of preparing the consolidated financial statements;
- b) evaluates the suitability of periodic financial and non-financial information to correctly represent the business model, the Company's strategies, the impact of its activity and the performance achieved;
- c) examines the content of periodic information of sustainability relevant for the purposes of the internal control and risk management system;
- d) expresses opinions on specific aspects relating to the identification of the main corporate risks and supports the assessments and decisions of the Board of Directors relating to the management of risks deriving from prejudicial facts of which the latter has become aware;
- e) examines the periodic reports and those of particular relevance prepared by the internal audit function;
- f) monitors the independence, adequacy, effectiveness and efficiency of the internal audit function;
- g) can ask the internal audit function to carry out checks on specific operational areas, notifying the Chairman of the Board of Statutory Auditors at the same time;

- h) provides support and advice to the Board of Directors regarding the activities and projects aimed at monitoring the Company's commitment to the creation of value over time for the majority of shareholders and all stakeholders within a medium-long term horizon and in compliance with the principles of sustainable development.
- i) As part of sustainability reporting, the Committee assists the Board of Directors in coordinating and supervising the process of identifying, assessing and prioritizing impacts, and in defining the material topics of the AV Group; this takes place through an internal analysis integrated with the direct involvement of stakeholders; the Committee periodically reports to the Board of Directors on its activities in this area.

ESG Global Team

In 2024, a team was established within the Group to deal with improvements in the Environmental, Social and Governance performance of Antares Vision Group by involving all of the major Stakeholders, starting with the Company's Employees and Collaborators. The ESG Global Team is made up as follows:

- CEO – to act as Chairman of the Committee
- Chairman of the Board of Directors - to act as Deputy Chairman of the Committee
- Group ESG Manager - to act as Secretary of the Committee
- Investor Relator – to act as Secretary of the Committee
- Global Management Team – representing the Business Areas and Corporate Functions
- Country Managers of the foreign companies, who can be supported by their own Champions.

Related-Party Transactions Committee

The Related -Party Transactions Committee remains in office until the approval of the financial statements for the year ending 31 December 2026 and is made up as follows:

Related-Party Transactions Committee (RPTC)	
Name and surname	Office
Antonella Angela Beretta	Chairman
Antonella Odero Ambriola	Member
Alessandra Bianchi	Member

This Committee is responsible for functions and tasks relating to transactions with related parties.

Appointments and Remuneration Committee

The Appointments and Remuneration Committee remains in office until the approval of the financial statements for the year ending 31 December 2026. It is responsible for assisting the Board of Directors in developing the remuneration Policy, submitting proposals or expressing opinions on the remuneration of executive directors and other directors holding specific positions, as well as on the setting of performance objectives related to the variable component of such remuneration, monitoring the actual application of the remuneration Policy and verifying achievement of the performance objectives. Periodically, it also assesses the adequacy and overall consistency of the remuneration Policy for directors and top management. It is made up as follows:

Appointments and Remuneration Committee (ARC)	
Name and surname	Office
Antonella Angela Beretta	Chairman
Antonella Odero Ambriola	Member
Vittoria Giustiniani	Member

Its members have adequate knowledge and experience in financial matters and remuneration policies:

Supervisory Board

The Supervisory Body of the parent company has been appointed and will remain in office until the approval of the financial statements for the year ending 31 December 2024. It is made up as follows:

SUPERVISORY BOARD (SB)	
Name and surname	Office
Francesco Menini	Chairman
Martina Monico	Internal Member
Silvia Baresi	Internal Member

Integration of the industrial plan with sustainability objectives

On 18 June 2024, the Board of Directors of the parent company approved the 2024-2026 Strategic Plan, which is based on a new organizational model based on four distinct CGUs (Cash Generating Units), supported by a new and more detailed financial and management reporting model. Under this plan, the Group will continue to commit to innovation, the development of products, services and software (SaaS/Smart Data) and the use of advanced technologies to increase the value perceived by customers (and end-consumers) towards an integrated and standardized end-to-end solution.

The industrial plan was also supplemented with targets and actions related to sustainability issues that are important for Antares Vision. Through the activities of the ESG Team formed by the management of the parent company and the main companies of the group, the actions and targets are periodically monitored.

Specific initiatives have been included in the budget, accompanied by detailed background indicators to measure progress and impact. Clear targets have been integrated into the MBO targets for top management, ensuring accountability and alignment with overall strategic objectives. Please refer to section 1.1.4.1. SBM 1- Strategy, Business Model and Value Chain.

The Board of Directors, supported by the Control, Risk and Sustainability Committee and the Chief Executive Officer, determines the availability of adequate knowledge and skills to oversee sustainability issues. In this regard, the deputy chairman Crostarosa Guicciardi and the directors Ambriola, Beretta and Giustiniani have consolidated experience in ESG issues. Moreover, at board meetings, in addition to progress reports, information was provided on sustainability issues, in particular on the CSRD regulation and the Double Materiality analysis, by the Key Advisory S.r.l. consultancy team, which supported the Company in compliance with the regulation and in drafting this sustainability report.

The skills available in Antares Vision at management (the managers for sustainability, quality, environment and safety, human resources, etc.) are sufficient and appropriate to manage the sustainability issues assessed as material by the double materiality analysis, as sufficient experience, training and awareness of the issues and regulations have been gained over the years. The Company also makes use of consulting firms and teams of multidisciplinary professionals, who are specialised in sustainability matters. Internal skills include those related to Quality, Safety and Environment (QSA), aspects relating to HR management and, in operations, those related to issues of the circular economy and the safety of the people who use Antares Vision machines sold to customers.

4. 1.1.3.2. GOV 2 – Information provided to the administrative, management and control bodies of the company and the sustainability issues addressed by them

The governance bodies described above meet periodically throughout the year to be updated on the impacts generated by the Company, on risk management and ESG opportunities, as well as to take decisions in relation to such matters. In case of need, these bodies are informed immediately and are ready to meet on an extraordinary basis.

The Group's Global ESG team was established and met officially for the first time at the end of July, since then it has met monthly for a total of 5 times.

Through monitoring and reporting activities, the bodies define the actions and strategy to be implemented in order to ensure correct management of the material issues that emerged during the analysis. In line with this, management periodically informs the governance bodies about the risk analysis, drawn up at the end of 2024, approved by the Board of Directors of the parent company and which will be monitored during 2025. The risk

analysis document is consistent with the Double Materiality Assessment (DMA) as the ESG risks shown in it are also represented in greater detail in the DMA.

With regard to the mapping and assessment of Impacts, Risks and Opportunities, management carried out a double materiality analysis through which it examined both the impact materiality, i.e. the effects that the Company has or could have on the environment and on people, including the repercussions on their human rights, connected to the Company's own activities and to the upstream and downstream value chain (inside-out) and the financial materiality, i.e. the risks linked to sustainability with negative financial effects that derive from environmental, social or governance issues that could negatively impact the Company's financial position, economic results and cash flows, access to financing or the cost of capital in the short, medium or long term (outside-in).

The governance bodies, during the reporting period, with the support of the ESG Team, have developed and approved an action strategy that considers the impacts generated, the scope and main characteristics of the risks identified, the internal control systems implemented and the targets to be achieved.

For details of IRO - Impacts, Risks and Opportunities please refer to section 1.1.4.3. SBM-3 – Material Impacts, risks and opportunities and their interaction with the strategy and business model.

5. 1.1.3.3.GOV-3 – Integration of sustainability performance in incentive systems

Remuneration Policy

With regard to incentive systems and remuneration policies, Antares Vision Group has given itself an Appointments and Compensation Committee and a Remuneration Policy, approved by the Board of Directors regarding the remuneration of the members of the Board of Directors, the Board of Statutory Auditors, General Managers (where applicable) and Key Management Personnel (KMP).

This Policy contributes to the corporate strategy, the pursuit of long-term interests and the sustainability of the Company and is determined taking into account the remuneration and working conditions of employees.

In detail, the remuneration Policy establishes guidelines to achieve a balance between the fixed and variable components, based on the Company's strategic objectives and medium-long term interests, also taking into account the sector of activity in which the Company operates and the characteristics of the business. The aim of this methodology is to avoid conduct that is not aligned with the creation of long-term value for the Company and the Stakeholders.

The measurability of the variable component of remuneration is strongly related to:

- the achievement of specific objectives and the Company's performance;
- consistency with the pursuit of the Company's long-term interests, guaranteed by the methods of payment of the variable part of the remuneration of Executive Directors, according to defined thresholds and limits;

- the contribution to corporate strategy and sustainability;
- the ability to establish scalar objectives, which make it possible to ascertain and reward the value of management.

The Board of Directors approves this Policy after consulting the Remuneration Committee. Among the individual targets of the CEO, KMP and other top managers, there must be at least one ESG target, the achievement of which has a 10% weighting in the variable component of remuneration.

For the sake of completeness, it should be noted that the individual targets (including ESG targets) of the top management called to manage a certain Unit - meaning indifferently the Function (e.g. Administration Finance Control, Human Resources, IT), the Business Area (LS&C, FMCG, Supply Chain Transparency, Service) or a Branch (a legal entity operating in a market / country) - become "Unit targets", i.e. targets that are the same for all employees who are members of the Unit concerned; these Unit targets are therefore added to the individual targets of said employees.

Below are the targets defined before the approval of Legislative Decree 125/24, which has incorporated the Corporate Sustainability Reporting Directive, included in the remuneration Policy approved in 2024:

- Increase the female manager component of the Group Management Committee (known as the "Global Management Team") to 20%
- Optimise the LIGHT Project (Lifescience Innovation Good Healthcare Technology) and the Robin AI project, i.e. to shed light together on the new generation of Health technologies based on reliable and ethical AI, from Biopharmaceuticals to Digital Healthcare and optimise a modular and flexible robotic inspection line for emerging production models in the pharmaceutical sector, with a low and very low hourly capacity and the need for tracking at the level of each single primary container;
- ERM (Enterprise Risk Management) strengthening and integration of ESG issues (risks and opportunities)
- Increase FT Italia's use of electricity from renewable sources to 80%
- Achieve at least 85% of the objectives in the "ESG – LTI scorecard" (see the table below)

ESG TARGETS	DESCRIPTION
I	Energy efficiency mapping and target setting for AVG's Italian companies
II	Mapping the effects of energy use of the Italian Data Centre
III	FT System's transition to 80% renewable/sustainable energy to increase the Group's share of energy from renewable sources through guaranteed origin contracts
IV	Mapping of materials used in the construction of hardware, reporting them in specific reports, identifying them [where possible] by origin, composition, toxicity, environmental impact

V	Definition of global QHSE policies and KPIs used for 2025
VI	Create tools (Global Intranet) and internal communication policies to improve employee engagement with particular attention to ESG issues
VII	Dissemination of the document entitled “Adoption of diversity, equity and inclusion and human rights policies” to 100% of the Group companies and implementation by employees
VIII	Re-balancing (increase) % female presence in managerial roles (Executives)
IX	Define a roadmap to achieve PDR 125 certification on gender equality
X	Completion of the second stage of the WHP project (year no. xx) 2)
	Analysis of Personal Protective Equipment used in the Group's plants and identification of potential improvements
XI	Collecting data on customers' complaints by amount to understand root causes and reduce social impact
	Reduce ticket count by 20% End Q4 2024 - Start Q1 2024
XII	Data security and privacy: define the roadmap for data security within the Group
XIII	Extension and administration of the supplier monitoring questionnaire on ESG aspects to the Group's strategic suppliers (to be identified) with coverage of 80% of the Group's perimeter in terms of turnover
XIV	Generate higher efficiency in inter-company commercial transactions to ensure greater financial sustainability
XV	Dissemination of the “anti-corruption” Policy to 100% of the Group companies and its implementation by local employees
XVI	ERM (Enterprise Risk Management) process structuring and integration of ESG issues (risk and opportunities)
XVII	Maintenance and development of collaborations (partnerships) with start-ups, companies, consortia, innovation hubs, university institutions and public and private research centres for the development of solutions capable of improving the solutions offers and their ability to generate positive social and environmental impacts (LIGHT project)

As part of the preparation for the 2023 Non-Financial Statement, the 27 objectives listed above were identified for the MBO (Management by Objectives) related to the material GRI (Global Reporting Initiative) topics. Each objective was assigned to a member of the management committee (GMT – Global Management Team), identified as the “owner” (responsible for its achievement). Each member of the GMT had at least one ESG (Environmental, Social, and Governance) objective for which they were the owner, included in the scorecard for

their incentive system (MBO), starting from the CEO, the Chairman of the Board of Directors, and the directors with delegation and strategic managers.

Seventeen of these were selected to form the ESG component of the Long-Term Incentive (LTI) scorecard for those executives and directors who were eligible for it (including the CEO and the Chairman). Specifically, the percentage of achievement of the objectives against the 17 identified targets had to reach at least 85% in total, and – individually – each objective had to exceed at least 80%.

6. 1.1.3.4. GOV-4 – Duty of care declaration

Within the following certifications:

- UNI EN ISO 9001:2015 Quality management system;
- UNI EN ISO 45001:2018 Occupational health and safety management system;
- UNI EN ISO 14001:2015 Environmental management system;
- ISO/IEC 27001:2013 Information security management system;

The companies involved, namely Antares Vision Italia with offices in Travagliato, Sorbolo, Dueville and Latina, as well as Rfxcel and Imago Technology with regards to ISO 9001 and 27001, carry out the following due diligence activities: implement, maintain and improve a safety system and an environmental system; ensure complete and correct compliance with applicable legal requirements; ensure that customers and Antares Vision comply with the essential requirements for the protection of sensitive data and information.

7. 1.1.3.5. GOV-5 – Risk management and internal controls on sustainability reporting

As part of the risk analysis process, conducted in the last quarter of 2024, which led to the approval of the Risk Assessment document by the Board of Directors of the Parent Company, no specific risks were identified relating to the reporting of data and information disclosed in the sustainability report as the Group had already had a structured data reporting process in place since 2021 which, in previous years, permitted the preparation of the non-financial statement in accordance with the Non-Financial Reporting Directive (NFRD).

However, in order to strengthen the internal control and risk management system on sustainability reporting, in response to the broader information requirements set by the CSRD directive, the parent company prepared on 18 December 2024 and sent to all Group companies a specific procedure ("AV Group Sustainability Reporting Instructions 2024") which establishes the responsibilities of data owners, the reporting rules and activities, the control system of the reporting process at the individual company level at local level, the system of representation letters, etc. Furthermore, this procedure indicates the methods of using the "Talentia" reporting software dedicated to the reporting of sustainability data and information. The update of this program carried out in 2024 was aimed at automating and making ESG reporting even more reliable in compliance with European standards. Specifically, it permits:

- The gathering of ESG data and financial reporting data on the same platform with a view to their integration

- Automatic control over data squaring
- Collaborative workflows and data validation
- Audit-trail traceability

Antares Vision believes that these procedural and IT tools, together with the control activities of the individual subsidiaries, backed by the representation letters signed by the local managing directors, confer further reliability to the internal control system which is appropriate and sufficient to mitigate the risks of incompleteness and inaccuracy of sustainability reporting. In particular, each entity received and signed specific instructions on the process, representatives of each company or cluster of companies were identified as online compilers of the reporting software and the data owners by filling in attribution forms and at the end of the data collection, each local CEO signed a letter of attestation confirming the reliability and accuracy of the data.

The analysis of the reporting system and the related internal control system is subject to periodic supervision and control by the Control, Risk and Sustainability Committee and the Board of Statutory Auditors of the parent company through periodic meetings with the sustainability manager and the Group CFO. During these meetings, when information was provided on the status of reporting and the related risks, the aforementioned bodies carried out appropriate investigations without raising objections.

1.1.4. Strategy

8. 1.1.4.1. SBM-1 – Strategy, Business Model and Value Chain

Antares Vision Group leads the digitalization of products and supply chains through traceability, quality control inspection and integrated data management. AV Group supports companies and institutions in guaranteeing safety, quality, efficiency and sustainability, enabling Trustparency®, transparency and trust).

AV Group operates in a variety of sectors: Life Sciences (pharmaceuticals, medical devices and hospitals), Beverage, Food, Cosmetics, Chemicals and Packaging, and potentially many others. In the pharmaceutical sector, Antares Vision Group is the world leader in drug traceability, with solutions used both by the world's leading manufacturers (50% of the top 20 pharmaceutical multinationals) and by government authorities.

Antares Vision Group stands out for its integrated technology portfolio in various areas:

QUALITY CONTROL INSPECTION

Antares Vision Group offers a wide range of inspection systems for quality control to detect defects at product, packaging and printed material level (e.g. labels) such as automatic machines or vision systems installed in line or off line, as well as laboratory instruments:

- Camera Based System (Visual Inspection for product and packaging, Smart Camera, Embedded Vision, SWIR camera, Hyperspectral NIR/VIS)

- Laser Absorption Spectroscopy (Pressure/Vacuum measurement, Head Space Gas Analysis, Leak detection (CCIT), Laboratory Instruments)
- High Voltage (Leak detection (CCIT), Laboratory Instruments)
- Sensor Based (Vacuum/Pressure Decay, Leak Detection, X-RAY and HF, CheckWeigh, Metal Detector, Event Based, Drying Systems, Conveying systems)
- Microwave technology

These solutions allow the inspection, transversal to all reference sectors, of the product for colour, shape, integrity, presence or absence of particles or components and distribution. In particular, these technologies allow product, packaging and printing inspection:

a) Inspection of the product for shape, colour, integrity, presence or absence of certain substances and distribution, through:

Camera Based Systems: product integrity, product characteristics (colour, shape, etc.), presence of foreign bodies and contaminants, position and orientation of product and packaging;

Microwave technology: foreign bodies and contaminants.

b) Inspection of packaging for integrity, completeness, matching, filling, closure, labelling, seal integrity, leaks through:

- Camera Based Systems: safety and quality of empty containers, container closure integrity (CCIT), label compliance and code reading, packaging compliance in its entirety;
- Sensor Based: Vacuum / Pressure Decay (VDLD/PDLD), Leak detection (CCIT), Physical Contaminants Detection (X-Ray), Filling Level/Volume (HF – X-Ray), product and packaging weight;
- Laser Spectroscopy / Absorption Spectroscopy: Pressure/Vacuum measurement, Head Space Gas Analysis, Leak Detection, Laboratory Instrument;
- Hyperspectral: Physical contaminants detection, Seal Integrity / Organic residual on surface, alcohol presence on surface, High Voltage Leak Detection.

c) Inspection of printed material: Data matrix reading, OCR, OCV, QR-Codes, alphanumeric codes, print quality control

TRACEABILITY

Antares Vision Group offers a complete and unique solution to guarantee complete, end-to-end traceability, from the product to the supply chain. Through stand-alone systems and machines during the production processes, which identify each product with a unique code, up to the monitoring along the supply chain. Traceability solutions include:

- Serialization

- Aggregation
- Tracking via Mobile
- Real-time traceability through IOT
- Integrated traceability of supply chain data
- Traceability of reusable packaging ("returnable assets")

AUTHENTICATION AND BRAND PROTECTION

Antares Vision Group offers authentication solutions, both through traceability solutions and through anti-counterfeiting solutions (serial number management, visual inspection systems), as well as through a combination of several technologies.

NATIV.AI

Antares Vision Group offers both the application of artificial intelligence to enhance existing solutions and the development of solutions designed from scratch with artificial intelligence.

DATA MANAGEMENT

Antares Vision Group offers an integrated ecosystem for the management of product and supply chain data, collected directly from the source (primary data) - from the field and from production processes - and from each step of the supply chain. Data management, modular and scalable, leads to processing through advanced analysis and analytics for collaborative and agile business intelligence, which can also be integrated with Blockchain.

For the services offered by AV Group in the field of research and development, please refer to the 2024 Financial Report p. 54

At 31 December 2024, AV Group had a total of 1,146 employees.

Total number of employees by gender / geographical area	2024			2023		
	Women	Men	Total	Women	Men	Total
Hong Kong		4	4	1	8	9
Korea		1	1		3	3
Thailand	5	5	10	3	4	7
India	39	168	207	41	153	194
China	2	4	6	4	9	13
Ireland		2	2		2	2
Brazil	10	46	56	11	59	70
Serbia	9	14	23	9	14	23

Croatia	3	1	4	3	1	4
Russia			-	17	59	76
UK		3	3		4	4
Germany	10	26	36	11	28	39
USA	38	151	189	43	185	228
France	4	22	26	5	27	32
Italy	149	430	579	186	511	697
Total	269	877	1.146	334	1.067	1.401

AV Group's ESG strategy 2025-2029 is based on double materiality analysis, clear goal definition and concrete initiatives. Based on the information derived from the double materiality matrix, AV Group has defined key targets in the three ESG pillars (environmental, social and governance). For each target, the company has identified specific quantitative/qualitative KPIs to measure and monitor progress.

	Theme	Key topics to address	Goals
Environment 	Climate change	Energy	- Increase energy efficiency - Transition to renewable energy
	Resources use and Circular Economy	Incoming and outflows Resources	- Definition of a process to estimate raw materials in the production AVIT - Increase packaging re-use
Social 	Workforce	- Employee training and awareness raising - Diversity and inclusion - Employee health and safety	- Training and skills development - Promote DEI culture - Promote workforce wellbeing
	Workers in the value chain	Supplier analysis	Supplier Ethic code
	Affected Communities	Community analysis	- Community support through sponsorships, donations, and actions (e.g., in FT System) - Communication
	Consumer and end users	- Product quality / customer health and safety - Impacts related to information for consumers and/or end users	- Enhance products positive social impacts - Promote products transparency
Governance 	Business conduct	- Active and passive corruption - Corporate culture - Supplier analysis	- Enhance business conduct compliance - Certifications and sustainability standards (policies) - Economic performance - Supplier rating

There are no prohibited products or services in the markets served by Antares Vision.

Regarding the breakdown of sales by business segment, please refer to the segment reporting information (IFRS 8) included in the notes to the financial statements for the year ended 31.12.2024.

The strategic guidelines of Antares Vision are consistent with the objective of providing a contribution to sustainable development with respect to the macro-trends and scenarios of the sector. These have also seen a

legislative evolution in the direction of guaranteeing health and safety and improving people's lives, giving more attention to environmental protection and the use of natural resources. This in turn will make the production of essential goods such as food and pharmaceuticals more efficient.

Indeed, Antares Vision Group guarantees the protection of products and supply chains in terms of quality, safety, integrity and transparency, through an ecosystem of inspection, traceability and intelligent data management technologies. The ecosystem of technologies, so called because it refers to the set of all solutions of all the companies in the Group which can communicate with each other and, being modular and scalable, can be "integrated" by the customer according to their needs, connecting the physical world with the digital world, making it possible to collect data from the field, process it and transform it into value, which is needed for a decision-making process aimed at developing the business, improving competitiveness, ensuring sustainability and social well-being. In the competitive scenario, AV Group represents a technological hub of excellence, both hardware and software, with a single, integrated, scalable and modular approach to various industrial sectors, as well as institutions and government authorities with a global presence.

The creation of a unique digital identity for each product and consumer good (and related packaging), allows to bring knowledge and information to any step of the supply chain, accessible to the various stakeholders, collecting data directly from the field, meaning that it is authentic and verified, promoting an open dialogue and interaction between all stakeholders.

From the product to the supply chain, sustainability becomes end-to-end awareness, AV Group's traceability solutions are applicable at every step of the supply chain and with quality systems that can guarantee access to information relating to the integrity, safety and sustainability of the product in a complete and integrated way (from the origin to the end-consumer). The quality of the product is guaranteed by the absence of defects on the final products, through in-line inspection, on criteria safeguarding quality and safety, on the integrity of the packaging, and in compliance with the regulations in terms of information on the label.

Assigning a digital identity to each product, making it unique through a serial code (serialization) and then tracing it along the supply chain up to the final consumer ensures transparency and allows timely analysis of all the elements that can affect its sustainability and safety. The unique digital identity is achieved through the creation of a digital, speaking and unambiguous label (smart label) with positive effects to the benefit of Government Authorities (guarantees of product safety and citizen health, support of Made in Italy), to producers, processors and large-scale distribution (facilitates Farm to Fork traceability operations, traceability and product recalls in the event of defects) and to the consumer (guarantee of product safety and quality and Made in Italy, transparency, information and personalized interaction through products).

Starting from this potential, Antares Vision Group, through its machines and software sold to customers, makes possible the collection, management and access to information on the sustainability of products - the origin of raw materials, the methods of transformation processes, production processes, energy consumption and relative carbon footprint, the amount of waste - and on the supply chain - real-time monitoring up to the last mile, from

logistics to distribution, traceability of reusable packaging, greater ability to integrate with partners in operational ecosystems thanks to consistent serialisation data and uniform product labelling.

The systems and solutions installed by Antares Vision Group at the production lines of its customers allow them to control the quality and safety of essential products and the related supply chain, potentially very high-risk to the health and safety of people.

The Antares Vision business model is based on offering technologies, both software and hardware, to guarantee product quality (inspection systems and machines) and traceability along the supply chain from raw materials, to production, from distribution to the consumer.

The activities are carried out through integrated management of data, production and supply chain, also through the application of artificial intelligence and the use of blockchain. The main outlet sectors are the following:

- Life Sciences
- Beverage
- Food
- Cosmetics
- Chemicals
- Packaging

The organisation by Cash Generating Unit (vertical markets) and by Business Unit aims to consolidate a customer-oriented approach, aimed at solving problems and guaranteeing the satisfaction of specific requests, as well as guiding digital innovations. The organization of the business areas includes a subdivision by product unit in order to streamline the market approach strategy, based on an accurate definition of the targets and managing the ecosystem of products and services on offer in a scalable and modular way.

Due to the nature of its activities, Antares Vision Group uses a large number of suppliers, where the most representative and important are the Partners involved in the implementation phase and in the installation of the solutions: these are suppliers of materials, such as those for the production and assembly of machines or their electronic parts, and of services, such as installation and marketing. These suppliers are considered consolidated and with long-term relationships that have accompanied Antares Vision Group in its significant development process.

AV Group also uses contractors, subcontractors or consultants - provided that they operate in compliance with current legislation and the rules set out in the Code of Ethics. The main suppliers of Antares Vision Group intervene in the various stages of the process, operating both upstream and downstream of the activities carried out by the Group companies:

Stage of the production process		Typology of characteristic suppliers
Construction	Assembly of metal and mechanical parts;	Partners - consolidated long-term relationships Numerous suppliers, none of which has exclusive production of a specific system or machine, assessed on the basis of a scrupulous analysis of reliability carried out every so often.
	Integration of electrical and electronic parts into machines	Purchases from specialised suppliers.
Shipping and commissioning		Installation activities carried out internally and through external partners.
Sales & marketing		Distributors and agents - Partners In many cases they also operate as certified installers of Antares Vision Group solutions and systems.

9. 1.1.4.2. SBM-2 – Stakeholders' interests and opinions

The system of tools through which Antares Vision Group manages relations with its stakeholders is shown below. These tools are differentiated in relation to the different categories of stakeholders and include some activities that were carried out as part of the process that led to the drafting of this sustainability report.

