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ANTARES VISION GROUP PUBLISHES THE 2022 SUSTAINABILITY REPORT

Through its unique and integrated ecosystem of technologies, the Group is an enabler of supply chain transparency and sustainable transition

Travagliato (Brescia), 11 April 2023 - Antares Vision Group, (EXM, AV:IM) Italian multinational, leading provider in Track & Trace systems and quality control, which guarantee the transparency of products and supply chains through integrated data management, announces that the 2022 Sustainability Report (Consolidated Non-Financial Report pursuant to Italian Legislative Decree 254/2016) has been published.

*"We are pleased to present Antares Vision Group's second edition of the Sustainability Report, the document that summarises the activities, impacts, as well as the Group's results vis-à-vis its stakeholders. A report that is integral to what is for all intents and purposes, an increasingly concrete and strategic path towards sustainability, which seeks to fully integrate ESG issues into every aspect of the Group's business. Our vision has always been consistent with the objective of making our contribution to the sustainable development of the Company, which responds to the needs of the present without compromising the ability of future generations to satisfy their own. Implementing sustainable business practices therefore becomes an essential competitive opportunity for the future of the Group", stated **Emidio Zorzella, Joint-CEO of Antares Vision Group.***

ESG factors represent the structural drivers of the Group's business model; thanks to its innovative solutions, it is able to generate a positive impact in the quantification, management and minimisation of the carbon footprint of each product unit. Through its unique and integrated ecosystem of technologies, Antares Vision Group presents itself as a real enabler of supply chain transparency and sustainable transition, to encourage the implementation of a circular economy. This is why, as a technological partner, the Group is able to guarantee the safety and health of people, products, businesses and supply chains, by integrating sustainability principles with a vision focused on the informed and efficient use of resources.

Furthermore, Antares Vision Group, as a promoter of sustainability, is engaged in projects and initiatives in the name of environmental sustainability and social responsibility, supporting research and innovation and enhancing the artistic heritage of the local area and its corporate community. Also, for this reason, last October the Group was one of the signatories of the Brescia 2050 Sustainability Pact, which brought together many entrepreneurs from Brescia who, through their work, their will and the concreteness of their dreams, have made this area one of the most prosperous and advanced in the whole country, giving shape to a civil society that is committed, critical and always oriented towards progress.

Environmental impacts and responsible use of resources

Production activities are managed in compliance with current environmental legislation. When it promotes, designs or entrusts design to third parties, Antares Vision Group carries out or ensures

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that, among other things, all the necessary investigations are carried out to verify the possible environmental risks resulting from the intervention and to prevent damage.

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

Materials

The main materials used to manufacture Antares Vision S.p.A machines consist of metals (subdivided into steel, aluminium and iron) and non-renewable materials. In 2022, the use of these materials amounted to 93,500 kg.

Waste

64% of the waste generated by AV Group in 2022 was recovered. The overall quantities of waste produced, and in particular packaging materials, which represent the core component, have significantly decreased, against a substantial increase in the volumes of AV Group's activities compared to 2021.

Energy

In 2022, in a group context characterised by a significant increase in the number of people employed and simultaneously in energy consumption and the volume of activity, the energy intensity index recorded an improvement of 4.2% compared to 2021.

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

Through the implementation of its industrial strategy and thanks to its ecosystem of values and business model, Antares Vision Group is committed to pursuing a sustainable business model. This approach must also be reflected in a firm commitment to the United Nations 2030 Agenda and the Sustainable Development Goals (SDGs) which form an integral part of it. Indeed, the SDGs represent business opportunities, capable of generating positive impacts also in environmental and social terms. Antares Vision Group carried out a consistency analysis, starting from its business model and a materiality analysis in order to define strategic objectives and projects implemented and/or planned with respect to the contents (goals and targets) of the 2030 Agenda. This analysis integrates the SDGs which are considered priorities in terms of the contribution and the commitments of Antares Vision Group. The identification and prioritisation of the SDGs was also carried out on two distinct levels of analysis along the cycle of shared value creation in the short, medium and long term:

- 1) Business impacts** - Commitment and contribution driven by the impacts of the business (products and solutions): SDG 2 - SDG 3 - SDG 7 - SDG 8 - SDG 9 - SDG 12 - SDG 13.
- 2) Commitment/organisational and relational areas** - Commitment to promote positive social effects, greater effectiveness of activities and achievement of business objectives (enabling factors): SDG 4 - SDG 5 – SDG 16 - SDG 17

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Human rights

In continuity with its values and the commitment defined in the Code of Ethics, AV Group adopted a specific Human Rights Policy on 31 January 2023. This choice intends to reaffirm the importance of respect for human rights and strengthen AV Group's commitment to safeguarding them, in every country in which it operates. The policy is available on the Antares Vision Group website: [Company Documents](#) | [Group Policies](#).

