



**ANTARES VISION
GROUP**

Sustainability Report 2021

Consolidated Non-Financial Report pursuant to
Legislative Decree no. 254/2016

Index

Letter to the Stakeholders	4
Highlights - 2021	6
Methodological note	8
01 Antares Vision Group	11
Experience the power of Trustpacency	11
Culture and Values	12
History	13
Antares Vision Group: an ecosystem of values and technologies	14
Antares Vision Group: a hub of talents, technologies and expertise	15
02 Strategy and business model	18
Strategic planning and development driver	18
Business areas	18
03 Sustainability: the commitment and impacts of AV Group	22
The role of Antares Vision Group: an enabler of sustainability	22
The well-being and health of citizens: the EU's Green Deal	24
Goals for sustainable development: Antares Vision Group's commitments to the SDGs	25
Sustainable activities: the taxonomy of the European Union	27
The materiality analysis	28
04 Innovation and production processes	36
The role of research and development in Antares Vision Group	36
Infrastructure and production processes	40
Suppliers & Partners	41
Quality and safety	43
05 Governance	47
Corporate governance and decision-making processes	47
Organisation, management and control model as per Legislative Decree 231/2001	49
Management systems and policies	51
Risk management	53
Compliance	56
06 Financial performance: economic value generated and distributed	60
Economic value generated and distributed	60
07 Human resources	63
HR policies	63
Employees	66
Training	69
Health and safety of workers	70
08 Environmental impacts	74
Environmental policy and responsible use of resources	74
Sustainable management of resources	74
Climate change, energy and emissions	77
Internal environmental projects	80

09 Commitment to the local area and community	82
Artistic heritage	82
Social commitment and education	83
GRI Content Index	85
GRI General information	85
GRI Standards – Specific indicators / Material topics	86
Independent Auditors' Report	90

Letter to the Stakeholders



Antares Vision Group is publishing its first **Sustainability Report** (Non-Financial Report pursuant to Legislative Decree 254/2016), with the aim of communicating the actions and results of its way of doing business, guided by a clear and distinctive strategic vision right from the very start: to guarantee the safety of people, products, businesses and supply chains through an ecosystem of technologies. All this by integrating sustainability principles into its growth strategy, which has become a point of reference for guiding development.

Principles of sustainability that are reflected not only in compliance with all the rules to protect people and the environment, but in a long-term industrial vision, focused on the conscious and efficient use of resources in all business areas, integrating ESG criteria with the corporate culture. The implementation of sustainable business practices therefore becomes not only virtuous behaviour, but also, and above all, **an essential competitive opportunity for AV Group**, with the aim of transparently describing the production processes, supply chains, impacts generated on the environment and the conditions in which people work. These are the cornerstones of AV's way of doing business, in the context of a sustainable vision that involves various dimensions: social, economic and governance.

As **technological enablers of supply chain transparency and sustainable transition**, to protect the competitiveness of the business and to increase the trust of our stakeholders, we offer innovative technologies to guarantee the quality of products (inspection systems and machines) and the traceability of products along the supply chain (from raw materials to production, from distribution all the way to the consumer), with an integrated management of data, production and supply chain, also through the application of artificial intelligence and the use of blockchain. Taking centre stage is **digitalization**, the essential strategic driver of growth and innovation in all reference markets, where the ability to transform "physical" processes into data opens up a channel of communication with everyone in the supply chain, guaranteeing the transparency and sustainability of processes end-to-end. Through the integration of technologies and skills within the group, we are able to connect the physical world with the digital world, enabling digitalization paths to transform data into information and information into value to help make decisions, contributing to the construction of a transparent supply chain, from origin to use.

The impact of digitalization on people, on what we perceive, on our sociality, has undergone a sudden acceleration in the last two years. An impact that does not only concern traditional business models and the need for greater visibility on the entire supply chain, but also transversal aspects such as health, safety and sustainability. This is why we talk about **digital transformation**, according to our approach and our philosophy, it means connecting the physical and the digital world. To be, in a word, **"phygital"**, which means building the digital identity of an object that is accessible to different target audiences and monitored along the entire supply chain, incorporating its value in terms of safety, quality and well-being for people and the planet. In other words, it means certifying the sustainability of both the product and the processes inherent in its production. The definition of what are now called ESG goals, in fact, requires data collection for each single step of the supply chain: from production parameters related to energy consumption, to measurement of the carbon footprint up to analysis of productivity that identifies the resources needed for production. At this first level, which allows us to understand whether a product is sustainable or not during production, it is essential to add another that focuses on the supply chain and distribution channels. In essence, there can be no sustainability without end-to-end data transparency.

The evolutionary path of Antares Vision Group has strengthened the expertise and technological excellence already present in the company. All this despite the challenging context due first to the pandemic and now to international tensions, with significant impacts both on our daily life and on our work. Within this perimeter, we experienced a 2021 of significant growth for the group in terms of results, enhancement of the solutions on offer, brand awareness, expansion of the perimeter and a strengthening of the financial structure. All this was possible thanks to the daily contribution of over 1,000 people, who represent the human capital of the Group, which will continue to pursue its growth strategy with a view to consolidating its leadership.

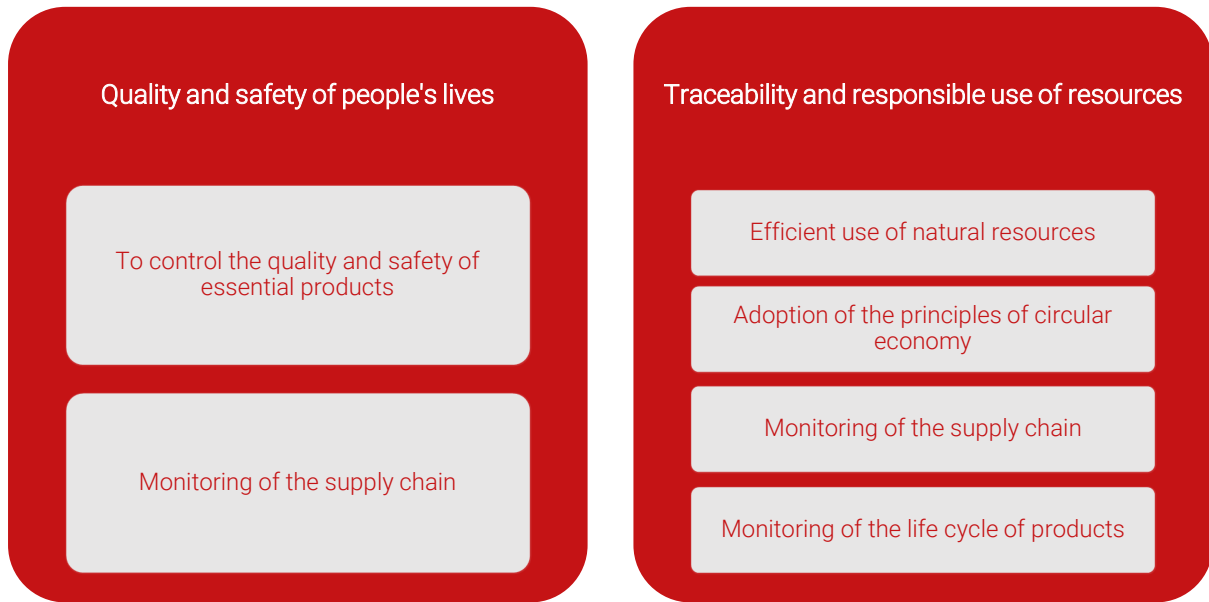
Preserving our roots and our DNA is the starting point for facing the challenges of the future, guaranteeing technological excellence, developing innovation and keeping the business competitive in the long term, being convinced that the transparency of information that generates trust, what we call **TRUSTPARENCY®**, represents an essential element to generate value and guarantee safety and sustainability.

Emidio Zorzella
Chairman and Chief Executive Officer

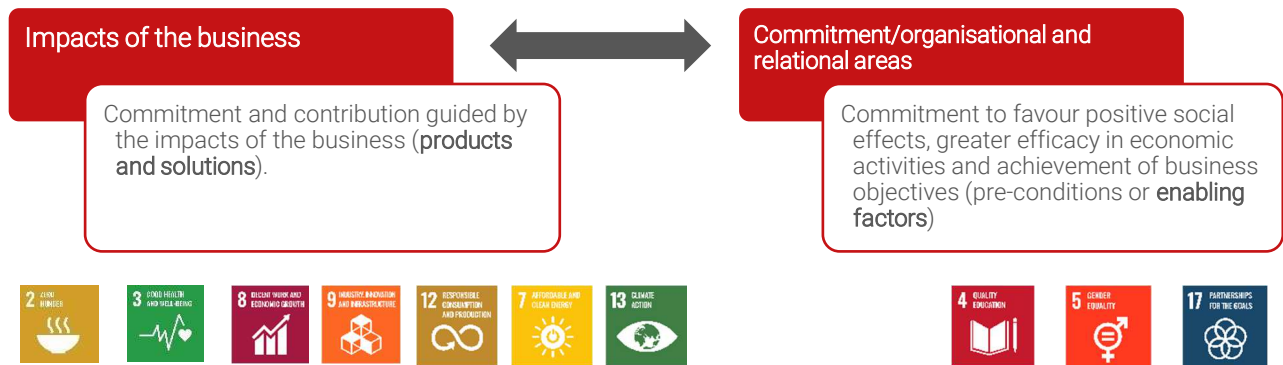
Massimo Bonardi
Chief Executive Officer

Highlights - 2021

Antares Vision Group: the social and environmental impacts of our solutions



Commitment to sustainable development - Sustainable Development Goals (SDGs)



Partnership for innovation	
R&D investments – 2021	Euro 13.4 million
Collaborations and partnerships with local, national and international Universities and Research Centres - Number of collaborations	Over 10 partnerships

Results

Turnover	Euro 178.9 million
Economic value generated	Euro 178.9 million
Economic value distributed	Euro 165.2 million

Governance – policies

The integrated management system of Antares Vision S.p.A.

Quality UNI EN ISO 9001:2015 – Health and safety UNI EN ISO 45001:2018 – Environment UNI EN ISO 14001:2015 – Mod 231 Legislative Decree 231/2001- GAMP® 5 Compliant GXP Computerized System - PAS 99:2012 integrating requirements

Human resources

Number of employees at 31 December 2021	1,004
Increase in number of employees 2019 - 2021 (number and %)	350 (53%)
Gender diversity - share of women (% of total employees)	22%
Gender diversity - share of women in management positions (% of total)	20%
New generations / Age diversity - share of employees under the age of 30 (% of total)	25%
Training - Average hours of training per employee in 2021	25 ore
Health and safety - Injury frequency rate (No. of injuries/hours worked x 1,000,000) (3 injuries in 2021)	1.56

Environment

Percentage of waste destined for recovery	72%
Total direct energy consumption – Gjoule	17,557.5
Total direct (GHG Scope 1) and indirect (GHG Scope 2 location-based) emissions/t CO2e	1,306.4

Local communities – Social responsibility

The protection of our cultural and artistic heritage (Brescia Museums Foundation and the Alliance for Culture - Cultural Renaissance) - The Brescian mandolin

Social commitment and education (support for initiatives and associations)

Methodological note

 102-45 102-46 102-50 102-51 102-52 102-53 102-54

After its initial listing in 2019 on the AIM Italia multilateral trading system (now called Euronext Growth) Antares Vision S.p.A., since 14 May 2021, has been listed on the Euronext Star Milano market, a segment of the main board of the Italian Stock Exchange, which includes the shares of medium-sized companies that meet stringent requirements in terms of governance, transparency and liquidity.

From 2021, being listing on the MTA market means having to prepare a Consolidated Non-Financial Report ("NFR") in compliance with articles 3 and 4 of Legislative Decree no. 254/2016 (the "Decree"), implementing Directive 2014/95/EU.

The NFR of Antares Vision S.p.A. and its subsidiaries (the "Antares Vision Group" or "AV Group") contains information on environmental and social topics, human resources, respect for human rights and the fight against corruption, which should assist readers in understanding the activities of the Antares Vision Group, its performance, results and the impact that these activities have. As required by Legislative Decree no. 254/2016, evidence is also given of the main risks generated or suffered in connection with these topics and the Company's activities, its products, services or commercial relationships including, where relevant, the chain of suppliers and subcontractors with an indication of how they are managed.

The NFR has been drawn up according to the methodologies and principles defined by the Global Reporting Initiative in its Sustainability Reporting Standards ("GRI Standards").

In the appendix, the NFR provides a GRI Content Index, which is a summary of the information relating to the various areas dealt with, as an aid to traceability of the indicators and other quantitative and qualitative information presented in this document.

The general principles applied for the preparation of the NFR are those established by the GRI Standards: relevance, inclusiveness, context of sustainability, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability and clarity.

The performance indicators selected are those envisaged by the GRI Standards as those most representative of the specific areas of sustainability being analysed and consistent with the Antares Vision Group's activities and the impacts that they produce. These indicators were selected on the basis of their relevance (or "materiality"), as described in *Chapter 03 The impacts of Antares*. The materiality analysis, carried out in accordance with Legislative Decree no. 254/2016 and the GRI Standards, will be developed and updated in further detail in subsequent years as part of Antares Vision Group's path of sustainability reporting (or "accountability").

The GRI Standards allow companies to report information on the most significant impacts of their activities and commercial relationships on the economy, the environment and people in general. These impacts, which in many cases are financial (or which could have financial impacts over time) are of primary importance for sustainable development and the stakeholders of organisations; they are at the heart of sustainability reporting. These impacts are also important for those interested in the financial performance of the firm and its performance and its ability to keep going in the long term. Sustainability reporting is therefore essential for financial reporting and the value of the business. The information made available through sustainability reporting provides input for identifying financial risks and opportunities relating to the company's impacts and its financial valuation.

When drafting the Non-Financial Report, we also took into consideration the European Commission's communiqué published in June 2019, "Guidelines on the communication of non-financial information: Integration concerning the communication of information on the climate (2019/C 209/01)", integrating the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board. The TCFD recommendations cover four topics: governance, strategy, risk management, metrics and objectives.

The reporting scope of the qualitative and quantitative data and information refers to the performance of the parent company Antares Vision S.p.A. and its fully consolidated subsidiaries, as per the Group's consolidated financial statements at 31 December 2021 (for the entire year under review). Any quantitative information based on estimates is indicated in the various sections of this document.

Comparative figures for the last two years have been included so that they and the Group's performance can be compared over time. Note that in the three-year period 2019-2021 being reported on, various acquisitions by Antares Vision S.p.A. took place as part of the AV Group's development strategy, which significantly expanded the scope of AV Group over time, in terms of both the number of companies and their operating volumes. For further information in this regard, reference should

be made to *Chapter 1 Antares Vision Group* and the comments on the quantitative data in the various chapters of the NFR, as well as to the Consolidated Financial Statements of Antares Vision Group at 31 December 2021, published together with the NFR.

The NFR includes the information foreseen in art. 8 of EU Regulation 2020/852 relating to the taxonomy of the European Union on sustainable activities. The EU Taxonomy establishes the conditions that an economic activity must satisfy to be considered sustainable. This information is reported in the Chapter *Sustainability: the commitment and impacts of AV Group*, in the paragraph entitled *Sustainable activities: the EU taxonomy*.

The process of drafting the NFR involved the heads of the various functions of the parent company Antares Vision S.p.A. and of the Italian and foreign subsidiaries.

The Non-Financial Report was approved by the Board of Directors of Antares Vision S.p.A. on 7 March 2022 and has been subjected to a limited review by EY S.p.A. on the basis of the principles and instructions contained in ISAE 3000 (International Standard on Assurance Engagements 3000 - Revised) of the International Auditing and Assurance Standard Board (IAASB). EY S.p.A. has also been appointed to audit the separate and consolidated financial statements of Antares Vision S.p.A. Their Independent Auditors' Report is included at the end of this document.

The NFR, which is drawn up annually, is published on the Company's institutional website at www.antaresvision.com/investors.
For further information, please contact the following address: sustainability@antaresvision.com.

01 Antares Vision Group



01 Antares Vision Group

Experience the power of Trustpacency

GRI 102-3 102-5 102-7

Antares Vision Group is a technological partner of excellence in digitalization and innovation, to guarantee the safety of products and people and the competitiveness of businesses and to contribute towards the protection of the planet.

Antares Vision Group is the technological enabler of supply chain transparency and sustainable transition, offering a unique and complete ecosystem of technologies for product quality control (inspection systems and machines) and product traceability along the supply chain (from raw materials to production, from distribution to the consumer), with integrated management of production and supply chain data, also through the application of artificial intelligence and blockchain technology.

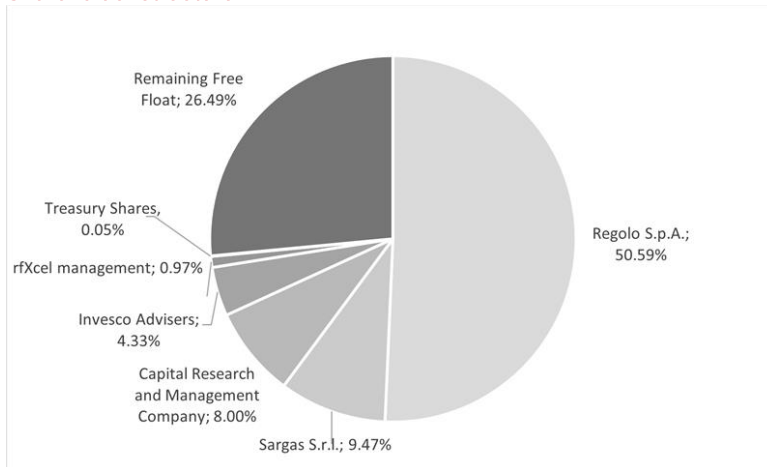
Antares Vision Group is active in the life sciences sector (pharmaceuticals, biomedical devices and hospitals), in food and beverage, in cosmetics and with potential in other consumer goods sectors. World leader in drug traceability, for more than 10 years it has been providing the main world drug manufacturers (over 50% of the top 20 multinationals) and various government authorities with solutions to monitor the supply chain and validate the authenticity of products.

The Company has its registered office in Via del Ferro 16, Travagliato (Province of Brescia), Italy.

The Group's consolidated revenues in 2021 came to Euro 179 million. At 31 December 2021 it had 1004 employees: 583 in Italy and 421 at foreign subsidiaries.

At 31 December 2021, the share capital of the parent company Antares Vision Group S.p.A. is Euro 169.5 million. The majority shareholder Regolo S.p.A., which belongs to the founders of Antares Vision S.p.A., has 50.70% shareholding (with 63.31% of the voting rights). The Group's consolidated shareholders' equity at 31 December 2021 is Euro 272.4 million.

Shareholder structure



Antares Vision Group in brief

- 3,500 traceability solutions installed on packaging lines.
- 20 years of experience in traceability and inspection.
- 25,000 inspection systems installed on production and packaging lines for quality control.
- 6,500 inspection systems for bottling and packaging of food and beverages installed.
- 2,500 loyal customers.
- 10 billion serial numbers managed for over 400 customers in the pharmaceutical sector, linked to a network of over 5,000 third parties.

Distinguishing features

- Leadership in innovation and research and development
- Leadership recognized as a global supplier for companies in the life sciences, food and beverage industries.
- Integrated and complete ecosystem of hardware solutions [machines and systems] and software solutions

- Complete and unique project management responsibility.
- Global presence in over 60 countries, thanks to a network of over 40 partners and more than 1,000 resources.
- Comprehensive portfolio of services and support



Culture and Values

GRI 102-16

Vision and Mission

A solid and effective corporate culture is a precious asset as it can affect the results of a company, because by providing key guidelines on how to act and make the right decisions in challenging situations, it makes everyone more aware of the company's values.

Vision is the guiding light of entrepreneurial activity, what the company wants to become, a projection that indicates to the business the direction to take. Mission, on the other hand, is the purpose, how the vision gets translated into operational activities and guides strategic decisions, helping the company to achieve the desired future projection, establishing the methods to achieve the objectives.

VISION

- To be globally recognized as an **innovation enabler** with the **power of technology**, to improve the **quality of life**.

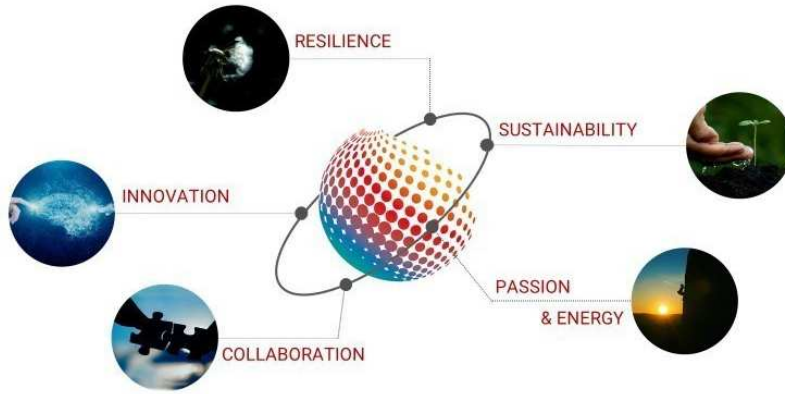
MISSION

- To accelerate **technological innovation and digitalization** by connecting the **physical and digital world** with the **integrated value chain**, empowering our customers to protect **products, profits, people** and the **planet**.

Values

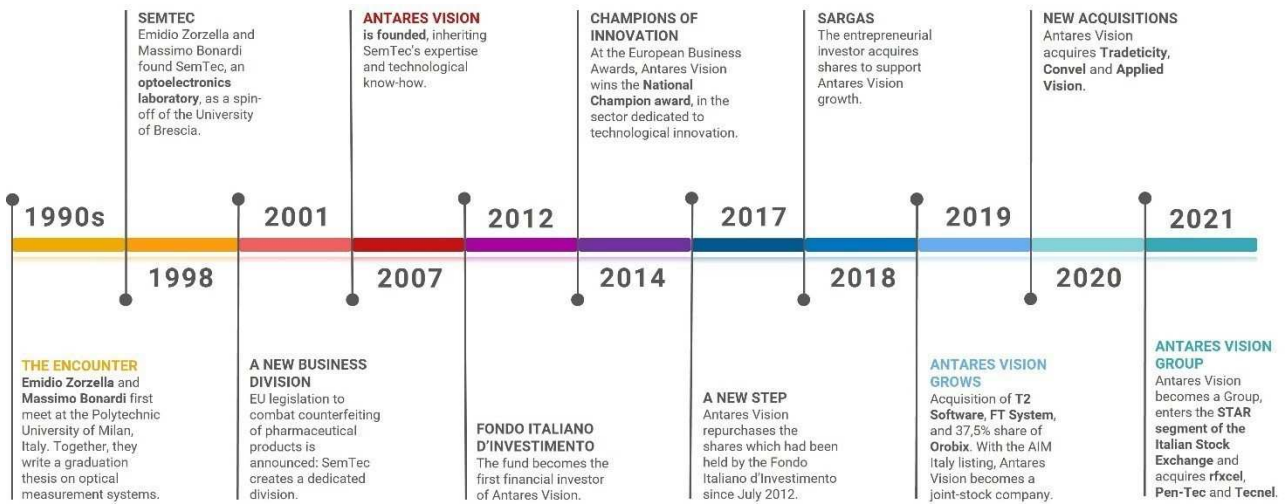
Values act as a compass: having a unique orientation in internal and external relationships, which is important in developing the corporate identity:

- **PASSION AND ENERGY**, so that the company can always find a solution with creativity, determination and planning.
- **COOPERATION**, ways to achieve objectives and manage difficult situations through the involvement and collaboration of all available resources.
- **INNOVATION**, creative ability that helps to increase skills and project the company towards the future.
- **RESILIENCE**, to face up to change and cope with complex situations, transforming difficulties into opportunities to grow and improve.
- **SUSTAINABILITY**, to create value for all stakeholders: internal resources, customers, the local territory, the environment and society as a social community.



History

GRI 102-2



Antares Vision began with two young engineers, Emidio Zorzella (current Chairman and Co-CEO of AV Group) and Massimo Bonardi (current Co-CEO of AV Group), united by a vision that comes from afar; above all, two friends who met on the benches of the Politecnico di Milano where both, passionate about electronics, decided to move after two years at the University of Brescia as it did not yet have that course of study. Sharing the same interests led to a common thesis on measurement systems with optical techniques. They graduated in Electronic Engineering with a specialisation in Optoelectronics in 1995, making use of the opto-electronics laboratory in Brescia. It was there that from 1996 they concentrated on research activities, funded by the National Institute of Physics of Matter in Genoa until, in 1998, they created the first spin-off of the optoelectronics laboratory. They call it SemTec, a small artisan business developing solutions in the field of vision technologies, with the idea of creating innovative control systems using the various optoelectronic technologies. They got involved in various projects and in different sectors (pharmaceutical, automotive and food, but also in the field of safety and traffic control).

Enactment in 2001 of the European Directive on the tracing of pharmaceutical products to increase safety and combat counterfeiting of medicines led to the creation of a division dedicated to pharmaceutical products and considerable expansion of the business.

Antares Vision was founded in 2007 by Emidio Zorzella and Massimo Bonardi, together with 18 employees, as the result of a period of constant growth and an entrepreneurial vision.

Their expertise and experience in vision systems, based on smart cameras, can be applied in quality control of products, packaging and labels in the pharmaceutical sector. It was precisely in this sector that the need arose, not only to control the quality of the products, but to trace pharmaceuticals from start to finish, to continue guaranteeing its quality and integrity,

especially following the introduction of regulations to combat counterfeit medicines. The pharmaceutical sector is in fact a pioneer in regulating the traceability of medicines through serialisation, i.e. unique identification of a product.

Antares Vision quickly became a supplier to pharmaceutical multinationals, establishing itself as a global leader in traceability.

2012 saw the first steps in the world of finance, with Fondo Italiano d'Investimento becoming a shareholder.

In 2017, after only 10 years, Antares Vision supplies 10 of the 20 main pharmaceutical groups in the world, with a direct presence in strategic markets and a growth path that still has considerable potential. Also in 2017, the founders bought back the shares held by Fondo Italiano d'Investimento and in 2018 opened the doors to Sargas, a company controlled by a group of Italian and foreign entrepreneurs under the leadership of Guido Barilla; and lastly it announced the agreement with SPAC ALP.I, with a view to supporting and accelerating its strong growth, which would lead to the company being listed on the AIM Italia.

The growth and development strategy continued in 2019 with the acquisition of T2 Software, a Brazilian company specialising in intelligent data management solutions, with an interest in Orobix, a leading Italian company in artificial intelligence services, and the acquisition of 100% of FT System, the industry leader in control and inspection in the beverage sector.

In 2020, Antares Vision bought 82.83% of Tradeticity, a Croatian company specialising in software management for traceability and serialisation, 100% of Convel, an Italian company specialising in automated inspection machines for the pharmaceutical industry, the assets of Adents High Tech International, a French company specialising in software for serialisation and traceability, 100% of Applied Vision, global leader in inspection systems for glass and metal containers in the food & beverage sector.

2021 saw the transition to the STAR segment of the Italian Stock Exchange, followed by the acquisition of 100% of rfXcel Corporation, which specialises in software solutions for supply chain digitalization and transparency, based in the USA, and 100% of Pen-Tec and Tecnel, through FT System, increasing the specialisation in Food & Beverage inspection.