1	Shareholders	Shareholders' Meeting - Board of Directors - Press Releases - Website - Financial Statements.
2	Banks - Lenders - Investors	Shareholders' Meeting - Investor relations - Website/dedicated section - Periodic meetings and events / Road show - Press releases - Financial statements.
3	Employees	Sustainability working group (ESG Team) Survey for the detection and evaluation of sustainability issues through the ESG Team Relations and constant dialogue with the Human Resources function - Informal meetings - Training events - Activities related to career path / development / performance review - Welfare initiatives - Initiatives and internal communication tools - Website and social channels - Intranet - Social events -- Onboarding.
4	Industrial partners for the manufacture of components Suppliers of goods Service providers/Sales and installation service partners	Meetings and visits / commercial contacts - Definition and sharing of semi-finished production and service standards - Dedicated portals and platforms - Website
5	Competitors	Sector events - Website - Participation in tenders - Benchmarking.
6	Customers Direct plant customers and production site customers	Business meetings and visits - Industry events - Marketing activities - Publications and social media channels / contents – Customer Satisfaction Survey Website - Qualification and pre-qualification processes and supplier portal accreditation – Meetings to define technical specifications / requests. Assessment tools / questionnaires and supply chain platforms and audits.

7	Final customers	Website - Press releases - Social and institutional communication activities
8	National and local public administration - Authorities, Institutions and Regulatory Bodies	Meetings / sending and exchange of communications for specific obligations or requests - Audits and checks - Correspondence.
9	Local communities/local area - Trade associations	Initiatives of support and dialogue, relations and social responsibility (CSR) - Sponsorships and events - Institutional partnerships - Interventions - Social commitments and enhancement of the artistic heritage – Community Events.
10	Media	Press releases - Social media - Website - Publications - Events - Interviews and specialist insights, media tutorials, press conferences.

In particular, for the purposes of assessing the impacts (identified by a preliminary context analysis conducted internally by AV Group) and defining the material issues, the members of the ESG team were directly involved through a specific survey.

AV Group held a meeting with the members of the ESG team, explaining the objectives of stakeholder engagement which involved them in completing a questionnaire aimed at identifying the sustainability issues relevant to them. A questionnaire was provided to the recipients inviting them to indicate which of the listed topics, i.e. all the sub-sub-topics proposed by the ESRS, they believe could generate impacts for the parties concerned (employees, suppliers, customers, environment and ecosystems, end-users, investors, financial institutions) and/or risks and/or opportunities for the activities and business of their company; each topic, where applicable, was to be rated in order from most significant (1 = most important) to least significant (e.g., if 5 applicable topics were identified, the least significant was to be numbered as "5"); The assessment of the impact on stakeholders is separate and independent from the assessment of risks and opportunities for the company.

Once the questionnaires were received, an analysis revealed that most participants gave the same rating to multiple sustainability issues. In light of these findings, only those topics that were rated between 1 and 5 by at least 2/3 of those who responded to the questionnaire were considered "material". For each "material" topic, the question of fashion was considered in rating it.

For the purposes of evaluating the double materiality analysis, Antares Vision considered the sustainability issues assessed as material by stakeholder engagement.

Stakeholder engagement activities did not indeed reveal any additional or different sustainability issues or concerns with respect to the aspects already managed in the Antares Vision strategy. Stakeholder engagement activities and their outcomes are also shared with the ESG Team, the Board of Statutory Auditors through specific meetings and update sessions.

1.1.4.3. SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model

The Double Materiality Assessment (DMA) is a strategic tool, which provides a comprehensive overview of the impact of the Group's activity and its external influence. It is aligned with the most recent guidelines relating to the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) and, in particular, with the Implementation Guidance IG1 Materiality issued by EFRAG in 2024.

The DMA assesses Antares Vision's actual and potential IROs, as well as non-material ones, from both an inside-out and outside-in perspective. This includes internal operations and the value chain. The same approach used in the assessment of IROs related to business conduct was applied.

The analysis revealed the following material themes, each linked to an ESRS:

Climate change	ESRS E1
Pollution	ESRS E2
Use of resources and the circular economy	ESRS E5
Own workforce	ESRS S1
Workers in the value chain	ESRS S2
Communities affected	ESRS S3
Consumers and end-users	ESRS S4
Business conduct	ESRS G1

The areas affected by the greatest number of impacts on stakeholders are *Own workforce* (23%), *Consumers and end-users* (20%) and *Workers in the value chain* (16%), while the areas affected by the greatest number of risks and opportunities are *Own workforce* (22%), *Consumers and end-users* (22%) and *Workers in the value chain* (15%).

Overall, the material IROs identified concern the business model, the upstream value chain and the Group's capabilities to develop and deliver products and services which influence customers and end-users.

Thematic ESRS	Specific ESG theme	IRO Description	IRO type	Negative / Positive	Effective / Potential	Direct / Value Chain	Time Horizon
ESRS E1	Energy	Negative impacts in terms of energy consumption and indirect GHG emissions (scope 2) related to electricity consumption	Impact	Negative	Actual	Direct	Short / Medium / Long
ESRS E1	Climate change mitigation	The Group's (tCO ₂ Eq) Scope 1-2 GHG general emissions contribute to climate change	Impact	Negative	Actual	Direct	Short / Medium / Long
ESRS E1	Climate change mitigation	The Group's (tCO ₂ Eq) scope 2-2 GHG emissions contribute to climate change	Impact	Negative	Actual	Value Chain	Short / Medium / Long
ESRS E1	Climate change mitigation	Negative impacts on climate change in terms of GHG emissions generated by activities carried out along the aluminium supply chain, for the extraction of steel and iron	Impact	Negative	Actual	Value Chain	Short / Medium / Long
ESRS E2	Air pollution	<u>Steel supply chain:</u> Air pollutants resulting from steel production activities: carbon monoxide, nitrogen oxides (NO _x), sulphurous sulphur and fine particulate matter, with negative impacts on human health and the environment.	Impact	Negative	Actual	Value Chain	Short / Medium / Long

ESRS E5	– Inflows of resources, including the use of resources – Outflows of resources related to products and services	Positive impacts in terms of resource use and circular economy generated by AV Group's development of solutions for efficiency in the use of materials through traceability (e.g. waste reduction, traceability of recyclable packaging, reduction of consumption in production processes, etc.)	Impact	Positive	Actual	Direct	Short / Medium / Long
ESRS E5	Waste	Excessive production and/or improper management of waste (for example, collection and compaction of recyclable materials) can generate negative impacts on the environment.	Impact	Negative	Potential	Direct	Short / Medium / Long
ESRS E5	Waste	Disposal of pharmaceuticals or production waste not in compliance with legislation and/or BAT along the value chain	Impact	Negative	Potential	Value Chain	Short / Medium / Long
ESRS S1	Collective bargaining, including percentage of workers covered by collective agreements	Negative impacts on workers due to limitations on collective bargaining and situations where the individual contract between the employer and the employee is less favourable than the collective agreement.	Impact	Negative	Potential	Direct	Short / Medium / Long
ESRS S1	Work-life balance	Negative impacts on own workforce itself generated by a work-life imbalance	Impact	Negative	Actual	Direct	Short / Medium / Long
ESRS S1	Own workforce - Health and safety	Accidents in factories involving own workers, with medium-low severity consequences on their physical integrity, due to the insufficient application of safety measures, including the use of PPE and the insufficient presence of control devices	Impact	Negative	Actual	Direct	Short / Medium / Long
ESRS S1	Training and skills development	Impoverishment of staff know-how and difficulties in subsequent relocation within an HR management if it is not effective in the development of upskilling, reskilling and life-long learning tools.	Impact	Negative	Potential	Direct	Medium / Long
ESRS S1	Training and skills development	Positive impacts on the professional growth and on human capital resulting from training programmes and strengthening of staff skills, also through collaboration with universities, laboratories and external bodies	Impact	Positive	Actual	Direct	Short / Medium / Long
ESRS S1	Measures against violence and harassment in the workplace	Incidents of verbal harassment within the organization can have negative impacts on the mental and physical health of workers	Impact	Negative	Actual	Direct	Short / Medium / Long
ESRS S1	Confidentiality	Negative impacts on the protection of personal data due to internal data breaches and unauthorized access to on-premise servers in the absence of adequate IT security measures	Impact	Negative	Potential	Direct	Short / Medium / Long

Thematic ESRS	Specific ESG theme	IRO Description	IRO type	Negative / Positive	Effective / Potential	Direct / Value Chain	Time Horizon
ESRS S2	Workers in the value chain - Health and safety	Potential impacts on the health and safety of workers in the value chain related to Group activities outsourced to third parties by virtue of a business model based on a significant contribution from external suppliers for the production phases of the component parts of tools and solutions.	Impact	Negative	Potential	Value Chain	Short / Medium / Long
ESRS S2	Workers in the value chain - Job security	The development of services and products that enable the identification of fake and counterfeit products can help protect client companies, especially in the luxury sector, from the negative effects of counterfeiting, thus preserving jobs.	Impact	Positive	Potential	Value Chain	Short / Medium / Long
ESRS S3	Proper nutrition	Business Area: Supply chain transparency The Group's activities and projects in the Food & Beverage sector contribute to the development of sustainable food systems and to the generation of positive impacts and new opportunities for operators in the food value chain.	Impact	Positive	Potential	Direct	Medium / Long
ESRS S4	Consumers and end users - Confidentiality	Cyberattacks on software managed in the cloud by AV (maintenance and/or continuous assistance contracts with customers) lead to the interruption of business continuity and the loss of customer data, negatively impacting confidentiality and privacy.	Impact	Negative	Actual	Direct	Short / Medium / Long
ESRS S4	Consumers and end users - Access to (quality) information	Business Area: Supply chain transparency Creation of inspection, traceability, management and data processing systems to mitigate counterfeiting of cosmetic and agri-food products, guarantee authenticity, product integrity and supply chain transparency, thanks to secure and verified information.	Impact	Positive	Actual	Direct	Short / Medium / Long
ESRS S4	Consumers and end users - Personal safety	Business Area: Life Sciences & Cosmetics Creation of inspection, traceability, management and data processing and quality control systems to mitigate counterfeiting of pharmaceutical products, guarantee product authenticity and supply chain transparency and ensure that medicines are not expired or damaged, thanks to secure and verified information, and protect consumers by ensuring compliance with health and safety regulations and standards in terms of health and safety and the withdrawal from the markets of drugs which could potentially cause damage to consumers and end-users.	Impact	Positive	Actual	Direct	Short / Medium / Long

ESRS S4	Consumers and end users - Access to products and services	Business Area: Life Sciences & Cosmetics The development of digital tools, technologies and solutions for health and care, including personalized and remote medicine, as well as R&D activities in the medical field allow to generate advantages for the care of the sick and the fragile people and can allow a faster and more efficient production of pharmaceutical products making them accessible to a greater number of people more quickly.	Impact	Positive	Potential	Direct	Medium / Long
ESRS S4	Consumers and end users - Access to (quality) information	Hardware and software traceability solutions that allow transparency of the supply chain from producers to end users, allow us to combat greenwashing phenomena (e.g. false labels that certify the use of recyclable materials on rigid containers)	Impact	Positive	Potential	Direct	Medium / Long
ESRS S4	Consumers and end users - Health and safety	Services and products that reduce the time doctors spend on logistics and drug storage activities allowing them to better direct their time towards patient care	Impact	Positive	Actual	Direct	Short / Medium / Long
ESRS S4	Consumers and end users - Health and safety	Detection of physical contaminants in liquids and foods using microwave technology that detects the electrical field and energy differential of the contaminant to safeguard the health and safety of consumers.	Impact	Positive	Actual	Direct	Short / Medium / Long
ESRS S4	Consumers and end users - Health and safety	Detection of the presence of micro-holes in modified atmosphere packaging (MAP) which cause significant damage to the product in terms of shelf-life and modification of the organoleptic characteristics.	Impact	Positive	Potential	Direct	Short / Medium / Long
ESRS G1	Protection of whistleblowers	Failure to protect whistleblowers by applying the whistleblowing legislation of Legislative Decree no. 24 of 2023	Impact	Positive	Actual	Direct	Short / Medium / Long

Thematic ESRS	Specific ESG theme	IRO Description	IRO type	Negative / Positive	Effective / Potential	Direct / Value Chain	Time Horizon
ESRS E5	— Resource inflows, including resource use — Resource outflows related to products and services	New opportunities for the Group in terms of new customers and business development related to the provision of data-driven information technology/operational technology (IT/OT) solutions, which contribute to the transition towards a circular economy Development and marketing of technologies aimed at tracking and recovering recyclable materials, as well as analysing the efficiency of production processes	Opportunities	Positive	Potential	Direct	Short / Medium / Long
ESRS S1	Own workforce - Training and skills development	Risk that productivity levels and business attractiveness are compromised by the lack of training aimed at improving skills and career prospects for employees.	Risk	Negative	Potential	Direct	Medium / Long
ESRS S3	Proper nutrition	Improvement in the company's market reputation due to the usefulness of the agri-food supply chain transparency of products/services in terms of informed purchasing choices Opportunities related to the development and commercialization of systems that guarantee traceability and access for everyone to sufficient, safe, nutritious and sustainable food (e.g. From Farm to Fork project)	Opportunities	Positive	Potential	Direct	Medium / Long
ESRS S4	Consumers and end-users - Confidentiality	Reputational, market and operational risk related to potential data breaches of sensitive and/or confidential customer data	Risk	Negative	Potential	Direct	Short / Medium / Long
ESRS S4	Consumers and end-users - Access to (quality) information	Improved perception of the Group's image by customers or communities due to the role played in promoting the objectives of transparency of the supply chain and safety of cosmetic products placed on the market. Opportunities and new commercial outlets related to the potential marketing of applications that guarantee the conformity of cosmetic products, the transparency of their production chain and the safety of their composition	Opportunities	Positive	Potential	Direct	Short / Medium / Long
ESRS S4	Consumers and end-users - Personal safety	Opportunities related to the development and/or sale of digital solutions and end-to-end tracking systems that allow consumers to be protected from counterfeit drugs and cosmetics and ensure compliance with National Regulations Improvement in the perception of the Group's image by customers or communities due to the role played in promoting the objectives of authenticity and safety of drugs placed on the market, protecting end consumers from possible counterfeits that represent a risk to their health	Opportunities	Positive	Potential	Direct	Short / Medium / Long
ESRS S4	Consumers and end-users - Access to (quality) information	Improvement in the company's market reputation due to the usefulness of the agri-food supply chain transparency of products/services in terms of informed purchasing choices Opportunities related to the development in traceability systems in Food & Beverage through	Opportunities	Positive	Potential	Direct	Medium / Long

quality information that guarantees the conformity of products, their quality and their origin							
ESRS S4	Consumers and end-users - Access to products and services	Improved reputation through social inclusion practices that promote access to services even for the most vulnerable categories Opportunities related to the development and sale of telemedicine/remote care systems	Opportunities	Positive	Potential	Direct	Medium / Long
ESRS S4	Consumers and end-users - Access to (quality) information	Business opportunities arising from the development and marketing of hardware and software traceability solutions that allow transparency of the supply chain from producers to end users, allowing to counteract greenwashing phenomena (e.g. false labels certifying the use of recyclable materials on rigid containers) Change in the perception of society, customers or the community due to the role played by the organization in supporting the circular economy goals.	Opportunities	Positive	Potential	Direct	Medium / Long
ESRS S4	Consumers and end-users - Personal safety	Risk of lawsuits and compensation resulting from accidents during the use of the machines and/or defective products placed on the market by customers due to quality issues or malfunctions in the inspection and quality control machinery supplied by the Antares Group.	Risk	Negative	Potential	Direct	Short / Medium / Long
ESRS S4	Consumers and end-users - Health and safety	Opportunities related to the development of products capable of detecting micro-holes in packaging that allow consumers to be protected from possible contamination/deterioration of products and to increase shelf-life with a reduction in food waste Reputational impact and improvement of the Group's image for the social utility of the products/services marketed	Opportunities	Positive	Potential	Direct	Short/ Medium/ Long
ESRS S4	Consumers and end-users - Access to (quality) information	Development and innovation in digital products for the traceability and fight against counterfeiting of materials, products in the luxury supply chain Improved perception of the Group's image by customers or communities due to the role played in guaranteeing the authenticity of luxury products purchased by end consumers	Opportunities	Positive	Potential	Value Chain	Short/ Medium/ Long
ESRS S4	Consumers and end-users - Health and safety	Risk of legal exposure and compensation due to failure to monitor and/or track defective and/or dangerous drugs subsequently placed on the market. Risk of loss of competitiveness in the market and of reputation on the market due to the Group's strict liability in the event of placing dangerous and/or defective drugs on the market	Risk	Negative	Potential	Value Chain	Short/ Medium/ Long
ESRS S4	Consumers and end-users - Health and safety	Risk of legal exposure and compensation due to failure to monitor and/or track expired and/or contaminated food and/or beverages subsequently placed on the market. Risk of loss of competitiveness in the market and of reputation on the market due to the Group's strict liability in the event of placing on the market expired and/or contaminated foods and/or drinks	Risk	Negative	Potential	Value Chain	Short/ Medium/ Long
ESRS G1	Corporate culture	Risk of tax penalties and consequent reputational damage resulting from Group tax management that is not suitable to guarantee the necessary monitoring of regulations and their application, with particular reference to the adoption of transfer pricing and profit shifting strategies consistent with market logic and OECD rules.	Risk	Negative	Potential	Direct	Short / Medium / Long
ESRS G1	Protection of whistleblowers	Lack of transparency of available information in order to identify any illegality, violations of internal company procedures and, in general, behaviours that may damage the image and productivity of the organization	Risk	Negative	Potential	Direct	Short / Medium / Long
ESRS G1	Corporate culture	Risk of decisions in conflict of interest with detrimental effects on the financial situation of the Issuer caused by dealings between related parties.	Risk	Negative	Potential	Direct	Short / Medium / Long
ESRS G1	Active and passive corruption - Accidents	Purchasing processes and business activities, particularly in companies in developing and blacklisted countries, resulting in potential negative economic effects in terms of: a) Business stability resulting from the departure/dismissal of key figures, who are removed from their positions following indictment b) Sanctions issued by Competition Authorities c) Reputational damage that could impact the market d) Worse scores in event of future participation in tenders. 5) Negative accounting and financial impacts	Risk	Negative	Potential	Direct	Short / Medium / Long

From the analysis carried out of the IROs that emerged from the double materiality analysis, Antares Vision has updated its sustainability strategy by integrating objectives and actions consistent with the material sustainability issues into the industrial plan.

For each topic found to be material, the Group also intends to strengthen its policies and procedures in this regard, as well as the integration of processes for the identification and analysis of IROs in the current business risk. Specifically, Antares Vision plans to integrate the current set of Group policies on sustainability with additional documents in 2025 (e.g. development of a Policy on climate change mitigation).

In relation to the value chain, based on the results of the double materiality analysis, Antares Vision has obtained further confirmations regarding the high value of the positive consequences of its activities, in the matter of contributions to transparency transparency of information that in turn generates trust in the users and consumers. Material impacts affect the environment in terms of GHG emissions from the supply chain, from the sourcing of steel, aluminium and iron, land degradation and change from the creation of mines in the supply chain.

An important contribution towards the circular economy is given by the products and services offered by the Group, which make it possible to increase the traceability and efficiency of the supply chain. In particular, the Track & Trace business area focuses on the traceability of raw materials used by its customers in production activities.

The material impacts for the Group's own workforce concern their health and safety, as well as training and skills development, furthermore the impacts also have positive effects on workers in the value chain in terms of health and safety and secure employment.

The impacts resulting from the Group's activities aim to have positive impacts on the communities involved in terms of adequate nutrition and on end-users and consumers in terms of access to quality information and personal safety.

The Group is involved in Material impacts through its activities (impacts on its own workforce) or through its commercial relationships (sale of goods and services to customers).

The assumed time horizon for the identified impacts to occur is, for the most part, short/medium/long term and medium/long term.

For the first reporting year, Antares Vision did not analyse the expected financial effects.

Although Antares Vision has not yet formalised a specific resilience plan on the Group's ability to address sustainability issues, the integration of ESG objectives and actions into the short and long-term strategy is the concrete response to the risks and opportunities that have emerged from the double materiality analysis.

Compared with the previous reporting period, material topics have been identified according to the guidelines proposed by EFRAG, and no longer according to the GRI principles. It follows that the material topics have

undergone changes compared with the previous year, mainly in terms of what they are called. For the new reporting, a new material environmental topic has emerged, namely pollution, although it is only material in relation to the AV Group value chain.

1.1.5. Managing impacts, risks and opportunities

1.1.5.1. Disclosure on the materiality assessment process

1.1.5.1.1. IRO-1 – Description of processes to identify and assess material impacts, risks and opportunities

In the process carried out by Antares Vision Group to identify impacts, risks and opportunities, consideration was given to the effects that the Company has or could have on the environment and on people, including the repercussions on their human rights, both with respect to the Company's own activities and to the upstream and downstream value chain, and the financial effects that environmental, social or governance issues could have on the Company, both negative and positive.

Impacts were classified as actual or potential, negative or positive.

Risks arise from environmental, social or governance issues that may adversely affect the Company's financial position, results of operations and cash flows, access to finance or the cost of capital in the short, medium or long term.

Opportunities arise from uncertain environmental, social or governance events or conditions that, if they were to occur, could have a significant positive effect on the Company's strategy or business model. Sustainability opportunities are measured as a combination of the magnitude of the impact and the likelihood of its occurrence.

The mapping and assessment of each IRO – Impact, Risk and Opportunity was carried out by applying the application guides issued by EFRAG and, in particular, the IG 1 Materiality Assessment, as well as through analyses and interviews with Group personnel in order to:

- Identify IROs relating to the activities, business model and value chain, both positive and negative;
- Determine whether IROs are actual rather than potential;
- Assess the materiality of each identified IRO based on its severity and likelihood.
- Correlate IROs to ESG Topics and Thematic ESRS to be applied
- The materiality analysis at consolidated level for the Group was carried out on the basis of a top-down approach (i.e. assessment at consolidated level with engagement of the subsidiaries on specific topics).

The assessment of the materiality of the impact and the determination of the material issues to be communicated by the Company was carried out through the following stages:

- understanding the context regarding its impacts, including activities, business relationships and stakeholders;

- identification of actual and potential impacts (both positive and negative), also through conversations with stakeholders and experts. At this stage the Company can rely on scientific and analytical research on the impacts related to sustainability issues.
- assessment of the significance of its actual and potential impacts and determination of material issues. At this stage the Company adopts thresholds to determine which impacts will be addressed in the sustainability report.

The identification of risks and opportunities that affect the Company's financial position, economic results, cash flows, access to financing or the cost of capital in the short, medium or long term, or that could reasonably affect it, was carried out by taking into consideration:

- the presence of dependencies on natural or social resources as sources of financial impacts;
- their classification as sources of:
 - risks (which contribute to a negative deviation in expected future cash inflows or to a greater deviation in expected future cash outflows and/or to a negative deviation from an expected change in capital not recognised in the financial statements); or
 - opportunities (which contribute to a positive deviation in future cash inflows or a smaller deviation in expected future cash outflows and/or a positive deviation from an expected change in capital not recognised in the financial statements).

The double materiality analysis for the identification of IROs was based on an analysis of the Group's main activities, taking into account the different geographical areas in which it is present and which could be more sensitive to certain issues, the different sectors in which it operates and the customers that characterise the business, as well as the supply chain of each sector.

Specifically, the process for identifying, evaluating and monitoring the actual and potential impacts of the Company on people and the environment and for prioritising them, based on due diligence procedures for the purposes of corporate sustainability, focused on:

- analysis of the results of non-financial reporting carried out in the years prior to 2024
- analysis of the following business areas of the Company: Life Sciences & Cosmetics, Services, Fast Moving Consumer Goods, Supply Chain Transformation
- analysis by geographical area, in particular of operations based in Europe, North America, APAC and Brazil
- examination of purchasing and commercial processes and the value chain

This process also included consultation with stakeholders who are involved to understand how they might be impacted, and with external experts. For further details, please refer to the chapter on *2 1.1.3.2.SBM-2 – Stakeholder interests and opinions*.

To conclude the analysis of material IROs, in 2024 a survey was carried out involving the members of the ESG team as internal stakeholders ("stakeholder engagement"), explaining the objectives of this path that saw them involved in the compilation of a questionnaire aimed at identifying the sustainability issues that were relevant to them:

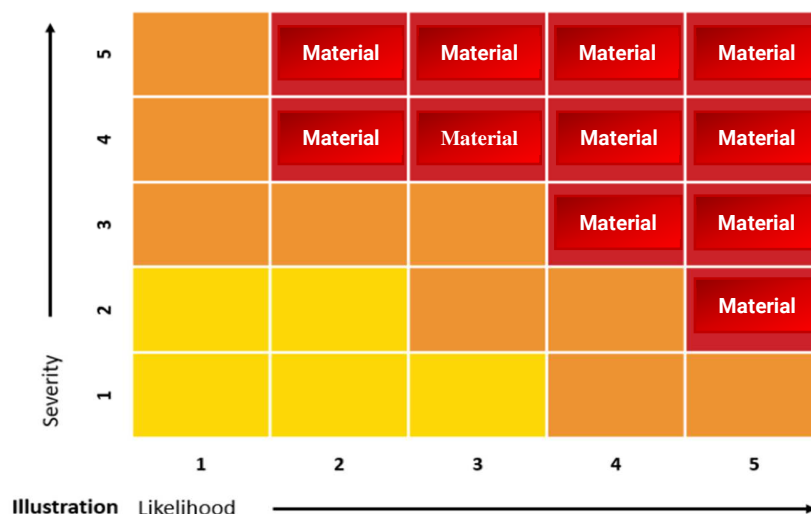
- Stakeholders were asked to indicate which of the topics listed they believe could generate impacts for the parties concerned (employees, suppliers, customers, environment and ecosystems, end-users, investors, financial institutions) and/or risks and/or opportunities for the activities and business of their company;
- Each topic, where applicable, was rated in order from most significant (1 = most important) to least significant (e.g., if 5 applicable topics were identified, the least significant was to be numbered as "5");
- The assessment of the impact on stakeholders is separate and independent from the assessment of risks and opportunities for the Group.

The results of the stakeholder engagement were taken into consideration for the purposes of assessing the double materiality analysis. Impacts were prioritised based on the outcome of their assessment. The rating of an actual impact depends on its severity, while that of a potential impact depends on its severity and its probability of occurrence. The severity of an actual or potential impact was assessed on a scale from 1 (least severe) to 5 (most severe) based on the following criteria:

- the extent: how severe the impact is (e.g. the extent of a violation, the limitation of access to basic necessities or freedoms such as education, livelihood, etc.) or the extent of the benefits to people or the environment
- the scope: how widespread the positive or negative impacts are. In the case of environmental impacts, the scope can be understood as the extent of environmental damage or a geographical perimeter. In the case of impacts on people, the scope can be understood as the number of people involved and negatively affected.
- the irremediable nature (for negative impacts only): whether and to what extent it is possible to remedy the negative impacts, i.e. by returning the environment or the people affected to their original state.

The materiality of the actual impacts was determined based on the guidelines contained in the EFRAG Implementation Guidance document; Specifically, to be assessed as material, such impacts must show a severity prudentially set at a threshold of > 2.5 on the 1-5 assessment scale.

In application of the matrix indicated by the Implementation Guidance IG 1 – Materiality issued by EFRAG, potential IROs have been assessed as "material" if, on the basis of the severity and likelihood assessment, they are placed in the red area of the following heatmap (5 x 5):



The importance of risks and opportunities depends on their magnitude and their probability of occurrence. Magnitude was evaluated on a scale from 1 (least serious) to 5 (most serious) taking into account the following criteria:

- Timeframe: when will the RO take place (short, medium and long term)
- Type of economic impact that the Group suffers:
- Operating and financial costs;
- Damages / compensation / penalties / incentives;
- Loss/gain of customers and new business opportunities;
- Medium-long term business risks or strategies; business continuity (going concern) risk, or reputational damage.

The probability was rated on a scale from 1 (rare) to 5 (almost certain).

