



ANTARES VISION GROUP

CONSOLIDATED SUSTAINABILITY REPORT

Parent company:

Antares Vision S.p.A.

Registered office: Via del Ferro 16, Travagliato (Brescia), Italy

Authorised share capital Euro 179,461.52 subscribed and fully paid up 179,461.52

Brescia Companies Register, Tax Code and VAT no. 02890871201

Chamber of Commerce REA no. 000000523277

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**ANTARES VISION
GROUP**

**REPORT ON OPERATIONS ACCOMPANYING THE
CONSOLIDATED FINANCIAL STATEMENTS AT 31.12.2025
OF ANTARES VISION GROUP AND THE SEPARATE
FINANCIAL STATEMENTS OF ANTARES VISION S.P.A. AT
31.12.2025**

1. GENERAL INFORMATION

1.1 ESRS 2 General information

1.1.1. Introduction

The Consolidated Sustainability Report (the "Report") of Antares Vision S.p.A. ("Antares Vision", "the Company" or the "Parent Company") has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) issued by EFRAG (European Financial Reporting Accounting Group), for the period from 1 January to 31 December 2025, on a voluntary basis.

The Report was approved, together with the Report on Operation, by the Board of Directors of Antares Vision S.p.A. on 01.04.2026. The Risk Control and Related Parties Committee examined the general approach of the Report, as well as the completeness and transparency of the information, issuing a non-binding preliminary opinion for approval by the Board of Directors. The Board of Statutory Auditors, in its capacity as the Internal Control and Audit Committee: informed the Board of Directors of the outcome of the certification of the Financial Reporting Manager: monitored the sustainability reporting process: checked the effectiveness of the internal quality control and risk management and internal audit systems relating to the Report and monitored the certification of compliance and independence of the auditing firm;

The Report has been subjected to Limited Assurance (certification of compliance) by the sustainability auditor, EY S.p.A.

1.1.2. Reporting principles

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

The Sustainability Report has been drawn up on a consolidated and voluntary basis in accordance with the ESRS issued by EFRAG.

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

This year, Antares Vision Group is preparing its second sustainability report, in line with the ESRS reporting principles used for the first edition. It should be remembered that, given the recent application of the ESRS, some historical data may not be available. In such cases, information that is not available has been marked with an asterisk.

Compared to the consolidation scope applied to the Consolidated Financial Statements at December 31, 2025, the following companies are excluded from this sustainability disclosure:

- *Siempharma S.r.l.*

- *Light Scarl;*
- *Orobix S.r.l.;*
- *Antares Vision Svizzera;*
- *Antares Vision Shenzhen;*
- *Antares Vision Inc. America.*

Except for the companies listed above, the figures in this sustainability report are based on the same scope of consolidation as the Consolidated Financial Statements at 31 December 2025, as per the following table which indicates the business model of the various companies:

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

WAVISION	Software
AV ELECTRONICS	Production
SMARTPOINT	Software
ANTARES VISION KOREA	Commercial
AVI EXCELLENCE PRIVATE	Production and assembly
ANTARUIXIN TECHNOLOGY Co., Ltd	Commercial
ANTARES VISION IRLANDA	Commercial

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

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

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

The Group has not taken advantage of the option allowed under ESRS 2 to omit sensitive intellectual property information, know-how or results of innovation projects, nor to omit the disclosure of developments or matters under negotiation.

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

Forward-looking information has been prepared on the basis of assumptions regarding events that may occur in the future and possible actions that will be implemented by the Group. The time horizons are consistent with the definitions used in the preparation of the Consolidated Financial Statements at 31 December 2025 and coincide with those defined by ESRS 1:

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

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

estimates were used, also considering that Scope 3 data are subject to greater intrinsic limitations than Scope 1 and 2 data.

The waste statistics include uncertainties in the estimate made by Applied Vision, AV Brazil, AV India, AV Electronics and AV North America, as they were determined through the purchasing data of certain materials, applying a percentage taken from other similar Group companies.

There have been no changes in the preparation and presentation of sustainability information compared with the previous period (financial year 2024).

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

1.1.3. Governance

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

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

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

Board of Directors

On 10 July 2024, the Shareholders' Meeting appointed the Board of Directors of Antares Vision with the list voting mechanism, also setting the number of members at eleven. During 2025, the Board of Directors underwent a number of changes due to the resignation of the previous Chief Executive Officer and completion of the acquisition by Crane NXT. Please note that on 14 October 2025, Antares Vision elected Fabio Forestelli, already a member of the Board of Directors, as the new Chief Executive Officer, replacing Gianluca Mazzantini, also identifying him as Chief Executive Officer for the purposes of the Corporate Governance Code. As Chief Executive Officer of the Company, Fabio Forestelli has also been identified as the Director in charge of the internal control and risk management system, in compliance with the recommendations of art. 6 of the Corporate Governance Code.

BOARD OF DIRECTORS AT 14/10/2025		
Name and surname	Office	Type of assignment
Emidio Zorzella	Chairman	Executive
Fabio Forestelli	Chief Executive Officer (CEO)	Executive with powers in the subsidiary FT System S.r.l.
Massimo Bonardi	Managing Director	Executive
Giovanni Crostarosa Guicciardi	Deputy Chairman / Managing Director	Non-executive and independent
Stefano De Rosa	Director	Executive
Vittoria Giustiniani	Director	Non-executive and independent
Antonella Odero Ambriola	Director	Non-executive and independent
Alessandra Bianchi	Director	Non-executive and independent
Antonella Angela Beretta	Director	Non-executive and independent
Mariagrazia Ardissonne	Director	Non-executive and independent
Paul Silvio Tanghetti	Director	Non-executive and independent

Lastly, following the acquisition, in mid-December 2025, by Crane NXT, Co., through its subsidiary Crane NXT Inspection and Tracking Technologies S.p.A. ("Crane NXT ITT"), of a first tranche of Antares Vision shares, the Board of Directors underwent further changes with the resignations of Stefano De Rosa (Executive Director), Vittoria Giustiniani (Non-Executive Director, member of the Control, Risk and Sustainability Committee and of the Appointments and Remuneration Committee) and Mariagrazia Ardissonne (Independent Director). Following the resignation of the three original members, three new non-executive and non-independent Directors joined the Board of Directors: Hans Lidforss, Christina Cristiano and Kimberly Di Maurizio. The new Directors will remain in office until the next Shareholders' Meeting.

The following table shows in detail the composition of the current Board of Directors, in office as of 31/12/2025, with an indication of the members and the type of assignment (executive or non-executive):

BOARD OF DIRECTORS AT 31/12/2025		
Name and surname	Office	Type of assignment
Emidio Zorzella	Chairman	Executive

Fabio Forestelli	Chief Executive Officer (CEO)	Executive with powers in the subsidiary FT System S.r.l.
Massimo Bonardi	Managing Director	Executive
Giovanni Crostarosa Guicciardi	Director	Non-executive and independent
Hans Lidforss	Director	Non executive
Christina Cristiano	Director	Non executive
Kimberly Di Maurizio	Director	Non executive
Antonella Odero Ambriola	Director	Non-executive and independent
Alessandra Bianchi	Director	Non-executive and independent
Antonella Angela Beretta	Director	Non-executive and independent
Paul Silvio Tanghetti	Director	Non-executive and independent

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

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

EMIDIO ZORZELLA

Chairman

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

FABIO FORESTELLI

Chief Executive Officer (CEO)

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

MASSIMO BONARDI

Executive Director with delegated powers (CTO)

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

GIOVANNI CROSTAROSA GUICCIARDI

Deputy Chairman / Managing Director

Born in Rome on 3 May 1965, he graduated in Business Economics from Bocconi University in Milan. Registered with the Order of Chartered Accountants and Accounting Experts of Milan and in the Register of Legal Auditors, he is a director and member of the Board of Statutory Auditors of listed and unlisted banks, finance companies and industries, with a specific focus on the world of venture capital and fintech. Among other things, he is a member of the Board of Directors of Banca PSA Italia and Digital 360, as well as a member of the Board of Statutory Auditors of LVenture Group.

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

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

ANTONELLA ODERO AMBRIOLA

Non-Executive and Independent Director

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

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

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

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

Independent director in public and private companies.

Member of Valore D and NedCommunity.

Alumna of InTheBoardroom and Luiss-Board Academy.

ALESSANDRA BIANCHI

Non-Executive and Independent Director

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

1 and Capital For Progress 2. Since 2017 she has been CEO of Calcio Padova S.p.A. and independent director of Italian listed companies.

ANTONELLA BERETTA

Non-Executive and Independent Director

Born in Genoa on 1 June 1966. Married, with two children. Degree in Business Economics from Bocconi University in Milan with full marks. Registered in the Register of Chartered Accountants of Milan since 1992 and in the Register of Auditors since 1996.

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

Main areas of experience: administration and management accounting, tax and corporate law, ownership structures and governance, M&A, company valuations. She has held and holds corporate positions, as a member of the Board of Statutory Auditors, member of the Supervisory Body pursuant to Legislative Decree 231/01, and non-executive board member.

HANS LIDFORSS

Hans Lidforss is Senior Vice President of Strategy for Crane NXT, where he oversees the company's strategy, M&A and venture activities. Previously, he was Senior Vice President and Chief Strategy & Corporate Development Officer at Sensata Technologies, where he led strategy and M&A, while also supporting post-merger management activities and Sensata Ventures. Prior to Sensata, Mr. Lidforss was Senior Vice President of Corporate Strategy at Taleo, where he led strategy and M&A. Previous roles include Vice President of Strategy and Corporate Development at Hewlett-Packard, where Mr. Lidforss was the Global Head of Mergers and Acquisitions for HP's Technology Solutions Group, roles of increasing responsibility at GE/GE Capital, and a management consultant at McKinsey & Company.

Mr. Lidforss holds an MBA from the Kellogg School of Management, Northwestern University in the United States and a MS from Linköping University in Sweden.

CHRISTINA CRISTIANO

Christina Cristiano was appointed Senior Vice President and Chief Financial Officer at Crane NXT in March 2023. Previously, she served as Vice President, Controller and Chief Accounting Officer of Crane Holdings, Co. from May 2019 to March 2023. Before joining Crane, she worked at Thomson Reuters as Vice President and Controller of Global Accounting and Statutory Reporting. Previously, she worked at Ernst & Young in the Assurance and

Advisory Business Services area. Christina Cristiano earned a Bachelor of Science in Accounting from Villanova University and an MBA in Finance from Columbia Business School. She is a Certified Public Accountant (CPA).

KIM DI MAURIZIO

Kim Di Maurizio serves as Senior Vice President and Chief People Officer, with responsibility for leading the company's global human resources strategy, including talent management, organisational development and HR transformation. She joined Crane NXT in October 2025.

Before joining Crane NXT, Kim served as Vice President of Global HR Business Partnering and Organizational and Talent Solutions at Jazz Pharmaceuticals, where she led acquisition integration, HR transformation and initiatives to foster a high-performance culture.

Previously, she held several leadership roles at Campbell Soup Company, including Vice President of Global Talent Management and Head of HR for Campbell Snacks. Early in her career she worked at Bausch & Lomb, Primedia and Arthur Andersen.

Kim Di Maurizio earned an MBA and a Bachelor of Science in Business Management from the University at Buffalo.

PAOLO SILVIO TANGHETTI

Non-Executive and Independent Director

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

The Board of Directors will remain in office until the approval of the financial statements at 31 December 2026.

BOARD OF DIRECTORS – Diversity (gender - age groups)					
Women	%	Men	%	Total	%
5	45	No. 6	55	No. 11	100%
Under 30 years old	%	Between 30 and 50	%	Over 50 years old	%
-	-	1	-	10	100%

Note that 45% of the directors are independent as Giovanni Crostarosa Guicciardi, Antonella Odero Ambriola, Alessandra Bianchi, Antonella Angela Beretta and Paolo Silvio Tanghetti have declared that they meet the independence requirements of art. 148, para. 3, of the CFA and art. 2, Recommendation 7, of the Corporate

Governance Code, while Vittoria Giustiniani has declared that she meets the independence requirements of art. 148, para. 3, of the CFA.

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

Board of Statutory Auditors

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

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

The Board of Statutory Auditors will remain in office for the years 2024-2026 .

Board Committees

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

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

Control, Risk and Sustainability Committee

The Control, Risk and Sustainability Committee remains in office until the approval of the financial statements for the year ending 31 December 2026. It has the task of supporting the assessments and decisions of the Board of

Directors relating to the internal control and risk management system and the approval of periodic financial and non-financial reports in order to contribute to the sustainable success of the Company. It is made up as follows:

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

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

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

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

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

ESG Global Team

In 2024, a team was established within the Group to deal with improvements in the Environmental, Social and Governance performance of Antares Vision Group by involving all of the major Stakeholders, starting with the Company's Employees and Collaborators.

The ESG Global Team is made up as follows :

- Fabio Forestelli - CEO – to act as Chairman of the Committee
- Emidio Zorzella - Chairman of the Board of Directors and co-Chairman of the Committee
- Licia Zorzella - Group ESG Manager - to act as Secretary of the Committee
- Davide Antonioli - Corporate Communication Senior – to act as Secretary
- Global Management Team – representing the Business Areas and Corporate Functions
- Country Managers of the foreign companies (they can be supported by their own Champions).

Related-Party Transactions Committee

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

RELATED-PARTY TRANSACTIONS COMMITTEE	
Name and surname	Office
Antonella Angela Beretta	Chair
Antonella Odero Ambriola	Member
Alessandra Bianchi	Member

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

Appointments and Remuneration Committee

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

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

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

Supervisory Board

The Supervisory Body of the Parent Company was appointed on 10 July 2024 and will remain in office until the approval of the financial statements for the year ending 31 December 2026. It is made up as follows:

SUPERVISORY BOARD (SB)	
Name and surname	Office
Francesco Menini	Chairman
Cristina Renna	External member
Silvia Baresi	Internal Member

Integration of the industrial plan with sustainability objectives

On 9 February 2026, the Board of Directors of Antares Vision examined preliminary management figures for the year ended 31 December 2025, approved the 2026 budget and, consequently, the updated stand-alone business plan. Despite a context featuring volatility and uncertainty, the Group confirms the solidity of its financial and equity position. Furthermore, the Company reaffirms its ability to pursue the long-term objectives outlined in the Business Plan, continuing to invest in innovation, digitalization and skills development, while adhering to balanced and sustainable management.

In 2026, the Group will therefore continue to believe in innovation, the development of products, services and software (SaaS/Smart Data) and the use of advanced technologies to increase the value perceived by customers (and end consumers) towards an integrated and standardized end-to-end solution.

The Plan has also been integrated with objectives and actions relating to sustainability issues relevant to Antares Vision. Through the activities of the ESG Team, formed by Top Management of the parent company and the main companies of the group, the actions and targets are periodically monitored.

Specific initiatives have been included in the budget, accompanied by detailed background indicators to measure progress and impact. Clear targets have been integrated into the MBO targets for Top Management, ensuring accountability and alignment with overall strategic objectives. See paragraph 1.1.4.1. SBM-1 – Strategy, Business Model and Value Chain for details of strategic initiatives.

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

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

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

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

The Group's Global ESG team has met monthly for a total of 6 times in 2025.

Through monitoring and reporting activities, the bodies define the actions and strategy to be implemented in order to ensure correct management of the material issues that emerged during the analysis. In line with this,

management periodically informs the governance bodies about the risk analysis, drawn up at the end of 2024 and approved by the BoD of the Parent Company and which was monitored and updated during the reporting period. The risk analysis document is consistent with the Double Materiality Assessment (DMA) as the ESG risks shown in it are also represented in greater detail in the DMA.

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

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

For details on the IROs - Impacts, Risks and Opportunities, please refer to the table in paragraph 1.1.4.3. SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model.

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

Remuneration policy

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

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

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

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

- *the achievement of specific objectives and the Company's performance;*

- consistency with the pursuit of the Company's long-term interests, guaranteed by the methods of payment of the variable part of the remuneration of Executive Directors, according to defined thresholds and limits;
- the contribution to corporate strategy and sustainability;
- the ability to establish scalar objectives, which make it possible to ascertain and reward the value of management.

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

For the sake of completeness, it should be noted that the individual targets (including ESG targets) of the top management called to manage a certain Unit - meaning indifferently the Function (e.g. Administration Finance Control, Human Resources, IT), the Business Area (LS&C, FMCG, Supply Chain Transparency, Service) or a Branch (a legal entity operating in a market / country) - become "Unit targets", i.e. targets that are the same for all employees who are members of the Unit concerned; these Unit targets are therefore added to the individual targets of said employees. All ESG objectives included in the remuneration policy approved in 2024, have been achieved; details are shown below:

- Increase the female manager component of the Group Management Committee (known as the "Global Management Team") to 20);
- Optimise the LIGHT Project (Lifescience Innovation Good Healthcare Technology) and the Robin AI project, i.e. to shed light together on the new generation of Health technologies based on reliable and ethical AI, from Biopharmaceuticals to Digital Healthcare and optimise a modular and flexible robotic inspection line for emerging production models in the pharmaceutical sector, with a low and very low hourly capacity and the need for tracking at the level of each single primary container;
- ERM (Enterprise Risk Management) strengthening and integration of ESG issues (risks and opportunities);
- Increase FT Italia's use of electricity from renewable sources to 80 ;
- Achieve at least 85% of the ESG – 2024 LTI scorecard targets.

In 2025, the remuneration policy was approved in substantial continuity with the previous year, pursuing the Company's interests and taking into account feedback collected from stakeholders. Compared with the previous version, we would only point out the following new features:

1. Introduction of a new LTI plan for managers and key resources of the Group (submitted for approval to the Shareholders' Meeting on 7 May 2025, with a duration of 5 years (2025-2029) and divided into 3 cycles each lasting three years (1st cycle: 2025-2027; 2nd cycle: 2026-2028; 3rd cycle: 2027-2029), closely linked to performance objectives (90% linked to financial performance objectives and 10% to non-financial and ESG performance objectives);
2. Implementation of the new MBO policy to strengthen the One Company concept and stay aligned with market practices;
3. Introduction of Claw-Back Clauses in the MBO Policy starting from 2025 for all members of management;
4. Disclosure of the ESG programme/projects.

With a focus on ESG objectives, the new LTI Plan establishes that these objectives originate from the so-called ESG Scorecard – that is, from all the ESG sub-objectives identified for each thematic area (see table below). The ESG objective is to achieve at least 85% of the objectives of the ESG – LTI scorecard. Achieving at least 85% of the relevant sub-objectives is considered a 100% result, while partially achieving the ESG objectives (72%) is considered "above threshold". With reference to 2025, the ESG – LTI scorecard consists of a set of sub-objectives associated with each material topic provided for by the ESRS - European Sustainability Reporting Standards. Details of the 2025 Scorecard are provided below:

ESG – LTI 2025 SCORECARD						
AREA	ESRS	MATERIAL TOPIC	CODE	SUB TOPIC	CODE	MACRO-TOPIC
ENVIRONMENT	E1	CLIMATE CHANGE MITIGATION	E1.A	ENERGY EFFICIENCY AND RENEWABLES	E1.A1	Increased energy efficiency
					E1.A2	Transition to renewable energy
			E1.B	CLIMATE CHANGE MITIGATION	E1.B1	Reduction in indirect CO ₂ emissions related to business travel
					E1.B2	Reduction in indirect CO ₂ emissions related to logistics
					E1.B3	Reduction in indirect CO ₂ emissions related to products
			E5	USE OF RESOURCES AND THE CIRCULAR ECONOMY	E5.A	INCOMING RESOURCE FLOWS

SOCIAL	S1	OWN WORKFORCE	S1.A	WORKING CONDITIONS	S1.A2	Work- balance	
					S1.A3	Health and safety	
			S1.B	EQUAL TREATMENT AND OPPORTUNITIES	S1.B1	Equal treatment and opportunities for all employees (DEI)	
	S2	WORKERS IN THE VALUE CHAIN	S2.A	WORKING CONDITIONS	S2.A.1	Working conditions	
	S3	COMMUNITIES AFFECTED	S3.A	ECONOMIC, SOCIAL AND CULTURAL RIGHTS OF COMMUNITIES	S3.A2	Access to quality information	
	S4	CONSUMERS AND END- USERS	S4.A	PERSONAL SAFETY OF CONSUMERS AND/OR END USERS	S4.A.1	Product quality / customer health and safety	
	GOVERNANCE	G1	BUSINESS CONDUCT	G1.A	ACTIVE AND PASSIVE CORRUPTION	G1.A1	Prevention and repression of corruption
				G1.B	BUSINESS CONDUCT	G1.B1	Certifications, Standards of Sustainability (policy)
G1.B.2						Supplier relationship management	
G1.B.3						Economic performance	

The ESG objectives established by the remuneration policy in the LTI Plan have been included and linked to the actions of the Sustainability Plan prepared by the Parent Company.

1.1.3.4. GOV-4 – Duty of care statement

The due diligence process underlying sustainability reporting clearly defines the phases of ESG data collection, validation, and consolidation, ensuring traceability and methodological consistency throughout the information flow. Roles and responsibilities are specified: for each company, operational functions have been identified as data owners for the respective indicators, ensuring data quality, and ESG Online User Reporting functions manage the correct sharing of data on the dedicated platform. Coordination of ESG activities within the organization is carried out by the Sustainability Specialist, who serves as the focal point for managing sustainability issues and compliance with relevant regulations, while top management oversees and approves the final outputs.

The reporting system is also supported by specific controls, including management software, RCM matrices, and formal attestations certifying the accuracy and completeness of the information. Oversight by the Board and the Control, Risk, and Sustainability Committee ensures alignment with corporate strategies and the management of relevant ESG risks, promoting informed decisions and continuous monitoring. The process is integrated with Risk Management through the development of a dedicated ESG RCM matrix, strengthening the overall robustness of the reporting framework. Finally, the reporting governance and control structure is supported by Limited Assurance, which verifies the sustainability document's compliance with applicable standards and the credibility of the reported data.

The Antares Group respects the principles of duty of care; This commitment is demonstrated by the achievement of the following certifications by some of the Group's companies:

- *UNI EN ISO 9001:2015 Quality management system; - AVIT (only for the Sorbolo and Travagliato locations), Rfxcel and Imago Technology;*
- *UNI EN ISO 45001:2023 Management system for the health and safety of workers - AVIT (for the Travagliato, Sorbolo, Dueville and Latina locations);*
- *UNI EN ISO 14001:2015 Environmental management system; - AVIT (only for the Sorbolo and Travagliato locations);*
- *ISO/IEC 27001:2024 Information security management system - AVIT (only for the Travagliato location), Rfxcel and Imago Technology;*

Companies that have achieved certifications implement the following due diligence activities: ensure complete and correct compliance with applicable legal requirements; ensure compliance with essential requirements for the protection of sensitive data and information both inside and outside the organization.

Regarding the foreign manufacturing companies, namely Antares Vision North America, Applied Vision Corporation, Antares Vision do Brasil, AVI Excellence and AV Electronics, they underwent an assessment carried out by TÜV in 2025 to locate any gaps compared with the ISO 14001 and 45001 standards. This assessment revealed a number of shortcomings in terms of documentary evidence, compliance alignments and updates, and

the integration of security and emergency plans. The companies have filled the gaps with what was requested, where possible. To address the remaining gaps, a corrective action plan has been developed for implementation in 2026.

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

As part of the risk analysis process, updated every six months during the course of 2025, which led to the approval of the Risk Assessment document by the Board of Directors of the Parent Company, no specific risks were identified relating to the reporting of data and information disclosed in the sustainability report as the Group had already had a structured data reporting process in place since 2021 which, in previous years, permitted the preparation of the non-financial statement in accordance with the Non-Financial Reporting Directive (NFRD).

However, in order to strengthen the internal control and risk management system on sustainability reporting, the parent company prepared on 16 December 2025 and sent to all Group companies a specific procedure ("AV Group Sustainability Reporting Instructions 2025") which establishes the responsibilities of data owners, the reporting rules and activities, the control system of the reporting process at the individual company level at local level, the system of representation letters, etc. Furthermore, this procedure indicates the methods of using the "Talentia" reporting software dedicated to the reporting of sustainability data and information. update of this programme carried out in 2025 was aimed at automating and making ESG reporting even more reliable in compliance with European standards. Specifically, it permits:

- The gathering of ESG data and financial reporting data on the same platform with a view to their integration
- Automatic control over data squaring
- Collaborative workflows and data validation
- Audit-trail traceability

Lastly, in December 2025, Antares Vision developed a Risk Control Matrix for its ESG reporting processes and related procedures, to clearly map potential risks related to ESG data and further strengthen controls to ensure the quality, reliability and traceability of reporting.

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

The analysis of the reporting system and the related internal control system is subject to periodic supervision and control by the Control, Risk and Sustainability Committee and the Board of Statutory Auditors of the parent company through periodic meetings with the Sustainability Specialist function and the Group CFO. During these

meetings, when information was provided on the status of reporting and the related risks, the aforementioned bodies carried out appropriate investigations without raising objections.

1.1.4. Strategy

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

Antares Vision Group leads the digitalization of products and supply chains through traceability, quality control inspection and integrated data management. AV Group supports companies and institutions in guaranteeing safety, quality, efficiency and sustainability, enabling Trustpency® (transparency and trust) and operates with the aim of strengthening its presence and defining the commitment to guarantee responsible business conduct, determining behaviours and practices through the adoption of policies and procedures.

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

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

QUALITY CONTROL INSPECTION

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

- *Camera Based System (Visual Inspection for product and packaging, Smart Camera, Embedded Vision, SWIR camera, Hyperspectral NIR/VIS)*
- *Laser Absorption Spectroscopy (Pressure/Vacuum measurement, Head Space Gas Analysis, Leak detection (CCIT), Laboratory Instruments)*
- *High Voltage (Leak detection (CCIT), Laboratory Instruments)*
- *Sensor Based (Vacuum/Pressure Decay, Leak Detection, X-RAY and HF, CheckWeigh, Metal Detector, Event Based, Drying Systems, Conveying systems)*
- *Microwave technology*

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

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

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

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

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

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

Specifically, in the inspection sector, Antares is developing the Ford Project, which involves the standardisation and optimisation of Life Science inspection machines built at the Parma site and the harmonisation and integration of those built in Vicenza according to a modular architecture capable of meeting all customer needs, reducing delivery times and optimising costs. The goal is to make stock management more effective, with improved spare parts management, eliminating commissioning times and, consequently, responding quickly and efficiently to customer requests.

To increase product quality, recognition and technological reliability, Antares' DYNAMO project (LS&C Operating Sector) aims to reduce the variety of products and machinery in favour of reducing customer delivery times. This can be achieved by redefining the P&C product architecture with belt conveyors and porters, introducing product platforms and standardising components.

TRACEABILITY

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

- *Serialization*
- *Aggregation*
- *Tracking via Mobile*

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

AUTHENTICATION AND BRAND PROTECTION

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

NATIV.AI

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

DATA MANAGEMENT

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

For the services offered by AV Group in the field of research and development, please refer to the 2025 Financial Report p. 54

At 31 December 2025, AV Group had a total of 1,146 employees.

Total number of employees by gender / geographical area	2025			2024		
	Women	Men	Total	Women	Men	Total
Hong Kong		5	5		4	4
Korea		1	1		1	1
Thailand	8	4	12	5	5	10
India	41	165	206	39	168	210
China	2	3	5	2	4	6
Ireland		-	-		2	2
Brazil	6	39	45	10	46	56
Serbia	8	13	21	9	14	23
Croatia	4	1	5	3	1	4
UK		3	3		3	3
Germany	8	24	32	10	26	36
USA	38	147	185	38	151	190
France	3	14	17	4	22	26
Italy	157	452	609	149	430	579
Total	275	871	1.146	269	877	1,146

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

For a breakdown of sales by business area, please refer to the segment reporting information (IFRS 8) included in the notes to the financial statements for the year ended 31 December 2025.

The strategic guidelines of Antares Vision are consistent with the objective of providing a contribution to sustainable development with respect to the macro-trends and scenarios of the sector. These have also seen a legislative evolution in the direction of guaranteeing health and safety and improving people's lives, giving more attention to environmental protection and the use of natural resources. This in turn will make the production of essential goods such as food and pharmaceuticals more efficient. AV Group's 2026-2030 ESG strategy is based on a clear definition concrete targets and initiatives; AV Group has defined key targets in the three ESG pillars (environmental, social and governance). For each target, the company has identified specific quantitative/qualitative KPIs to measure and monitor progress.

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

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

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

Assigning a digital identity to each product, making it unique through a serial code (serialization) and then tracing it along the supply chain up to the final consumer ensures transparency and allows timely analysis of all the elements that can affect its sustainability and safety. The unique digital identity is achieved through the creation

of a digital, speaking and unambiguous label (smart label) with positive effects to the benefit of Government Authorities (guarantees of product safety and citizen health, support of Made in Italy), to producers, processors and large-scale distribution (facilitates traceability operations, traceability and product recalls in the event of defects) and to the consumer (guarantee of product safety and quality and Made in Italy, transparency, information and personalized interaction through products).

Starting from this potential, Antares Vision Group, through its machines and software sold to customers, makes possible the collection, management and access to information on the sustainability of products - the origin of raw materials, the methods of transformation processes, production processes, energy consumption and relative carbon footprint, the amount of waste - and on the supply chain - real-time monitoring up to the last mile, from logistics to distribution, traceability of reusable packaging, greater ability to integrate with partners in operational ecosystems thanks to consistent serialisation data and uniform product labelling.