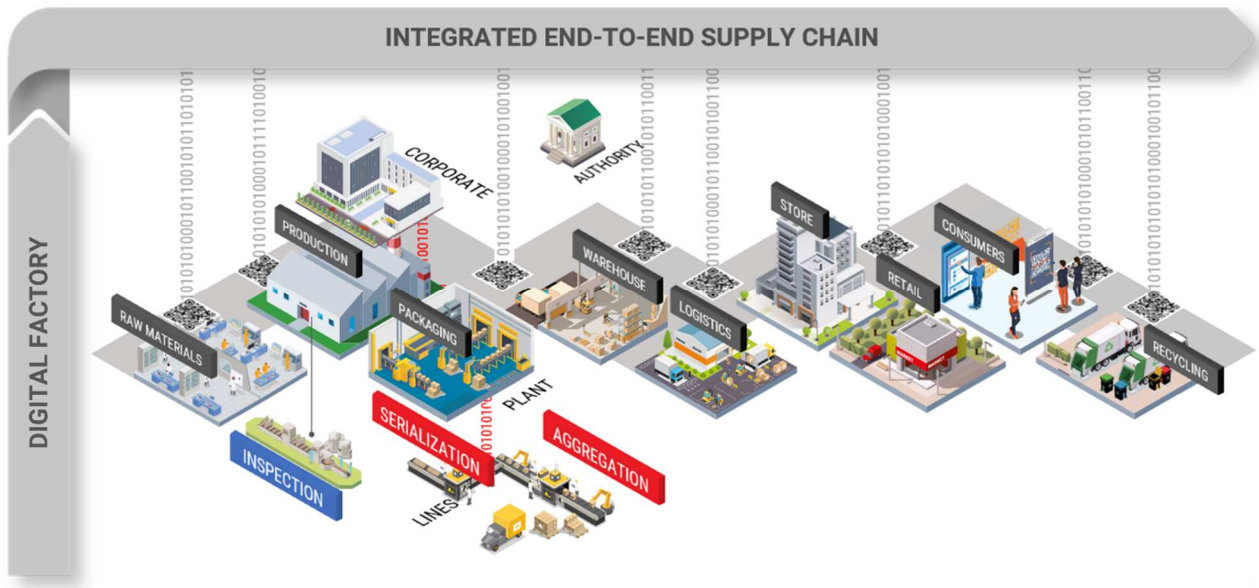
Today, Antares Vision Group is present in 60 countries, with 7 offices in Italy, 22 offices around the world, approximately 1,000 employees and a network of over 40 international partners.

Antares Vision Group: an ecosystem of values and technologies



Antares Vision Group offers a unique ecosystem for the digitalization of products and supply chains, through the connection of the physical world [inspection and traceability machines and systems] with the digital world [intelligent management of data collected directly from the field and therefore guaranteed and authentic] to ensure:

- **Quality** of products, packaging and printed material.
- **Compliance** with traceability laws and regulations for the transparency of products and supply chains.
- **Brand protection** through authentication.
- **Production efficiency** through performance measurement and compliance with quality standards, management of processes, resources, planning and maintenance, as well as the measurement of energy consumption and its impact.
- **Transparency of the supply chain** through the collection, processing and management of the data collected by each step of the supply chain, from raw material to the final consumer
- **Dialogue with the final consumer**, guaranteeing access to secure and verified information on the origin, authenticity and history of the product and an experience of dialogue between producer and consumer.
- **Transparency** of production processes and of the entire supply chain.



Today, Antares Vision Group stands out for its unique and integrated portfolio of technologies in different areas:

INSPECTION

- **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]

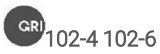
TRACEABILITY [Serialisation, Aggregation, Mobile Traceability, Real-time IOT]

AUTHENTICATION [Visible and Invisible Tag, Serial Number Management, Visual Inspection Systems]

NATIV.AI [artificial intelligence solutions]

DATA MANAGEMENT [Business Intelligence, Data Analysis, Advanced Analytics, Artificial Intelligence, Blockchain, Big Data, Cloud Computing, Integrated Platforms]

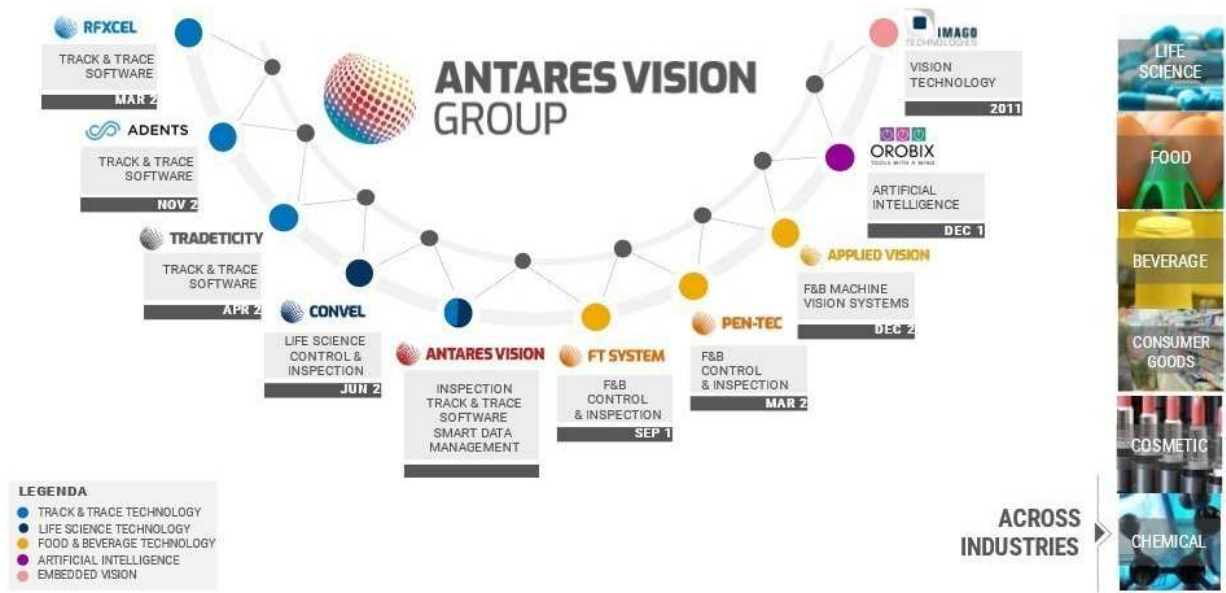
Antares Vision Group: a hub of talents, technologies and expertise



At December 31 2021, Antares Vision Group consists of 29 companies (including the Parent Company) with offices in 13 different countries on the various continents. For a complete list of the companies belonging to the AV Group, please refer to the Consolidated Financial Statements of Antares Vision Group at 31 December 2021. AV Group development has been led by 3 main drivers:

- 1) **Excellence in technology**, enhancing technologies in track & trace software and inspection in the life sciences sector, artificial intelligence and integrated vision.
- 2) **Diversification between sectors**: not just life sciences, but opening up new sectors: food, beverages, cosmetics and, more generally, fast-moving consumer goods (FMCG)
- 3) **Global presence**, strengthening geographical coverage around the world.

AV Group companies **have different technologies and skills**, through their specialisations, and **operate in various sectors**, with a significant potential for cross-selling, well aware that the result is greater than the sum of the parts.



Geographical presence and size

Antares Vision Group is currently active directly in over 60 countries to ensure a widespread presence and proximity to its customers and in every market, helped by a network of partners in more than 40 countries.

29
COMPANY SITES



Revenue by geographical area and by market

Revenues by geographical area (Euro)	2019	2020	2021
Italy	25,119,259	20,062,960	32,016,025
Europe	64,810,410	63,942,004	54,573,019
North & South America	14,785,522	23,819,718	61,784,286
Asia	8,593,216	8,951,808	20,154,084
Africa and the Middle East	8,895,037	4,329,640	10,430,353
Antares Vision Group	122,203,444	121,106,130	178,957,767

02 Strategy and business model



02 Strategy and business model

Strategic planning and development driver

GRI 102-15

The growth path of Antares Vision Group is guided by strategic guidelines that are consistent with the entrepreneurial vision:

- an **ecosystem of technologies** aimed at guaranteeing excellence and innovation;
- a **diversification of key markets**, where market, consumer and lifestyle trends have accelerated the spread of technology, digitalization and traceability as necessary drivers to maintain competitiveness and increase the reputation and advocacy of brands and supply chains;
- a **global presence** to ensure proximity to key customers.

The organisation by business area [vertical markets] and by product 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 as part of a win-win strategy.

The growth and strategic direction of the business model follow four development models:

- **Penetration and cross-selling** - consolidation of the existing customer base and an increase in business opportunities through the synergy of group technologies, aimed at ensuring integrated management of both production and supply chain data [e.g. synergy between inspection systems, traceability solutions and intelligent data management].
- **Diversification into new business areas** - exploitation of the portfolio of existing technologies and expertise to enter new sectors [e.g. traceability of food and beverage, based on the experience gained in pharmaceuticals].
- **Upstream and downstream** - creation of synergies between the various stakeholders from the supply chain, to bring about the complete visibility of the supply chain, from the raw material to the final consumer, through the interconnection of data and an integrated management of information that can guarantee a real value chain.
- **New products** - design of new solutions that arise both from collaboration with customers and from the AV Group's Innovation Centres, aimed at improving performance, satisfying needs and generating innovation and growth of our customers' businesses.

The Covid-19 pandemic did not significantly affect our plans and strategies. Please refer to Chapter 07 Human Resources for the consequences and measures adopted by AV Group in relation to its organisation.

Business areas

GRI 102-2 102-6

Antares Vision Group currently offers solutions to the following sectors:



LIFE SCIENCES - Drug manufacturing processes are continually reviewed and updated to ensure the best possible practices. While such controls operate at different levels around the world, the goal is always to discourage counterfeiting and protect consumers. Medicines must comply with national and international regulations, which may concern essential requirements, such as the quality of products and packaging, the possibility of identifying products from production to dispensing, but also more advanced controls, from compliance with international legislation to combating parallel productions and protecting brands. Biomedical devices, part of the Life sciences world, have not yet reached maturity in terms of global regulatory compliance. The industry has begun to implement practices for patient safety and to combat counterfeit and parallel productions. A safe and sustainable production of biomedical devices means allowing a greater flow of information along the supply chain.

Life sciences also embrace hospitals which in the context of the pandemic saw an acceleration of the digital transformation process, opening up new opportunities to automate and track certain hospital processes designed to ensure greater patient safety, optimise logistics, manage warehouses and reduce waste.

FOOD AND BEVERAGE and, more generally, **FAST-MOVING CONSUMER GOODS** - The growing attention on the part of consumers to their own health and well-being and the development of digitalisation have accelerated the transformation of these sectors. The journey that products take from the point of collection of raw materials to production, export and retail tells a very important story, a key aspect of trade and business strategies, able to provide the end-user with important information: digital product passports ensure the quality and integrity of each item throughout its life, helping to increase safety, protect brand reputation and guarantee customer loyalty for the future. Digitalization and increased public awareness contribute to an overall improvement in public health. Companies need to provide more information, which helps fight product falsification, protecting their brand and improving key performance indicators, as well as safeguarding consumers' health and food safety.

COSMETICS - Public attention to cosmetic production processes has increased in recent years. Adequate information on manufacturing processes provides evidence of ethical practices, helping to ensure product quality and safety. The history of the product is requested by customers and is made available to them like any other consumer product (see above).

Through its systems and solutions, Antares Vision Group ensures that these objectives are achieved.

Organisation and market approach

Organisation by product unit makes it possible to manage a go-to-market strategy effectively, considering the key targets and managing the offer ecosystem in a scalable and modular way.

- **INSPECTION** (machines and systems) - integrated solutions to packaging lines and automatic inspection machines to verify the integrity, quality and compliance of products and their packaging.
- **TRACK & TRACE** - a combination of hardware and software for the identification and traceability of the individual product package along the entire production and distribution chain, from the manufacturer to the final consumer, following it through to recycling.
- **DIGITAL FACTORY** - systems that process and optimize, through specific software and artificial intelligence, data and information collected by the tracking and inspection solutions, with the aim of maximising production efficiency.
- **SUPPLY CHAIN TRANSPARENCY** - solutions to manage traceability data, from raw materials to production processes, logistics and warehouse systems, up to the final consumer, ensuring that information can be shared and accessed.
- **SERVICES** - these consist of installation and after-sales support with remote assistance 24/7/365, on-site and preventive maintenance, spare parts, training and management of software in the after-sales phase, as well as in the management of consultancy and project management services.

Market scenarios and trends

Life Sciences: quality - safety - authenticity

The international market is characterised by the introduction and evolution of regulations aimed at regulating the supply chain, protecting the quality, safety and authenticity of medicines to combat counterfeiting and grey markets [anomalies in distribution channels]. Numerous regulations have already been implemented, especially in Europe and the United States. The current picture, globally, is that of continued adoption and evolution of existing regulations [such as the aggregation regulation that will be introduced in the United States in 2023 and the potential introduction of serialisation and aggregation regulation expected in the global market for OTC drugs].

In this context, partnerships with its customers are also important, involving consultancy, training and project management.

Food & Beverage (FMCG): quality - safety - traceability

The market scenarios see a growing attention by industrial operators and consumers to food traceability, aimed at guaranteeing the quality and origin of products and the sustainability of supply chains. The regulatory environment is currently under development, with some countries already implementing traceability regulations for consumer goods [Russia], but with high growth potential over the next few years. All this goes hand in hand with the constantly rising trend in inspection systems designed to ensure production quality and safety.

Partnerships: growth drivers

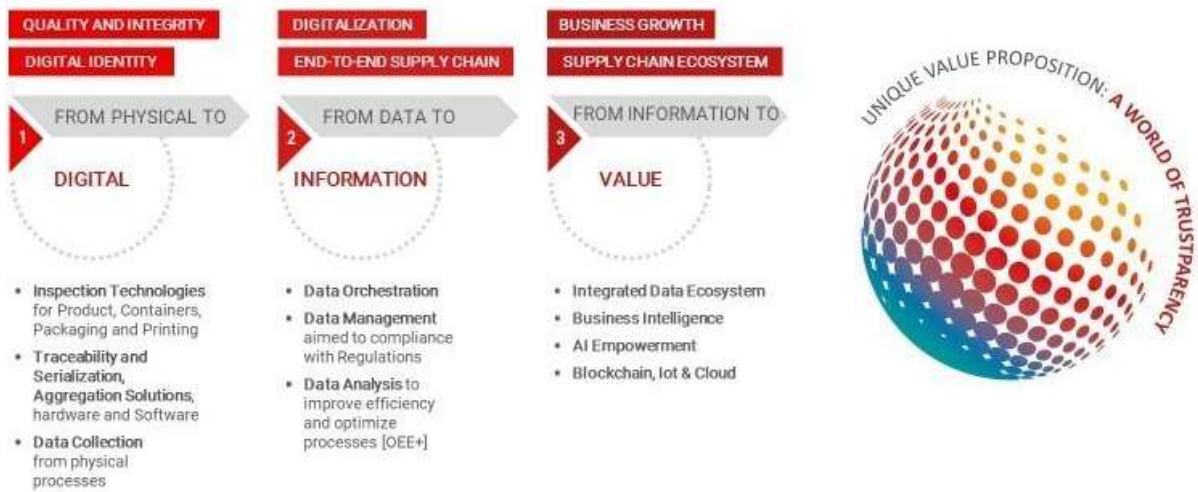
Partnerships represent an essential and transversal element for a sustainable business model, which intends to generate shared value in favour of all its stakeholders. Antares Vision Group has activated projects with governments, organisations

and leading companies worldwide in its reference sectors, with a view to developing and introducing digital innovation solutions in the control and tracking of consumer products.

Digitalization as a path of innovation

Antares Vision Group constantly performs research and development aimed at the innovation of the systems, solutions and services that it offers and creating new technological solutions to be included in its commercial catalogue, also thanks to the integration of inspection systems and artificial intelligence solutions into its range and the Avionics platform (for managing production data in order to improve efficiency).

Technological development (advanced applications, artificial intelligence and digitalization), also achieved through company acquisitions and institutional partnerships, makes it possible to have software and skills available to expand the offer of digital solutions and Smart Data Management to achieve the following objectives: a) to strengthen the competitive presence of Antares Vision Group and b) expand the monitoring and control of the distribution chain downstream of production, strengthening relationships and partnership projects.



03 Sustainability: the commitment and impacts of AV Group



03 Sustainability: the commitment and impacts of AV Group

The role of Antares Vision Group: an enabler of sustainability

 102-15 103-2 103-3

Antares Vision Group guarantees the protection of products and supply chains by guaranteeing quality, safety, integrity and transparency through an ecosystem of inspection, traceability and intelligent data management technologies. Through the creation of a unique digital identity for each product and consumer good [and related packaging], Antares Vision Group is able 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.

The ecosystem of technologies, which by connecting the physical world with the digital world, makes it possible to collect data from the field, process the figures and transform them into value, which is necessary for a decision-making process aimed at growing businesses, improving competitiveness, guaranteeing 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.

Antares Vision Group, through its ecosystem of technologies, **is a natural enabler of a sustainable transition and a circular economy**. The Antares Vision Group's business model finds a structural driver in Environmental, Social and Governance (ESG) factors: the business model promoted by Antares Vision Group is, in fact, capable of generating a positive impact in the quantification, management and minimisation of the so-called carbon footprint of each product unit, given that it is able to follow the product's entire life cycle. Among the projects carried out by the Antares Vision Group, with a view to greater attention to sustainability, the primary role is played by the software solution for the digital factory, which allows the monitoring and consequent reduction of energy consumption, waste and emissions, improving the environmental impact of the production cycle.

The strategic guidelines of Antares Vision Group 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.

Through the **digitalization of products and supply chains**, with the collection of data from the field, it is possible **to measure the impacts at the level of human resources [people], the environment [planet], products and supply chains [profit and business]**.

SUPPLY CHAIN TRANSPARENCY

-  UNIQUE DIGITAL IDENTITY FOR EACH PRODUCT
-  PRODUCT LIFE-CYCLE MONITORING
-  TRACK & TRACE TO ENABLE TRANSPARENT SUPPLY CHAIN
-  ENVIRONMENTAL IMPACT EVALUATION



MANUFACTURING 4.0

-  ENERGY CONSUMPTION
-  CARBON FOOTPRINT
-  WASTE OPTIMIZATION
-  RECYCLING

THE POWER OF TRUSTPARENCY TO ENABLE SUPPLY CHAIN VISIBILITY AND CIRCULAR ECONOMY

The social and environmental impacts

Quality and safety of people's lives - 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.

Traceability and responsible use of resources - The positive environmental impacts of the business model and solutions developed by AV Group concern, in particular, the efficient use of natural resources, the adoption of the principles of a circular economy in the use of materials and the monitoring of supply chains and the total life cycle of the products.

The same solutions offered in the Food and Pharmaceutical sectors are available and applicable to any consumer product to guarantee its quality, safety and originality, as well as its sustainability.

The well-being and health of citizens: the EU's Green Deal

GRI 102-15

As is well known, the European Green Deal is an important package of measures, ranging from the reduction of greenhouse gas emissions, to investments in research and innovation, to the conservation of Europe's natural environment. Climate change and environmental degradation are an existential threat to Europe and the world. To overcome these challenges, the European Green Deal aims to transform the European Union into a modern economy, efficient in the use of resources, improving the level of well-being and health of citizens and future generations.

The strategic and market scenario in which Antares Vision Group is located is consistent with the Green Deal of the European Union, with particular reference to the policies and actions aimed at guaranteeing **a healthy food system for people and the planet** and, as part of this, **a more sustainable food chain**.

Agriculture - A healthy food system for people and the planet

The link between healthy people, healthy societies and a healthy planet puts sustainable food systems at the heart of the European Green Deal, designed to stimulate the economy, improve citizens' health and quality of life and protect nature.

- guaranteeing food security in the face of climate change and biodiversity loss.
- reducing the environmental and climate footprint of the EU food system.
- strengthening the resilience of the EU food system.
- leading the global transition towards sustainability from producer to consumer.



The **Farm to Fork** strategy intends to make food systems fair, healthy and respectful of the environment and aims to direct them on a sustainable path, offering **new opportunities for operators in the food value chain**. New technologies and scientific breakthroughs, combined with growing public awareness and demand for sustainable food, will benefit all stakeholders. The strategy aims to accelerate the transition to a **sustainable food system** which should, among other objectives:

*ensure **food safety**, nutrition and **public health**, making sure everyone has access to sufficient, safe, nutritious and sustainable food.*

Pharmaceutical strategy for Europe

Adopted at the end of 2020, the Pharmaceutical Strategy for Europe aims to create a regulatory framework fit for the future and to support industry in promoting research and technologies to effectively reach patients, in order to meet their therapeutic needs, addressing the shortcomings of the market at the same time. The strategy is based on 4 pillars, which provide for legislative and non-legislative action:

- guarantee patients access to cheap medicines and respond to **unmet medical needs** (for example with regard to antimicrobial resistance, cancer and rare diseases).
- favour **competitiveness, capacity for innovation and sustainability** in the EU's pharmaceutical industry and the production of high-quality, safe, effective and greener medicines.
- improve the mechanisms of **crisis preparedness and response**, establish diversified and secure supply chains, address shortages of medicines.
- ensure one **solid position of the EU on the world stage**, promoting high standards in terms of quality, effectiveness and safety.

The initiative is in line with the industrial strategy for Europe and the priorities outlined in the European Green Deal.

Goals for sustainable development: Antares Vision Group's commitments to the SDGs

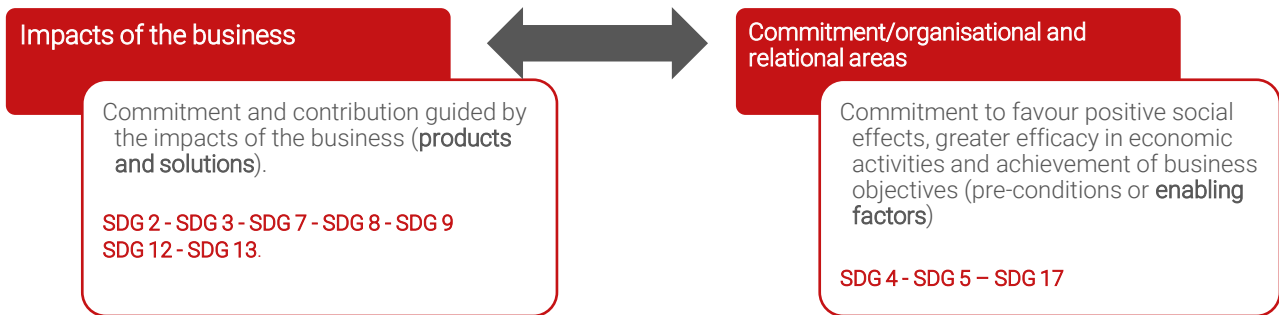
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Through the implementation of its industrial strategy and thanks to its ecosystem of values and business model, Antares Vision Group is committed to pursuing a sustainable business model. This approach must also be reflected in a firm commitment to the **United Nations 2030 Agenda and the Sustainable Development Goals (SDGs)** which form an integral part of it. Indeed, the SDGs represent business opportunities, capable of generating positive impacts also in environmental and social terms.





When preparing this first Sustainability Report, Antares Vision Group carried out a **consistency analysis** of its business model, strategic objectives and projects implemented or planned with reference to the contents (objectives and targets) of the 2030 Agenda. This analysis led to the identification of **SDGs considered to be priorities as the contribution and commitment of Antares Vision Group.**

The identification and prioritisation of the SDGs was also carried out on **two distinct levels of analysis** along the cycle of **shared value creation** in the short, medium and long term.






Business impacts

SDG	SDG Target (abstract)	Role and contribution of AV Group
	End hunger, achieve food security, improve nutrition and promote sustainable agriculture 2.4 Sustainable food production systems and resilient agricultural practices: increase productivity/production: protect ecosystems - strengthen capacity to adapt to climate change - soil quality.	Food production traceability to ensure nutrition, better inventory control to manage food availability in the supply chain and guarantee origin. Sustainable food traceability for better nutrition. Traceability (agriculture), pesticides, chemicals used in agriculture for more sustainable food production.
	Ensuring health and well-being for all and at all ages 3.3 End epidemics and other communicable diseases. 3.9 Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil contamination and pollution.	Traceability for drug distribution. Supply chain digitalization for vaccine traceability and visibility. Supply chain digitalization for inventory visibility and remote patient services. Traceability of drugs to avoid counterfeiting and keep people healthy.
	Encourage lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all 8.4 Improve global efficiency in the consumption and production of resources and try to disconnect economic growth from environmental degradation 8.6 Reduce the share of unemployed young people	Efficiency in the use of natural resources and waste. Business model and sector of activity capable of ensuring a significant increase in employment, strengthened by collaboration and research projects with universities to encourage entry into the world of work.

	8.8 Protect the right to work and promote a safe and healthy working environment for all workers.	Adoption of management systems and best practices in the field of health and safety at work.
	<p>Building resilient infrastructures and promoting innovation and fair, responsible and sustainable industrialisation</p> <p>9.4 To improve infrastructures and reconfigure industries in a sustainable way, increasing efficiency in the use of resources and adopting cleaner and healthier technologies and industrial processes for the environment.</p> <p>9.5 Increase scientific research, improve the technological capabilities of the industrial sector - encourage innovations.</p>	Research centres, collaboration with universities. Constant research and development activity, aimed at the innovation of the systems, solutions and services offered and at the conception of new technological solutions to be included in its commercial offer.
	<p>Guarantee sustainable models of production and consumption</p> <p>12.2 Sustainable management and efficient use of natural resources.</p> <p>12.3 Halve food waste and reduce food losses throughout production and supply chains.</p> <p>12.4 Eco-friendly management of chemicals and all waste during their entire life cycle and significantly reduce their release into the air, water and soil to minimise their negative impact on human health and the environment.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<p>AV Group is a natural enabler of a sustainable transition and a circular economy. The business model is able to generate a positive impact in the quantification, management and minimisation of environmental impacts and use of resources.</p> <p>Development of solutions that allow the monitoring and consequent reduction of waste, emissions, control of chemical substances, improving the environmental impact of the production cycle. The control of the production lines, the transparency of the supply chain, the ability to monitor, find and therefore ensure the truthfulness of information along all the "touch points", from raw materials to production systems, up to packaged products, allows you to operate with feedback, optimizations, corrections, and therefore guaranteeing all users cheaper, more sustainable and reliable production and supply systems, which virtuously "learn" and improve themselves, having at their disposal a series of key data and an organic and coherent "big picture".</p>
	<p>Ensure access to affordable, reliable, sustainable and modern energy systems for all</p> <p>7.3 overall rate of improvement in energy efficiency</p> <p>Promote actions, at all levels, to combat climate change</p>	
	<p>13.2 Integrate climate change measures into national policies, strategies and planning</p>	

Commitment/organisational and relational areas

	<p>Provide quality, equitable and inclusive education and learning opportunities for all</p> <p>4.4 Increase the number of young people and adults with specific skills - including technical and professional skills - for employment, decent jobs and entrepreneurship.</p>	Extensive collaboration with many universities and research centres, training projects and activities, skills development to ensure job transition, continuous professional development, the adaptation of skills in a complex and changing world, where an understanding of new paradigms and technologies is enabling and essential to be able to access and use certain services and products.
	<p>Achieve gender equality and empower all women and girls</p> <p>5.5 Guarantee full and effective female participation and equal leadership opportunities at all decision-making levels.</p>	Adoption of work policies and practices that guarantee equal opportunities and gender representation and a work environment that values diversity.
	<p>Strengthen the tools for implementation and renew the global partnership for sustainable development</p>	Essential role of research and development and collaborations (partnerships) with start-ups, other companies, consortia, innovation hubs, university institutions and public and private research centres for the development of solutions capable of improving the solution offer and their ability to generate positive social and environmental impacts.

	17.17 Encourage and promote effective partnerships in the public sector, between public and private sectors and in civil society	
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Sustainable activities: the taxonomy of the European Union

The EU taxonomy: the objectives and EU Regulation 2020/852

In order to achieve climate and energy objectives and direct investments towards sustainable projects and activities, the European Union has adopted a common language and a definition of what is "sustainable". The European Commission has laid the **Taxonomy of the European Union**, a harmonised system of classification of economic activities, as the basis of its [action plan for financing sustainable growth](#).

EU Regulation 2020/2022 the Taxonomy Regulation came into force on 12 July 2020. It establishes the conditions that an economic activity must meet in order to be considered sustainable, from an environmental and social point of view, according to an Agenda that should be completely defined by 2022.

The Taxonomy, at the moment, identifies six environmental objectives:

1. Climate change mitigation.
2. Adaptation to climate change.
3. Sustainable use and protection of water and marine resources.
4. The transition to a circular economy.
5. Pollution prevention and control.
6. Protection and restoration of biodiversity and ecosystems.