The financial materiality analysis was carried out in coordination and in line with the risks identified in the Group Risk Assessment. The scale of magnitude of the Risks and Opportunities within the Financial Materiality area (rated on a scale of 1 to 5) was calculated on the basis of the impact on consolidated operating cash flow. The following thresholds were considered:

- Up to 500 thousand euro;
- From 500 thousand euro to 2 million euro;
- From 2 million to 5 million euro;
- From 5 million to 25 million euro;
- Over 25 million euro.

The same thresholds were used for the Group Risk Assessment and Risk Management process, which also includes non-ESG risks.

As previously indicated, the time horizon identified corresponds to the thresholds defined by the ESRS.

The threshold that establishes the materiality of a risk and an opportunity is the same as the one used for positive and negative impacts on stakeholders.

For each impact identified, an analysis was carried out to identify any financial impacts for the Company resulting from such impacts.

At the conclusion of the process aimed at identifying, evaluating and monitoring the actual and potential impacts of the Company on people and the environment and to prioritise them, the material issues were analysed, discussed and shared with the Sustainability Risk Control Committee and the Board of Statutory Auditors and subsequently approved by the Board of Directors of Antares Vision Group.

At the same time, the parent company established an internal control system aimed at monitoring IROs also through written procedures, including the "Group Sustainability Reporting Instructions" procedure issued in December 2024 to all subsidiaries.

The process that identifies, assesses and manages impacts and risks is integrated into the company's overall risk management process and is used to assess the overall risk profile and risk management processes. In fact, the Group Risk Assessment document includes references to the risks identified in the double materiality analysis to confirm the integration of the two activities.

The data sources of the general process of the risk and double materiality analyses are the same: the scope of the operations considered and the details used in the assumptions.

As part of sustainability reporting, the CCRS assists the Board of Directors in coordinating and supervising the process of identifying, assessing and prioritizing impacts, risks and opportunities, and in defining the material topics of the AV Group; this takes place through an internal analysis integrated with the direct involvement of stakeholders; the Committee periodically reports to the Board of Directors on its activities in this area.

In carrying out the materiality assessment, the Company took into consideration the list of sustainability issues covered in the thematic ESRS (ESRS 1 - RA 16), analysing the megatrends, i.e. long-term trends that significantly influence the sector, the results of the benchmarking activities carried out, as well as the analysis of the Value Chain, upstream and downstream, and all the impacts that may be attributable to it.

The material topics were identified according to the EFRAG proposed guidelines as the first year of application of the standards.

The next review of the materiality assessment is expected by the end of 2025.

10. 1.1.5.1.2. IRO-2 – ESRS disclosure requirements covered by the corporate sustainability statement

ESRS	DR	DESCRIPTION	PAGE
ESRS	BP-1	General principles for the preparation of sustainability reports	77
	BP-2	Disclosure on specific circumstances	78
	GOV-1	Role of the administrative, management and control bodies	79
	GOV-2	Information provided to the administrative, management and control bodies of the company and sustainability issues addressed by them	91
	GOV-3	Integrating sustainability performance into incentive systems	92
	GOV-4	Duty of care statement	95
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	IRO-2	ESRS disclosure requirements covered by the corporate sustainability statement	114
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	GOV-3	Integrating sustainability performance into incentive systems	157
ESRS E1	E1-1	Transition plan for climate change mitigation	157
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	IRO-1	Description of processes to identify and assess material climate-related impacts, risks and opportunities	159
	E1-2	Policies related to climate change mitigation and adaptation	160
	E1-3	Actions and resources related to climate change policies	160
	E1-4	Objectives related to climate change mitigation and adaptation	161
	E1-5	Energy consumption and energy mix -	161
	E1-6	Scope 1, 2, 3 gross GHG emissions and total GHG emissions	162
	E1-7	GHG removals and GHG emission mitigation projects financed by carbon credits	167
ESRS E2	IRO-1	Description of processes to identify and assess material impacts, risks and opportunities related to pollution	167
	E2-1	Pollution policies	167

ESRS E5	E2-2	Pollution-related actions and resources	168
	E2-3	Pollution-related objectives	168
	IRO-1	Description of the processes to identify and assess the material impacts, risks and opportunities related to the use of resources and the circular economy	168
	E5-1	Policies on resource use and circular economy	169
	E5-2	Actions and resources related to resource use and circular economy	169
	E5-3	Objectives on resource use and circular economy	170
	E5-4	Incoming resource flows	170
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	SBM-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	173
	S1-1	Own workforce policies	175
	S1-2	Processes for involving own workers and workers' representatives on impacts	178
	S1-3	Processes to address negative impacts and channels for workers to raise concerns	179
	S1-4	Interventions on impacts relevant to the company's own workforce and approaches for mitigating material risks and pursuing material opportunities in relation to its own workforce, as well as the effectiveness of such actions	181
	S1-5	Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities	182
	S1-6	Characteristics of the company's employees	183
	S1-7	Characteristics of non-employee workers in the company's own workforce	185
	S1-8	Coverage of collective bargaining and social dialogue	186
	S1-9	Diversity metrics	186
	S1-13	Training and skills development metrics	188
	S1-14	Health and safety metrics	188
	S1-15	Work-life balance metrics	189
	S1-16	Compensation metrics (pay gap and total compensation)	190
	S1-17	Serious human rights incidents, complaints and impacts	190
ESRS S2	SBM-2	Stakeholder interests and opinions	191
	SMB-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	192
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	S2-2	Processes for involving workers in the value chain regarding impacts	195

ESRS S3	S2-3	Processes to address adverse impacts and channels for workers in the value chain to raise concerns	195
	S2-4	Interventions on material impacts for workers in the value chain and approaches for managing material risks and achieving material opportunities for workers in the value chain, as well as the effectiveness of such actions	195
	SBM-2	Stakeholder interests and opinions	195
	SMB-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	195
	S3-1	Policies on communities affected	197
	S3-2	Impact engagement processes for communities affected	197
	S3-4	Interventions on significant impacts on communities affected and approaches to managing significant risks and achieve significant opportunities for communities affected, as well as the effectiveness of such actions	198
	S3-5	Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities	198
	SMB-3	Material impacts, risks and opportunities and their interaction with the strategy and business model	199
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	S4-5	Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities	204
	GOV-1	Role of the administrative, management and control bodies	204
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ESRS G1	G1-1	Policies on corporate culture and business conduct	205
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	G1-4	Confirmed cases of active or passive corruption	217
	G1-6	Payment practices	218

As mentioned previously, to determine which information to communicate, in the evaluation phase, materiality thresholds were defined in application of the methodology suggested by the Implementation Guidance IG1 Materiality issued by EFRAG. Once completed, validated and approved, all material topics were defined with the requisites for disclosure to determine the corresponding disclosure requirements.

Specific disclosures relating to themes, sub-themes or sub-sub-themes below the materiality threshold have not been included.

1.1.5.2. Minimum disclosure requirement on policies and actions

1.1.5.2.1. MDR-P Policies – Policies adopted to address material sustainability issues

AV Group operates in the reference markets with the aim of strengthening its presence and defining the commitment to guarantee responsible business conduct, defining behaviours and practices through the adoption of policies and procedures.

The following policies have been approved by the Board of Directors and are available on the AV Group website:

- Code of Ethics
- Diversity, equity & inclusion Policy
- Human rights Policy
- Anti-Corruption Policy
- Remuneration Policy
- Managing dialogue with shareholders Policy

Human rights

On 31 January 2023, AV Group adopted a specific Human Rights Policy in order to:

- strengthen its commitment to the protection of human rights in each country in which it operates;
- demonstrate the Group's awareness of the risks inherent in its business model;
- promote the contents of the Policy among its external stakeholders as well.

This Policy applies to Antares Vision and its Subsidiaries and is addressed to all members of the corporate bodies, employees, officials, collaborators, suppliers of goods and services, consultants and, in general, anyone who has a business relationship with Antares Vision Group, regardless of the legal nature of the relationship.

This Policy has been developed in accordance with the main international human rights conventions, standards and recommendations, including the International Bill of Human Rights and the Convention on the Rights of the Child of the United Nations, Fundamental Conventions of the International Labour Organization (ILO), Declaration of Principles and Fundamental Rights at Work, European Convention for the Protection of Human Rights and

Fundamental Freedoms (ECHR), as well as in compliance with the internal policies and procedures of the Antares Vision Group, also including the Code of Ethics.

Furthermore, it was drawn up starting from the identification of the potentially most vulnerable elements within its value chain, to ensure full respect for the human rights of all individuals connected to the Group's activities.

In concrete terms, the Policy regulates conduct and establishes AV Group's position on issues such as forced or compulsory labour, child labour, diversity and anti-discrimination, collective bargaining, health, safety and well-being, the environment, local, indigenous and tribal communities, privacy and communications. Moreover, this Policy provides for specific methods of communication, implementation, monitoring and reporting of violations through the AV Group whistleblowing channel.

The Policy is published on the Antares Vision Group website (Corporate Documents / Group Policies), in Italian and English for ease of consultation, and on the company Intranet. In any case, the Antares Vision Group is committed to developing adequate training and awareness programmes relating to this Policy with the aim of strengthening its internal culture and promoting values such as inclusion, equality and non-discrimination and to raise awareness of it across the entire Group.

Diversity, equity and inclusion

On 31 January 2023, AV Group, recognising the centrality of people, adopted a specific Policy on diversity, equity and inclusion through which it undertakes to guarantee a fair and inclusive working environment, in which people are treated with dignity, decorum and respect, free from any form or type of violence and harassment.

In particular, with the adoption of this Policy and, in line with its Code of Ethics, Antares Vision Group intends to:

- to prohibit any form of violence and harassment in the workplace within the group;
- expressly refuse any behaviour that constitutes physical or psychological violence, coercion, harassment (including sexual harassment), mobbing or attitudes attributable to mobbing and harassment practices;
- ensure equality, fairness and respect for all stakeholders in its activities: employees, interns and collaborators at all levels, whether temporary, permanent, part-time or full-time.

This Policy applies to Antares Vision and its Subsidiaries and is addressed to all members of the corporate bodies, employees, officials, collaborators, suppliers of goods and services, consultants and, in general, anyone who has a business relationship with Antares Vision Group, regardless of the legal nature of the relationship.

Antares Vision Group's commitment to the principle of inclusion translates, in fact, into the creation of a working environment based on the principles of equal opportunities, regardless of differences in gender, religion, ethnicity, nationality, sexual orientation, social status, physical ability and age.

The Policy was drawn up in compliance with the internal policies and procedures of the Antares Vision Group as well as in compliance with the main international conventions, standards and recommendations on the subject,

namely, on the reference framework defined by the International Charter of Human Rights, by the Declaration of the International Labor Organization (ILO) on principles and rights in the workplace and by the eight core conventions of the ILO (No. 29, 87, 98, 100, 105, 111, 138, 182), and by the principles defined by the United Nations Global Compact in collaboration with UN Women (UNIFEM) with the aim of promoting equal conditions for women in the world of work.

In concrete terms, the Policy regulates conduct and establishes AV Group's position on issues such as the enhancement of differences, guarantees of equal opportunities, multiculturalism, sexual orientation and inequality in general, gender pay gap, disability and rejection of any form of violence and harassment. Moreover, this Policy provides for specific methods of communication, implementation, monitoring and reporting of violations through the AV Group whistleblowing channel.

The Policy is published on the Antares Vision Group website (Corporate Documents / Group Policies), in Italian and English for ease of consultation, and on the company Intranet. In any case, the Antares Vision Group is committed to developing adequate training and awareness programmes relating to this Policy with the aim of strengthening its internal culture and promoting values such as inclusion, equality and non-discrimination and to raise awareness of it across the entire Group.

For further details regarding the Anti-Corruption Policy and Code of Ethics, see the chapter in "Governance Information – Managing Impacts, Risks and Opportunities". For the remuneration Policy, please refer to the chapter on "General information GOV-3 – Integration of sustainability performance into incentive systems".

The Policies apply to Antares Vision S.p.A. and its Subsidiaries, which have to adopt them in accordance with their own corporate governance system. These policies are addressed to all members of the corporate bodies, employees, officials, collaborators, suppliers of goods and services, consultants and, in general, anyone who has a business relationship with Antares Vision Group, regardless of the legal nature of the relationship.

Furthermore, in order to promote behaviours that are consistent with those adopted by the entire Group, the Policies are brought to the attention of the Associates, which are required to sign a declaration of having read and understood them, taking a commitment to respect the principles contained in them.

Their aim is to clarify the Group's commitments and to regulate actions and behaviours regarding all the activities and business relationships of the organisation, with the aim of protecting the Group and all its stakeholders.

As regards the policies, the application parameters are defined through the implementation of specific monitoring and reporting processes, as well as the promotion of the contents within the group through specific training programmes.

The Antares Vision Group promotes knowledge of the policies and procedures adopted to all recipients through the development of training and awareness programs relating to the contents and application of the same. The policies adopted by AV Group, after approval by the Board of Directors, are explained to all senior executives of

the parent company and its subsidiaries through the organization of information and training sessions held in person and online.

In line with what is reported in the Code of Ethics, managers are accountable, both individually and collectively, for their commitment to ethical and respectful conduct. They also have a duty to ensure that these standards are maintained in their area of responsibility and to take appropriate measures should this not occur. In any case, everyone is individually responsible for compliance with these principles and should seek clarification when appropriate.

Antares Vision Group aligns its commitments in terms of Policy with the development of its risk analysis and management model, which integrates an assessment of the economic, environmental and social impacts, the result of interaction with the main responsible functions of the Group.

Lastly, specific methods have been adopted for checking the compliance of the behaviour of anyone acting on their own behalf or within their work context, with the provisions of current legislation and with the rules of conduct established by the policies and procedures adopted.

1.1.5.2.2. MDR-A Actions – Actions and resources related to material sustainability issues

The 2024 actions have been reported in paragraph 1.1.6.2. MDR-M Monitoring the effectiveness of policies and actions through objectives and within each thematic ESRS reference.

1.1.6. Metrics and goals

1.1.6.1. MDR-M – Metrics related to material sustainability issues

The metrics used to assess the performance and effectiveness of risks, impacts and opportunities correspond to those defined in the ESRS. For further details on the scales used, please refer to DR IRO 53. Furthermore, note that no specific metrics have been defined for the Group, taken from other sources or developed internally.

Please refer to the following thematic sections for more information on the methodologies and assumptions underlying the metrics used.

None of the metrics used have been validated by an external body other than the entity issuing the compliance attestation.

11. 1.1.6.2. MDR-T - Monitoring the effectiveness of policies and actions through objectives

Antares Vision has integrated a series of key ESG aspects into its industrial plan to be managed, through the definition of strategic sustainability objectives, effectively integrating the already mentioned ESG strategy for 2025-2029. The following table provides a summary of material topics, aspects to be managed, and objectives.

	Theme	Key topics to address	Goals
Environment 	Climate change	Energy	- Increase Energy efficiency - Transition to renewable energy
	Resources use and Circular Economy	Incoming and outflows Resources	- Definition of a process to estimate raw materials in the AVIT production - Increase packaging re-use
Social 	Workforce	- Employee training and awareness raising - Diversity and inclusion - Employee health and safety	- Training and skills development - Promote DEI culture - Promote workforce wellbeing
	Workers in the value chain	Supplier analysis	Develop Supplier Conduct Code
	Affected Communities	Community analysis	- Community support through sponsorships, donations, and actions (e.g., in FT System) - Communication
	Consumer and end users	- Product quality / customer health and safety - Impacts related to information for consumers and/or end users	- Enhance products positive social impacts - Promote products transparency
Governance 	Business conduct	- Active and passive corruption - Corporate culture - Supplier analysis	- Enhance business conduct compliance - Certifications and sustainability standards (policies) - Economic performance - Supplier rating

The scope of the strategic objectives concerns the company's activities and is not extended to the upstream and/or downstream value chain. The above-mentioned strategic objectives, although not based on certain scientific data and lacking characteristics of measurability and results orientation, have been defined in order to monitor the effectiveness of actions aimed at addressing relevant impacts, risks, and opportunities. Finally, Antares Vision plans to define objectives with the characteristics outlined by the ESRS 2 standard within a medium-term timeframe.

Disclosure Requirement and related datapoint	SFDR(1)reference	Pillar 3(2)reference	Benchmark Regulation(3)reference	EU Climate Law(4)reference	Materiality	Pag.
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816(5), Annex II		Material	Pag 79
ESRS 2 GOV-1 Percentage of board members who are			Delegated Regulation (EU) 2020/1816, Annex II		Material	Pag 79

independent paragraph 21 (e)						
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				Material	Pag 95
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453(6) Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818(7), Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Not material	Pag. 71, 157
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Not material	
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453	Delegated Regulation (EU) 2020/1818, Article 6		Material	Pag 161

		Template 3: Banking book – Climate change transition risk: alignment metrics				
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Not Material	
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				Material	Pag 161
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				No Material	
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	Pag 162
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	Pag 162
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Material	Pag 166
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Not material	

ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Not material	
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Not material	
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not material	
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material	
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material	
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material	
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E3-4	Indicator number 6.2 Table #2 of Annex 1				Not material	

Total water recycled and reused paragraph 28 (c)						
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material	
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material	
ESRS 2- IRO 1 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material	
ESRS 2- IRO 1 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1					
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				Material	Pag 170
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				Material	Pag 170
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Material	Pag 172-173
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Material	Pag 172-173
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Material	Pag 176

ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	Pag 176
+ ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Material	Pag 176-177
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				Material	Pag 176-177
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				Material	Pag 179
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	Pag 188
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				Material	Pag 189
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	Pag 190
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				Material	Pag 190
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				Material	Pag 190
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Material	Pag 190

ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				Material	Pag 191
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				Material	Pag 194
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Material	Pag 194
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Materiale	Pag 194
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Material	Pag 194
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				Material	Pag 195
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material	Pag.196-197
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Non materiale	Pag. 196-197
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Material	Pag. 198
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Material	Pag 201

ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	Pag 201
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Material	Pag 202
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Material	Pag 205
ESRS G1-1 Protection of whistle- blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Material	Pag 205
ESRS G1-4 Fines for violation of anti- corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		Material	Pag 217
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 letter b	Indicator number 16 Table #3 of Annex 1				Material	Pag

[1] Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability reporting in the financial services sector (SFDR) (OJ L 317, 9.12.2019, p. 1).

[2] Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation) (OJ L 176, 27.6.2013, p.1).

[3] Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as reference indices in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p.1).

[4] Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulation (EC) No 401/2009 and Regulation (EU) 2018/1999 ("European Climate Regulation") (OJ L 243, 9.7.2021, p. 1).

[5] Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council with regard to the explanation in the benchmark index statement of how environmental, social and governance factors are reflected in each provided and published benchmark index (OJ L 406, 3.12.2020, p. 1).

[6] Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council with regard to minimum standards for EU climate transition reference indices and for EU reference indices aligned with the Paris Agreement (OJ L 406, 3.12.2020, p. 17).

2. ENVIRONMENTAL INFORMATION

2.1 Information pursuant to Article 8 of Regulation (EU) 2020/852

In line with the strategy to achieve the objectives of the European Green Deal, the European Union has introduced its own Taxonomy through Regulation (EU) 2020/852 (hereinafter “Regulation”). This Regulation establishes a European classification system for economic activities considered environmentally sustainable in relation to the substantial contribution made to at least one of the six climate and environmental objectives defined in Article 9 of the Regulation:

- **Climate change mitigation:** objective of stabilizing greenhouse gas concentrations in the atmosphere at a level that prevents dangerous anthropogenic interference with the climate system in line with the long-term temperature goal of the Paris Agreement;
- **Adaptation to climate change:** objective of substantially reducing the risk of adverse effects of current and projected future climate on economic activity, people, nature or assets;
- **Sustainable use and protection of water and marine resources:** objectives of achieving good status of water bodies, including surface water bodies and groundwater and/or preventing deterioration of water bodies which are already in a good state and/or achieving good ecological status of marine waters and/or preventing deterioration of marine waters;
- **Transition towards the circular economy:** objective of more efficient use of natural resources by reducing the use of primary raw materials and increasing the durability, repairability, reusability and recyclability of products;
- **Pollution Prevention and Control:** objective of limiting the emission of pollutants into air, water or soil, other than greenhouse gases, while minimising the adverse effects on human health and the environment;
- **Protection and restoration of biodiversity and ecosystems:** objectives of protection, conservation or restoration of biodiversity and/or achievement of good ecosystem condition, and/or protection of ecosystems already in good condition.

On the basis of art.3 of the Regulation, an economic activity is considered and classified as eco-sustainable (so-called “aligned”), if:

- **It contributes substantially to at least one of the six objectives** defined by art. 9 of the Regulation;
- **It does not have a significant negative impact** (so-called **Do No Significant Harm – “DNSH”** principle) on any of the six objectives declared in Article 9;
- **It is undertaken in compliance with the minimum guarantees for the protection of human and workers' rights**, provided for by Article 18 of the Regulation, and recognising the importance of international rights and standards (including OECD, UN, International Labour Organisation and the International Bill of Human Rights);

The practical application of the EU Taxonomy Regulation, as well as the operational details necessary for its implementation, are defined within the following **Delegated Regulations**:

- 1) **Delegated Regulation (EU) 2021/2139 – “Climate Delegated Act”**: it establishes criteria for activities that contribute to climate change mitigation and adaptation objectives. These criteria define which economic activities are considered sustainable for the purposes of reducing greenhouse gas emissions and/or adapting businesses to the effects of climate change.
- 2) **Delegated Regulation (EU) 2021/2178 – “Disclosure Act”**: it regulates the content and methods and reporting obligations in compliance with the EU Taxonomy Regulation;
- 3) **Complementary Climate Delegated Act**: it establishes the economic activities in the Gas and Nuclear sectors that can play a role in the transition to benefit the objectives of climate change mitigation and adaptation:
- 4) **Delegated Regulation (EU) 2023/2486 – “Environment and Climate Delegated Act”**: it defines the technical criteria to determine the contribution of an activity to the objectives of “Sustainable use and protection of water and marine resources”, “Transition towards a circular economy”, “Prevention and reduction of pollution” and “Protection and restoration of biodiversity and ecosystems”; it integrates the previous Delegated Regulation 2021/2139.

The methods of presenting the information required in compliance with art.8 of the Taxonomy are defined in the Delegated Regulation (EU) 2021/2178. The EU Taxonomy Regulation requires that eligible activities identified under the relevant criteria be assessed. Technical Screening Criteria – **“TSC”** – to define the percentage and share that are aligned (so-called “Aligned Taxonomy”) to the performance requirements set out in the Delegated Acts.

Companies listed on regulated markets of the European Union, required to draw up the Sustainability Report, are subject to the transparency provisions regarding eco-sustainable activities through the publication of three performance indicators (**“KPI”**) in terms of turnover, capital expenditure (**CapEx**) and operating expenses (**OpEx**) related to eco-sustainable economic activities on the total of the three items at Group level.

Evaluation of eligible activities of the Antares Vision Group

At a methodological level, in light of the legislation, the Antares Vision Group conducted an analysis of the activities of its subsidiaries in order to identify which of them coincided with one or more activities included in the Delegated Regulations (examining, where necessary, the NACE codes included in the description) and, consequently, make a potentially substantial contribution to one or more of the objectives of mitigation and/or adaptation to climate change and/or sustainable use and protection of water and marine resources, and/or transition to the circular economy and/or prevention and control of pollution, and/or protection of biodiversity and the health of ecosystems according to European legislation.

Based on the results of the eligibility analysis conducted, the following activities included in Delegated Regulation 2021/2186 have been identified as eligible for the “Transition to the circular economy” objective:

- Providing data-driven IT/OT (information technology/operational technology) solutions;
- Repairing, redeveloping and remanufacturing;
- Selling spare parts;
- Manufacturing of electrical and electronic equipment.

Antares Vision Group Aligned Activities Assessment

Based on the analysis of the “TSC” applicable to each activity assessed as eligible (so-called “Eligible Taxonomy”), conducted with the Managers of the individual companies, the presence of the necessary requirements to determine their full or partial alignment according to the conditions established by the Regulation was assessed, i.e. the presence of a substantial contribution to the achievement of at least one of the objectives indicated by the EU Taxonomy (pursuant to art. 9) in compliance with the Do No Significant Harm – “DNSH” principle (referred to in art.17) applied to the remaining environmental objectives and the minimum safeguard guarantees provided for in art. 18 according to the methods explained in detail in art. 3 of the Regulation.

Antares Vision Group is an enabler of sustainability, through the offer of technologies for product quality control (*Inspection*) and their tracking (*Track&Trace*) through the manufacturing of hardware components and the development of software; Although AV Group's solutions can theoretically contribute to the objective of “Transition to a Circular Economy”, the current available data and measurement tools do not allow, at this stage, to consider AV Group's activities as formally aligned.

The Antares Vision Group has oriented itself towards the choice of prudentially considering its activities included in the EU Taxonomy list only as eligible, **without detecting any case of total or partial alignment**.

A summary of each of the conditions of the Regulation analysed to assess the alignment of the Antares Group's activities is shown below:

Substantial contribution

At the present time there are not all the elements to confirm **the substantial contribution of eligible activities** of the Group on the basis of what is provided for in the corresponding TSCs contained within the Delegated Regulation (EU) 2023/2486 – “*Environment and Climate Delegated Act*”.

Respect for the DNSH principle

The documentation currently available does not allow for supporting with evidence and objectively demonstrating compliance with the Do No Significant Harm principle – “DNSH” – with reference to the objectives of climate adaptation and ecosystem biodiversity as set out in the respective Appendix (A) and (D) to the Regulation.

In particular, the Antares Group does not currently comply with Appendix A, as it does not carry out physical climate risk analyses on its production assets.

Compliance with minimum safeguards in the Antares Vision Group

The Minimum Social Safeguards – “MSS” – of the EU Taxonomy represent a set of fundamental principles and criteria that must be respected by economic activities in order to be considered environmentally sustainable. These standards refer to human rights, good labour practices and principles of good governance; Minimum safeguards include:

1. Respect for human and labour rights, according to international conventions.
2. Compliance with national and European laws against corruption and discriminatory treatment.
3. Adopting business practices that promote transparency and accountability.

The minimum safeguards of the EU taxonomy are also based on recognized **principles of international law** and on **international standards**. According to Article 18(1) of the Regulation, ‘minimum safeguards’ means the due diligence and remediation procedures implemented by an undertaking carrying out an economic activity in order to ensure alignment with:

- a) UN Guiding Principles on Business and Human Rights (UNGPs): specify a standard of conduct for businesses to prevent human rights violations and address potential risks arising from economic activities carried out by businesses. The responsibility of businesses to respect human rights refers to internationally recognized rights,
- b) OECD Guidelines: bring together all the thematic areas of responsible business conduct and responsible supply chain management. The document also recommends that companies apply good corporate governance practices, including due diligence.
- c) Conventions of the International Labour Organization (ILO): international treaties submitted for ratification by the Member States which define the guidelines to guide national policies and activities in the field of working conditions;
- d) International Bill of Human Rights.

The application of MSS with respect to the EU Taxonomy Regulation is also regulated and addressed within the “Final Report on Minimum Safeguard Clauses” published in October 2022 by the Platform on Sustainable Finance (PSF).

Although compliance with the guarantees is substantially ensured within the Group by the presence of a Code of Ethics, by the disclosed Policies, as well as by a reporting system based on maximum transparency from which no significant cases of violation emerge, from a formal point of view it has not been possible to certify this through specific Ethics Audits of compliance with the above-mentioned regulations. The Group is actively initiating formalized assessment processes aimed at objectively demonstrating its great attention to human rights issues.

Accounting Policy

Based on the indications reported in Attachment I of Delegated Regulation 2178/2021, the economic and financial figures for the calculation and reporting of the KPIs required by the Regulation were extracted from the general accounting and analytical accounting systems of the Parent Company.