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

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

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

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

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

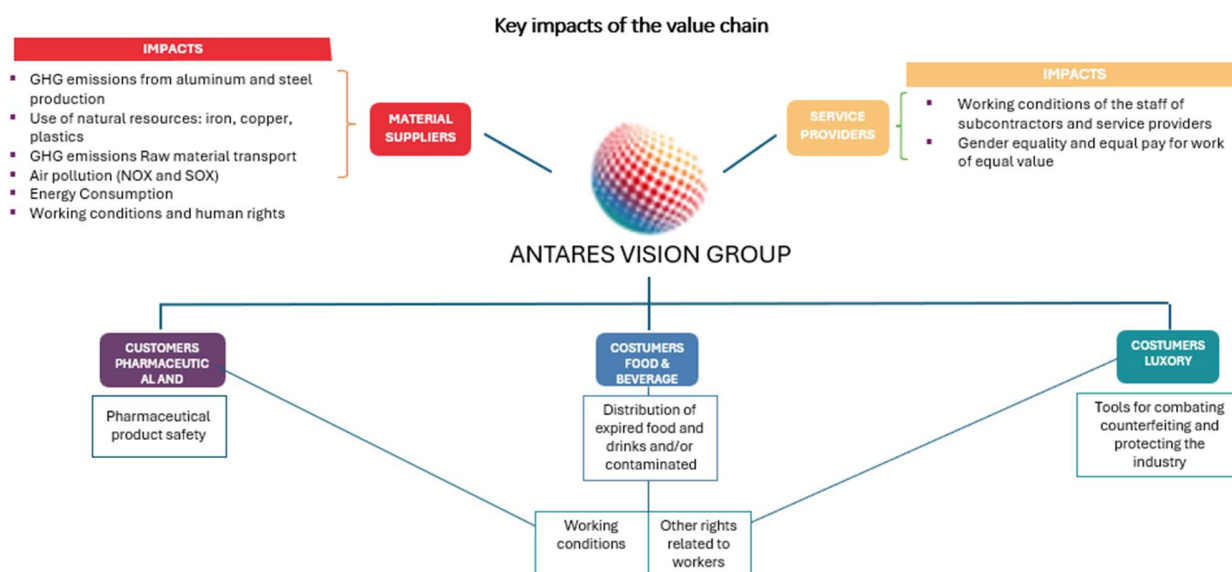
Antares Vision has established sustainability objectives aimed at improving the quality and safety of its products, with a view to improving the health and safety of end users, with a view to improving the performance of all

customer groups. It is specified that all sustainability objectives set do not exclude target markets, the significance of the products and services offered, or stakeholders, but rather apply to all of the Group's activities in general.

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

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

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



1.1.4.2. SBM-2 – Stakeholders’ interests and opinions

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

1	Shareholders	Shareholders' Meeting - Board of Directors - Press Releases - Website - Financial Statements.
2	Banks - Lenders - Investors	Shareholders' Meeting - Investor relations - Website/dedicated section - Periodic meetings and events / Road show - Press releases - Financial statements.
3	Employees	Sustainability working group (ESG Team) Survey for the detection and evaluation of sustainability issues through the ESG Team <i>Relations and constant dialogue with the Human Resources function - Informal meetings - Training events - Activities related to career path / development / performance review - Welfare initiatives - Initiatives and internal communication tools - Website and social channels - Intranet - Social events -- Onboarding processes - surveys - global employees meetings</i>
4	Industrial partners for the manufacture of production components Suppliers of goods Service providers/ Sales and installation service partners	<i>Meetings and visits / commercial contacts - Definition and sharing of semi-finished production and service standards - Dedicated portals and platforms - Website - completion of questionnaires</i>
5	Competitors	Sector events - Website - Participation in tenders - Benchmarking.
6	Customers Direct plant customers and production site customers	Business meetings and visits - Industry events - Marketing activities - Publications and social media channels / contents – Customer Satisfaction Survey Website - Qualification and pre-qualification processes and supplier portal accreditation – Meetings to define technical specifications / requests. Assessment tools / questionnaires and supply chain platforms and audits.
7	Final customers	Website - Press releases - Social and institutional communication activities
8	National and local public administration - Authorities, Institutions and Regulatory Bodies	Meetings / exchange of communications for specific obligations or requests - Audits and checks - Correspondence.
9	Local communities/local area - Trade associations	Initiatives of support and dialogue, relations and social responsibility (CSR) - Sponsorships and events - Institutional partnerships - Interventions - Social commitments and enhancement of the artistic heritage – Community Events.
10	Media	Press releases - Social media - Website - Publications - Events - Interviews and specialist insights, media tutorials, press conferences.

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

AV Group held a meeting with the members of the ESG team, explaining the objectives of stakeholder engagement which involved them in assessing the sustainability issues that arose during the double materiality analysis carried out by the parent company. Through a detailed presentation of the methodology and results obtained, the stakeholders involved were invited to express their opinions on the material topics, i.e. whether they believe these topics could generate significant impacts for interested parties (employees, suppliers, customers, the environment and ecosystems, end users, investors, financial institutions) and/or risks and/or opportunities for their company's activities and business.

Lastly, participants were asked whether, in addition to those presented, they felt any topics were missing, whether the final ratings were considered inaccurate (for example, too high compared with other topics), or whether they agreed with the results and the work done.

For the purposes of evaluating the double materiality analysis, Antares Vision considered the opinions that arose during the stakeholder engagement, which were in line with the analysis made by the Parent Company. Stakeholder engagement activities did not reveal any additional or different sustainability issues or concerns with respect to the aspects already managed in the Antares Vision strategy. Stakeholder engagement activities and their outcomes are also shared with the ESG Team and the Board of Statutory Auditors through specific meetings and update sessions.

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

The Double Materiality Assessment (DMA) is a strategic tool, which provides a comprehensive overview of the impact of the Group's activity and its external influence. The DMA is aligned with the 2023 European Sustainability Reporting Standards (ESRS) and, in particular, with the Implementation of Guidance IG1 Materiality issued by EFRAG in 2024.

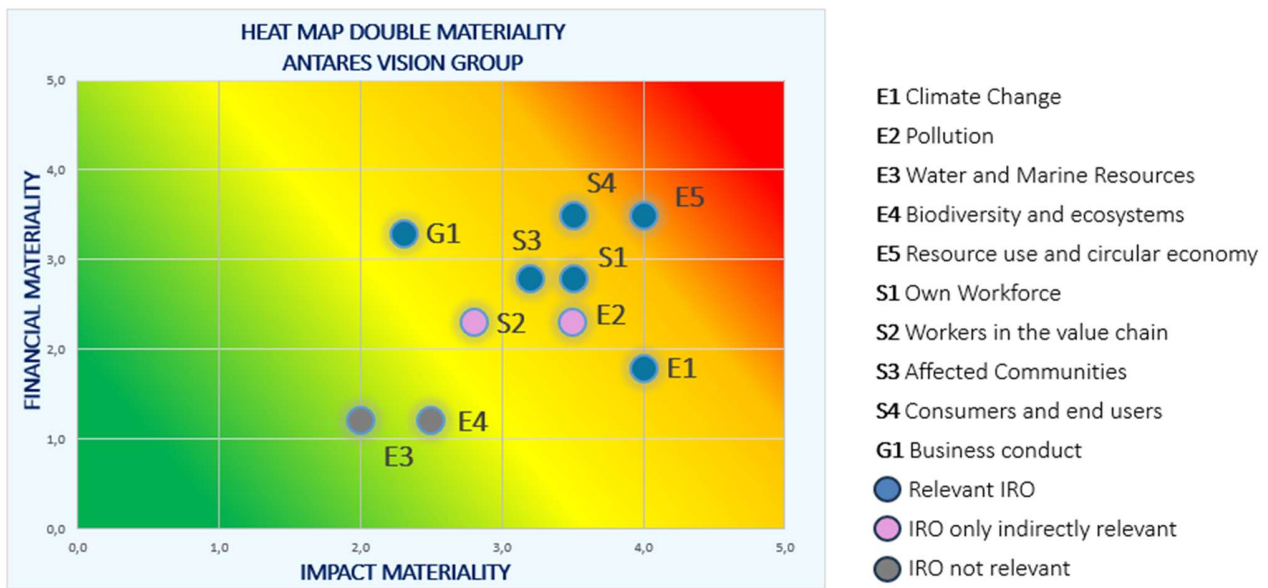
The DMA assesses Antares Vision's actual and potential IROs, as well as non-material ones, from both an inside-out and outside-in perspective. This includes internal operations and the value chain.

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

Climate change	ESRS E1
Pollution	ESRS E2
Use of resources and the circular economy	ESRS E5
Own workforce	ESRS S1

Workers in the value chain	ESRS S2
Communities affected	ESRS S3
Consumers and end-users	ESRS S4
Business conduct	ESRS G1

The following Heat Map represents the value on the Cartesian plane (Double Relevance) of the highest IRO value for each material topic (L1); this value can include positive and negative impacts, both risks and opportunities:



The areas affected by the greatest number of impacts on stakeholders are *Own workforce* (26%), *Consumers and end-users* (19%) and *Workers in the value chain* (17%), while the areas affected by the greatest number of risks and opportunities are *Own workforce* (26%), *Consumers and end-users* (20%) and *Workers in the value chain* (15%). Overall, the material IROs identified concern the business model, the upstream value chain and the Group's capabilities to develop and deliver products and services which influence customers and end-users.

Thematic ESRS	Specific ESG Topic	IRO Description	IRO Type	Actual / Potential	Negative /Positive	Summary Assessment	Direct / Indirect
ESRS E1	Energy	Negative impacts arising from energy consumption and related indirect greenhouse gas (GHG) emissions (Scope 2) linked to electricity use	Impact	Actual	Negative	3	Direct
ESRS E1	Climate Change Mitigation	The Group's total Scope 1 and Scope 2 greenhouse gas (GHG) emissions, expressed in tCO ₂ e, contribute to climate change	Impact	Actual	Negative	3,5	Direct
ESRS E1	Climate Change Mitigation	The Group's total Scope 1 and Scope 2 greenhouse gas (GHG) emissions, expressed in tCO ₂ e, contribute to climate change	Impact	Actual	Negative	3,5	Direct
ESRS E1	Climate Change Mitigation	Negative impacts on climate change arising from greenhouse gas (GHG) emissions generated by activities across the aluminium, steel and iron supply chain.	Impact	Actual	Negative	4	Indirect
ESRS E2	Air Pollution	<u>Steel supply chain:</u> Air pollutants emitted by steel production activities, including carbon monoxide, nitrogen oxides (NOx), sulphur dioxide and fine particulate matter, resulting in negative impacts on human health and the environment.	Impact	Actual	Negative	3,5	Indirect
ESRS E5	Resource use and circular economy	Support for the transition towards a circular economy arising from the development of traceability solutions aimed at improving efficiency and monitoring the materials used (e.g. waste reduction, traceability of recyclable packaging, reduction of consumption in production processes, etc.).	Impact	Actual	Positivo	4	Indirect
ESRS E5	Waste	Excessive waste generation and/or improper waste management (for example, the collection and compaction of recyclable materials) may lead to negative impacts on the environment.	Impact	Potential	Negative	2,67	Direct
ESRS E5	Waste	Non-compliant disposal of pharmaceuticals or production waste, in breach of applicable legislation and/or Best Available Techniques (BAT), along the value chain	Impact	Potential	Negative	2,67	Indirect
ESRS E5	Resource inflows, including resource use	New opportunities for the Group in terms of business development related to the provision of data-driven IT/OT (Information Technology / Operational Technology) solutions that contribute to the objective of transitioning towards a circular economy. Development and commercialisation of technologies aimed at the traceability and recovery of recyclable materials, as well as at the analysis and optimisation of production process efficiency.	Opportunity	Potential	Positivo	3,5	Indirect
ESRS S1	Collective bargaining, including the percentage of workers covered by collective bargaining agreements	Non-application or non-compliance with collective bargaining agreements may result in negative impacts on the external social environment (workers, communities and human rights) particularly in terms of trade union protections and the deterioration of working conditions.	Impact	Potential	Negative	2,83	Direct
ESRS S1	Work-life balance	Negative impacts on the own workforce generated by an imbalance between work and private life	Impact	Actual	Negative	3	Direct
ESRS S1	Training and skills development	Loss of workforce knowledge and reduced employability, arising from ineffective human resources management in the implementation of upskilling, reskilling and lifelong learning initiatives.	Impact	Potential	Negative	2,5	Direct
ESRS S1	Training and skills development	Positive impacts on workforce professional development and human capital generated by training and skills-strengthening programmes, including through collaboration with universities, laboratories and external organisations.	Impact	Actual	Positivo	3,5	Direct
ESRS S1	Measures against violence and harassment in the workplace	Episodes of verbal harassment occurring within the organisation can result in negative impacts on workers' psychological and physical health.	Impact	Potential	Negative	2,8	Direct
ESRS S1	Confidentiality	Negative impacts on personal data protection arising from potential internal data breaches and/or unauthorised access to server rooms.	Impact	Potential	Negative	2,67	Direct
ESRS S1	Working hours	Risk P&G Risk related to potential sanctions imposed by the Labour Inspectorate and legal actions for damages brought by employees, arising from the exceeding of the maximum annual overtime limits. Risk P Productivity risk resulting from inefficient and unbalanced allocation of workload to human resources across projects.	Risk	Potential	Negative	2,83	Direct
ESRS S1	Health and Safety	Risk associated with the outbreak of new pandemics, potentially leading to lockdowns at the Company's sites; the existence and effectiveness of internal pandemic management and containment plans are critical to safeguarding business and operational continuity.	Risk	Potential	Negative	2,17	Direct
ESRS S1	Training and skills development	Risk P Productivity risk arising from insufficient technical and professional competencies among employees in key positions, especially within newly acquired subsidiaries.	Risk	Potential	Negative	2,83	Direct

Thematic ESRS	Specific ESG Topic	IRO Description	IRO Type	Actual / Potential	Negative /Positive	Summary Assessment	Direct / Indirect
ESRS S2	Health and Safety	Potential impacts on the health and safety of workers in the value chain (e.g. accidents, injuries, etc.) involved in the production and manufacturing of hardware components outsourced by the Group.	Impact	Potential	Negative	2,67	Indirect
ESRS S2	Secure employment	The development of services and products enabling the identification of counterfeit and falsified goods can help protect client companies from the negative effects of counterfeiting, thereby preserving employment across the various market sectors in which the Group operates (e.g. pharmaceuticals, luxury goods).	Impact	Potential	Positivo	2,83	Indirect
ESRS S3	Adequate nutrition	Business Area: Supply Chain Transparency Le attività e i progetti del Gruppo nel settore Food & Beverage contribuiscono allo sviluppo di sistemi alimentari sostenibili e alla generazione di impatti positivi e nuove opportunità per gli operatori della catena del valore alimentare	Impact	Potential	Positivo	3,17	Direct
ESRS S3	Adequate nutrition	Opportunity (R) Improvement of the Group's corporate reputation in the market resulting from the value of agri-food supply chain transparency products and services, which support informed purchasing choices.	Opportunity	Potential	Positivo	2,83	Direct
ESRS S4	Access to (quality) information	Hardware and software traceability solutions that ensure end-to-end supply chain transparency, from producers to final users, by providing extensive product information. (This represents a potential impact/opportunity, as multiple stakeholders may contribute to the data ultimately made available to consumers.)	Impact	Potential	Positivo	3,17	Direct
ESRS S4	Access to (quality) information	Business Area: Supply Chain Transparency Creation of traceability, data management and data processing systems aimed at mitigating product counterfeiting and supporting customers in ensuring product quality in the cosmetics, pharmaceutical and agri-food sectors. These solutions ensure product authenticity and integrity, as well as supply chain transparency, through the availability of secure and verified information.	Impact	Actual	Positivo	3,5	Direct
ESRS S4	Personal safety	Business Area: Life Science & Cosmetics Development of inspection, traceability, data management and processing systems, as well as quality control solutions, enabling customers to increase efficiency in mitigating pharmaceutical product counterfeiting, ensuring product authenticity and supply chain transparency. These solutions also support verification that medicines are not expired or damaged when processed through AV Group's machinery, as well as the identification and withdrawal from the market of pharmaceutical products that could cause potential harm to end consumers. Business Area: Food & Beverage Development of inspection, traceability, data management and processing systems, and quality control solutions aimed at ensuring food quality, protecting consumers, and supporting compliance with applicable health and safety regulations.	Impact	Actual	Positivo	3,5	Direct
ESRS S4	Health and Safety	Life Science the development of services and products that reduce the time healthcare professionals (physicians and nursing staff) spend on logistics, medicine storage and drug control activities, enabling a more efficient allocation of time to patient care (e.g. smart cart solutions).	Impact	Actual	Positivo	3,5	Direct
ESRS S4	Health and Safety	FMCG Use of microwave-based technology capable of detecting the electric field and energy differential of physical contaminants in food products, enabling the identification of foreign bodies previously undetectable through traditional quality control methods, thereby safeguarding consumer health and safety.	Impact	Actual	Positivo	3,5	Direct
ESRS S4	Health and Safety	Life Science & FMCG Detection of the presence of micro-perforations in modified atmosphere packaging (MAP) that may cause significant product damage in terms of reduced shelf life and alterations of organoleptic characteristics.	Impact	Actual	Positivo	3,5	Direct
ESRS S4	Access to (quality) information	Opportunity (M) Commercial opportunities arising from the development and commercialisation of hardware and software traceability solutions that promote supply chain transparency, from producers through to end users.	Opportunity	Potential	Positivo	3,5	Direct
ESRS S4	Access to (quality) information	Opportunity (R) Improvement in the perception of the organisation by society, customers and communities as a result of its role in supporting circular economy objectives through the enhancement of the quality and reliability of information. Opportunity (R) Improvement in the perception of the Group's image among customers and communities as a result of its role in promoting supply chain transparency and ensuring the safety of cosmetic products placed on the market. Opportunity (M) Opportunities and new commercial prospects related to the potential commercialisation of applications that ensure the compliance of cosmetic products, the transparency of their production supply chain, and the safety of their composition.	Opportunity	Potential	Positivo	2,83	Direct

Thematic ESRS	Specific ESG Topic	IRO Description	IRO Type	Actual / Potential	Negative /Positive	Summary Assessment	Direct / Indirect
ESRS S4	Personal safety	<p>Opportunity (M) Opportunities related to the development and/or sale of digital solutions and end-to-end traceability systems that protect consumers from the counterfeiting of pharmaceuticals and cosmetic products and ensure their compliance with applicable national regulations.</p> <p>Opportunity (R) – Reputational Improvement in the perception of the Group's image among customers and communities as a result of its role in promoting the authenticity and safety of pharmaceuticals placed on the market, protecting end consumers from counterfeit products that pose risks to their health.</p>	Opportunity	Potential	Positivo	3,5	Direct
ESRS S4	Access to products and services	<p>Opportunity (R) – Reputational Improvement in corporate reputation resulting from social inclusion practices that facilitate access to services for more vulnerable groups.</p> <p>Opportunity (M) – Market Opportunities arising from the development and sale of telemedicine and remote care systems.</p>	Opportunity	Potential	Positivo	2,83	Direct
ESRS S4	Freedom of expression	<p>Risk (P&G) Risk of legal claims and compensation liabilities arising from the delayed handling and management of customer complaints (claims).</p> <p>Risk (M – R) (91 Risk Assessment) Risk of loss of market competitiveness and reputational damage resulting from a low level of customer orientation and inadequate service quality.</p>	Risk	Potential	Negative	3,5	Indirect
ESRS S4	Personal safety	<p>Risk (P&G – M – R) Risk of legal actions and compensation claims arising from accidents occurring during the use of machinery and/or defective products placed on the market by customers, due to quality issues and malfunctioning along the inspection and quality control lines of the machinery supplied by the Antares Group.</p>	Risk	Potential	Negative	2,17	Direct
ESRS S4	Health and Safety	<p>Opportunity (M) – Market Opportunities related to the development of products capable of detecting micro-perforations in packaging, helping to protect consumers from potential contamination or product deterioration, extend shelf life, and reduce food waste.</p> <p>Opportunity (R) – Reputational Reputational impact and improvement in the Group's image resulting from the social utility of the products and services commercialised.</p>	Opportunity	Potential	Positivo	2,83	Direct
ESRS S4	Access to (quality) information	<p>Opportunity (M) – Market Opportunities related to the development and innovation of digital products for traceability and the prevention of counterfeiting of materials and products within the luxury supply chain.</p> <p>Opportunity (R) – Reputational Improvement in the perception of the Group's image among customers and communities as a result of its role in ensuring the authenticity of luxury products purchased by end consumers.</p>	Opportunity	Potential	Positivo	3,5	Indirect
ESRS G1	Corporate culture	<p>Risk (P&G – R) Risk of tax sanctions and related reputational damage arising from inadequate Group tax management that fails to ensure appropriate oversight of applicable regulations and their implementation, with particular reference to the adoption of transfer pricing policies and profit-shifting strategies consistent with market principles and OECD rules.</p>	Risk	Potential	Negative	2,17	Direct
ESRS G1	Incident	<p>Risk (P&G – P – R – M) Risks associated with procurement processes and commercial activities, particularly within Group companies operating in developing countries and jurisdictions included in black-list countries, with potential negative economic effects, including:</p> <p>a) Impacts on business stability, resulting from the removal or dismissal of key personnel following criminal investigations or indictments; b) Sanctions imposed by competition and regulatory authorities; c) Reputational damage with potential adverse effects on market positioning; d) Deterioration of scores and ratings in the event of participation in future public or private tenders; e) Negative accounting and financial impacts, including increased costs, provisions, or loss of revenues.</p>	Risk	Potential	Negative	3,33	Direct

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

For each topic found to be material, the Group also intends to strengthen its policies and procedures in this regard, as well as the integration of processes for the identification and analysis of IROs in the current business risk. During the reporting period, Antares Vision integrated its set of Group sustainability policies with additional documents (e.g. Gender Equity Policy).

With respect to the value chain, based on the results of the dual materiality analysis, Antares Vision has obtained further confirmation of the value of the consequences of its activities in terms of contributing to information transparency capable of generating trust among users and consumers.

Also with respect to the Group's value chain, significant impacts on the environment are in terms of GHG emissions resulting from the supply and procurement of steel, aluminium and iron.

An important contribution towards the circular economy is given by the products and services offered by the Group, which make it possible to increase the traceability and efficiency of the supply chain. In particular, the Track&Trace business area focuses on the traceability of raw materials used by its customers in production activities. The Group also pays great attention to avoiding any negative impacts in terms of improper management of waste resulting from its activities.

The positive material impacts for the Group's own workforce concern their health and safety, as well as training and skills development, furthermore the impacts also have positive effects on workers in the value chain in terms of health and safety and secure employment. The Group, as a large organization that employs a lot of people, is committed to avoiding any potential negative impacts on its workforce that could arise from failure to comply with collective bargaining agreements, incidents of harassment, or data breaches involving the confidentiality of personal information.

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

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

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

In accordance with applicable exemptions, Antares Vision has not analysed the expected financial impacts.

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

The work to update the double materiality analysis did not lead to significant changes in the IRO assessments, so the material topics remained unchanged compared with the previous reporting period.

1.1.5. Managing impacts, risks and opportunities

1.1.5.1. Disclosure on the materiality assessment process

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

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

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

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

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

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

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

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

- *understanding the context regarding its impacts, including activities, business relationships and stakeholders;*
- *identification of actual and potential impacts (both positive and negative), also through conversations with stakeholders and experts. At this stage the Company can rely on scientific and analytical research on the impacts related to sustainability issues.*

- *assessment of the significance of its actual and potential impacts and determination of material issues. At this stage the Company adopts thresholds to determine which impacts will be addressed in the sustainability report.*

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

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

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

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

- *analysis of the results of Sustainability Reporting carried out the previous year;*
- *analysis of the following business areas of the Company: Life Sciences & Cosmetics, Services, Fast Moving Consumer Goods, Supply Chain Transformation;*
- *analysis by geographical area, in particular of operations based in Europe, North America, APAC and Brazil;*
- *examination of purchasing and commercial processes and the value chain;*

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

To conclude the analysis of material IROs, in 2025 a round table was carried out involving the members of the ESG team as internal stakeholders ("stakeholder engagement"), explaining the objectives of this path that saw them involved in the final assessment of the sustainability issues:

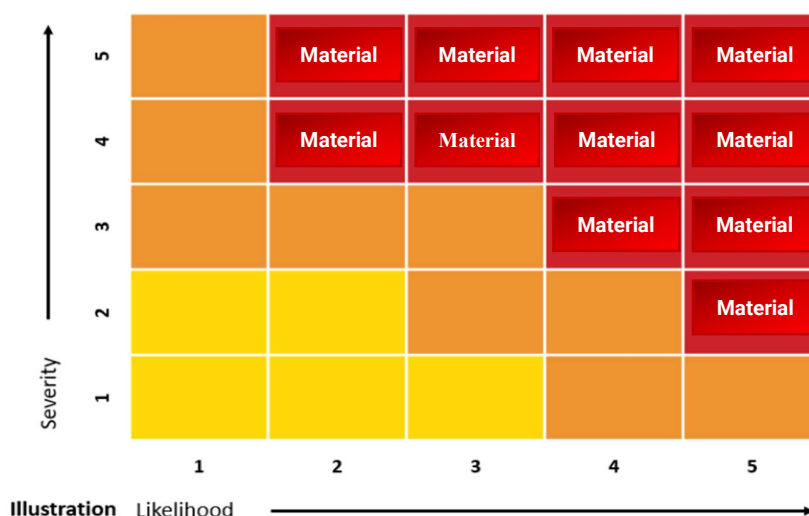
- Stakeholders were asked to indicate whether, in their opinion, the weightings assigned to the material topics were incorrect, excessive or underestimated, and to confirm that the topics listed could generate impacts for interested parties (employees, suppliers, customers, the environment and ecosystems, end users, investors, financial institutions) and/or risks and/or opportunities for their company's activities and business;
- The assessment of the impact on stakeholders is separate and independent from the assessment of risks and opportunities for the Group.

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

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

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

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



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

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

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

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

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

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

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

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

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

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

At the same time and in line with the previous year, the parent company continued the update of the internal control system aimed at monitoring IROs also through written procedures, including the "Group Sustainability Reporting Instructions" procedure issued in December 2025 to all subsidiaries.

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

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

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

The material topics were identified based on the initial analysis carried out in 2024, according to the guidelines proposed by EFRAG.

The next review of the materiality assessment is expected by the end of 2026.

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

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

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

1.1.5.2. Minimum disclosure requirement on policies and actions

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

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

In particular, the following policies, approved by the Board of Directors, address sustainability issues deemed relevant by the Group:

- *Code of Ethics*
- *Gender Equity Policy (NEW)*
- *Human rights policy*
- *Diversity, equity & inclusion policy*
- *Performance Evaluation Policy (NEW)*
- *Individual Variable Compensation Policy (NEW)*
- *Parental Care Policy (NEW)*
- *Working Hours Policy (NEW)*
- *Anti-Corruption Policy*
- *Remuneration policy*
- *Policy for managing dialogue with shareholders*
- *Privacy Policy for Personal Information, such as the Information Security System Management Policy and the Regulations for the Use of Antares Vision S.p.A. IT Tools (NEW)*
- *Employee health and safety policies such as the Personnel Access and Identification Policy and the Company Policy on Smoking Control and Prevention (NEW)*
- *Supplier Code of Conduct (NEW)*

Gender Equity

On 12 June 2025, Antares Vision approved the Gender Equity policy, which demonstrates the Group's commitment to gender equality and the value of the PdR 125:2022 certification, obtained by the Italian companies, namely AV Italia, FT System and AV Electronics, in October 2025. Antares Vision Group recognizes that promoting an inclusive work environment, founded on the principles of equal opportunities, appreciation of diversity and active inclusion, represents a strategic element for competitiveness and sustainable development. This approach allows all people to fully express their potential, generating social, economic and business value.

This Policy applies to the entire Antares Vision Group and to all individuals who interact with the Group, including employees, collaborators, suppliers, consultants and commercial partners, regardless of the legal form of the relationship.

This policy complements the Diversity, Equity and Inclusion and Human Rights policies, already in force in the Group since 2023, strengthening the values of:

- *Equity as the enhancement of an environment in which all the tools are in place to guarantee fair and equal treatment for employees;*
- *Inclusion as an opportunity to continuously strengthen the People Strategy and as a process of valuing each individual, unique in their differences and similarities, also functional to the achievement of business objectives.*

Furthermore, through this policy, the Group has introduced a Management System for the promotion of Gender Equity and a Steering Committee that annually approves a Strategic Plan to ensure constant improvement. The Strategic Plan is expressed in the People Strategy, which includes tools and processes for promoting the Group's values, such as:

- *The Research & Selection and Training and Onboarding policies which define the criteria and methods for the search, selection and placement of personnel;*
- *Ad hoc practices for remuneration policies, through Compensation Procedures structured to recognize: The responsibilities assigned, the results achieved, the quality of the professional contribution and the development potential of each individual within the organization;*
- *Specific training sessions on the topic for each recipient;*
- *Internal and external communications on the topic of Diversity, Equity and Inclusion (DE&I).*

Human rights

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

- *strengthen its commitment to the protection of human rights in each country in which it operates;*

- *demonstrate the Group's awareness of the risks inherent in its business model;*
- *promote the contents of the policy among its external stakeholders as well.*

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

This policy has been developed in accordance with the main international human rights conventions, standards and recommendations, including the International Bill of Human Rights and the Convention on the Rights of the Child of the United Nations, Fundamental Conventions of the International Labour Organization (ILO), Declaration of Principles and Fundamental Rights at Work, European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR), as well as in compliance with the internal policies and procedures of the Antares Vision Group, also including the Code of Ethics.