Measures to prevent corruption

With the adoption of the Policy (available in [Company Documents](#) | [Group Policies](#)), which took place on 31 January 2023, Antares Vision Group intends to express its commitment to combating corruption phenomena, defining general and specific principles to prevent potential corrupt practices and promoting integrity, traceability, responsibility, transparency and good faith in business management.

Human Resources

The Antares Vision Group recognises the centrality of people and undertakes to guarantee a fair and inclusive work environment, in which people are treated with dignity, decorum and respect, free from any form or type of violence and harassment. The definition of policies and, in general, of the Group's actions on human rights, diversity and equal opportunities translates into the creation of a work environment based on the principles of equal opportunities, regardless of differences of gender, religion, race, nationality, sexual orientation, social status, physical ability and age.

Diversity, equity and inclusion

The policy of Diversity, Equity and Inclusion adopted by the Group in 2023 available on the Antares Vision Group website ([Company Documents](#) | [Group Policies](#)), was drawn up with the aim of promoting equal conditions for women in the world of work and in compliance with the internal policies and procedures of the Antares Vision Group.

Female employees

23% of all employees of AV Group at 31 December 2022 are female. Within this figure, the percentage of women (in Italy and abroad) in a position which can be classified as being similar to executive level (top and upper management) is 20% (13% at the beginning of the three-year period) of all managers. Among middle managers and administrative staff (or roles comparable to these categories) the percentage of women is 25% of the total. The number of women is negatively affected by the still uneven participation of women in the university faculties and specialisations that AV Group mainly draws on (primarily Engineering).

Financial performance: value generation and distribution

In 2022, economic value generated amounted to Euro 224 million, and distributed to Euro 203.8 million. Of the latter, in 2022, 54.9% of the total value distributed was distributed to suppliers, confirming the role they play in the AV Group's value creation chain, while 41.3% went to employees.



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Highlights

Partnership for innovation

R&D investments – 2022	Euro 15.4 million
Collaborations and partnerships with local, national and international Universities and Research Centres - Number of collaborations	Over 10 partnerships

Results

Turnover	Euro 224 million
Economic value generated	Euro 224 million
Economic value distributed	Euro 203.9 million

Governance - policies

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

Quality UNI EN ISO 9001:2015 – Health and safety UNI EN ISO 45001:2018 – Environment UNI EN ISO 14001:2015 – Data security UNI EN ISO 27001 – Mod 231 Legislative Decree 231/2001- GAMP@ 5 Compliant GXP Computerized System - PAS 99:2012 integrating requirements - Anti-Corruption Policy - Diversity, Equity and Inclusion Policy - Human Rights Policy

Human resources

Number of employees at 31 December 2022	1,185
Increase in number of employees 2020 - 2022 (number and %)	401 (51%)
Gender diversity - share of women (% of total employees)	23%
Gender diversity - share of women in management positions (% of total)	20%
New generations / Age diversity - share of employees under the age of 30 (% of total)	24%
Training - Average hours of training per employee in 2022	20.3 hours
Health and safety - Injury frequency rate (No. of injuries/hours worked x 1,000,000) (3 injuries in 2022)	1.33

Environment

Percentage of waste destined for recovery	over 60%
Total direct energy consumption - GJoule	19,961
Total direct (GHG Scope 1) and indirect (GHG Scope 2 location-based) emissions/t CO ₂ e	1,524

Local communities – Social responsibility

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

Social commitment and education (support for initiatives and associations)

Ukraine Emergency – Purple Light – UNICEF – Onco Hair

*The Sustainability Report 2022 was drawn up in accordance with the methodologies and principles established by the GRI Sustainability Reporting Standards (“In accordance - Core” option) defined by the Global Reporting Initiative (GRI Standards), and is available on the website www.antaresvisiongroup.com, in the **Sustainability** section.*

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ABOUT ANTARES VISION GROUP

Antares Vision Group is an outstanding technology partner in digitalization and innovation for companies and institutions, guaranteeing the safety of products and people, business competitiveness and environmental protection. The Group provides a unique and comprehensive ecosystem of technologies to guarantee product quality (inspection systems and equipment) and end-to-end product traceability (from raw materials to production, from distribution to the consumer) through integrated data management, applying artificial intelligence and blockchain technology. Antares Vision Group is active in life science (pharmaceutical, biomedical devices and hospitals) and Fast-Moving Consumer Goods (FMCG), including food, beverage, cosmetics, and glass and metal containers. As a world leader in track and trace solutions for pharmaceutical products, the Group provides major global manufacturers (over 50% of the top 20 multinationals) and numerous government authorities with solutions, monitoring their supply chains and validating product authenticity. Listed since April 2019 on the Italian Stock Exchange in the Alternative Investment Market (AIM) segment and from 14 May 2021 in the STAR segment of Euronext; furthermore, from July 2022 included in the Euronext Tech Leaders index, dedicated to leading tech companies with high growth potential. In 2022, Antares Vision Group recorded a turnover of €223 million, operates in 60 countries, employs more than 1.180 people, and has a consolidated network of over 40 international partners. To learn more, please visit www.antaresvisiongroup.com.

Further information

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