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INTRODUCTION

Antares Vision S.p.A. (the “**Company**”) and its subsidiaries (together with the Company, the “**Antares Vision Group**”) ensure product safety and supply chain transparency through innovative technologies, including quality control systems and machines, serialization and aggregation solutions for end-to-end traceability, and integrated data management supported by artificial intelligence and blockchain.

Antares Vision Group is engaged in integrating ESG (Environmental, Social, and Governance) criteria into its business model, adopting practices in line with international standards relating to workers' health and safety, environmental protection, respect for human rights, gender equality, as well as transparency and fairness in corporate management.

Antares Vision Group believes it is essential to manage its business in an ethical and responsible manner and, in line with that, requires its suppliers to fully comply with applicable international and national laws and to observe environmental, social, and governance standards as set out in relevant international conventions. Antares Vision Group also considers it important that its suppliers implement these standards throughout their value chains.

This suppliers' code of conduct (hereinafter also referred to as the “**Code of Conduct**” or “**Code**”) sets out the basis on which relationships with suppliers for the procurement of goods and services are founded and applies to all suppliers of Antares Vision Group.

In particular, upon signing a new contract and/or purchase order for goods and services, this Code is shared and accepted by all parties involved (both individuals and legal entities, and/or individual professionals and/or collaborators, business partners), as an integral part of the general terms and conditions of supply.

In case a supplier fails to comply with this document, Antares Vision Group reserves the right to replace the supplier and/or request improvement actions within an appropriate deadline. However, if the supplier's improvements are considered unsatisfactory, Antares Vision Group reserves the right to terminate the business relationship.

Antares Vision Group considers its suppliers as an integral part of the process of company value creation and aims at collaborating with them on the basis of a partnership approach and long-term relationships. For this reason, the following sections set out the Code of Conduct and represent the fundamental areas in which Antares Vision Group establishes the principles and guidelines for its activities.

This Code is also fully aligned with and forms an integral part of the policies adopted and implemented by the Antares Vision Group. In fact, it reinforces and complements both the code of ethics and conduct adopted by the Antares Vision Group (the ‘**Code of Ethics**’) and the policies already in place at the Group level, such as: (i) the Human Rights Policy, (ii) the Diversity, Equity and Inclusion Policy, and (iii) the Anti-Corruption Policy.

1. BUSINESS ETHICS AND SOCIAL RESPONSIBILITY

As stated in its Code of Ethics, Antares Vision Group bases its relationships with its suppliers on clarity, transparency, and fairness, and requires that all business activities conducted by its suppliers be based on high standards of integrity, honesty, and fairness.

Suppliers must therefore avoid any conflict of interest and/or situations in which a personal advantage (even if only potential) may arise in their supply relationships with Antares Vision Group and/or its personnel.

Additionally, Antares Vision Group's suppliers must comply with free market practices and fair competition principles, as well as all applicable antitrust laws and regulations.

1.1. ACTIVE AND PASSIVE CORRUPTION

Antares Vision Group rejects and prohibits any conduct by suppliers, including in their dealings with the Public Administration, Local Authorities, and/or Inspection Authorities, that may constitute or encourage corrupt practices or corrupt actions, and does not accept, in any form, direct or indirect, offers of money or gifts of any kind or value, for the purpose of obtaining real or apparent advantages.

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Antares Vision Group suppliers are also required to prevent and prohibit all forms of active and passive corruption, including coercion. This includes prohibiting the offering of bribes to their customers or business partners, extending this prohibition to their entire work force.

2. PROTECTION AND USE OF INFORMATION

Antares Vision Group undertakes to maintain the highest standards of data protection for all stakeholders and third parties in general. It guarantees that personal data is collected, stored, and processed in full compliance with national data protection laws and regulations in force in the countries in which it operates.

Antares Vision Group's suppliers shall protect the privacy and confidential information of all employees, business partners, and, in general, all stakeholders, ensuring a high level of data protection and information security, rejecting any misuse.

Suppliers are required to respect Antares Vision Group's intellectual and third parties' intellectual property rights, protecting confidential information, know-how, and trade secrets that come to their knowledge in connection with their relationship, and to use them exclusively for the purposes authorized by Antares Vision Group.

The confidentiality obligation shall remain in force even after the termination of the relationship.

3. HUMAN RIGHTS AND LABOUR STANDARDS

Antares Vision Group is committed to making suppliers aware of the need to fully respect the rights of individuals and workers in all countries where they operate and to manage their businesses in a transparent and sustainable manner.

Antares Vision Group's suppliers must promote and respect internationally declared human rights and comply with international guidelines and standards, such as:

- The United Nations Universal Declaration of Human Rights;
- The principles of the United Nations Global Compact from I to VI;
- OECD Guidelines for Multinational Enterprises;
 - The conventions of the International Labor Organization in the areas of:
 - Child labor;
 - Forced labor;
 - Occupational safety and health;
 - Discrimination in employment and occupation against persons with disabilities;
 - Working hours and weekly rest;
 - Minimum wages;
 - Freedom of association and collective bargaining;
 - Human resources development.

In addition, these requirements must be enforced for both company employees and temporary/outsourced workers, in accordance with applicable local laws and regulations.

3.1.FORCED LABOR

Antares Vision Group forbids the use of forced or unpaid labor in all its forms.

Antares Vision Group's suppliers must not tolerate any form of forced labor, ensuring that employees can terminate their employment in accordance with appropriate principles. Suppliers may not, in fact, force their employees to work overtime in excess of the limits permitted by law.