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

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

<https://antaresvisiongroup.com/it/whistleblowing/>

Diversity, equity and inclusion

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

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

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

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

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

The policy was drawn up in compliance with the internal policies and procedures of the Antares Vision Group as well as in compliance with the main international conventions, standards and recommendations on the subject, namely, on the reference framework defined by the International Charter of Human Rights, by the Declaration of the International Labor Organization (ILO) on principles and rights in the workplace and by the eight core conventions of the ILO (No. 29, 87, 98, 100, 105, 111, 138, 182), and by the principles defined by the United Nations Global Compact in collaboration with UN Women (UNIFEM) with the aim of promoting equal conditions for women in the world of work.

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

Performance Evaluation Policy

In June 2025, the Group developed a policy to describe the annual employee performance evaluation process. This policy aims to ensure procedural fairness, transparent evaluations, performance consistency with the company's strategic objectives, enhance individual and team performance, and foster professional growth. Each function manager forms part of the GMT (Global Management Team) and is responsible for ensuring the correct and fair evaluation of performance within their function.

This policy applies to all Antares Vision Group employees and the responsibility for interpreting, updating and publishing this policy lies with the Group Human Resources function.

Antares Vision Group is committed to making this Policy easily accessible and available for consultation by all resources through the usual internal communication channels and by publishing it on the company intranet (One Vision).

Individual Variable Compensation Policy

To promote criteria of equity, sustainability and professional development within Antares Vision Group staff, procedures have been defined that regulate the process relating to the short-term Variable Compensation Incentive System (IVC). Specifically, this policy regulates the workings of the MBO and Sales Bonus System, applicable to Antares Vision Group employees in their entirety.

This Policy establishes the key principles of the Variable Incentive System, namely:

- *Progressivity: as individual responsibility increases, the percentage of variable remuneration increases.*

- *Transparency: objectives must be shared transparently throughout the organization, sharing with the relevant figures of a variable component not only the objectives to be achieved, but also the timescales, resources required and other useful information to achieve them.*
- *Cascade of Objectives: it is essential that a manager's objectives are shared with his or her resources and that they are a fundamental component of the system.*

The Group Human Resources department is responsible for interpreting, updating and publishing the following Policy.

This Policy is published in accordance with the rules of the Company's Quality Manual for document archiving software and made available to all employees by posting it on the company intranet (One Vision).

Parental Care Policy

This Policy aims to support responsible parenting with targeted actions at every stage of motherhood. In the preceding period, it ensures an inclusive and supportive work environment, respecting the worker's right to privacy and planning her maternity leave, paying attention to specific needs and extending flexible working arrangements. During the mandatory and optional leave period, the company guarantees the employee full protection of her contractual and salary rights, in accordance with current legislation. Upon return from maternity leave, the company prepares a personalised reintegration plan, aimed at promoting a gradual and sustainable return. The Policy underlines the Group's commitment to:

- *Promoting family inclusiveness in the workplace*
- *Sharing the rights of the current legislation*

This Policy applies to all employees of Group Companies, to single-parent, same-sex parent, adoptive or foster families, ensuring family inclusiveness, in compliance with current local regulations.

The Group is committed to giving greater visibility to the rights and permissions available to staff and to making this policy easily accessible and available for consultation by all resources, through the usual internal communication channels and by publication on the company intranet (One Vision). The Group Human Resources function is responsible for interpreting, updating and publishing the following policy.

Working Hours Policy

The purpose of the working hours policy is to establish a single regulation and procedure for Antares Vision Group Italia regarding the management of employee attendance at work. This Policy establishes the rules regarding entry and exit times, absences for various reasons (such as holidays, illness, leave, etc.), and overtime work, taking into account the various needs of the company, in order to ensure the proper protection of working hours.

The Policy applies to all Antares Vision Group employees in Italy, including factory workers, office workers, middle managers and executives. The procedure described applies to personnel at all Group locations in Italy, including

those of AV (Travagliato, Aprilia, Parma and Vicenza) and those of FT System (Mestrino, Alseno, Lemignano and Turin). The document is accessible to all interested parties, through the usual internal communication channels and by publication on the company intranet (One Vision)

This Policy is drafted in compliance with the relevant laws, decrees, collective agreements and the Disciplinary Code.

The Policy is monitored regularly and its updating is the responsibility of the Group HR function.

Information Security Management System Policy

The purpose of this Policy is to define the principles and guidelines established by Antares Vision management for the approach and management of information security within the Antares Vision Group companies, with reference to the context of company information, including personal data. The operating methods or further details on how the Antares Vision Group companies apply these principles are regulated in specific dedicated document sets. In the Group Privacy Guidelines, the Policy establishes that the Organization must implement appropriate technical and organizational measures to ensure a level of security appropriate to the risks to the rights and freedoms of natural persons, continuously verifying their effectiveness. In accordance with national regulations, the Organization prioritizes the security of personal data, ensuring confidentiality, integrity and availability through a risk-based approach, aligned with the rights and freedoms of data subjects.

This Policy is made available to all employees and, more generally, to all those who, by virtue of an employment relationship, whether subordinate, para-subordinate, or of any other nature – or a supplier relationship (collaborators, suppliers, business partners, interns, temporary staff, and others) – are involved in the management of components of the information system and in the processing of information owned by the Organization.

This Policy applies to all resources (technological systems, organizational procedures, activities, etc.) involved in information management. Aspects relating to workplace safety, health protection, environmental protection, and, in general, the protection of tangible and intangible assets that are not part of the Organization's information assets are excluded from the scope of this Policy. These may be covered by separate, specific policies. This version of the Policy applies to the Italian perimeter of AVG entities.

Achieving the commitments set forth in this Policy is ensured through a well-structured organizational model that assigns roles and responsibilities. Specifically, the Board of Directors is responsible for implementing the measures set forth in the Policy, as well as identifying the information security objectives to be pursued, approving the cybersecurity risk management measures adopted by the Organization and receiving periodic updates on any incidents. The Board of Directors is supported by the Information Security Delegate appointed by the Board, who is responsible for taking all actions deemed necessary or appropriate in the Company's best interests regarding the management and implementation of Information Security initiatives, and by the Security Steering Committee,

which supports the approval of technical and organizational measures aimed at managing and monitoring information security within the Organization. To implement the security principles defined in this Policy, Antares Vision has established and implemented an ISMS/SGSI aimed at preserving the security of company information and assets, while ensuring for each resource: protection in terms of confidentiality, integrity, availability, traceability and accountability throughout the entire life cycle, as well as an ISMS/ISMS Manager appointed by the Organization's CEO, responsible for coordinating the definition, implementation, maintenance and continuous improvement of the ISMS/ISMS, in accordance with the Organization's Security Policy and applicable standards.

This Policy has been drafted in accordance with European Regulation 2016/679 (GDPR), the General Data Protection Regulation, as well as the relevant national implementing measures and decisions issued by the competent supervisory authorities, the Privacy Code (Legislative Decree no. 196 of 30 June 2003 and subsequent amendments), Legislative Decree 138/2024 implementing the NIS2 Directive on measures for a high common level of cybersecurity in the Union, the AI Act: Regulation (EU) 2024/1689, and Law no. 132 of 23 September 2025.

Regulations for the Use of Antares Vision S.p.A. IT Tools

The purpose of this Regulation is to regulate the use of IT and electronic tools, as well as the processing of the confidential information contained in them, made available for use by the Organization and aims to identify the logical and technical measures adopted to limit unauthorized use of such tools and to outline the technical specifications and methods of carrying out controls on IT Tools.

The primary objective of this Regulation is to ensure the protection and safeguard of information processed by the Organization, such as intellectual property, proprietary know-how, commercial and financial information, as well as information relating to employees, customers, suppliers and partners. For this reason, the Regulation defines the key principles for information security: confidentiality, integrity and availability for authorized users. By promoting a culture of information security, Antares Vision also helps prevent cyber threats and attacks and ensures a prompt response in the event of incidents.

The scope of this Regulation includes both IT (Information Technology) and OT (Operational Technology) infrastructures. This regulation applies to all users, limited to the Italian entities of Antares Vision Group.

This regulation has been drafted in accordance with European Regulation 2016/679 (GDPR), the General Data Protection Regulation, as well as the relevant national implementing measures and decisions issued by the competent supervisory authorities, the Privacy Code (Legislative Decree no. 196 of 30 June 2003 and subsequent amendments), Legislative Decree 138/2024 implementing the NIS2 Directive on measures for a high common level of cybersecurity in the Union, Directive (EU) 2022/2555 of the European Parliament and of the Council of 14 December 2022 and Law 300/1970 - "Workers' Statute" (the Statute) article 4, paragraphs 2 and 3, (It.) and the provisions of the Data Protection Watchdog.

The highest level of management responsible for implementing the policy and the Board delegate for IT and security issues.

Staff Access and Identification Policy

In line with health and safety concerns, Antares Vision published a policy for managing access to the Group's Italian offices in May 2025, aimed at ensuring the safety of people, company assets and information. Physical security within company premises is ensured through a rigorous identification system, which requires the mandatory use and display of a badge for every individual accessing company premises.

This Policy applies to all those who access company premises, whether employees, full-time collaborators or visitors.

Responsibility for applying this policy is shared among the various functions that interface with access to buildings and the correct functioning and distribution of badges, such as the Front Office, HR, IT&BP Division, employees in case of visitors, and the warehouse staff.

Company Policy on Smoking Control and Prevention

In line with Antares' commitment to the health and safety of its employees, it has adopted this Smoking Control and Prevention Policy to protect health and improve the company's environment. This policy was developed with the input of the relevant company departments, the Company Doctor and Coordinator, and the workers' safety representatives (RLS). Its objectives are to protect non-smokers, who have the right to smoke- and fume-free spaces; to safeguard health, as per Legislative Decree 81/2008, with regard to chemical risks, or rather, the risk of inhaling hazardous substances (Title IX, Chapter I), both directly (cigarette smoke with all its harmful and/or carcinogenic components) and as a vector for inhaling hazardous substances present in the workplace (concept of occupational hygiene); to reduce the risk of fires caused by discarded cigarette butts; and to promote well-being and mutual respect through clear, courteous, and consistent behaviour at all locations.

The Policy applies to everyone accessing company premises: employees, collaborators, consultants, suppliers and visitors. The same rules also apply during corporate events in third-party spaces and on board company vehicles.

The reference policy is shared on the company intranet, explained during onboarding, and recalled periodically. Training sessions are also planned for managers, supervisors, and worker safety representatives (RLS), with the aim of ensuring correct application of the Policy and effective management of situations of non-compliance.

Respect for the policy is everyone's responsibility. Supervisors and managers have the task of remembering the rules and intervening when necessary, with balance and common sense.

Supplier Code of Conduct

In December 2025, Antares Vision developed a Supplier Code of Conduct that defines the basis for the procurement of goods and services for all Group suppliers.

This Code establishes the commitments that suppliers must make to align themselves with the Group's values and principles, including the avoidance of any conflict of interest, free market mechanisms and the principles of fair competition, protection and use of information, workers' rights and standards, including child labour and forced labour, environmental protection and trade compliance, as well as compliance with all applicable laws and regulations.

This Code is aligned with and forms an integral part of the policies adopted and implemented by Antares Vision Group, strengthening and integrating both the code of ethics adopted by Antares Vision Group and the policies already in place at the same level, such as: the Human Rights Policy, the Diversity, Equity and Inclusion Policy, and the Anti-Corruption Policy.

The Code is available on the company's internal platforms and is currently undergoing final revision before being shared with the Group's suppliers.

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

These policies are available on the Antares Vision Group website (Corporate documents |Group Policies), both in Italian and in English, for ease of consultation, or on the company intranet. In any case, Antares Vision Group is committed to developing adequate training and awareness programmes relating to the policies drawn up with the aim of strengthening its internal culture and promoting values such as inclusion, equality and non-discrimination and to raise awareness of these Policies across the entire Group.

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

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

The application parameters of the policies were defined by implementing specific monitoring and reporting processes, as well as through the promotion of content within the Group through specific training programmes. The Antares Vision Group promotes knowledge of the policies and procedures adopted to all recipients through the development of training and awareness programmes relating to the contents and application of the same. The policies adopted by AV Group, after approval by the Board of Directors, are explained to all senior executives of the parent company and its subsidiaries through the organization of information and training sessions held in person and online.

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

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

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

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

The 2025 actions have been reported in paragraph 1.1.6.2. MDR-M Monitoring the effectiveness of policies and actions through objectives and within each thematic ESRS reference.

1.1.6. Metrics and goals

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

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

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

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

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

Antares Vision has integrated into its business plan a series of key ESG aspects to be managed, through the definition of strategic sustainability objectives, effectively integrating the ESG 2026-2030 strategy mentioned previously. The following table provides a summary of material topics, aspects to be managed, and objectives.

Area		Goals
Environment 	Cross	Identification of a Data Owner for each environmental material topic in each Company
	Climate change	Increase renewable energy sources Promote an energy-saving culture Reduce organizational carbon footprint Reduce product carbon footprint Develop new energy efficiency solutions
	Circular economy	Promote circular economy principles Develop environmentally compatible products Track raw materials used
	Pollution	Safeguard air quality
Governance 	Business conduct	Maintain high ethical standards and condemn corruption Ensure the Group's financial sustainability Strengthen sustainability governance at top management level Enhance sustainability governance and communication
Social 	Affected communities	Develop educational and social inclusion projects
	Consumers and end users	Improve product quality and safety
	Own workforce	Define and implement workplace safety risk mitigation procedures Ensure equal pay for equal work, regardless of gender Foster internal workforce development Promote work-life balance Ensure healthy working conditions aligned with labor rights
	Own workforce / Workers in the value chain / Consumers/ end users	Ensure data security in company processes
	Workers in the value chain	Launch a strategic supplier engagement program on ESG criteria (Sustainable Procurement) Launch a strategic supplier evaluation program based on ESG criteria (Sustainable Procurement)

The scope of the strategic objectives concerns the company's activities and does not extend to the upstream and/or downstream value chain. The strategic objectives listed above, although not based on reliable scientific data and not measurable or results-oriented, were defined to monitor the effectiveness of actions aimed at addressing significant impacts, risks and opportunities.

Finally, in the last quarter of 2025, Antares Vision prepared a Sustainability Plan involving the various company areas, which was formally approved by the Board of Directors on 17 March 2026. The Sustainability Plan includes objectives and actions related to the material topics identified during the double materiality analysis. The main functions responsible for each area were involved in the objective-setting process. It is specified that the objectives identified in the Plan are not related to the Group's policies. Please note that, as the Group's Sustainability Plan was recently defined, not all objectives have associated measurable metrics to date, as feasibility studies and evaluations are still underway.

For each objective, a specific action and a timeline for its implementation have been defined, along with the function responsible for achieving that action and the KPI targets for measuring the action. The actions to be developed within the Sustainability Plan have been divided into: ESG performance improvement projects;

Preliminary analyses and studies to develop data and information on ESG performance, and information, awareness-raising and training activities.

Below is a summary of the macro-objectives identified and the related ESRs references:

ESRS	L2/L3	MACRO-OBJECTIVES	
E1	Climate change mitigation	Reduce GHG emissions from the company's operations and products.	Improve environmental performance and reporting of environmental KPIs
E1	Energy	Reduce energy consumption, promoting efficient solutions and the dissemination of the culture of energy saving in order to allow the reduction of GHG emissions and the impacts on climate change.	
E2	Combating air pollution	Limit air pollution.	
E5	Waste	Promote efficient end-of-life management of products, based on the principles of the circular economy.	
E5	Resource inflows	Introduction of eco-sustainable materials and better tracking of raw materials, ensuring compliance with quality standards and limiting environmental impacts.	
S1	Health & Safety	Ensure a safe and healthy workplace by promoting structured health and safety management procedures and programmes.	
S1	Work-life balance	Ensure an adequate work-life balance within the Group.	
S1	Working condition of the own workforce	Ensure the respect of workers' rights within the Group workforce.	
		Ensure stable and sustainable economic continuity for the Company development and the maintenance of its own workforce.	
S1	Equal treatment and opportunities for all	Ensure an egalitarian work environment by eliminating gender disparity and the Gender Pay Gap within the Group.	
S1	Training and skills development	Promote and strengthen the development of human capital through skills development and enhancement paths, adequate training and career plans consistent with the potential of each employee.	
S1	Privacy	Promote and ensure respect for rights related to work and, in general, the security of the data stored in the company's databases.	
S2	Working condition in the value chain	Promote sustainable supply chain management, taking into account environmental and social criteria in the selection of suppliers and committing to managing environmental and social risks throughout the supply chain.	
S3	Impacts related to the territory	Supporting local communities through local initiatives, projects, and donations.	
S4	Health and safety of consumers and/or end-users	Ensuring the health and safety of end users through products and processes that comply with regulatory, ethical and quality standards, in order to protect people's well-being, strengthen customer trust and support business competitiveness.	
G1	Corporate culture	Ensure ethical business conduct that includes the fight against corruption and the quality of relationships with customers, suppliers, employees and communities affected by the company's activities.	
		Ensuring the effectiveness of the company's administrative, management and control bodies with regard to sustainability issues.	
G1	Active and passive corruption	Strengthen and disseminate the corporate culture and commitment made to sustainability issues, both internally and with its external stakeholders.	
		Ensure ethical business conduct that includes the fight against corruption.	

For more details, please refer to the individual topic-related ESRs.

2. ENVIRONMENTAL INFORMATION

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

In line with the strategy aimed at achieving the objectives of the European Green Deal, the European Union introduced its own Taxonomy through Regulation (EU) 2020/852 (hereinafter, the “Regulation”). The Regulation establishes a European classification system for economic activities deemed environmentally sustainable, based on their substantial contribution to at least one of the six climate and environmental objectives set out in Article 9 of the Regulation:

- **Climate change mitigation:** the objective of stabilising greenhouse gas concentrations in the atmosphere at a level that prevents dangerous anthropogenic interference with the climate system, in line with the long-term temperature objective of the Paris Agreement;
- **Climate change adaptation:** the objective of substantially reducing the risk of adverse impacts from current and projected future climate on economic activities, people, nature or assets;
- **Sustainable use and protection of water and marine resources:** objectives relating to achieving good status of water bodies, including surface and groundwater bodies, and/or preventing the deterioration of water bodies that are already in good status, and/or achieving good environmental status of marine waters, and/or preventing the deterioration of marine waters;
- **Transition to a circular economy:** the objective of more efficient use of natural resources through reduced use of primary raw materials and increased durability, reparability, reusability and recyclability of products;
- **Pollution prevention and control:** the objective of limiting emissions of pollutants into air, water or soil, other than greenhouse gases, by minimising negative effects on human health and the environment;
- **Protection and restoration of biodiversity and ecosystems:** objectives relating to the protection, conservation or restoration of biodiversity and/or achieving good condition of ecosystems and/or protecting ecosystems already in good condition.

Pursuant to Article 3 of the Regulation, an economic activity is considered and classified as environmentally sustainable (so-called “aligned”) where it:

- **Makes a substantial contribution to at least one of the six objectives** set out in Article 9 of the Regulation;
- **does not significantly harm** (the “Do No Significant Harm” – DNSH – principle) any of the other objectives referred to in Article 9;
- **is carried out in compliance with the minimum safeguards for human and labour rights** provided for in Article 18 of the Regulation, recognising the importance of internationally recognised rights and standards

(including those of the OECD, the UN, the International Labour Organization and the International Bill of Human Rights).

The practical application of the EU Taxonomy Regulation, as well as the operational details required for its implementation, are set out in the following Delegated Regulations:

- a) **Commission Delegated Regulation (EU) 2021/2139 – “Climate Delegated Act”**: establishes the criteria for activities contributing to climate change mitigation and adaptation objectives;
- b) **Commission Delegated Regulation (EU) 2021/2178 – “Disclosure Delegated Act”**: governs the content, methods and reporting obligations pursuant to the EU Taxonomy Regulation;
- c) **Complementary Climate Delegated Act**: identifies economic activities in the gas and nuclear sectors that may play a role in the transition towards climate mitigation and adaptation objectives;
- d) **Commission Delegated Regulation (EU) 2023/2486 – Environment and Climate Delegated Act**: defines the technical criteria for determining the contribution of an activity to the objectives of sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems; it supplements Delegated Regulation (EU) 2021/2139;
- e) **Commission Delegated Regulation (EU) 2026/73**, adopted on 4 July 2025 and published in the Official Journal of the European Union on 8 January 2026: simplifies reporting obligations by reducing data points and introducing a materiality threshold; amends certain Technical Screening Criteria and specific DNSH criteria, in particular those relating to pollution prevention and control.

Assessment of Taxonomy-Eligible Activities of the Antares Vision Group

From a methodological perspective, in light of the applicable regulatory framework, the Antares Vision Group conducted an analysis of the activities carried out by its subsidiaries in order to identify those potentially corresponding to one or more activities included in the Delegated Regulations (considering NACE codes where required), and thus potentially making a substantial contribution to one or more of the following objectives: climate change mitigation and/or adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, and protection of biodiversity and ecosystem health.

Based on the results of the eligibility assessment, the following activities set out in Delegated Regulation (EU) 2021/2186 were identified as eligible with respect to the objective of “Transition to a circular economy”:

- Provision of data-driven IT/OT solutions;
- Repair, refurbishment and remanufacturing;
- Sale of spare parts;
- Manufacture of electrical and electronic equipment.

Compared to the 2025 reporting period, the activity "Sale of spare parts" was not included in the eligibility and alignment assessment, as the cumulative value of turnover, CapEx and OpEx was below 10% of the respective denominators.

Assessment of Taxonomy-Aligned Activities of the Antares Vision Group

Based on the analysis of the applicable Technical Screening Criteria (TSCs) for each activity identified as eligible, carried out in cooperation with the management of each subsidiary, the presence of the requirements for full or partial alignment was assessed in accordance with the conditions set out in the Regulation, namely: substantial contribution to at least one environmental objective under Article 9, compliance with the DNSH principle under Article 17, and respect for minimum safeguards under Article 18, as detailed in Article 3.

Although the Antares Vision Group acts as an enabler of sustainability through the provision of product quality inspection and traceability technologies (Track&Trace) via hardware manufacturing and software development, and although such solutions could theoretically contribute to the "circular economy objective", currently available data and assessments do not allow the AV Group's activities to be considered formally aligned.

Accordingly, the Antares Vision Group has prudently classified its activities included in the EU Taxonomy exclusively as eligible, with no cases of full or partial alignment identified.

Below is a summary of the assessment performed for each of the conditions set out in the Regulation, as analysed in order to evaluate the potential alignment of the activities of the Antares Vision Group:

Substantial Contribution

During the reporting year, specific assessments were conducted through structured questionnaires submitted to each relevant entity. The questionnaires were prepared in line with the Technical Screening Criteria set out in Commission Delegated Regulation (EU) 2023/2486, "Environment and Climate Delegated Act", with the aim of assessing substantial contribution to the circular economy objective. Based on the analysis of the responses received, it emerged that, at the current stage, not all the elements necessary to confirm the existence of a substantial contribution to the circular economy objective are present, as the companies comply with and/or document the required technical criteria only partially.

Compliance with the DNSH Principle

Given the absence of substantial contribution, a prerequisite for environmental sustainability, an in-depth DNSH – Do Not Significant Harm - assessment was not conducted. Furthermore, based on currently available documentation, it is not possible to provide sufficient evidence of compliance with DNSH requirements relating to climate adaptation and biodiversity, as provided in Annexes A and D of the Regulation, since the Group does not currently perform physical climate risk analyses or environmental impact assessments on its production assets.

Compliance with Minimum Safeguards within the Antares Vision Group

Minimum Social Safeguards (MSS) under the EU Taxonomy comprise a set of principles relating to human rights, labour standards and good governance. These include:

1. *Respect for human and labour rights in accordance with international conventions;*

2. *Compliance with national and EU legislation on anti-corruption and non-discrimination;*
3. *Adoption of business practices promoting transparency and accountability.*

The EU Taxonomy minimum safeguards are also based on principles of international law and on recognised international standards. Pursuant to Article 18(1) of the Regulation, “minimum safeguards” mean the due diligence and remediation procedures implemented by an undertaking carrying out an economic activity in order to ensure alignment with:

UN Guiding Principles on Business and Human Rights (UNGPs): These principles define a global standard of expected conduct for businesses to prevent human rights infringements and address potential risks arising from business activities. The corporate responsibility to respect human rights refers to internationally recognised human rights.

OECD Guidelines for Multinational Enterprises: These guidelines cover all thematic areas of responsible business conduct and responsible supply-chain management. They also recommend that enterprises apply good practices in corporate governance, including due diligence processes.

International Labour Organization (ILO) Conventions: International treaties subject to ratification by Member States, which set out guiding principles for shaping national policies and activities with regard to working conditions.

International Charter of Human Rights.

Application of MSS is further guided by the “*Final Report on Minimum Safeguards*” published by the Platform on Sustainable Finance (October 2022).

While these safeguards are substantially ensured through the Group’s Code of Ethics, published policies and transparency-oriented whistleblowing system, compliance has not yet been formally attested through dedicated ethics audits. The Group has therefore initiated structured assessment processes to objectively demonstrate its attention to human rights matters.

Accounting Policy

In accordance with Annex I of Delegated Regulation (EU) 2021/2178 and the amendments introduced by Delegated Regulation (EU) 2026/73, economic and financial data have been extracted from the consolidated general and analytical accounting systems for KPI calculation and disclosure.

In accordance with the requirements laid down in the Annexes to the Delegated Acts of Regulation (EU) 2020/852, the methodologies for the definition and calculation of the “Turnover”, “Capital Expenditure (CapEx)” and “Operating Expenditure (OpEx)” KPIs are described below, with reference to economic activities classified as taxonomy-eligible (“eligible”) and taxonomy-aligned (“aligned”).

Specifically:

- **Calculation of the “Turnover” KPI** (paragraph 1.1.1, “Turnover KPI” of Commission Delegated Regulation (EU) 2021/2178): the numerator includes the sum of net revenues derived from the sale of products and the provision of services (including intangible services), in accordance with IAS 1, paragraph 82(a), attributable to economic activities that are aligned with or eligible under the EU Taxonomy. This amount is divided by net revenues (denominator) as defined pursuant to Article 2, point (5), of Directive 2013/34/EU.
- **Calculation of the “Capital Expenditure (CapEx)” KPI:** the denominator (paragraph 1.1.2.1, “Denominator”, of Delegated Regulation (EU) 2021/2178) comprises the sum of all increases in tangible and intangible assets recognised in the statement of financial position (including rights-of-use assets recognised under IFRS 16) occurring during the 2024 reporting year. These amounts are considered before depreciation, impairment and any revaluation (including remeasurements and write-downs for the reporting period), excluding changes in fair value. The denominator also includes increases in tangible and intangible assets arising from business combinations. Capital expenditure includes costs recognised under the following accounting standards:
- IAS 16 “*Property, Plant and Equipment*”, paragraph 73(e), subparagraphs (i) and (iii);
 - IAS 38 “*Intangible Assets*”, paragraph 118(e), subparagraph (i);
 - IAS 40 “*Investment Property*”, paragraph 76(a) and (b) (fair value model);
 - IAS 40 “*Investment Property*”, paragraph 79(d), subparagraphs (i) and (ii) (cost model);
 - IAS 41 “*Agriculture*”, paragraph 50(b) and (e);
 - IFRS 16 “*Leases*”, paragraph 53(h).

Leases that do not give rise to the recognition of a right-of-use asset are not included as capital expenditure.

The **numerator** (paragraph 1.1.2.2, “Numerator”, of Delegated Regulation (EU) 2021/2178) includes the portion of capital expenditure that meets at least one of the following criteria:

- a) it relates to assets or processes associated with taxonomy-aligned economic activities (Type A CapEx);
- b) it forms part of a plan aimed at expanding taxonomy-aligned economic activities or enabling taxonomy-eligible economic activities to become aligned (Type B CapEx).

The CapEx plan referred to under point (b) must meet the following conditions:

- the plan aims to expand taxonomy-aligned economic activities or improve taxonomy-eligible activities in order to align them within a five-year timeframe;
- the plan is disclosed at an aggregated level by economic activity and is approved, directly or by delegation, by the administrative body of the non-financial undertaking.

c) it relates to the purchase of products derived from taxonomy-aligned economic activities or to specific measures that enable target activities to achieve low-carbon performance or greenhouse gas emission reductions, in particular those activities listed in Annex I, points 7.3 to 7.6, of the Climate Delegated Act, as well as other economic activities listed in delegated acts adopted pursuant to Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, provided that such measures are implemented and become operational within 18 months (Type C CapEx).

Furthermore, as clarified in European Commission Communication 2022/C 385/01 – “First Communication”, FAQ 11, the numerator also includes capital expenditure that meets the following conditions:

- capital expenditure relating to assets or processes associated with taxonomy-eligible economic activities (Type A CapEx);
- *capital expenditure that is part of a plan aimed at expanding taxonomy-eligible economic activities or enabling taxonomy-eligible economic activities to become taxonomy-aligned (Type B CapEx).*

For Type C capital expenditure, the assessment focuses on products and individual measures rather than on the target economic activity for which the expenditure is incurred. Capital expenditure on assets or processes that could be useful to enable the target activity to achieve low-carbon performance but are not listed as activities in the Climate Delegated Act does not qualify as Type C CapEx.