The Delegated Regulation (act) by the European Commission of 6 July 2021 integrated the EU 2020/852 regulation, specifying the content and information that companies must communicate regarding eco-sustainable economic activities and the methodology to comply with this disclosure obligation.

The Delegated Regulation EU 2021/2130 of the Commission of 4 June 2021, which supplements the EU regulation 2020/852, approved in December 2021 by the Council of the European Union, established the technical screening criteria that make it possible to determine under what conditions an economic activity can be considered as contributing substantially to climate change mitigation or climate change adaptation and whether it does not cause significant damage to any other environmental objective.

Disclosure (Article 8 of the Regulations)

The taxonomy provisions in force at the date of this NFR require disclosure of the percentage of eligible activities with respect to the first two environmental goals (**mitigation and adaptation to climate change**) for the following indicators: Revenue (Turnover) - Capital investments (Capex) - Operating costs (Opex).

Eligible activities are those that are included in the current taxonomy, regardless of whether or not they meet one or all of the technical screening criteria indicated in the taxonomy, which must then be taken into account starting from the 2022 report in order to provide information on alignment with the technical criteria.

Accounting principles

For the reporting purposes pursuant to art. 8 of the Taxonomy, Turnover, Capex and Opex are defined as follows (please refer to the accounting principles used by AV Group given in the Consolidated Financial Statements):

- *Turnover* – Net sales revenue of products and services in the consolidated income statement.
- *Capex* - Increases in intangible and tangible assets, including capitalised research and development costs, property, plant and equipment, intangible assets, before any fair value adjustments and prior to depreciation/amortisation and any impairment losses.
- *Opex* - Non-capitalised research and development costs, building renovation costs, short-term leases, maintenance and repair costs and other indirect costs for the routine maintenance of property, plant and equipment.

To be considered eligible, an economic activity must meet certain requirements: a) it has to generate or have the objective of generating revenue versus third parties; b) it must fall within the descriptions/list of activities referred to in the Regulation and Delegated Acts, and c) it must have applicable technical screening criteria associated with it.

AV Group activities and eligible activities

Antares Vision Group (see *Chapter 2 Strategy and business model* and *Chapter 4 Innovation and production processes* of this document) is an enabler of sustainability by providing technologies for product quality control (**inspection systems and machines**) and the traceability of products along the supply chain through **solutions and systems**.

- Inspection: machines and systems - Track & Trace: hardware & software - Digital factory: systems and related software
- Supply chain transparency: solutions - Services: installation, support and advice

The activities of the reference sector of AV Group (ICT), to which the solutions of AV Group potentially refer, are those relating to 8 Information and Communication Technology and, in particular, those falling under point 8.2. *Data-driven solutions for reducing greenhouse gas emissions* However, these are information technologies aimed specifically at providing data and analyses that allow a reduction of greenhouse gas emissions. Although AV Group's solutions contribute indirectly to this objective, the uncertainties associated with the current interpretation of the taxonomy have led us prudently to believe that AV Group's activities do not currently fall under those already classified as eligible.

The analysis process is affected by the complexity regarding the application of what is currently envisaged by the EU Taxonomy. These interpretations are expected to evolve over time, in parallel with the completion of the reference regulations (remaining environmental objectives and social objectives), as well as application cases and reporting practices. It is believed that completion of the taxonomy, with indications on the admissibility and alignment relating to the other environmental objectives and, in particular, to the goal of transition to a circular economy, will be able to define better AV Group's classification and contribution.

Individually eligible Capex/Opex

According to the legislation, it is permissible to include as eligible Capex and Opex other expenses for the procurement of goods and services related to different economic activities that are taxonomy eligible, providing they contribute to emission reductions and the supplier's economic activity is taxonomy eligible.

- Capex - no significant investments as defined above were made in 2021.
- Opex - at present, Antares Vision Group does not have the information needed to identify any taxonomy eligible purchases. Gathering such information requires a prior assessment of the suppliers' activities, which was not possible for 2021.

The materiality analysis



102-40 102-42 102-43 102-44 102-47

Impacts and material topics

According to the GRI Standards, the **impacts** refer to the effects that an enterprise has or could have **on the economy, the environment and people**, often correlated, as a result of its activities and commercial relationships. Impacts can be actual or potential, positive or negative, short-term or long-term, intentional or unintentional, reversible or irreversible.

The impacts (**material topics**) indicate **the organisation's contribution to sustainable development, whether positive or negative**. Not all material aspects are of equal importance and the process of analysis includes a definition of their priorities. For sustainability reporting purposes (NFR in the case of this document), a company identifies the material topics to be reported, i.e. the ones that it deems most important.

The materiality analysis is also based on a dynamic framework of reference, typical of business management, always called upon to deal with associated issues and impacts that vary over time and that influence the business model, strategy, system of relationships and decisions.

The **European Commission**, most recently in the proposal of the new Corporate Sustainability Reporting Directive (CSRD) Directive in April 2021 and previously in the Guidelines published in June 2019 on climate change information, Non Financial Reporting Directive (NFRD) 95/2014, integrated the definition of material topics, introducing the concept of double materiality. According to this approach, the material topics are a) aspects that can have significant impacts on the development, performance and, consequently, on the financial value of a company ("financial materiality"); b) areas and issues of a social and environmental nature on which the company, through its business, has a significant impact ("impact materiality"). These two concepts of materiality are obviously interconnected.

The role of and relationships with stakeholders

Stakeholders are defined as individuals or groups who have interests or expectations in a company or who could be affected by the company's activities. An interest (which can also be understood as an equity interest or participation) is something of value to an individual or a group. The stakeholders may not always have a direct relationship with the firm (such as workers in the company's supply chain) or they may live at a distance (think of the end-customers of consumer goods produced with systems designed by Antares Vision Group).

Companies create, develop and maintain relationships with their stakeholders over time, with tools and systems that aim to strengthen relationships and, consequently, improve the competitive position and the ability to generate and distribute value over time. The involvement and dialogue with stakeholders ("stakeholder engagement") is a structural activity aimed at understanding their interests, expectations and needs and, in this way, fostering a more effective and conscious decision-making process, which should make for better strategic planning and the achievement of business objectives.

The stakeholders have been identified taking into account the sector to which the AV Group belongs, the business model and the existing system of relationships, as well as its geographical presence.

The system of tools through which Antares Vision Group manages relations with its stakeholders is shown below. The tools are differentiated in relation to the different categories of stakeholders and include certain activities that were carried out as part of the process that led to the preparation of the Group's first sustainability report, the NFR 2021. The key issues for stakeholders' assessments and expectations are discussed in this document. See the following table with a list of material topics and areas of impact.

	Stakeholders	Engagement activity Projects - Initiatives - Relations
1	Shareholders	Shareholders' Meeting - Board of Directors - Press releases - Website - Financial statements - Newsletter <i>Around Antares Vision Group</i> .
2	Banks - Lenders - Investors	Shareholders' Meeting - Investor relations - Website/dedicated section - Periodic meetings and events / Road show - Press releases - Financial statements - Newsletter <i>Around Antares Vision Group</i> .
3	Employees	Relations and constant dialogue with the Human Resources function - Periodic / informal meetings - Training events - Activities related to career path / development / performance review - Welfare initiatives - Initiatives and internal communication tools - Website and social channels - Social events. Climate survey and survey on material topics/impacts of Antares Vision Group (Management and all employees).
4	Industrial partners for the manufacture of production 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	Sales meetings and visits - Industry events - Marketing activities - Publications and social media channels / content. Website - Processes of qualification and pre-qualification and accreditation of supplier portals - Meetings for defining 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.

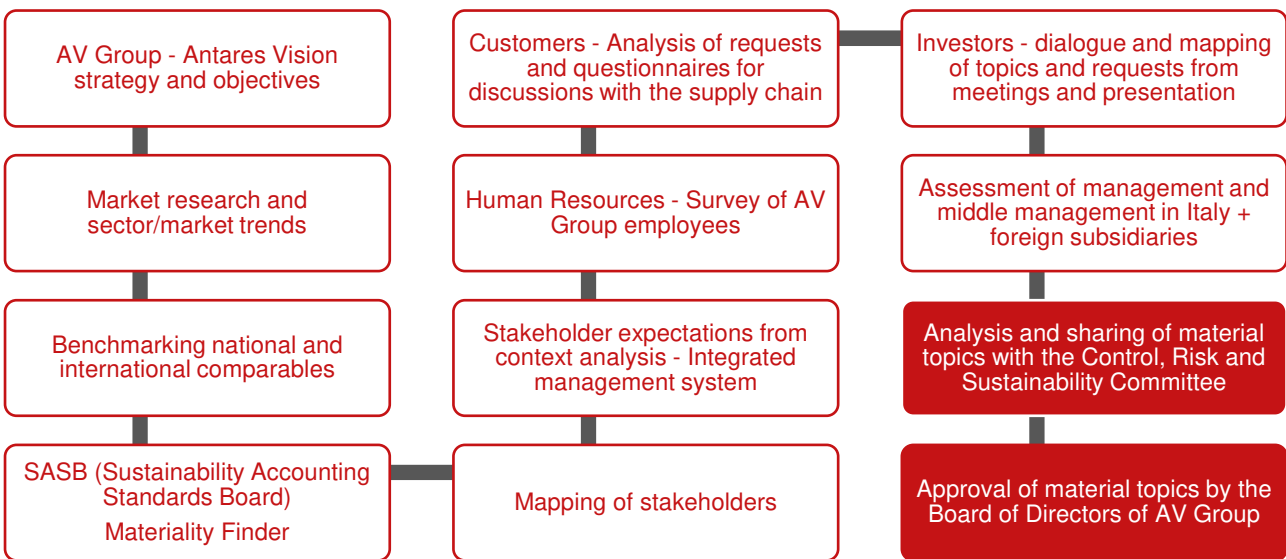
9	Local communities/local area - Trade associations	Initiatives of support and dialogue, relations and social responsibility (CSR) - Sponsorships and events - Institutional partnerships - Interventions - Social commitments and enhancement of the artistic heritage.
10	Media	Press releases - Social media - Website - Publications - Events - Interviews and specialist insights, media tutorials, press conferences.

Material topics for AV Group

The analysis and due diligence process

AV Group's materiality analysis for the identification and assessment of material topics for the purposes of this NFR, which is the Group's first Sustainability Report, is shown in the following chart. This analysis will be further developed over the next few years in line with the reporting process. At the end of this analysis, as explained and commented on below, the material topics were approved by the Board of Directors of Antares Vision S.p.A.

The due diligence focused on identifying the economic, environmental and social impacts of Antares Vision Group, bearing in mind those aspects that could have a significant effect on the Company's value and the interests of stakeholders.



The purpose of determining the material topics is to identify and assess the impacts by the organisation on an ongoing basis. This necessarily involves the stakeholders, activities carried out systematically and independently of the sustainability reporting process.

Analysis of the Sustainability Accounting Standards - [Materiality Finder - SASB](#) - The research tool is among the instruments defined by the Sustainability Accounting Standards Board (SASB), the US sustainability standard setter. Through this tool, divided into sectors and material topics and fed by a database of companies listed on the main international stock exchanges, it is possible to identify the topics that could affect the financial conditions or operating performance of companies in a specific sector. The analysis was carried out with the main purpose of checking whether the material topics identified by the Company agreed with the results of the SASB Materiality Finder. The analysis carried out for Antares Vision Group focused on its main sector: *Resource Transformation - Electrical & Electronic Equipment*. In addition, from a multi-stakeholder perspective, some neighbouring / upstream and downstream sectors of Antares Vision Group processes were also taken into consideration: *Technology & Communications - Software & IT Services and Resource Transformation - Industrial Machinery & Goods Resource Transformation - Containers & Packaging*.

Human resources - AV Group employee survey - As the first year of sustainability reporting, AV Group decided to involve its employees in assessing the priority of material topics. For this purpose, a survey involving more than 900 people was carried out, with a 30% response rate. Together with the topics related to direct impacts (management and development, training, work environment and occupational health and safety), the topics that found the highest response in terms of expectations and impact assessment were those of innovation, the environmental and social impact of the solutions offered on the market by AV Group, together with data security and privacy.

Assessment of management and middle management -The involvement involved over 30 managers of the AV Group (heads of department of the Parent Company and managers/General Managers of subsidiaries) as subjects able to assess the relevant topics and impacts from a strategic perspective, also taking into account the results deriving from continuous relations with key stakeholders for the respective activities.

Material topics

The results of these activities are summarised in the following table which explains the reasons for the importance of the topics selected, the areas of current or potential impact and the connection with the areas referred to in Legislative Decree 254/2016 which governs Non-Financial Reporting. The same table recalls the specific indicators (GRI Standards) used for reporting purposes, as listed in the GRI Content Index, which is an integral part of this document.

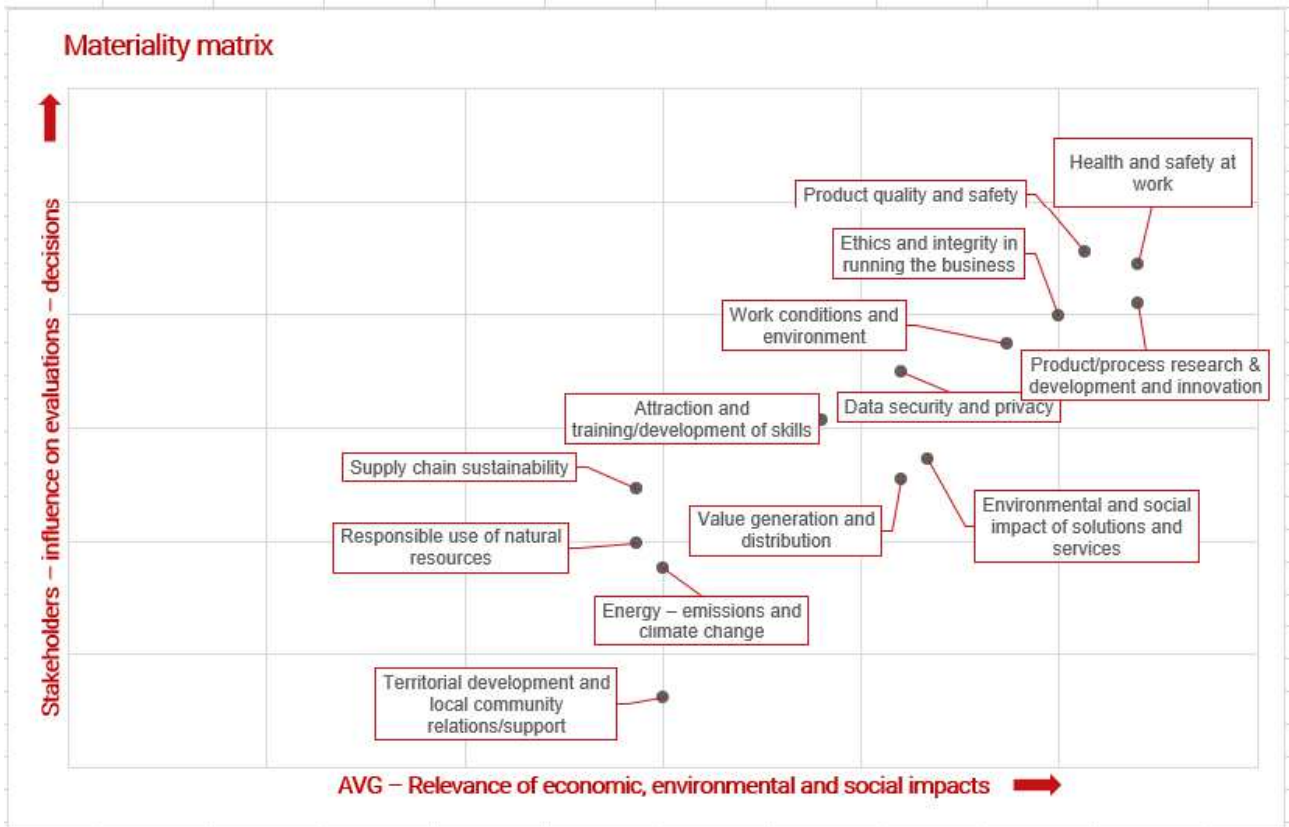
The various material topics identified have a different impact perimeter, as shown in the subdivision of the topics by reference areas and their description, but frequently they are transversal to most of the stakeholders of Antares Vision Group. In the same way, the impacts of the topics are generated by AV Group, through relations with the various stakeholders (both internal and external).

	Area/Material topics	Description - Impact assessment and perimeter	Leg. Decree 254/2016 areas of reference	GRI Standards Specific topics
Governance				
1	Ethics and integrity in business management	Responsible governance of a company is based on a Code of Ethics, compliance with principles of conduct, compliance with the relevant economic, fiscal, environmental and social legislation. These are preliminary conditions for guaranteeing the long-term duration of the business in order to ensure the generation of value for all stakeholders in the short, medium and long term. Compliance with legislation takes on further importance with specific reference to the sectors for which AV Group products and solutions are intended (food - pharmaceuticals - consumer products in general) and the consequent potential impacts on final customers. <i>Impact perimeter: AV Group - all stakeholders Involvement: generated by AV Group</i>	Fight against active and passive corruption Social Environment	GRI 205 Anti-corruption GRI 206 Anti-competitive behaviour GRI 207 Tax GRI 307 Environmental compliance GRI 419 Socioeconomic compliance
2	Data security and privacy	Security (logical - organisational and physical) and information protection are elements of ICT governance to guarantee customer service and respect for customer privacy, protecting them from potential data breaches. <i>Impact perimeter: AV Group - Customers - Public Administration Involvement: generated by AV Group</i>	Social	GRI 418 Customer privacy
Results				
3	Economic value generated and distributed	Economic sustainability and financial equilibrium are essential for businesses to operate properly. The economic dimension of sustainability (generation of positive economic results and the ability to generate cash) is a condition that allows the distribution of financial value to all of the stakeholders. <i>Impact perimeter: AV Group - all stakeholders Involvement: generated by AV Group</i>	Social	GRI 201 - Economic performance
Business model - products – customers				
4	Environmental and social impact of solutions and services	Positive environmental and social impact from using AV Group solutions/products (Inspection - Traceability - Authentication - Data management). Using AV Group solutions helps to improve people's lives (above all, their health and safety) and the environment. <i>Impact perimeter: AV Group - Customers (direct and final) Involvement: generated by AV Group</i>	Social Environment	Topic covered by GRI General Disclosure (102)

5	R&D and product/process innovation	<p>Research, development and innovation are drivers for the economic development of the company and for promoting positive social and environmental impacts. The relevance of the topic is linked to the role and ability of AV Group to foster/create the conditions for innovation - digitalization - automation.</p> <p><i>Impact perimeter: AV Group - Customers (direct and final)</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Customers - Suppliers - Partners in research projects)</i></p>	Social Environment	Topic covered by GRI General Disclosure (102)
6	Product quality and safety	<p>Product quality/compliance with the reference legislation to guarantee the health and safety of end-consumers. The potential impacts on health and safety require the ability to create and offer high quality solutions and adequate systems for the control of production standards. Product quality and safety are also to be understood as the ability to respond to customer requests and guarantee their satisfaction, but also as responsible sales and marketing which truthfully represent the characteristics of the products/solutions.</p> <p><i>Impact perimeter: AV Group - Customers (direct and final)</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Customers - Suppliers - Partners)</i></p>	Social	GRI 416 Customer health and safety GRI 417 Marketing and labelling
7	Supply chain sustainability	<p>Selection, qualification, management and monitoring of the supply chain according to sustainability criteria and parameters: governance, social and environmental indicators. The sustainability profile of a company also includes supply chain policies and management according to consistent principles, which foresee the adoption of tools that over time can ensure increasingly effective supply chain monitoring.</p> <p><i>Impact perimeter: AV Group - Suppliers</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Customers - Suppliers - Partners)</i></p>	Environment Social Respect for human rights	GRI 308 Supplier environmental assessment GRI 414 Supplier social assessment
Environment				
8	Responsible use of natural resources	<p>The environmental impact of production processes includes the use of resources (materials), water withdrawals and waste management. The sustainability of the business model is measured through the choice of materials (sustainable sourcing), but also by Product Design & Lifecycle Management. Efficient management of water resources, adoption of circular economy criteria, management of the waste generated by processes and along the entire value chain complete the potential impacts of this topic.</p> <p><i>Impact perimeter: AV Group - Customers - Suppliers - Public Administration - Local communities.</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Customers - Suppliers - Partners - Public Administration - Local communities).</i></p>	Environment	GRI 303 Water and effluents GRI 306 Waste
9	Energy - emissions and climate change	<p>The environmental impact of production processes includes aspects related to the use and efficiency of energy sources, emissions and reduction objectives particularly of CO2 and other greenhouse gas emissions (GHG), considering not only the company's commitment to mitigating climate change, but also the business model's ability to adapt to the effects of the climate changes already underway.</p> <p><i>Impact perimeter: AV Group - Customers - Suppliers - Public Administration - Local communities.</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Customers - Suppliers - Partners - Public Administration - Local communities).</i></p>	Environment	GRI 302 Energy GRI 305 Emissions
HR risks				

10	Attraction and training/skills development	<p>People are the foundation of any business project. The ability to research and attract the right professional skills/profiles, development policies, training and career paths and retention policies and tools favour the affirmation of an organisation on the markets and its development. Skills are a fundamental condition for an organisation's duration over time and its ability to generate value.</p> <p><i>Impact perimeter: AV Group - Employees</i> <i>Involvement: generated by AV Group</i></p>	<p>Social</p> <p>Personnel</p>	<p>GRI 401 Employment</p> <p>GRI 404 Training and education</p>
11	Environment and working conditions	<p>The work environment and conditions affect company performance. The work environment includes aspects relating to conditions of equal opportunity and the enhancement of diversity (in its various forms), the welfare plan and tools, the management of work activities (including smart-working), work-life balance and inclusion.</p> <p><i>Impact perimeter: AV Group - Employees</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Employees - Public Administration)</i></p>	<p>Respect for human rights</p> <p>Social</p> <p>Personnel</p>	<p>GRI 401 Employment</p> <p>GRI 405 Diversity and equal opportunity</p> <p>GRI 406 Non-discrimination</p>
12	Occupational health and safety	<p>The management of a company provides, as a necessary and preliminary condition, the adoption of policies and tools for the protection of health and safety in the workplace, in compliance with local and international legislation and standards.</p> <p><i>Impact perimeter: AV Group - Employees</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Employees - Public Administration)</i></p>	<p>Respect for human rights</p> <p>Social</p> <p>Personnel</p>	<p>GRI 403 Occupational health and safety</p>
Local communities				
13	Development of the local area and relations with/support for local communities	<p>Corporate social responsibility: projects and initiatives of support and economic, social and cultural development of the community and the local area, partnership with local institutions (Corporate citizenship).</p> <p><i>Impact perimeter: AV Group - Local communities</i> <i>Involvement: generated by AV Group and interaction with stakeholders (Local communities)</i></p>	<p>Social</p>	<p>Topic covered by GRI General Disclosure (102)</p>

The materiality matrix provides a synthesis and overall view of the topics, in relation to their impact and the assessments and interests of stakeholders.



04 Innovation and production processes



04 Innovation and production processes

The role of research and development in Antares Vision Group

GRI 102-2 103-2 103-3

AV Group constantly performs research and development aimed at the innovation of the systems, solutions and services that it offers and creating new technological solutions to be included in its commercial catalogue, also thanks to the integration of inspection systems and artificial intelligence solutions into its range and the Avionics platform (for managing production data in order to improve efficiency).

AV Group is a world leader in serialisation, tracking, inspection and data management in the pharmaceutical, food and beverage sectors, and is therefore the ideal player to extend its skills and experience to other sectors of consumer goods, such as clothing and cosmetics, for quality inspection, parameter detection and data management, guarantee of origin and originality and anti-counterfeiting. The goal is also to ensure a single point of connection for all brand owners, including other platforms, within value chains that are changing business models to integrate with other players.

The capabilities required by the market must include:

- Integration of the various partners through interoperable communication networks within the entire chain.
- Enterprise-wide reporting for all serialised events, digital signatures, transaction datasets and mandatory data standards, and links to central government and regulatory registries.
- Data management, randomisation, archiving and encryption solutions.
- Workstations and functions dedicated to the management of serial numbers, the configuration and aggregation of packaging.
- Synchronisation and harmonisation between the ERP systems of each partner, automation and operation of systems such as manufacturing execution (MES), transport management (TMS) and warehouse management (WMS).
- Operational line level configuration for material flows, automation, scanning, routing and data capture, capture through vision, inspection systems and high-speed camera technology.
- Regulatory guides, business intelligence and data analytics. Representation and influence to work with all industry players and regulators for new and developing needs.
- Custom compliance solutions divided by stakeholder type, for example, subcontractors, to facilitate timely compliance and inclusion of business partners.

Uniting and managing massive amounts of big data is key to the next generation of e-commerce, tracking, fraud detection, supply chain and logistics applications. Complex architectures are difficult to manage: devices, machinery, production lines, government authorities, suppliers (proprietary brands, CMO, re-packagers), warehouse, wholesale distributors and logistics.

There are many players involved and the primary need is a software ecosystem designed to handle the massive storage of serialisation data and the flow of information. It is therefore essential to ensure:

- a) maximum data security
- b) flexibility in different communication requirements
- c) minimum downtime for software updates and patch releases
- d) a single connection point to enable the interface with different players, software and hardware solutions
- e) the ideal solution is that of a single supplier, and above all of a single manager.

The commitment to research

AV Group's commitment to research and development is also reflected in the amounts of money that it spends and invests. AV Group's R&D expenditure in the three-year period 2018-2019-2020, including costs and investments at a consolidated level, came to a total of Euro 22.3 million. In 2021, the amount was Euro 13.4 million.

Research and development and its strategic importance have also affected the acquisitions made, in particular for the technological enrichment of the services offered in the fields of software, smart data management and artificial intelligence.

Research centres and the organisational structure

Research Centre	Location	Country
ACE - Antares Vision Centre of Excellence	Antares Vision -Travagliato (BS)	Italy

CSMT - Centro Servizi Multisetoriale e Tecnologico	University of Brescia	Italy
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The AV Group's research plan involves various internal departments, first of all the Innovation Centre which is based in the CSMT - Multisectoral and Technological Service Centre in Brescia, located between the Faculties of Engineering and Medicine, a historic place for networking and combining different skills, for research enhancement and promotion, technology transfer, start-up incubator, as well as technical and specialist training.

At the Antares Vision Centre of Excellence (ACE) in Travagliato, the technical training of the staff is combined with the creation and testing of new prototypes to be proposed to the market.

Technological development is also implemented through a process of progressive strengthening of the organisational structure, with the entry of new resources with specific experience and skills, in execution of a hiring plan focusing particularly on R&D (specialising above all in software design), sales, field operations, services and corporate functions.

Innovation, partnership and sustainability

Universities

Antares Vision Group has a collaboration and partnership relationship with some of the main Universities and Research Centres at local, national and international level.

UNIBS - The University of Brescia has several laboratories as well as two Departments of Excellence recognised as such by the Central Ministry: the Department of Molecular and Translational Medicine and the Department of Information, for applications close to our fields of interest and those of future development: Information Technology, Sensors, Materials Engineering, Mechanics, Electronics, Medicine/Pharmacy, Biotechnology.

With these departments, some projects are at an advanced stage, particular with the second, a prototype of quality inspection on the production lines is in the pipeline, with the aim of detecting intruders and foreign bodies of various kinds in food mixtures, through a impedance check,

With the University of Brescia, Antares Vision Group is funding a research doctorate together with the CNR INO (National Institute of Optics), for new types of recyclable and intelligent sensors to be applied to food containers. These sensors are designed to monitor the parameters that reflect the quality of the product, giving consumers added comfort about the product's shelf-life.