As prescribed by the Attachments to the Delegated Act of European Regulation 2020/852, the methods of defining and calculating the KPIs of "Turnover", "Capital Expenditure (CapEx)" and "Operating Expenditure (OpEx)" are described below, on the basis of the activities classified as eligible and aligned for the purposes of the Regulation.

Specifically:

- **Calculation of the "Turnover" KPI** (paragraph 1.1.1. "Turnover-related KPI" of Delegated Regulation 2021/2178): the numerator includes the sum of net revenues from the sale of products and the provision of services (including intangibles) in accordance with IAS 1 para. 82(a) associated with economic activities aligned or eligible for the taxonomy divided by net revenues (as the denominator) pursuant to art. 2, point 5, of Directive 2013/34/EU.
- **Calculation of the KPI "Capital Expenditure (CapEx)"**: the denominator (paragraph 1.1.2.1. "Denominator" of Delegated Regulation 2021/2178) took into account the sum of all tangible and intangible increases in the balance sheet (including rights of use arising from IFRS 16), which occurred during the 2024 reporting year, considered before amortisation, depreciation and any revaluation (including those arising from redeterminations and reductions in value, for the year in question, and excluding changes in fair value). The denominator also includes increases in tangible and intangible assets resulting from business combinations. Capital expenditures include costs accounted for in accordance with the following accounting standards:
 - IAS 16 "Property, Plant and Equipment", paragraph 73, letter e), sub-paragraphs (i) and (iii);
 - IAS 38 "Intangible Assets", paragraph 118, letter e), sub-paragraph i);
 - IAS 40 "Investment Property", paragraph 76, letters a) and b) (for the fair value model);
 - IAS 40 "Investment Property", paragraph 79, letter d), sub-paragraphs (i) and (ii) (for the cost model);
 - IAS 41 "Agriculture", paragraph 50, letters (b) and (e);
 - IFRS 16 "Leases", paragraph 53, letter h).

Leases that do not result in the recognition of a right of use on the asset are not counted as capital expenditure.

To the **numerator** (paragraph 1.1.2.2. "Numerator" of Delegated Regulation 2021/2178), the part of capital expenditure that satisfies one of the following conditions has been included:

- a) they relate to assets or processes associated with economic activities aligned with the taxonomy (CapEx Type A);
- b) they are part of a plan to expand economic activities aligned with the taxonomy or to enable eligible economic activities to align with the taxonomy (CapEx Type B);

The CapEx plan referred to in point b) must satisfy the following conditions:

- the plan aims at expanding economic activities aligned with the enterprise taxonomy or at improving economic activities eligible for the taxonomy to align with it within a five-year period;
 - the plan is published at an aggregate level by economic activity and is approved, directly or by delegation, by the administrative body of the non-financial enterprise.
- c) they relate to the purchase of products resulting from economic activities aligned with the taxonomy and individual measures enabling the target activities to achieve low carbon emissions or greenhouse gas reductions, in particular the activities listed in points 7.3 to 7.6 of Attachment I to the Climate Delegated Regulation, as well as other economic activities listed in the delegated acts adopted pursuant to Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, provided that those measures are implemented and made operational within 18 months (CapEx Type C).

Furthermore, as specified in the European Commission's Communication 385 -01 – “First communication” FAQ 11, the numerator also includes capital expenditure which satisfies the following conditions:

- capital expenditure relating to assets or processes associated with economic activities eligible for the taxonomy (CapEx Type A);
- capital expenditures that are part of a plan to expand taxonomy-eligible economic activities or enable taxonomy-eligible economic activities to align with the taxonomy (CapEx Type B).

For capital expenditure in the Type C category, the assessment focuses on the products and individual measures, not on the target economic activity for which the expenditure is incurred. Expenditure on assets or processes that could be useful to enable the target activity to achieve low carbon emissions but which are not activities listed in the Delegated Regulation ‘Climate’ does not fall into the Type C category.

- **Calculation of the KPI “Operating Expenses (OpEx)”:** the denominator (paragraph 1.1.3.1. “Denominator” of Delegated Regulation 2021/2178) takes into account the sum of the operating expenses associated with research and development, building restoration and/or renovation measures, short-term rental, daily maintenance of buildings, plants and machinery, by the company or by third parties, necessary to ensure the continuous and effective functioning of these objectives; in the numerator (paragraph 1.1.3.2 “Numerator” of Delegated Regulation 2021/2178), operating expenses that meet one of the following conditions are included:
- a) they relate to assets or processes associated with economic activities aligned with the taxonomy, including training and other human resource adaptation needs, as well as direct non-capitalised research and development costs;
 - b) they relate to the purchase of products resulting from economic activities aligned with the taxonomy and to individual measures enabling the target activities to achieve low carbon emissions or greenhouse gas reductions, as well as to individual building renovation measures identified in delegated acts adopted pursuant to Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, provided that those measures are implemented and made operational within 18 months.

Clarifications on the denominator of the KPI "Operating Expenses" (OpEx)

In determining the denominator, the indications contained in Communication C/2023/305 of the European Commission - Second communication - referred to in points 32) and 33) and in note (16) reported in Communication 2022/C 385/01 of the European Commission - first communication, are also considered. Specifically, as indicated in point 12, the following cost items are excluded:

- General expenses
- Raw materials
- Employee cost for operating the machine
- Research and development project management costs
- Electricity, fluids or reagents necessary for the operation of buildings, systems and
- Machinery

Maintenance and repair expenses and any other direct expenses in the denominator of KPIs related to operating expense mainly concern physical assets, but may also be relevant for intangible assets (e.g. right-of-use assets, software).

Turnover related KPI

Denominator of Turnover

The denominator was obtained from the sum of the revenue arisen from analytical accounting (revenue centres used by the Group's management control) reconciled with the accounting figures of the Antares Vision Group's consolidated financial statements for the 2024 reporting year. The revenue reported refer to the sale of goods and services, net of discounts, VAT or any other direct tax. In detail, the following items have been included:

- "Manufacture of electrical and electronic equipment", including the following revenue centres of a Group's characteristic nature: "T&T", "Inspection systems", "Inspection machines", "Machines/Integrations" and "Evolutionary IMAC Change";
- "Repair, redevelopment and remanufacturing", including the following revenue centres of a Group's characteristic nature: "Maintenance" and "Service Maintenance Agreement";
- Sale of spare parts, including the following revenue centres of a Group's characteristic nature: "Spare parts";
- Provision of data-driven IT/OT (information technology/operational technology) solutions, including the following Group-specific revenue centres: "L4 FMCG", "L4 LS&C/L5 Life sciences", "AgriTech/AgriFood" and "Digital Healthcare".

The overall data of the above revenue centres is consistent with the following revenue items within the 2024 consolidated financial statements of the Antares Vision Group:

- Accounts 31211 "sales of software";
- Accounts 31212 "sales/integrations of machines"
- Accounts 31213 "Sales of components"
- Accounts 31214 "Sales of technical support"
- Accounts 31215 "other sales"
- Accounts 31216 "Sales - spare parts"
- Accounts 31217 "Repairs"
- Accounts 31252 "Returns on sales"

The total denominator also includes other income that has not been allocated to eligible assets.

Numerator of Turnover

Section A.1 – Turnover from eco-sustainable activities (aligned with the taxonomy)

No turnover lines related to activities aligned with the taxonomy have been identified and reported

Section A.2 – Turnover of activities eligible for the taxonomy but not eco-sustainable (aligned to the taxonomy)

This section includes the turnover of economic activities eligible but not aligned to the taxonomy according to the modalities described in detail in art.3 of the Regulation.

The eligibility analysis was carried out for each environmental objective; specifically, the possible coincidence of the Group's activities with one or more activities included in the Delegated Regulations was assessed (examining, where necessary, the NACE codes included in the description). The analysis revealed eligible activities with reference only to the objective of "Transition towards the circular economy".

Below is a breakdown of the eligible activities identified for each Group company in relation to the specific sale lines:

Providing data-driven IT/OT (information technology/operational technology) solutions

Asset Description

Tracking and tracing software and IT or OT systems developed for the purpose of identifying, tracking and tracing materials, products and goods in their respective value chains (including digital material and product passports), with the key objective of supporting the circularity of material and product flows or other objectives referred to in Regulation (EU) 2020/852.

- **Acsis:** development and sale of software (L4) for supply chain transparency, traceability data management, for optimising inventory management related to the supply chain and for integrated management with ERP - L4 systems;
- **Antares Vision S.p.A.:** development and sale of information technology (IT) software and systems for the transparency of the supply chain, management of traceability data, the optimization of inventory management connected to the supply chain, and integrated management with ERP-L4 systems;

- **Rfxcel Corporation:** development and sale of software for Life Science and Food Beverage sectors capable of guaranteeing the safety of medicines and optimising their stocks along the entire Supply Chain;
- **Ft System:** development and sale of software for packaging, dosing, control, measurement and selection of liquid and solid products; the software developed allows for the remote collection, processing, transfer and archiving of data coming from equipment, products or infrastructures during their use or operation (L2-L3);
- **SmartPoint Technologies Private:** development and sale of Track&Trace (T&T) software in the pharmaceutical sector capable of guaranteeing the safety of medicines and optimising their stocks along the entire Supply Chain;
- **Tradeticity:** Development and management of software for advanced traceability processes for the optimization of inventory management connected to the supply chain, and for integrated management with ERP (L4) systems;

Repairing, redeveloping and remanufacturing

Activity Description

The economic activity consists in extending the life of products by repairing, reconditioning or remanufacturing products that have already been used for the intended purpose by a customer (natural or legal person)

- **Antares Vision do Brasil:** repair, requalification of electronic machines and vision and traceability systems;
- **Antares Vision France:** repair of optical, electronic, computer and peripheral equipment;
- **Applied Vision Corporation:** repair and requalification of high-speed inspection systems for glass and metal containers in the food & beverage sector;
- **Antares Vision India Private:** repair and requalification of electronic Track&Trace and inspection systems;
- **Antares Vision:** repair, requalification of electronic, electro-optical and automation systems for production control;
- **Antares Vision Korea:** repair and requalification of optical inspection systems and tracking systems for pharmaceutical lines;
- **Antares Vision North America:** repair and requalification of inspection systems operating with different technologies (Visual Inspection, CCIT – Container Closure Integrity Testing, Primary Packaging Serialization etc.)
- **Antares Vision (Thailand):** repair and requalification of optical inspection machines;
- **FT Hexagone:** repair of optical, electronic, computer and peripheral equipment;
- **FT North America:** repair and requalification of machinery and systems for packaging, dosing, controlling, measuring and selecting liquid and solid products;
- **Ft system:** repair and requalification of machinery and systems for packaging, dosing, controlling, measuring and selecting liquid and solid products;

- **Antares Vision Asia Pacific:** repair and redevelopment of optical inspection and tracking machines for the pharmaceutical and Food & Beverage market mainly in the Chinese market;
- **Antares Vision Shenzhen:** repair and redevelopment of optical inspection and tracking machines for the pharmaceutical and Food & Beverage market mainly in the Chinese market.

5.2. Sale of spare parts

Activity Description

Economic activity refers to spare parts used in products manufactured by economic activities associated with the manufacturing of electrical and electronic equipment.

- **Antares Vision do Brasil:** sale of spare parts for electronic machines and vision and traceability systems;
- **Antares Vision France:** sale of spare parts for optical, electronic, computer and peripheral equipment;
- **Applied Vision Corporation:** sale of spare parts for high-speed inspection systems for glass and metal containers in the food & beverage sector;
- **Antares Vision India Private:** sale of spare parts for electronic Track&Trace and inspection systems;
- **Antares Vision:** sale of spare parts for electronic, electro-optical and automation systems for production control;
- **Antares Vision Korea:** sale of spare parts for optical inspection systems and tracking systems for pharmaceutical lines;
- **Antares Vision North America:** sale of spare parts for inspection systems operating with different technologies (Visual Inspection, CCIT – Container Closure Integrity Testing, Primary Packaging Serialization etc.)
- **Antares Vision (Thailand):** sale of spare parts for optical inspection machines;
- **FT Hexagone:** sale of spare parts for optical, electronic, computer and peripheral equipment;
- **FT North America:** sale of spare parts for machinery and systems for packaging, dosing, controlling, measuring and selecting liquid and solid products;
- **FT System:** sale of spare parts for machinery and systems for packaging, dosing, controlling, measuring and selecting liquid and solid products;
- **Antares Vision Asia Pacific:** sale of spare parts for optical inspection and tracking machines for the pharmaceutical and Food & Beverage markets mainly in the Chinese market;
- **Antares Vision Shenzhen:** sale of spare parts for optical inspection and tracking machines for the pharmaceutical and Food & Beverage markets mainly in the Chinese market.

1.2. Manufacturing of electrical and electronic equipment

Activity Description

The activity refers to the manufacturing of electrical and electronic equipment for industrial, professional and consumer use designed for:

- Long lasting;
 - Repair and warranty;
 - Reuse and remanufacturing
 - Potential recovery of material after dismantling
-
- **Antares Vision do Brasil:** manufacturing and assembly of electronic machines and vision and traceability systems;
 - **Applied Vision Corporation:** manufacturing and assembly of high-speed inspection systems for glass and metal containers in the food & beverage sector;
 - **Antares Vision Excellence:** manufacturing and assembly of Track&Trace and inspection machines and electronic systems;
 - **Antares Vision:** manufacturing and assembly of electronic, electro-optical and automation systems for production control;
 - **Antares Vision North America:** manufacturing and assembly of inspection systems operating with different technologies (Visual Inspection, CCIT – Container Closure Integrity Testing, Primary Packaging Serialization etc.)
 - **FT System:** manufacture and assembly of machinery and systems for packaging, dosing, controlling, measuring and selecting liquid and solid products;
 - **Imago Technologies:** manufacturing and assembly of smart cameras, integrated PC boxes and Deep Learning hardware for machine vision in industrial inspection, logistics, traffic control and many other applications;
 - **Wavision:** manufacturing and assembly of electronic equipment for the non-invasive analysis of various types of products (food, cosmetic and pharma) through the use of microwave sensors and AI technology;
 - **Av Eletronics:** manufacturing and assembly of customized electronic boards, electronic control units, brushless motor drivers, smart lights, custom microcontroller and PC-based electronic boards and smart sensors with FPGA (field programmable gate array); the components produced are aimed at interconnecting any type of device connected to Internet to collect data, control remote operations and transfer information;

Section B – Turnover of activities not eligible for the Taxonomy

Section B includes the turnover of the remaining economic activities not eligible for the purposes of the EU taxonomy.

Changes in the turnover numerator compared with the information for the 2023 reporting year

As indicated in chapter 1.2.3.1 “Contextual information on the KPI related to turnover” of the Commission Delegated Regulation (EU) 2021/2178, a qualitative explanation of the change in the KPI related to turnover is provided below.

In light of the fact that the available data and measurement tools in 2023 did not allow AV Group's activities to be considered formally eligible, it is not possible to carry out an analysis on the change in eligible turnover compared with 2023.

**Share of turnover derived from products or services associated with eligible/taxonomy-aligned economic activities -
Disclosure for the 2024 reporting year**

FINANCIAL YEAR 2024				YEAR			Criteria for substantial contribution						Criteria for "Not causing significant harm"								
Economic activities (1)				Code(2)	Total turnover (3) Currency	Share of 2024 turnover (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11) (Y/N)	Adaptation to climate change (12) (Y/N)	Water and marine resources (13) (Y/N)	Circular economy (14) (Y/N)	Pollution (15) (Y/N)	Biodiversity and ecosystems (16) (Y/N)	Share of turnover aligned to taxonomy year 2023 (18) %	Category (enabling activity) (19) A	Category (transitional activity) (20) T
					K EUR	%	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	Yes/ No	%	A	T
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																					
A.1. Eco-sustainable activities (aligned with the taxonomy)																					
Turnover from eco-sustainable activities (aligned with the taxonomy) (A.1)					-	0%	N/A	N/A	N/A	No	N/A	N/A	No	No	Yes	Yes	Yes	No	0%	A	
Of which enabling					-	0%	0%	0%	0%	0%	0%	0%	No	No	Yes	Yes	Yes	No	0%		
Of which transitional					-	0%	0%						No	No	Yes	Yes	Yes	No	0%		T
A.2 Activities eligible for the taxonomy but not environmentally sustainable (Activities not aligned with the taxonomy)																					
Manufacture of electrical and electronic equipment				1.2 CE	129.139	61%	N/A	N/A	N/A	Amm	N/A	N/Am m							0%		
Providing data-driven IT/OT (information technology/operational technology) solutions				4.1 CE	35.850	17%	N/Am m	N/Am m	N/Am m	Amm	N/Am m	N/Am m							0%		
Repair, refurbishment and remanufacturing				5.1 CE	28.606	14%	N/Am m	N/Am m	N/Am m	Amm	N/Am m	N/Am m							0%		
Sales of spare parts				5.2 CE	12.255	6%	N/Am m	N/Am m	N/Am m	Amm	N/Am m	N/Am m							0%		
Turnover of activities eligible for the taxonomy but not eco-sustainable (activities not aligned with the taxonomy)					205.850	97%	0%	0%	0%	0%	0%	0%							0%		
Turnover of activities eligible for the taxonomy (A.1 A.2)					205.850	97%	0%	0%	0%	0%	0%	0%							0%		
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY																					
Turnover of activities not eligible for the taxonomy					5.715	3%															
TOTAL					211.565	100%															

SHARE OF TURNOVER/TOTAL TURNOVER

	Aligned with the taxonomy by objective	Eligible for the taxonomy by objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	97%
PPC	0%	0%
BIO	0%	0%

Capital Expenditure KPI - CapEx

CapEx Denominator

The sum of eligible and non-eligible components was considered for the denominator.

The activity carried out resulted in the classification by tangible, intangible and right-of-use assets (according to IFRS 16) of the increases in value occurred during the 2024.

In detail, the reports produced internally at consolidated level regarding the situation of the Group's capital assets as of 31 December 2024 were analysed.

Specifically, starting from the analysis of the consolidated financial statements, all investments (CapEx) relating to the following categories were included:

- Capitalized development, installation and expansion costs;
- Software and know-how;
- Concessions, licences, trademarks and patents;
- Land and buildings instrumental to the business;
- Plant and machinery, industrial and commercial equipment;
- Property, plant and equipment and intangible assets in progress
- Extraordinary maintenance and building renovation;
- Extraordinary maintenance on third party assets;
- Company means of transport;
- Other fixed assets
- Leased assets capitalized in accordance with IFRS 16.

The values have been selected without considering the effects of depreciation amortisation, write-downs and changes in fair value, as required by the Regulation.

CapEx Numerator

Section A.1 – Capital expenditure of green activities (aligned with taxonomy)

No capital expenditures related to activities aligned with the taxonomy were identified and reported

Section A.2 – Capital expenditure of activities eligible for the taxonomy but not environmentally sustainable (activities not aligned with the taxonomy)

CapEx Type A

For the calculation of the share of Type A CapEx relating to the activities eligible for the taxonomy with respect to point a) of Communication 385 -01 European Commission – “First communication”), the portion of capital expenditure entered in the assets of the consolidated balance sheet directly attributable to each asset was considered in the numerator.

Below is the list of companies showing investments (CapEx) related to the following activities eligible for the “Transition to a circular economy”:

- a) Providing data-driven IT/OT (information technology/operational technology) solutions”
- b) 1.2. Manufacturing of electrical and electronic equipment”.
 - **Acsis** – 100% share Capex 2024
 - **Antares Vision do Brasil** – 100% share Capex 2024
 - **Antares Vision France** – 100% share Capex 2024
 - **Applied Vision Corporation** – 100% share Capex 2024
 - **Antares Vision Excellence** – 100% share Capex 2024
 - **Antares Vision India** – 100% share Capex 2024
 - **Antares Vision Italy SpA** – 100% share Capex 2024
 - **Antares Vision Korea** – 100% share Capex 2024
 - **Antares Vision North America** – 100% share Capex 2024
 - **Rfxcel Corporation** – 100% share Capex 2024
 - **Antares Vision (Thailand)** – 100% share Capex 2024
 - **FT Hexagone** – 100% share Capex 2024
 - **FT North America** – 100% share Capex 2024
 - **FT System Srl** – 100% share Capex 2024
 - **Imago Technologies** – 100% share Capex 2024
 - **SmartPoint Technologies** – 100% share Capex 2024
 - **Tradeticity** – 100% share Capex 2024
 - **Wavision** – 100% share Capex 2024
 - **Aveletronics** – 100% share Capex 2024
 - **Antares Vision Asia Pacific** – 100% share Capex 2024
 - **Antares Vision Shenzhen** – 100% share Capex 2024

Based on the analysis of the CapEx increases referred to the 2024 reporting year, those relating to the “intangible” category (equal to 9,020 K Euro) were mainly attributed (approximately 80%) to the eligible activity 4.1 “Provision of IT/OT (information technology/data-driven operational technology) solutions, while the remainder (approximately 20%) were allocated to the eligible activity 1.2 “Manufacture of electrical and electronic equipment”; the CapEx relating to the “tangible” category (equal to 6,372 K Euro), mainly attributable to rights of use on property, were allocated according to a reasonableness analysis between the eligible assets 4.1 “Provision of data-driven IT/OT (information technology/operational technology) solutions and 1.2 “Manufacture of electrical and electronic equipment”.

No Type A CapEx has been identified that can be associated with the eligible activities 5.1 Repair, reconditioning and remanufacturing and 5.2 Sale of spare parts.

CapEx Type B

The analysis did not identify any "CapEx Type B", which are part of a formalised, published and approved CapEx plan, aimed at enabling eligible economic activities to align with the taxonomy.

CapEx Type C

Capital expenditure related to the purchase of products resulting from economic activities aligned with the taxonomy

The technical criterion outlined in Attachment A is not currently met.

Individual measures that enable target activities to achieve low carbon emissions

Only the activities listed in the "Climate" Delegated Regulation have been included.

The "CapEx Type C" or "Non-sales-related investments", belonging to this category, were obtained through the compilation of specific questionnaires by all the companies of the Group

The analysis included the following types of investments:

- 7.3 - Installation, maintenance and repair of energy efficiency devices
 - adding insulation to casing elements that exist already, such as external walls (including green walls), roofs (including green roofs), attics, basements and ground floors.
 - replacing existing windows with new energy efficient windows
 - replacing existing external doors with new energy-efficient doors;
 - installation and replacement of energy-efficient light sources;
 - installation, replacement, maintenance and repair of heating, ventilation and air conditioning and water heating systems, including equipment related to district heating services, with high-efficiency technologies;
 - installation of water- and energy-saving plumbing devices for kitchens and sanitary facilities compliant with the technical specifications in Attachment E
- 7.4 Installation, maintenance and repair of electric vehicle charging stations in buildings (and in parking spaces belonging to buildings)
- 7.5 Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings
- 7.6 Installation, maintenance and repair of renewable energy technologies (e.g. installation of photovoltaic panels)

The individual energy efficiency measures capitalised for each company of the Antares Vision Group are listed below:

- **Applied Vision Corporation:** installation, replacement, maintenance and repair of heating, ventilation and air conditioning systems (257 K Euro);
- **Ft System:** installation and replacement of energy efficient light sources (3 K Euro)
- **AVI Excellence Private:** installation and replacement of energy efficient light sources (0.5 K Euro)

Section B – Capital expenditure of activities not eligible for the taxonomy

Section B includes CapEx relating to the remaining economic activities not eligible for the purposes of the EU Taxonomy.

CapEx Numerator Changes Compared with Disclosure for the 2023 Reporting Year

According to Chapter 1.2.3.2 “Contextual information on the KPI related to capital expenditure” of Commission Delegated Regulation (EU) 2021/2178, a qualitative explanation of the change in the KPI related to capital expenditure must be provided.

In light of the fact that the available data and measurement tools in the 2023 reporting year did not allow AV Group's activities to be considered formally eligible, it is not applicable to carry out an analysis on the change in CapEx relating to eligible activities compared with the 2023 reporting year.

Share of capital expenditures arising from products or services associated with economic activities aligned with the taxonomy
- Disclosure for the 2024 reporting year

FINANCIAL YEAR 2024				YEAR			Criteria for substantial contribution							Criteria for "Not causing significant harm"									
Economic activities (1)				Code(2)	CapEx (3)	Share of 2024 CapEx (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11) (Y/N)	Adaptation to climate change (12) (Y/N)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Share of CapEx aligned with the taxonomy year 2023 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)		
					K EUR	%	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	A	T		
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																							
A.1 Eco-sustainable activities (aligned with the taxonomy)																							
CapEx of green activities (aligned with the taxonomy) (A.1)				-	0%	N/Amm	N/Amm	N/Amm	No	N/Amm	N/Amm	No	No	No	Yes	Yes	Yes	No	0%				
Of which enabling				-	0%	0%	0%	0%	0%	0%	0%	No	No	No	Yes	Yes	Yes	No	0%	A			
Of which transitional				-	0%	0%						No	No	No	Yes	Yes	Yes	No	0%		T		
A.2 Activities eligible for the taxonomy but not environmentally sustainable (Activities not aligned with the taxonomy)																							
						Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm	Yes; No; N/Amm												
Manufacturing of electrical and electronic equipment (CapEx A)				1.2 CE	4.860	32%	N/Amm	N/Amm	N/Amm	Amm	N/Amm	N/Amm											0%
Providing data-driven IT/OT (information technology/operational technology) solutions (CapEx A)				4.1 CE	10.272	67%	N/Amm	N/Amm	N/Amm	Amm	N/Amm	N/Amm											0%
Repair, redevelopment and remanufacturing (CapEx A)				5.1 CE	-	0%	N/Amm	N/Amm	N/Amm	Amm	N/Amm	N/Amm											0%
Sales of spare parts (CapEx A)				5.2 CE	-	0%	N/Amm	N/Amm	N/Amm	Amm	N/Amm	N/Amm											0%
Installation, maintenance and repair of energy efficiency equipment (CapEx C)				7.3 CCM	260,5	2%	Amm	N/Amm	N/Amm	N/Amm	N/Amm	N/Amm											0%
CapEx of taxonomy-eligible but non-sustainable activities (non-taxonomy-aligned activities) (A.2)				15.392	100%	0%	0%	0%	99%	0%	0%											0%	
A. CapEx of taxonomy-eligible activities (A.1+A.2)				15.392	100%	0%	0%	0%	99%	0%	0%											0%	
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY																							
CapEx of activities not eligible for the taxonomy				-	0%																		
TOTAL				15.392	100%																		

SHARE OF CAPEX/TOTAL CAPEX

	Aligned with the taxonomy by objective	Eligible for the taxonomy by objective
CCM	0%	2%
CCA	0%	0%
WTR	0%	0%
CE	0%	98%
PPC	0%	0%
BIO	0%	0%

KPI related to operating expenses – OpEx

Given the low impact of the type of operating expenses (OpEx) considered in the taxonomy on the total overall operating expenses of the Antares Vision Group, less than 5%, it was not deemed necessary to proceed with the reporting of the KPI relating to operating expenses (OpEx) as provided for in paragraph 1.1.3 of Delegated Regulation 2021/2178.