➤ **Calculation of the “Operating Expenditure (OpEx)” KPI:**

the denominator (paragraph 1.1.3.1, “Denominator”, of Delegated Regulation (EU) 2021/2178) includes the sum of operating expenses related to research and development, building renovation and/or refurbishment measures, short-term leases, and day-to-day maintenance of property, plant and equipment, performed by the undertaking or third parties, necessary to ensure the continued and effective operation of such assets. The numerator (paragraph 1.1.3.2, “Numerator”, of Delegated Regulation (EU) 2021/2178) includes operating expenses that meet at least one of the following conditions:

- a) they relate to assets or processes associated with taxonomy-aligned economic activities, including training requirements and other human resources adaptation needs, as well as direct non-capitalised R&D costs;
- b) they relate to the purchase of products derived from taxonomy-aligned economic activities or to specific measures enabling target activities to achieve low-carbon performance or greenhouse gas emission reductions, including individual building renovation measures identified in delegated acts adopted pursuant to Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, provided that such measures are implemented and become operational within 18 months.

In determining the denominator, reference is also made to the guidance provided in **European Commission Communication C/2023/305 – Second Commission Notice**, in particular points **32)** and **33)**, as well as to **footnote (16)** included in **European Commission Communication 2022/C 385/01 – First Commission Notice**.

Specifically, in accordance with the provisions set out in **point 12**, the following cost items are excluded:

- General overheads – raw materials;
- Employee costs related to machine operation;
- Costs for managing R&D projects;
- Electricity, fluids or reagents required for the operation of buildings, plant and machinery.

Maintenance and repair costs and other direct expenses included in the denominator of the OpEx KPI primarily relate to tangible assets but may also be relevant for intangible assets (e.g. rights-of-use, software).

Share of turnover, capital expenditure (CapEx) and operating expenditure (OpEx) derived from products or services associated with taxonomy-eligible or taxonomy-aligned economic activities – Disclosure for the year 2025 (summary KPIs)

Financial Year (2025)		Breakdown of activities aligned with the EU Taxonomy by environmental objective													
KPI	Total	Share of activities eligible under the EU Taxonomy	Activities aligned with the EU Taxonomy	Proportion of activities aligned with the EU Taxonomy	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Proportion of enabling activities under the EU Taxonomy	Proportion of transition activities under the EU Taxonomy	Activities not assessed and deemed non-material	Activities aligned with the EU Taxonomy in the previous reporting period (2024)	Proportion of activities aligned with the EU Taxonomy in the previous reporting period (2024)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Testo	Euro	%	Euro	%	%	%	%	%	%	%	%	%	%	Euro	%
Fatturato	204.110	98%	0	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0	0%
CapEx	11.529	100%	295	2,6%	2,6%	0%	0%	0%	0%	0%	0%	0%	0%	0	0,0%
OpEx	3.025	%	0	%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	0%

Turnover KPI

Denominator – Turnover

The denominator was determined based on the aggregation of revenues from management accounting (revenue centres used by the Group’s management control function), reconciled with the accounting figures reported in the consolidated financial statements of the Antares Vision Group for the 2025 reporting year.

The reported revenues relate to the sale of goods and services, net of discounts, VAT, or any other direct taxes. In detail, the following revenue categories were included:

- “Manufacture of electrical and electronic equipment”, including the following revenue centres that are characteristic of the Group’s business: “T&T”, “Inspection Systems”, “Inspection Machines”, “Machines/Integrations”, and “IMAC – evolutionary changes”;
- “Repair, refurbishment and remanufacturing”, including the following revenue centres characteristic of the Group: “Maintenance” and “Service Maintenance Agreement”;
- Sale of spare parts, including the following characteristic revenue centre: “Spare parts”;
- Provision of data-based IT/OT (Information Technology / Operational Technology) solutions, including the following characteristic revenue centres: “L4 FMCG”, “L4 LS&C / L5 Lifescience”, “Agritech / Agrifood”, and “Digital Healthcare”.

The total amount of the above-mentioned revenue centres is reconciled with the following revenue accounts reported in the Antares Vision Group's consolidated financial statements for 2024:

- Account 31211 – “Software sales”
- Account 31212 – “Sales of machines/integrations”
- Account 31213 – “Component sales”
- Account 31214 – “Service sales”
- Account 31215 – “Other sales”
- Account 31216 – “Spare parts sales”
- Account 31217 – “Repairs”
- Account 31252 – “Sales returns”

The total denominator also includes other income that has not been allocated to taxonomy-eligible activities.

Numerator – Turnover

Taxonomy-aligned turnover

No turnover lines related to taxonomy-aligned activities have been identified or reported.

The revenue item “Sale of spare parts”, associated with the management accounting cost centre “Spare parts”, was not subject to taxonomy-alignment assessment, as it was deemed non-material (impact on total revenues below 10%), in accordance with the amendments introduced by **Delegated Regulation (EU) 2026/73**.

Taxonomy-eligible turnover

This section of the reporting template includes the share of turnover derived from taxonomy-eligible but not taxonomy-aligned economic activities, in accordance with the procedures set out in detail in Article 3 of the Regulation. The eligibility assessment was performed for each environmental objective; specifically, the potential correspondence between the Group's activities and one or more activities included in the Delegated Regulations was assessed, taking into account, where relevant, the NACE codes referenced in the activity descriptions.

The analysis identified taxonomy-eligible activities solely with reference to the environmental objective of “Transition to a circular economy”.

The following provides a detailed overview of the taxonomy-eligible activities identified for each Group company in relation to the specific revenue streams.

4.1 Provision of data-based IT/OT (Information Technology / Operational Technology) solutions

Activity description

The economic activity consists of extending the useful life of products through the repair, refurbishment or remanufacturing of products that have already been used for their intended purpose by a customer (either a natural or legal person).

- **Antares Vision do Brasil:** repair and refurbishment of electronic machines and vision and traceability systems;
- **Antares Vision France:** repair of optical, electronic, IT and peripheral equipment;
- **Applied Vision Corporation:** repair and refurbishment of high-speed inspection systems for glass and metal containers in the food & beverage sector;
- **Antares Vision India Private:** repair and refurbishment of electronic Track&Trace and inspection systems;
- **Antares Vision:** repair and refurbishment of electronic, electro-optical and automation systems for production control;
- **Antares Vision Korea:** repair and refurbishment of optical inspection systems and tracking systems for pharmaceutical production lines;
- **Antares Vision North America:** repair and refurbishment of inspection systems using different technologies (Visual Inspection, CCIT – Container Closure Integrity Testing, Primary Packaging Serialization, etc.);
- **Antares Vision (Thailand):** repair and refurbishment of optical inspection machines;
- **FT Hexagone:** repair of optical, electronic, IT and peripheral equipment;
- **FT North America:** repair and refurbishment of machinery and systems for packaging, filling, inspection, measurement and sorting of liquid and solid products;
- **FT System:** repair and refurbishment of machinery and systems for packaging, filling, inspection, measurement and sorting of liquid and solid products;
- **Antares Vision Asia Pacific:** repair and refurbishment of optical inspection and tracking machines for the pharmaceutical and food & beverage markets, primarily in China;
- **Shenzen Andaruixin Technology:** repair and refurbishment of optical inspection and tracking machines for the pharmaceutical and food & beverage markets, primarily in China.

1.2 Manufacture of electrical and electronic equipment

Activity description

This activity relates to the manufacture of electrical and electronic equipment for industrial, professional and consumer use, designed to ensure:

- **Antares Vision do Brasil:** manufacture and assembly of electronic machines and vision and traceability systems;
- **Applied Vision Corporation:** manufacture and assembly of high-speed inspection systems for glass and metal containers in the food & beverage sector;
- **Antares Vision Excellence:** manufacture and assembly of electronic Track&Trace and inspection machines and systems;
- **Antares Vision:** manufacture and assembly of electronic, electro-optical and automation systems for production control;
- **Antares Vision North America:** manufacture and assembly of inspection systems based on various technologies (Visual Inspection, CCIT – Container Closure Integrity Testing, Primary Packaging Serialization, etc.);
- **FT System:** manufacture and assembly of machinery and systems for packaging, filling, inspection, measurement and sorting of liquid and solid products;
- **Imago Technologies:** manufacture and assembly of smart cameras, integrated box PCs and deep-learning hardware for machine vision applications in industrial inspection, logistics, traffic control and various other fields;
- **Wavision:** manufacture and assembly of electronic equipment for non-invasive analysis of various products (food, cosmetics and pharmaceuticals) through the use of microwave sensors and AI technology;
- **Av Eletronics:** manufacture and assembly of customised electronic boards, electronic control units, brushless motor drivers, smart illuminators, microcontroller-based electronic boards, customised PCs and smart sensors with FPGA (Field Programmable Gate Array); the components produced are intended to enable interconnection among any type of Internet-connected device for data collection, remote operation control and information transfer.

5.2 Sale of spare parts

Activity description

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

- **Antares Vision do Brasil:** sale of spare parts for electronic machines and vision and traceability systems;
- **Antares Vision France:** sale of spare parts for optical, electronic, IT and peripheral equipment;
- **Applied Vision Corporation:** sale of spare parts for high-speed inspection systems for glass and metal containers in the food & beverage sector;
- **Antares Vision India Private:** sale of spare parts for electronic Track&Trace and inspection systems;
- **Antares Vision:** sale of spare parts for electronic, electro-optical and automation systems for production control;
- **Antares Vision Korea:** sale of spare parts for optical inspection systems and tracking systems for pharmaceutical production lines;

- **Antares Vision North America:** sale of spare parts for inspection systems using various technologies (Visual Inspection, CCIT – Container Closure Integrity Testing, Primary Packaging Serialization, etc.);
- **Antares Vision (Thailand):** sale of spare parts for optical inspection machines;
- **FT Hexagon:** sale of spare parts for optical, electronic, IT and peripheral equipment;
- **FT North America:** sale of spare parts for machinery and systems for packaging, filling, inspection, measurement and sorting of liquid and solid products;
- **FT System:** sale of spare parts for machinery and systems for packaging, filling, inspection, measurement and sorting of liquid and solid products;
- **Antares Vision Asia Pacific:** sale of spare parts for optical inspection and tracking machines for the pharmaceutical and food & beverage markets, primarily in China;
- **Shenzen Andaruixin Technology:** sale of spare parts for optical inspection and tracking machines for the pharmaceutical and food & beverage markets, primarily in China.

Changes in the turnover numerator compared with the 2024 reporting year disclosure

As required by Section 1.2.3.1 “Contextual information on the turnover KPI” of **Commission Delegated Regulation (EU) 2021/2178**, a qualitative explanation of the variation in the turnover KPI is provided below.

The share of taxonomy-eligible turnover remained broadly stable, increasing to **98%**, compared with **97%** in the previous reporting period.

No significant variations were identified in terms of the allocation of turnover across activities.

Share of turnover derived from products or services associated with taxonomy-eligible or taxonomy-aligned economic activities – 2025 disclosure (breakdown by activity)

Disclosed KPI (Turnover)		Environmental objective of activities aligned with the EU Taxonomy											Proportion aligned with the EU Taxonomy out of total taxonomy-eligible activities	
Financial year (2025)		Taxonomy-eligible KPI (share of taxonomy-eligible turnover)	KPI aligned with the EU Taxonomy (turnover value in monetary terms)	Taxonomy-aligned KPI (share of taxonomy-aligned turnover)	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	Taxonomy enabling activity	Taxonomy transition activity	%	
(1)	(2)													(3)
Text		%	Eur	0%	%	%	%	%	%	%	(A)	(T)	%	
Manufacture of electrical and electronic equipment	CE 1.2	60%	0	0%				0%			A		0%	
Provision of data-driven IT/OT (Information Technology / Operational Technology) solutions	CE 4.1	17%	0	0%				0%					0%	
Repair, refurbishment and remanufacturing	CE 5.1	15%	0	0%				0%					0%	
Sale of spare parts	5.2 CE	6%	0	0%				0%					0%	
Total alignment by environmental objective								0%						
Total KPI (Turnover)		98%	0	0%				0%			0%	0%	0%	

Detailed KPI related to Capital Expenditure (CapEx)

CapEx Denominator

For the CapEx denominator, the sum of eligible and non-eligible components was considered. The activity carried out resulted in a breakdown of increases in value recorded during the 2025 reporting year by tangible assets, intangible assets, and right-of-use assets (in accordance with IFRS 16).

Specifically, the analysis was based on internally produced consolidated reporting relating to the Group's asset position as at 31 December 2025. Starting from the analysis of the consolidated financial statements, all capital expenditures (CapEx) relating to the following categories were included:

- Capitalised development, start-up and expansion costs;
- Software and technologies;
- Concessions, licences, trademarks and patents;
- Land and buildings used in operations;
- Plant and machinery, industrial and commercial equipment;
- Property, plant and equipment and intangible assets under construction;
- Extraordinary maintenance and building renovation;
- Extraordinary maintenance on third-party assets;
- Company vehicles;
- Other assets;
- Assets leased and capitalised in accordance with the requirements of IFRS 16.

The values were selected without considering the effects of depreciation, impairments or changes in fair value, as required by the applicable Regulation.

CapEx Numerator

Share of CapEx derived from products or services associated with taxonomy-aligned economic activities

No capital expenditures deriving from products or services associated with EU Taxonomy-aligned economic activities were identified or reported.

Share of CapEx derived from products or services associated with taxonomy-eligible economic activities

Type A CapEx

The following section provides the list of Group entities reporting capital expenditure (CapEx) related to taxonomy-eligible economic activities contributing to the environmental objective "Transition to a circular economy", as set out in the EU Taxonomy Delegated Acts, specifically:

Activity 4.1 – “Provision of data-driven IT/OT (Information Technology / Operational Technology) solutions”;
Activity 1.2 – “Manufacture of electrical and electronic equipment”.

For the purposes of calculating the Type A CapEx, i.e. the share of capital expenditure derived from products or services associated with taxonomy-eligible economic activities, as defined in the European Commission Communication C(2023) 385 final (“First Commission Notice on Article 8 disclosures”), the numerator includes the portion of capital expenditure recognised in the consolidated statement of financial position that is directly attributable to each of the above-mentioned taxonomy-eligible activities.

The percentage of CapEx attributable to taxonomy-eligible activities for each entity is reported below:

- **Acsis** – 100% of 2025 CapEx
- **Antares Vision do Brasil** – 100% of 2025 CapEx
- **Antares Vision France** – 100% of 2025 CapEx
- **Applied Vision Corporation** – 100% of 2025 CapEx
- **Antares Vision Excellence** – 100% of 2025 CapEx
- **Antares Vision India** – 100% of 2025 CapEx
- **Antares Vision Italia S.p.A.** – 100% of 2025 CapEx
- **Antares Vision Korea** – 100% of 2025 CapEx
- **Antares Vision North America** – 100% of 2025 CapEx
- **Rfxcel Corporation** – 100% of 2025 CapEx
- **Antares Vision (Thailand)** – 100% of 2025 CapEx
- **FT Hexagone** – 100% of 2025 CapEx
- **FT North America** – 100% of 2025 CapEx
- **FT System S.r.l.** – 100% of 2025 CapEx
- **Imago Technologies** – 100% of 2025 CapEx
- **SmartPoint Technologies** – 100% of 2025 CapEx
- **Tradeticity** – 100% of 2025 CapEx
- **Wavision** – 100% of 2025 CapEx
- **AV Electronics** – 100% of 2025 CapEx
- **Antares Vision Asia Pacific** – 100% of 2025 CapEx

- **Shenzen Andaruixin Technology** – 100% of 2025 CapEx

Based on the analysis of CapEx additions recorded during the 2025 reporting period, capital expenditure relating to “intangible assets” (amounting to EUR 6,444 K) was primarily allocated to taxonomy-eligible economic activities as follows: approximately 80% was attributed to Activity 4.1 – “Provision of data-driven IT/OT (Information Technology / Operational Technology) solutions”, while the remaining (approximately 20%) was allocated to Activity 1.2 – “Manufacture of electrical and electronic equipment.”; Capital expenditure relating to “tangible assets” (amounting to EUR 5,058 K), mainly attributable to land and buildings and rights-of-use over real estate, was allocated between taxonomy-eligible economic activities 4.1 – “Provision of data-driven IT/OT (Information Technology / Operational Technology) solutions” and 1.2 – “Manufacture of electrical and electronic equipment”, based on a reasonableness assessment, taking into account the nature and use of the underlying assets.

No Type A CapEx was identified as being associated with taxonomy-eligible Activity 5.1 – “Repair, refurbishment and remanufacturing” during the reporting period.

Type B CapEx

Based on the analysis performed, no “Type B CapEx” was identified during the reporting period. In particular, no capital expenditure was identified as being part of a formalised, published and approved CapEx plan aimed at enabling taxonomy-eligible economic activities to become aligned with the EU Taxonomy, in accordance with the requirements set out in Article 8 of Regulation (EU) 2020/852 and the related Delegated Acts.

Type C CapEx

Capital expenditure related to the acquisition of products resulting from taxonomy-aligned economic activities

At present, the relevant technical screening criteria set out in Appendix A are not met.

Individual measures enabling target activities to achieve low carbon emissions

Only the activities listed in the Commission Delegated Regulation on “climate change mitigation and adaptation” (“Climate Delegated Act”) were considered for the identification of “Type C CapEx”, also referred to as **non-sales-related investments**. Type C CapEx falling within this category was identified through the completion of dedicated questionnaires by all Group entities. The assessment covered the following types of investment:

- *Activity 6.5 – Transport by motorcycles, passenger cars and light commercial vehicles;*
- *Activity 7.3 – Installation, maintenance and repair of energy efficiency equipment, including:*
 - addition of insulation to existing building envelope components, such as external walls (including green walls), roofs (including green roofs), floors, basements and ground floors;
 - replacement of existing windows with new energy-efficient windows;

- replacement of existing external doors with new energy-efficient doors;
 - installation and replacement of energy-efficient lighting sources;
 - installation, replacement, maintenance and repair of heating, ventilation and air-conditioning (HVAC) and domestic hot water systems, including equipment for district heating services, using high-efficiency technologies;
 - installation of water- and energy-saving sanitary and kitchen fixtures compliant with the technical specifications set out in Appendix E;
- *Activity 7.4 – Installation, maintenance and repair of electric vehicle charging stations in buildings and associated parking areas;*
- *Activity 7.5 – Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings;*
- *Activity 7.6 – Installation, maintenance and repair of renewable energy technologies, including photovoltaic systems.*

The total amount of capitalised Type C CapEx related to energy efficiency measures for the Antares Vision Group amounted to EUR 30 K, with the following breakdown by entity:

- **FT System** – Installation, maintenance and repair of energy efficiency equipment (installation, replacement, maintenance and repair of heating, ventilation and air-conditioning systems): EUR 9.9 K;
- **AV Electronics** – Installation, maintenance and repair of energy efficiency equipment (installation, replacement, maintenance and repair of heating, ventilation and air-conditioning systems): EUR 10.42 k;
- **FT System** – Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings: EUR 7.55 K;
- **Imago Technologies** – Installation, maintenance and repair of electric vehicle charging stations in buildings: EUR 1 K.

These investments account for 0.3% of total CapEx in 2025 and are aligned at 0.3%.

With reference to the acquisition of products derived from taxonomy-aligned economic activities, Activity 6.5 – “Transport by motorcycles, passenger cars and light commercial vehicles” was considered: the total taxonomy-eligible CapEx related to car purchases by the Group in 2025, recognised as right-of-use assets,

amounted to EUR 465 K, of which EUR 265 K was considered aligned with the climate change mitigation environmental objective.

The breakdown by entity of **Type C CapEx** related to right-of-use vehicles that are taxonomy-aligned is as follows:

- FT System (EUR 44 K)
- AVIT: (EUR 249 K)

These investments represent 4.0% of total CapEx in 2025 and are aligned at 2.3%.

Changes in the CapEx Numerator compared to the 2024 reporting year

In accordance with Section 1.2.3.2 "Contextual information on the CapEx KPI" of Commission Delegated Regulation (EU) 2021/2178, a qualitative explanation of changes in the capital expenditure KPI is provided below. The analysis indicates that 100% of the Antares Vision Group's CapEx in 2025 is taxonomy-eligible, with the following allocation across economic activities:

- 64.6% → Activity 4.1 – "Provision of data-driven IT/OT (Information Technology / Operational Technology) solutions"
- 31.1% → Activity 1.2 – "Manufacture of electrical and electronic equipment"
- 0.3% → Activity 7.3 – "Installation, maintenance and repair of energy efficiency equipment"
- 4.0% → Activity 6.5 – "Transport by motorcycles, passenger cars and light commercial vehicles"

Compared to the previous reporting year, Type C CapEx in 2025 was identified in relation to the Group's purchase of vehicles aligned with the EU Taxonomy, with reference to the climate change mitigation objective.

Overall, all Type C CapEx is considered immaterial and represents approximately 2.6% of total CapEx in 2025 (which is 100% taxonomy-eligible), showing a slight increase compared to the previous reporting year (1.5%).

Share of CapEx derived from products or services associated with taxonomy-eligible or taxonomy-aligned economic activities – Disclosure for the year 2025 (breakdown by activity)

Reported KPI (CapEx) Financial year (2025)		Environmental objective of taxonomy-aligned activities											Enabling activity	Transitional activity	Taxonomy-aligned share of total taxonomy-eligible CapEx
Economic activities	Code	Taxonomy-eligible KPI (share of taxonomy-eligible CapEx)	Taxonomy-aligned KPI (CapEx monetary value)	Taxonomy-aligned KPI (share of taxonomy-aligned CapEx)	Climate change mitigation	Climate change adaptation	Water	Circular Economy	Pollution	Biodiversity	(12)	(13)			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)		
text		%	Eur	%	0%	0%	0%	0%	0%	0%	(A)	(T)	%		
Manufacture of electrical and electronic equipment (Type A)	CE 1.2	31.1%	0	0%	0%	0%	0%	0%	0%	0%			0.0%		
Provision of data-driven IT/OT (Information Technology / Operational Technology) solutions (Type A)	CE 4.1	64.6%	0	0%	0%	0%	0%	0%	0%	0%	A		0.0%		
Installation, maintenance and repair of energy efficiency equipment (Type C)	CCM 7.3	0.3%	30	0.3%	0.3%	0%	0%	0%	0%	0%	A		0.3%		
Transport by motorcycles, passenger cars and light commercial vehicles (Type C)	6.5 (CCM)	4.0%	265	2.3%	2.3%	0%	0%	0%	0%	0%			2.3%		
Total alignment by environmental objective		100%	295	2.6%	2.6%	0%	0%	0%	0%	0%	2.6%	%	2.6%		

Detailed KPI related to operating expenditure – OpEx

In view of the limited significance of the categories of operating expenditure (OpEx) covered by the EU Taxonomy, which represent less than 10% of the Antares Vision Group's total operating expenses, it was deemed not necessary to report the OpEx-related KPI, in accordance with paragraph 1.1.3 of Commission Delegated Regulation (EU) 2021/2178.

2.2. ESRS E1 – Climate Change

2.2.1. Governance

2.1.1.1. ESRS 2 GOV-3 – Integration of sustainability performance into incentive schemes

The Antares Vision Group takes climate change-related topics, and sustainability more broadly, into account within its employee incentive schemes.

The performance objectives assigned to top management holding specific roles and to managers with strategic responsibilities are measurable over a defined continuum (typically based on economic or time-related factors) or are linked to specific projects. These objectives fall within the categories of "corporate objectives" and "individual objectives". At least one ESG-related objective must be included among the individual objectives of the Chief Executive Officer, managers with strategic responsibilities, and other senior executives. The achievement of such ESG objectives represents 10% of the variable component of remuneration.

In 2025, qualitative objectives related to climate change mitigation were included in the assessment of variable remuneration, specifically:

- *Reduction of indirect CO₂ emissions related to business travel;*
- *Reduction of indirect CO₂ emissions related to logistics;*
- *Reduction of indirect CO₂ emissions related to products;*
- *Improvement of energy efficiency;*
- *Transition towards renewable energy sources.*

On 7 May 2025, the Shareholders' Meeting of Antares Vision approved a new Long-Term Incentive (LTI) plan for managers and key personnel of the Group. The LTI Plan has a five-year duration and is closely linked to performance objectives to be achieved over the reference period, in line with the strategic and industrial plan. These performance objectives are weighted as follows: 90% related to economic results at company and/or Group level and 10% related to ESG objectives. These principles have also been reaffirmed in the update of the Individual Variable Compensation Policy.

In particular, the sustainability strategy, in line with the Sustainability Plan, sets out specific objectives related to climate change mitigation, including:

- *Increasing the share of renewable energy sources;*
- *Promoting a culture of energy efficiency and energy saving;*
- *Reducing the carbon footprint of the organisation and of products;*
- *Developing new energy efficiency solutions.*

The capital expenditure envisaged for energy efficiency initiatives defined within the sustainability strategy ranges from EUR 350 thousand in 2027 to EUR 500 thousand in 2030, and relates to the AVIT and FT System production sites.

2.2.2. Strategy

2.2.2.1. E1-1 Transition plan for climate change mitigation

As at 31 December 2025, the Antares Vision Group has not adopted a transition plan for climate change mitigation. However, the objectives relevant to ESRS E1 defined by the Group within the Industrial Plan and the Sustainability Plan are disclosed in ESRS 2 *MDR-T – Monitoring the effectiveness of policies and actions through targets*, as well as in Section 2.2.4.1. *E1-4 – Targets related to climate change mitigation and adaptation*.

The Group plans to develop and implement a medium-term Transition Plan.

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

Antares Vision performed a qualitative assessment for each material climate-related risk or transition risk identified in the “Application Requirements” section of ESRS E1: based on this assessment, the Group did not identify material physical or transition climate-related risks. As a result, no climate resilience analysis, including the use of climate scenario analysis, was conducted.

2.2.3. Impact, risk and opportunity management

2.2.3.1. ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The process used to identify environmental impacts related to climate change is based on the double materiality assessment described in Section 1.1.4.1.1. *IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities*. In particular, the assessment focused on the greenhouse gas (GHG) emissions generated by the Group and on energy consumption.

With regard to climate-related impacts along the upstream value chain, the analysis covered the activities of suppliers providing materials used in the manufacture of the Group’s machinery, with a particular focus on metals (such as iron, aluminum, copper, etc.).

The material climate-related impacts identified through the double materiality assessment relate to the Group's Scope 1 and Scope 2 GHG emissions (tCO₂e), which contribute to climate change.

Based on the value chain analysis, negative climate-related impacts were identified with reference to GHG emissions generated by the supply chain for aluminum, steel and iron.

With regard to the processes used to identify and assess physical climate risks, Antares Vision:

- *identified climate-related risks as part of the double materiality assessment, across the short, medium and long term;*
- *considered short-, medium- and long-term time horizons, as defined in ESRS 2, in particular in disclosure 1.1.1.2 BP-2 – Disclosure in relation to specific circumstances;*
- *assessed the extent to which the Group's assets and business activities could be exposed and sensitive to the identified climate hazards, taking into account their probability, magnitude and duration, as well as specific geospatial coordinates (such as the NUTS classification for EU territories) of its operating locations.*

With regard to the assessment of transition risks, Antares Vision identified transition events in the short, medium and long term, using examples based on the classification developed by the Task Force on Climate-related Financial Disclosures (TCFD), and assessed whether the Group's assets and business activities could be exposed to such events.

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

Although, as of today, the Group has not yet adopted a specific policy dedicated exclusively to climate change management, starting from 2024 the Parent Company has defined and made available a Global QHSE Policy, which provides the adoption of innovative technologies aimed at improving the energy efficiency of the Antares Vision Group companies.

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

Within the framework of the policies and objectives related to climate change mitigation and adaptation pursued by the Group, the following actions were implemented during 2025:

- *Delivery of mandatory and voluntary training courses aimed at raising awareness and providing training on energy-saving actions;*
- *Identification of measurement systems integrated into machinery to monitor energy consumption;*
- *Development of a list of actions and rules aimed at limiting the volume of stored data;*
- *Increase in the share of hybrid and electric vehicles within the corporate fleet;*
- *Implementation of KPIs to measure business travel (AVIT);*

- *Review of the Group Travel and Business Trips Policy with a view to reducing atmospheric emissions;*
- *Measurement of logistics and shipments in order to implement a plan for reducing emissions;*
- *Virtualisation of Rfxcel products to reduce indirect CO₂ emissions.*

At present, a specific reporting process has not yet been developed to quantify greenhouse gas emission savings related to the aforementioned climate change mitigation actions, nor to measure the related CapEx and OpEx.

In 2025, FT System initiated a project involving the installation of photovoltaic panels and new electric vehicle charging stations, following the expansion of electric vehicles under leasing arrangements. These installations will be carried out during 2026. The effects of these actions have not yet been measured in quantitative terms with respect to their contribution to GHG emission reductions. A detailed quantitative assessment will be conducted during the development of the Transition Plan.

For further details regarding CapEx and OpEx related to climate change mitigation actions, reference should be made to *Section 2.1 – Disclosure pursuant to Article 8 of Regulation (EU) 2020/852*.

2.2.4. Metrics and targets

2.2.4.1. E1-4 – Targets related to climate change mitigation and adaptation

In addition to the objectives previously described in relation to the incentive schemes, Antares Vision has defined, within its Sustainability Plan, further targets related to climate change mitigation, some of which include quantitative targets. It is specified that the targets set have not been selected on the basis of external scientific evidence, but rather through internal, reasoned assessments, and that they are not explicitly linked to Group policies. For the definition of these targets, the Parent Company involved and identified the functions responsible for each relevant area. These functions will also be responsible for the monitoring and achievement of the respective targets.