UNIBS - University of Brescia (with Copan Italia S.p.A.) - Antares Vision is part of the "Interdepartmental Centre for International Research in Mechanobiology" which combines the biological and engineering sciences for the study of cellular functions, opening the door to the medicine of the future. Set up in collaboration with the University of Brescia, it is based at the Department of Mechanical and Industrial Engineering of the State University and is responsible for promoting studies and research with a mechano-biological approach, as well as transforming discoveries into biomedical innovations. The Centre is dedicated to interdisciplinary criteria, thanks also to the collaboration of the Department of Mechanical and Industrial Engineering and the Department of Molecular and Translational Medicine of the University of Brescia, which already does extensive industrial research and technology transfer.

UNIBS - Faculty of Mathematics and Physics University of Brescia - which has launched one of the first Machine Learning courses in Italy as part of its Bachelor's Degree in Mathematics.

Catholic University of Sacred Heart - In the restored Santa Monica Convent in Cremona, also in connection with the laboratories and equipment available in the other locations/cities of the University, the Catholic University of the Sacred Heart is active in key applications for Antares Vision Group, such as: Microbiological/biological and metabolomic control with DNA-based systems; Nanoparticles and bioluminescence; Visual analysis in agriculture; Precision agriculture. The campus is particularly dedicated to food science and technology, with a focus - through dedicated degree courses - on "food processing innovation and tradition" and "agricultural and food economics". Within the ConLab hub and the network of companies called Agorà, in which Antares Vision also participates, entrepreneurial projects relating to the agri-food sector are supported.

Under the scientific responsibility of the Faculty of Mathematical, Physical and Natural Sciences of the Catholic University of the Sacred Heart of Brescia, the "Surface Science and Spectroscopy Lab" and the Department of Mathematics and Physics, an analysis and classification of food substances will be carried out, this being one of the major growth prospects for electronic nose technology (known as "e-noses" or artificial olfactometric systems). Market analyses indicate that between 2020 and 2026 the Food and Beverage sector will have the highest rate of growth of the sectors in which electronic noses are typically used.

The Catholic University also boasts two excellent hospitals: the Gemelli Polyclinic in Rome and the Poliambulanza Institute in Brescia (with which there are already projects underway), as well as the TROFIC (Transdisciplinary Research On Food Issues Centre) which carries out scientific activities on nutrition in the agri-food, legal, food safety and nutrition sectors. With the Faculty of Agricultural Sciences based in Piacenza, research is being undertaken to establish the best growth conditions using hydroponics. From this consultancy, universally considered excellent in the field, the model that governs the correct and ideal growth of aromatic plants will be extracted and then replicated in the greenhouse and, where possible, also in the open air (with the RurAll project promoted by Coldiretti).

With the faculty of Mathematics and Physics was launched one of the first Machine Learning courses in Italy as part of its Bachelor's Degree in Mathematics.

Politecnico di Milano -The PhD scholarship in Information Engineering at the Politecnico di Milano will deal with computer vision and, in particular, with the design of new algorithms and deep learning models to improve 3D reconstruction in contexts where there are several images but little information on the scene and the cameras. The supervision of the PhD student is entrusted to Prof. Luca Magri and Prof. Giacomo Boracchi, of the Department of Electronics, Information and Bioengineering, who for years have been dealing with Computer Vision, Machine Learning and, in particular, with image analysis and processing algorithms. The research group collaborates in vision projects with various industrial entities.

Politecnico di Torino - FT System (Italy), a subsidiary that is active in the field of inspection, tracking and smart data technologies in various industrial sectors, such as food & beverage, has collaborative relationships with the Politecnico di Torino, Department of Electronics and Telecommunications to study innovative solutions based on imaging and sensing technology with artificial intelligence approaches for industrial and medical applications, which should help create opportunities for economic growth and employment.

Other research activities for computer vision, smart sensors and labels, chemical traceability of ingredients, quality inspection of food and beverage containers, are underway with:

- University of Eastern Piedmont, the Department of Environmental and Life Sciences.
- University of Parma - [Department of Food and Drug Sciences](#), Food Science and Technology.
- University of Pisa - [Department of Agricultural, Food and Agro-Environmental Sciences](#), Food Science and Technology.
- University of Pavia - Department of Chemistry.
- Politecnico di Milano - Department of Electronics, Information and Bioengineering.
- Elettra Sincrotrone Trieste, Technological Resources and Services for Industrial Applications.
- Istituto Italiano di Tecnologia Milano, Centre for Nano Science and Technology.
- University of Brescia, Faculty of Sustainable Agricultural Systems.
- Politecnico di Torino, Microelectronics Electromagnetic Compatibility Laboratory.

National Gene Therapy Centre - Antares Vision will be part of the National RNA Gene Therapy Centre, where Antares Vision will be dedicated to large-scale GMP development, inspection, compliance production clinical trials, as well as Track & Trace and the regulatory and social aspects of vehicled nucleic acid therapies using RNA vectors.

Collaborations with start-ups - The greenhouse project

Numerous collaborations with various start-ups for tracking and intelligent sensors, also in view of an extension of skills in the agrifood world. In this regard, the **project for the hydroponic growth** of an **aromatic plant** inside a greenhouse represents a case study of unique importance for the entire agri-food chain. First of all, it makes it possible to apply technology for a robust and continuous monitoring of known magnitudes (temperature, luminosity, etc.) as well as of other macroscopic and microscopic parameters of great importance for the "ideal" and optimal growth of a plant. To name a few, the leaf area of a plant or its colour, but also other smaller and less usual elements, such as some specific chemical elements (selenium, calcium, etc.).

The research pursued in this area represents a genuine laboratory in which to analyse distinct elements or magnitudes, in order to determine a characteristic imprint of correct growth and production of aromatic plants in the greenhouse and, if possible, also in the open air. The plants are in fact monitored with a totally different approach from the past: a "speaking-plant approach", which is an analysis methodology based on the ability to listen to them. A challenge, certainly, but undoubtedly an extremely interesting frontier because learning to listen to a plant allows it to be nourished and grown in the best way possible.

Furthermore, the greenhouse project is an example of how Antares Vision is pursuing **sustainability objectives and trying to develop them by creating software platforms for tracing and the origin of ingredients**, thereby guaranteeing their quality and where they came from. As well as innovative sensors for the control, monitoring and collection of critical data. The greenhouse project began with the initial intention of limiting land use. It then evolved into a network of private companies united by the desire to make a positive impact on the surrounding environment, the social environment in particular. In fact,

greenhouses will create job opportunities for people in need. While maintaining valid criteria in terms of remuneration, productivity and quality, including: the goal of quadrupling production for the same number of square metres being used to make cultivation more efficient; the use of innovative bio stimulants (e.g. sound at certain frequencies); a 90% reduction in water consumption; no more dispersion of nitrates; lower consumption of raw materials; the elimination of pesticides; with zero residue; and energy savings of 40% for heating costs (thanks to a patented insulating material, which is then valid for any greenhouse cultivation); in addition to a 40% reduction in CO₂ emissions and its possible capture.

Other Partnerships

Pharmaceuticals/Life sciences - Antares Vision Group is the technology partner for an initiative promoted by IBM, aimed at **optimising the pharmaceutical supply chain** in order to create additional production and distribution capacity for the anti-Covid-19 vaccine, guaranteeing the integrity of the vaccine and preventing its counterfeiting thanks to the tracing of its raw materials and the monitoring of production sites and the distribution chain.

In this sector, one project worth mentioning is the **Smart Ward Platform (SWP) Project**, with which Antares Vision Group wants to complete the "last mile" traceability of drugs and medical devices within hospital departments, leveraging the hardware and software skills implemented in the pharmaceuticals market.

The new Medication Management Platform (MMP) introduces new automation and ergonomic paradigms for healthcare professionals. The complete traceability of the flows of medicines and medical devices is in fact combined with automation and traceability systems capable of relieving operators from the most demanding and repetitive tasks, such as refilling the therapy trolley and searching for the drugs to be administered, allowing them to concentrate their energies on the real objective: taking care of the patients. At the same time, the automation-traceability combination makes it possible to eliminate waste due to medicines close to their expiry date, to optimise central and peripheral stocks, maintain full adherence between what is prescribed and what is administered and therefore bring the system a lot closer to the goal of zero errors in drug administration drug patient: the right drug for the right patient at the right time.

The project involved numerous hospitals in defining the requirements and it was selected and supported by the MiSE because of its high degree of innovation and positive fall-out for the entire health system.

The project's main objectives are:

- Elimination of drug preparation and administration errors;
- Elimination of drug waste;
- Digital acquisition of all of the patient's physiological parameters;
- Generation of a further series of data required for assessing the patient's behaviour during therapy;
- Aggregation of the data associated with a patient by the massive use of IOT technology;
- Performance of all ward activities under the control of the platform independently of the hospital's ERP system, but in accordance with the general safety standards;
- Traceability of every activity performed in the ward;
- Introduction of an efficient level of automation that can manage activities of little value to patients, allowing hospital staff to dedicate more time to them;
- Management and traceability of the entire logistic flow of the drug from the central pharmacy to the patient;

The project, launched in 2019, also thanks to the contribution of the San Raffaele Hospital in Milan and several other hospitals, made use of Research and Development to analyse the market and define the platform's specifications. Subsequently, in 2020 and 2021, development activities were carried out (design and construction of hardware and software prototypes) and in the second half of 2021, platform testing activities were carried out with the San Raffaele R&D group and at a department of the new building (the Iceberg). Thanks to the inputs collected from internal tests and at San Raffaele, the Design Review activities and definition of the industrialisation phase of the platform are currently underway.

Food & Beverage - Antares Vision Group has started a project, funded in part by the **Ministry of Economic Development**, to design a **traceability system for products in the food and wine chain** from the crops to the production and packaging process, including both the serialisation of the finished products and their tracing along the entire supply chain.

Agriculture - Antares Vision Group, as part of the RurAll joint venture, is developing a digital traceability platform based on digital identity, aimed at guaranteeing and **certifying the authenticity of the origin of the food product by means of a blockchain model**.

In the field of **viticulture**, a consumer engagement project has been started with one of the main companies worldwide, with a view to supporting the personalisation of consumer marketing activities and the targeting of consumer profiles, through unique QR Code solutions, supported by **digitalization of the supply chain**.

In the agricultural sector, a project has been launched with one of the main forest fruit producers in the world: the creation of a unique digital identity is carried out directly in the field, allowing the producer to offer a more sustainable, more ecological and better quality product.

The Ministry of Economic Development (MiSE) has awarded Antares Vision Group a prize for innovation in the field of **food traceability** through the "Innovation Agreements for the creation of innovative products and production processes", approving a project to evolve and extend the current inspection, traceability and big data analytics by AV Group and create a platform of products and services aimed at the agro-food market. The platform will be able to offer food traceability, guarantee and safety from the field to the table and provide the Italian agri-food industry with a tool to enhance its many products of excellence.

Cosmetics - Antares Vision Group is developing dedicated solutions for the cosmetics sector, both for the **traceability of the supply chain**, and for **inspection**. To confirm that the beauty sector is starting to take an interest in T&T, in 2021 two collaborations were signed, the first, global, with one of the main multinationals in the sector; the second, with a company operating in Asia Pacific.

The purpose of both projects is to have total visibility of the supply chain by making use of serialisation and aggregation of packaging lines in production plants. In particular, the cosmetics sector is interested in combating parallel markets and counterfeiting, in controlling the entire supply chain, so as to be able to manage any recalls, and in communicating transparently with the final consumer. In addition, some inspection machine projects dedicated to make-up products began in 2021. Up to now, checks on this type of product have been carried out almost entirely by manual processes. In 2022 AV Group will be present at the most important fair in the cosmetics sector, where it will have the opportunity to present its T&T solutions at a round table, where the other representatives will be multinational companies in the cosmetics sector.

Sustainability is one of the key issues for the cosmetics sector. Specifically, they are looking for proof of the claims on the packaging of ethics, environmental sustainability and low CO₂ impact. AV Group plans to develop a solution to meet this demand.

E-commerce - In the e-commerce sector a transparency programme is underway with Amazon, aimed at **reducing the risk of counterfeiting of goods**, including both product serialisation and traceability along the entire supply chain all the way to the consumer.

Diagnostics - Together with a project of **digitalization of buffers** for the main European diagnostics player, AV Group has launched a project of **Brand Protection**, with a view to providing technological solutions against **counterfeiting**.

Infrastructure and production processes



Antares Vision Group provides solutions, systems and services to customers in over 60 countries through a network of operational offices and over 40 qualified partners around the world.

Production units

At 31 December 2021 the Group has a total of 12 production units:

Company	Location	Country
Antares Vision S.p.A. - Parent company	Travagliato (BS)	Italy
	Sorbolo (PR)	Italy
	Aprilia (LT)	Italy
FT System	Alseno (PC)	Italy
	Mestrino (PD)	Italy
Convel	Dueville (VI)	Italy
Pen-Tec	Collecchio (PR)	Italy
Imago Technologies GmbH	Friedberg	Germany
Antares Vision North America	New Jersey	USA
Applied Vision	Ohio	USA
Antares Vision do Brasil	São Paulo	Brazil
Antares Vision India Private Limited	Navi Mumbai	India

The stages of the process

The Antares Vision Group's business model focuses on innovation and collaboration with its customers, who get involved early on in the development of the solutions and systems that are subsequently marketed, and is structured as follows:



Antares Vision Group manages internally the R&D and design phases and subcontracts lower value-added activities, such as **carpentry, assembly and testing, to a consolidated network of third parties**, which are then subjected to quality controls.

Monitoring, requirements analysis and sales & marketing

Antares Vision Group markets its products directly, also through its subsidiaries, and indirectly, with a network of agents and distributors, who in many cases also operate as certified installers of Antares Vision Group's solutions and systems (Partners of Antares Vision). AV Group makes use of the collaboration of over forty partners, including sales agents and distributors, and has a direct sales force made up of about seventy salespeople (key account managers).

The software components are usually licensed to customers, mostly on a non-exclusive basis, more and more frequently in the form of Software as a Service (SaaS), unless the customer asks for exclusive rights to specific developments or customisations.

Design

Design concerns the development and definition of all software and hardware aspects of the solutions or systems to be implemented. This activity, which is a key factor in the process, is carried out internally at Antares Vision Group, by dedicated staff: architects and software specialists, mechanical designers, electrical and electronic designers, and specialists from the Innovation Centre in Brescia.

Construction

- Assembly of metal and mechanical parts (by partners/third parties).
- Integration into the machines of electrical and electronic parts (including PLC for automation management); printers; cameras; illuminators; monitors; electrical switchboards; computers/chips to manage the data collected and all electronic devices connected to the machine. The electrical and electronic components are purchased mainly from specialised suppliers. However, their integration into the systems is performed internally, given its importance for the correct functioning of the solutions and systems being offered.
- Final Acceptance Test (FAT).

Shipping and Commissioning

In the Shipping and Commissioning phase, Antares Vision Group provides for the delivery and installation of the solutions it has created at the customers' production sites; after which its technicians verify that everything functions properly. Antares Vision Group manages this phase internally, with installation activities also carried out through external partners.

Suppliers & Partners



102-9 103-2 103-3 308-1 414-1

The types of suppliers

The main suppliers of Antares Vision Group intervene in the various stages of the process:

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.

The selection, qualification and monitoring process

The main suppliers of Antares Vision Group are the Partners involved in the implementation phase and sometimes the installation of solutions: these are consolidated suppliers with long-term relationships and have accompanied Antares Vision Group throughout its development. The supplier selection policies are therefore also based on knowledge, surveys and direct visits.

The Code of Ethics adopted at Group level requires Antares Vision Group to make use of **suppliers, contractors or subcontractors** or consultants who operate in compliance with current legislation and the rules set out in the Code of Ethics (see Chapter 5 Governance - The Code of Ethics).

As part of its development and integration of various corporate aggregations, Antares Vision Group is committed to defining a procurement policy at Group level, with particular reference to the criteria for the qualification and selection of suppliers. The first stage of this process involves mapping of supply chain management and purchasing activities and policies.

The following information refers to the policies applied to the supply chain by the parent company, Antares Vision S.p.A., which also cover 50.8% of total consolidated purchases (AV Group).

Antares Vision S.p.A. - Purchase Management

The integrated management system adopted by Antares Vision S.p.A. (see Chapter 5 below) provides for a specific procedure for the management, selection and qualification of suppliers. The objective is to ensure that the processes, products and services provided comply with the requirements of the Integrated System, determining the intensity of the controls to be applied to ensure compliance with the expected life cycle of the product or service.

With regard to services, products, systems and equipment that have, or may have, an impact on safety and the environment, purchases are also assessed on their performance. Supplier qualification procedures involve applying criteria for the assessment, selection, performance monitoring and re-assessment of external suppliers, on the basis of their ability to provide processes or products that comply with the requirements.

The purchase management procedure of Antares Vision S.p.A., during the qualification phase, envisages collecting information on suppliers of an environmental and social nature, such as the adoption of management systems and compliance with environmental regulations. This information contributes to the supplier's assessment, even if a formal ranking and risk assessment system has not been adopted for the supply chain. As part of the strengthening of the general governance and control system at AV Group level, the policy is subject to analysis and updating. AV Group has undertaken to define and adopt a procurement policy at Group level which provides for the environmental and social criteria to be included in a more structured and systematic way as part of the supplier assessment process.

Critical production processes outsourced with effects on compliance with the requirements of the Integrated Management System are managed and controlled in order to ensure compliance throughout all production and service delivery activities. The following operational areas have been specifically identified as being attributable to the various stages of the production process:

- Project management activities
- Mechanical assembly of machines
- Electrical assembly of machines
- Customer installation services
- After-sales technical assistance services.

Monitoring - Control procedures

The supplier management policies adopted provide that the controls to be implemented on the processes, products and services provided have to be established with particular regard to: a) products and services intended to be incorporated into the organisation's products and services; b) any compliance risks with respect to the requirements of the Integrated System. These cases include aspects related to the legislation on dangerous substances (control sheets) and related technical files.

As regards the monitoring of suppliers as part of the procedures envisaged by the integrated management system adopted by Antares Vision S.p.A., see the paragraph below entitled "Quality and safety - Internal audits".

Quality and safety

GRI 103-2 103-3

Product quality and safety are also to be understood as the ability to respond to customer requests and guarantee their satisfaction, as well as responsible marketing and commercial relations, which truthfully represent the characteristics of the products/solutions. The potential impacts on health and safety require the ability to create and offer high quality solutions and adequate systems for the control of production standards.

The quality policy

The quality of products and services is an essential condition for the AV Group business, which has as one of its strengths the personalisation of products according to customers' requirements. The Policy, currently defined at parent company level by Antares Vision S.p.A., is distributed to all corporate levels and to external stakeholders and is periodically reviewed to ensure that it is adequate for the purposes and context of the creation, development, production and marketing of products.

Principles

- The customer**
 - Understanding customer needs, assistance, implementation of services, product training, adjustment of quality objectives and guarantee of management transparency.
 - Improving the reliability and quality of the product with its customisations.
 - Overcoming the customer/supplier relationship, in search of innovative interactions > relationship of collaboration and partnership.
- Values**
 - Involving collaborators in achieving product and project requirements, respect for work, transparency.
 - Commitment and quality of work in synergy with stakeholders and constant search for continuous improvement.
- The 4 Ts**
 - Technology - Transformation - Trustpacency - Talent.
- The People**
 - Willingness to face challenges and changes.

Production processes and controls

Stages	Activities and controls
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	(abstract)
Product and service requirements	<p>Communication with the customer to handle requests and obtain information relating to products and services; definition of specific requirements. Determination of requirements.</p> <p>Definition of the requirements of products and services, including those that are considered essential and those that are necessary; verification of the extent to which they correspond to what is declared for the solutions on offer.</p>
Planning and development	Design process: ensure the quality, safety and environmental sustainability of the product and services being provided to the customer.
	☞ Controls: define the results - review - design output - validation.
Controls of processes, products and services supplied externally	Supplier management: Selection and qualification (see the previous paragraph).
	☞ Requests to suppliers: Requirements - skills - interactions - controls and monitoring to be applied by AV Group - verification and validation - safety and environmental needs - purchase specifications.
	☞ Incoming controls: Ensure that externally provided processes, products and services do not adversely affect the ability to deliver compliant products and services to customers.
Production and provision of services	<p>☞ Controls: Documentary information defining the characteristics of the products/results - Monitoring and measurement - Suitable infrastructures and environments.</p> <p>Identification and traceability: identification of outputs and information needed to allow traceability.</p>
Release of products and services	Evidence of compliance with the acceptance criteria.
Control of non-compliant outputs	<p>Identification and control.</p> <p>Actions based on the nature of the non-compliance and its effect on the compliance of products and services.</p>

The effectiveness of the quality policy

Audit

Internal audits are planned and carried out in order to ascertain that the integrated system (specifically with reference to the quality of the solutions/products and services) complies with the requirements laid down by AV Group, the international regulations of the management systems adopted and the objectives set (a full cycle of internal audits each year).

The adoption of an integrated management system, whose intent is to make the system more solid, adaptable to growth and competitive, has necessarily brought about a significant change in the methodology and approach of audits. Internal audits have become more agile and with a broader horizon, moving from linear verification of individual processes to a transversal verification of business macro-processes (strategic and core) and support. In this regard, see the map of the integrated management system in Chapter 5 below. The purpose of this evolution was to guarantee more extensive and complex verification and monitoring (ISO, GAMP requirements[®] 5; regulatory requirements; KPI), in order to obtain from the system a more flexible and resilient response to changes.

Area of intervention	Activities and Processes	No. of audits performed		
		2019	2020	2021
External suppliers (hardware)	Management of non-conformities and performance and processing of the rating on a half-yearly basis.			
Integrated Quality Safety Environment System and GAMP 5 [®] computerised systems	20.0 Market Development -30.0 Deliver Product to Customer 50.0 Develop and Maintain Products and Services			
	20.0 Market Development - 40.0 Deliver Services to Customer 50.0 Develop and Maintain Products and Services - 150.0 Manage Continuous improvement	17	15	17

	70.0 Manage IT Systems - 60.0 Manage Facilities			
	80.0 Manage Accounting and Financial Flows - 90.0 Procurement and Material Services - 100.0 Logistics			
	110.0 Manage Human Resources - 130.0 Risk and compliance 60.0 Manage Facilities - 140.0 Legal policy - 150.0 Manage Continuous improvement			
Total				

It should be noted that the audits carried out on the requirements of the Integrated System have highlighted improvements to numerous company procedures and the need for a document update.

Customer audits

The audits carried out by customers during 2021, according to the various methods (on site, remote or postal), had a positive outcome in terms of customer satisfaction and did not generate suspensions, project cancellations or additional charges.

No. of audits carried out by customers	2019	2020	2021
Audit method			
On site	6	2	3
Remote	-	-	3
Postal	30	26	34
Total	36	16	40

The subject matter of the audits varies, but always with a global approach to verification of the system: Quality Management System (QMS), Software Development Lifecycle (SDLC), Information Technology (IT), Health and Safety, Environment (H&SE), which also includes sustainability issues.

The last three years have seen: a) more audits on inspection machines and new tracking products (even if more than 90% still relate to ATS); b) more requests for new reference markets; c) more and various purposes in a single audit: QMS + SDLC + IT + H&SE; d) growing interest in IT and Data Security/Protection - ISO 27001 is often used as a reference.

Subject matter and no. of audits	2019	2020	2021
Total	36	16	40

With particular reference to the Life sciences market, Antares Vision Group - as part of the pharmaceutical supply chain - is also subject to audit and inspections by its customers, in order to verify the compliance of its IT systems with the Good Automated Manufacturing Practice (GAMP 5) guidelines (issued by the International Society for Pharmaceutical Engineering).

These audits check that the Antares Vision Group's computer systems performing functions with direct or indirect impact on the quality of the drug are designed, manufactured, released and maintained according to a predefined and documented quality system that makes sure that it functions properly. In this context, proximity to the customer, the ability to provide complete and integrated solutions and the global presence of Antares Vision Group, on the one hand, and the ability to maintain the qualitative standards required by the GAMP 5 guidelines, on the other, often represent key factors in being awarded new contracts and winning new customers.

05 Governance



05 Governance

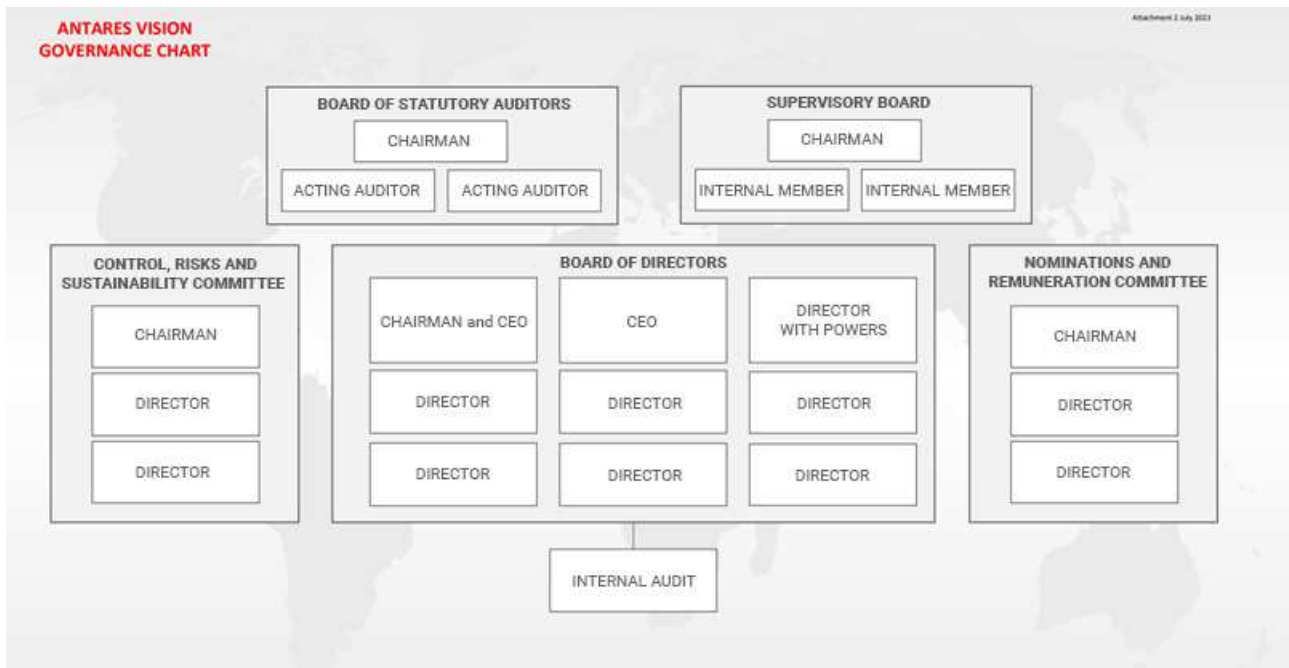
Corporate governance and decision-making processes

GRI 102-12 102-13 102-18 102-23 405-1

In order to ensure effective and transparent division of roles and responsibilities of its corporate bodies and, in particular, a correct balance between management and control functions, Antares Vision S.p.A. has adopted a system of corporate governance in line with the regulations as they evolve and with national and international best practices, inspired by the principles and recommendations of the Corporate Governance Code, to which the Company adheres.

Antares Vision S.p.A. is organised according to the traditional administrative and organisational control model referred to in arts. 2380-*bis* et seq. of the Italian Civil Code, with the following bodies and committees:

- Shareholders' Meeting;
- Board of Directors;
- Board of Statutory Auditors;
- Nominations and Remuneration Committee;
- Control, Risk and Sustainability Committee;
- Supervisory Board;
- Independent Auditors



Corporate body	Role
Shareholders' Meeting	Matters foreseen by law and the articles of association
Board of Directors	Management of the Company
Board of Statutory Auditors	Supervisory function

The audit has been entrusted to EY S.p.A.

Antares Vision has adhered to the current Corporate Governance Code of listed companies, in its version of January 2020, approved by the Corporate Governance Committee and promoted by Borsa Italiana, ABI, Ania, Assogestioni, Assonime and Confindustria and available on the website of the Italian Stock Exchange www.borsaitaliana.it.