Share of operating expenses derived from products or services associated with economic activities aligned with the taxonomy
– Disclosure for the 2024 reporting year

FINANCIAL YEAR 2024	YEAR			Criteria for substantial contribution						Criteria for									
	Code(2)	OpEx (3) Currency	Share of 2023 OpEx (4)	Climate change mitigation (5)	Adaptation to climate change (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11) (Y/N)	Adaptation to climate change (12) (Y/N)	Water and marine resources (13) (Y/N)	Circular economy (14) (Y/N)	Pollution (15) (Y/N)	Biodiversity and ecosystems (16) (Y/N)	Share of OpEx aligned with (A.1) or eligible for (A.2) the taxonomy year 2023 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)	
Economic activities (1)																			
		K EUR	%	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes; No; N/A	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	%	A	T	
A. ACTIVITIES ELIGIBLE FOR THE TAXONOMY																			
A.1 Eco-sustainable activities (aligned with the taxonomy)																			
Operating expenses of eco-sustainable activities (aligned with the taxonomy) (A.1)		-	0%	0%	0%	0%	0%	0%	0%							0%			
Of which enabling		0%	0%	0%	0%	0%	0%	0%	0%							0%	A		
Of which transitional		0%	0%	0%												0%		T	
A.2 ACTIVITIES ELIGIBLE FOR THE TAXONOMY BUT NOT ECO-SUSTAINABLE (Activities not aligned with the taxonomy)																			
Operating expenses of activities eligible for the taxonomy but not eco-sustainable		-	0%													0%			
A. OpEx of activities eligible for the taxonomy (A.1+A.2)		-	0%													0%			
B. ACTIVITIES NOT ELIGIBLE FOR THE TAXONOMY																			
Operating expenses of activities not eligible for the taxonomy		-	0%																
TOTAL			68 028	100%															

Pursuant to the information referred to in Article 8, paragraphs 6 and 7 of Delegated Regulation 2022/1214 which provides for the use of the models provided in Attachment XII, we report Model 1 – Activities related to nuclear power and fossil gases

Activities related to nuclear energy

1.	The company carries on, finances or has exposure to research, development, demonstration and construction of innovative power generation plants that produce energy from nuclear processes with minimal fuel cycle waste.	NO
2.	The company carries on, finances or has exposures towards the construction and safe operation of new nuclear plants for the generation of electricity or process heat, including for district heating purposes or for industrial processes such as hydrogen production, and improvements to their safety, with the aid of the best available technologies.	NO
3.	The company carries on, finances or has exposures to the safe operation of existing nuclear installations generating electricity or process heat, including for district heating or for industrial processes such as the production of hydrogen from nuclear energy, and improvements to their safety.	NO
Activities related to fossil gases		
4.	The company carries on, finances or has exposure to the construction or operation of power generation facilities that use fossil gas fuels.	NO
5.	The company carries on, finances or has exposure to the construction, redevelopment and operation of combined heat and power generation plants using fossil gas fuels.	NO
6.	The company carries on, finances or has exposure to the construction, redevelopment and operation of heat generation plants that produce heat/cold using fossil gas fuels.	NO

2.2. ESRS E1 Climate change

2.2.1. Governance

12. 2. 2.1.1.1.GOV-2 – Integration of sustainability performance in incentive systems

The Antares Vision group takes into account issues related to climate change and sustainability in general in its staff incentive systems.

The performance objectives of top management invested with specific roles and of managers with strategic responsibilities are measurable on a continuum (typically on economic or time factors) or are linked to specific projects and can be traced back to the category "corporate objectives" and the category "individual objectives". Among the individual objectives of the CEO, managers with strategic responsibilities and other top managers, there must be at least one ESG objective.

The following are the objectives with reference to energy and climate change mitigation present in the remuneration Policy approved in 2024:

- Increase FT Italia's use of electricity from renewable sources to 80%
- Optimize LIGHT Project

The Antares Vision Shareholders' Meeting of 28 February 2024 approved an incentive plan in favour of Gianluca Mazzantini as General Manager in consideration of the prominent position and fundamental role that he will play in the valorisation of the Company (the "GM Plan").

The GM Plan establishes the General Manager as the beneficiary of a share incentive scheme, with a duration of 5 years, strictly connected to performance targets (90% linked to corporate and/or Group results and 10% to ESG targets) which have to be achieved within the said time frame, consistently with the strategic/business plan developed by the General Manager for a three-year duration and approved by the Board of Directors, as well as additional two-year objectives for the fourth and fifth year of the GM Plan, again developed by the General Manager and approved by the Board of Directors.

In particular, the sustainability strategy includes two objectives related to climate change mitigation:

- Improvement of energy efficiency (through the development of specific KPIs relating to the Italian perimeter of the Group)
- Transition to renewable energy sources (through investments in photovoltaic panels at the Italian plants of AVIT and FT System, installation of charging stations for electric cars, replacement of the car fleet with hybrid and electric cars, mapping of the number of air trips and related GHG emissions).

The expected capex for the above-mentioned activities is approximately Euro 200 thousand per year from 2025 to 2028 and Euro 400 thousand in 2029.

2.2.2. Strategy

13. 2.2.2.1. Transition plan for climate change mitigation

Antares Vision Group has not prepared a transition plan for climate change mitigation as of 31 December 2024. However, there are objectives that concern ESRS E1 indicated in paragraph ESRS 2 *MDR-T - Monitoring the effectiveness of policies and actions through objectives*.

The Group intends to prepare a medium-term Transition Plan in the next few years.

14. 2.2.2.2. Significant impacts, risks and opportunities and their interaction with the strategy and business model

Antares Vision has performed a qualitative analysis for each material risk or transition risk related to climate represented in the "application requirements" section of the ESRS E1 standard: from this analysis, the Group did not detect any material physical and/or transaction risks related to climate. It follows that a resilience analysis including the use of climate scenario analysis has not been carried out.

2.2.3. Managing impacts, risks and opportunities

15. 2.2.3.1. ESRS 2 IRO-1 – Description of processes for identifying and assessing material climate-related impacts, risks and opportunities

The process used to identify environmental impacts related to climate change refers to the double materiality analysis explained in chapter 1.1.4.1.1. *IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities*. In particular, the GHG emissions generated by the Group and energy consumption were analysed.

In the context of climate impacts in operations along the upstream value chain, the activities of suppliers of materials that make up the machinery sold by the Group and, in particular, metals (iron, aluminium, copper, etc.) were examined.

The Group's impacts on the topic of climate change, identified in the context of the double materiality analysis, concern the Group's GHG emissions (tCO₂ Eq) Scope 1-2 which contribute to the phenomenon of climate change.

Based on the value chain analysis, negative impacts on climate change were detected in terms of GHG emissions generated by the aluminium and steel supply chain.

Regarding the processes for identifying and assessing physical risks, Antares Vision:

- has identified climate-related hazards, as classified in the EU Commission's Delegated Regulation 2021/2139, in the short, medium and long term and screened company assets and activities to determine whether they could be exposed to them;

- has considered the short, medium and long-term time horizons, as defined in ESRS paragraph 2 and in particular in disclosure 1.1.1.2. BP-2 – Disclosure in relation to specific circumstances.
- has assessed the extent to which its business assets and activities could be exposed to and are sensitive to the climate-related hazards that have been identified, taking into account the likelihood, magnitude and duration of the latter, as well as the specific geospatial coordinates (such as the Nomenclature of Territorial Units for Statistics for the EU territory) of its locations;

In assessing transition risks, Antares Vision has identified transition events in the short, medium and long term, using examples of transition events based on the classification of the Task Force on Climate-Related Financial Disclosures (TCFD), and has screened assets and business activities to determine whether they could be exposed to them.

16. 2.2.3.2. E1-2– Policies related to climate change mitigation and adaptation

Although the Group has not yet established a specific Policy for the management of climate change, during 2024 the parent company defined and made available a QHSE Global Policy, which provides for the adoption of innovative technologies to improve the energy efficiency of Antares Vision Group companies.

Considering the different organisational maturity of Group companies and the environmental and cultural context in which each one operates, in December 2024 Antares Vision Group defined a number of specific objectives to mitigate climate change within the QHSE Policy through energy efficiency, including:

- A communication plan to promote the conscious use of electronic devices;
- Installation of LED lighting and/or motion sensors;
- Reduction and/or offset of CO₂ emissions in the plants.

During 2025, the Parent Company will develop a specific Policy on climate change mitigation.

17. 2.2.3.3. E1-3– Actions and resources related to climate change policies

Regarding the actions implemented by Antares Vision in 2024 regarding climate change, as a specific reporting process on greenhouse gas savings related to climate change mitigation actions and the associated capex and opex has not yet been developed, primarily qualitative information has been reported:

- *Development of a calculation model for the Group's Scope 3 GHG emissions;*

- *Transition and increase in the share of energy derived from renewable energy sources through the stipulation of contracts with Guarantee of Origin;*
- *Mapping and energy efficiency plan and definition of targets for all Italian companies of the Group;*
- *Identify an ESG Champion for each site of the Group's companies to identify areas for improvement to reduce energy consumption and improvement ideas;*
- *Mapping of the PUE (Power Usage Effectiveness) of the data centers used in Italy;*
- Based on the water distributed in 2024, AVIT saved 3,177.653 kg of CO₂ through the non-production and transport of plastic bottles.
- For Antares Vision Italy, a project was launched in 2024 to replace fossil fuel cars with electric/hybrid cars at the end of the leasing period.

During 2025, AV Italy and FT System will initiate a project to install photovoltaic panels and increase the number of electric charging stations to support the implementation of electric cars in leasing.

The effects of these actions have not been measured in terms of their quantitative contribution to GHG emission reductions. This assessment will be carried out during the preparation of the Transition Plan.

2.2.4. Metrics and Objectives

18. 2.2.4.1. E1-4 Objectives related to climate change mitigation and adaptation

19. As the Transition Plan has not yet been prepared. However, in 2025, AV Italia and FT System will launch a project to install photovoltaic panels and increase the number of electric vehicle charging stations to support the implementation of electric vehicles on lease. Additionally, Antares Vision Italia started in 2024 the project to replace fossil fuel-powered vehicles with electric/hybrid cars at the end of their lease period.

20. 2.2.4.2. E1-5 Energy consumption and energy mix - MWh

AV Group's energy consumption in the table below refers to the energy used to operate equipment, production facilities and the activities carried out in commercial offices.

Energy consumption and energy mix - MWh	Unit	2023	2024
Total energy consumption from fossil fuels	MWh	4,486.39	4,539.74

Proportion of fossil fuels to total energy % consumption		78.48%	76.44%
Consumption from nuclear sources	MWh	n.d.	246.19
Proportion of nuclear sources to total energy % consumption		n.d.	4.14%
Consumption of fuels from renewable sources, MWh including biomass		0.01	0.01
Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired	MWh	1,099.40	1,139.8
Consumption of self-produced renewable energy without resorting to fuels	MWh	131.12	13.97
Total energy consumption from renewable sources	MWh	1,230.53	1,153.78
Proportion of renewable sources to total energy % consumption		21.52%	19.42%
Total energy consumption	MWh	5,716.91	5,939.71

The total energy consumption of AV Group in 2024 is 5,939.71 MWh, and is broken down as follows:

-Energy from fossil sources: The energy consumption from fossil sources amounts to 4,539 MWh, representing 76.44% of the total annual consumption;

-Energy from nuclear sources: The energy consumption from nuclear sources amounts to 246.19 MWh, representing 4.14% of the total annual consumption;

-Energy from renewable sources: The energy consumption from renewable sources amounts to 1,153.78 MWh, which is 19.42% of the total annual consumption. This consumption is further broken down as follows:

- Consumption of fuels from renewable sources: 0.01 MWh;
- Consumption of electricity, heat, steam, and cooling from renewable sources: 1,140 MWh;
- Consumption of self-produced renewable energy without the use of fuels: 14 MWh.

Starting from October, the companies FT System and AV Electronics began purchasing exclusively electricity from origin-guarantee contracts, thus aligning their commitment with that of Antares Vision S.p.A., which, purchases 100% of its energy through origin-guarantee contracts.

21. 2.2.4.3. Gross GHG emissions of scope 1, 2, 3 and total GHG emissions

The Group does not fall under the European ETS – Emission Trading Scheme regulations.

The emissions figure is reported in equivalent tons of carbon dioxide (t CO₂e) and refers to direct emissions (GHG Scope 1), as well as indirect emissions associated with the consumption of electricity purchased from the grid (GHG Scope 2). Starting from 2023, part of the electricity used by AV Group comes from renewable sources, thanks to the presence of specific supply contracts with Guarantee of Origin (GO), an electronic certification that attests to the zero carbon renewable origin of the sources used for the production of electricity. Consequently, the AV Group calculates indirect emissions from electricity consumption (GHG – Scope 2) according to two distinct methodologies:

- The market-based method requires determining the GHG – Scope 2 emissions considering responsible electricity purchasing practices. For electricity purchases covered by GO contracts, a zero tCO₂e emission factor is assigned. For the remaining portion of electricity not covered by GO, the national “residual mix” emission factor is applied.
- The location-based method requires that national average emission factors for the various countries from which electricity was purchased be applied when accounting for emissions derived from electricity consumption.

Direct CO₂ emissions (GHG Scope 1) mainly originated from the use of vehicles of the company fleet (diesel, petrol) and from the use of natural gas for heating AV Group offices and plants. The increase in direct CO₂e emissions is mainly due to a greater use, compared with the previous year, of petrol (+62%) and methane (+13%).

Emissions / CO₂ - GHG Scope 1	UM	2023	2024
t CO₂e			
Diesel	t CO ₂ e	458	394
Petrol	t CO ₂ e	203	369
LPG	t CO ₂ e	0.2	-
Fuels from crude oil and petroleum products	t CO₂e	661	763
Natural gas for heating	t CO ₂ e	93	96
Natural gas fuels	t CO₂e	93	96
Total - Scope 1 Emissions	t CO₂e	755	859

The emissions do not include losses related to F-gases.

The table below shows Scope 2 emissions according to the Market-based methodology. Compared with the analysis of the previous year, we observe a stability in the emissions produced. During the year, the companies FT System and AV Electronics have made the transition to energy from renewable sources, covered by certificates of guarantee of origin (GO), following the direction taken by Antares Vision S.p.A.

Emissions / CO₂ - GHG Scope 2	UM	2023	2024
t CO₂e – Market-based method			
Purchased electricity	t CO ₂ e	558	568
Steam	t CO ₂ e	-	-
Total – Emissions Scope 2 Market-based method	t CO₂e	558	568

For comparative purposes, GHG Scope 1 and GHG Scope 2 emissions are reported according to the two methodologies: Location-based and Market-based.

Emissions/ CO₂ – GHG Scope 1 GHG Scope 2 and GHG Scope 3	2023	2024
t CO₂e		
Total GHG emissions Scope 1 (direct)	755	859
Total GHG emissions Scope 2 (indirect) - Location based	759	893
Total GHG emissions Scope 3	-	20,757
Total GHG emissions Scope 1/Scope 2 and Scope 3	1,514	22,509

Emissions/ CO₂ – GHG Scope 1 GHG Scope 2 and GHG Scope 3	2023	2024
t CO₂e		
Total GHG emissions Scope 1 (direct)	755	859
Total GHG emissions Scope 2 (indirect) - Market-Based	558	568
Total GHG emissions Scope 3	-	20,757
Total GHG emissions Scope 1/Scope 2 and Scope 3	1,313	22,183

For the purposes of calculating Scope 3, AV Group did not use external or supplier data to calculate emissions. Therefore, 100% of Scope 3 emissions were calculated using internal primary data, obtained from direct company sources.

For the purposes of calculating Scope 3 emissions, in accordance with the provisions of the GHG Protocol, we carried out a preliminary analysis of the applicable categories:

Scope 3 category (GHG Protocol)	Included/Excluded	Calculation methodology used
Purchase of goods and services	Included	Average-data method
Capital Goods	Not relevant	-
Fuel and energy activities (not included in Scope 1 or 2)	Included	Average-data method
Upstream Transport and Distribution	Included	Spend-based method
Waste generated during operations	Included	Average-data method
Business trips	Included	Spend-based method
Employee commuting	Included	Distance-based method
Upstream leased assets	Not applicable	-
Downstream transport and distribution	Not detected	-
Transformation of products sold	Not applicable	-
Use of products sold	Included	Average-data method
End-of-life treatment of sold products	Not relevant	-
Downstream leased assets	Not applicable	-
Franchising	Not applicable	-
Capex	Not relevant	-

The assessment of the applicability and relevance of the Scope 3 categories was carried out based on a qualitative analysis (e.g., consistency with the business model) and a quantitative analysis (e.g., costs incurred for the activity, emissions lower than 10% of total Scope 3 emissions) in accordance with the Corporate Value Chain (Scope 3) Standard.

In general, categories with emissions lower than 10% of the total Scope 3 emissions are not considered relevant. Specifically, the "capital goods" category was not considered relevant due to the limited investments in property, plant, and equipment (systems and machinery) by the Group. The "downstream transportation and distribution" category was not considered relevant given the limited emissions detected for the related category "upstream transportation and distribution" and the transport of machinery to customers, which is estimated to be less frequent than transport related to raw material purchases. The "end-of-life treatment of sold products" category was not considered relevant due to the recyclability of most components of the finished products. Finally, the investments category refers to holdings in small service companies with limited GHG impacts.

The perimeter used for the calculation is equivalent to that used for the consolidated financial statements. The reasons behind the exclusion of the Scope 3 categories identified by the GHG Protocol mainly lie in the non-relevant or marginality of these categories. As for the **downstream transport and distribution** category, the exclusion is due to the complexity associated with collecting and processing the necessary data. However, efforts have been made to collect the necessary data, with the aim of including this category in our inventory for the next few years.

Scope 3 category (GHG Protocol)	UM	2024
Purchase of goods and services	t CO ₂ e	1,122
Fuel and energy activities (not included in Scope 1 or 2)	tCO ₂ e	275
Upstream Transport and Distribution	tCO ₂ e	1,406
Waste generated during operations	tCO ₂ e	0.7
Business trips	tCO ₂ e	1,485
Employee commuting	tCO ₂ e	1,546
Use of products sold	tCO ₂ e	14,922
Total GHG emissions Scope 3	tCO₂e	20,757

Emissions intensity

The following table shows the indicators for measuring emissions intensity (Scope 1 – Scope 2 and Scope 3):

Emissions intensity – Market-based	UM	2024
Emissions Scope 1, Scope 2 e Scope 3	t CO ₂ e	22,183

Net revenue	€ mn	207
Emission intensity	t CO ₂ e/€ mn	107.2

Emission intensity – Location-based	UM	2024
Emissions Scope 1, Scope 2 and Scope 3	t CO ₂ e	22,509
Net revenue	€ mn	207
Emission intensity	t CO ₂ e/€ mn	108.7

For the purposes of calculating emission intensity, group net revenue were used.

E1-7 – GHG absorption and GHG emission mitigation projects financed by carbon credits

The Group has participated out GHG emissions offsetting activities or projects, including:

- Planting by Tradeticity (<https://compensatingbyplanting.com/en>) of approximately 1,000 trees in Croatia and India (the amount of GHG that will be saved thanks to this project has not yet been calculated).
- Participation of FT System via the carrier GLS in a climate protection project (-> forest protection in Peru and Brazil).

Currently, the aforementioned projects are not reported within the metrics for greenhouse gas offsetting.

2.3. ESRS E2 Pollution

2.3.1. Managing impacts, risks and opportunities

IRO-1 Description of processes to identify and assess impacts, risks and opportunities related to pollution

The double materiality process for identifying impacts, risks and opportunities related to pollution is described in paragraph ESRS 2 IRO-1 – Description of processes for identifying and assessing material impacts, risks and opportunities, to which reference is made for further details.

Pollution-related IROs only indirectly concern the Group's activities, due to the very nature of the business. Specifically, these are emissions into the atmosphere of Greenhouse Gases and other polluting emissions (e.g. NO_x, SO_x, particulate matter, etc.) generated by business travel and by the extraction and production processes of steel, a material that the Group uses for the assembly of machines sold to its customers.

The affected communities were not consulted on the air pollution produced by the Antares Vision Group as it is not limited to the premises and offices and does not depend on the activities carried out in these premises.

The main IROs concerning pollution can be analysed in the paragraph *ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model*.

1.3.2. Pollution Policies

E2-1 Pollution Policies

The Antares Vision Group does not currently have a specific Policy for pollution, as it does not derive directly from the Group's activities.

1.3.2. Actions related to pollution

E2 – 2 Actions related to pollution

Antares Vision has not implemented any specific actions against pollution, as this issue does not directly arise from the Group's activities.

1.3.2. Objectives related to pollution

E2 – 3 Objectives related to pollution

Antares Vision has not defined any objectives in the area of combating pollution, as this issue does not directly arise from the Group's activities.

2.4. ESRS E5 Use of resources and the circular economy

2.4.1. Managing impacts, risks and opportunities

IRO-1 Description of processes to identify and assess impacts, risks and opportunities related to resource use and the circular economy

The process for identifying impacts, risks and opportunities related to resource inflows, resource outflows and waste is the same as described for the double materiality analysis described in paragraph *ESRS 2 IRO-1 – Description of processes for identifying and assessing material impacts, risks and opportunities*, to which reference is made for further information. In particular, the Group has analysed its business processes and that of individual companies, refining the request for data regarding the raw materials used for the Group's production and assembly companies (as indicated in the table in paragraph 1.1.2.1 BP1) or which produce industrial waste, mainly linked to the assembly of components and the testing phase.

The waste produced along the AV Group value chain concerns in particular the suppliers of metal and mechanical parts, as well as of electrical and electronic parts. As regards the Group's production and assembly companies (shown in the table in paragraph 1.1.2.1 BP1), a waste management procedure has been introduced, as waste is one of the major points of impact of Antares Vision's production process from an environmental point of view.

Waste collection and disposal is entrusted to both private and municipal suppliers (door-to-door collection, ecological island).

Please refer to ESRS Chapter 2 for further information on the methodology used for the double materiality analysis and the business and value chain analyses.

Affected communities were not directly involved in the analysis of IROs regarding resource use and circular economy. However, Antares Vision has carried out stakeholder engagement activities involving the Company's staff on circular economy issues.

E5-1 – Policies on resource use and circular economy

The Group does not currently have a specific Policy associated with IRO materials relating to the Circular Economy theme.

However, Antares Vision has adopted a Policy regarding quality, safety and environmental management that includes aspects regarding the concepts of circular economy, as well as specific indications regarding waste management, in particular it promotes responsible waste management and the use of recyclable materials. Through this Policy, Antares Vision is committed to applying and promoting the standards defined by the ISO 14001:2015 standard, as well as the following principles:

- Use in a responsible, efficient and effective way the raw materials and resources necessary for the functioning and implementation of production processes;
- Optimize production processes for the progressive reduction of waste;
- Conceive of and design the products and their packaging considering their entire life cycle;
- Reduce energy consumption;
- Reduce emissions of pollutants into the atmosphere, always paying attention to the organisation of transfers and shipments;
- Reduce the use of hazardous chemicals in production cycles, or replace them with others that are safer and have a lower impact on the environment;
- Where possible, replace materials that have a high environmental impact with other environmentally friendly materials;
- Responsibly manage waste and apply the principles of the circular economy;
- Guarantee the continuous control of direct and indirect environmental aspects through careful use of the facilities.

E5-2 – Actions and resources related to resource use and economy

In the Group's major European production sites, waste is collected separately and sent for recycling, reuse and waste-to-energy according to the policies adopted by the final operator with which the AV Group has stipulated an agreement.

In 2024, the Group launched the Separate Waste Collection project at the headquarters (Travagliato) with extension of projects through the ESG Champions to increase separate waste collection at all Group locations.

The Group does not currently have a system in place for reporting costs and investments relating to the initiatives and actions reported above.

The Antares Vision Group has achieved the objective it had set for 2024-2025 regarding the launch of a Separate Waste Collection project at the headquarters in Travagliato and the subsequent extension of the scope of this project to all the Group's sites, thanks to the support of the ESG Champions, with the exception of the US sites where separate waste collection is difficult to implement due to the local waste collection system that is not compatible with this practice. The above objectives are monitored through Team ESG meetings on their progress.

The Group has not defined any quantitative targets related to the use of resources and the circular economy.

2.4.2. Metrics and targets

E5-3 – Objectives on resource use and circular economy

Among the objectives set for the Group, there is the maintenance of the ISO 14001 certification, with reference to Antares Vision Italia.

E5-4 – Incoming resource flows

Antares Vision's incoming materials are reported only for the Group's manufacturing and assembly companies (as indicated in the table in paragraph 1.1.2.1 BP1) and include metals used for the production of machinery and for spare parts, and wood, as packaging material. The report does not include other Group companies as they do not purchase such materials in significant quantities. The list of incoming materials does not include some categories such as cables, electronic components and other components necessary for the assembly of the machines.

Materie prime / risorse naturali (Kg)			2024
	Technical materials	Biological materials	Totale
Machine Case	261.382,00		261.382,00
Spare Parts	16.170,67		16.170,67
Wood (packaging)		234.261,00	234.261,00
	277.552,67	234.261,00	511.813,67

E5-4 – Outgoing resource flows

The total waste produced in 2024 was 112,214 kg.

Waste generated (Kg)	2024			2023		
Hazardous waste	Recovery	Disposal	Total	Recovery	Disposal	Total
Pharmaceutical products for machine runtests	800.00		800.00			-
Other emulsions	344.00	584.00	928.00		110.00	110.00
Packaging containing residues of dangerous substances or contaminated by such substances	1.90	410.10	412.00	7.60	0.40	8.00
Fluorescent tubes and other waste containing mercury	118.80	2.20	121.00		1.00	1.00
Batteries and accumulators	100.00		100.00			-
Ink waste containing dangerous substances	9.00	113.00	122.00		67.00	67.00
Other solvents and solvent mixtures	50.00		50.00			-
Organic waste containing dangerous substances	252.00	28.00	280.00			-
Lead-acid batteries	81.10	44.90	126.00	38.50	36.50	75.00
Discarded equipment: containing hazardous components	70.00		70.00	168.00		168.00
	1,827	1,182	3,009	214	215	429
Non-hazardous waste	Recovery	Disposal	Total	Recovery	Disposal	Total
Metal packaging	351.00		351.00			-
Organic waste other than those mentioned in 160305	420.00		420.00	616.00		616.00
Other batteries and accumulators	9.80	15.20	25.00	9.80	4.20	14.00
Alkaline batteries	9.10	21.90	31.00	23.80	12.20	36.00
Other medicinal products	985.00	4,505.00	5,490.00	15.00	3,165.00	3,180.00
Waste printing toner different than those under heading			-	3.00	17.00	20.00
Discarded electrical and electronic equipment		5.00	5.00			-
Cables - other	1,825.00	40.00	1,865.00	1,663.00	125.00	1,788.00
Plastic	155.00	10.00	165.00	233.00	10.00	243.00
Glass	64.20	256.80	321.00	24.00		24.00
Components removed from discarded equipment	12,770.00	1,417.00	14,187.00	84.00		84.00
Discarded equipment	646.00		646.00	2,032.00		2,032.00
Scraps unsuitable for consumption or processing	971.00	30.00	1,001.00	3,367.00	10.00	3,377.00
Rubbish (food/paper/etc.)		2,805.00	2,805.00		3,460.00	3,460.00
Metals - other	395.00	4,115.00	4,510.00	1,045.00	3,050.00	4,095.00
Iron - steel	9,432.00	15.00	9,447.00	2,324.00	935.00	3,259.00
Packaging - mixed	982.20	11,855.80	12,838.00	1,209.00	19,078.44	20,287.44
Glass packaging	1,051.00		1,051.00	1,571.00		1,571.00
Packaging - wood	16,933.00	2,742.00	19,675.00	10,215.00	4,320.00	14,535.00
Packaging - plastic	5,564.00	2,376.00	7,940.00	9,306.00	4,036.00	13,342.00
Packaging - paper/carton - cardboard	24,264.50	2,092.50	26,357.00	31,912.00	880.00	32,792.00
Waste that must not be collected and disposed of by applying special precautions to avoid infection			-		20.00	20.00
Aluminium	75.00		75.00			-
	76,903	32,302	109,205	65,653	39,123	104,775
Total waste	78,730	33,484	112,214	65,867	39,338	105,204
Percentage of waste sent for recovery	70%			63%		

Details of waste sent for recovery (Kg)	2024	2023
Total for reuse	1,073.80	-
Total for recycling	501.00	214.10
Total for other types of recovery	252.00	-
Total hazardous waste	1,826.80	214.10
Total for reuse	15,080.20	243.00
Total for recycling	59,869.40	46,833.60
Total for other types of recovery	1,953.20	18,576.00
Total non-hazardous waste	76,902.80	65,652.60
Total waste sent for recovery	78,729.60	65,866.70

Detail of waste sent for disposal (kg)	2024	2023
Total for incineration	160.10	104.50
Total for landfill	960.10	0.40
Total for other types of disposal	62.00	110.00
Total hazardous waste	1,182.20	214.90
Total for incineration	10,578.70	16,127.84
Total for landfill	21,613.50	22,995.00
Total for other types of disposal	110.00	-
Total non-hazardous waste	32,302.20	39,122.84
Total waste sent for disposal	33,484.40	39,337.74

The total of non-recycled waste corresponds to 51,843.6 kg, or 46% of the total.