OBJECTIVES	N	ACTIONS	ACTION CATEGORY	2025	2026	2027	2028	2030	TARGET KPI
Have up-to-date and accurate environmental databases for each material topic	1	Identification of a Data Owner for each environmental material issue in each Company	Projects	☑	☑	☐	☐	☐	ON/OFF
Development of Policies for the reduction of GHG emissions in the supply chain	2	Development of a supplier selection policy for the evaluation of suppliers based on ESG qualifications with attention to their GHG emissions (Scope 3)	Projects	☐	☐	☑	☐	☐	Policy Development: ON/OFF
Improve the organization's GreenHouse Gas (GHG) emissions calculation and reporting tools	3	Track the number of air travel made and the related km per route for the calculation of scope 3 emissions in accordance with the GHG Protocol and annual reporting	Analysis and studies	☐	☐	☐	☑	☐	ON/OFF
Reduction of the organization's carbon footprint	4	Scope 1 GHG emission reduction projects (e.g. energy efficiency of machinery, transition to an electric company fleet, etc.)	Projects	☑	☑	☑	☑	☑	10% annual improvement of Green vehicles (Full hybrid + Plug-in) for
	5	Improve Business Travel Measurement (AVIT) through the development of representative KPIs specific to 2026	Projects	☐	☑	☐	☐	☐	ON/OFF
	6	Revision of the travel and business transfer policy in order to reduce air emissions where possible	Projects	☐	☑	☐	☐	☐	ON/OFF
Reduction of the product carbon footprint	7	Reduce indirect product-related CO2 emissions (Rfxcel) through migration to virtual servers	Projects	☑	☑	☐	☐	☐	Migrate at least another 90 machines by the end of 2026.
Increasing renewable energy sources	8	Extension of the capacity of photovoltaic plants and increase in self-produced energy (new installations at the AVHQ, FT and AVIT offices) to set GHG emission reduction targets	Projects	☑	☑	☑	☑	☑	Extension of the capacity of photovoltaic plants by 10%/year
Development of new energy efficiency solutions	9	Creation and/or improvement (following feasibility studies) of production facilities in Italy, to reduce energy consumption (e.g., increased use of solar power systems, electric vehicle charging stations, heat pumps, etc.)	Projects	☐	☑	☐	☐	☐	ON/OFF
	10	Implementation of design criteria aimed at simplifying new projects with the aim of reducing the number of mechanical and electrical components. Purpose: reduction of the use of raw materials, reduction of the number of elements to be made and handling	Projects	☐	☑	☑	☑	☑	5% reduction in the number of components compared to the previous version of the design
	11	Implementation of the energy consumption measurement system for the Group's stand-alone machines. From 2026 Implementation of high-efficiency devices and reduced consumption	Projects	☑	☑	☑	☑	☑	N 2 types of machinery per year
	12	Development of rules and actions to contain the level of data stored and reduce consumption related to Data Centers. Especially with regard to Group emails and shared files.	Projects	☑	☑	☐	☐	☐	ON/OFF
Energy-saving culture	13	Initiatives (ideas, games, events or communications for themed days, etc.) with the aim of implementing energy saving actions (e.g. office lighting, etc.)	Information, awareness and training	☐	☐	☑	☑	☑	AVIT and FT System staff involved
	14	Reduction of energy consumption through the replacement of current lighting systems with more energy-efficient solutions in Italy (e.g. neon/LED lights in offices or production halls)	Projects	☐	☑	☐	☐	☐	100% replacement of lighting fixtures at the Antares Vision headquarters in Parma
	15	Staff training on best practices on energy issues in order to achieve a reduction in energy use	Information, awareness and training	☐	☐	☐	☑	☐	Overall reduction of 5,000 kwh for the Travagliato site

2.2.4.2. E1-5 – Energy consumption and energy mix

The energy consumption of the Antares Vision Group, as presented in the table below, refers to the energy used for the operation of equipment, production facilities, and for activities carried out within the commercial offices.

Energy consumption and energy mix	Unit	2025	2024
Total energy consumption from fossil sources	MWh	3,970.3	4,539.74
Share of fossil sources in total energy consumption	%	73.52%	76.44%

Energy consumption from nuclear sources MWh	159.05	246.19
Share of nuclear sources in total energy consumption	2.95%	4.14%
Consumption of fuels from renewable sources, including biomass	0.01	0.01
Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired	1,269.53	1,139.8
Consumption of self-generated renewable energy without the use of fuels	1.15	13.97
Total energy consumption from renewable sources MWh	1,270.69	1,153.78
Share of renewable sources in total energy consumption	23.53%	19.42%
Total energy consumption MWh	5,400.03	5,939.71

The total energy consumption of the Antares Vision Group in 2025 amounted to 5,400.03 MWh, and is broken down as follows:

- Energy from fossil sources: energy consumption from fossil sources amounted to 3,970.30 MWh, representing 73.52% of total annual energy consumption;
- Energy from nuclear sources: energy consumption from nuclear sources amounted to 159.05 MWh, corresponding to 2.95% of total annual energy consumption;
- Energy from renewable sources: energy consumption from renewable sources amounted to 1,270.69 MWh, representing 23.53% of total annual energy consumption. This consumption is further broken down as follows:
 - Consumption of fuels from renewable sources: 0.01 MWh;
 - Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired: 1,269.00 MWh;
 - Consumption of self-generated renewable energy without the use of fuels: 1.15 MWh.

Compared to 2024, the procurement of electricity from renewable sources increased by approximately 4% in 2025. Starting from October 2024, FT System and AV Electronics began purchasing electricity exclusively from suppliers providing Guarantees of Origin, thereby aligning their commitment with that of Antares Vision S.p.A., which already sources 100% of its electricity through Guarantees of Origin contracts.

2.2.4.3. Gross Scope 1, Scope 2 and Scope 3 GHG emissions and total GHG emissions

E1-6 Gross Scope 1, Scope 2 and Scope 3 GHG emissions and total GHG emissions

The Group does not fall within the scope of application of the EU Emissions Trading Scheme (EU ETS).

Greenhouse gas emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e) and refer to direct emissions (GHG Scope 1) as well as indirect emissions associated with the consumption of electricity purchased from the grid (GHG Scope 2). The electricity consumed by Antares Vision S.p.A., AV Electronics and FT System is sourced from renewable energy, through specific supply contracts backed by Guarantees of Origin (GO). Guarantees of Origin are electronic certificates that attest to the renewable and carbon-zero origin of the energy sources used for electricity generation. Accordingly, the Antares Vision Group calculates Scope 2 GHG emissions using two distinct methodologies:

- Market-based method, which requires Scope 2 emissions to be calculated by reflecting contractual instruments and responsible electricity procurement practices. For electricity purchases covered by Guarantees of Origin contracts, a zero emission factor (tCO₂e = 0) is applied. For electricity consumption not covered by GO certificates, the national “residual mix” emission factor is applied;
- Location-based method, which requires Scope 2 emissions to be calculated using average national grid emission factors for the countries in which electricity is consumed, regardless of contractual arrangements.

Direct CO₂e emissions (GHG Scope 1) mainly arise from the use of company fleet vehicles powered by diesel and fuel, as well as from the consumption of natural gas for heating offices and production facilities of the Antares Vision Group. Compared to 2024, direct CO₂e emissions decreased by 15%. This reduction is primarily attributable to the reorganisation of the corporate fleet, which led to lower diesel and fuel consumption, and to a reduction in natural gas consumption, resulting from the stabilisation of energy use following the mergers completed in 2024 of Packital S.r.l. and Pen-Tec S.r.l. into FT System.

GHG Scope 1 - Emissions/ CO ₂	UM	2025	2024
t CO ₂ e			
Diesel	tCO ₂ e	344.4	394
Fuel	tCO ₂ e	311.7	369
LPG	tCO ₂ e	-	-
Fuels from crude oil and petroleum products	tCO₂e	656.1	763
Natural gas used for heating	tCO ₂ e	73.1	96
Natural gas fuels	tCO₂e	73.1	96
Total –Scope 1 Emissions	tCO₂e	729.2	859

The reported emissions do not include losses related to fluorinated gases (F-gases).

The table below presents Scope 2 emissions calculated using the market-based methodology. Compared to the previous reporting year, Scope 2 emissions remained broadly stable. As previously noted, Antares Vision S.p.A., AV Electronics and FT System achieved 100% coverage of electricity consumption from renewable sources through Guarantees of Origin (GO) certificates.

GHG Scope 2 - EmissionS/ CO₂	UM	2025	2024
t CO₂e – Market-based method			
Purchased electricity	tCO ₂ e	488.9	568
Steam	tCO ₂ e	0,002	-
Totals –Scope 2 Emissions - Market-	tCO₂e	489	568
based method			

For comparative purposes, Scope 1 and Scope 2 GHG emissions are presented according to both the location-based and market-based methodologies.

GHG Scope 1 Emissions/ CO₂	GHG Scope 2 e	GHG Scope 3 -	2025	2024
t CO₂e				
Total GHG Scope 1 (direct) emissions			729	859
Total GHG Scope 2 (indirect) emissions – Location Based -			752	893
Total GHG Scope 3 emissions			17,274	20,757
Total GHG Scope 1/Scope 2 e Scope 3 emissions			18,755	22,509

Emissioni/ CO₂ – GHG Scope 1	GHG Scope 2 e	GHG Scope 3	2025	2024
t CO₂e				
Total GHG Scope 1 (direct) emissions			729	859
Total GHG Scope 2 (indirette) emissions			489	568
GHG Scope 3 Totale emissioni – Market Based -			17,274	20,757
Total GHG Scope 1/Scope 2 e Scope 3 emissioni			18,492	22,183

For the purposes of Scope 3 calculation, the Antares Vision Group did not use external data or supplier-provided data to estimate emissions. Accordingly, 100% of Scope 3 emissions were calculated using internal primary data, obtained from direct company sources.

In line with the requirements of the GHG Protocol, a preliminary screening of the applicable Scope 3 categories was carried out to determine their relevance for the calculation of Scope 3 emissions.

Scope 3 Category (GHG Protocol)	Included Excluded	Calculation methodology applied
Purchase of goods and services	Included	Average-data method
Capital goods	Not material	-
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Included	Average-data method
Upstream transportation and distribution	Included	Spend-based method
Waste generated during operations	Included	Average-data method
Viaggi di lavoro	Included	Spend-based method
Employee commuting	Inclusa	Distance-based method
Upstream leased assets	Not applicable	-
Downstream transportation and distribution	Not material	-
Processing of sold products	Not applicable	-
Use of sold products	Included	Average-data method
End-of-life treatment of sold products	Not relevant	-
Downstream leased assets	Not applicable	-
Franchising	Not applicable	-
Investments	Not relevant	-

The assessment of the applicability and materiality of Scope 3 categories was carried out on the basis of both qualitative criteria (e.g. consistency with the Group’s business model) and quantitative criteria (e.g. costs incurred for the activity and emissions accounting for less than 10% of total Scope 3 emissions), in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard.

Compared to the 2024 reporting period, the procedures for collecting and calculating Scope 3 emissions were refined, and the calculation was expanded to include the “Downstream transportation and distribution” category. The consolidation perimeter used for the Scope 3 calculation is consistent with that applied in the consolidated financial statements. The exclusion of certain Scope 3 categories identified by the GHG Protocol is primarily due to their inapplicability or lack of materiality. In particular, categories representing less than 10% of total Scope 3 emissions are not considered material in accordance with ESRS E1-6 and the Scope 3 Standard, as they do not exceed the significance threshold, do not present material impacts along the value chain, and do not materially affect the overall representation of the Group’s emissions profile. Specifically, the “Capital goods” category was not deemed material due to the limited level of investments in tangible fixed assets (plants and machinery) by the Group. The “End-of-life treatment of sold products” category was considered not material due to the high recyclability of the majority of components of the finished products. Lastly, the “Investments” category relates to minority shareholdings in small service companies with limited and non-material GHG impacts.

Scope 3 (GHG Protocol) Category	UM	2025	2024
Purchase of goods and services	tCO ₂ e	1,124	1,122
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO ₂ e	241	275
Upstream transportation and distribution	tCO ₂ e	1,288	1,406
Waste generated during operations	tCO ₂ e	0.6	0.7
Business Travel	tCO ₂ e	1,491	1,485
Employee Commuting	tCO ₂ e	1,212	1,546
Downstream transportation and distribution	tCO ₂ e	617	-
Use of sold products	tCO ₂ e	11,301	14,922
Total GHG Scope 3 emissions	tCO₂e	17,274	20,757

Emissions intensity

The table below presents the indicators used to measure emissions intensity (Scope 1- Scope 2 - Scope 3):

Intensità emissioni – Market Based	UM	2025	2024
Scope 1, Scope 2 e Scope 3 emissions	t CO₂e	18,492	22,183
Net Revenue	€ million	204	207
Emissions intensity	t CO₂e/ € million	90.6	107.1

Intensità emissioni – Location Based	UM	2025	2024
Scope 1, Scope 2 e Scope 3 emissions	t CO₂e	18,755	22,509
Net Revenue	€ million	204	207
Emissions intensity	t CO₂e/ € million	91.9	108.7

For the purposes of calculating emissions intensity, the Group's net revenue was used as the reference denominator.

E1-7 – GHG removals and GHG emission mitigation projects financed through carbon credits

The Group has participated in GHG emission offsetting activities or projects, including the following initiatives:

- *Tree-planting activities carried out by Tradeticity (<https://compensatingbyplanting.com/en>), involving the planting of approximately 1,000 trees in Croatia and India. To date, the quantities of GHG emissions expected to be avoided or removed as a result of this project have not yet been quantified;*
- *Participation by FT System, through its logistics partner GLS, in a climate protection project.*

At present, the aforementioned projects are not accounted for within the Group's GHG compensation metrics, nor are they included in the calculation of reported GHG emissions.

2.3. ESRS E2 – Pollution

2.3.1. Impact, risk and opportunity management

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

The double materiality assessment process used to identify impacts, risks and opportunities related to pollution is described in *ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities*, to which reference is made for further details.

Given the nature of the business, as the Group designs and manufactures its machinery primarily through assembly activities rather than transformation-intensive production processes, no direct impacts, risks or opportunities specifically related to pollution were identified. However, indirect IROs were identified upstream along the value chain. In particular, these relate to greenhouse gas emissions and other atmospheric pollutants

(such as NOx, SOx, particulate matter, etc.) generated by the extractive and manufacturing processes of steel and aluminum, materials used by the Group for the assembly of machinery sold to customers.

Affected communities were not consulted with regard to air pollution generated by the Antares Vision Group, as such pollution is not attributable to or concentrated around the Group's offices and operating sites, nor directly dependent on the activities carried out at those locations.

The main pollution-related impacts, risks and opportunities are analysed in *ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with the strategy and business model*.

2.3.2. Policies related to pollution

E2-1 – Policies related to pollution

At present, the Antares Vision Group has not adopted a specific policy dedicated to pollution, as this topic does not arise directly from the Group's core activities.

2.3.3. Actions related to pollution

E2-2 – Actions related to pollution

Although pollution does not directly result from the Antares Vision Group's activities, a specific action aimed at reducing air pollution has been defined within the Sustainability Plan. This initiative involves the monitoring of logistics and shipping activities, both upstream and downstream along the value chain, with the objective of identifying and implementing emission-reduction strategies, including, for example, prioritising transport modes with a lower environmental impact. The Group expects to complete this action by 2027, as indicated in the table presented in the following section.

Through this initiative, the Group aims to maintain a very high proportion of certified transport providers (above 90%) and to prioritise lower-impact transportation solutions.

2.3.4. Objectives related to pollution

E2-3 – Objectives related to pollution

Within the Sustainability Plan, Antares Vision has defined an objective aimed at safeguarding air quality, as outlined below:

OBJECTIVES	N	ACTIONS	RESPONSIBLE FUNCTION	ACTION CATEGORY	2025	2026	2027	2028	2030	TARGET KPI
Preservation of air quality	16	Measurement of logistics and shipments to implement emission reduction strategies (e.g. favoring less impactful transport methods)	Chief Operation Officer	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1) Keep conveyors certified > 95% 2) Maintain % Kg transported for the most sustainable types shipped by Air/Land/Ship (60% Land, 25% Air, 15% Ship)

For the definition of the above-mentioned objective, the Parent Company involved and identified the functions responsible for each relevant area. These functions will also be responsible for the monitoring and achievement of the objective.

This objective is not linked to the Antares Vision Group's environmental sustainability policies and is not mandated by, nor derived from, compliance with any applicable regulatory requirements.

2.4. ESRS E5 – Resource use and circular economy

2.4.1. Impact, risk and opportunity management

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

The process used to identify impacts, risks and opportunities related to incoming resource flows, outgoing resource flows and waste is the same as that described for the double materiality assessment set out in *ESRS 2 IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities*, to which reference is made for further information. In particular, the Group analysed its business processes and individual entities, refining data requests relating to the raw materials used by the Group's manufacturing and assembly companies (as indicated in the table in Section 1.1.2.1 BP-1) and to entities that generate industrial waste, mainly associated with component assembly and testing activities.

The waste generated along the Antares Vision Group's value chain mainly originates from suppliers of metallic and mechanical components, as well as from suppliers of electrical and electronic parts. With regard to companies within the Group involved in manufacturing and assembly activities (as indicated in the table in Section 1.1.2.1 BP-1), a specific waste management procedure has been implemented. This procedure is particularly relevant, as production activities represent one of the main impact points of the Group, including from an environmental perspective.

A significant contribution to the circular economy is made through the products and services offered by the Group, which enable enhanced supply chain traceability and efficiency. In particular, the Track & Trace business area focuses on the traceability of raw materials used by customers in their production processes. Waste collection and disposal activities are outsourced to both private service providers and municipality-linked operators (e.g. door-to-door collection and ecological collection centres).

Affected communities were not directly involved in the analysis of impacts, risks and opportunities related to resource use and the circular economy. However, Antares Vision conducted stakeholder engagement activities involving Company employees, focusing on topics related to the circular economy.

E5-1 – Policies related to resource use and the circular economy

At present, the Antares Vision Group does not have a specific policy dedicated to the material impacts, risks and opportunities (IROs) related to circular economy aspects.

However, Antares Vision has adopted a Quality, Health, Safety and Environment (QHSE) Policy that includes principles and provisions related to resource use and the circular economy, as well as specific guidance on waste management. In particular, the policy promotes responsible waste management practices and the use of

recyclable materials. Through this policy, Antares Vision commits to applying and promoting the standards set out in ISO 14001:2015, as well as the following principles:

- *responsible, efficient and effective use of raw materials and resources required for the operation and implementation of production processes;*
- *optimisation of production processes aimed at the progressive reduction of waste;*
- *product and packaging design based on a full life-cycle perspective;*
- *reduction of energy consumption;*
- *reduction of atmospheric pollutant emissions, with particular attention to the organisation of business travel and logistics;*
- *reduction or substitution of hazardous chemicals used in production processes with safer and lower-impact alternatives;*
- *substitution, where possible, of high-environmental-impact materials with eco-compatible materials;*
- *responsible waste management and application of circular economy principles;*
- *continuous monitoring of direct and indirect environmental aspects through appropriate use of facilities and equipment.*

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

At the Group's main European sites, waste is sorted for recycling, and is subsequently sent for recycling, reuse or waste-to-energy conversion, in accordance with the policies adopted by the final operator with whom AV Group has entered into specific agreements.

Since 2024, a separate waste collection project has also been implemented at the Group headquarters in Travagliato. In addition, during 2025, the Group reinforced existing programmes aimed at waste reduction, reuse and recycling, with the objective of minimising environmental impacts. These initiatives included the use of minimal and biodegradable packaging and the reduction of paper consumption through increased digitalisation of documents.

Since 2019, the Antares Vision Group has adhered to the global #PlasticFree campaign and to the #IoSonoAmbiente initiative promoted by the Italian Ministry for the Environment, anticipating the European ban on single-use plastic products. Actions implemented include, among others, the installation of drinkable water dispensers to eliminate single-use plastic bottles, the purchase of coffee machines using paper cups and allowing the use of personal reusable containers, as well as the distribution of customised reusable water bottles to employees. Moreover, in collaboration with contracted food service providers, the Group promoted the replacement of plastic takeaway containers with containers made from eco-sustainable materials.

With the aim of reducing paper use at the Parent Company level, new machine manuals were designed for digital consultation via QR codes, discouraging over time the request for paper copies by customers. In the same context, since 2021, the Parent Company and FT System introduced new printers equipped with a “Follow Me” secure printing system, requiring personal badge authentication. This system, together with the adoption of best practices, resulted in a reduction of over 32,000 printed pages at AVIT in 2025, compared to 2024.

At present, the Group has not yet implemented a specific system for reporting costs and investments related to the initiatives and actions described above.

2.4.2. Metrics and targets

E5-3 – Targets related to resource use and the circular economy

The Antares Vision Group achieved the target set for the 2024–2025 period concerning the launch of a separate waste collection project at the headquarters in Travagliato, as well as the subsequent extension of the project’s scope to all Group sites, supported by the activities of the ESG Champions. An exception applies to the Group’s sites in the United States, where the implementation of separate waste collection is limited due to local waste management systems that are not compatible with this practice.

Within its Sustainability Plan, Antares Vision has set targets relating to incoming and outgoing resource flows, with particular focus on the management of product end-of-life, the efficiency and traceability of raw materials, and the procurement and use of sustainable resources. The targets defined are set over a medium-term time horizon. For the definition of these targets, the Parent Company involved and identified the functions responsible for each relevant area, which will also be responsible for the monitoring and achievement of the targets. The details of the targets set are provided below:

OBJECTIVES	N	ACTIONS	RESPONSIBLE FUNCTION	ACTION CATEGORY	2025	2026	2027	2028	2030	TARGET KPI	M
Disseminating circular economy principles	17	Development and expansion of policies that define the end of life of products	Chief Technology Officer Head of Hardware	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ON/OFF	
Manufacture of products with materials compatible with environmental protection.	18	Define and implement a plan for the introduction/replacement, where possible, of solvent-based inks and/or printing ribbons with eco-sustainable equivalents (e.g. water-based)	Chief Technology Officer Head of Hardware	Analysis and studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ON/OFF	
Tracking of raw materials used	19	Definition of a process for a more accurate estimation of raw materials used in the production of AVIT machinery subject to standardization review	Chief Technology Officer	Analysis and studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ON/OFF	
	20	Definition of a joint process between the technical office and the purchasing office aimed at attributing the declaration of origin of the materials used for the production of drawing parts	Chief Technology Officer	Analysis and studies	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ON/OFF	

These targets are not linked to the Antares Vision Group’s environmental sustainability policies and are not mandated by, nor derived from, compliance with any applicable regulatory framework.

E5-4 – Inflows of resources

The resource inflows of the Antares Vision Group are reported exclusively for the Group’s manufacturing and assembly companies (as indicated in the table in Section 1.1.2.1 BP-1) and include metals, used for the production of machinery and related spare parts, and wood, used as packaging material. The reporting scope does not include the other Group companies, as these entities procure such materials in non-significant quantities. Certain

categories of incoming materials, such as cables, electronic components and other parts required for machine assembly, are excluded from the reporting scope, as they represent immaterial quantities compared to the materials reported and are considered ancillary components. Furthermore, the double materiality assessment did not identify any material impacts, risks or opportunities (IROs) related to the excluded categories.

Raw Material / 2025 natural resources	2025			2024		
	Technological material	Biological material	Total	Technological material	Biological material	Total
Case Machine	253,140.46		253,140.46	261,382.00		261,382.00
Spare Parts	13,961.00		13,961.00	16,170.67		16,170.67
Wood (packaging)		380,564.83	380,564.83		234,261.00	234,261.00
	267,101.46	380,564.83	647,666.29	277,552.67	234,261.00	511,813.67

In addition to the distinctions arising from the definitions of the individual categories, which ensure a clear and consistent compilation by the relevant *data owners*, the total number of *Case Machines* is derived from the number of machines sold, each identified by a unique serial number, thereby preventing any double counting. The weight of *Case Machines* is determined on the basis of the machine families and bills of materials. The calculation of *Spare Parts*, namely machine components sold individually, follows a similar methodology, as the data are extracted from unique transport documents. The calculation of wooden packaging is based on purchase orders, as each type of machinery or shipment corresponds to a standard wooden packaging solution.

E5-5 – Outflows of resources

The total amount of waste generated in 2025 amounted to 107,267 kg.

DR 37a							
Hazardous waste							
	2025			2024			
Hazardous waste	Recovery	Disposal	Total	Recovery	Disposal	Total	
Pharmaceuticals products for machiens runtest	800.00		800.00	800.00		800.00	800.00
Others emulsions	24.00	550.00	574.00	344.00	584.00	928.00	928.00
Packaging containing residues of dangerous substances or contaminated by such substances		410.00	410.00	1.90	410.00	412.00	412.00
Fluorescent tubes and other mercury-containing waste	110.00	1.00	111.00	118.80	2.20	121.00	121.00
Batteries and accumulators	100.00		100.00	100.00		100.00	100.00
Ink waste containing dangerous substances	9.00	53.00	62.00	9.00	113.00	122.00	122.00
Other solvents and solvent mixtures	50.00		50.00	50.00		50.00	50.00
Organic waste containing dangerous substances			-	252.00	28.00	280.00	280.00
Lead-acid batteries	798.00	362.00	1,160.00	81.10	44.90	126.00	126.00
Discarded equipment containing hazardous components (2), other than those referred below	212.00		212.00	70.00		70.00	70.00
Total hazardous waste	2,103	1,376	3,479	1,827	1,182	3,009	
Non-Hazardous waste	Recovery	Disposal	Total	Recovery	Disposal	Total	
Metal packaging	351.00		351.00	351.00		351.00	351.00
Organic waste other than those mentioned before	420.00		420.00	420.00		420.00	420.00
Other batteries and accumulators	5.60	16.40	19.00	9.80	15.20	25.00	25.00
Alkaline batteries (except those mentioned before)	6.30	20.70	27.00	9.10	21.90	31.00	31.00
Medicinal products different than those mentioned		460.00	460.00	985.00	4,905.00	5,490.00	5,490.00
Waste printing toner different than those mentioned			-			-	-
Septic tank sludge	3,796.00		3,796.00			-	-
Discarded electrical and electronic equipment		10.00	10.00		5.00	5.00	5.00
Cables other than those mentioned	1,963.00	45.00	2,008.00	1,825.00	40.00	1,865.00	1,865.00
Plastic	155.00	10.00	165.00	155.00	10.00	165.00	165.00
Glass			-	64.20	256.80	321.00	321.00
Components removed from discarded equipment, different than those mentioned	4,633.30	510.70	5,144.00	12,770.00	1,417.00	14,187.00	14,187.00
Discarded equipment, different from those referred before			-	646.00		646.00	646.00
Scraps unsuitable for consumption or processing	2.00	50.00	52.00	971.00	30.00	1,001.00	1,001.00
Rubbish (food/paper/etc.)		2,527.00	2,527.00		2,805.00	2,805.00	2,805.00
Metals - other	405.00	3,050.00	3,455.00	395.00	4,115.00	4,510.00	4,510.00
Iron - steal	8,965.00	15.00	8,980.00	9,432.00	15.00	9,447.00	9,447.00
Packaging - mixed	1,080.00	12,348.00	13,428.00	982.20	11,855.80	12,838.00	12,838.00
Glass packaging	760.05	1.95	762.00	1,051.00		1,051.00	1,051.00
Packaging - wood	22,411.00	5,267.00	27,678.00	16,933.00	2,742.00	19,675.00	19,675.00
Packaging - plastic	4,976.00	823.00	5,799.00	5,564.00	2,376.00	7,940.00	7,940.00
Packaging - paper / carton - cardboard	22,880.50	1,295.50	24,176.00	24,264.50	2,092.50	26,357.00	26,357.00
Aluminium	735.00		735.00	75.00		75.00	75.00
Organic waste	3,354.00		3,354.00			-	-
Bulky Waste	442.00		442.00			-	-
Total hazardous waste	77,340.75	26,447.25	103,788.00	76,902.00	32,32.00	109,205	
Total waste	79,443.75	27,823.25	107,267.00	78,729.00	33,484.40	112,214.00	
Percentuale rifiuti destinati al recupero			74%			72%	

Financial Year 2025 – Waste Sent for Recovery		
	2025	2024
Hazardous waste		
Preparation for Re-use Operations	1,069.00	1,073.80
Recycling	1,034.00	501.00
Other Recovery Operations	-	252.00
Total Hazardous Waste	2,103.00	1,826.80
Non-Hazardous waste		
Preparation for Re-use Operations	4,596.30	15,080.20

Recycling	67,866.45	59,869.40
Other Recovery Operations	4,878.00	1,953.20
Total Non-Hazardous Waste	77,340.75	76,902.80
Total waste sent for recovery	79,433.75	78,729.60

Detailed Breakdown of Waste Sent for Disposal	2025	2024
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Hazardous Waste		
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Incineration	416.00	160.10
Landfill Disposal	960.00	960.10
Other Disposal Operations		-
		62.00
Total Hazardous Waste	1,376,00	1.182,20

Non-Hazardous waste		
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Incineration	3.882,80	10.578,70
Landfill Disposal	22,344.45	21,613.50
Other Disposal Operations	220.00	110.00
Total Non-Hazardous Waste	26,447.25	32,302.20
Total waste sent for Disposal	27,823.25	33,484.40

The total amount of non-recycled waste amounted to 38,366.55 kg, corresponding to 36% of the total waste generated, showing a decrease compared to the previous year (46%). This variation indicates that the recycling rate of waste increased in 2025.