Corporate bodies and Committees

Board of Directors

Board of Directors		
Emidio Zorzella	Chairman of the Board of Directors and Chief Executive Officer (CEO)	Executive
Massimo Bonardi	Chief Executive Officer (CEO)	Executive
Alioscia Berto	Director with powers	Executive
Fabio Forestelli	Director	Executive with powers in the subsidiary FT System S.r.l.
Martina Paola Alessandra Monico	Director	Non-executive and non-independent
Marco Claudio Vitale	Director	Non-executive and independent
Fiammetta Roccia	Director	Non-executive and non-independent
Cristina Spagna	Director	Non-executive and independent
Fabiola Mascardi	Director	Non-executive and independent

The Board of Directors resolved to appoint two Chief Executive Officers (namely the two founders of Antares Vision Group), one of whom (Emidio Zorzella) was also simultaneously appointed as Chairman of the Board of Directors (as an executive director). Massimo Bonardi also holds the role of Technical Director.

For further information, please refer to the Corporate Governance Report, which has been published on the Company's website www.antaresvision.com/investors.

Board of Directors – Diversity (gender - age groups)					
Women		Men		TOTAL	
4	44.4%	5	55.6%	9	100.0%
Under 30 years old		Between 30 and 50		Over 50 years old	
-	0.0%	3	33.3%	6	66.7%

The composition of the Board of Directors complies with the diversity rule mentioned in the Corporate Governance Code of Borsa Italiana (at least one third of the Board is made up of directors of the less represented gender).

Board of Statutory Auditors

Board of Statutory Auditors	
Enrico Brolì	Chairman
Germano Giancarli	Acting Auditor
Stefania Bettoni	Acting Auditor

Committees

The governance system also includes board committees.

Related-Party Transactions Committee

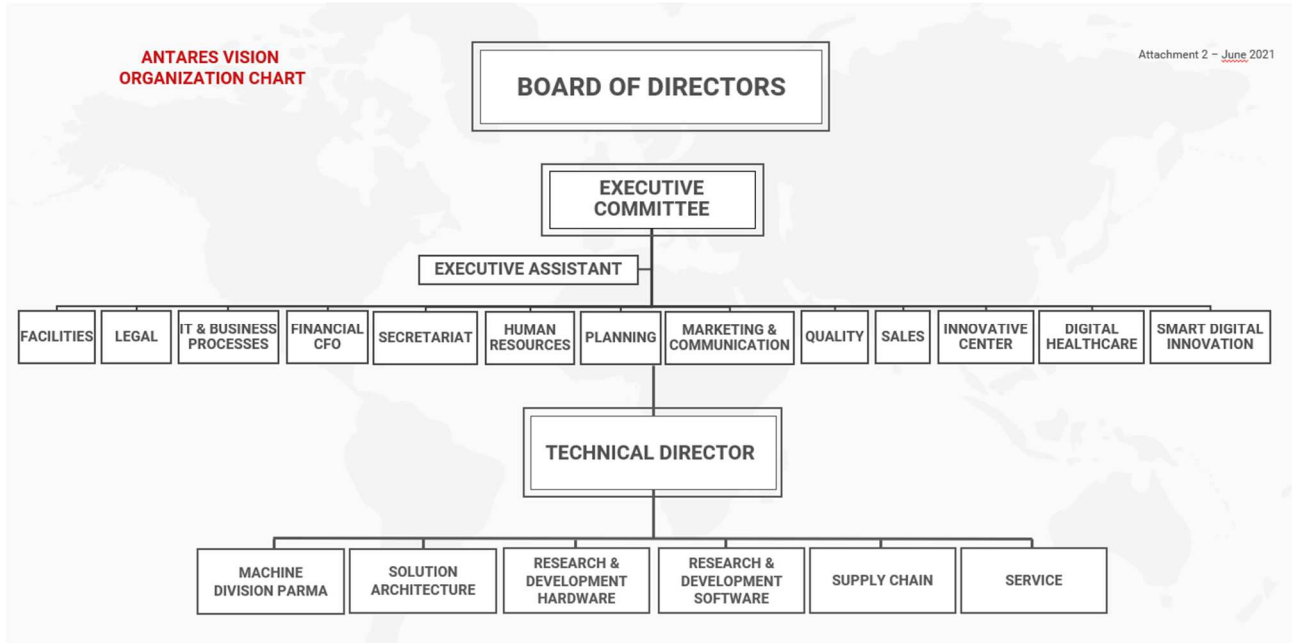
Control, Risk and Sustainability Committee - On 22 February 2021, based on the recommendations of the Corporate Governance Code approved by Borsa Italiana S.p.A., the Board of Directors appointed the Control, Risk and Sustainability Committee composed of three non-executive and independent directors: Marco Claudio Vitale, Chairman, Fabiola Mascardi (both with adequate knowledge and experience in accounting, finance and risk management) and Cristina Spagna. The functions and duties regarding related-party transactions (RPT) have also been assigned to the Control, Risk and Sustainability Committee (CRSC). The CRSC also has the functions of the RPT Committee.

Nominations and Remuneration Committee - On 22 February 2021, based on the recommendations of the Corporate Governance Code approved by Borsa Italiana S.p.A., the Board of Directors appointed the Nominations and Remuneration Committee composed of three non-executive and independent directors, one of whom (the Chairman) with adequate knowledge and experience in financial matters and remuneration policies: Cristina Spagna, Chairman, Marco Claudio Vitale and Fabiola Mascardi.

Memberships of associations and external initiatives

Antares Vision S.p.A. has been a member of Confindustria since 2022. At the date of this document, AV Group does not adhere to any other important external initiatives (charters, principles or other initiatives) developed externally at an economic, environmental and social level.

Organisational structure



Organisation, management and control model as per Legislative Decree 231/2001

GRI 102-16 102-17 103-2 103-3 205-3

Measures to prevent corruption

The risk of corruption (both active and passive) can significantly compromise the reputation of a company, in a way that cannot always be remedied, with consequent effects on the business. Antares Vision Group has equipped itself with tools, policies and systems that it considers adequate to counter potential risks in this area. The system of anti-corruption measures provides for the following in particular:

Organisation, management and control model as per Legislative Decree 231/2001 ("Model 231")
Antares Vision S.p.A.

Code of Ethics

During the reporting periods, as in previous ones, including those reported on, no episodes of active or passive corruption involving directors or employees of Antares Vision Group (Parent Company and subsidiaries) were ascertained.

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 organisational characteristics and business model of Antares Vision S.p.A. and is subject to review following regulatory changes. 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; b) strengthening the culture of legality and respect for the ethical principles shared by Antares Vision S.p.A. (also through the provision of specific penalties) in the employees/co-workers of the Company as well as third parties who work with it, helping to improve the perception of the Company by the community in which it operates.

The Model 231 of Antares Vision S.p.A. is made up of a General Part and a Special Part relating to the various types of offences that are relevant according to the Decree that Antares Vision S.p.A. could run the risk of committing in its business. The Code of Ethics is an integral part of the Model 231.

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, on the other hand, contains the analysis sheets relating to: a) the 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. The penalty system is also described in the Special Section.

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, is available on the website [Corporate documents | Antares Vision](#).

It should be noted that, in addition to the parent company, the subsidiary FT System S.p.A. has also adopted its own Model 231.

Communication and training

The system of anti-corruption policies and procedures is subject to evaluation and approval by the Board of Directors of the parent company Antares Vision S.p.A. and is distributed to directors, management of Group companies and employees. Specific training modules dedicated to employees are provided for on anti-corruption matters and the Model 231.

Whistleblowing

As part of the regulatory provisions, Antares Vision S.p.A. has a whistleblowing system for people to report any matters while guaranteeing their anonymity through IT and cryptographic methods. This channel is accessible via the company's website and physical boxes, i.e. there is a specific online form (<https://www.antareshvision.com/whistleblowing>), indicated in the footer and a physical box at the offices, for which the keys are held by the chairman of the SB. Whistleblowing reports are handled by the chairman of the SB and by the SB on a collegiate basis. At the date of publication of this document, no whistleblowing reports have been received through this channel.

The 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 following principles. Even if not yet formally adopted, this document has been distributed to all AV Group companies.

- 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: [Corporate documents | Antares Vision](#).

Management systems and policies



Over the years, Antares Vision Group has implemented a growth strategy, strengthening its competitive position, also through various mergers and acquisitions. This has led to the creation of a leading group in its key markets. In this context of expansion, which Antares Vision Group intends to strengthen further, the Group also wants to work on a rationalisation plan to consolidate certain aspects of the management systems and policies adopted in the various areas of the business.

The situation represented below is as of the date of this document (31 December 2021) and, for the reasons indicated above, it shows the policies and management systems of both the parent company Antares Vision S.p.A. (which represents the predominant part in terms of size, production and human resources) and of its subsidiaries.

ANTARES VISION S.P.A. - The integrated management system

Antares Vision S.p.A. has adopted an integrated management system. The strategic decision to organise itself according to an integrated system, based on the Plan-Do-Check-Act (PDCA) approach, has the objective of improving the Company's performance while ensuring coherent and sustainable growth conditions. The Integrated System is an operational management tool for quality, safety and the environment developed according to international standards. In particular:

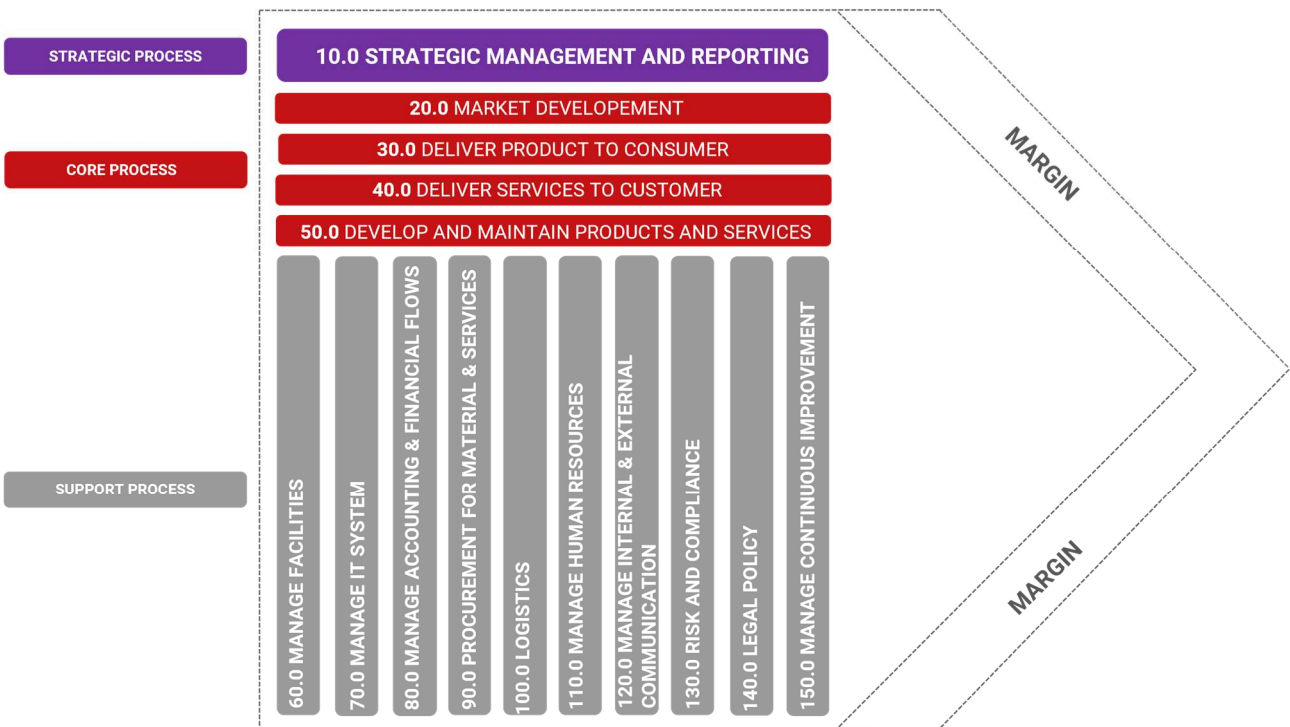
Standard	Areas - requirements – objectives
UNI EN ISO 9001:2015	Quality management system It meets the need to demonstrate the ongoing ability to supply products that comply with customer requirements and any mandatory ones that may be applicable.
UNI EN ISO 45001:2018	Management system for the health and safety of workers <ul style="list-style-type: none"> ▪ Establish a system to manage risks to workers' health and safety. ▪ Implement, maintain and improve a safety system. ▪ Demonstrate to all interested parties the application of good operating practices and highlight the commitment to improve company performance. ▪ Ensure complete and correct compliance with applicable legal requirements. For the purposes of current legislation in Italy, the official reference is to Legislative Decree 81/2008, the Consolidated Law on Health and Safety at Work.
UNI EN ISO 14001:2015	Environmental management system <ul style="list-style-type: none"> ▪ Establish a system to manage risks related to potential environmental impacts. ▪ Implement, maintain and improve an environmental system.

		<ul style="list-style-type: none"> ▪ Demonstrate to all interested parties the application of good operating practices and highlight the commitment to improve company performance. ▪ Ensure complete and correct compliance with applicable legal requirements. <p>For the purposes of current legislation in Italy, the official reference is to Legislative Decree 152/2006, the Consolidated Law on Environmental Protection.</p>
Legislative 231/2001	Decree	Administrative liability of entities with legal personality also, among others, for crimes relating to workers' health and safety and violation of the environment.
GAMP® 5		A risk-based approach to GXP-compliant computerised system GAMP® 5 provides pragmatic and practical industry guidance for obtaining compliant computer systems suitable for their intended use efficiently and effectively, while enabling innovation and technological advancement.
PAS 99:2012		PAS 99:2012 was defined to help enterprises gain benefits from integrating the common requirements of all management system standards and specifications and effectively managing these requirements.

The integrated system of Antares Vision S.p.A. was designed and developed in order to manage all the activities that impact on the business, with reference to the aspects of quality, safety and the environment.

The system covers the various operating sites of Antares Vision S.p.A.: the headquarters in Travagliato (BS) and the local units in Sorbolo Mezzani (PR) and Aprilia (LT). For the Aprilia unit, this is limited to the management system for occupational health and safety (ISO 45001).

The map of the Integrated Management System



The architecture of the Integrated Management System requires management (high-level management group, including the Chief Executive Officer and the Managing & Technical Director) to firmly commit to guaranteeing optimal functioning of the System and they are responsible for guaranteeing the customer focus.

The Company's policy for quality, safety and the environment

As an integral part of the Integrated Management System of Antares Vision S.p.A., specific policies relating to the areas covered by the System have been adopted; these are analysed and detailed in greater detail in the corresponding chapters of this NFR.

Quality Policy
(Chapter 4)

Occupational Health & Safety
Policy
(Chapter 7)

Environmental Policy
(Chapter 8)

Corporate policies contain the following **requirements**:

- They are appropriate for the aims and context of the organisation and support strategic guidelines.
- They include a commitment to ensure safe working conditions for the prevention of environmental, energy and health and safety problems.
- They constitute a framework of reference for setting company objectives.
- They include a commitment to meet all applicable requirements, including legal aspects.
- They include a commitment to control environmental health and safety risks according to a hierarchy of controls.
- They include a commitment to continual improvement of business performance.
- They include 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.

Some other Antares Vision Group companies (RFXCEL, PENTEC and Imago Technologies) have adopted an ISO 9001:2015 quality management system, currently not integrated with that of the parent company.

Risk management



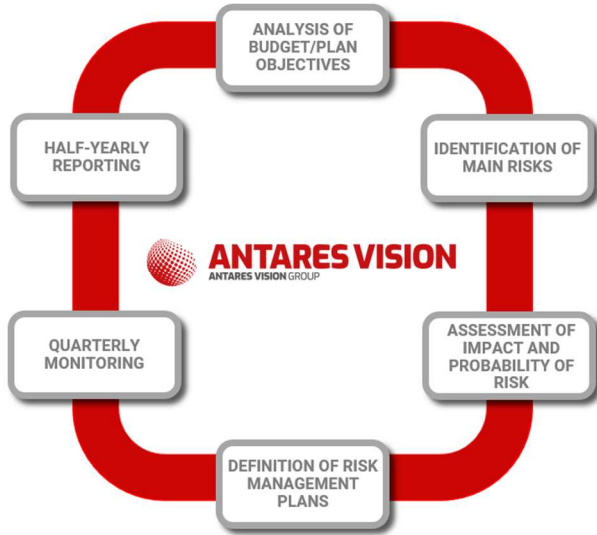
102-11 103-2 103-3

AV Group's risk management system

The Corporate Governance Code of listed companies, adopted by Antares Vision S.p.A., in art. 6, paragraph 34, states: "*The Chief Operating Officer [...] identifies the main business risks, taking into account the characteristics of the activities carried on by the company and its subsidiaries, and periodically submits them to the management body for examination*". On 22 February 2021, the Issuer's Board of Directors conferred on the Chief Executive Officer Massimo Bonardi the role of director in charge of setting up and maintaining the internal control and risk management system pursuant to art. 6 of the Corporate Governance Code, assigning to him the tasks defined by the Corporate Governance Code as those of the Chief Operating Officer.

The Chief Executive Officers - Massimo Bonardi, in particular, at the suggestion of the Control, Risk and Sustainability Committee - have decided to undertake a process of progressive implementation of a risk management system suited to the size and needs of the Group, which creates value added for management in conducting the business, operating processes and the various types of compliance to which AV Group is subject. A first internal project for the identification and assessment of AV Group's main risks, carried out with the support of Internal Audit, began in the last quarter of 2021 and will continue in 2022.

The structure of the project is summarised below:



ANALYSIS OF BUDGET/PLAN OBJECTIVES	Analysis of the Group's objectives communicated to the market
IDENTIFICATION OF MAIN RISKS	Group's main risks identified by interviewing top management (based on their personal perception)
ASSESSMENT OF IMPACT AND PROBABILITY OF RISK	Qualitative assessment and consolidation of the results (consensus) to obtain a prioritized list of the Group's main risks and uncertainties
DEFINITION OF RISK MANAGEMENT PLANS	Management's proposals on how to handle the main risks identified and approved by the Board
MONITORING	Quarterly monitoring of the measures taken to handle risks, updating the risks, if necessary
REPORTING	Half-yearly reporting to the issuer's governance and supervisory bodies

The AV Group's risk management model provides for the classification of risks according to the following scheme:

The risks and management methods

At the date of drafting this NFR, a **first Risk Model** has been created and work has commenced on a **Group Risk Register** (a database for the collection of risks and the various categorisations). This also made it possible to identify some of the main risks (taking into account the pre-existing risk mapping).

The main risks identified and the related management methods are shown in the following table. The management methods are referred to directly in the table, also by referring to other parts of this document or to documentation available on the Antares Vision Group website. Lastly, the risks are related to the material topics reported in the NFR.

With regard to the risks and opportunities associated with climate change, see Chapter 08 on Environmental impacts, in particular the paragraph on Climate change, energy and emissions. The need to mitigate and adapt to climate change first and foremost reinforces and offers AV Group opportunities, which derive from the role that AV Group plays for efficient use of natural resources and energy. As part of the process of adopting a structured risk system at AV Group level (ERM - Enterprise Risk Management), any risks associated with environmental aspects are specifically addressed and mapped.

Risk area/category	Related material topic ₁	Summary of management methods Specific policies
External risks		
Increase in cost of materials, components and transport, as well as delivery times	3 Economic value generated and distributed 6 Product quality and safety 7 Supply chain sustainability 8 Responsible use of natural resources 9 Energy - emissions and climate change	Management control and reporting/financial performance monitoring system Integrated management system (Quality ISO 9001) Strengthening of the purchase management policy
Regulatory extensions with respect to new sales opportunities (internationally)	4 Environmental and social impact of solutions and services 5 R&D and product/process innovation	Monitoring of regulatory development at international level to manage risk
Persistence of the pandemic crisis and risk of new variants	3 Economic value generated and distributed 12 Occupational health and safety	Integrated management system (Health and safety ISO 45001) and adoption of Covid-19 protocols

Rising geopolitical tensions	3 Economic value generated and distributed	A widespread geographical presence capable of differentiating and mitigating the possible impact of geopolitical tensions in certain markets
Delays/reduction of projects by customers in difficulty (consequence of the increase in customers' energy costs)	3 Economic value generated and distributed	Management control and reporting/financial performance monitoring system
Increased competitive pressure from new competitors entering a high-margin market	3 Economic value generated and distributed	AV Group pursues constant R&D with a view to innovation of the systems, solutions and services it offers and the conception of new technological solutions to be included in its catalogue.
Decrease in profitability and revenues in Track & Trace	6 Product quality and safety 8 Responsible use of natural resources	Integrated management system (Quality ISO 9001)
Strategic risks		
Risks associated with a lack of strategic focus by the new business lines	3 Economic value generated and distributed 4 Environmental and social impact of solutions and services 5 R&D and product/process innovation 6 Product quality and safety	R&D activities/and organisational structure for defining lines of strategy - market trends Integrated management system (Quality ISO 9001)
Operational Risks		
Risks associated with managing growth through external acquisitions, integrating the companies and businesses acquired and achieving the expected benefits and synergies	3 Economic value generated and distributed 6 Product quality and safety 10 Attraction and training/skills development	Integrated management system (Quality ISO 9001) Management control and reporting/financial performance monitoring system Strengthening the organisational structure and integration processes between Group companies and functions
HR risks		
Delays in finding budgeted human resources/skills to be allocated to projects	10 Attraction and training/skills development	Partnerships - Increase in activities/connections with Universities and Research Centres - Innovation Centre
Difficulty in finding qualified resources and managerial figures	5 R&D and product/process innovation 10 Attraction and training/skills development	Partnerships - Increase in activities/connections with Universities and Research Centres - Innovation Centre
Unplanned increase in personnel costs due to retention policies/new forms of benefits	3 Economic value generated and distributed 10 Attraction and training/skills development 11 Environment and working conditions	Retention plans and HR management policies (introduction of MBO systems)
Cultural integration between the various Group companies and overcoming geographical barriers (possibility of meeting)	11 Environment and working conditions	HR management policies and progressive integration of group companies
Legal risks		
Risk of fraud and corruption	1 Ethics and integrity in business management	Governance structure and Organisational Model 231

Contractual risks - licences and litigation and defence of intellectual property	1 Ethics and integrity in business management	Integrated management system (Quality ISO 9001) Sales and marketing policies Corporate legal risk management function
Financial risks		
Tax (transfer pricing policies) and exchange risks	1 Ethics and integrity in business management 3 Economic value generated and distributed	Adoption of a prudent fiscal policy and management of exchange rate risks
Value of intangible assets (goodwill)	3 Economic value generated and distributed	Management control and reporting/financial performance monitoring system
Information technology risks		
Data security	2 Data security and privacy	ICT policies for data security and privacy management

¹ Note that the material topic 13 Development of the local area and relations/support for local communities, taking its contents into account, no specific risks have been associated with it.

The precautionary principle

Introduced in 1992 on the occasion of the United Nations Conference on Development and the Environment (United Nations Principle 15 of The Rio Declaration on Environment and Development) in the field of environmental protection and biodiversity and implemented at various government levels and in practice in the areas relating to the protection and health of consumers, the principle states that "in order to protect the environment, the precautionary approach must be applied by the States according to their capacities. *In the event of threats of serious or irreversible damage, the lack of full scientific certainty should not be used as a reason to postpone cost-effective measures to prevent environmental degradation*".

As part of the risk management strategy, application of the precautionary principle involves a preventive assessment of the potentially negative effects of an environmental and social nature that could derive from making strategic decisions or choices regarding products and processes. If a risk of serious or irreversible damage is identified, it is necessary to evaluate the adoption of adequate and effective measures, also in relation to the costs and benefits, aimed at preventing or mitigating negative impacts. AV Group's system of risk identification, management and assessment takes this principle into account.

Compliance



103-2 103-3 206-1 207-1 207-2 207-3 207-4 307-1 406-1 416-2 417-2 418-1 419-1

As recalled by its Code of Ethics, AV Group's activity is oriented towards **strict compliance with laws and regulations** in all countries where it operates.

Environment

No disputes regarding environmental matters arose during the reporting period (2019-2021). At the date of preparing this document, nor are there any disputes of an environmental nature that have given rise to significant sanctions for non-compliance with laws, rules and regulations on environmental matters.

Social and economic area

No disputes or cases of violations of relevant laws or regulations relating to social and economic provisions arose during the reporting period (2019-2021). No significant sanctions of this nature were received during the period 2019-2021 and there are no significant proceedings to report in this regard.

Discrimination

With regard to the social aspects, it is also worth pointing out that, in the same period and in previous periods, there were no episodes of discrimination based on race, colour, sex, religion, political opinion, national descent or social origin, as defined

by the ILO (International Labour Organization), or other relevant forms of discrimination involving internal or external stakeholders.

Health and safety of products and services - Labelling

The procedures and policies applied regarding the quality of solutions (products) and services, referred to in the Quality and Safety paragraph of Chapter 4, demonstrate the strategic importance that these areas have for Antares Vision Group. In the 2021 reporting period, as well as in the previous years 2019 and 2020, there were no significant cases of: a) non-compliance with rules, regulations or voluntary codes regarding the impacts on the health and safety of products and services; b) cases of non-compliance with regulations and/or self-regulatory codes on information and labelling of products and services,

Data security and privacy

Within in the ambit of the GDPR, cases of data breaches take place when (a) accidentally or illegally (following a breach of the Company's security system), (b) access and/or destruction and/or loss and/or modification and/or unauthorised disclosure occurs, (c) of personal data stored by the Company or transmitted by it over electronic networks. In cases of data breaches, the GDPR requires the data controller to notify the violation to the competent supervisory authority (for Italy, it is the **Garante per la protezione dei dati personali**) within 72 hours of becoming aware of it, unless it is unlikely that the data breach constitutes a risk to the rights and freedoms of the individuals concerned.

When a data breach is likely to constitute a high risk for the rights and freedoms of the individuals concerned, the data controller also communicates the violation to the data subject unless (a) the data controller has implemented the technical measures and adequate organisational protection (such as encryption); (b) the holder has adopted measures to avoid the occurrence of a high risk for the rights and freedoms of the data subjects; or (c) such a communication would require disproportionate efforts. In this case, a public communication or a similar measure is carried out, through which the data subjects are informed just as effectively.

Antares Vision S.p.A. adopts a specific policy for the areas in question and has appointed the Head of Legal and Corporate Affairs to manage the policy. The policy contains procedures for the management and assessment of the risk of possible accidental or illegal events, which involve access, destruction, loss, modification or disclosure of personal data.

In 2021 and in the previous reporting periods (2019 and 2020) there were no events that led to a data breach resulting in substantiated complaints regarding violation of customer privacy and loss of their data.

Procedures regarding fair competition

During the reporting period, no episode or opening of proceedings or legal action took place against Antares Vision Group relating to violation of free competition, monopolistic practices, antitrust that took place in 2021 or in previous years.

Tax transparency

Approach to taxation

The Antares Vision Group approach to taxation complies with the provisions contained in the "Code of Ethics", based on rigorous compliance with the regulations in the various tax jurisdictions of reference, including that of a fiscal nature. Despite having an international profile and corporate structures in many countries, Antares Vision Group does not consider it necessary to develop a specific tax strategy. The management of Antares Vision Group bases its behaviour on the principles of honesty and legitimacy and, even in its approach to taxation, respects the tax laws and regulations in force in all countries where the Group operates. Under no circumstances does Antares Vision Group pursue or fulfil its interest in violation of tax laws.

The objective of the Antares Vision Group in relation to taxes is to fulfil its tax obligations (both formal and substantive) in a complete, correct and timely manner, to minimise the tax risks associated with the application of tax laws and regulations in force in all countries where the Group operates, also in cases where there may be doubts of interpretation.

Tax governance, risk control and management

Antares Vision Group has little exposure to fiscal risk. In determining the tax treatment of a particular transaction or activity, it adopts reasonable, well-founded and motivated tax decisions and interpretations. In light of the size and complexity of the Group's business, risks may arise in relation to the interpretation of complex tax regulations. These risks are identified and

analysed internally with the support of qualified tax consultants, taking into account each country in which the Group operates.

Antares Vision Group is subject to supervision by the Board of Statutory Auditors and to control by an independent firm of auditors.