The types of waste produced by the Group are listed below:

Waste generated

Hazardous waste

Pharmaceutical products for machine runtests
Other emulsions
Packaging containing residues of dangerous substances or contaminated by such substances
Fluorescent tubes and other waste containing mercury
Batteries and accumulators
Ink waste containing dangerous substances
Other solvents and solvent mixtures
Organic waste containing dangerous substances
Lead-acid batteries
Discarded equipment: containing hazardous components

Non-hazardous waste

Metal packaging
Organic waste other than those mentioned in 160305
Other batteries and accumulators
Alkaline batteries
Other medicinal products
Discarded electrical and electronic equipment

Cables - other
 Plastic
 Glass
 Components removed from discarded equipment
 Discarded equipment
 Scraps unsuitable for consumption or processing
 Rubbish (food/paper/etc.)
 Metals - other
 Iron - steel
 Packaging - mixed
 Glass packaging
 Packaging - wood
 Packaging - plastic
 Packaging - paper/carton - cardboard
 Aluminium

Total waste

The total amount of hazardous waste corresponds to 3,009 kg.

No radioactive waste was generated.

The classification of waste (recovery/disposal) is based on the technical documentation compiled at the time of collection (such as, for example, through waste forms in Italy) and takes into account the information and estimates prepared in this regard by the environmental regulations. The total waste was collected on a consolidated basis with respect to the reporting perimeter.

3. CORPORATE INFORMATION

3.1. ESRs S1 Own workforce

3.1.1. Strategy

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model

The main impacts on AV's own workforce identified as a result of the double materiality analysis (explained in paragraph 1.1 ESRs 2 General Information) are related to the business model of the Antares Vision Group as they derive from the activities carried on by the personnel of the various companies that belong to it.

In particular, all material impacts, potential and current, relating to the following sub-topics:

- Collective bargaining, including percentage of workers covered by collective agreements
- Work-life balance

- Health and safety
- Training and skills development
- Measures against violence and harassment in the workplace
- Confidentiality

are currently considered by Antares Vision within its strategic lines regarding human resources management.

The ESRS 2 disclosures take into account all employees of the organisation who are affected, or who may be affected, by the Group's impacts.

Most of the employees, involved in the impacts generated by the Group, are employed with a permanent and full-time contract.

However, there are also self-employed workers, mainly involved in scouting and supply selection activities, external collaborators, temporary workers and interns.

The negative material impacts, which could be generated within the scope of the Group's activities and which involve its workforce, relate to, if any:

- limitations on collective bargaining and situations where the individual contract between the employer and the employee is less favourable than the collective agreement;
- accidents in factories with medium-low severity consequences on the physical integrity of workers;
- data breaches and/or unauthorized access to on-premise servers resulting in a violation of confidentiality;
- situations that can cause imbalances between private and professional life;
- situations of impoverishment of staff know-how and difficulties in subsequent relocation within an HR management if it is not effective in the development of upskilling, reskilling and life-long learning tools.

The positive material impacts, involving the Group's workforce, mainly derive from the training activities carried out by the organization. The latter, in fact, creates active collaborations with universities, laboratories and external training institutions in order to strengthen the skills of its employees, increase their knowledge and develop innovative tools and products. The training activities are aimed at the entire workforce, regardless of their contractual classification, and are carried out by all the Group's subsidiaries.

Based on the double materiality analysis, with regard to Antares Vision's workforce, the following significant risk has emerged:

ID	Sub-sub theme	Risk Description
1.	Training and skills development	Risk that productivity levels and business attractiveness are compromised by the lack of training aimed at improving skills and career prospects for employees.

There are no impacts, positive or negative, on the Group's own workforce resulting from environmental transition plans.

Following the analyses conducted by the Group, no operations were identified that generate a risk of cases of forced labour.

However, since some Group Companies are located in geographical areas, such as Asia and the Pacific, that are more sensitive to this issue, an impact was identified, but it was found to be immaterial. Furthermore, the Group has not identified any operations that generate a risk of cases of use of child labour.

However, since some Group Companies are located in geographical areas, such as Asia and the Pacific, that are more sensitive to this issue, an impact was identified, but it was found to be immaterial. It concerned the possible impediment to the right to education of minors, their health as they are forced to carry out exhausting work and their right to a peaceful childhood free from abuse and violence due to the employment of minors. RIPETIZIONE?

The Group uses *Diversity Equity and Inclusion* and *Human Rights* policies which regulate and prohibit such abuses.

From the documentary analyses and interviews that led to the development of the double materiality analysis, two categories of workers were identified as being most at risk: operators in production plants and employees who make a high number of business trips.

The risks and opportunities highlighted in the double materiality analysis regarding the Group's own workforce generally refer to all Group employees; this is determined by the fact that the identified risks and opportunities are linked to the possible failure to comply with working conditions and training guaranteed to the entire workforce.

Furthermore, some specific risks have been identified in the following cases: employees who undertake a high number of business trips, the possible discrimination against women in the event of a failure to implement an equal opportunity Policy.

3.1.2. Managing impacts, risks and opportunities

S1-1 – Own workforce policies

Antares Vision, in order to generate positive impacts on its employees and limit negative ones, has adopted the following policies:

- Human rights

- Whistleblowing
- Diversity equity and inclusion

These policies, which are an integral part of the corporate culture and related actions, apply to Antares Vision S.p.A. and its subsidiaries. In fact, they adopt the aforementioned policies in compliance with their own system of corporate governance.

The documents are addressed to all members of the corporate bodies, employees, officials and collaborators. The policies on whistleblowing and Human Rights are also addressed to suppliers of goods and services, consultants and, in general, to anyone who has a business relationship with the Antares Vision Group, regardless of the legal nature of the relationship.

Furthermore, in order to promote behaviours consistent with those adopted by the entire group, the Policies are also brought to the attention of the Associated Companies, which are required to sign a declaration of acknowledgement and knowledge, with the commitment to respect the principles contained therein.

As an international group operating in a global value chain and placing respect for people at the heart of its business, Antares Vision Group has always been aware of the importance of taking a clear position towards full respect for the human rights of all individuals who, directly or indirectly, are involved in the activities carried out by the Antares Vision Group around the world.

This position is essential for Antares Vision Group and is expressed in the Policy on Human Rights shared within the Group. The international references on which this Policy is based are the following:

- The United Nations International Bill of Human Rights consisting of:
 - The Universal Declaration of Human Rights;
 - The International Covenant on Civil and Political Rights;
 - The International Covenant on Economic, Social and Cultural Rights.
- The fundamental conventions of the International Labour Organization (ILO) - Nos. 29, 87, 98, 100, 105, 111, 138, 182 - and the Declaration on Fundamental Principles and Rights at Work.
- The United Nations Convention on the Rights of the Child.

Antares Vision Group promotes awareness of the Policy on Human Rights (and all other policies in force) at all Recipients.

To this end, the Policies are available to all, including through publication, in Italian and English, on the Antares Vision Group website. Furthermore, appropriate training and awareness programmes relating to this Policy are developed for the entire workforce, with the aim of strengthening the internal culture and promoting values such

as inclusion, equality and non-discrimination and to increase awareness and sharing of these corporate values within the Group.

In particular, the Human Rights Policy addresses and denies forced labour practices, child labour and any practices of discrimination within its workforce. On the other hand, it supports corporate dialogue with workers and their representatives as a fundamental aspect to ensure fair and trusting interaction with them, thereby promoting a strong culture of health, safety and well-being, in order to guarantee risk-free workplaces and at the same time encouraging a better work-life balance.

Antares Vision Group invites you to promptly report any violation, actual or suspected, of what is established in the document and undertakes to actively pursue any conduct that violates the established values.

Antares Vision Group's Human Rights Policy is aligned with the United Nations International Charter of Human Rights, the fundamental conventions of the International Labour Organization and the United Nations Convention on the Rights of the Child and, although not explicitly mentioned in the Policy itself, it is in line with the United Nations Guide to Principles on Business and Human Rights.

Furthermore, the platform dedicated to sending reports present in the Whistleblowing Policy is an other measure to remedy any impacts on human rights.

The Human Rights Policy explicitly addresses forced or compulsory labour and child labour.

Antares Vision S.p.A. has adopted a code of conduct, within which it establishes the health and safety of its workers as an essential principle.

The Antares Vision Group, therefore, takes care of the well-being of the workforce through the rigorous application of health and safety regulations and the implementation of comprehensive prevention measures. Each company of the Group is committed to creating a culture of health and safety awareness, operating in full compliance with the highest safety standards.

To give substance to the above, Antares Vision Italia S.p.A. has a specific structure dedicated to health and safety and identifies, evaluates and monitors risks pursuant to Legislative Decree 81/08. The Risk Assessment Document is signed and reviewed for each site by the Employer, the Prevention and Protection Service Manager, the Company Doctor and the Workers' Safety Representative (RLS).

Finally, the parent company Antares Vision S.p.A. has the ISO 45001 Health and Safety Management System integrated into the business processes.

The Antares Vision Group, in addition to addressing discrimination within the Human Rights Policy, has adopted a specific Policy for Diversity, Equity and Inclusion.

The Group recognizes the centrality of people and is committed to ensuring a fair and inclusive work environment, in which people are treated with dignity, decorum and respect, free from any form or type of violence and

harassment, to which all members of the company's administrative and control bodies and all workers must adhere.

In accordance with the Human Rights and Diversity, Equity and Inclusion Policies, Antares Vision Group's commitment to the principle of inclusion translates into the creation of a working environment based on the principles of equal opportunities, regardless of differences in gender, religion, ethnicity, nationality, sexual orientation, social status, physical ability and age.

The Antares Vision Group promotes awareness of the Diversity, Equity and Inclusion Policy (and all other policies in force) also through publication, in Italian and English, on the Antares Vision Group's website.

In addition, appropriate training and awareness programmes have been developed with the aim of strengthening internal culture and promoting values such as inclusion, equality and non-discrimination and to raise awareness of these values throughout the group.

All people in the Group, regardless of the legal relationship in force, are required to actively contribute to the implementation of the corporate principles, reporting any defects or violations.

S1-2 – Processes for involving own workers and workers' representatives on impacts

In Italy, the workforce can influence strategies through union representatives, as happened during the aforementioned reorganization process. Globally through communication with the HR department and/or – in some cases – with management.

The involvement of Antares Vision S.p.A. workforce can take place directly or, as regards the Travagliato office, through the internal and external Trade Union Representatives (RSU); other locations, through external RSU.

Furthermore, the Workers' Safety Representatives (RLSs) are always involved in the annual safety meetings.

In 2024, analysis were conducted with the assistance of the Protection and Prevention Service (PPS) regarding situations that have an impact on worker safety (e.g. work-related stress analysis, credit license for construction sites, etc.). Specific risk analyses were also carried out and the current people responsible for safety were appointed as a result of surveys carried out by the outgoing safety representatives.

Antares Vision Italia does not follow a precise order in its phases of involvement, in fact this order can vary depending on the topics addressed. The involvement of the workforce can take place through participation in meetings, where possible, through information at the end of the decision for all employees involved, or through open consultation, when possible, depending on the issues.

Employee meetings are scheduled in each quarter of the year. Instead, meetings with the RSU do not have a precise frequency, they are organised based on the requests of the period, for example once every two months or several times a month.

Involvement through information at the end of the processes involves sending communications to the offices or subsidiaries involved, or to the entire Group, in the event that the issue concerns everyone. As regards the open consultation, the RSU are involved and ad hoc meetings are held upon request of individuals based on their needs. In these cases it is not possible to predict their frequency; In general, the meeting takes place within 7-10 days from the receipt of the request.

The highest level function responsible for engaging with labour representatives is the Chief HR Officer. However, at Antares Vision S.p.A., anyone who needs to express an interest or exercise a right can share proposals.

There are currently no specific global agreements signed with workers' representatives to respect workers' human rights. However, workers' human rights are addressed in internal the Policy.

There are currently no tools to measure the effectiveness of engagement.

Anonymous internal surveys are periodically conducted globally and meetings are open to everyone without distinction, in order to understand, monitor and remedy any situations that determine a violation of the principles of conduct established by the Antares Vision Group.

The company implements several actions to ensure the inclusion of all vulnerable workers. They include:

- the adoption of assistive technology tools (e.g. ergonomic workstations) to promote the inclusion of workers with disabilities;
- the promotion of initiatives for low-income workers through the provision of meal vouchers and corporate welfare plans that improve economic and social well-being;
- the translation of key documents and communications into multiple languages and using visual symbols in safety communications to avoid and break down language barriers;
- the adoption of fair parental leave policies and equal access to growth opportunities, to promote gender equality.

Additionally, mandatory diversity and inclusion training is provided in simple and understandable materials for all employees. Different channels are used to reach everyone (email, intranet, explanatory videos, live meetings for those with less access to technology), for example, company videos include subtitles and documentation is available in audio format.

As evidence of the Company's commitment to gender equality, in the event that a gender pay inequality emerges, an independent pay equity review is initiated, giving rise to possible salary adjustments.

As regards the privacy and protection of workers' personal data, there are company policies on the transparent collection and management of personal data, with periodic training on IT security aimed at all employees.

Lastly, Antares Vision guarantees the right to peaceful assembly: If workers organize strikes or protests, the company ensures that they can do so in compliance with the regulations, without unfair penalties.

S1-3 – Processes to address negative impacts and channels for workers to raise concerns

The Group has activated a whistleblowing system that allows its workforce (but not only) to report any problems. This system is implemented by means of a portal, through which it is possible to submit reports that are received by an external lawyer, whose responsibility it is to manage whatever is received. This could involve an investigation, collecting evidence if necessary, and possibly the collaboration of internal members of staff (e.g. CHRO or Legal Officer).

As regards Antares Vision S.p.A., in addition to whistleblowing, the HR team is open to organizing ad hoc meetings in the event of internal team relational problems, collecting evidence from the interested parties and trying to re-establish any balances; subsequently, after the collection of evidence and internal discussion within the HR department, suitable measures are implemented to resolve the issues that emerged as rapidly and efficiently as possible.

Finally, reports can also be sent through internal RSUs.

Furthermore, the 231 model adopted by the Italian companies of the Group Antares Vision S.p.A. e FT System S.r.l. is a tool to prevent negative impacts arising from any illicit conduct of its workforce.

The Antares Vision Group supports these channels with the continuous maintenance and updating of the Whistleblowing platform to allow access and ensure a timely response from external layer and - where necessary and possible - internal staff. Other processes useful for allowing a better diffusion of the Whistleblowing channel are: training and policies both for the offices in Italy and for the Group.

Specifically, for Antares Vision S.p.A., the Whistleblowing channel is supported by the presence of RSU (internal union representatives) for Travagliato and by RLSs for all the sites of Antares Vision Italia S.p.A. The RLSs are appointed through a workers' vote using anonymous surveys held by the RLSs in office at the time and soon to be outgoing.

The availability of the channels is then disseminated and advertised via: the company intranet (with a link to policies); the company website (with link to Whistleblowing) and internal email communications to company employees.

The reports are automatic for Whistleblowing and reach the external lawyer, appointed as the reports manager. So, they are automatically tracked within the system.

The whistleblowing procedures are indicated and published on the website and in the company intranet, in the specific Policy.

In the specific case of Antares Vision Italia, the reports reach the RLSs through various channels (email, meetings, analyses such as work-related stress analysis) and are appropriately archived.

There are currently no specific processes and/or tools to assess workers' awareness and trust in the existence and use of structures or systems to communicate concerns or needs.

The Whistleblowing Policy addresses the confidentiality of the whistleblower and expressly prohibits retaliation or discrimination against the whistleblower. In addition to this Policy, the Diversity, Equity and Inclusion and Human Rights policies are in force in order to guarantee full respect for rights.

S1-4 – Interventions on impacts relevant to the company's own workforce and approaches for mitigating material risks and pursuing material opportunities in relation to its own workforce, as well as the effectiveness of such actions

With regard to the potential negative impacts on its own workforce concerning to capacity to maintain the skills of key persons, to workers' health and safety and social dialogue, the Parent Company guarantees training plans to promote the development of upskilling tools, career paths and knowledge dissemination; Furthermore, analyses and processes for the reorganisation of holidays are carried out and implemented to ensure rest for employees. In addition, the RLSs and the HR team organise analyses of work-related stress, which are then managed with interventions/interviews by the RLSs to improve the balance between private life and work. Finally, there is also the implementation of a salary review process to continue to allow the alignment of internal salaries with the external labour market.

As regards the Parent Company, from a training point of view, in 2024 it was not possible to offer everyone the necessary training due to a lack of training budget. For 2025, Antares Vision Italia is committed to re-proposing medium-scale training plans, even if the expected economic resources are still limited compared with previous years. Nevertheless, work-related stress analyses will continue to minimize negative impacts and a holidays plan will be presented to ensure rest. A salary review process is planned for 2025.

The results of the training implemented by the Parent Company are monitored by internal registers and by the analyses offered by the platforms in use (Docebo, Elearning, Udemy). From the point of view of work-related stress, the results are collected and analysed by the RLSs and by part of the HR team and then compared over time to propose and/or accept any corrective actions.

The processes for defining the necessary and appropriate actions in response to a specific negative impact on the workforce vary from case to case. Sometimes, these actions are proposed by the HR team, others by the employees themselves, following surveys or one-to-one meetings, or through the involvement of internal RSU (for the Travagliato office only); in other cases, by will of top management and managers.

The parent company and the Italian offices of FT System will work to obtain the UNIPDR125 certification, a national certification aimed at mitigating certain risks on the workforce, such as: gender gap (roles, remuneration, contracts, growth opportunities...), on the strengthening of practices and processes for work-life balance, for

greater clarity and transparency of processes with the drafting of new policies applied globally and for an alignment of employee selection and performance analyses at Group level.

In order to ensure respect for its workforce and to mitigate any negative impacts on it, the Antares Vision Group has adopted several policies, including the one on privacy to protect the confidentiality of its workforce and their personal data, the Policy on other work-related rights, and the management of internal data breaches and unauthorised access to on-premise servers.

Among the other actions implemented by Antares Vision in 2024 with respect to its workforce are:

- Creation of tools (company Intranet) and internal communication policies with the aim of improving employee engagement, with a particular focus on ESG issues;
- Promotion of initiatives to foster work-life balance at Group level;
- Dissemination of the Global Diversity, Equity & Inclusion and Human Rights Policies to all Group companies;
- Advancement of the Workplace Health Promotion - WHP project (Antares Vision S.p.A., Travagliato site) to implement workplace safety; Creation of a roadmap to enhance direct control of the Group's digital infrastructure to refine data security and privacy.

The HR team and top management are responsible for managing material impacts. The Italian companies of the Antares Vision Group have RSUs and RLSSs.

3.1.3.Metrics and targets

S1-5 Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities

The Group has identified KPIs related to the reduction of significant impacts and the improvement of positive impacts. With respect to the parent company and FT System Italia, these objectives concern obtaining the UNIPDR125 certification (with a focus on gender equality, reduction of the gender or role gap, strengthening of work-life balance policies). This is both a medium-term objective (obtaining certification by 2025) and a long-term objective (a process that must continue over the years for continuous improvement and global application).

At a global level, the Group intends to strengthen the remuneration balance (with the associated reduction of any gender gaps), through a review of salaries and a common variable incentive Policy and the strengthening of the new global matrix organization. This project is considered both short-term with regard to the actions planned in 2025 and long-term to maintain a high standard over the years to allow an alignment with the external market (internal alignment to the organisation on the global side, with due attention and precautions related to regulations and local cost of living).

As regards the Parent Company Travagliato head office, the internal RSU were involved and informed about some of the objectives and paths planned for 2025 (e.g. unipdr125). Furthermore, this project aims to involve the company population with direct participation, asking for their most relevant proposals and needs and any additional requests and therefore trying to achieve the workers' most requested objectives. The objectives will be set in a specific plan to be drawn up during 2025 and will be periodically measured internally and externally (consultants and auditors).

Measurable objectives have been adopted in compliance with the timeframes and in the achievement of some quantitative objectives (e.g. contractual analysis, reduction of the gender gap, attention to turnover, % of female vs. male representation both in the total number of employees and in top management).

S1-6 – Characteristics of the company's employees

Employees	2024			2023		
	Women	Men	Total	Women	Men	Total
Total employees at the end of the period/by gender	269	887	1,146	334	1,067	1,401

The following is a breakdown of employees by geographical area where the Group employs at least 10% of its total workforce:

Total number of employees by gender / geographical area	2024			2023		
	Women	Men	Total	Women	Men	Total
India	39	168	207	41	153	194
USA	38	151	189	43	185	228
Italy	149	430	579	186	511	697

Type of employment contract	2024			2023		
	Women	Men	Total	Women	Men	Total
Fixed-term employees	3	2	5	4	11	15
Permanent employment employees	266	873	1,140	330	1,056	1,386

of whom on an intermittent contract	-	-	-	-	-	-
of whom occasional employees	2	2	2	2	2	2
Total	269	877	1,146	334	1,067	1,401

Total number of employees by type of occupation/by gender	2024			2023		
	Women	Men	Total	Women	Men	Total
Full-time	248	872	1,120	299	1,052	1,351
Part-time	21	5	26	35	15	50
Total	269	877	1,146	334	1,067	1,401

Turnover	2024			2023		
	Women	Men	Total	Women	Men	Total
New hires						
Under 30 years old	11	40	51	32	63	95
30-50 years	12	56	68	39	119	158
Over 50 years old	8	15	23	3	19	22
Total	31	111	142	74	201	275

Termination						
Under 30 years old	19	53	72	17	37	54
30-50 years	26	87	113	23	101	124
Over 50 years old	35	86	121	5	17	22
Total	80	226	306	45	155	200

Turnover	2024	2023
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Turnover	Women	Men	Women	Men
positive turnover - new hires	9%	11%	27%	22%
negative turnover-terminations	24%	22%	16%	17%
overall turnover	-15%	-11%	11%	5%

The figures were communicated by each Group Company with the support of the Parent Company's HR department. The number of employees and non-employees is based on headcount and is reported at the end of the reporting period.

As of 31 December 2024, the workforce numbered 1,146, a decrease of 18% compared with 31 December 2023. The decrease in the number of employees, compared with 2023, was caused from the deconsolidation of the Russian subsidiary due to loss of control. For effects of the staff reduction plans during 2024, please refer to "Significant events during the Year - Social Plan" paragraph.

Total number of employees by gender / geographical area	2024			2023		
	Women	Men	Total	Women	Men	Total
Hong Kong		4	4	1	8	9
Korea		1	1		3	3
Thailand	5	5	10	3	4	7
India	39	168	207	41	153	194
China	2	4	6	4	9	13
Ireland		2	2		2	2
Brazil	10	46	56	11	59	70
Serbia	9	14	23	9	14	23
Croatia	3	1	4	3	1	4
Russia			-	17	59	76
UK		3	3		4	4
Germany	10	26	36	11	28	39

USA	38	151	189	43	185	228
France	4	22	26	5	27	32
Italy	149	430	579	186	511	697
Total	269	877	1,146	334	1,067	1,401

S1-7 – Characteristics of non-employee workers in the company's own workforce

	Total number of employees at 2024			2023		
	the end of the period/by					
	gender					
	Women	Men	Total	Women	Men	Total
Workers administered	4	5	9	5	6	11
Interns	6	3	9	7	5	12
Coordinated and continuous collaborators (Co.co.co)			-			-
Self-employed and external collaborators	2	25	27	3	32	35
Seasonal workers			-			-
FSE&Partner	29	144	173	1	42	43
Workers for recruitment, selection and supply activities			-			-
Other (specify in notes)			-	6	20	26
Total	41	177	218	22	105	127

S1-8 – Coverage of collective bargaining and social dialogue

Within EEA, the collective agreements by the geographical areas significant for the Group are:

Collective agreements		2024
HC		
Total employees		1,146
Employees covered by collective bargaining agreements		690
% employees covered by collective bargaining agreements		60.21%

There are no collective agreements for significant geographical areas outside the EEA.

S1-9 – Diversity metrics

By Top Management, the Antares Vision Groups means the first and second level below the Board of Directors, and therefore composed of the CEO, the Global Management Team and the subsidiary managers.