The types of waste generated by the Group are outlined below:

Hazardous waste

Pharmaceuticals products for machiens runtest

Others emulsions

Packaging containing residues of dangerous substances or contaminated by such substances

Fluorescent tubes and other mercury-containing waste

Batteries and accumulators

Ink waste containing dangerous substances

Other solvents and solvent mixtures

Organic waste containing dangerous substances

Lead-acid batteries

Discarded equipment containing hazardous components (2), other than those referred below

Non-Hazardous waste

Metal packaging

Organic waste other than those mentioned before

Other batteries and accumulators

Alkaline batteries (except those mentioned before)

Medicinal products different than those mentioned

Waste printing toner different than those mentioned

Septic tank sludge

Discarded electrical and electronic equipment

Cables other than those mentioned

Plastic

Glass

Components removed from discarded equipment, different than those mentioned

Discarded equipment, different from those referred before

Scraps unsuitable for consumption or processing

Rubbish (food/paper/etc.)
Metals - other
Iron - steal
Packaging - mixed
Glass packaging
Packaging - wood
Packaging - plastic
Packaging - paper / carton - cardboard
Aluminium
Organic wate
Bulky Waste

The total amount of hazardous waste generated amounted to 3,479 kg.

No radioactive waste was generated.

The classification of waste (recovery/disposal) is based on the technical documentation prepared at the time of collection (such as, for example, waste transfer documentation in Italy) and takes into account the information and estimates provided by environmental service operators.

Total waste figures have been consolidated in line with the defined reporting perimeter.

3. SOCIAL INFORMATION

3.1. ESRS S1 Own workforce

3.1.1. Strategy

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

The material impacts on the own workforce identified through the double materiality analysis described in section 1.1 *ESRS 2 General information* are connected to the Antares Vision Group's business model, as they arise from the analysis of the activities carried out by the personnel of the companies belonging to the Group.

Specifically, all material impacts, both potential and actual, related to the following sub-topics:

- Collective bargaining, including the percentage of workers covered by collective agreements;
- *Work-life balance;*
- *Health and safety;*
- *Training and skills development;*
- *Measures against violence and harassment in the workplace;*
- *Privacy*

These impacts are currently taken into consideration by Antares Vision as part of its strategic guidelines and relate to matters that are regularly addressed by the Human Resources function in the course of its activities aimed at improving social performance.

Within the disclosures required under ESRS 2, all employees of the organisation who are involved, or could potentially be involved, in the impacts generated by the Group have been considered.

The majority of employees affected by the impacts generated by the Group are employed under permanent, full-time contracts.

However, there are also self-employed workers, mainly involved in scouting activities and supplier selection, external consultants, agency workers and interns.

The material negative impacts that could be, or are, generated within the Group's activities, as systemic to the business, and that involve the own workforce, relate to:

- limitations to collective bargaining and situations where the individual employment contract between employer and employee is less favourable than the collective agreement;
- accidents in factories with medium to low severity consequences on the physical integrity of workers;
- incidents of data breaches and/or unauthorised access to on-premise servers, resulting in breaches of confidentiality;
- situations that may lead to imbalances between private life and professional life;
- situations of staff skills erosion and difficulties in subsequent redeployment due to ineffective HR management in the development of upskilling, reskilling and lifelong learning tools.

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

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

Sub-subtopic	Risk description
Training and skills development	Risk that company productivity levels may be compromised by deficiencies in the technical-professional skills of personnel operating in key roles, particularly within recently acquired subsidiaries.
Health and safety	Risk related to the outbreak of new pandemics, with consequent potential lockdowns of the Company's involved sites; internal plans for the possible management/containment of pandemics may represent a key factor in ensuring operational continuity.
Working hours	Risk related to potential sanctions by the Labour Inspectorate and legal actions for damages brought by employees due to exceeding the maximum number of annual overtime hours, as well as productivity risk arising from inefficient and unbalanced allocation of workloads to human resources across projects.

The material risks identified through the double materiality analysis with respect to the own workforce concern topics that are regularly monitored by Human Resources and the responsible functions, with a view to the continuous improvement of the Company's social conditions.

Based on the analyses carried out, no operations generating a risk of cases of forced labor have been identified. However, since some Group companies are located in geographical areas that are more sensitive to this issue, particularly Asia and the Pacific, an impact has nevertheless been identified in this respect, although it is not considered material.

Similarly, the Group has not identified operations that generate a risk of cases of child labor. As previously reported, given the location of certain Group companies in geographical areas more exposed to instances of child labor (Asia and the Pacific), a potential negative impact has been identified, deemed not material due to the remote

likelihood of occurrence, on children's right to education, on their health as a result of being forced to carry out strenuous work, and on their right to a peaceful childhood free from abuse and violence arising from the employment of minors.

Risk management is addressed through a Group Policy on "Diversity, Equity and Inclusion" and a Human Rights Policy, which regulate and prohibit such abuses.

Based on the documentary analyses and interviews that led to the development of the double materiality analysis, two categories of workers were identified as being at higher risk: operators working in assembly plants and employees who undertake a high number of business trips.

The risks and opportunities highlighted in the double materiality analysis concerning the own workforce generally relate to all Group employees; this is due to the fact that the identified risks and opportunities are linked to the potential non-compliance with working conditions and to the training provided to the entire workforce.

In addition, certain specific risks have been identified for the following cases: a) employees who undertake a high number of business trips, and b) potential discrimination against women in the event of failure to implement an equal opportunities policy.

3.1.2. Management of impacts, risks and opportunities

S1-1 – Policies related to the own workforce

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

- *Human Rights*
- *Whistleblowing*
- *Diversity, Equity and Inclusion*
- *Gender Equity*
- *Parental Care*
- *Working Hours*
- *Information Security Management System*

These policies, which form an integral part of the corporate culture and the related actions, apply to Antares Vision S.p.A. and its Subsidiaries, with the exception of the "Information Security Management System" and "Working Hours" policies, which apply only to the Italian perimeter. The policies applicable to the entire Group are adopted by the Subsidiaries in compliance with their respective corporate governance systems. For further information on

the above-mentioned policies, reference is made to section 1.1.5.2.1 *MDR-P Policies adopted to manage material sustainability matters*.

The documents are addressed to all members of the corporate bodies, employees, officers and collaborators. The Whistleblowing and Human Rights Policies also apply to suppliers of goods and services, consultants and, more generally, to anyone who has a business relationship with Antares Vision Group, regardless of the legal nature of the relationship.

Furthermore, in order to promote behaviors consistent with those adopted by the entire Group, the Policies are also made known to Associated Companies excluded from the consolidation perimeter, which are required to sign a declaration acknowledging receipt and awareness, with a commitment to comply with the principles and guidelines contained therein.

As an international group operating within a global value chain and placing respect for people at the core of its business, Antares Vision Group has long been aware of the importance of taking an active and clear stance aimed at safeguarding and pursuing full respect for the human rights of all individuals who, directly or indirectly, are involved in the activities carried out by the Group along the entire value chain.

This orientation is foundational and non-derogable for Antares Vision Group and is articulated within its Human Rights Policy. The international references on which this Policy is based are the following:

- *The United Nations International Bill of Human Rights, consisting of:*
 - *The Universal Declaration of Human Rights;*
 - *The International Covenant on Civil and Political Rights;*
 - *The International Covenant on Economic, Social and Cultural Rights.*
- *The fundamental conventions of the International Labour Organization (ILO) – Nos. 29, 87, 98, 100, 105, 107, 111, 138, 169, 182 – and the Declaration on Fundamental Principles and Rights at Work.*
- *The United Nations Convention on the Rights of the Child.*
- *The European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR).*

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

To this aim, the Policies are accessible to everyone, including through publication, in Italian and English, on the Antares Vision Group website, as well as on the Group corporate intranet. In addition, appropriate training and awareness-raising programs relating to this Policy are developed for the entire workforce, with the aim of strengthening the internal culture and promoting values such as inclusion, equality and non-discrimination, and of increasing awareness and sharing of these corporate values within the Group.

In particular, the Human Rights Policy explicitly addresses and rejects practices of forced or compulsory labor, child labor, and any form of discrimination within the own workforce. Conversely, it supports social dialogue with

workers and their representatives, considering it a fundamental aspect to ensure fair and trust-based interaction, and thus promotes a strong culture of health, safety and well-being, with the aim of ensuring risk-free workplaces while at the same time fostering work-life balance.

Antares Vision Group encourages the prompt reporting of any actual or alleged violation of the provisions set out in the document and commits to actively pursuing any conduct in breach of the stated values.

The Human Rights Policy of Antares Vision Group is aligned with the United Nations International Bill of Human Rights, the core conventions of the International Labour Organization and the United Nations Convention on the Rights of the Child and, although not explicitly referenced within the Policy itself, is consistent with the United Nations Guiding Principles on Business and Human Rights.

Furthermore, the platform dedicated to the submission of reports, provided for in the Whistleblowing Policy and available at the following link: <https://antaresvisiongroup.com/it/whistleblowing/> represents an additional measure to remedy potential impacts on human rights.

Antares Vision S.p.A. has adopted a Code of Conduct within which it establishes, as a non-derogable principle, the health and safety of its workers.

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

To give concrete effect to the above, Antares Vision Italia S.p.A. has a dedicated structure for health and safety and identifies, assesses and monitors risks pursuant to Legislative Decree No. 81/08. The Risk Assessment Document (DVR) is in fact signed and periodically reviewed for each site by the Employer, the Head of the Prevention and Protection Service (RSPP), the Occupational Physician and the Workers' Safety Representative (RLS).

Finally, at the sites of the Parent Company Antares Vision S.p.A., an ISO 45001 Occupational Health and Safety Management System is in place and integrated into business processes.

In addition to addressing discrimination within the Human Rights Policy, Antares Vision Group has adopted specific policies on Diversity, Equity and Inclusion and on Gender Equity.

The Group recognizes the centrality of people and is committed to ensuring a fair and inclusive working environment in which individuals are treated with dignity, decorum and respect, free from any form or type of violence and harassment, and with which all members of the administrative and supervisory corporate bodies and all workers are required to comply.

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

Antares Vision Group promotes awareness of the Diversity, Equity and Inclusion and Gender Equity Policies (as well as of all other policies in force) also through publication, in Italian and English, on the Antares Vision Group website and on the Group intranet. In addition, through the Gender Equity Policy, the Group has introduced a Management System for the promotion of Gender Equality in accordance with UNI/PdR 125:2022, obtained in 2025 by the Italian sites of Antares Vision and by the FT System site, together with a Steering Committee and a Strategic Plan for the continuous improvement and monitoring of the Group with regard to gender equality. In 2025, a survey was also carried out, both within the perimeter of Antares Vision S.p.A. and across all the Group's Legal Entities, to listen to and collect opinions and suggestions from all employees on the topic of Diversity, Equity and Inclusion.

Finally, during 2025, training and awareness-raising programs were intensified with the aim of strengthening the internal culture and promoting values such as inclusion, equality and non-discrimination, as well as increasing awareness of these values throughout the Group. The Group uses an annual record to monitor the training provided by all Companies.

During the reporting period, the Group adopted policies aimed at ensuring equality and non-discrimination in performance evaluation processes, namely the Performance Evaluation Policy and the Compensation Policy.

All individuals within the Group, regardless of the legal relationship in place, are required to actively contribute to the implementation of corporate principles by reporting any shortcomings or violations.

S1-2 – Processes for engaging own workers and workers' representatives regarding impacts

In Italy, the workforce is involved in dialogue with the company through trade union representatives and Employee Meetings. At a global level, involvement takes place through communication with the HR department and/or—in some cases—with management.

The engagement of the own workforce for Antares Vision S.p.A. may occur directly or, with regard to the Travagliato site, through internal and external Unitary Trade Union Representations (RSU); while, with reference to the other sites, through external RSUs.

In addition, Workers' Safety Representatives (RLS) are always involved in the annual safety meetings.

In 2025, analyses were carried out with the Prevention and Protection Service (SPP) concerning situations that may have an impact on workers' safety, including analyses related to Work-Related Stress. Furthermore, the SPP

was also involved in the analysis of specific risks and, following surveys conducted by outgoing representatives, in the appointment of the current safety officers.

For Antares Vision Italia, the phases of engagement do not follow a specific order and may vary depending on the topics addressed. The involvement of the own workforce may take place through participation in meetings, where possible, through information provided at the conclusion of decision-making processes for all involved employees, or through consultation, when possible and open depending on the topics.

Meetings with employees are scheduled on a quarterly basis: at Group level, in fact, three such meetings were held during 2025. Meetings with RSUs, on the other hand, do not have a defined frequency and are organized according to the needs of the period, for example once every two months or several times within a single month.

Engagement through information at the conclusion of processes involves sending communications to the relevant sites or subsidiaries, or to the entire Group when the topic concerns everyone. With regard to open consultation, RSUs are involved and ad hoc meetings are held upon individual request based on needs. In these latter cases, it is not possible to predict their frequency; in general, from the moment the request is received, the meeting takes place within 7 to 10 days.

The function with the highest level of responsibility for engaging workers' representatives is the Chief HR Officer. However, for Antares Vision S.p.A., the sharing of proposals is open to anyone who needs to express an interest or exercise a right.

At present, no specific global agreements have been signed with workers' representatives concerning the respect of workers' human rights. However, workers' human rights are addressed in the internal Policy.

As of today, there are no tools in place to measure the effectiveness of engagement.

Anonymous internal surveys at a global level and open meetings available to everyone without distinction are periodically carried out, with the aim of capturing, monitoring and remedying any situations that may lead to a violation of the principles of conduct established by Antares Vision Group.

The Company implements several actions in order to ensure the inclusion of all vulnerable workers. These include:

- the adoption of assistive technological tools (e.g., ergonomic workstations) to foster the inclusion of workers with disabilities;
- the promotion of initiatives for low-income workers through the provision of meal vouchers and corporate welfare plans that contribute to improving economic and social well-being;
- the translation of key documents and communications into multiple languages and the use of visual symbols in safety communications, in order to prevent and reduce language barriers;

- the adoption, to promote gender equality, of equitable parental leave policies and equal access to growth opportunities.

In addition, mandatory training on diversity and inclusion is provided, delivered through simple and easily understandable materials to all employees. Different channels are used to reach everyone (e-mail, intranet, explanatory videos, in-person meetings for those with less access to technology); for example, corporate videos include subtitles and documentation is also made available in audio format.

As evidence of the Company's commitment to gender equity, where reports of gender pay disparities arise, an independent pay equity analysis is initiated, with any resulting salary adjustments.

With regard to the privacy and protection of workers' personal data, corporate policies are in place governing the transparent collection and organization of personal data and the management of information security systems, together with periodic cybersecurity training provided to all employees.

Finally, Antares Vision guarantees the right to peaceful assembly: if workers organize strikes or protests, the Company ensures that they may do so in compliance with applicable regulations, without unjust penalties.

S1-3 – Processes to remediate negative impacts and channels through which own workers may raise concerns

The Group has implemented a Whistleblowing system that enables its own workforce (but not only) to submit a report in the event of issues. This system is implemented through a dedicated portal, through which reports can be submitted and which designates as recipient the external lawyer acting as Chair of the Supervisory Body (OdV), whose responsibility is to manage the reports received, including the launch of an internal investigation and, if necessary, the collection of evidence and the involvement of internal functions (e.g. the Chief HR Officer or the Legal Manager).

With regard to the Group Companies, in addition to the Whistleblowing channel, the local HR team is available to organize ad hoc meetings in the event of internal team-related issues, collecting evidence from the parties concerned and seeking to restore any disrupted balance; subsequently, following the collection of information and internal discussion within the HR department, the most appropriate actions are defined in order to resolve the issues identified as efficiently and promptly as possible. Each matter is handled in the most appropriate manner and according to timelines commensurate with its relevance; in any case, the average response time is approximately 7 to 10 days.

Reports may also be submitted through internal Unitary Trade Union Representations (RSU).

Moreover, the Legislative Decree 231 model adopted by the Italian companies of Antares Vision Group, namely Antares Vision S.p.A. and FT System S.r.l., represents an additional tool to prevent negative impacts arising from potential unlawful conduct by the own workforce.

Antares Vision Group supports these channels through the continuous maintenance and updating of the Whistleblowing platform in order to ensure accessibility and to guarantee a timely response from the external legal counsel and—where necessary and feasible—from internal staff. Additional processes aimed at improving the dissemination of the Whistleblowing channel include training and policies, both for the Italian sites and for the Group as a whole.

Specifically, for Antares Vision S.p.A., the Whistleblowing channel is supported by the presence of internal RSUs (for the Travagliato site) and by Workers' Safety Representatives (RLS) for all sites of Antares Vision Italia S.p.A., with the election of RLS by workers through anonymous surveys managed by the RLS in office at the time and by outgoing representatives.

The availability of these channels is disseminated and communicated through: the corporate intranet (with a link redirecting to the policies and to the channel itself); the corporate website (with a link to the Whistleblowing channel); and internal e-mail communications to company employees.

Whistleblowing reports are submitted automatically through the system and are received by the external legal counsel acting as Chair of the OdV, appointed as the manager of reports. Accordingly, reports are automatically tracked within the system.

Whistleblowing procedures are outlined and published on the corporate website and on the corporate intranet, within the dedicated policy.

In the specific case of Antares Vision Italia, reports are also received by the RLS through various channels (e-mail, meetings, analyses such as work-related stress assessments) and are duly archived.

As of today, there are no specific processes and/or tools in place to assess workers' awareness of, and confidence in, the existence and use of structures or systems for raising concerns or needs.

The Whistleblowing Policy addresses the confidentiality of the reporting party and expressly establishes the prohibition of retaliation or discrimination against the same. In addition to this Policy, the policies on Diversity, Equity and Inclusion and on Human Rights are in force, ensuring full respect for rights.

S1-4 – Actions on material impacts for the own workforce and approaches to mitigating material risks and pursuing material opportunities related to the own workforce, as well as the effectiveness of such actions

With regard to the material potential negative impacts on the own workforce, which mainly relate to the ability to retain key personnel skills, collective bargaining, and information data security, the Parent Company ensures the implementation of training plans to promote the development of upskilling tools, career paths and knowledge sharing, and has adopted specific policies and regulations for the management of IT infrastructures in order to guarantee the highest level of data security, as well as specific training in this area.

Moreover, with reference to the negative impact related to work-life balance, analyses and processes for the reorganization of vacation planning are carried out and implemented in order to ensure adequate rest for employees, together with analyses of work-related stress organized by the Workers' Safety Representatives (RLS) and the HR team, subsequently managed through interventions and interviews by the RLS aimed at improving this balance. In addition, a salary review process has also been implemented in order to continue to ensure alignment of internal compensation with the external labor market. This review was conducted across the entire Group perimeter, under the coordination of the Payroll Management and HR Information System functions.

In 2025, Antares Vision Italia renewed medium-scale training plans, pursued its commitment through the development of work-related stress analyses to minimize negative impacts on the own workforce, and presented a vacation utilization plan to ensure adequate rest. In addition, the salary review process was completed in 2025.

The results of the training implemented by the Parent Company are monitored through internal records and through analyses provided by the platforms in use (Docebo, eLearning, Udemy). With regard to work-related stress, results are collected and analyzed by the RLS and part of the HR team and are then compared over time in order to propose and/or adopt any corrective actions.

The processes for defining the necessary and appropriate actions in response to a specific negative impact on the own workforce vary depending on the case. In some instances, such actions originate from proposals by the HR team; in others, from proposals by employees themselves, following surveys or one-to-one meetings, or through the involvement of internal RSUs (for the Travagliato site only); in other cases, at the initiative of Top Management and management teams.

In addition, the Parent Company and the Italian site of FT System proudly obtained the UNI/PdR 125 certification in 2025, a national certification aimed at mitigating certain workforce-related risks such as the gender gap (roles, pay, contractual conditions, growth opportunities, etc.), strengthening practices and processes supporting work-life balance, enhancing clarity and transparency of processes through the drafting of new policies applied at a global level, and achieving alignment across the Group in employee selection processes and performance evaluation.

In order to ensure the protection of its own workforce and mitigate potential negative impacts, in 2025 Antares Vision Group adopted new policies in support of those already in force in 2024. These include, inter alia, the policy for the protection of workforce confidentiality and the safeguarding of personal data, the policy relating to other work-related rights, as well as the management of internal data breaches and unauthorized access to on-premise servers. Among the new policies implemented in 2025 are the corporate policy on smoking prevention and control (for the AVIT site), the policy on access and personnel identification at Antares Vision Group sites in Italy, and the previously mentioned data confidentiality policies, namely the information security management system policy and the regulation governing the use of IT tools, again with reference to the Italian entities of the Group.

Among the other actions implemented by Antares Vision in 2025 with respect to its own workforce are:

- *the continuous use of tools (corporate intranet and meetings held during lunch breaks for the project “The difference we make: how Antares Vision improves the world and our lives”) and internal communication policies aimed at improving employee engagement, with a particular focus on ESG topics;*
- *additional initiatives aimed at enhancing employee engagement (such as the AVIT sporting team, flexible entry, exit and lunch break schedules for Italian sites, provision of non-mandatory training, etc.).*

Other actions aimed at mitigating potential negative impacts on the own workforce include:

- *promotion of initiatives to foster work-life balance at Group level; in this regard, Global Surveys on work-life balance policies were conducted in order to assess satisfaction levels, which yielded more than satisfactory results (8.1 out of 10);*
- *dissemination of the Global Gender Equity Policy to all Group companies;*
- *advancement of the Workplace Health Promotion (WHP) project (Antares Vision S.p.A. – Travagliato site) in order to enhance workplace safety; in particular, the Travagliato site achieved the third level of certification, and the project will continue in 2026;*
- *implementation of actions required by the roadmap for strengthening direct control of the Group’s digital infrastructure, developed at the end of 2024, aimed at further improving data security and privacy;*
- *activities related to workers’ physical safety within company premises, including the issuance of photo identification badges in accordance with access policies and the provision of smart devices (enabling door access and activation of the “follow me” printing function) – Italian perimeter.*

The HR team and Top Management are responsible for managing material impacts. Within the Italian companies of Antares Vision Group, Unitary Trade Union Representatives (RSU) and Workers’ Safety Representatives (RLS) are in place.

3.1.3. Metrics and targets

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

The Group has identified KPIs linked to the reduction of material impacts and the enhancement of positive impacts. In 2025, the Parent Company and FT System Italia achieved an initial predefined objective, namely obtaining the UNI/PdR 125 certification (with a focus on gender equality, reduction of gender or role gaps, and strengthening work-life balance policies). This represents both a short-term objective (achievement of the

certification by 2025) and a long-term objective (a process that must continue over the years to ensure continuous improvement and global application).

At a global level, the Group intends to strengthen pay equity (including the reduction of any gender pay gaps) through a salary review and a common variable incentive policy, as well as through the strengthening of the new global matrix organization. This project is considered both short-term, with regard to the actions planned for 2025, and long-term, in order to maintain high standards over time and ensure alignment with the external labor market (internal global alignment within the organization, with due attention and precautions related to local regulations and cost of living). The Group is working to ensure that employees can benefit from improved pay equity.

The achievement of the UNI/PdR 125 certification involved the engagement of the corporate population through direct participation, by collecting their proposals, most relevant needs and any additional requests, with the aim of achieving the objectives most strongly requested by workers. Furthermore, a plan was defined for objectives aligned with UNI/PdR 125, which will be periodically measured both internally and externally (by consultants and auditors).

Measurable objectives have been adopted, in compliance with defined timelines and focusing on the achievement of specific quantitative targets (e.g., contractual analyses, reduction of the gender gap, attention to turnover, percentage of female versus male representation both across the total workforce and within Top Management).

Finally, in 2025 the Parent Company initiated a process to develop a Sustainability Plan, approved in March 2026, which includes objectives related to the own workforce that will support the Group in managing material negative impacts and enhancing positive impacts. For the definition of these objectives, the Parent Company involved and identified the responsible functions for each area addressed; these functions will also be responsible for monitoring and achieving the objectives themselves.

Definition and implementation of procedures related to the mitigation of risks in the field of health & safety at work	21	Procedure for managing forklift ignition keys, restricted to authorized personnel only	Chief of Quality & Change Management Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Release of work instructions
	22	Monitor the correct implementation of medical examinations for the group's production companies that are not required by law	Chief of Quality & Change Management Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Review once a year the situation of the various sites worldwide'
	23	Ensure the use and availability of PPE in workplaces that are not legally required to use it	Chief of Quality & Change Management Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Review once a year the situation of the various sites worldwide'
	24	Improving mechanisms for detecting and reporting "near misses"	Chief of Quality & Change Management Officer	Information, awareness and training	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Crane NXT policy alignment
	25	Implementation of remediation plans in case of event of non-compliance with environmental, health, and safety regulations	Chief of Quality & Change Management Officer (supervisor) GM site Owner	Projects	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	26	Identification of a Safety Leader for each Company site	Chief of Quality & Change Management Officer Chief Operation Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Safety leader definition
	27	Proposed action related to the Safety Leader: Promote meetings and events that promote the dissemination of the culture of safety in the workplace (e.g. demonstrations of safety practices) in alignment with the program proposed by Crane NXT	Chief of Quality & Change Management Officer	Projects	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1 event per year
Provide employees with opportunities to promote work-life balance	28	Initiatives aimed at creating affinity groups on the theme of parenting	Chief HR Officer	Analysis and studies	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	29	Promotion of N work-life balance initiatives at Group level (e.g. regulation of Smartworking, flexibility in hours, psychological counselling desks, medical check-ups, parenting policy, etc.)	Chief HR Officer	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4 initiatives: smartworking regulation - flexible working hours - parental care policy
Ensuring healthy working conditions in line with workers' rights	30	Development of Group policies to support the working conditions of its employees, for example on minimum wages, working hours and benefits, and on diversity, equity and inclusion, and to limit possible negative impacts and to establish quantitative targets	Chief HR Officer	Projects	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	31	Track, progressively in all Group Companies, through the attendancies system, the number of overtime to ensure that it does not exceed the permitted limit	Chief HR Officer	Projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	ON/OFF
Preserve the financial sustainability of the Group	32	Maintain high efficiency in intercompany business transactions for greater financial sustainability	Group CEO	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Maintenance verification
	33	Gradual extension to the entire Group, starting from Italy in 2026, of the analysis on the Gender Pay Gap and preparation of a report of consolidated data with the aim of highlighting evidence of the difference in average gross hourly earnings (%) between men and women	Chairman	Analysis and studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
Incentive for the internal workforce development	34	Maintenance or improvement of the score relating to the PDR 125 certification (Italian offices)	Chief HR Officer	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Maintenance / improvement of PDR score 125
	35	Development of career plans for employees also supported by training courses on soft skills	Chief HR Officer	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	training courses (soft skills) provided within the career plans for 100% OF SELECTED (36)
Ensure the security of the IT data used by the company as part of its processes	36	Implement the cyber security strategy (e.g. firewall, antivirus, two-factor authentication, constant updating of software, management of complex passwords as well as training) and IT controls (also integrating Artificial Intelligence systems) in order to avoid cases of cyber attacks	Chief Information Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	37	Develop and/or implement a policy on the security of data (IT) and collected information, and ensure that it is available to all stakeholders	Chief Information Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF

It is specified that these targets are not related to the Group's policies.

S1-6 – Characteristics of the undertaking's employees

Dipendenti	2025			2024		
	Women	Men	Total	Women	Men	Total
Total employees at the end of the period / by gender	275	871	1.146	269	877	1.146

The breakdown of employees by geographical area where the Group accounts for at least 10% of the total own workforce is reported below:

Total number of employees by gender / geographical area	2025			2024		
	Women	Men	Total	Women	Men	Total
India	41	165	206	39	168	207
USA	38	147	185	38	151	189
Italy	157	452	609	149	430	579

Type of employment contract	2025			2024		
	Women	Men	Total	Women	Men	Total
Fixed-term employees	6	7	13	3	2	5
Permanent employees	269	863	1.132	266	873	1.139
of which on-call contracts		1	1			-
of which occasional employees					2	2
Total	275	871	1.146	269	877	1.146

Total number of employees by type of employment / by gender	2025			2024		
	Women	Men	Total	Women	Men	Total
Full-time	255	864	1.119	248	872	1.120
Part-time	20	7	27	21	5	26
Total	275	871	1.146	269	877	1.146

Turnover	2025			2024		
	Women	Men	Total	Women	Men	Total
Hires						
Up to 29 years	14	30	44	11	40	51
From 30 to 50 years	18	76	94	12	56	68
Over 50	3	12	15	8	15	23
Total	35	118	153	31	111	142
Leavers						
Up to 29 years	5	20	25	19	53	72
From 30 to 50 years	17	83	100	26	87	113
Over 50	6	22	28	35	86	121
Total	28	125	153	80	226	306

Turnover	2025			2024		
	Women	Men	Total	Women	Men	Total
Positive turnover - hires	13%	13%	13%	9%	11%	11%
Negative turnover - leavers	10%	14%	13%	24%	22%	23%
Turnover	3%	-1%	0%	-15%	-11%	-12%

The data were compiled by each Group Company with the support of the Parent Company's HR department.

The number of employees and non-employees is based on a headcount and is reported as of the end of the reporting period.

As of December 31, 2025, the workforce amounts to 1,146 employees, in line with December 31, 2024. It is also specified that during 2025 the Irish site was closed and that some employees recorded in turnover between hires and terminations experienced redeployments among different Group Companies.