Relations with tax authorities (stakeholders)

Antares Vision Group guarantees compliance with the applicable legal provisions, the principles of transparency, honesty and fairness in relations with the tax authorities of the countries in which it operates. Handling relations with the tax authorities is reserved exclusively for the corporate functions in charge of this.

AV Group does not improperly influence the decisions of the tax authorities of the countries in which it operates, not even through third parties. On the contrary, it aims to maintain open and constructive relations with all the competent tax authorities and to resolve any dispute in a collaborative spirit, also by means of tools for deflating litigation. In cases of particular uncertainty about the tax treatment applicable to relevant issues, AV Group evaluates the possibility of using the tools available to know what the tax authorities' position is in advance.

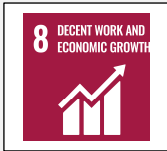
Tax reporting

AV Group is not currently subject to the so-called "country-by-country reporting" rules referred to in article 1, paragraphs 145 and 146, of Law no. 208 and EU Council Directive 2016/881, of 25 May 2016, amending EU Directive 2011/16, as well as the related implementing provisions. Nonetheless, as required by GRI Standard 207-4, specific quantitative information on 2021 taxes is provided below (*Amounts in Euro*).

Country (Amounts in Euro)	No. employees at 31 December 2021	Revenue from sales to third parties	Intragroup revenue	Average nominal tax rate	Income taxes paid	Income taxes accrued	Tangible assets	
Italia	583	97,042,407	20,619,224	27.9%	1,180,474	- 3,005,061	187,090,614	
Europa								
Germania	]	3,387,720	3,498,380	30.0%	301,274	368,880	7,591,422
Francia		3,270,432	3,940,985	26.5%	176,191	132,609	4,812,484	
Irlanda		-	264,524	12.5%	1,036	1,958	70,194	
Russia		145	1,182,589	1,362,748	20.0%	-	7,494	1,629,069
Croazia		146,872	189,149	18.0%	-	-	135,911	
Serbia		181,305	353,848	15.0%	-	50	121,243	
Regno Unito		-	-	19.0%	-	-	119	
Americhe								
Stati Uniti	]	63,411,115	1,455,915	26.0%	985,928	3,701,786	67,179,879
Brasile		248	6,378,005	1,136,710	34.0%	36,082	204,687	9,161,248
Asia								
Cina	]	3,939,836	1,093,242	25.0%	136	-	3,923,746
Hong Kong		28	-	12.3%	-	-	417,065	
India		17,484	231,894	26.0%	3,230	-		
Totale	1,004	178,957,767	34,146,620			1,412,401	282,132,992	

¹ Tangible assets refer to total assets (excluding intangible assets and cash and cash equivalents) as per the financial statements of the individual companies, drawn up according to local GAAP.

06 Financial performance: economic value generated and distributed



06 Financial performance: economic value generated and distributed

Economic value generated and distributed

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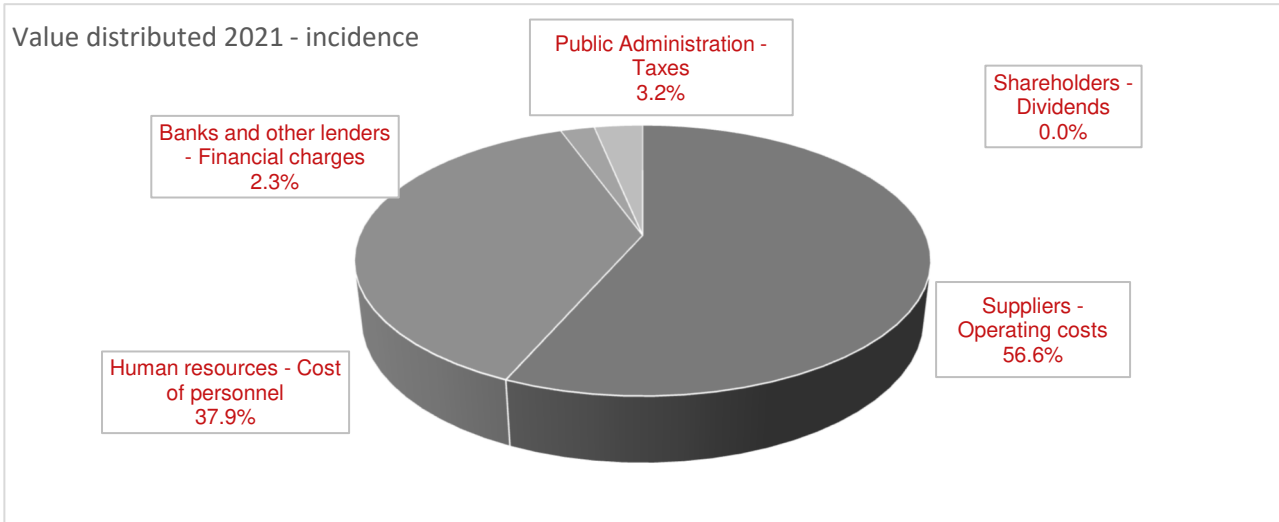
The value generated and distributed is determined on the basis of the Group's consolidated income statement. This shows the economic value generated directly by Antares Vision Group and distributed to internal and external stakeholders. It is therefore information on the creation and distribution of economic value for the stakeholders.

Please refer to the AV Group Consolidated Financial Statements for further information on economic, financial and equity performance.

Value generated, from an accounting point of view, is equal to the Antares Vision Group's net revenue (sales revenue, other operating income, net of bad debts, tax benefits (years 2019 and 2020), whereas the **economic value distributed** includes the costs reclassified by stakeholder category. The amount of dividends is also added to the costs resulting from the consolidated income statement, if they have been distributed to the shareholders (which did not happen for AV Group).

The economic value retained relates to the difference between the economic value generated and the economic value distributed and includes capitalised research and development costs, depreciation and amortisation, provisions, the effects of fair value measurements and deferred taxation.

<i>(Amounts in Euro)</i>	2019	2020	2021
Economic value generated	130,110,187	131,456,712	178,947,583
Economic value distributed			
Suppliers - Operating costs	69,397,139	63,294,385	93,452,137
Human resources - Cost of personnel	31,032,102	41,308,852	62,658,058
Banks and other lenders - Financial charges	2,243,437	2,806,470	3,763,024
Public Administration - Taxes	6,563,847	1,320,595	5,357,195
	109,236,525	108,730,303	165,230,414
Shareholders - Dividends	-	-	-
Economic value distributed	109,236,525	108,730,303	165,230,414
Economic value retained	20,873,661	22,726,409	13,717,169



In 2021, 56.6% of the total value distributed was distributed to suppliers, confirming the role they play in the AV Group's value creation chain, while 37.9% went to employees. Over the three-year period, the investment and significant expansion policies pursued by AV Group, both internally and externally, did not envisage the distribution of dividends to shareholders.

07 Human resources



07 Human resources

HR policies



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Antares Vision Group recognises the centrality of **human resources** as a key success factor within a framework of mutual loyalty and trust between employer and employee. All staff are hired on a **regular employment contract**. The employment relationship is in compliance with the collective bargaining agreement for the sector and with social security, tax and insurance regulations.

To ensure the greatest possible transparency and fairness in its actions and constant observance of the laws and regulations applicable to them by all its employees, Antares Vision Group has decided to summarise the common lines of conduct and values in the Model 231, which is available for consultation by employees. Compliance with the rules of the Code of Ethics is an essential part of the contractual obligations of all employees. At 31 December 2021, out of a total of 416 employees of the parent company, 98.56% are subject to the national collective bargaining agreement for the metalworking industry, while the national collective labour agreement for industrial executives applies to 1.44%. As regards the scope of AV Group, 61.7% of employees (619), taking into account locally applicable labour law, are covered by Collective Bargaining Agreements.

With reference to the reporting periods, no cases of discrimination in HR management have occurred or been reported, nor have there been any events involving the violation of human rights. Antares Vision Group is also committed to guaranteeing equal opportunities in the workplace and in the career paths of its employees. Antares Vision Group, as an international group, recognises the value of cultural diversity and considers inclusion as a structural condition of its employee policies.

Information relating to HR management policies relates above all to the parent company, Antares Vision S.p.A. As pointed out elsewhere in this document, Antares Vision Group is committed to the progressive adoption of structured policies by all Group companies, many of which have been acquired recently, so integration and harmonisation of the various processes is currently in progress.

Attract and retain skills

Onboarding

The onboarding of new resources involves 3 different events:

- First alignment meeting, checking that they have done the standard onboarding course on the e-learning platform, that they have met with key figures for their role, defining the assessment objectives for insertion of the individual in view of the role filled and the skills of the specific person.
- Second alignment meeting, which only takes place in the case of long trial periods (e.g. 6 months); it is designed as the intermediate check on the performance of the new hire.
- Final assessment meeting, when the results of each objective are analysed and it is established whether the person has passed the trial period and is therefore hired, or if the outcome is negative and it is not possible to go ahead with the hiring.

All meetings are carried out in the presence of an HR person who is responsible for the interview and the correct completion of the form, the new hire and the manager in charge of them.

The remuneration policy

In February 2021 Antares Vision Group introduced a Remuneration Policy, approved by the Board of Directors, relating to the remuneration of members of the Board of Directors and of the Board of Statutory Auditors of Antares Vision S.p.A., of the general managers (if any) and of **key management personnel**. The Remuneration 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.

The Remuneration Policy is **aimed at attracting, motivating and retaining qualified professional resources** who have the best skills and professionalism required for the business and for the pursuit of the Company's objectives, with a view to sustainable growth of value and through the definition and implementation of mechanisms that connect individual performance and the increase in value of the Company.

The reference parameters are: a) balancing the fixed and variable component, according to the Company's strategic objectives and medium/long-term interests; b) measurability of the variable component of remuneration, correlated to a significant extent with the achievement of specific objectives and the Company's results; c) consistency with the pursuit of the Company's long-term interests, including non-financial ones; d) the possibility of scalar objectives (with only magnitude and no direction). **Objectives more linked to sustainability and ESG values** may also be introduced.

Performance management system - Compensation & benefit policy

Antares Vision S.p.A. has, among its corporate objectives, the **enhancement of human capital and the development of people's strategic skills**. **Merit** is the guiding principle of managerial actions and rewards, both in terms of professional development and in terms of career opportunities and, at the same time, a reference parameter so that people management responds to criteria of equity and sustainability. Feedback is the main tool for verifying the consistency of value between work activities, objectives achieved and remuneration. The processes described are equipped with tools for the assessment and return of merit.

In order to **build criteria of equity and sustainability** and to offer **growth, professional development and well-being** to the staff of Antares Vision Group, the **practice for remuneration policies**, or the Compensation Procedures, differentiated in relation to the **Job Cluster** that the person belongs to, the individual's performance and professional and managerial skills, structured in such a way as to recognise, within the remuneration market of reference, the responsibilities assigned, the results achieved, the quality of the professional contribution and the growth potential of each person within the organisation.

The remuneration policy makes it possible to: a) build a remuneration curve that is coherent and fair internally and well positioned with respect to the market; b) determine the fixed and variable components and establish the criteria for increasing fixed remuneration, for the payment of variable bonuses and for the assignment of incentive plans.

Salary reviews and merit increases are managed by means of a system that makes it possible to compare the positioning of each resource, based on their role (weighted in the job cluster), in the remuneration policy with the assessment of their performance. The criteria used for salary reviews are:

- **FREQUENCY:** the compensation/salary analyses are carried out annually, coinciding with the final assessments, whereas salary reviews take place every two years.
- **INDIVIDUAL PERFORMANCE-MERIT:** Interventions on resources with better individual performances take priority and are higher.

Antares Vision provides for variable bonuses, which can be defined as short-term incentives (STI), paid as a percentage of annual salary according to the professional family to which they belong. The rewards are divided into a company bonus, based on the company's performance (50%), and a bonus linked to personal performance (50%).

In addition to STIs, from 2020 Long-Term Incentive Plans (LTIPs) were approved by the Shareholders' Meeting, to be implemented through the free assignment of options for the subscription or assignment against payment of shares representing the Company's capital, as well as for executive directors, this plan is also intended for employees, consultants or comparable individuals, who perform important roles that are strategic for the AV Group's business.

The welfare system and tools

Contractual welfare

The CCNL currently in force (Metalworking - Industrial companies) provides for the provision of flexible benefits to the workers of Antares Visions S.p.A. (works and services for social purposes, amounts of money, services and education and instructional services and for assistance to elderly and/or non self-sufficient family members, vouchers and services in kind, collective transport services) for an annual amount of Euro 200. The Agreement of 20 April 2021 confirmed this amount for each year of applicability of the CCNL of 5 February 2021.

Welfare On Top

Every year, depending on the Company's performance based on the KPIs of consolidated turnover and EBITDA, Antares Vision can decide to pay an extra bonus. This is in addition to the bonuses regulated by personal contracts or by the National Collective Labour Agreement and is recognized through the AV Welfare 4 You platform, according to guidelines defined each year and shared with the staff.

The ON TOP bonus, approved annually by the Board of Directors, is made available on the platform within the 1st half of the following year. The beneficiaries of this bonus are represented by all Antares Vision employees who helped to achieve the Company's performance for that year. The rules by which the bonus is allocated, the categories of beneficiaries and the amount awarded are detailed in each single regulation.

Smart-working agreement

The parent company Antares Vision S.p.A. has entered into an agreement with its employees, with effect from 31 March 2022 (at the end of the current state of emergency), which provides for a maximum of 2 days/week (8 days/month) to work remotely, pursuant to art. 18 et seq. of Law 81/2017. The scheduling of remote working days must be agreed in advance with the person's superior, usually on a weekly basis.

Working remotely can be done inside or outside the Company's premises, without a fixed location. When working on a remote basis, the employee has no time constraints, but organises their working time autonomously, being judged on the results of their efforts.

To make it possible to work remotely, employees are equipped by Antares Vision with a personal computer (PC), a mobile phone or, alternatively, a telephone connection on the PC, to be used in full compliance with the rules established by the regulations.

Other initiatives

MBA - LIUC Business School - In Antares Vision, professional growth has always been considered a moral commitment towards everyone; in fact, the Company feels responsible for helping its employees to enhance their skills and qualifications. A solid and effective corporate culture is one of the principles and represents an asset capable of having a positive influence on the results. It is from this company philosophy that the desire to expand the training opportunities to be offered to the people of Antares Vision S.p.A. was born, creating a path in collaboration with LIUC Business School that would give stimuli resulting in positive effects for the Company. The goal is to activate for the *talent, the leaders of tomorrow*, a structured and solid training initiative to provide technical and managerial skills, harmonizing skills to help people grow in their role as managers of resources and people.

BEPI Master - The "BEPI" master (Be Executive Program: Improve yourself), which started in January 2021 and will end in the third quarter of 2022, includes 20 managers selected from the Italian companies of the Group. The training project aims to develop managerial skills and abilities, integrating different learning tools such as live lessons, learning space, and project work.

The objectives are to:

- Develop a solid legacy of General Management skills in the participants.
- Increase the principal skills needed to effectively manage economic and human resources.
- Develop a comprehensive view of the company.
- Encourage participants to reflect on themselves and their style of leadership and management
- Integrate learning, experimentation and action through innovative teaching methods.
- Activate and support processes of corporate and cultural change.
- Stimulate courage and determination to face the challenges which these troubled times force upon us.
- Live a unique learning experience, which allows participants to put what they have learned into practice immediately.

Manager's empowerment (Executive Master).

Solidarity Holidays -In the period of the first lockdown of 2020, in accordance with both the legislation in force at national level and with the relevant national collective bargaining agreement, Solidarity Holidays were introduced for those who had run out of holidays or leave, those who performed duties that could not be done in remote working or those had no other chance to ask for time off as they were not able to take advantage of any other type of social safety net.

Through an anonymous survey of the entire company, Management was able to ascertain the willingness of almost 70% of the workforce to voluntarily cede free hours of vacation ("solidarity holidays") to colleagues who needed to assist children under the age of 12 or who, due to contingencies determined by the Covid-19 health emergency, needed to assist spouses, cohabitants or parents who needed constant care. It was possible to provide support for a dozen people thanks to this.

Voluntary Work

AV COOLTURAL TEAM - A group of volunteers who get together during their free time and to apply talents and skills other than those that they normally use at work in order to organise events that combine food, musical entertainment and culture

for employees, co-workers and family. These activities take place mainly in Travagliato with the personnel at headquarters (those who visit it regularly and those who come for the events). With the pandemic, live events were forced to take a break, with the exception of a few visits to exhibitions and museums; alternatively, some online events were held, involving the whole group. (the most recent, a speech on artificial intelligence organised in collaboration with the subsidiary Orobix, which saw colleagues from Brazil, India, and North America connected)

AV Sporting Team

This is an amateur sports association that frequently participates in local running competitions and sponsored sporting events. In addition to the possibility of being part of a group that offers a healthy lifestyle with an eye to solidarity, inclusion and friendship, from this year onwards membership also gives the right to: a) group training with a professional running-coach; b) personalised training tables for running, with an eye also on other sports; c) subsidised registration for the main competitions in the area; d) virtual indoor training; e) gadgets. For training sessions, the company provides changing rooms with lockers and showers and safe storage for bicycles when they are not in use.

Employees



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Employees by gender, contract and type of employment

The significant development trend of AV Group during the three-year period under consideration, which occurred both internally (increase in the volume of activities) and through the various acquisitions, has led to an increase in the overall number of employees. It should be noted that as of 31 December 2021, over 96% of the total workforce of 1,004 employees of AV Group are permanent employees with full-time contracts. The proportion of female employees on the same date was 22%, an increase on the figure of 20% at the beginning of the three-year period.

Employees	2019			2020			2021		
	women	men	total	women	men	total	women	men	total
Total number of employees at the end of the period/by gender	135	519	654	156	626	782	223	781	1,004
Total number of employees by contract/by gender									
permanent employment contract	123	498	621	154	621	775	210	755	965
Fixed-term	12	21	33	2	5	7	13	26	39
Total	135	519	654	156	626	782	223	781	1,004
check	-	-	-	-	-	-	-	-	-
Total number of employees by type of employment/by gender									
Full-time	116	501	617	131	600	731	192	766	958
Part-time	19	18	37	25	26	51	31	15	46
Total	135	519	654	156	626	782	223	781	1,004

The figure for other workers refers to forms of collaboration such as temping and other kinds of collaboration adopted by group companies.

Other workers -	2019			2020			2021		
	women	men	total	women	men	total	women	men	total
Total number at the end of the period/by gender	2	4	6	4	4	8	6	11	17

Employees by type of employment and geographical area

Type of contract	Italy			Europe			Asia			USA & Canada			Central & South America			Total		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021

Permanent employment contract	455	505	554	81	93	151	-	4	28	50	127	173	35	46	59	621	775	965
Fixed-term	29	5	29	1	-	4	-	-	-	-	-	-	3	2	6	33	7	39
Total	484	510	583	82	93	155	-	4	28	50	127	173	38	48	65	654	782	1,004

Following the acquisitions and the progressive expansion of AV Group's geographical presence, the Italian companies' share of employment decreased from 74% to 59%. Among the countries where AV Group is present, the USA represents 17% of the company's total workforce.

Diversity

As already mentioned, 22% of all employees of AV Group at 31 December 2021 are female. Within this figure, the percentage of women (in Italy and abroad) in a position which can be classified as being similar to executive level (top and upper management) is 20% (14% at the beginning of the three-year period) of all managers. Among middle managers and administrative staff (or roles comparable to these categories) the percentage of women is 24% of the total. The number of women is negatively affected by the still uneven participation of women in the university faculties and specialisations that AV Group mainly draws on (primarily Engineering).

With regard to age groups, it is worth noting the number of employees under the age of 30 (25% at 31 December 2021), as well as the low percentage of employees over the age of 50 (13.5% at 31 December 2021), highlighting an expanding and relatively young sector.

Employee diversity		2019			2020			2021		
Employees by category/by gender	women	men	total	women	men	total	women	men	total	
Executives	2	12	14	3	21	24	10	40	50	
Administrative staff - Middle managers	123	434	557	140	502	642	184	599	783	
Production workers	10	73	83	13	103	116	29	142	171	
Total	135	519	654	156	626	782	223	781	1,004	
%	women	men	total	women	men	total	women	men	Total	
Executives	0.3%	1.8%	2.1%	0.4%	2.7%	3.1%	1.0%	4.0%	5.0%	
Administrative staff - Middle managers	18.8%	66.4%	85.2%	17.9%	64.2%	82.1%	18.3%	59.7%	78.0%	
Production workers	1.5%	11.2%	12.7%	1.7%	13.2%	14.8%	2.9%	14.1%	17.0%	
Total	20.6%	79.4%	100.0%	19.9%	80.1%	100.0%	22.2%	77.8%	100.0%	
Employees by age group/by gender	women	men	total	women	men	total	women	men	total	
Up to 29 years	44	165	209	42	172	214	62	194	256	
30 to 50 years	79	314	393	97	385	482	137	475	612	
Over 50 years	12	40	52	17	69	86	24	112	136	
Total	135	519	654	156	626	782	223	781	1,004	
%	women	men	total	women	men	total	women	men	total	
Up to 29 years	6.7%	25.2%	32.0%	5.4%	22.0%	27.4%	6.2%	19.3%	25.5%	
30 to 50 years	12.1%	48.0%	60.1%	12.4%	49.2%	61.6%	13.6%	47.3%	61.0%	
Over 50 years	1.8%	6.1%	8.0%	2.2%	8.8%	11.0%	2.4%	11.2%	13.5%	
Total	20.6%	79.4%	100.0%	19.9%	80.1%	100.0%	22.2%	77.8%	100.0%	

Employee diversity		2019				2020				2021			
Employees by category/age group	Up to 29 years	30 to 50 years	Over 50 years	Total	Up to 29 years	30 to 50 years	Over 50 years	Total	Up to 29 years	30 to 50 years	Over 50 years	Total	
Executives	-	11	3	14	-	14	10	24	1	22	27	50	
Administrative staff - Middle managers	180	332	45	557	178	401	63	642	202	491	90	783	
Production workers	29	50	4	83	36	67	13	116	53	99	19	171	
Total	209	393	52	654	214	482	86	782	256	612	136	1,004	
check	-	-	-	-	-	-	-	-	-	-	-	-	
%													

Executives	0.0%	1.7%	0.5%	2.1%	0.0%	1.8%	1.3%	3.1%	0.1%	2.2%	2.7%	5.0%
Administrative staff - Middle managers	27.5%	50.8%	6.9%	85.2%	22.8%	51.3%	8.1%	82.1%	20.1%	48.9%	9.0%	78.0%
Production workers	4.4%	7.6%	0.6%	12.7%	4.6%	8.6%	1.7%	14.8%	5.3%	9.9%	1.9%	17.0%
Total	32.0%	60.1%	8.0%	100.0%	27.4%	61.6%	11.0%	100.0%	25.5%	61.0%	13.5%	100.0%

Recruitment and turnover

Staff turnover is significant. The hiring (entry) figure reflects the progressive expansion of AV Group's activities. The characteristics of the sector and the average age of employees has also led to an outflow of employees, particularly in the 30-50 age group.

New employee hires and employee turnover	2019			2020			2021		
	women	men	total	women	men	total	women	men	Total
New hires									
Up to 29 years	21	68	89	10	27	37	28	65	93
30 to 50 years	23	60	83	12	58	70	40	111	151
Over 50 years	1	5	6	1	12	13	4	31	35
Total	45	133	178	23	97	120	72	207	279
Termination of employment									
Up to 29 years	2	18	20	4	21	25	7	20	27
30 to 50 years	5	21	26	6	40	46	17	74	91
Over 50 years	-	1	1	2	10	12	1	17	18
Total	7	40	47	12	71	83	25	111	136
Reason for termination									
Resignations	5	29	34	7	42	49	20	92	112
Retirement	-	-	-	-	1	1	-	3	3
Dismissal	1	6	7	2	23	25	3	13	16
Other (e.g. end of fixed-term contracts)	1	5	6	3	5	8	2	3	5
Total	7	40	47	12	71	83	25	111	136
Turnover by type¹				women	men	total	women	men	Total
Positive turnover - new hires				17.0%	18.7%	18.3%	46.2%	33.1%	35.7%
Negative turnover - terminations				8.9%	13.7%	12.7%	16.0%	17.7%	17.4%
Overall turnover (net)				8.1%	5.0%	5.7%	30.1%	15.3%	18.3%

¹ Staff turnover based on the number of employees at the end of the previous period. Overall (net) staff turnover is the net increase or (decrease) in the number of employees.

New hires and terminations by geographical area

(Data reported only for 2020 and 2021 for the calculation of turnover in these periods).

New hires	Italy		Europe		Asia		USA & Canada		Central & South America		Total		
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2019	2020	2021
Up to 29 years	20	61	7	16	-	-	5	6	5	10	89	37	93
30 to 50 years	29	57	19	56	1	13	14	18	7	7	83	70	151
Over 50 years	2	11	4	13	3	4	4	7	-	-	6	13	35
Total	51	129	30	85	4	17	23	31	12	17	178	120	279
%	Italy		Europe		Asia		USA & Canada		Central & South America		Total		
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2021
Up to 29 years	3.1%	7.8%	1.1%	2.0%	-	-	0.8%	0.8%	0.8%	1.3%	5.7%	11.9%	
30 to 50 years	4.4%	7.3%	2.9%	7.2%	0.2%	1.7%	2.1%	2.3%	1.1%	0.9%	10.7%	19.36%	
Over 50 years	0.3%	1.4%	0.6%	1.7%	0.5%	0.5%	0.6%	0.9%	-	-	2.0%	4.5%	
Total	7.8%	16.5%	4.6%	10.9%	0.6%	2.2%	3.5%	4.0%	1.8%	2.1%	18.3%	35.7%	

Termination of employment	Italy		Europe		Asia		USA & Canada		Central & South America		Total	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021

Up to 29 years	17	20	3	5	-	-	3	2	2	-	25	27
30 to 50 years	17	44	16	20	-	4	13	23	-	-	46	91
Over 50 years	5	3	-	7	-	-	7	8	-	-	12	18
Total	39	67	19	32	-	4	23	33	2	-	83	136
%	Italy		Europe		Asia		USA & Canada		Central & South America		Total	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Up to 29 years	2.6%	2.6%	0.5%	0.6%	-	-	0.5%	0.3%	0.3%	-	3.8%	3.5%
30 to 50 years	2.6%	5.6%	2.4%	2.6%	-	0.5%	2.0%	2.9%	-	-	7.0%	11.6%
Over 50 years	0.8%	0.4%	-	0.9%	-	-	1.1%	1.0%	-	-	1.8%	2.3%
Total	6.0%	8.6%	2.9%	4.1%	-	0.5%	3.5%	4.2%	0.3%	-	12.7%	17.4%

Turnover by geographical area

Age range	Italy		Europe		Asia		USA & Canada		Central & South America		Total	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Up to 29 years	3	41	4	11	-	-	2	4	3	10	12	66
30 to 50 years	12	13	3	36	1	9	1	(5)	7	7	24	60
Over 50 years	(3)	8	4	6	3	4	(3)	(1)	-	-	1	1
Total	12	62	11	53	4	13	-	(2)	10	17	37	143
Turnover Age range	Italy		Europe		Asia		USA & Canada		Central & South America		Total	
	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021
Up to 29 years	0.5%	5.2%	0.6%	1.4%	-	-	0.3%	0.5%	0.5%	1.3%	1.8%	8.4%
30 to 50 years	1.8%	1.7%	0.5%	4.6%	0.2%	1.2%	0.2%	(0.6)%	1.1%	0.9%	3.7%	7.7%
Over 50 years	(0.5)%	1.0%	0.6%	0.8%	0.5%	0.5%	(0.5)%	(0.1)%	-	-	0.2%	2.2%
Total	1.8%	7.9%	1.7%	6.8%	0.7%	1.7%	-	(0.3)%	1.6%	2.2%	5.7%	18.3%

Maternity leave

All AV Group employees are entitled to maternity leave on the birth of a child. Employees who took parental leave subsequently returned to work and the majority remained more than 12 months after returning to work.