Composition of Top Management		2024		
Top Management/Diversity	Women	Men	Total	
Under 30 years old	-	-	-	
30-50 years	-	5	9	
Over 50 years old	4	13	13	
Total	4	18	22	
%	Women	Men	Total	
Under 30 years old	0.0%	0.0%	0.0%	
30-50 years	18.2%	22.7%	40.9%	

Over 50 years old	0%	59.1%	59.1%
Total	18.2%	81.8%	100.0%

Employee Diversity	2024			2023		
Employees by category/by gender	Women	Men	Total	Women	Men	Total
Managers	14	66	80	20	98	118
Employees / Middle management	235	689	924	292	826	1,118
Production workers	20	122	142	22	143	165
Total	269	877	1,146	334	1,067	1,401

%	Women	Men	Total	Women	Men	Total
Managers	1.2%	5.8%	7.0%	1.4%	7%	8.4%
Employees / Middle management	20.45%	60.01%	80.6%	20.8%	59%	79.8%
Production workers	1.7%	10.6%	12.4%	1.6%	10.2%	11.8%
Total	23.45%	76.5%	100.0%	23.8%	76.2%	100.0%

Employee Diversity	2024				2023			
Employees by category/ by age	Under 30 years old	30-50 years	Over 50 years old	Total	Under 30 years old	30-50 years	Over 50 years old	Total
Managers		56	24	80	9	78	31	118

Employees / Middle management	202	580	142	924	273	697	148	1,118
Production workers	30	88	24	142	42	107	16	165
Total	232	725	189	1,146	324	882	195	1,401
%	Under 30 years old	30-50 years	Over 50 years old	Total	Under 30 years old	30-50 years	Over 50 years old	Total
Managers	0.0%	4.9%	2.1%	7.0%	0.6%	5.6%	2.2%	8.4%
Employees / Middle management	17.6%	50.4%	12.4%	80.4%	19.5%	49.8%	10.6%	79.8%
Production workers	2.7%	7.8%	2.1%	12.6%	3.0%	7.6%	1.1%	11.8%
Total	20.3%	63.1%	16.6%	100.0%	23.1%	63.0%	13.9%	100.0%

Employee Diversity		2024			2023		
Employees by age group/ by gender		2024			2023		
		Women	Men	Total	Women	Men	Total
Under 30 years old		68	164	232	91	233	324
30-50 years		165	560	725	207	675	882
Over 50 years old		36	153	189	36	159	195
Total		269	877	1,146	334	1,067	1,401
%		Women	Men	Total	Women	Men	Total
Under 30 years old		5.9%	14.3%	20.2%	26.5%	16.6%	23.1%

30-50 years	14.4%	48.8%	63.2%	14.8%	48.21%	63.0%
Over 50 years old	3.1%	13.4%	16.6%	2.6%	11.3%	13.9%
Total	23.5%	76.5%	100.0%	23.8%	76.2%	100.0%

S1-13 – Training and skills development metrics

Antares Vision believes in internal development and growth as important factors for employee well-being and to increase the value of its workforce. The details regarding employee ratings are shown below:

Employees who received periodic performance assessments

2024

	Women	Men	Total
	180	524	704
%	Women	Men	Total
	66.9%	59.7%	61.4%

Number of employees assessed / by category

2024

	Women	Men	Total
Managers	6	24	30
Employees/ Middle management	159	429	588
Production workers	15	71	86
Total	180	524	704

Average number of training hours per year per employee 2024			
	Women	Men	Total
Managers	14	66	80
Employees / Middle management	235	690	925
Production workers	235	690	925
Total	484	1,446	1,930

Average hours of training per employee 2024			
	Women	Men	Total
Managers	14	5	7
Employees / Middle management	10	11	10
Production workers	21	9	11
Average hours of training by gender 2024			
	Donne	Uomini	Totale
Ore medie di formazione per genere	11	10	10

S1-14 – Health and safety metrics

Work-related injuries - Employees	Unit	2024	2023
Work-related injuries	No.		
Deaths			
Serious accidents			
Other accidents		2	2

Total injuries recorded		2	2
Accidents on the way to work		3	3

Total hours worked	hrs	2,236,421	2,666,923
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Days of absence due to injury	No.	28	128
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Accident Index

Accident Frequency Rate (No. of accidents/hours worked x 1,000,000)	0.89	0.75
Deaths		
Serious accidents		
Other accidents		
Accident severity index (days of absence due to injury/hours worked x 1,000)	12.52	48.00

% of employees covered by the occupational health and safety management system	100%
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Family Leave (HC)	2024			2023		
	Women	Men	Total	Women	Men	Total
Number of employees eligible for family leave / by gender	269	865	1,134	334	1,067	1,401
Number of employees who have taken family leave, by gender	31	36	67	26	25	51
Days	3,155	359	3,514	3,532	363	3,895

Percentage of employees who took family leave among eligible employees	11.5%	4.1%	5.9%	7.8%	2.3%	3.6%
Percentage of employees who have taken family leave out of total employees	11.5%	4.1%	5.8%	7.8%	2.5%	3.8%

S1-15 – Work-life balance metrics

Family Leave (HC)	2024			2023		
	Women	Men	Total	Women	Men	Total
Number of employees eligible for family leave / by gender	269	869	1,138	334	1,067	1,401
Number of employees who have taken family leave, by gender	31	36	67	26	25	51
Days	3,155	359	3,514	3,532	363	3,895
Percentage of employees who took family leave among eligible employees	11.50%	4.10%	5.90%	7.80%	2.30%	3.60%
Percentage of employees who have taken family leave out of total employees	11.50%	4.10%	5.80%	7.80%	2.50%	3.80%
Percentage of employees eligible for parental leave	100.00%	98.60%	98.90%	100%	100%	100%

S1-16 – Compensation metrics (pay gap and total compensation)

Pay gap	Unit	2024		
Total basic pay / by gender		Women	Men	% Ratio
	Euro	10,282,702	40,890,303	75%
Total hours worked / by gender		Women	Men	% Ratio

hrs	468,122	1,590,842	71%
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Average gross hourly wage	Women	Men	% Ratio
Euro/hrs	21.97	25.70	

Total annual rate of remuneration	Unit	2024
Total annual compensation for the highest paid individual in the company	Euro	374,169
Median annual total compensation of employees (excluding the highest earner)	Euro	42,711
Annual remuneration, ratio	%	876.1%

S1-17 – Serious human rights incidents, complaints and impacts

On 20 March 2024, an episode occurred in the company involving a (then) employee who, entering a meeting to which he had not been invited, began addressing and insulting a colleague, then shouting in the corridors. The person in question was immediately suspended as a precautionary measure in accordance with the CCNL to allow for further investigation.

During the period of precautionary suspension, the Human Resources department had a chance to speak with several people involved in the episode in various capacities (and in previous episodes), reconstructing a case that was far worse than a problem of "internal relations", as it appeared to be initially. Consequently, pursuant to Law 300/7, the person in question was accused of all of the incidents that had emerged and, once the counter-arguments in relation to the disciplinary dispute had been received, the disciplinary measure of dismissal for just cause was applied (11 April). The dismissal order was then challenged by the defendant's lawyers and the matter was closed with an out-of-court settlement where the employee accepted to be dismissed (and therefore waiving the possibility of suing the Company) in exchange for a financial incentive.

As a result of this event and its conclusion, it was decided to accelerate and strengthen:

- The review, updating and dissemination of the Policies on Human Rights, Diversity, Equity and Inclusion and the Code of Ethics in order to reinforce the principles, rules and values in force in the Company on these issues;
- Exploit the (new) internal corporate communication platform (OneVision) to make the above documents visible and accessible and to promote a culture of inclusion in the best way possible;
- Accelerate the process to obtain the UNI PDR 125 Certification on Gender Equality identified as a tool to promote continuous improvement in inclusion within the workplace.

3.2. ESRS S2 Workers in the value chain

3.2.1. Strategy

SBM-2 – Stakeholders' interests and opinions

The Antares Vision Group is an international group that puts people at the centre of its business, also in its global value chain; it has therefore always been aware of the importance of taking a clear position about full respect for the interests, opinions and rights of all individuals who, directly or indirectly, are involved in the activities carried on by the Antares Vision Group throughout the world, including local communities. The objective of the Antares Vision Group is, in fact, to respect the cultural, social and economic diversity of the different countries in which it operates.

Workers in the value chain are not directly impacted by the Group's activities. Indirectly, workers in the value chain can be potentially affected in terms of health and safety and safe employment.

As part of the Integrated Management System of Antares Vision S.p.A., specific company policies have been adopted such as quality, health, workplace safety, environment, and information security policies, that contain the following requirements:

- appropriate for the purposes and context of the organization that supports the strategic directions of the Group;
- a commitment to ensuring safe working conditions for the prevention of environmental and energy problems with an impact on information security and on the health and safety of the workers;
- a commitment to establish a framework of reference for setting company objectives;
- a commitment to meet all applicable requirements, including legal aspects;
- a commitment to control environmental health and safety risks according to a hierarchy of controls;
- a commitment to continual improvement of business performance;

- a commitment to the participation and involvement of workers and their representatives in the decision-making processes of the integrated system concerning health and safety aspects.

Through the preparation of two new dedicated questionnaires, distinct between Material and Service, with a specific focus on ESG criteria, it was possible to collect information, qualifications and certifications from hundreds of suppliers, with a coverage of more than 80% of the total turnover of the Antares Vision Group. The collected data was archived and integrated into the supply chain management processes, further strengthening the Group's commitment to responsible supply chain management.

In particular, with the adoption of the Human Rights Policy, which applies to all AV Group companies and provides for specific methods of implementation, employee training and monitoring by the HR department of the parent company, the Group intends to:

- strengthen its commitment to the protection of human rights in each country in which it operates;
- demonstrate awareness of the risks inherent in the business model;
- promote the contents of the Policy among its external stakeholders as well.

The Human Rights Policy of Antares Vision Group was drawn up starting from the identification of the potentially most vulnerable elements within its value chain, to ensure full respect for the human rights of all individuals connected to the Group's activities. The Policy regulates behaviours and establishes the position of AV Group in relation to topics such as forced labour, child labour, anti-discrimination, collective bargaining, health and safety, work environment, local communities.

SBM-3 Significant impacts, risks and opportunities and their interaction with the strategy and business model

The AV Group analysed all workers in the supply chain who could be significantly affected by the company's activities. In particular, workers in the value chain who could suffer significant impacts are the following:

- workers who carry out their activity at the company headquarters but who are not part of the company's own workforce; in particular, these are employees of social cooperatives employed in secondary activities, such as cleaning or simple manual tasks;
- workers who work for third-party entities that outsource production activities of tool and machinery components to the AV Group;
- workers who work for entities in the downstream value chain, who carry out logistics activities, distributors, affiliates, retailers, on whom the AV Group relies for the transportation and delivery of machines and spare parts.

According to data from UNICEF, the United Nations International Children's Emergency Fund, some areas of Asia and the Pacific where the Group operates may be more sensitive to risks of forced labour and child labour.

As previously mentioned, among the significant negative impacts for workers in the AV Group value chain, there is the one regarding the potential impacts on the health and safety of workers in the value chain related to the Group's activities outsourced to third parties. What has been described is of fundamental importance by virtue of a business model based on a significant contribution from external suppliers necessary for the production phases of the components.

However, no impacts connected to single incidents or specific commercial relationships are reported.

The development of services and products that enable the identification of fake and counterfeit products can help protect client companies, in particular those in the luxury and pharmaceutical sectors, from the negative effects of counterfeiting, thus preserving the jobs of workers further down the AV Group supply chain.

The double materiality analysis did not reveal any significant risks or opportunities arising from dependencies attributable to workers in the value chain.

The Antares Vision Group rejects any form of behaviour that may be discriminatory on the basis of gender, age, disability, nationality, sexual orientation, ethnicity, religion, political opinions and all other forms of individual diversity, or that is harmful to people and their beliefs or preferences. Therefore, the Antares Vision Group encourages and fully values people's freedom of expression by promoting training and awareness initiatives on the topic of diversity, with the aim of spreading an inclusive culture that values the principle of equal treatment of all employees based on their skills and professional abilities.

With the exception of workers coming from areas more sensitive to the risks of forced labour and child labour, no other categories of workers subject to greater risks have been identified.

No significant risks or opportunities arising from workers in the value chain emerged from the double materiality analysis carried out. However, some non-significant risks and opportunities have emerged, which involve all categories of workers identified in the value chain, upstream and downstream.

For more information on the strategy, please refer to the chapter *1.1.4.Strategy.* and chapter *3.2.2. Managing impacts, risks and opportunities* for policies related to the workers in the value chain.

3.2.2. Managing impacts, risks and opportunities

S2-1 – Worker-related policies in the value chain

The Antares Vision Group has adopted a Code of Ethics, a Human Rights Policy and a Diversity, Equity and Inclusion Policy, managed by the HR department of the parent company, supported by the legal function of the group, which address the issue relating to the activity of suppliers.

The Antares Vision Group has always been aware of the importance of taking a clear position towards full respect for the human rights of all individuals who, directly or indirectly, are involved in the activities carried out by the Antares Vision Group throughout the world, including local communities and indigenous populations. The objective of the Antares Vision Group is, in fact, to respect the cultural, social and economic diversity of the

different countries in which it operates. This awareness has led the Antares Vision Group towards the adoption of a human rights Policy that is an integral part of the corporate responsibility of the Antares Vision Group and which aims to protect the group and all individuals involved in its activities.

By adopting the above-mentioned Policy, the Antares Vision Group intends to:

- strengthen its commitment to the protection of human rights in each country in which it operates;
- demonstrate the Group's awareness of the risks inherent in its business model;
- define the application parameters of this Policy through the implementation of specific monitoring and reporting processes; and
- promote the contents of the Policy within the group and among external stakeholders.

Every stakeholder, employee, collaborator, supplier of goods and services, and anyone who has a business relationship with the Antares Vision Group, must operate in full compliance with this Policy, especially in high-risk and conflict-ridden contexts. The Human Rights Policy has been drafted in accordance with the main international conventions, standards and recommendations on human rights, as well as with the internal policies and procedures of the Antares Vision Group. Therefore, the principles contained therein are in line with:

- internal references;
- the Code of Ethics of the Antares Vision Group;
- the Antares Vision Group Diversity, Equity and Inclusion Policy;
- the International Bill of Human Rights of the United Nations consisting of:

- Universal Declaration of Human Rights;

- International Covenant on Civil and Political Rights;

- International Covenant on Economic, Social and Cultural Rights.

- the fundamental conventions of the International Labour Organization (ILO) - Nos. 29, 87, 98, 100, 105, 111, 138, 182 - and the Declaration on Fundamental Principles and Rights at Work;
- the United Nations Convention on the Rights of the Child;
- ILO Conventions No. 107 and No. 169 on the rights of indigenous and tribal peoples;
- the European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR).

There are no specific policies or codes of conduct for suppliers that explicitly address human trafficking, forced, compulsory and child labour.

S2-2 – Processes for involving workers in the value chain regarding impacts

At this time, workers in the value chain have not been engaged with regard to the impacts that affect them.

S2-3 – Processes to address adverse impacts and channels for workers in the value chain to raise concerns

In addition to the Whistleblowing channel which is available to everyone and easily accessible from the home page of the Antares Vision Group website, <https://antaresvisiongroup.com/it/whistleblowing/>, there is currently no specific method for collecting communications from workers in the value chain.

The control and monitoring of the issues raised and addressed by workers in the work chain and received through the Whistleblowing channel takes place according to the procedure.

S2-4 – Interventions on relevant impacts for workers in the value chain and approaches for managing relevant risks and achieving relevant opportunities for workers in the value chain, as well as the effectiveness of such actions

During 2024, two new dedicated questionnaires were introduced, distinct between Material and Service, with a specific focus on ESG criteria aimed at monitoring the actions of suppliers, which will be followed by the preparation of a rating and the proposal for the application of best practices and improvement actions. In the coming years, the Group plans to increase the quality of procedures to better monitor compliance with laws and regulations applicable to the supply chain workforce.

3.3. ESRS S3 Communities affected

3.3.1. Strategy

SBM-2 – Stakeholders' interests and opinions

SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model

"Affected communities" means people or groups who live or work in close proximity to the locations where the company operates (local communities) as well as more distant ones and who may be affected by the operations of the reporting company or its upstream or downstream value chain.

The communities concerned that could benefit from the positive effects of Antares Vision's activities are not represented by groups of people located in specific geographical areas (e.g. no reference is made to indigenous peoples and local communities close to the Group's factories and offices), but, in fact, by groups of consumers who can take advantage of the information made available by Antares Vision's customers thanks to the machines and software made available to them by the Group during its product labelling activities.

The evaluation process that excluded negative impacts on local communities bordering Antares Vision's activities led to the exclusion of negative impacts on them. In fact, since Group company buildings are mainly offices and, as regards the production and assembly units, assembly centres, from the point of view of emissions of air pollutants, noise, improper use of water or spills, there are no materially negative impacts on the communities surrounding the sites.

The company's mission is to accelerate technological innovation and digitalization by connecting the physical and digital worlds with the integrated value chain, enabling the Group's customers to protect their products, profits, people and the planet.

The Group also supports the territory through donations and sponsorships, mostly for corporate purposes. The pillars of the choice of recipients are training, support for categories in difficulty, health and emergency aid.

The significant impacts on the communities involved are positive, with a medium and long-term time horizon. In fact, the Group's activities and projects in the Food & Beverage sector of the Supply Chain Transparency business area can contribute to the development of sustainable food systems and to the generation of positive impacts thanks to the value of the information that consumers can have available on food products in terms of, for example:

- Product Safety
- Sources and provenance
- Organoleptic composition of products
- Origin of ingredients
- Transparent labelling

In particular, this positive effect is evident for the agri-food supply chain in terms of conscious purchasing choices by consumer communities.

Among the positive impacts analysed in the due diligence performed on the communities affected, donations, sponsorships and collaborations with educational institutions and research centres, especially by Antares Vision S.p.A. and FT System, generate positive effects for the target stakeholders; however, they were not considered material in the double materiality analysis, in the same way that the partnerships with educational and research institutions were not considered material, even if they strengthen the bond between the Group and the local area and foster a positive impact in the long term.

Among the supported institutions and associations, it is worth mentioning:

- Università Cattolica of Brescia
- University of Brescia

- Associazione Italiana Tecnici Istologia Citologia
- Associazione Nazionale Tumori
- Associazione Donna chiama Donna
- Fondazione Brescia Musei
- Associazione sportiva dilettantistica LEVANTE
- Associazione Sportiva AV Sporting Team
- Gruppo Alpini Travagliato

Opportunities arising from impacts on the communities involved include a good brand reputation and the consequent attraction and retention of talents who join the Antares Vision Team and the improvement of the company's reputation in the market to which it belongs.

The Group does not currently have specific policies in place with reference to the issue of affected communities.

S3-1 – Policies on communities affected

As no significant aspects emerged in this regard, the Group does not currently have specific policies in place with reference to the issue of the communities affected.

3.3.2. Managing impacts, risks and opportunities

The management of business opportunities is guided by the Group's industrial plan which includes specific actions regarding the supply chain transparency and the Food & Beverage sector.

Beverages that, as mentioned, generate positive impacts on the end consumers in the value chain, during 2024, the Group established a Sustainability Working team (ESG Team), chaired by the CEO and composed of top management, Board representatives and extended to foreign companies, with the task of monitoring the achievement of the goals and sub-objectives through periodic meetings and the appointment of local Champions.

S3-2 – Impact engagement processes for communities affected

No direct process of involving the affected communities with respect to the impacts on them was carried out. In any case, the Group organises meetings and exchanges communications for specific implementations or requests, audits and checks and maintains correspondence with the Public Administration. AV also encourages initiatives of support and dialogue, relationships and social responsibility (CSR), social commitments and enhancement of artistic heritage, as well as Community Events with local communities, the territory and associations. In Antares Vision S.p.A. and Antares Vision France S.a.S. there are also workers' representatives and related trade unions with whom there is an ongoing dialogue.

S3-4 – Interventions on material impacts on communities affected and approaches to managing material risks and achieve material opportunities for communities affected, as well as the effectiveness of such actions

In the context of the group's activities that have impacts on the communities concerned (both consumers and local communities) we report the following:

- The Group's activities and projects in the Food & Beverage sector contribute to the development of sustainable food systems and to the generation of positive impacts and new opportunities for operators in the food value chain;
- Maintenance and development of collaborations (partnerships) with start-ups, companies, consortia, innovation hubs, university institutions and public and private research centres for the development of solutions capable of improving the solutions offers and their ability to generate positive social and environmental impacts (LIGHT project - Robin AI);
- the promotion of innovation and digitalization through an open network involving Universities, Research Centres and start-ups for a continuous dialogue favours the co-creation and development of solutions that use the most advanced technologies, for the benefit of the interested and involved entities;
- the creation of spaces where knowledge, technology and computational capacity can be gathered, integrating institutions, trade associations and the business world, can act as a hub for urban regeneration available to the territory.

There are currently no practices in place for monitoring activities and initiatives regarding the communities concerned.

No serious human rights issues or incidents emerged in relation to the communities concerned.

3.3.3. Metrics and targets

S3-5 – Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities

The Board of Directors and top management of Antares Vision have identified a development plan based on 3 strategic pillars:

- to selectively exploit market opportunities also thanks to internal reorganisation,
- increase margins and cost discipline
- and improve cash flow.

This plan outlines how AV Group is committed to innovation, pushing services and software and applying advanced technologies to increase customer-perceived value of an integrated end-to-end solution. The objectives related to the relevant topic of supply chain transparency (also with reference to the Agrifood sector) coincide with the objectives indicated in the industrial development plan. Which include:

- Software solutions development in the Life Sciences and FMCG markets
- Product coverage to enable traceability solutions across the entire supply chain
- Designing traceability solutions for new potential applications, such as for the agri-food sector

Based on the above, the enhancement of positive impacts on consumers (e.g., more information about food ingredients with positive effects on nutrition and health) is driven by the actions outlined in the plan which, at the same time, will contribute to the achievement of business objectives and, therefore, also relevant opportunities.

The metrics needed to monitor the objectives largely coincide with the economic and financial KPIs foreseen by the industrial plan (growth in terms of turnover, improvement in margins, number and type of customers supplied). For example, over the period 2024-2026, Antares Vision Group expects consolidated revenue with a constant perimeter, i.e. including acquisitions completed up to 2023 in the perimeter and comparative figures, to grow at an average rate (CAGR) of 4-6%, in line with the expected evolution of the markets in which the Group operates.

For further information on the process of preparing the Industrial Plan, please refer to the paragraph Integration of the Industrial Plan with the sustainability objectives of ESRS 2.

3.4. ESRS S4 Consumers and end-users

3.4.1. Strategy

SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model

Antares Vision Group's business is aimed at designing and marketing of traceability solutions for hardware and software that allow transparency of the supply chain from producers to end users, allowing to combat greenwashing phenomena, such as, for example, false labels that certify the use of recyclable materials on rigid containers.

The most material Impacts, Risks and Opportunities with regard to consumers and end-users derive from the creation of inspection, traceability, quality control, management and data processing systems developed by the Antares Vision Group to: mitigate the counterfeiting of cosmetic products, guarantee their authenticity and the transparency of the supply chains, thanks to secure and verified information; mitigate the counterfeiting of agri-food products (so-called "Italian sounding"), and provide the final consumer with important quality information about the composition and integrity of food and beverages, enabling direct interaction with the end user thanks to unique and dynamic QR Codes; mitigate the counterfeiting of pharmaceutical products, guarantee their authenticity and the transparency of the supply chains, thanks to secure and verified information, protecting consumers and ensuring compliance with health and safety regulations and standards.

All end-users and consumers who could be affected by significant impacts from the Group were considered in the scope of the analysis.

Specifically, with reference to the impacts, the following were taken into consideration:

- consumers and/or end-users of products that are intrinsically harmful for people and/or increase the risk of chronic diseases, as the malfunctioning or damage of the Group's software could generate negative impacts in terms of their health and safety (accidents in the use of machinery and/or defective products placed on the market), the distribution of expired medicines (along the value chain) that could harm people

or lead to death and the marketing of expired and/or contaminated food or drinks along the downstream value chain;

- consumers and/or end-users of services that could have a negative impact on their rights to privacy, personal data protection, freedom of expression and non-discrimination, as possible cyberattacks on software managed in the cloud by AV (maintenance contracts and/or continuous assistance with customers) lead to the interruption of operational continuity and the loss of customer data, negatively impacting confidentiality and privacy;
- consumers and/or end-users who need accurate and accessible information on products or services, such as product manuals and labels, to avoid potentially harmful use of a product or service with consequent negative impacts on their health and safety due to irresponsible marketing and lack of quality information on the organoleptic compositions of foods/drinks (ingredients, allergens, cooking methods, etc.) along the value chain.

The activities described above, in case of ordinary operation, generate positive impacts towards consumers and end-users in terms of quality information, health and safety and personal safety.

Among the positive impacts on consumers and end-users there is the creation of inspection, traceability, management and data processing systems in the Pharmaceutical, Cosmetic, Food & Beverage supply chain that make it possible to avoid product counterfeiting, guarantee their authenticity and the transparency of the supply chains thanks to secure and verified information. It is also possible for the consumer to retrieve information on the products, protect them by ensuring compliance with regulations in terms of health and safety. Furthermore, in the medical field, some solutions allow to reduce the time dedicated by doctors to logistics and drug storage activities, allowing them to direct it towards patient care.

Risks arising from impacts on consumers and end-users include the possibility of lawsuits and compensation resulting from accidents during the use of machines and/or defective products placed on the market by customers due to quality issues or malfunctions of the Antares Vision Group machinery or software, with consequent reputational risk and loss of competitiveness in the market due to low levels of service.

Instead, the opportunities that arise from such impacts include commercial advantages related to the development of services and products that allow greater attention to consumers and end users, improving the perception of the Group's image by customers and the market.

3.4.2. Managing impacts, risks and opportunities

S4-1 – Consumer and end-user related policies

Since 2023, the Antares Vision Group has had a Human Rights Policy and, as an international group that places people at the centre of its business, has always been aware of the importance of taking a clear position towards full respect for the human rights of all individuals who, directly or indirectly, are involved in the activities carried

out by the Group throughout the world. The application of this Policy also benefits the customers and end-users of the Antares Vision Group, ensuring that the principles of respect and protection of human rights are applied throughout the entire value chain.

The right of consumers to receive clear and complete information on products is established in Italy by the Consumer Code (Legislative Decree 206 of 6 September 2005) and in other countries by similar local regulations. These regulations establish that consumers have the right to adequate information to make informed and safe choices: Antares Vision supports manufacturers in fulfilling their obligation to place safe products on the market and to provide all the information needed to evaluate and prevent risks associated with normal or reasonably foreseeable use of the product.

At this time, no specific actions have been taken regarding engagement with consumers and/or end-users, nor have measures been taken to provide and/or remedy impacts on human rights. The company recognizes the importance of these actions and plans to develop appropriate processes in the future to address these issues in a more structured way.

S4-2 – Impact engagement processes for consumers and end-users

So, at the moment, the direct involvement of consumers and end-users or their legitimate representatives or trusted delegates has not been foreseen.

S4-3 – Processes to address adverse impacts and channels for consumers and end-users to express concerns

To remedy or contribute to remedying cases where there is a significant negative impact on consumers and end users, the Group acts with timely communication to the stakeholders concerned, i.e. the purchasers of the systems, and rapid intervention to correct and restore the functionality of software and machines, as well as continuous improvement and control of the IT and technological systems.

Consumers and/or end-users may communicate their concerns or needs directly and receive assistance in this regard, through a mailbox available on the Antares Vision Group website: <https://antaresvisiongroup.com/it/contatti/>.

There is also a complaints collection system for customers: ticketing system managed by the Service department. These channels are supported through the stipulation of contracts with customers in which the times and methods of response to tickets are specified.

The Group does not currently have a specific Policy in place with respect to consumers and end users.

S4-4 – Interventions on material impacts for workers in the value chain and approaches for managing relevant risks and achieving relevant opportunities for workers in the value chain, as well as the effectiveness of such actions

The Group has not adopted a plan of actions and resources to manage its significant impacts on consumers and end users. However, we would like to highlight some activities that the Group carries out to ensure the protection

of consumers and end users, such as highly selective internal validation processes and quality controls, and the stipulation of specific insurance policies.

AV Group's goal is to go beyond the concept of simple customer satisfaction and aim for customer loyalty, strengthening the relationship over time and an ever higher level of satisfaction, as well as the value that is created for the end user thanks to the Antares Vision offering. Remote support service is composed of high level technical skills and excellent communication style, which forms the main guideline to solve customer problems and indirectly ensure added value to consumers.

In particular, to better manage the needs of consumers and end users, i.e. the last link in the value chain, Antares Vision provides a remote assistance service that is delivered in two directions and can therefore be considered from two different points of view:

- an objective service with measurable milestones, such as First Response Time, Resolution Time, SLA KPI, Root Cause Analysis Time, Remediation Time, Gross Time, monitored with specific dashboards;
- the quality perceived by the customer, which depends on his overall satisfaction and which is met through a customer care approach.

This has a positive impact on consumers and end-users who are indirectly involved.

Although responsibility towards consumers and/or end-users lies with Antares Vision Group's clients, Antares Vision implemented the following actions during 2024 that can indirectly contribute to generating benefits for the downstream value chain:

- Creation of a Group-level data collection system for the number of complaints with compensation requests and the related amount, with the aim of understanding the "root causes" to reduce the social impact of product defects and improve economic performance;
- Creation of a system for the identification and measurement of the social and environmental impacts of the products offered by Antares (Pharma);
- Definition of a Policy and constant monitoring of marketing communications according to the principles of ethics and integrity. The Group plans to develop products capable of detecting micro-holes in packaging that will protect consumers from possible contamination and/or deterioration of products and increase shelf-life with a reduction in food waste and contaminant control systems in agri-food using microwaves.