Total number of employees by gender / geographical area	2025			2024		
	Women	Men	Total	Women	Men	Total
Hong Kong		5	5		4	4
Corea		1	1		1	1
Thailand	8	4	12	5	5	10
India	41	165	206	39	168	207
Cina	2	3	5	2	4	6
Ireland		-	-		2	2
Brasil	6	39	45	10	46	56
Serbja	8	13	21	9	14	23
Croatia	4	1	5	3	1	4
UK		3	3		3	3
Germany	8	24	32	10	26	36
USA	38	147	185	38	151	189
France	3	14	17	4	22	26
Italy	157	452	609	149	430	579
Total	275	871	1.146	269	877	1.146

S1-7 – Characteristics of non-employee workers within the undertaking's own workforce

Total number at the end of the period / by gender	2025			2024		
	Women	Men	Total	Women	Men	Total
Agency workers	3	4	7	4	5	9
Interns	6	13	19	6	3	9
Coordinated and continuous collaborations (Co.co.co)		2	2		-	-
Self-employed workers and external consultants	16	11	27	2	25	27
Seasonal workers		-	-		-	-
FSE&Partner	14	95	109	29	144	173
Workers for activities related to personnel research, selection and supply		-	-		-	-
Other (to be specified in the notes)	29	64	93		-	-
Total	68	189	257	41	177	218

S1-8 – Copertura della contrattazione collettiva e dialogo sociale

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

Collective bargaining	2025	2024
Total employees	1.146	1.146
Employees covered by collective bargaining agreements	626	690
% of employees covered by collective bargaining agreements	54,62%	60,21%

No collective bargaining agreements are in place for geographical areas that are significant for the Group outside the EEA.

S1-9 – Diversity metrics

For the purposes of identifying Top Management, Antares Vision Group refers to the first and second levels below the Board of Directors and is therefore composed of the CEO, the Global Management Team and the directors of the subsidiaries.

Composition of the Group's Top Management		2025			2024		
Group's Top Management diversity gender		Women	Men	Total	Women	Men	Total
Up 29 years				-			-
30 – 50 years		4	4	8	4	5	9
Over 50 years		1	14	15		13	13
Total		5	18	23	4	18	22
	%						
Up 29 years		0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
30 – 50 years		17,4%	17,4%	34,8%	18,2%	22,7%	40,9%
Over 50 years		4,3%	60,9%	65,2%	0,0%	59,1%	59,1%
Total		21,7%	78,3%	100,0%	18,2%	81,8%	100,0%

Employee diversity		2025			2024		
Employees by category / by gender		Women	Men	Total	Women	Men	Total
Managers		15	70	85	14	66	80
Employees / Middle management		244	679	923	235	689	924
Workers		16	122	138	20	122	142
Total		275	871	1.146	269	877	1.146

%	Women	Men	Total	Women	Men	Total
Managers	1,3%	6,1%	7,4%	1,2%	5,8%	7,0%
Employees / Middle management	21,3%	59,2%	80,5%	20,5%	60,1%	80,6%
Workers	1,4%	10,6%	12%	1,7%	10,6%	12,4%
Total	24%	76 %	100%	23,5%	76,6%	100%

Employee diversity		2025				2024			
Employees by category / by age	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total	
Managers		59	26	85		56	24	80	
Employees / Middle management	180	605	138	923	202	580	142	924	
Workers	24	93	21	138	30	88	24	142	
Total	204	757	185	1.146	232	725	189	1.146	
%	Under 30	30-50 years	Over 50	Total	Under 30	30-50 years	Over 50	Total	
Managers	0,0%	5,1%	2,3%	7,4%	0,0%	4,9%	2,1%	7,0%	
Employees / Middle management	15,7%	52,8%	12,0%	80,5%	17,6%	50,4%	12,4%	80,4%	
Workers	2,1%	8,1%	1,8%	12,0%	2,7%	7,8%	2,1%	12,6%	
Total	17,8%	66,1%	16,1%	100%	20,3%	63,1%	16,6%	100%	

Employee diversity		2025			2024		
Employees by category / by gender	Women	Men	Total	Women	Men	Total	
Up 30 years	62	142	204	68	164	232	
30-50 years	178	579	757	165	560	725	
Over 50 years	35	150	185	36	153	189	
Total	275	871	1.146	269	877	1.146	
%	Women	Men	Total	Women	Men	Total	
Up 30 years	5,4%	12,4%	17,8%	5,9%	14,3%	20,2%	
30-50 years	15,5%	50,5%	66,1%	14,4%	48,8%	63,2%	
Over 50 years	3,1%	13,1%	16,1%	3,1%	13,4%	16,6%	
Total	24%	76%	100%	23,5%	76,5%	100%	

S1-13 – Training and skills development metrics

Antares Vision Group believes in internal development and growth as material factors for employees' well-being and for increasing the value of its own workforce. Below are the details relating to employee evaluations:

Employees who received periodic performance reviews with a view to career development	2025	2024

	Women	Men	Total	Women	Men	Total
	175	520	695	180	524	704
%	Donne	Uomini	Totale	Donne	Uomini	Totale
	63,6%	59,7%	60,6%	66,9%	59,7%	61,4%

Number of employees assessed / by category	2025			2024		
	Women	Men	Total	Women	Men	Total
Managers	6	44	50	6	24	30
Employees / Middle management	162	431	593	159	429	588
Workers	7	45	52	15	71	86
Total	175	520	695	180	524	704

Valutazioni delle performance concordate dalla dirigenza	2025			2024		
	Women	Men	Total	Women	Men	Total
Reviews approved by management / by gender	54	148	202	85	237	322
%	Women	Men	Total	Women	Men	Total
Reviews carried out as a proportion of the number of reviews approved by management	294,4%	308,8%	305,0%	211,8%	221,9%	219,3%

Average training hours / by category	2025			2024		
	Women	Men	Total	Women	Men	Total
Managers	25	9	12	14	5	7
Employees / Middle management	12	10	11	10	11	10
Workers	17	13	14	21	9	11

Average training hours / by gender	2025			2024		
	Women	Men	Total	Women	Men	Total
	13	11	11	11	10	10

S1-14 – Health and Safety metrics

Workplace injuries – Employees	Unit	2025	2024
Workplace injuries	N°		
Fatal injuries			
Serious injuries			
Other injuries		2	2
Total recorded injuries		2	2
Commuting accidents		1	3
Total hours worked	h	2.039.543	2.236.421
Days of absence due to injuries	N°	23	28
Injury rate (No. of injuries / hours worked × 1,000,000)		0,981	0,894

% of employees covered by the occupational health and safety management system

100%

S1-15 – Work-life balance metrics

	2025			2024		
	Women	Men	Total	Women	Men	Total
Number of employees eligible for family leave / by gender	275	860	1.135	269	865	1.134
Number of employees who took family leave / by gender	21	28	49	31	36	67
Days	2.060	181	2.241	3.155	359	3.514
Percentage of employees who took family leave out of the eligible employees	7,6%	3,3%	4,3%	11,5%	4,1%	5,9%
Percentage of employees who took family leave out of total employees	7,6%	3,2%	4,3%	11,5%	4,1%	5,8%
Percentage of employees eligible for parental leave	100%	99%	99%	100%	98,6%	98,9%

S1-16 – Remuneration metrics (pay gap and total remuneration)

Pay gap / by gender	Unit	2025			2024		
		Women	Men	%	Women	Men	%
Total base remuneration / by gender							
	Euro	11.134.420	46.680.114	76%	10.282.702	40.890.303	75%
Total hours worked / by gender							
	h	464.739	1.578.280	71%	468.122	1.590.842	71%
Average gross hourly wage							
	Euro/h	23,96	29,58	19%	21,97	25,70	15%

Total annual remuneration rate	Unit	2025	2024
Total annual remuneration of the highest-paid individual in the undertaking	Euro	385.000	374.169
Median total annual employee remuneration (excluding the highest-paid individual)	Euro	39.307	42.711
Annual remuneration ratio	%	979,5%	876,1%

S1-17 – Incidents, complaints and severe human rights impacts

In 2025, no incidents or complaints related to the respect of human rights occurred within the own workforce, providing evidence of Antares Vision Group's commitment and the effectiveness of the practices implemented to uphold these values. Indeed, following an event that occurred in March 2024, Antares Vision decided to accelerate and strengthen:

- the review, update and dissemination of the Human Rights, Diversity, Equity and Inclusion Policies and the Code of Ethics, in order to reinforce the principles, rules and values in force within the Company on these matters;
- the use of the (new) internal corporate communication platform (OneVision), both to ensure visibility and accessibility of the aforementioned documents and to more effectively promote a culture of inclusion;
- the acceleration of the process to obtain the UNI/PdR 125 Gender Equality Certification, identified as a tool to foster continuous improvement in inclusion within the working environment.

3.2. ESRS S2 Value chain workers

3.2.1. Strategy

SBM-2 – Interests and views of stakeholders

Antares Vision Group is an international group that, also throughout its global value chain, places people at the center of its business; therefore, it has long been aware of the importance of adopting a clear position aimed at ensuring full respect for the interests, views and rights of all individuals who, directly or indirectly, are involved in the activities carried out by Antares Vision Group worldwide, including local communities. The objective of Antares Vision Group is, in fact, the respect of the cultural, social and economic diversity of the different countries in which it operates.

Workers in the value chain do not experience direct impacts as a result of the Group's activities. Indirectly, workers in the value chain may potentially be affected in terms of health and safety and secure employment.

As part of the Integrated Management System of Antares Vision S.p.A., specific corporate policies have been adopted, including quality, health and safety at work, environmental protection and information security policies, which include the following requirements:

- *appropriateness with respect to the purpose and context of the organization, supporting the Group's strategic direction;*
- *commitment to ensuring safe working conditions and to preventing environmental and energy-related issues, with impacts on information security and on workers' health and safety;*

- *commitment to establishing a reference framework for setting corporate objectives;*
- *commitment to complying with all applicable requirements, including legal requirements;*
- *commitment to controlling environmental, health and safety risks in accordance with a hierarchy of controls approach;*
- *commitment to the continuous improvement of corporate performance;*
- *commitment to the participation and involvement of workers and their representatives in the decision-making processes of the integrated management system relating to health and safety aspects.*

In 2024, through the preparation of two dedicated questionnaires, differentiated between **Goods** and **Services**, with a specific focus on ESG criteria, it was possible to collect information, qualifications and certifications from hundreds of suppliers, covering more than 80% of Antares Vision Group's total revenue. These questionnaires reflect the intrinsic characteristics of suppliers. In 2025, the data collected were archived and integrated into supply chain management processes, further strengthening the Group's commitment to the responsible management of its supply chain.

In particular, through the adoption of the Human Rights Policy, which applies to all companies of Antares Vision Group and provides for specific implementation methods, employee training and monitoring by the Parent Company's HR department, the Group intends to:

- *strengthen its commitment to safeguarding human rights in every country in which it operates;*
- *demonstrate awareness of the risks inherent in its business model;*
- *promote the contents of the Policy also among its external stakeholders.*

The Human Rights Policy of Antares Vision Group was developed starting from the identification of the elements potentially most vulnerable within its value chain, in order to ensure full respect for the human rights of all individuals connected to the Group's activities. The Policy regulates behaviors and establishes the position of Antares Vision Group with respect to various topics such as, by way of example, forced labor, child labor, anti-discrimination, collective bargaining, health and safety, the working environment and local communities.

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

Antares Vision Group analyzed all workers within the value chain who could be significantly affected by the company's activities. In particular, the workers in the value chain that could be subject to material impacts are the following:

- *workers who carry out their activities at the Company's premises but are not part of the own workforce; these include, in particular, employees of social cooperatives engaged in secondary activities, such as cleaning services or simple manual tasks;*
- *workers employed by third-party entities that outsource to Antares Vision Group the production of components for equipment and machinery; workers employed by downstream value chain entities performing logistics*

activities, as well as distributors, affiliates and retail resellers, on whom Antares Vision Group relies for the transportation and delivery of machinery and spare parts.

According to data from UNICEF, the United Nations International Children’s Emergency Fund, certain areas of Asia and the Pacific (India and China) and Latin America (Brazil), where the Group operates and has sites, may be more sensitive to risks of forced labor and child labor.

Among the material negative impacts for workers in Antares Vision Group’s value chain is the one relating to potential impacts on the health and safety of value chain workers connected to the Group’s activities outsourced to third parties. This aspect is of fundamental importance in light of a business model based on a significant contribution from external suppliers, which is necessary for the component production phases.

No impacts connected to individual incidents or to specific business relationships are reported.

The development of services and products that allow the identification of fake and counterfeit products may help protect client companies—particularly those in the luxury and pharmaceutical sectors—from the negative effects of counterfeiting, thereby preserving jobs for workers downstream of Antares Vision Group’s value chain.

The double materiality analysis carried out did not identify material risks or opportunities arising from dependencies related to workers in the value chain.

With the exception of workers originating from areas more sensitive to risks of forced labor and child labor, as indicated by UNICEF, no other categories of workers subject to higher risks have been identified.

The double materiality analysis did not identify material risks or opportunities arising from value chain workers. However, non-material risks and opportunities were identified, which involve all categories of workers identified in the value chain, both upstream and downstream.

For further information on the strategy, reference should be made to section 1.1.4. *Strategy* and to section 3.2.2. *Management of impacts, risks and opportunities for policies relating to value chain workers.*

Among the material negative impacts for workers in Antares Vision Group’s value chain is the one relating to potential impacts on the health and safety of value chain workers connected to the Group’s activities outsourced to third parties. What is described above is of fundamental importance in light of a business model based on a significant contribution from external suppliers, which is necessary for the component production phases.

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The development of services and products that enable the identification of fake and counterfeit products can help protect client companies, in particular those in the luxury and pharmaceutical sectors, from the negative effects of counterfeiting, thereby preserving jobs for workers downstream in Antares Vision Group’s value chain.

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For further information on the strategy, reference should be made to section 1.1.4. *Strategy* and to section 3.2.2. *Management of impacts, risks and opportunities for policies relating to value chain workers*.

3.2.2. Management of impacts, risks and opportunities

S2-1 – Policies related to value chain workers

Antares Vision Group has adopted a Code of Ethics, a Human Rights Policy and a Diversity, Equity and Inclusion Policy, managed by the Parent Company's HR department with the support of its Legal function, which internally also address matters relating to suppliers' activities, without exclusions. In addition, in December 2025 the Group developed a Supplier Code of Conduct, which establishes the principles underpinning relationships with its suppliers. Through this Code, the Group intends to ensure that its suppliers adhere to and respect the same values with regard to workers' health and safety, environmental protection, respect for human rights, gender equality, as well as transparency and fairness in business management.

Antares Vision Group has long been aware of the importance of adopting a clear position aimed at ensuring full respect for the human rights of all individuals who, directly or indirectly, are involved in the activities carried out by Antares Vision Group worldwide, including local communities and indigenous peoples. The objective of Antares Vision Group is, in fact, to respect the cultural, social and economic diversity of the different countries in which it operates. This awareness has guided Antares Vision Group toward the adoption of a Human Rights Policy, which constitutes an integral part of Antares Vision Group's social responsibility and whose objective is to safeguard the Group and all individuals involved in its activities.

With the adoption of the above-mentioned Policy, Antares Vision Group intends to:

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

Each Stakeholder—employees, collaborators, suppliers of goods and services, and anyone who has a business relationship with Antares Vision Group—is required to operate in full compliance with this Policy, especially in high-risk and conflict-affected contexts. The Human Rights Policy has been drafted in accordance with the main international conventions, standards and recommendations on human rights, as well as with Antares Vision Group’s internal policies and procedures. Accordingly, the principles set out therein are aligned with:

- *internal references;*
- *the Antares Vision Group Code of Ethics;*
- *the Antares Vision Group Diversity, Equity and Inclusion Policy;*
- *the United Nations International Bill of Human Rights, consisting of:*
 - the Universal Declaration of Human Rights;
 - the International Covenant on Civil and Political Rights;
 - the International Covenant on Economic, Social and Cultural Rights;
- *the fundamental conventions of the International Labour Organization (ILO) – Nos. 29, 87, 98, 100, 105, 111, 138, 182 – and the Declaration on Fundamental Principles and Rights at Work;*
- *the United Nations Convention on the Rights of the Child;*
- *ILO Conventions Nos. 107 and 169 on the rights of indigenous and tribal peoples;*
- *the European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR).*

There are no specific policies for suppliers that explicitly address human trafficking, forced, compulsory or child labor. However, as previously mentioned, the Group has adopted a Supplier Code of Conduct.

S2-2 – Processes for engaging value chain workers regarding impacts

Value chain workers have not, as of today, been involved with regard to the impacts that concern them.

S2-3 – Processes to remediate negative impacts and channels through which value chain workers may raise concerns

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

The control and monitoring of issues raised and addressed by value chain workers through the Whistleblowing channel are carried out in accordance with the applicable procedure.

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

In 2025, Antares Vision Group analyzed the two questionnaires introduced in 2024, differentiated between **Goods** and **Services**, with a specific focus on ESG criteria aimed at monitoring suppliers’ actions. The data collected were archived and integrated into supply chain management processes, thereby further strengthening the Group’s commitment to the responsible management of its supply chain. In the coming years, the Group plans to enhance the quality of its procedures in order to improve monitoring of compliance with applicable laws and regulations relating to the supply chain workforce.

S2-5 – Targets related to the management of material negative impacts, the enhancement of positive impacts, and the management of material risks and opportunities

During 2025, Antares Vision Group prepared a Sustainability Plan, approved in March 2026, which includes targets related to workers in the value chain. For the definition of these targets, the Parent Company involved and identified the responsible functions for each area addressed, which will also be responsible for monitoring and achieving the targets themselves. The objectives pursued are aimed at safeguarding confidentiality and the protection of data of value chain workers and at launching a program for their assessment based on ESG criteria, thereby implementing the sustainability of the supply chain, both from an environmental and a social perspective.

Ensure the security of the IT data used by the company as part of its processes	36	Implement the cyber security strategy (e.g. firewall, antivirus, two-factor authentication, constant updating of software, management of complex passwords as well as training) and IT controls (also integrating Artificial Intelligence systems) in order to avoid cases of cyber attacks	Chief Information Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	37	Develop and/or implement a policy on the security of data (IT) and collected information, and ensure that it is available to all stakeholders	Chief Information Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
Launch of a program to evaluate strategic suppliers based on ESG (Sustainable Procurement) parameters	38	Development and adoption of the model for detecting the ESG aspects of suppliers (questionnaire) aimed at assessing them on the basis of a rating.	Chief Operation Officer	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Increase supplier qualification by 10% annually
	39	Dissemination of a supplier code of conduct and a Sustainable procurement policy that consider environmental and social aspects in the supply chain with respect to the indications of the main international initiatives and conventions on human rights (e.g. Global Compact)	General Counsel Head of Procurement	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF

It is specified that the targets set are not related to the Group’s policies.

3.3. ESRS S3 Affected Communities

3.3.1. Strategy

SBM-2 – Interests and views of stakeholders

For the purposes of “affected communities,” this refers to individuals or groups who live or work in proximity to the sites where the company operates (local communities), as well as those located farther away who may be affected by the company’s operations that disclose information or by its upstream or downstream value chain.

The affected communities that may benefit from the positive effects of Antares Vision’s activities are not represented by groups of people located in specific geographical areas (e.g., no reference is made to indigenous peoples or local communities adjacent to the Group’s plants and offices), but rather by groups of consumers who can benefit from the informational assets made available by Antares Vision’s customers through the machines and software provided by the Group during their product labeling activities.

The Group’s strategy and business model have been assessed with respect to their ability to create, exacerbate or mitigate impacts on affected communities. The business model contributes to the mitigation of potential impacts through human rights, health and safety policies, and ESG control systems. Based on the assessments carried out, the strategy and business model are considered suitable for managing potential material impacts and for promptly identifying any changes in the operating context that could generate negative impacts.

The process for assessing impacts on local communities adjacent to Antares Vision’s activities led to the exclusion of negative impacts on such communities. In fact, since the Group companies’ properties are mainly offices and, with regard to production and assembly units, assembly centers, from the perspective of atmospheric pollutant emissions, noise, improper water use or discharges, there are no material negative impacts on the communities surrounding these sites.

The Company’s mission is to accelerate technological innovation and digitalization by connecting the physical and digital worlds through an integrated value chain, thereby enabling the Group’s customers to protect products, profits, people and the planet.

The Group also supports local communities through donations and sponsorships primarily with a social purpose. The pillars guiding the selection of beneficiaries are education, support for disadvantaged groups, health, and emergency assistance.

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

Material impacts on affected communities are positive, with a medium- to long-term time horizon. Indeed, the Group’s activities and projects in the Food & Beverage sector within the Supply Chain Transparency business area can contribute to the development of sustainable food systems and to the generation of positive impacts thanks to the value of the information that consumers can have access to on food products, for example in terms of:

- *Product safety*
- *Sources and provenance*
- *Sensory profile of products*
- *Origin of ingredients*

- *Transparent labeling*

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

Among the positive impacts analyzed as part of the due diligence activities on affected communities, donations, sponsorships and collaborations with educational institutions and research centers—particularly by Antares Vision S.p.A. and FT System—generate positive effects for the recipient stakeholders; however, they were not considered material in the double materiality analysis, as were partnerships with educational and research institutions, even though they strengthen the link between the Group and the local area and foster a positive long-term impact.

Among the entities and associations supported, the following should be mentioned:

- *Università Cattolica di Brescia*
- *Università di Brescia*
- *Associazione Italiana Tecnici Istologia e Citologia*
- *Fondazione Brescia Musei*
- *Associazione sportiva dilettantistica LEVANTE*
- *Associazione Sportiva AV sporting team*
- *Gruppo Alpini Travagliato*
- *AISM*
- *Il nastro viola*
- *Associazione Nazionale Tumori*
- *Telethon*
- *Peter Plan*
- *Fondazione Cesar onlus*
- *21Grammi®*

The opportunities arising from impacts on affected communities include a strong brand reputation and the resulting attraction and retention of talent joining the Antares Vision team, as well as the enhancement of corporate reputation within the relevant market.

S3-1 – Policies relating to affected communities

As no material negative impacts or risks have been identified, the Group does not currently have specific policies in place with regard to affected communities. However, the policies adopted by the Group in the areas of Human Rights, together with the Code of Ethics, also refer to affected communities that may be potentially impacted by the Group's activities, without distinction, in order to manage potential impacts relating to them.

3.3.2. Management of impacts, risks and opportunities

The management of business opportunities is guided by the Group's industrial plan, which includes specific actions relating to Supply Chain Transparency and the Food & Beverage sector that, as described, generate positive impacts on final consumers along the value chain. In 2024, a Sustainability Working Group (ESG Team) was established, chaired by the CEO and composed of top management functions and Board representatives, and extended to foreign subsidiaries, with the task of monitoring the achievement of objectives and related sub-objectives through periodic meetings and through the appointment of local Champions. This Team remains active and meets on a regular basis.

S3-2 – Processes for engaging affected communities regarding impacts

As of today, no direct process has been carried out to engage affected communities with respect to the impacts affecting them. However, the Group organizes meetings and exchanges of communications for specific requirements or requests, also through ordinary communication channels, audits and verifications, and maintains correspondence with Public Authorities and institutions. Initiatives aimed at support and dialogue, relationships and corporate social responsibility (CSR), social commitments and the enhancement of cultural heritage, as well as Community Events with local communities, the local area and associations, are also encouraged. At Antares Vision S.p.A. and Antares Vision France S.a.S., workers' representatives and the related trade union associations are also present, with whom dialogue is continuous. The Group commits to evaluating potential engagement of affected communities over the medium to long term.

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

The impacts identified on affected communities are positive, both actual and potential, with a variable time horizon. It was therefore not necessary to develop an action plan for the management of negative impacts and risks. The prevention of potential negative impacts is integrated into ordinary processes, Group policies and ESG governance safeguards, supported by existing organizational resources.

Within the scope of the Group's activities that have positive impacts on affected communities (both consumers and local communities), the following is noted:

- *the Group's activities and projects in the Food & Beverage sector contribute to the development of sustainable food systems and to the generation of positive impacts and new opportunities for operators in the food value chain;*
- *the promotion of innovation and digitalization through an open network involving Universities, Research Centers and start-ups, fostering continuous dialogue, supports co-creation and the development of solutions that leverage advanced technologies, for the benefit of the involved and interested entities;*
- *the donations and sponsorships carried out by Antares Vision Group benefit affected communities and the organizations involved.*

As of today, no practices are in place for monitoring activities and initiatives relating to affected communities.

No serious human rights issues or incidents have emerged in relation to affected communities.

3.3.3. Metrics and targets

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

During 2025, the Parent Company prepared a Sustainability Plan, approved in March 2026, which includes actions and targets aimed at enhancing the Group’s positive impacts on affected communities. For the definition of these targets, the Parent Company involved and identified the responsible functions for each area addressed, which will also be responsible for monitoring and achieving the targets themselves.

Development of educational and social inclusion projects	40	Activation and maintenance of educational initiatives with schools, technical institutes and universities, research centres, innovation hubs and start-ups by the Parent Company	Strategic Marketing Director	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ON/OFF
	41	Organize/ attend/ support volunteer events for the local community	Sustainability Specialist	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	1 events per year
	42	Definition of a budget for donations and sponsorships to support associations and local authorities	Group CEO	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	43	Drafting and dissemination to the Group of a specific guideline for making donations and sponsorships	Sustainability Specialist	Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF

It is specified that the targets set are not related to the Group’s policies.

3.4. ESRS S4 Consumers and final users

3.4.1. Strategy

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

The business of Antares Vision Group is focused on the design and commercialization of hardware and software traceability solutions that enable supply chain transparency from producers through to end users, making it possible to counteract greenwashing phenomena, such as, for example, false labels stating the use of recyclable materials on rigid containers.

The most material impacts, risks and opportunities with regard to consumers and end users arise from the development of inspection, traceability, quality control, data management and data processing systems developed by Antares Vision Group to: mitigate the counterfeiting of cosmetic products, ensuring their authenticity and the transparency of supply chains through secure and verified information; mitigate the counterfeiting of agri-food products (Italian sounding), and provide end consumers with relevant quality information on the composition and integrity of food and beverages, enabling direct interaction with end users through unique and dynamic QR codes; mitigate the counterfeiting of pharmaceutical products, ensuring their authenticity and supply chain transparency through secure and verified information, protecting consumers and ensuring compliance with health and safety

regulations and legal requirements. At the same time, the impacts, risks and opportunities identified guide the evolution of the Group's strategy and business model, contributing to the continuous adaptation of solutions, design processes, and quality and customer care systems.

The relationship between risks and opportunities and the Group's strategy is reflected in the integration of controls, validations and support services.

All end users and consumers that could be affected by material impacts generated by the Group were included within the scope of the analysis, considering that certain categories of consumers and end users may be more exposed to risks in relation to specific products and services, particularly in the pharmaceutical, food and cosmetic sectors.

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

- *consumers and/or end users of products that are intrinsically harmful to people and/or increase the risks of chronic diseases, as the malfunctioning or damage of the Group's software may generate negative impacts in terms of health and safety of consumers and end users (accidents in the use of machinery and/or defective products placed on the market), the distribution of expired medicines (along the value chain), which may result in harm to individuals or death, and the commercialization of expired and/or contaminated food and beverages along the downstream value chain;*
- *consumers and/or end users of services that may have a negative impact on their rights to privacy, personal data protection, freedom of expression and non-discrimination, as potential cyberattacks on cloud-managed software operated by Antares Vision (maintenance contracts and/or ongoing customer support) may lead to disruptions in operational continuity and loss of customer data, negatively affecting confidentiality and privacy;*
- *consumers and/or end users who require accurate and accessible information on products or services, such as product manuals and labels, in order to avoid potentially harmful use of a product or service, with consequent negative impacts on the health and safety of end consumers due to irresponsible marketing and the lack of quality information on the organoleptic composition of food and beverages (ingredients, allergens, cooking instructions, etc.) along the value chain.*

The activities described above, under conditions of ordinary operation, generate positive impacts for consumers and end users in terms of quality information, health and safety, and personal safety.

Among the positive impacts for consumers and end users is the creation of inspection, traceability, data management and data processing systems within the Pharmaceutical, Cosmetic, and Food & Beverage supply chains, which make it possible to prevent product counterfeiting and to ensure product authenticity and supply chain transparency through secure and verified information. Consumers are also able to retrieve product information and to benefit from protection that ensures compliance with health and safety regulations. In the medical field, certain solutions additionally make it possible to reduce the time physicians dedicate to logistics and drug storage activities, allowing them to redirect such time toward patient care.

The risks arising from impacts generally related to the Group's consumers and end users include the possibility of legal claims and compensation resulting from incidents occurring during the use of machinery and/or defective products placed on the market by customers due to quality issues or malfunctions of Antares Vision Group's machinery or software, with consequent reputational risks and loss of market competitiveness due to a low level of service.

Conversely, the opportunities arising from such impacts include commercial advantages linked to the development of services and products that enable greater attention to consumers and end users, as well as an improvement in the perception of the Group's image by customers and the market.

3.4.2. Management of impacts, risks and opportunities

S4-1 – Policies related to consumers and end users

Since 2023, Antares Vision Group has adopted a Human Rights Policy and, as an international group that places people at the center of its business, it has long been aware of the importance of taking a clear stance toward full respect for the human rights of all individuals who, directly or indirectly, are involved in the activities carried out by the Group worldwide. The application of this Policy also benefits Antares Vision Group's clients and end users, ensuring that the principles of respect and protection of human rights are applied throughout the entire value chain. As of today, the Group does not have a specific policy dedicated to consumers and end users.