Training

GRI 103-2 103-3 404-1

Antares Vision Group **helps its employees to continuously improve their professional skills**, also by offering training sessions.

The HR function is responsible for identifying training needs and requirements by analysing staff assessments and supports the Heads of Department in the analysis and evaluation of spontaneous requests from employees, subject to the HR manager's approval. The scope of the training programmes, their budget, the planning, organisation, implementation and registration with the accompanying documentation is the responsibility of the HR Training Specialist. The Manager of the Training Centre (TC) is responsible for the planning, organisation, delivery and recording of the technical training processes concerning Antares Vision Group products to be provided to internal personnel, and to transmit the data to the HR Training Specialist for monitoring purposes

Every time an employee is hired or changes their job within Antares Vision Group, they are invited by the HR Training Specialist to take part in the appropriate "on boarding" session, which is provided through the TC's e-learning platform.

At the beginning of each calendar year the HR Training Specialist produces and publishes the **training plan for the current year**, which includes the planned training sessions, starting with the staff assessment form. Internal and external training is organised according to three types: **on boarding, cross training and technical training**, integrating it all with **technical product training**. The training methods also include courses via webinar/distance learning.

At the end of each calendar year, HR has the task of drafting one **final report on the training performed** during the year just ended, also with the objective of including any unrealised projects in the Training Plan for the following year.

The TC Manager is responsible for scheduling all technical product training for newly hired staff, to compensate for technical/practical gaps of internal operators and to train staff on new models and/or new product features.

The educational commitment

2021 saw the substantial resumption of training activity (hindered by the Covid-19 pandemic in 2020). The overall average number of training hours provided per person came to 25, compared with 15.7 hours in 2019.

Average hours of training per employee	2019			2020			2021		
Training hours - Total	women	men	total	women	men	total	women	men	total
Executives	47	22	69	19	20	39	253	1,929	2,182
Administrative staff - Middle managers	1,949	8,058	10,007	4,164	5,556	9,720	4,552	16,279	20,831
Production workers	27	164	191	30	560	590	498	1,584	2,082
Total	2,023	8,244	10,267	4,213	6,135	10,348	5,303	19,791	25,094
Average training hours	women	men	total	women	men	total	women	men	total
Executives	23.5	1.8	4.9	6.3	0.9	1.6	25.3	48.2	43.6
Administrative staff - Middle managers	15.8	18.6	18.0	29.7	11.1	15.1	24.7	27.2	26.6
Production workers	2.7	2.2	2.3	2.3	5.4	5.1	17.2	11.2	12.2
Total	15.1	15.9	15.7	27.0	9.8	13.2	23.8	25.3	25.0

Health and safety of workers



103-2 103-3 403-1 403-2 403-3 403-4 403-5 403-6 403-7 403-8 403-9

Antares Vision Group guarantees **the physical and moral integrity of its staff**, working conditions that respect individual dignity, and safe and healthy work environments in full compliance with current legislation on the prevention of accidents at work and the protection of workers. Antares Vision Group is committed to creating and consolidating a culture of safety among all its members of staff, developing risk awareness and promoting responsible behaviour.

During the internal audits carried out as part of the integrated management system verification programmes, a consolidation of the safety procedures was noted, due to the high level of expertise of the operating staff. No non-compliance was found, but only observations and suggestions for improvement.

Occupational health and safety policy

Antares Vision Group participates directly in the social, cultural and economic development of the community. Being well aware that it thrives thanks to its resources, primarily the human capital of the community, AV is committed to giving back and contributing, creating added value that is shared. The social purpose of the business is to be a shared value at all levels, under the banner of ethics, legality, transparency, fairness, respect and sustainability.

For this reason, every worker at Antares Vision Group is considered a precious resource to be protected over time. Antares Vision Group intends to respond effectively to its social responsibility and guarantee the safety, health and well-being of all workers. All workers are protected, with their health monitored on the basis of their role and risk exposure, in compliance with the relevant local regulations.

Safety at Antares Vision Group

Antares Vision Group is committed to guaranteeing a healthy and safe working environment for all workers, an objective that can only be achieved through a work culture interpreted through a close integration of prevention and protection in all of the Company's operations, with consistent leadership on the part of management with a view to continuous improvement.

Antares Vision is committed to guaranteeing a suitable, healthy and safe working environment through constant attention, evaluation and monitoring of all risks to safety and health, the equipment used, the design and arrangement of workplaces, including common areas of aggregation, and the level of work-related stress, in order to promote smooth operations and a positive social climate.

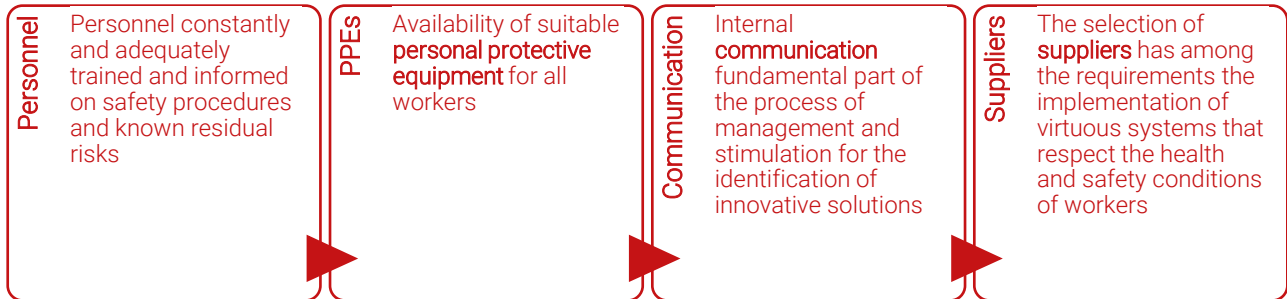
Compliance with legal requirements

- Satisfaction all legal requirements in terms of protection of health, safety and well-being at work.
- Maintenance of optimal safety conditions of all production plants, equipment and working environments.
- Definition and verification of the correctness and application of control procedures in relation to the safety of activities and health in the workplace.

Involvement of all members of staff

Every member of staff is involved in accordance with the requirements indicated and is required to constantly improve their work and that of their colleagues, with a view to pro-activity and synergy, for greater safety and to share the founding values of the work culture.

Objectives of Antares Vision Group's investment in workers' health and safety:



Antares Vision Group is constantly committed to implementing risk analysis, reduction and control through the ISO 45001 Health and Safety Management System integrated into business processes (in the parent company Antares Vision S.p.A.).

Hazard identification, risk assessment and accident investigation

In the context of compliance with applicable local regulations, AV Group sites are equipped with the signs required for safety and for identifying evacuation routes. The areas are marked on the ground to identify routes available to all or limited to personnel with personal protective equipment (PPE). All employees are trained with general and specific training according to the job as required by the Risk Assessment Documents. Procedures have been implemented for the management of the equipment used at work (tools in the mechanical workshop)

Occupational health services

A company doctor is appointed for each location. The doctor responsible for the Brescia site of Antares Vision S.p.A. is also the coordinator. There is also a health surveillance plan and all employees are subjected to periodic visits to ensure that they are suitable for their job. Health surveillance is carried out by the company doctor: in the cases provided for by current legislation, by European directives as well as by the indications of the Advisory Commission referred to in article 6; if the worker requests it and if the request is considered by the doctor to be related to occupational risks. For some activities, the obligation of health surveillance has been introduced (manual handling of loads; use of video terminals; workers exposed to chemical agents; activities considered risky due to exposure to biological agents; workers exposed to noise levels above 85 dB).

Worker participation, consultation, and communication on occupational health and safety

Each Antares Vision S.p.A. location has appointed health and safety managers, who receive specific training. They are consulted at each update of the Risk Assessment Documents and get involved in the annual safety meeting

Worker training on occupational health and safety

For general and specific training as defined in the Risk Assessment Documents and depending on their duties, Antares Visions S.p.A. relies on external suppliers who provide training and keep the calendars of training activities updated with the collaboration of the Human Resources function, which plans and monitors employee participation.

Promotion of the health of workers

Each employee of Antares Vision S.p.A. has access to the Metasalute service for preventive screening services and reduced rates for medical services. There are currently no programmes to encourage people to give up smoking. The AV sporting team association promotes physical activity and organises periodic meetings for the promotion of healthy lifestyles with a focus on exercise and nutrition.

Prevention and mitigation of occupational health and safety impacts within commercial relationships

Quality management of AV Group products includes, among others, checks on the equipment sold to customers, with specific reference to the regulations that are applicable to it, including EC marking and a technical manual with an analysis of the risks involved in using the equipment.

Process and equipment management

The personal protective equipment required for various tasks is delivered upon hiring with a letter signed by the employee.

The Covid-19 protocol

The main measures to combat and contain the spread of the Covid-19 pandemic adopted by Antares Vision S.p.A. and referred to by the various companies of the Group are summarised below, in compliance with local regulations.

The protocol adopted envisaged a series of measures differentiated by area:

- Mandatory rules in all areas/departments.
- Information on personal protective equipment.
- Common areas.
- Indications for external activities by AV personnel and use of company cars.
- Access to external suppliers.
- Indications for administrative/technical office activities.
- Cleaning and sanitizing company premises.
- Indications for health surveillance.

Mandatory nature of the measures provided for in the Protocol

Each employee of Antares Vision S.p.A. is required to be aware of and strictly comply with all the measures provided for in the Protocol, including the rules in force from time to time regarding hygiene, health and safety. The Protocol (and related attachments) has been sent to all employees by e-mail and published on the company intranet, as well as by posting it on noticeboards.

Injuries

A limited number of AV Group employees have suffered injuries at work during the three-year period.

It should be noted that the current procedure for managing data relating to injuries at work does not provide for the systematic collection of data relating to "other workers", or relating to workers who are not employees, but whose work and/or workplace is decided by the company. Such cases may concern in particular the technicians which AV Group uses for the assembly, testing and maintenance of its equipment at customers' premises. It should also be noted that, in 2021, as in the previous financial years covered in this report, no mention was made by these suppliers of accidents taking place during their activities on behalf of Antares Vision. As part of the improvement and definition at Group level of a supply chain management procedure, an intervention in the areas subject to specific accident reporting is also being planned.

Work-related injuries		2019	2020	2021
Accidents at work	No			
Deaths	.	-	-	-
Serious accidents	.	-	-	-
Other accidents:		4	-	3
Total no. of accidents recorded		4	-	3
Accidents while commuting (not included in the total)		2	-	1
Total hours worked	hrs	1,135,073	1,318,743	1,928,378
Days absent due to injury	No	75	-	41
Injury rates				
Injury frequency (No. of injuries/hours worked x 1,000,000)				
Deaths		-	-	-
Serious accidents		-	-	-
Other accidents		3.52	-	1.56
Injury Severity (days without injuries/hours worked x 1,000)		0.07	-	0.02
Average number of days lost due to injury per every 1000 days worked				

¹Injuries lasting less than 6 months

08 Environmental impacts



08 Environmental impacts

Environmental policy and responsible use of resources

 103-2 103-3

Production activities are managed in **compliance with current environmental legislation**. When it promotes, designs or entrusts the design to third parties, Antares Vision Group carries out or ensures that, among other things, all the necessary investigations are carried out to verify the possible **environmental risks** resulting from the intervention and to prevent damage.

The constant search for technological innovation, the vision, mission, values and identity of Antares Vision Group are strongly linked to the territory. To this end AV Group actively participates in the social, cultural and economic development of the community. Aware of prospering thanks to community resources, it is committed to giving back and contributing, creating added value. The social purpose of the business activity is to be a shared value at all levels, dedicated to ethics, legality, transparency, fairness, respect and sustainability.

Antares Vision Group, in compliance with all legal requirements regarding environmental protection, directs its corporate strategy towards sustainable development, periodically defining environmental improvement objectives.

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.

Each co-worker is involved in ensuring compliance with the requirements indicated and has to constantly improve their work and that of their colleagues, with a view to reducing the environmental impact. Antares Vision Group is also committed to encouraging suppliers to implement clean systems that protect the environment.

The environmental policy also provides for commitment and transparency in communication: a) communicate environmental impact activities to employees; b) communicate AV Group's commitment to reducing environmental impact to customers; c) share the commitments made with suppliers, customers, authorities, citizens and other interested stakeholders; d) make the important environmental information available to the public.

Sustainable management of resources

 103-2 103-3 303-1 303-2 303-3 306-1 306-2 306-3 306-4 306-5

Water

Water resource management policies

Sources of withdrawal - Water withdrawals do not represent a particularly important figure for AV Group relative to characteristics of internal production processes, mainly of assembly. Public aqueducts are the primary sources of withdrawal. Effluents, mainly from sanitary usage, take place in compliance with local legislation. Nonetheless, water is an extremely important resource and requires a responsible and sustainable policy for its management and use.

Water withdrawals

The water withdrawal data are represented, as required by the GRI Standards, in Mega Litres (1 Mega litre = 1,000 cubic metres). The figures refer to all the companies of the AV Group, with the exception of some subsidiaries of insignificant size (less than 5% of the total number of employees) for which it was not possible to collect data, but whose water withdrawals refer exclusively to sanitary uses for the offices that they occupy

Water withdrawals (Mega Litres) ¹	2019	2020	2021
Surface water			
Fresh water ($\leq 1,000$ mg / L Total Dissolved Solids)	0.2	0.2	0.3
Other types of water ($> 1,000$ mg / L Total Dissolved Solids)	-	-	-
Total	0.2	0.2	0.3
Groundwater (Wells)			
Fresh water ($\leq 1,000$ mg / L Total Dissolved Solids)	-	0.1	0.1
Other types of water ($> 1,000$ mg / L Total Dissolved Solids)	-	-	0.1
Total	-	0.1	0.2
Third party water resources (aqueduct)			
Fresh water ($\leq 1,000$ mg / L Total Dissolved Solids)	4.0	4.5	4.0
Other types of water ($> 1,000$ mg / L Total Dissolved Solids)	0.1	0.2	0.2
Total	4.1	4.7	4.3
Total			
Fresh water ($\leq 1,000$ mg / L Total Dissolved Solids)	4.2	4.8	4.4
Other types of water ($> 1,000$ mg / L Total Dissolved Solids)	0.1	0.2	0.3
Total	4.3	5.0	4.7

¹ The data does not include RFXCEL LIMITED - RFXCEL LLC, T2 Software, Antares Vision Ireland limited and Antares Vision Asia Pacific Limited and the parent company's Aprilia site.

Water stress - Water stress refers to the ability or inability to meet the demand for water, whether for humans or ecosystems as a whole, i.e. the relationship between total water withdrawal and the renewable supply available from surface sources and groundwater. Water withdrawals include domestic, industrial, irrigation and livestock consumption and non-consumed uses. Higher values indicate greater *competition* between users. As a tool for assessing water stress areas, reference was made to the Aqueduct Water Risk Atlas [Aqueduct | World Resources Institute \(wri.org\)](https://www.wri.org/aqueduct) of the World Resources Institute.

Compared with the overall figure reported above, the quantities of water withdrawn in geographical areas characterised by high water stress mainly refer to the production units of the parent company Antares Vision S.p.A. (in particular the headquarters in Travagliato BS) and, to a minor extent to some subsidiaries: Imago Technologies GmbH (Friedberg - Germany), Antares Vision North America LLC (New Jersey - USA). Although the amount of total water withdrawals is not significant in absolute terms, it is significant in relative terms, due to the weight of the parent company's production units, which has decreased over the three-year period.

Water withdrawals (Mega Litres)	2019	2020	2021
Water stress areas			
Total withdrawals from areas with high water stress	3.3	3.6	2.3
% of total water withdrawals	76%	72%	50%

Waste

The production and management of waste along the value chain

The Antares Vision Group environmental policy reported above provides for a commitment to responsible waste management and an application of the principles of the circular economy. AV Group's current business model is based on a significant contribution from external suppliers for the production phases of the component parts of the instruments and solutions offered on the market (see chapter 02).

The waste produced by Antares Vision Group refers to those companies with activities that produce industrial waste, mainly related to the assembly of components and the testing phase (see the previous Chapter *04 Innovation and production processes / Infrastructure and production processes*). 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.

The waste produced

Only a limited amount of the waste generated directly by AV Group's activities is hazardous waste (in 2019, 2.0 t of organic waste, containing hazardous substances - materials used for machine operation tests, were disposed of). Non-hazardous waste is mainly packaging in various materials (paper / cardboard, plastic, wood, glass and mixed). The classification of waste (recovery/disposal) is based on the technical documentation compiled at the time of collection (waste forms for Italy) and takes into account the information and estimates prepared in this regard by the suppliers.

Waste by category (Kg) ¹	2019			2020			2021		
	Recovery	Disposal	Total	Recovery	Disposal	Total	Recovery	Disposal	Total
Hazardous waste									
Organic waste containing dangerous substances	-	2,079	2,079	-	-	-	-	-	-
Other (batteries - pharmaceuticals - equipment)	68	93	161	220	199	419	-	167	167
	68	2,172	2,240	220	199	419	-	167	167
Non-hazardous waste									
Paper / cardboard packaging	27,334	8,528	35,862	16,695	4,967	21,662	28,010	7,230	35,240
Plastic packaging	15,255	6,319	21,574	7,130	3,328	10,458	9,623	4,379	14,002
Wooden packaging	9,770	1,000	10,770	8,020	5,500	13,520	19,521	6,350	25,871
Glass Packaging	875	-	875	2,710	-	2,710	600	-	600
Mixed packaging	-	2,141	2,141	396	2,905	3,301	1,650	3,746	5,396
Iron and steel	3,670	510	4,180	3,090	300	3,390	8,640	300	8,940
Mixed metals	1,990	200	2,190	3,470	250	3,720	1,500	300	1,800
Septic tank sludge	-	16,440	16,440	-	1,175	1,175	-	-	-
Components removed from discarded equipment	9,003	-	9,003	79	-	79	195	-	195
Other waste (cables - medicines - waste)	1,833	2,523	4,356	5,985	4,322	10,307	2,655	5,038	7,693
	69,730	37,661	107,391	47,575	22,747	70,322	72,394	27,343	99,737
Total	69,798	39,833	109,631	47,795	22,946	70,741	72,394	27,510	99,904
Percentage of waste destined for recovery			64%			68%			72%

¹The reporting scope includes the following production sites of the group: Antares Vision S.p.A. (parent company), FT System S.r.l. (Italy), Pen-Tec S.r.l. (Italy), Imago Technologies GmbH (Germany), Antares Vision North America LLC (USA), Applied Vision Corporation (USA), Antares Vision do Brasil (Brazil), Convel S.r.l. (Italy) and Antares Vision India Private Limited. Aprilia is not included as its waste can be assimilated to urban waste. The scope also includes those companies other than the AV Group production sites that have generated types of waste that are different than those similar to urban waste (RFXCEL Corporation - USA, Antares Vision France Sas - France, Tradeticity - Croatia, Tradeticity Services - Serbia).

72% of the waste generated by AV Group in 2021 was destined for recovery, an increase of 10 percentage points over the three-year period. The overall quantities of waste produced, and in particular the packaging materials, which are the most common, did not increase significantly on 2019 compared with the increase in AV Group's volume of activities.

Waste / Recovery (Kg)	2019			2020			2021		
	On site	External site	Total	On site	External site	Total	On site	External site	Total
Hazardous waste									
Preparation for reuse	-	12	12	-	-	-	-	-	-
Recycling	-	49	49	-	220	220	-	-	-
Other recovery operations	-	7	7	-	-	-	-	-	-
	-	68	68	-	220	220	-	-	-
Non-hazardous waste									
Preparation for reuse	-	138	138	-	56	56	64	41	105
Recycling	-	61,291	61,291	-	32,642	32,642	1	54,487	54,488
Other recovery operations	-	8,301	8,301	-	14,877	14,877	500	17,301	17,801
	-	69,730	69,730	-	47,575	47,575	565	71,829	72,394
Total	-	69,798	69,798	-	47,795	47,795	565	71,829	72,394

Waste - Disposal (Kg)	2019	2020	2021
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	On site	External site	Total	On site	External site	Total	On site	External site	Total
Hazardous waste									
Incineration (with energy recovery)	-	-	-	-	-	-	-	-	-
Incineration (without energy recovery)	-	2,133	2,133	-	80	80	-	47	47
Landfill	-	-	-	-	-	-	-	-	-
Other disposal operations	-	-	-	36	40	76	-	120	120
	-	2,133	2,133	36	120	156	-	167	167
Non-hazardous waste									
Incineration (with energy recovery)	-	17,184	17,184	-	9,583	9,583	-	14,287	14,287
Incineration (without energy recovery)	-	759	759	-	1,613	1,613	-	1,216	1,216
Landfill	-	3,317	3,317	-	10,419	10,419	404	11,436	11,840
Other disposal operations	16,440	-	16,440	1,175	-	1,175	-	-	-
	16,440	21,260	37,700	1,175	21,615	22,790	404	26,939	27,343
Total	16,440	23,393	39,833	1,211	21,735	22,946	404	27,106	27,510

Climate change, energy and emissions



103-2 103-3 302-1 302-3 305-1 305-2 305-4

TCFD recommendations and climate information (European Union)

The Communication of the European Commission "Guidelines on the disclosure of non-financial information: Supplement concerning the reporting of climate-related information (2019 / C 209/01)" constitutes a supplement to the guidelines issued by the Commission itself in 2017 for the non-financial reporting required by EU Directive 95/2014. This Communication contains the (non-binding) guidelines for the information to be provided by companies on climate change, integrating the recommendations of the Task Force on Climate-related Financial Disclosures - TCFD) of the *Financial Stability Board*.

The AV Group reporting system

The current reporting system of Antares Vision Group on climate change with respect to the recommendations of the TCFD is summarized below:

Areas	AV Group
Scenarios, Risks and Opportunities (business model)	<p>The role of Antares Vision Group (see chapters 02 Strategy and business model / 03 Sustainability: the commitment and impacts of AV Group) is that of a market player enabling sustainability.</p> <p>The need to mitigate and adapt to climate change first and foremost reinforces and offers AV Group opportunities, which derive from the role that AV Group plays for efficient use of natural resources and energy: adoption of the principles of circular economy in the use of materials (reduction of waste and consequent reduction of the energy required for production processes), and monitoring of supply chains and the life cycle of products.</p> <p>In terms of risk, there are possible transition risks linked to changes in production models and the supply chain, which in the medium term could affect the availability of some materials, also taking energy costs into account. It is believed that AV Group's positioning and ability to innovate (research and development of new materials) makes it able to mitigate these risks significantly (see the paragraph on Risk Management in Chapter 05 Governance).</p> <p>Moreover, AV Group has not yet developed specific medium / long-term scenarios that quantify the resilience and the economic-financial effects of increases in temperatures of less than or equal to 2 ° C and a scenario of more than 2 ° C (20). [TCFD recommendation, strategy c)].</p>

Areas	AV Group
Governance - policies	<p>The AV Group governance system (see Chapter 05 Governance) provides that responsibility for handling issues relating to risks/opportunities lies not only with the Board of Directors, but also with the Chief Executive Officers and the Control, Risk and Sustainability Committee.</p> <p>The more specific tools for managing environmental issues include in particular the Environmental Policy and the ISO 14001: 2015 Environmental Management System</p>
Target	No specific targets and climate strategies have been defined. The ISO 14001 environmental management system also provides for actions to improve the energy efficiency profile.
Performance - indicators and metrics	<p>The current AV Group reporting system provides the following information:</p> <ul style="list-style-type: none"> ▪ Energy consumption: direct GRI 302-1 ▪ Direct and indirect emissions (GHG Scope 1 and Scope 2) GRI 305-1 GRI 305-2 ▪ Energy intensity and emission indices GRI 302-3 GRI 305-4

Energy consumption

The energy consumption of AV Group (which is represented in GJoule, in accordance with the provisions of the GRI Standards) relates to the electricity used for the operation of the equipment, the production plants and for the activities carried out in the operational and commercial offices. Gas is used to heat the premises, while fuels feed the fleet of company cars necessary for commercial and operational activities.

The dynamics of energy consumption are significantly influenced by the expansion of AV Group's activities, but also (2020) by the effects of the Covid-19 pandemic and consequent activation of forms of remote work which led to a reduction in consumption, especially for office heating. The consumption of methane (natural gas) in 2020 and 2021, however, refers only to the subsidiaries, as the parent company Antares Vision S.p.A. has stopped using this source of energy (only electricity is used now).

Energy consumed - GJoule ¹	2019	2020	2021
Electric energy			
Purchased electricity	4,036.3	6,279.3	7,167.4
Electricity produced by a photovoltaic system	182.1	169.7	168.4
less: energy sold to the grid	(89.1)	(73.5)	(73.8)
	4,129.3	6,375.6	7,262.0
of which from renewable sources	93.0	96.2	94.6
Vehicle fuel			
Diesel	5,202.2	3,979.4	6,625.0
Petrol	248.3	643.0	988.2
LPG	-	-	-
	5,450.5	4,622.5	7,613.2
Gas for heating			
	3,535.2	2,655.1	2,682.2
Other sources (Pellets / steam)			
	0.5	0.3	0.1
	0.5	0.3	0.1
of which from renewable sources	0.5	0.2	0.0
Total energy consumption – Gjoule	13,115.6	13,653.5	17,557.5
of which from renewable sources	93.5	96.5	94.6

¹The reporting scope does not include Antares Vision Ireland Ltd, Rfxel Ltd and Rfxcel LLC as the energy consumption data are not available because they are not communicated by the owner of the building where the companies' offices are located. These are data referring to energy consumption that can be considered insignificant with respect to the total energy consumption of AV Group.

Energy intensity

In 2021 the energy intensity index improved in a context which saw a significant increase in the number of people employed in the group.

Energy intensity index	2019	2020	2021
Energy consumption	13,115.6	13,653.5	17,557.5
Number of employees (end of period)	654	782	1,004
Intensity index	20.05	17.46	17.49

Emissions

Direct and indirect emissions: GHG Scope 1 - Scope 2

The emissions figure is reported in equivalent tons of carbon dioxide (t CO₂e) and refers to direct emissions (*Scope 1 GHG - Greenhouse Gas*), as well as indirect emissions associated with the consumption of electricity purchased from the grid (*GHG Scope 2*).

The Group has not entered into specific contracts for the purchase of electricity that guarantee a certain mix of use of primary sources of energy for the production of electricity, just as there are no supply contracts with Guarantee of Origin (GO), electronic certification, which certifies the renewable origin of the sources used for the production of purchased electricity. Consequently, the calculation of indirect emissions from electricity consumption (GHG - Scope 2) was carried out according to the "**Location-based**" approach. 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.

Emissions / CO ₂ - GHG Scope 1 GHG Scope 2 t CO ₂ e	2019	2020	2021
Total GHG emissions Scope 1 (direct)	595.6	478.0	684.0
Total GHG emissions Scope 2 (indirect) - Location based	309.0	556.5	622.4
Total GHG emissions Scope 1 / Scope 2	904.6	1,034.6	1,306.4

The trend in emissions in the three-year period was determined by the increase in energy consumption and the increase in the size of AV Group. Direct CO₂ emissions (GHG Scope 1) mainly originated from the use of vehicles of the company fleet (diesel) and from the use of natural gas for heating offices and AV Group plants.

For the 2021 period only, a check was carried out on any emissions originating from refrigerant gas leaks from the air conditioning systems of AV Group's production sites. The periodic maintenance interventions carried out in 2021 did not reveal any leaks and consequently, emissions from these GHG gases were assumed to be equal to zero.

Emissions / CO ₂ - GHG Scope 1 t CO ₂ e	2019	2020	2021
Vehicle fuel			
Diesel	376.4	282.6	464.3
Petrol	17.0	43.2	67.1
Gas	197.9	149.3	150.8
Other sources	4.3	2.9	1.9
F-gas (refrigerant gases dispersed in the atmosphere - air conditioning systems)			-
Total - Scope 1 Emissions	595.6	478.0	684.0

Sources

Ministry of the Environment Italy - National parameters [EU ETS - Italy :: News \(minambiente.it\)](#) .
Fuels and other emission sources - DEFRA UK - [Greenhouse gas reporting: conversion factors 2021 - GOV.UK \(www.gov.uk\)](#) / DEFRA.