3.4.3. Metrics and targets

S4-5 – Objectives related to the management of material negative impacts, the enhancement of positive impacts and the management of material risks and opportunities

With reference to consumers and/or users, there are currently no objectives, but there are goals on product development, which, implemented in the production lines of drugs, beverages and food, can positively generate this category of stakeholders.

4. GOVERNANCE INFORMATION

4.1. ESRS G1 Business Conduct

4.1.1. Governance

Role of the Board of Directors

ESRS 2 GOV-1 – Role of the administrative, management and control bodies

The Board of Directors of Antares Vision S.p.A., as already indicated in ESRS2, represents the point of reference for the company organization. In fact, it is responsible for the functions and responsibilities of strategic and organizational directions as well as for verifying the existence of the controls necessary to monitoring the performance of the Company in compliance with the provisions of principles I and II of the Corporate Governance Code.

The Board of Directors is invested with the broadest powers for the ordinary and extraordinary management of the Company, excluding only the resolutions that the law reserves to the Shareholders' Meeting, and is competent to adopt the following resolutions, without prejudice to the concurrent competence of the Shareholders' Meeting:

- to establish or close secondary offices;
- to reduce capital following withdrawal;
- to adapt the Articles of Association to regulatory provisions;
- to transfer the registered office in the national territory;
- to merge and demerge, in the cases provided for by law.

The commitments and policies of AV Group are periodically reviewed by the Board of Directors, in order to strengthen effectiveness in the pursuit of strategic objectives, monitor and improve the management of impacts and sustainability issues, providing for the involvement of the relevant stakeholders, in particular of suppliers (partners), customers and financial stakeholders.

The procedure for reviewing and approving the materiality analysis by the Board of Directors is a structured and systemic process, as it helps to ensure that strategic decisions are based on accurate information that is relevant to the stakeholders. The materiality analysis, once completed and subjected to a preliminary review by the Control, Risk and Sustainability Committee, is presented to the Board of Directors which discusses and approves the results of the process of evaluating and prioritising the topics.

The role of AV Group is that of technological enabler of the transition to a sustainable development model. Consequently, the Board of Directors directs the management and development of the business in order to strengthen the knowledge, skills and experience in the field. In this process, the executive members are supported in the decision-making process by the independent directors in their role as members of the Control, Risk and Sustainability Committee.

AV Group operates in the reference markets with the aim of strengthening its presence and defining the commitment to guarantee responsible business conduct, defining behaviours and practices through the adoption of policies and procedures.

In line with what is reported in the Code of Ethics, managers are accountable, both individually and collectively, for their commitment to ethical and respectful conduct. They also have a duty to ensure that these standards are maintained in their area of responsibility and to take appropriate measures should this not occur. Furthermore, everyone is individually responsible for compliance with these principles and should seek clarification when appropriate.

The governance system of Antares Vision S.p.A, compliant with the Corporate Governance Code of the Italian Stock Exchange, provides that the Board of Directors delegates part of its management responsibilities to the Chief Executive Officer in matters of representation, correspondence and signature, signing of contracts and deeds, supervision in the field of labour law and respect for privacy, the appointment and revocation of special attorneys and consultants, as well as the establishment and maintenance of the internal control and risk management system.

4.1.2. Managing impacts, risks and opportunities

IRO-1 – Description of processes to identify and assess material impacts, risks and opportunities

For the main impacts, risks or opportunities in terms of Governance, please refer to the chapter *ESRS 2 SBM-3– Material impacts, risks and opportunities and their interaction with the business strategy and model, ESRS 2 Minimum disclosure requirement on policies and actions and 4.1.3. Metrics and targets.*

G1-1 - Policies on corporate culture and business conduct

The Group is aware that its work contributes to the development of the economy and the market in which it operates, with a sense of responsibility and moral integrity. The Group believes that values and principles are the basis of every business. Integrity, transparency and accountability guide every decision and action, ensuring compliance with laws and regulations and promoting a culture of respect, ethical behaviour and innovation. The Group is committed to creating value for its stakeholders by maintaining the highest standards of professionalism and trust. These core principles guide the Group's mission to contribute to the well-being of individuals and communities around the world. To ensure compliance with these principles, the Group has decided to adopt a Code of Ethics and Conduct. The Code is fully aligned with and an integral part of the policies adopted and

implemented by the Antares Vision Group. It strengthens and integrates the policies already in place at Group level, such as:

- Human Rights Policy,
- Diversity, Equity and Inclusion Policy,
- Anti-Corruption Policy.

The Code of Ethics has been disseminated internally and is available to any third party at any time. It constitutes a guide for every person linked to the Antares Vision Group, formulating principles, values, ethical standards and behavioural requirements common to the entities that compose it. The Code applies to the Parent Company and all Group Companies.

Policies

AV Group operates in the reference markets with the aim of strengthening its presence and defining the commitment to guarantee responsible business conduct, defining behaviours and practices through the adoption of policies and procedures.

The above policies, approved by the Board of Directors, are available on the AV Group website and on the company intranet. They aim to clarify the Group's commitments as well as to regulate actions and behaviours regarding all the organization's activities and business relationships, with the aim of protecting the group and all its stakeholders.

For the policies, the application parameters are defined through the implementation of specific monitoring and reporting processes, as well as the promotion of the contents within the group through specific training programmes.

The Antares Vision Group promotes knowledge of the policies and procedures adopted to all recipients through the development of training and awareness programs relating to the contents and application of the same.

The policies adopted by AV Group, after approval by the Board of Directors, are explained to all senior executives of the parent company and its subsidiaries through the organisation of information and training sessions held in person and online.

In line with what is reported in the Code of Ethics, managers are accountable, both individually and collectively, for their commitment to ethical and respectful conduct. They also have a duty to ensure that these standards are maintained in their area of responsibility and to take appropriate measures should this not occur. In any case, everyone is individually responsible for compliance with these principles and shall seek clarification when appropriate.

Antares Vision Group aligns its commitments in terms of Policy with the development of its risk analysis and management model, which integrates an assessment of the economic, environmental and social impacts, the result of interaction with the main responsible functions of the Group.

Lastly, specific methods have been adopted for checking the compliance of the behaviour of anyone acting on their own behalf or within their work context, with the provisions of current legislation and with the rules of conduct established by the policies and procedures adopted.

Anti-corruption

On 31 January 2023, the Board of Directors of Antares Vision Group approved the Anti-Corruption Policy with which the AV Group expresses its commitment to combating corruption, defining general and specific principles to prevent potential corrupt practices and promoting integrity, traceability, responsibility, transparency and good faith in business management.

The purpose of the Policy is to prevent any behaviour contrary to the Anti-Corruption Laws from leading to the application of sanctions against Antares Vision Group and its personnel, with consequent economic, reputational and image damage.

This Policy applies to Antares Vision and its Subsidiaries and is addressed to all members of the corporate bodies, employees, officials, collaborators, suppliers of goods and services, consultants and, in general, to anyone who has a business relationship with Antares Vision Group, regardless of the legal nature of the relationship.

The Policy has been drawn up in compliance with the main international conventions existing on Anti-Corruption, as well as in compliance with the main laws and main regulations applicable in each country in which Antares Vision Group carries out its business.

In addition to identifying the main areas at risk of corruption and regulating the behaviour of the recipients, this Policy provides for specific methods of communication, implementation, monitoring and reporting of violations through the AV Group whistleblowing channel.

The Policy is available on the Antares Vision Group website (Corporate documents | Group Policies), both in Italian and in English, so as to facilitate its consulting and on the company intranet. The Antares Vision Group is committed to developing adequate training and awareness programmes relating to this Policy with the aim of strengthening its internal culture and promoting values such as inclusion, equality and non-discrimination and to raise awareness of this Policy across the entire Group.

The Antares Vision Group is aware that corrupt practices, often associated with other types of crime such as organized crime and money laundering, represent a serious threat to its reputation. This awareness has led Antares Vision Group towards the adoption of the Anti-corruption Policy, which is an integral part of the social responsibility of Antares Vision Group, and which aims at protecting the group and all its stakeholders. With the adoption of the Anti-corruption Policy, the Group intends to express its commitment to combating corruption

phenomena, defining general and specific principles to prevent potential corrupt practices and promoting integrity, traceability, responsibility, transparency and good faith in business management. In addition to the Anti-Corruption Policy and the Group Code of Ethics, Antares Vision Group has equipped itself with a Whistleblowing Policy, which aims to define and regulate the organizational actions and internal processes necessary to establish and implement a system for reporting illicit conduct in the workplace. The Policy is an integral part of the Management, Organization and Control Model and is available on the company website and on the company intranet.

The Group firmly believes in a corporate culture where anyone feels free to share and communicate genuine concerns about alleged irregularities without fear of negative consequences, in accordance with the core values promoted by the Group and, at the same time, discouraging people from committing abuses and irregularities, and promoting a climate of openness, transparency and integrity.

Whistleblowing

On 15 March 2023, Legislative Decree no. 24/2023 (hereinafter also “the Decree”) was published in the Official Journal, implementing EU Directive 2019/1937, concerning “the protection of persons who report breaches of EU law and containing provisions concerning the protection of persons reporting breaches of national legislative provisions”.

The Antares Vision Group has fulfilled the new obligations according to the timeframes indicated by the legislation by adopting the Procedure for reporting whistleblowing violations and implementing a specific reporting channel, available at the following link <https://www.antaresvisiongroup.com/it/whistleblowing/>, to allow whistleblowers (internal and external stakeholders) to report relevant unlawful conduct pursuant to Legislative Decree 231/2001, unlawful conduct falling within the scope of application of European Union or national acts relating to the sectors identified by Legislative Decree 24/2023 or violations of company procedures including the Code of Ethics.

This procedure applies to Antares Vision and its Subsidiary Companies. Each company belonging to the Antares Vision Group has adopted this procedure in accordance with its own corporate governance system.

Reports are handled by a qualified and independent third party, in compliance with current legislation.

The Antares Vision Group protects the whistleblower through:

- the obligation to maintain confidentiality of people identity;
- the prohibition of retaliatory acts against whistleblowers;
- the limitation of the liability for the disclosure or dissemination of certain types of protected information.

Specifically, no retaliation or discrimination, direct or indirect, should arise if the Reporter has made a report in good faith.

Furthermore, sanctions are foreseen for those who violate the measures to protect the Whistleblower.

The confidentiality of the whistleblower is also guaranteed:

- any other information or element of the Report from the disclosure of which the identity of the Reporting Person may be deduced, directly or indirectly.
- in the case of Reports made orally through telephone calls, voice messages, or through a direct meeting with the person handling the Report.

The company subject to the Report may also take appropriate legal action.

The protection of the Whistleblower will be guaranteed provided that:

- at the time of the Report, the Reporting Party has reasonable grounds to believe that the Violation Information is true and that such truthfulness is recognisable (also in light of the specific case and the data available at the time of the Report);
- the Report was made in compliance with the provisions of the procedure.

Antares Vision Group is committed to promoting and developing adequate training and awareness programmes on the procedure for reporting violations, with the aim of strengthening its compliance culture and increasing understanding and awareness of the importance of whistleblowing systems.

In the event that AV Group receives reports, they will be treated confidentially and, under any circumstances, the identity of the people making the reports will be guaranteed to be kept strictly confidential. Antares Vision Group does not tolerate or allow any retaliatory or discriminatory measures against Recipients who report violations of this Policy. In particular, Antares Vision Group guarantees that no one will be discriminated in any way (i) for having refused to engage in illicit conduct, even if such refusal entails prejudicial consequences for Antares Vision Group, or (ii) for having made a report in good faith. If the report is made in good faith, no sanction may be applied to the reporter, even if the report turns out to be unfounded.

Antares Vision Group does not tolerate or allow any retaliatory or discriminatory measures against Recipients who report violations of this Policy. In particular, Antares Vision Group guarantees that no one will be discriminated in any way:

- for refusing to engage in illicit conduct, even if such refusal entails prejudicial consequences for Antares Vision Group; or
- for making a good faith report.

If the report is made in good faith, no sanction may be applied to the reporter, even if the report turns out to be unfounded.

The Internal Audit of Antares Vision operates in a context of independence and objectivity, reporting directly to the Board of Directors (BoD) or the Control and Risk Committee. Its anti-corruption mandate is based on three key pillars:

- Evaluation of the effectiveness of the internal control system to prevent and detect corruption.
- Identification and management of corruption risks, with particular attention to the most exposed sectors and business processes.
- Support and consultancy for the improvement of compliance procedures and anti-corruption programmes.

Training in the field of Business Conduct is carried out at various levels: for top managers, updates are planned in person/synchronous videoconference with the external legal consultants and a final comprehension test. For all Antares Vision Group employees, training is included in the DOCEBO LMS (Learning Management System) and delivered to everyone with a test to ensure understanding. The training is updated when each new Policy is published or in the event of regulatory updates. In the event of found non-conformities, ad hoc meetings are planned on the legal side with the people most "sensitive" to these issues and who have the impact of responsibility on their collaborators. The training began in 2023, updated in 2024 and further insights provided by the DPT will be released in 2025.

Legal

Antares Vision Group has defined specific principles aimed at combating Corruption, identifying the following areas of activity as those that could potentially expose Antares Vision Group to the risk of corruption:

- Relations with the Public Authorities;
- Relationships with Third Parties;
- Management of gifts and forms of corporate hospitality
- Disbursement of contributions to political parties and trade unions
- Human resources management
- Accounting which includes the following company functions/departments:
 - Chairman of the BoD
 - CEO
- General Management Team, consisting of: Strategic Marketing, Investor Relator, Head of the Human Resources, Head of IT and Business processes, CEO of FT SYSTEM Group / head of Fast moving

consumer goods; Head of operations, General Manager Life Sciences, Head of Legal office, CTO, Head of Services, Head of Quality and change management and CFO;

- Directors of Italian and foreign branches;
- Managing Director;
- Management Secretariat;
- Procurement Dept;
- Facilities Dept;
- Sustainability Specialist;
- Donations and sponsorships committee;
- HR Dept;
- Sales;
- Administration Dept;
- Accounting Dept;
- Legal Dept;
- Marketing Dept;
- IR - Investor Relator;
- IT Dept.

G1-2 – Supplier relationship management

The administration analyses the supplier schedule weekly together with the payment function manager, subsequently the CEO is also involved, to understand the order of suppliers to be paid.

Being a large company with a high volume of elements to process, it tries to concentrate payments on the 10th and 20th of the month, this means that there may be "physiological" delays in payments but, and also on notification from the purchasing office, it tries to give priority to small artisans or small industries that are known to be the most vulnerable.

During 2024, Antares Vision Group collaborated with over 1,500 suppliers, including both suppliers of materials and various types of services, such as legal advice, documentation, transportation and other specialized areas. The main suppliers represent consolidated partners, involved in the implementation and installation phases of the solutions, with long-lasting relationships that have supported the growth of the Group. Furthermore, AV Group

uses contractors, subcontractors and consultants, always ensuring compliance with current legislation and the provisions of the Code of Ethics.

To reduce the risk of dependence on a single supplier and ensure constant comparison of market prices, Antares Vision (where possible) adopts the Policy of using at least two suppliers for each type of product.

On the sustainability front, two new dedicated questionnaires have been introduced, distinct between Material and Service, with a specific focus on ESG criteria. The initiative allowed us to collect information, qualifications and certifications from hundreds of suppliers, with a coverage of more than 80% of the total spend of Antares Vision Group. The collected data was archived and integrated into the supply chain management processes, thus improving the Group's commitment to responsible supply chain management.

At the end of the work done, this process is considered only at the beginning and the Group is committed to always better responding to business and environmental needs, deepening the ESG discourse to increasingly meet sustainability standards.

G1-3 - Prevention and detection of active and passive corruption

The management of the various companies of the Group, supported by the legal office and the quality function of the parent company, have the task of implementing actions to prevent and mitigate corruption risks, through the implementation of training courses with final tests aimed at employees. An implementation of the modules through targeted training for high-risk individuals is planned for 2025.

Any investigative activities, both preventive and related to the need to verify reported events, are carried out by independent functions, such as the Internal Audit function and where necessary supported by external lawyers and consultants.

Information flows are also guaranteed to the Parent Company's bodies, including, in compliance with the autonomy of the investigative functions, the Supervisory Body, the Board of Auditors, the Board of Directors and its internal committees.

In order to guarantee transparency and compliance with Legislative Decree 231/2001, both Antares Vision S.p.A. and Ft System S.r.l. have established their own supervisory body.

The Supervisory Board, with reference to the Parent Company, is made up as follows:

Supervisory Board Members	
Francesco Menini	Chairman
Cristina Renna	External member
Silvia Baresi	Internal Member

In a corporate context increasingly attentive to transparency and regulatory compliance, the role of the SB is fundamental to monitor and report any irregularities, including episodes of corruption. In the event that suspected or confirmed situations of corruption emerge, the Supervisory Body adopts a structured process to inform the Board of Directors, thus ensuring timely and appropriate management of the problem.

The Group's Internal Audit operates in a context of independence and objectivity, reporting directly to the Board of Directors or the Control and Risk Committee. Its anti-corruption mandate is based on three key pillars:

- Evaluation of the effectiveness of the internal control system to prevent and detect corruption.
- Identification and management of corruption risks, with particular attention to the most exposed sectors and business processes.
- Support and consultancy for the improvement of compliance procedures and anti-corruption programmes.

The Audit plan is defined on an annual basis, taking into account the results of the risk assessment conducted by the Antares Vision S.p.A.. The legal entities belonging to the Group are included in the plan according to a rotating coverage criterion.

Each company belonging to the Antares Vision Group ensures that its internal control system is consistent with the requirements established by the Anti-Corruption Laws and with the principles contained in the Anti-Corruption Policy. Company procedures must ensure suitable measures to prevent corruption according to a criterion of proportionality with respect to:

- at the risk of committing corrupt acts and
- to the nature, size and complexity of the activities carried out.

In order to verify compliance with this Policy, Antares Vision Group periodically carries out preventive monitoring of all Recipients.

In the event of corruption incidents, the Supervisory Body and/or Internal Audit prepares a detailed report, which aims to provide the Board of Directors with all the information necessary to make informed decisions. The report must include:

- A clear description of the event or report received;
- The evidence collected and the possible involvement of internal or external subjects to the company;
- The impact that the case could have on the company, both legally and in terms of its reputation and financially;
- Any corrective actions or preventive measures suggested by the Supervisory Body.

Once the report is completed, the Supervisory Body transmits it to the Board of Directors according to the methods established by company regulations. Typically, this communication occurs through:

- **A written information**, sent prior to the Board meeting, to allow members to consider the case in advance;
- **A private meeting**, in which the Supervisory Body sets out the details of the report and replies to any questions or requests for clarification.

During the presentation, the Board of Directors carefully assesses the situation and discusses possible actions to be taken to manage the risk and prevent future corruption incidents.

The Supervisory Body does not limit itself to simple reporting: Its role also includes monitoring the **corrective actions taken by the Board of Directors**. In particular, it must ensure that the measures decided are implemented correctly and that the company equips itself with more effective tools to combat corruption in the future.

Periodically, the Supervisory Body provides updates to the Board of Directors on the progress of corrective activities, reporting any critical issues or need for additional interventions.

The dissemination of policies in the area of active and passive corruption is carried out through the same procedures adopted for the other Group policies. For top managers, updates on policies are planned in person and/or in synchronous videoconference and final comprehension test. For all Antares Vision Group employees, training on policies is included in the DOCEBO LMS (Learning Management System) and delivered to everyone with comprehension tests. The training is updated when each new Policy is published or in the event of regulatory updates. In the event of found non-conformities, ad hoc meetings are planned on the legal side with the people most "sensitive" to these issues and who have the impact of responsibility on their collaborators. The Anti-Corruption Policy is available on the Group intranet and on the Company website.

In order to prevent and combat the risks of corruption (active and passive) which, in fact, could significantly and not always remedially compromise the reputation of a company, with consequent effects on the business, Antares Vision Group has equipped itself with the following tools, policies and systems;

- Anti-Corruption Policy
- Organization, management and control model pursuant to Legislative Decree 231/01
- Code of Ethics
- Whistleblowing
- Donations and Sponsorships Policy

Model 231

Antares Vision Group is aware that the achievement of corporate objectives also takes place through efficient and effective internal control and correct risk management. The Organisational, Management and Control Model pursuant to Legislative Decree 231/2001 (Model 231) was adopted by Antares Vision S.p.A. to create an adequate operating and control system that makes it possible to prevent, in carrying out company activities, the commission

of offences that are relevant according to Legislative Decree 231/2001, which introduced administrative liability of entities into the Italian legal system.

The Model was designed on the basis of the organizational characteristics and business model of the two Companies and is subject to revision whenever regulatory developments occur. The adoption of Model 231 helps to improve the Company's operations by: a) increasing the effectiveness and transparency of internal decision-making processes, through clear and precise identification of the skills and roles assigned to each of the parties involved; The Model was designed on the basis of the organizational characteristics and business model of the two Companies and is subject to revision whenever regulatory developments occur.

The General Part contains information on the legislation, on Antares Vision S.p.A. and the operational context, to identify the main actors of the processes and related responsibilities - characteristics of the administrative processes and procedures and ISO management systems in place - phases of the processes considered sensitive according to Legislative Decree 231/2001 - map of real risks and control measures (mitigating factors) that Antares Vision S.p.A. adopts for the prevention of crimes. The Special Part contains, instead, a description of the sanctioning system as well as the analysis sheets relating to:

- a. risk of crime;
- b. probability and methods of committing a crime;
- c. sensitive processes with a description of the individual crimes that can be identified, methods of committing them, control protocols.

As required by the relevant legislation, a Supervisory Body (SB) has been appointed, which carries out supervisory activities on the functioning, application/compliance of operations with the provisions of the Model's protocols and updates them. Model 231 defines the information flows to and from the SB. The Model, limited to the general part and the sanctioning system, is available on the Antares Vision S.p.A. website

The training activity aimed at spreading knowledge of the regulations referred to in the Decree is differentiated, in content and implementation methods, based on the qualification of the Recipients, the level of risk recognized in the area in which they operate, the performance by the subjects of the Company representation functions and the attribution of any powers. Specific training is provided to the personnel of Sensitive Activities most exposed to the potential risk of committing Predicate Offences (administrators with operational functions, general management, manager in charge of preparing corporate accounting documents, RSPP, company delegate for safety, administrative managers, managers of individual company structures) aimed at: (i) illustrate the risk mapping; (ii) define the specific critical issues of each area; (iii) illustrate the procedures adopted to prevent irregularities. The mandatory information and training system is monitored by the Supervisory Body, in collaboration with the head of the human resources function and with the heads of the other functions involved from time to time in the application of the Model.

Code of Ethics

Antares Vision Group is aware that through its work, its consensus of responsibility and moral integrity, it contributes to the development of the economy and of its own market in particular. The Company believes in the value of work and considers acting legally, fairly and transparently as essential prerequisites for achieving its economic, productive and social objectives.

The Code of Ethics of Antares Vision S.p.A. is based on the principles set out below.

- the Company's activity is oriented towards strict compliance with laws and regulations, in all countries where the Company operates;
- the Company undertakes to ensure that all of the Company's employees, managers, directors, co-workers, suppliers and customers - as well as the personnel and officials of other companies with whom joint or coordinated activities are carried out, even temporarily - respect the laws and regulations in force in all countries where the Company operates, as well as the organisational and procedural rules adopted by the Company, in particular those expressly provided for in the organisation, management and control model for the prevention of crimes;
- the Company sanctions any behaviour that differs from what is established in the Code of Ethics, even in the event that such behaviour was carried out by anyone for the benefit or in the interest of the Company or in the belief that it would bring an advantage to the Company;
- all behaviours, operations and transactions decided or implemented by the Company and by persons acting in its name and on its behalf, must be compliant with the law, professional correctness and the principles of transparency, verifiability, consistency and congruity, as well as duly authorised, documented and recorded;
- business negotiations and relations with institutional and commercial interlocutors of the Company must be conducted in compliance with the law and with the principles of fairness, transparency and verifiability;
- in particular, versus representatives, officials or employees of public administrations: a) it is not allowed to cultivate personal relationships of favour, influence or interference that might condition, directly or indirectly, the outcome of the relationship; b) offers of goods or other benefits to representatives, officials or employees of public administrations, even through third parties, are also prohibited, except in the case of gifts of modest value and in accordance with custom and provided that they cannot be understood as seeking undue favours;
- the Company does all it can to foresee the onset and the effects, direct or indirect, of situations of conflict of interest involving those who act in the name or on behalf of the Company.

The Code of Ethics is available on the Antares Vision S.p.A. website and on the Group intranet.

In order to strengthen the internal culture of adherence to the principles contained in the Code of Ethics and create awareness throughout the Group, Antares Vision Group develops appropriate training and awareness programmes concerning this document.

Donations and sponsorships

During 2023 AV Group published its Policy on donations and sponsorships, with the aim of managing economic support activities, particularly in favour of the community, through donations, sponsorships and other forms of donations, to ensure that these activities are in line with the strategic objectives of the Antares Vision Group and ensure compliance with the current laws and regulations, and to prevent any risk of corruption. This Policy applies to all AV Group companies and has the purpose of establishing the approval procedures and criteria to be met before any Group entity can engage in donations or sponsorships, either directly or indirectly.

The anti-corruption training, based on the issues of the anti-corruption Policy and therefore covering all the topics reported in it, is part of the package offered by the Legal Department relating to Global Policies and has been organized starting from 2023 for top management, in-class and via videoconference training by Audirevi's consulting lawyers who took care of the contents and the final test; the HR team took care of training for the entire corporate population of the Group, creating e-learning training on the same Policy conveyed through our LMS (Docebo) using the same materials provided by Audirevi and interspersed with intermediate and final tests.

4.1.3. Metrics and targets

4.1.3.1. Information obligation G1-4– Confirmed cases of active or passive corruption

During 2024, no cases of active and/or passive corruption occurred in any of the Group Companies. To prevent cases of corruption or bribery and, as explained in the previous chapters, Antares Visions Group has in place the Anti-corruption Policy and the donations and sponsorships Policy, as well as the organizational, management and control model pursuant to Legislative Decree 231/01 and underlines these values in its code of ethics.

4.1.3.2. Information obligation G1-6– Payment practices

Based on current practice, all invoices from non-group suppliers are paid within 30 days of the due date, while for single-member or small-sized companies or small artisans, the deadlines are usually honoured within 10/20 days maximum from the due date. Payments are made “spontaneously” without waiting for a reminder from the supplier.

The Group's average payment days indicator is 104 days in 2024. There were no cases of legal proceedings due to payment delays in 2024.

Certification of sustainability reporting pursuant to art. 81-ter, paragraph 1, of Consob Regulation no. 11971 of 14 May 1999 and subsequent amendments and additions

The undersigned Gianluca Mazzantini, in his capacity as Chief Executive Officer, and Stefano De Rosa, in his capacity as Manager responsible for preparing corporate accounting documents of Antares Vision S.p.A. certify, pursuant to art. 154-bis, paragraph 5-ter, of Legislative Decree 58 of 24 February 1998, that the sustainability reporting included in the management report was drawn up:

- in accordance with the reporting standards applied pursuant to Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013 and Legislative Decree 125 of 6 September 2024;
- with the specifications adopted pursuant to Article 8, paragraph 4, of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020.

Travagliato (BS), 24 March 2025

Chief Executive Officer

Gianluca Mazzantini

Manager in charge of preparing the accounting and corporate documents

Stefano De Rosa

The signed document has been filed at the registered office of the Parent Company