Consumers' right to receive clear and complete information on products is established in Italy by the Consumer Code (Legislative Decree of September 6, 2005, No. 206) and in other countries by similar local regulations. These regulations establish that consumers are entitled to adequate information in order to make informed and safe choices. Antares Vision supports manufacturers in fulfilling the obligation to place safe products on the market and to provide all useful information to assess and prevent risks associated with the normal or reasonably foreseeable use of the product.

S4-2 – Processes for engaging consumers and end users regarding impacts

As of today, no specific actions have been carried out with regard to engagement with consumers and/or end users, nor have measures been adopted to provide and/or remedy impacts on human rights. The company acknowledges the importance of such actions and plans to develop appropriate processes in the future to address these issues in a more structured manner. Accordingly, no direct involvement of consumers and end users or their legitimate representatives or trusted delegates has been envisaged.

S4-3 – Processes to remediate negative impacts and channels through which consumers and end users may raise concerns

In order to remedy or contribute to remedying cases in which a material negative impact on consumers and end users occurs, the Group acts through timely communication to the relevant stakeholders, namely the purchasers of the systems, and through rapid corrective action and restoration of software and machine functionality, as well as continuous improvement and control of IT and technological systems.

In order to allow consumers and/or end users to communicate their concerns or needs directly and to receive assistance, a dedicated mailbox is available on the Antares Vision Group website at <https://antaresvisiongroup.com/it/contacts/>.

For the Group's direct customers, a complaint collection system is also in place: a ticketing system managed by the Service department. This system is supported through the execution of contracts with customers that specify response times and procedures for tickets. The Group ensures the availability of contact and support channels through its commercial relationships with customers, providing for specific technical support and assistance mechanisms in supply and service contracts.

In addition, the ticketing system enables traceability of reports, management of corrective actions, and monitoring of response and resolution times. Through this system, analyses and trends can be extracted in order to monitor received reports and the time elapsed between receipt and implementation of corrective actions.

S4-4 – Actions on material impacts for consumers and end users and approaches to mitigating material risks and pursuing material opportunities related to consumers and end users, as well as the effectiveness of such actions

The Group has not adopted a specific action and resource plan to manage its material impacts on consumers and end users. However, certain activities carried out by the Group to ensure the protection of consumers and end users are noted, such as highly selective internal validation and quality control processes and the execution of specific insurance policies.

The goal of Antares Vision Group is to go beyond the concept of simple customer satisfaction and to aim for customer loyalty, strengthening long-term relationships and achieving an ever-higher level of satisfaction, as well as creating value for end users through Antares Vision's offering. In particular, the Group implements quality controls and validation of solutions, information security safeguards and data protection measures, as well as a structured technical assistance and customer care service designed to intervene promptly in the event of malfunctions or critical issues. The remote assistance service is composed of high-level technical expertise and an excellent communication style, serving as key guidelines aimed at resolving customer issues and indirectly ensuring added value for consumers.

In order to best manage the needs of consumers and end users, namely the last link in the value chain, Antares Vision provides a remote assistance service that operates along two dimensions and can therefore be considered from two different perspectives:

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

This has a positive indirect impact on consumers and end users.

Sebbene la responsabilità nei confronti dei consumatori e/o degli utilizzatori finali sia attribuibile ai clienti di Antares Vision Group, Antares Vision nel 2025 ha perseguito le azioni messe in atto nel corso del 2024, contribuendo indirettamente a generare benefici per la catena del valore a valle, tra cui:

- *the creation of a Group-level data collection system relating to the number of complaints involving compensation claims and the related amounts, with the aim of understanding root causes in order to reduce the social impact of product defects and improve economic performance;*
- *the creation of a system for identifying and measuring the social and environmental impacts of products offered by Antares Vision (Pharma);*
- *the definition of a Policy and ongoing monitoring of marketing communications in accordance with principles of ethics and integrity.*

The Group plans to develop products capable of detecting micro-holes in packaging, enabling the protection of consumers from potential contamination and/or product deterioration, increasing shelf life with a reduction in food waste, and implementing contaminant control systems in the agri-food sector through the use of microwave technologies.

3.4.3. Metrics and targets

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

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

- *selectively leveraging market opportunities also through internal reorganization;*
- *increasing margins and cost discipline; and*
- *unlocking cash generation.*

This plan outlines how Antares Vision Group is committed to innovation by promoting services and software and by applying advanced technologies to increase the value perceived by customers, moving toward an integrated end-to-end solution. The goals related to the material topic of Supply Chain Transparency (also with reference to the Agrifood sector) coincide with the goals set out in the industrial development plan, which provide for:

- *Development of software solutions in the Life Science and FMCG – Fast Moving Consumer Goods markets*
- *Product coverage to enable traceability solutions along the entire supply chain*
- *Design of traceability solutions for new potential applications, such as the agri-food sector*

Based on the above, the enhancement of positive impacts on consumers and end users (e.g., greater information on food ingredients with positive effects on nutrition and health) is conveyed through the actions envisaged in the plan, which, at the same time, will contribute to the achievement of business goals and, therefore, also of material opportunities.

The metrics necessary for monitoring the goals largely coincide with the economic and financial KPIs envisaged by the industrial plan (growth in terms of revenue, improvement in margins, number and type of customers served). For example, over the 2024–2026 period, Antares Vision Group expects consolidated revenues on a like-for-like perimeter basis—i.e., including in the perimeter and comparative data the acquisitions completed up to 2023—to grow at an average rate (CAGR) of +4% to +6%, in line with the expected evolution of the markets in which the Group operates. On February 9, 2026, the Board of Directors approved the 2026 budget together with the update of the standalone industrial plan.

For further information on the process for preparing the industrial plan, reference is made to the section *Integration of the industrial plan with the sustainability goals under ESRS 2*.

With reference to consumers and/or end users, as of today there are no specific goals in place; rather, there are goals related to product development which, when implemented in production lines for pharmaceuticals, beverages and food, may have a positive impact on this category of stakeholders.

Furthermore, during 2025 the Parent Company prepared a Sustainability Plan, approved in March 2026, which provides for actions and goals aimed at enhancing positive impacts and mitigating negative ones for consumers and end users. The goals set aim to strengthen data security and confidentiality for customers and to improve the quality and safety of the products offered. For the definition of these goals, the Parent Company involved and identified the functions responsible for each area addressed, without the direct involvement of consumers and end users; these functions will also be responsible for monitoring and achieving the goals themselves.

OBJECTIVES	N	ACTIONS	RESPONSIBLE FUNCTION	ACTION CATEGORY	2025	2026	2027	2028	2030	TARGET KPI
Ensure the security of the IT data used by the company as part of its processes	36	factor authentication, constant updating of software, management of complex passwords as well as training) and IT controls (also integrating Artificial Intelligence systems) in order to avoid cases of <u>cyber attacks</u>	Chief Information Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	37	Develop and/or implement a policy on the security of data (IT) and collected information, and ensure that it is available to all stakeholders	Chief Information Officer	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
Improving product quality and safety	44	Complete the assessment to identify any gaps in customers' health and safety documentation.	Group Service Manager	Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	45	Development of policies that ensure best practices and that close any gaps identified regarding costumers' health and safety	Group Service Manager	Projects	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	ON/OFF
	46	Process improvements in order to reduce the number of claims by customers.	Group Service Manager	Analysis and studies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reduction of the total number of tickets open on the Salesforce ticketing system by 15% by 31/12/2026. The reference value is the figure as of 01/01/2026.

It is specified that the targets set are not related to the Group's policies.

4. GOVERNANCE INFORMATION

4.1. ESRS G1 Business Conduct

4.1.1. Governance

Role of the Board of Directors

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

The Board of Directors of Antares Vision S.p.A., as already indicated in ESRS 2, represents the point of reference for the organization. In fact, it is responsible for the functions and responsibilities of strategic and organizational directions as well as for verifying the existence of the controls necessary to monitoring the performance of the Company in compliance with the provisions of principles I and II of the Corporate Governance Code.

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

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

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

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

The role of AV Group is that of technological enabler of the transition to a sustainable development model. Consequently, the Board of Directors directs the management and development of the business in order to strengthen the knowledge, skills and experience in the field. In this process, the executive members are supported

in the decision-making process by the independent directors in their role as members of the Control, Risk and Sustainability Committee.

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

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

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

4.2.1. Managing impacts, risks and opportunities

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

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

G1-1 - Policies on corporate culture and business conduct

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

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

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

Policies

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

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

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

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

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

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

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

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

Anti-corruption

Antares Vision Group is aware that corrupt practices, often associated with other types of offences such as organised crime and money laundering, pose a serious threat to business continuity and to the ethical and legal values in which Antares Vision Group believes and on which its operations are based. This awareness has led Antares Vision Group towards the adoption of an Anti-Corruption Policy, which is an integral part of Antares Vision Group's social responsibility. Its purpose is to protect the Group and all of its Stakeholders. In fact, on 31 January 2023, the Board of Directors of Antares Vision Group approved the Anti-Corruption Policy with which the AV Group expresses its commitment to combating corruption, defining general and specific principles to prevent potential corrupt practices and promoting integrity, traceability, responsibility, transparency and good faith in running the business.

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

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

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

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

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

The policy is published on the Antares Vision Group website ([Corporate Documents/Group Policies](#)), in Italian and English for ease of consultation, and on the company Intranet. In any case, the Antares Vision Group is committed

to developing adequate training and awareness programmes relating to this Policy with the aim of strengthening its internal culture and promoting values such as inclusion, equality and non-discrimination and to raise awareness of it across the entire Group.

Whistleblowing

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

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

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

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

The Antares Vision Group protects the whistleblower through:

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

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

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

The confidentiality of the whistleblower is also guaranteed:

- *any other information or element of the Report from the disclosure of which the identity of the whistleblower may be deduced, directly or indirectly.*
- *in the case of Reports made orally through telephone calls, voice messages, or through a direct meeting with the person handling the Report.*

The company that is the object of the Report can also take appropriate legal action.

The protection of the whistleblower will be guaranteed provided that:

- *at the time of the Report, the whistleblower has reasonable grounds to believe that the Violation Information is true and that such truthfulness is recognisable (also in light of the specific case and the data available at the time of the Report);*
- *the Report was made in compliance with the provisions of the procedure.*

Antares Vision Group is committed to promoting and developing adequate training and awareness programmes on the procedure for reporting violations, with the aim of strengthening its compliance culture and increasing understanding and awareness of the importance of whistleblowing systems.

In the event that AV Group receives reports, they will be treated confidentially and, under any circumstances, the identity of the people making the reports will be kept strictly confidential. Antares Vision Group does not tolerate or allow any retaliatory or discriminatory measures against Recipients who report violations of this Policy. In particular, Antares Vision Group guarantees that no one will be discriminated in any way for having refused to engage in illicit conduct, even if such refusal entails prejudicial consequences for Antares Vision Group or for making a good faith report.

Antares Vision Group does not tolerate or allow any retaliatory or discriminatory measures against Recipients who report violations of this Policy. In particular, Antares Vision Group guarantees that no one will be discriminated in any way:

- *for refusing to engage in illicit conduct, even if such refusal entails prejudicial consequences for Antares Vision Group; or*
- *for making a good faith report.*

The Internal Audit of Antares Vision operates in a context of independence and objectivity, reporting directly to the Board of Directors (BoD) or the Control and Risk Committee. Its anti-corruption mandate is based on three key pillars:

- *Evaluation of the effectiveness of the internal control system to prevent and detect corruption.*
- *Identification and management of corruption risks, with particular attention to the most exposed sectors and business processes.*
- *Support and consultancy for the improvement of compliance procedures and anti-corruption programmes.*

Training in the field of Business Conduct is carried out at various levels: for top managers, updates are planned in person or by synchronous videoconference with external legal advisors and a final comprehension test. For all Antares Vision Group employees, training is included in the DOCEBO LMS (Learning Management System) and delivered to everyone with a test to ensure understanding. The training is updated when each new Policy is published or in the event of regulatory updates. In the event of non-conformities being found, ad hoc meetings are planned on the legal side with the people most "sensitive" to these issues and who in turn have responsibility for

their collaborators. The training started in 2023 and is updated annually. In 2025 Antares developed courses on the Code of Ethics and Whistleblowing, with content developed by the Legal Department and intermediate tests delivered via the DOCEBO e-learning platform to all Group employees.

Antares Vision Group has defined specific principles aimed at combating corruption, identifying the following areas of activity as those that could potentially expose Antares Vision Group to the risk of corruption:

- *Relations with Public Authorities;*
- *Relationships with Third Parties;*
- *Management of gifts and forms of corporate hospitality*
- *Disbursement of contributions to political parties and trade unions*
- *Human resources management*
- *Accounting which includes the following company functions/departments:*
 - o *Chairman of the BoD*
 - o *CEO*
- *General Management Team, consisting of: Strategic Marketing, Investor Relator, Head of the Human Resources, Head of IT and Business processes, CEO of FT SYSTEM Group / head of Fast moving consumer goods; Head of operations, General Manager Life Sciences, Head of Legal office, CTO, Head of Services, Head of Quality and Change Management and CFO;*
- *Directors of Italian and foreign branches;*
- *Managing Director;*
- *Management Secretariat;*
- *Procurement Dept;*
- *Facilities Dept;*
- *Sustainability Specialist;*
- *Donations and sponsorships committee;*
- *HR Dept;*
- *Sales;*
- *Administration Dept.: Accounting Dept;*
- *Legal Dept;*
- *Marketing Dept;*
- *IR- Investor Relator;*
- *IT Dept.*

G1-2 – Supplier relationship management

As regards the handling of financial relationships with suppliers, management analyses the supplier schedule weekly together with the payment manager, subsequently involving the CEO, to determine the order of suppliers to be paid.

Being a large company with a high volume of elements to process, AV tries to concentrate payments on the 10th and 20th of the month. This means that there may be "physiological" delays in payments but, also on notification from the purchasing office, it tries to give priority to artisans or small companies that are known to be the most vulnerable.

In line with the previous reporting year, also during 2025, Antares Vision Group worked with more than 1,500 suppliers, including suppliers of materials and various types of services, such as legal advice, documentation, transportation and other specialist areas. The main suppliers represent consolidated partners, involved in the implementation and installation phases of the solutions, with long-lasting relationships that have supported the growth of the Group. Furthermore, AV Group uses contractors, subcontractors and consultants, always ensuring compliance with current legislation and the provisions of the Code of Ethics.

To reduce the risk of dependence on a single supplier and ensure constant comparison of market prices, Antares Vision (where possible) adopts the policy of using at least two suppliers for each type of product.

On the sustainability front, two new dedicated questionnaires were introduced in 2024, one for Materials, the other for Services, with a specific focus on ESG criteria. The initiative allowed us to collect information, qualifications and certifications from hundreds of suppliers, with a coverage of more than 80% of the total spend of Antares Vision Group. The data collected was archived and integrated into the supply chain management processes, thus improving the Group's commitment to responsible supply chain management. In 2025, the responses received were analysed and the ESG ratings were evaluated and put into categories according to the size of the company. (Small <50 employees - Medium 51-250 employees - Large >250 employees),

The work was completed, but this is only the start of the process. The Group is committed to responding better and better to business and environmental needs, deepening the ESG discourse to increasingly meet sustainability standards.

G1-3 - Prevention and detection of active and passive corruption

The management of the various companies of the Group, supported by the legal office and the quality function of the parent company, have the task of implementing actions to prevent and mitigate corruption risks, through the implementation of training courses with final tests aimed at employees.

Any investigative activities, both preventive and related to the need to verify reported events, are carried out by independent functions, such as the Internal Audit function and where necessary supported by external lawyers and consultants.

Information flows are also guaranteed to the Parent Company's bodies, including the Supervisory Body, the Board of Statutory Auditors, the Board of Directors and its internal committees, while always respecting the autonomy of Internal Audit's investigative functions.

In order to guarantee transparency and compliance with Legislative Decree 231/2001, both Antares Vision S.p.A. and FT System S.r.l. have established their own supervisory body.

The Parent Company's Supervisory Board is made up as follows:

Supervisory Board Members	
Francesco Menini	Chairman
Cristina Renna	External member
Silvia Baresi	Internal Member

In a corporate context increasingly attentive to transparency and regulatory compliance, the role of the Supervisory Body (SB) is fundamental to monitor and report any irregularities, including episodes of corruption. In the event that suspected or confirmed situations of corruption emerge, the Supervisory Body adopts a structured process to inform the Board of Directors (BoD), thus ensuring timely and appropriate management of the problem.

The Group's Internal Audit operates in a context of independence and objectivity, reporting directly to the BoD or the Control and Risk Committee. Its anti-corruption mandate is based on three key pillars:

- *Evaluation of the effectiveness of the internal control system to prevent and detect corruption.*
- *Identification and management of corruption risks, with particular attention to the most exposed sectors and business processes.*
- *Support and consultancy for the improvement of compliance procedures and anti-corruption programmes.*

The Audit plan is defined on an annual basis, taking into account the results of the risk assessment conducted by the Antares Vision S.p.A. The legal entities belonging to the Group are included in the plan according to a rotating coverage criterion.

Each company belonging to the Antares Vision Group ensures that its internal control system is consistent with the requirements established by the Anti-Corruption Laws and with the principles contained in the Anti-Corruption Policy. Company procedures must ensure suitable measures to prevent corruption according to a criterion of proportionality with respect to:

- *the risk of committing corrupt acts*
- *the nature, size and complexity of the activities carried out.*

In order to verify compliance with this Policy, Antares Vision Group periodically carries out preventive monitoring of all Recipients.

In the event of corruption incidents, the Supervisory Body and/or Internal Audit prepares a detailed report, which aims to provide the Board of Directors with all the information necessary to make informed decisions. The report must include:

- *A clear description of the event or report received;*
- *The evidence collected and the possible involvement of internal or external subjects to the company;*
- *The impact that the case could have on the company, both legally and in terms of its reputation and financially;*
- *Any corrective actions or preventive measures suggested by the Supervisory Body.*

Once the report is completed, the Supervisory Body transmits it to the Board of Directors according to the methods established by company regulations. Typically, this communication occurs through:

- **A written report**, sent first to the Board meeting, to allow members to consider the case in advance;
- **A private meeting**, in which the SB sets out the details of the report and replies to any questions or requests for clarification.

During the presentation, the Board of Directors carefully assesses the situation and discusses possible actions to be taken to manage the risk and prevent future episodes of corruption.

The SB does not limit itself to simple reporting: its role also includes monitoring the **corrective actions taken by the Board of Directors**. In particular, it must ensure that the measures decided are implemented correctly and that the company equips itself with more effective tools to combat corruption in the future.

Periodically, the Supervisory Body provides updates to the Board of Directors on the progress of corrective measures, reporting any critical issues or need for additional interventions.

The dissemination of policies in the area of active and passive corruption is carried out through the same procedures adopted for the other Group policies, or for top managers, updates on policies are planned in person and/or in synchronous videoconference and a final comprehension test. For all Antares Vision Group employees, training on policies is included in the Docebo LMS (Learning Management System) and delivered to everyone with comprehension tests. The training is updated when each new Policy is published or in the event of regulatory updates. In the event of non-conformities being found, ad hoc meetings are planned on the legal side with the people most "sensitive" to these issues and who have the impact of responsibility on their collaborators.

The anti-corruption training, based on the issues of the anti-corruption policy and therefore covering all the topics reported in it, is part of the package offered by the Legal Department relating to Global Policies and has been organized starting from 2023 by Audirevi's consulting lawyers who took care of the contents and the final test; the HR team took care of training for the entire corporate population of the Group, creating e-learning training on the same policy conveyed through our LMS (Docebo) using the same materials provided by Audirevi and interspersed

with intermediate and final tests. In 2025, Antares developed courses on the Code of Ethics and Whistleblowing, the content of which was developed by the Legal Department. Interim tests were included and delivered via the Docebo e-learning platform to all AV Group employees. The Anti-Corruption Policy is available on the Group intranet and on the Company's website.

In order to prevent and combat the risks of corruption (active and passive) which could significantly compromise the reputation of a company, without necessarily being able to remediate, with consequent effects on the business. Antares Vision Group has equipped itself with the following tools, policies and systems;

- *Anti-Corruption Policy*
- *Organization, management and control model pursuant to Legislative Decree 231/01*
- *Code of Ethics*
- *Whistleblowing*
- *Donations and Sponsorships Policy*

Model 231

Antares Vision Group is aware that the achievement of corporate objectives also takes place through efficient and effective internal control and correct risk management. The Organization, Management and Control Model pursuant to Legislative Decree 231/2001 (Model 231) was adopted by Antares Vision S.p.A. to create an adequate operating and control system that makes it possible to prevent, in carrying out company activities, the commission of offences that are relevant according to Legislative Decree 231/2001, which introduced administrative liability of entities into the Italian legal system.

The Model was designed on the basis of the organizational characteristics and business model of the two Companies and is subject to revision whenever regulatory developments occur. The adoption of Model 231 helps to improve the Company's operations by: a) increasing the effectiveness and transparency of internal decision-making processes, through clear and precise identification of the skills and roles assigned to each of the parties involved; b) strengthening (also through the provision of specific sanctions) the culture of legality and respect for shared ethical principles among the Company's employees and collaborators, as well as third parties who operate with it, helping to improve how the Company is perceived by the community in which it operates.

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, instead, contains a description of the sanctioning system, as well as the analysis sheets relating to:

- a. *risk of crime;*

- b. *probability and methods of committing a crime;*
- c. *sensitive processes with a description of the individual crimes that can be identified, methods of committing them, control protocols.*

As required by the relevant legislation, a Supervisory Body (SB) has been appointed, which carries out supervisory activities on the functioning, application/compliance of operations with the provisions of the Model's protocols and updates them. Model 231 defines the information flows to and from the SB. The Model, limited to the general part and the sanctioning system, is available on the Antares Vision S.p.A. website.

The training activity aimed at spreading knowledge of the regulations referred to in the Decree is differentiated, in content and implementation methods, based on the qualification of the Recipients, the level of risk recognized in the area in which they operate, the performance by the subjects of the Company representation functions and the attribution of any powers. Specific training is provided to the personnel of Sensitive Activities most exposed to the potential risk of committing Predicate Offences (administrators with operational functions, general management, manager in charge of preparing corporate accounting documents, RSPP, company delegate for safety, administrative managers, managers of individual company structures) aimed at: (i) illustrate the risk mapping; (ii) define the specific critical issues of each area; (iii) illustrate the procedures adopted to prevent irregularities. The mandatory information and training system is monitored by the Supervisory Body, in collaboration with the head of the human resources function and with the heads of the other functions involved from time to time in the application of the Model.

Code of Ethics

Antares Vision Group is aware that through its work, its consensus of responsibility and moral integrity, it contributes to the development of the economy and of its own market in particular. The Company believes in the value of work and considers acting legally, fairly and transparently as essential prerequisites for achieving its economic, productive and social objectives.

The Code of Ethics of Antares Vision S.p.A. is based on the following principles:

- *the Company's activity is oriented towards strict compliance with laws and regulations, in all countries where the Company operates;*
- *the Company undertakes to ensure that all of the Company's employees, managers, directors, co-workers, suppliers and customers - as well as the personnel and officials of other companies with whom joint or coordinated activities are carried out, even temporarily - respect the laws and regulations in force in all countries where the Company operates, as well as the organisational and procedural rules adopted by the Company, in particular those expressly provided for in the organisation, management and control model for the prevention of crimes;*

- *the Company sanctions any behaviour that differs from what is established in the Code of Ethics, even in the event that such behaviour was carried out by anyone for the benefit or in the interest of the Company or in the belief that it would bring an advantage to the Company;*
- *all behaviours, operations and transactions decided or implemented by the Company and by persons acting in its name and on its behalf, must be compliant with the law, professional correctness and the principles of transparency, verifiability, consistency and congruity, as well as duly authorised, documented and recorded;*
- *business negotiations and relations with institutional and commercial interlocutors of the Company must be conducted in compliance with the law and with the principles of fairness, transparency and verifiability;*
- *in particular, versus representatives, officials or employees of public administrations: a) it is not allowed to cultivate personal relationships of favour, influence or interference that might condition, directly or indirectly, the outcome of the relationship; b) offers of goods or other benefits to representatives, officials or employees of public administrations, even through third parties, are also prohibited, except in the case of gifts of modest value and in accordance with custom and provided that they cannot be understood as seeking undue favours;*
- *the Company does all it can to foresee the onset and the effects, direct or indirect, of situations of conflict of interest involving those who act in the name or on behalf of the Company.*

The Code of Ethics is available on the Antares Vision S.p.A. website and on the Group intranet.

In order to strengthen the internal culture of adherence to the principles contained in the Code of Ethics and create awareness throughout the Group, Antares Vision Group develops appropriate training and awareness programmes concerning this document.

Donations and sponsorships

During 2023 AV Group published its policy on donations and sponsorships, with the aim of managing economic support activities, particularly in favour of the community, through donations, sponsorships and other forms of donations, to ensure that these activities are in line with the strategic objectives of the Antares Vision Group and ensure compliance with the current laws and regulations, and to prevent any risk of corruption. This policy applies to all AV Group companies and has the purpose of establishing the approval procedures and criteria to be met before any Group entity can engage in donations or sponsorships, either directly or indirectly. The Policy is shared on the Group intranet.

4.1.3. Metrics and targets

4.1.3.1. Information obligation G1-4– Confirmed cases of active or passive corruption

During 2025, no cases of active and/or passive corruption occurred in any of the Group Companies. To prevent cases of corruption or bribery and, as explained in the previous chapters, Antares Visions Group has in place the Anti-corruption Policy and the Donations and Sponsorships Policy, as well as the Organizational, Management and Control model pursuant to Legislative Decree 231/01 and underlines these values in its code of ethics.

4.1.3.2. Information obligation G1-6– Payment practices

Based on current practice, all invoices from non-group suppliers are paid within 30 days of the due date, while for single-member companies, small businesses or artisans, the deadlines are usually met within 10-20 days of the due date, paying greater attention to the needs of small businesses. Payments are made “spontaneously” without waiting for a reminder from the supplier.

The Group's average payment days indicator is 90 days in 2025. There were no cases of legal proceedings due to payment delays in 2025.



ANTARES VISION GROUP



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with confidence

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Independent auditor's report on the limited assurance of the Sustainability Statement (Translation from the original Italian text)

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

We have been appointed to perform a *limited assurance* engagement on the Consolidated Sustainability Statement (hereinafter "Sustainability Statement") prepared on a voluntary basis of Antares Vision S.p.A. and its subsidiaries (hereinafter "the Group" or "Antares Vision Group") for the year ended on December 31, 2025.

Responsibility of the Directors and Board of Statutory Auditors for the Sustainability Statement

The Directors of Antares Vision Group are responsible for the development and implementation of procedures used to identify the information included in the Sustainability Statement in accordance with the requirements of the "European Sustainability Reporting Standards" issued by the European Commission ("ESRS") and for the description of such procedures in the paragraph "BP-1 - General basis for preparation of sustainability statements" of the Sustainability Statement and in accordance with Article 8 of European Regulation n. 852 dated June 18, 2020 (hereinafter "Taxonomy Regulation").

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

The Directors are also responsible for defining Antares Vision Group's objectives with respect to sustainability performances, as well as for identifying the stakeholders and the material aspects to be reported.

Auditor's 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 the *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 Management (ISQM Italia 1)*, under which it is required to design, implement and operate a system of quality management that includes policies or procedures on compliance with ethical requirements, professional standards, and applicable legal and regulatory provisions.

Auditor's responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Statement with the reporting criteria set out in the ESRS and with the requirements of Article 8 of European Regulation n. 852 dated June 18, 2020. Our work has



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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 Sustainability Statement is free from material misstatements. Therefore, the extent of work performed in our limited assurance engagement 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 Sustainability Statement were based on our professional judgment and included inquiries, primarily with Group’s personnel responsible for the preparation of the information included in the Sustainability Statement, documents analysis, recalculations and other procedures aimed to obtain evidences considered appropriate.

In particular, we have performed the following procedures:

1. understanding of the process for assessing the materiality of the information included in the Sustainability Statement by analyzing the approach adopted by the Group for identifying and assessing the relevant impacts, risks and opportunities relating to sustainability matters, and verifying the related disclosures reported in the Sustainability Statement;
2. comparison of the economic and financial data and information included in the Sustainability Statement with those included in the Group’s consolidated financial statements;
3. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the Sustainability Statement.

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 Sustainability Statement.

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

- at Group level:
 - a) with reference to the qualitative information included in the Sustainability Statement, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidences;
 - b) with reference to the quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data and the criteria and calculation methodologies applied.
- for the Travagliato (Brescia) and Sorbolo Mezzani (Parma) production sites of Antares Vision S.p.A., that we have selected based on their activities and relevance to the consolidated performance indicators, we have carried out 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.



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Conclusions

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Statement of Antares Vision Group for the year ended on December 31, 2025 has not been prepared, in all material aspects, in accordance with the reporting criteria set out in the ESRS, as identified by the Directors in the section "*BP-1 - General basis for preparation of sustainability statements*" of the Sustainability Statement and in accordance with Article 8 of European Regulation n. 852 dated June 18, 2020 (Taxonomy Regulation).

Other matters

This report is not issued pursuant to any legal requirement, as the Group is not obliged to prepare a Sustainability Statement.

Brescia, April 24, 2026

EY S.p.A.

Signed by: Marco Vavassori, Partner

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