Emissions / CO ₂ - GHG Scope 2 t CO ₂ e - Location-based method	2019	2020	2021
Purchased electricity	309.0	556.5	622.4

Sources

- Italy, France, Germany, Croatia, Ireland - [ISPRA - Ministry of the Environment](#) - ISPRA Efficiency & decarbonization indicators ITA Europe 346-2021 Tab 2 31 - [Efficiency and decarbonization indicators for total energy consumption and power sector. Comparison among Italy and the biggest European countries](#) - English.
- UK - DEFRA (UK Department on Environment) - [Greenhouse gas reporting: conversion factors 2021](#).
- USA - US EPA - [Summary Data](#) - Released 1/27/2022.

- Other Countries (Serbia, Russia, India, Hong Kong and Brazil) -CARBON FOOTPRINT - [COUNTRY SPECIFIC ELECTRICITY GRID GREENHOUSE GAS EMISSION FACTORS](#) – Last Updated: January 2022 - Climate Transparency - [The Climate Transparency Report 2021](#).

By way of comparison, Scope 2 emissions are also reported according to the Market-based methodology which requires determining the GHG - Scope 2 emissions deriving from the purchase of electricity by considering the specific emission factors communicated by suppliers. In the event that no specific contractual agreements have been defined, as in the case of AV Group, the approach in question involves the use of national residual mix emission factors, where these are technically applicable/available.

Emissions / CO ₂ - GHG Scope 2 t CO ₂ e - Market-based method	2019	2020	2021
Purchased electricity	515.7	804.3	909.0

Sources (Residual mix)

Europe - AIB (aib-net.org) -[European Residual Mix](#)
USA -2021 Green-e® [Residual Mix Emissions Rates \(2019 Data\)](#) | Green-e

Emissions intensity

The index of emissions intensity, similar to the index of energy intensity, is positively affected by the dynamics of energy consumption relative to the increase more pronounced, in the number of employees.

Emissions intensity	Unit	2019	2020	2021
Scope 1 Scope 2 emissions	tCO ₂ e	904.6	1,034.6	1,306.4
Number of employees (end of period)	No.	654	782	1,004
Intensity index	tCO ₂ e/No.	1.38	1.32	1.30

Internal environmental projects



103-2 103-3

Elimination of the sale of plastic bottles from all dispensers and installed drinking fountains.

Antares Vision Group has decided to join the world campaign #PlasticFree, the initiative #I am Environment promoted by the Ministry of Environment and to anticipate the European ban on all single-use plastic products such as cutlery, dishes, straws, sticks, and containers. The first step is to replace the bottle dispensers with drinking water dispensing fountains; the installation of new coffee machines, which pour liquids into paper cups and allow the use of reusable personal containers and the distribution of Antares Vision Group water bottles.

Paperless campaign including all manuals of machines to be designed for digital consultation

From a documentary point of view, the quality office has replaced the packaging of the documentation supplied with the machinery with an eco-sustainable version and the format of the new machine manuals will be designed specifically for digital consultation in such a way as to discourage, over time, the demand for the paper version by customers.

Implementation of Separate Waste Collection

Separate waste collection will then be improved with the creation of a new equipped area and the dissemination of best recycling practices. Achievable margins for improvement have been identified; the adoption of adequate measures will make it possible to achieve 95% of separate waste collection. Furthermore, in collaboration with affiliated restaurateurs, Antares Vision Group has promoted the replacement of containers for take-out food with containers of eco-sustainable materials. The introduction of new printers with Eco Ink and Follow Me systems is also under way.

09 Commitment to the local area and community



09 Commitment to the local area and community

Antares Vision Group is closely connected to the local area and community in which it operates, through various activities:

- Sponsorship of artistic, musical and traditional craft projects
- Solidarity and Voluntary Work, aimed at both employees and the local/national community
- Support education and innovation

Artistic heritage



Cultural Heritage

Antares Vision Group strongly believes in the traditions, history and culture of the area in which it has its roots. According to this philosophy, Antares Vision Spa has entered into partnerships with public and private cultural bodies and associations, mainly active in the Brescia area.

According to AV Group, supporting those who value the historical, cultural and artistic heritage of their city represents an act of gratitude and gratitude towards that area where the first steps were taken and which provided their support. It is a way of taking care of one's roots, an act of respect for what has been, and still is today, the fruit of ingenuity and testimony to dialogue and civilization. For this AV Group has decided to actively participate in the sponsorship of cultural, artistic and musical projects, also with a view to enhancing talent.

International development has led Antares Vision Group to reflect on the importance of its origins: preserving an absolutely unique artistic, historical and cultural heritage such as that of Brescia becomes a value to export. It is therefore not just a question of supporting a Made in Italy, or a Made in Brescia in this case, but of encouraging a way of creating culture that becomes a real company driver. AV Group believes that companies and entrepreneurial realities of a territory rich in history must do everything possible to enhance history and culture.

Brescia Museums Foundation and the Alliance for Culture

The partnership with the Brescia Museums Foundation was born in 2015, with the active participation in the restoration of the Vittoria Alata (Winged Victory), a large Roman bronze of the 1st century AD. The possibility of an active sponsorship was experimented for the first time with the restoration of the *Vittoria Alata*, and the contribution also materialized in providing part of the instrumentation to support the diagnostic investigation.

The activities continued with the support of "CidneOn", the international festival of lights, and of the cinema in the Castle in the two-year period 2018-2019. The relationship was consolidated in 2020 by joining the three-year "Alleanza Cultura" project, with the awareness that the health emergency caused by the pandemic required even more commitment. Thanks to this new pact between the public and private sector, Antares Vision Group has become, with the other members, a driving factor in the reopening of Brescia, since the commitment is not only to support the projects, but to take ownership and promote them as if Antares Vision Group were itself among the organisers.

Rinascimento Culturale (Cultural Renaissance Non-Profit Association)

Antares Vision Group welcomes and supports Rinascimento Culturale, an association that brings together people who share a great love for the artistic and cultural heritage, a passion for the area in which they live, and the will to change, renew and grow. Its mission is to create an ethical network based on dialogue, collaboration, and the involvement of institutions, universities, schools, other associations and all those who intend to make a contribution to relaunch the territory, to promote culture, to create opportunities for meeting and sharing, to encourage training, and to promote the dissemination of the arts. Rinascimento Culturale organises the Cultural Festival every year, created to spread new ideas, perspectives and visions, inviting illustrious guests to tackle broad themes: mathematics, physics, genetics, philosophy and theology, sociology, art and literature, environment, nutrition and medicine. The last evening of the 2021 festival saw the CEO of Antares Vision among the speakers for an event celebrating the 120th anniversary of the birth of Adriano Olivetti, where a series of entrepreneurs and intellectuals discussed his legacy.

Brescian mandolin

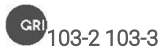
Antares Vision S.p.A. has supported the publication of a CD of Beethoven's music, after recent studies have shown that Beethoven wrote his pieces specifically to be played on this instrument. Antares Vision Group has decided to actively participate in the realisation of this project to promote the inventiveness and innovation that characterise this area so much.

Mille Miglia

The Antares Vision group was for two consecutive years the technological partner of the Mille Miglia, the famous regularity rally dedicated to historic cars. In the two years of the pandemic, when prevention and protection of people's health were among the requirements for holding events, Antares Vision made the innovative "Track My Health" system available, which thanks to implementation of all the technologies of Antares' expertise (vision, traceability and intelligent data management) guaranteed the safety of all citizens attending the events.

Track my Health has also been recognized as an innovative solution by the prestigious award "*L'impresa oltre l'impresa*" promoted by the Lombardy Region and Il Sole 24 ore. The award was given to 20 models of excellence of Lombardy companies which distinguished themselves during the Covid-19 crisis with innovative strategies to face the crisis while supporting their employees, customers, suppliers and the region, to activate an exemplary mechanism for the promotion of replicable best practices.

Social commitment and education



Philanthropy and solidarity are the founding pillars of Antares Vision Group's activity. The ethical and social commitment took the form of supporting various organisations and associations, particularly those that animate the area where Antares Vision has its offices.

A solidarity approach to the Covid-19 Emergency: Assistance to AMObrescia, Ospedale Maggiore di Parma, the Italian Red Cross

In March 2020 at the beginning of the pandemic, Antares Vision S.p.A. was at the forefront right from the start, supporting #Let's help Brescia, fundraising for healthcare in Brescia, promoted by the Giornale di Brescia and the Fondazione Comunità Bresciana. The employees contributed by renouncing their annual benefits, which were donated to aid AMObrescia and to support the intensive care unit of the Ospedale Maggiore di Parma and the Italian Red Cross.

L'intreccio Association

In 2021, the traditional floral tribute to women of Antares Vision S.p.A. was donated to the "L'intreccio" Association of Torbole Casaglia (BS) which is operated by women for women. The association organises meetings and courses, and promotes group and community training activities to combat female loneliness, to help women in all stages of life (from motherhood to menopause) and in situations of violence and abuse. The idea of continuing with support for women's associations was consolidated in 2021 and will be progressively extended to other Group companies.

Other initiatives to support the territory with donations, addressed to specific projects

Croce Azzurra di Travagliato (BS) - HQ renovation

Civil Protection of Travagliato (BS) - purchase of PPE

Parish of Travagliato (BS) - bell tower restoration

Il Vomere Travagliato Association (BS) - purchase of computer equipment

I Fuori Onda Association (BS) - maintenance/purchase of garden equipment

Noi Per Loro Association of Fiorenzuola (PC) - purchase of gift vouchers for paediatric cancer patients

Distribution of surplus Christmas and Easter parcels to local charities (Caritas, Assistenza Sociale Brescia, AISM Parma, Case Famiglia, Associazione Emergenza Freddo)

Purple Light - World Pancreatic Cancer Day

World Pancreatic Cancer Day (WPCD) is celebrated every year in November. This is an initiative designed to promote awareness of this disease, and to raise awareness of its prevention and treatment. Pancreatic cancer is in fact one of the most aggressive and lethal cancers in the world, whose incidence, unfortunately, is constantly increasing. For years, on the occasion of this day, Antares Vision has participated in the initiative "Let's Shine a Light on Pancreatic Cancer", organised by the World Pancreatic Cancer Day in collaboration with the Nastro Viola di Travagliato Association. On November 19th the façades of Antares Vision Group offices around the world are lit up in purple. A "scenic contribution" to express solidarity with those who fight daily against this kind of tumour (patients, doctors and researchers) and to raise awareness among citizens about the danger of this silent killer.

UNICEF

Since 2017, a partnership in the name of solidarity that links Antares Vision, the Municipality of Ponte di Legno and UNICEF Brescia has continued unabated. At the end of 2020 a fir tree from Ponte di Legno was lit up at the company headquarters in Travagliato to support the United Nations Children's Fund. The initiative, part of the "Pontedilegno-Tonale for Unicef" project, also included a donation from Antares Vision to help the children of Madagascar, where maternal and child malnutrition and drought are among the most serious and urgent problems. Furthermore, on the occasion of the thirtieth anniversary of World Children's Day (20 November 2019), the national and international offices of Antares Vision were illuminated in blue, demonstrating the Company's commitment on this front. This is an opportunity to underline the importance of this day and to reaffirm the centrality of the UN Convention on the Rights of the Child (CRC) within the framework of the Sustainable Development Goals (SDGs) identified by the United Nations Global Agenda for Sustainable Development to 2030. Antares Vision has been a corporate Friend of Unicef since 2021.

AIMS

For years, the events of AISM - Italian Multiple Sclerosis Association have been hosted outside the Antares Vision S.p.A. offices (and since 2021 also in Sorbolo and Aprilia) when volunteers sell certain products (gardenias and apples); the funds raised are then used to enhance services for people with multiple sclerosis and to support scientific research on the disease.

Education

Antares Vision is a sponsor of the WAU Talentiameo "Project Oriented to the Company of the Future" which puts young people in contact with local companies. The project is aimed at students from technical institutes with excellent grades, those who are close to graduation or recent graduates who received their degrees in the last two years or those who have done at least a three-year degree in Economics, Law or Engineering. Transformation takes time and starts from an awareness of current trends. One of these is digitalization; another is the sphere of relations and relationships within Organisations and Teams. The programme helps young people to enter the world of work, with a good blend of soft skills and hard-digital skills. At the end of the course, the participants have the opportunity to join the Sponsor Companies of the Project, and to learn, deepen and contribute to the development of the company where they will carry out their work. The course is divided into 100 hours of training and 6 months of an extracurricular internship. Soft skills training is provided by the WAU teaching team,

CEOs and managers are often guests of Talent Days, Career Days and Open Days at the various faculties in Milan and Brescia, giving lessons in the various courses based on their personal experience. In particular, in 2019, Emidio Zorzella and Massimo Bonardi were among the protagonists of Smart Future Academy, an innovative project aimed at Brescia high schools, which aims to help students understand what they would like to do "when they grow up" through contact with career coaches and figures of excellence in entrepreneurship, culture and art.

GRI Content Index

GRI 102-55

Unless otherwise specified, the GRI Standards published in 2016 were used. The GRI 303 Water and Effluents and GRI 403 Occupational Health and Safety standards, published in 2018, were used for disclosure on the issues of water withdrawals and health and safety at work. GRI 306 Waste, published in 2020, was adopted with respect to the information on "Waste". GRI 207 Taxes (2019) was applied for reporting tax issues.

GRI General information

GRI Sustainability Reporting Standard	References Chapter / Paragraph	Notes	
102	GENERAL INFORMATION		
	ORGANISATIONAL PROFILE		
102-1	Name of the organization	01 Antares Vision Group/Experience the power of Trustpacency	
102-2	Activities, brands, products and services	01 Antares Vision Group / History	
		01 Antares Vision Group / Antares Vision Group: an ecosystem of values and technologies	
		02 Strategy and business model / Business areas	
		04 Innovation and production processes / The role of research and development in Antares Vision Group	
		04 Innovation and production processes / Infrastructure and production processes	
102-3	Location of headquarters	01 Antares Vision Group/Experience the power of Trustpacency	
102-4	Location of operations	01 Antares Vision Group / Antares Vision Group: a hub of talents, technologies and expertise	
102-5	Ownership and legal form	01 Antares Vision Group/Experience the power of Trustpacency	
102-6	Markets served	01 Antares Vision Group / Antares Vision Group: a hub of talents, technologies and expertise	
		02 Strategy and business model / Business areas	
102-7	Scale of the organization	01 Antares Vision Group/Experience the power of Trustpacency	
102-8	Information on employees and other workers	07 Human resources / Employees	
102-9	Supply chain	04 Innovation and production processes / Suppliers & Partners	
102-10	Significant changes to the organization and its supply chain		This is AV Group's first NFR prepared according to the GRI Standards.
102-11	Precautionary Principle or approach	05 Governance / Risk management	
102-12	External initiatives	05 Governance / Corporate governance and decision-making processes	
102-13	Membership of associations	05 Governance / Corporate governance and decision-making processes	
	STRATEGY		
102-14	Statement from senior decision-maker	Letter to the Stakeholders	
102-15	Key impacts, risks, and opportunities	02 Strategy and business model / Strategic planning and development driver	
		03 Sustainability: the commitment and impacts of AV Group / The role of Antares Vision Group: an enabler of sustainability	
		03 Sustainability: the commitment and impacts of AV Group / The well-being and health of citizens: the EU's Green Deal	
		03 Sustainability: the commitment and impacts of AV Group / Goals for sustainable development: Antares Vision Group's commitments to the SDGs	
		05 Governance / Risk management	
	ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behaviour	01 Antares Vision Group / Culture and Values	
		05 Governance / Organisation, management and control model as per Legislative Decree 231/2001	
102-17	Mechanisms for advice and concerns about ethics	05 Governance / Organisation, management and control model as per Legislative Decree 231/2001	
	GOVERNANCE		
102-18	Governance structure	05 Governance / Corporate governance and decision-making processes	
102-23	Chair of the highest governance body	05 Governance / Corporate governance and decision-making processes	
	STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
102-41	Collective bargaining agreements	07 Human resources / HR policies	

102-42	Identifying and selecting stakeholders	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
102-43	Approach to stakeholder engagement	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
102-44	Key topics and concerns raised	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
	REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Methodological note	
102-46	Defining report content and topic Boundaries	Methodological note	
102-47	List of material topics	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
102-48	Restatements of information		This is AV Group's first NFR prepared according to the GRI Standards.
102-49	Changes in reporting		This is AV Group's first NFR prepared according to the GRI Standards.
102-50	Reporting period	Methodological note	
102-51	Date of most recent report	Methodological note	
102-52	Reporting cycle	Methodological note	
102-53	Contact point for questions regarding the report	Methodological note	
102-54	Claims of reporting in accordance with the GRI Standards	Methodological note	
102-55	GRI content index	GRI Content Index	
102-56	External assurance	Independent Auditors' Report	

GRI Standards – Specific indicators / Material topics

GRI Sustainability Reporting Standard		References Chapter / Paragraph	Notes
	Material topic	Ethics and integrity in business management	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2 103-3	The management approach and its components Evaluation of the management approach	05 Governance /Organisation, management and control model as per Legislative Decree 231/2001 05 Governance / Management systems and policies 05 Governance / Risk management 05 Governance / Compliance	
	GRI Specific Topics		
205	ANTI-CORRUPTION		
205-3	Confirmed incidents of corruption and actions taken	05 Governance /Organisation, management and control model as per Legislative Decree 231/2001	
	GRI Specific Topics		
206	ANTI-COMPETITIVE BEHAVIOUR		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	05 Governance / Compliance	
207	TAX - 2019		
207-1	Approach to tax - 2018	05 Governance / Compliance	
207-2	Tax governance, control and risk management	05 Governance / Compliance	
207-3	Stakeholder engagement and management of concerns related to tax	05 Governance / Compliance	
207-4	Country-by-country reporting	05 Governance / Compliance	
307	ENVIRONMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations	05 Governance / Compliance	
419	SOCIOECONOMIC COMPLIANCE		
419-1	Non-compliance with laws and regulations in the social and economic area	05 Governance / Compliance	
	Material topic	Data security and privacy	
103	Management approach		
103-1	Explanation of the material topic and its perimeter	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	

103-2 103-3	The management approach and its components Evaluation of the management approach	05 Governance / Compliance	
418	GRI Specific Topics CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	05 Governance / Compliance	
	Material topic	Economic value generated and distributed	
103	Management approach		
103-1	Explanation of the material topic and its Boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2 103-3	The management approach and its components Evaluation of the management approach	06 Financial performance: economic value generated and distributed / Economic value generated and distributed 05 Governance /Organisation, management and control model as per Legislative Decree 231/2001	
	GRI Specific Topics		
201	ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	06 Financial performance: economic value generated and distributed / Economic value generated and distributed	
	Material topic	Environmental and social impact of solutions and services	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2 103-3	The management approach and its components Evaluation of the management approach	03 Sustainability: the commitment and impacts of AV Group / The role of Antares Vision Group: an enabler of sustainability	
	GRI Specific Topics		
	Topic covered by GRI General Disclosure (102)		
	Material topic	R&D and product/process innovation	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2 103-3	The management approach and its components Evaluation of the management approach	04 Innovation and production processes / The role of research and development in Antares Vision Group	
	GRI Specific Topics		
	Topic covered by GRI General Disclosure (102)		
	Material topic	Product quality and safety	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2 103-3	The management approach and its components Evaluation of the management approach	04 Innovation and production processes /Quality and safety	
	GRI Specific Topics		
416	CUSTOMER HEALTH AND SAFETY		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	05 Governance / Compliance	
417	MARKETING AND LABELING		
417-2	Incidents of non-compliance concerning product and service information and labelling	05 Governance / Compliance	
	Material topic	Supply chain sustainability	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2 103-3	The management approach and its components Evaluation of the management approach	04 Innovation and production processes / Suppliers & Partners	
	GRI Specific Topics		
308	SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	04 Innovation and production processes / Suppliers & Partners	

414	SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	04 Innovation and production processes / Suppliers & Partners	
	Material topic	Responsible use of natural resources	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2	The management approach and its components	05 Governance / Management systems and policies	
103-3	Evaluation of the management approach	08 Environmental impacts / Environmental policy and responsible use of resources	
	GRI Specific Topics		
303	WATER AND EFFLUENTS - 2018		
303-1	Interactions with water as a shared resource	08 Environmental impacts / Sustainable management of resources	
303-2	Management of water discharge-related impacts	08 Environmental impacts / Sustainable management of resources	
303-3	Water withdrawal	08 Environmental impacts / Sustainable management of resources	
306	WASTE		
306-1	Waste generation and significant waste-related impacts	08 Environmental impacts / Sustainable management of resources	
306-2	Management of significant waste-related impacts	08 Environmental impacts / Sustainable management of resources	
306-3	Waste generated	08 Environmental impacts / Sustainable management of resources	
306-4	Waste diverted from disposal	08 Environmental impacts / Sustainable management of resources	
306-5	Waste directed to disposal	08 Environmental impacts / Sustainable management of resources	
	Material topic	Energy - emissions and climate change	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2	The management approach and its components	05 Governance / Management systems and policies	
103-3	Evaluation of the management approach	08 Environmental impacts / Environmental policy and responsible use of resources	
	GRI Specific Topics		
302	ENERGY		
302-1	Energy consumption within the organization	08 Environmental impacts / Climate change, energy and emissions	
302-3	Energy intensity	08 Environmental impacts / Climate change, energy and emissions	
305	EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	08 Environmental impacts / Climate change, energy and emissions	
305-2	Energy indirect (Scope 2) GHG emissions	08 Environmental impacts / Climate change, energy and emissions	
305-4	GHG emissions intensity	08 Environmental impacts / Climate change, energy and emissions	
	Material topic	Attraction and training/skills development	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2	The management approach and its components	07 Human resources / HR policies	
103-3	Evaluation of the management approach	07 Human resources / Training	
	GRI Specific Topics		
401	EMPLOYMENT		
401-1	New employee hires and employee turnover	07 Human resources / Employees	
404	TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	07 Human resources / Training	
	Material topic	Environment and working conditions	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2	The management approach and its components	07 Human resources / HR policies	
103-3	Evaluation of the management approach		
	GRI Specific Topics		
401	EMPLOYMENT		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	07 Human resources / HR policies	
405	DIVERSITY AND EQUAL OPPORTUNITY		

405-1	Diversity of governance bodies and employees	05 Governance / Corporate governance and decision-making processes	
		07 Human resources / Employees	
406	NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	05 Governance / Compliance	
	Material topic	Occupational health and safety	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2	The management approach and its components	07 Human resources / Health and safety of workers	
103-3	Evaluation of the management approach		
	GRI Specific Topics		
403	OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	07 Human resources / Health and safety of workers	
403-2	Hazard identification, risk assessment and accident investigation		
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-7	Prevention and mitigation of OHS impacts directly linked by business relationships		
403-8	Workers covered by an occupational health and safety management system		
403-9	Work-related injuries		
	Material topic	Development of the local area and relations with/support for local communities	
103	Management approach		
103-1	Explanation of the material topic and its boundary	03 Sustainability: the commitment and impacts of AV Group / The materiality analysis	
103-2	The management approach and its components	09 Commitment to the local area and community / Artistic heritage 09 Commitment to the local area and community / Social commitment	
103-3	Evaluation of the management approach		
	GRI Specific Topics		
	Topic covered by GRI General Disclosure (102)		

Independent Auditors' Report

 GRI 102-56

Independent auditors' report on the consolidated disclosure of non-financial information in accordance with Article 3, par. 10, of Legislative Decree 254/2016 and with Article 5 of CONSOB Regulation adopted with Resolution n. 20267 of January 18, 2018

(Translation from the original Italian text)

To the Board of Directors of
Antares Vision S.p.A.

We have been appointed to perform a limited assurance engagement pursuant to Article 3, paragraph 10, of Legislative Decree 30 December 2016, n. 254 (hereinafter "Decree") and article 5 of CONSOB Regulation adopted with Resolution 20267/2018, on the consolidated disclosure of non-financial information of Antares Vision S.p.A. and its subsidiaries (hereinafter the "Group" or "Antares Vision Group") for the year ended on 31st December 2021 in accordance with article 4 of the Decree and approved by the Board of Directors on 7th March 2022 (hereinafter "DNF"). Our limited assurance engagement does not cover the information included in the paragraph "Sustainable activities: the taxonomy of the European Union" of the DNF, that are required by art. 8 of the European Regulation 2020/852.

Responsibilities of Directors and Board of Statutory Auditors for the DNF

The Directors are responsible for the preparation of the DNF in accordance with the requirements of articles 3 and 4 of the Decree and the "Global Reporting Initiative Sustainability Reporting Standards" defined by GRI - Global Reporting Initiative (hereinafter "GRI Standards"), identified by them as a reporting standard.

The Directors are also responsible, within the terms provided by law, for that part of internal control that they consider necessary in order to allow the preparation of the DNF that is free from material misstatements caused by fraud or not intentional behaviors or events.

The Directors are also responsible for identifying the contents of the DNF within the matters mentioned in article 3, par. 1, of the Decree, considering the business and the characteristics of the Group and to the extent deemed necessary to ensure the understanding of the Group's business, its performance, its results and its impact.

The Directors are also responsible for defining the Group's management and organization business model, as well as with reference to the matters identified and reported in the DNF, for the policies applied by the Group and for identifying and managing the risks generated or incurred by the Group.

The Board of Statutory Auditors is responsible, within the terms provided by the law, for overseeing the compliance with the requirements of the Decree.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by International Ethics Standards Board for Accountants, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and

professional behavior. Our audit firm applies the International Standard on Quality Control 1 (ISQC Italia 1) and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the DNF with the requirements of the Decree and of the GRI Standards. Our work has been performed in accordance with the principle of "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This principle requires the planning and execution of work in order to obtain a limited assurance that the DNF is free from material misstatements. Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the ISAE 3000 Revised ("reasonable assurance engagement") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the DNF were based on our professional judgment and included inquiries, primarily with company's personnel responsible for the preparation of the information included in the DNF, documents analysis, recalculations and other procedures in order to obtain evidences considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the relevant matters in relation to the activities and characteristics of the Group reported in the DNF, in order to assess the reasonableness of the selection process applied in accordance with the provisions of article 3 of the Decree and considering the reporting standard applied;
2. analysis and evaluation of the criteria for identifying the consolidation area, in order to evaluate its compliance with the provisions of the Decree;
3. comparison of the economic and financial data and information included in the DNF with those included in the Antares Vision Group's consolidated financial statements;
4. understanding of the following aspects:
 - o Group's management and organization business model, with reference to the management of the matters indicated in the article 3 of the Decree;
 - o policies adopted by the Group related to the matters indicated in the article 3 of the Decree, results achieved and related key performance indicators;
 - o main risks, generated or suffered related to the matters indicated in the article 3 of the Decree.

With regard to these aspects, we obtained the documentation supporting the information contained in the DNF and performed the procedures described in item 5. a) below

5. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the DNF.
In particular, we have conducted interviews and discussions with the management of Antares Vision S.p.A. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the DNF.

Furthermore, for significant information, considering the Group activities and characteristics:

- at Group level
 - a) with reference to the qualitative information included in the DNF, and in particular to the business model, policies implemented and main risks, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence;
 - b) with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.
- for the Travagliato site of Antares Vision S.p.A, that we have selected based on its activities, relevance to the consolidated performance indicators and location, we have carried out site visits and remote interviews during which we have had discussions with management and have obtained evidence about the appropriate application of the procedures and the calculation methods used to determine the indicators.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the DNF of the Antares Vision Group for the year ended on 31st December 2021 has not been prepared, in all material aspects, in accordance with the requirements of articles 3 and 4 of the Decree and the GRI Standards.

Our conclusions on the DNF of the Antares Vision Group do not refer to the information included in the paragraph "Sustainable activities: the taxonomy of the European Union" of the DNF itself, that are required by art. 8 of the European Regulation 2020/852.

Other aspects

The comparative information presented in the DNF for the years ended on December 31th 2020 and on December 31th 2019 have not been examined.

Brescia, 30th March, 2022

EY S.p.A.
Signed by: Andrea Barchi, Auditor

This report has been translated into the English language solely for the convenience of international readers.