No worker shall be subjected to mistreatment, including psychological abuse, sexual harassment, or acts of personal retaliation. Antares Vision Group's suppliers are required to ensure that every worker is protected by a written contract,

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drafted in a clear and comprehensible manner, taking into account individual needs and in a language that each employee understands adequately.

3.2. CHILD LABOR

Antares Vision Group does not tolerate the use of child labor. In fact, all suppliers, at every level of the supply chain and in all phases of commercial activity, are prohibited from conducting their activities through the use of child labor.

Antares Vision Group does not employ personnel in conditions that do not comply with current regulations on child labor and requires all its suppliers to operate in accordance with local regulations and, in any case, in compliance with ILO Convention No. 138 of 1973 on the minimum age.

3.3. FREEDOM OF ASSOCIATION

Antares Vision Group's suppliers must respect and defend freedom of association and the right to collective negotiation in accordance with applicable laws. Every employee has the right to establish and join workers' organizations freely and without interference, sanctions, or retaliations.

3.4. FAIR WAGES

Suppliers are required to pay their employees for hours worked, including overtime and any additional agreements for increased pay, in accordance with employment contracts and in full compliance with applicable laws and national collective agreements.

Suppliers must also comply with minimum wages and working hours in accordance with local and national laws in all countries in which they operate, as well as ensuring minimum wage payments, guaranteeing a standard of living sufficient to meet basic needs.

If piecework remuneration is provided for, suppliers are required to comply with the same principles.

Antares Vision Group condemns any form of punitive wage deductions.

3.5. WORKING HOURS

The working hours and days off of suppliers and their employees must comply with the provisions of national legislation and applicable collective agreements. Working hours must, in particular, ensure the protection of workers' health and safety, safeguarding a balance between work and rest.

Even in the case of night work, the conditions and limits prescribed by law within which this type of work may be performed must be strictly observed. In particular, suppliers shall ensure that checks and guarantees are carried out to ensure the safety of night workers and shall monitor their suitability.

3.6. PROHIBITION OF DISCRIMINATION

No form of discrimination against employees is tolerated; all employees must be respected. Suppliers must ensure an inclusive working environment and prohibit any form of discrimination, unequal treatment, harassment, or abuse based on gender, religion, age, race, social status, nationality, or any other social or personal criteria.

The same principle must also be guaranteed in the selection, evaluation, and maintenance of the entire value chain of suppliers.

3.7. WORKPLACE SAFETY

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In accordance with the principles of Antares Vision Group, which considers the health and safety of people matters to be protected at all times, and given its commitment to consolidating and spreading a culture of safety at every level of its organization, Suppliers are required to ensure a safe and healthy working environment and to protect the integrity of their employees, proactively taking all necessary measures to prevent accidents and injuries.

Suppliers are required to provide training courses for their employees and to develop adequate systems for detecting, analyzing, and eliminating any hazardous situations.

Suppliers are also required to comply with the regulations and legal provisions on health and safety in the workplace in force in all countries in which they operate, acting to the best of their ability to prevent accidents and injuries at work, providing each employee with the necessary personal protective equipment and adequate training in health and safety. If suppliers operate in countries where laws are less restrictive, they must still guarantee the minimum level of health and safety protection.

3.8. DISCIPLINARY PROCEDURES

Disciplinary practices that do not respect human rights are not tolerated. In particular, the organization must not apply disciplinary measures that are contrary to the dignity and respect of the worker as a person, strictly excluding the use of any unusual and/or physical disciplinary practices, mental coercion, and verbal abuse.

Disciplinary practices may be limited to the measures provided for in the applicable national collective agreement (where applicable) and current legislation.

Due care must be taken to ensure that there is no “mobbing” (psychological terror) or “sexual harassment,” i.e., psychological pressure and conditioning with verbal allusions.

4. ENVIRONMENT

Antares Vision Group's business operations are carried out in compliance with the applicable environmental regulations and in accordance with the principle of sustainable development. This includes adopting environmentally friendly technologies, reducing emissions, conserving natural resources, and engaging with stakeholders to promote responsible environmental management.

When promoting, planning or entrusting a project to third parties, Antares Vision Group undertakes to ensure that all necessary controls are carried out, including the assessments of the potential environmental risks associated with any actions, with the aim of preventing any possible damage.

Suppliers are required to promote development, production, transport, use and disposal of their products in a safe and environmentally friendly manner, in accordance with the principles of the circular economy and contributing to greenhouse gases (i.e. “GHG”) emissions reduction.

Antares Vision Group's suppliers are also required to adopt an effective environmental policy and comply with current environmental protection laws and regulations.

When feasible, it is desirable that Antares Vision Group's suppliers should adopt a precautionary approach to environmental management, promote greater environmental responsibility, encourage the use of sustainable technologies, and implement sound practices throughout the entire life cycle of products and processes.

5. TRADE COMPLIANCE

Antares Vision Group is committed to fully complying with all national and international import and export control laws and regulations, including those relating to dual-use goods, technologies, software, services, and materials subject to restrictions.

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All suppliers must ensure that no controlled products, technologies or information are imported from, or exported to, or transferred to, or made available to individuals, countries or entities subject to sanctions, embargoes or other restrictions without the required authorizations from the competent authorities.

Antares Vision Group requires its suppliers to implement appropriate procedures to ensure full compliance with trade compliance regulations.

Any real violation (even suspected) of the trade compliance laws and regulations must be promptly reported. Antares Vision Group reserves the right to suspend or terminate any relationships with suppliers that fail to comply with these obligations or that do not demonstrate an adequate commitment to compliance risk management.

6. COMPLIANCE WITH THE CODE

Antares Vision Group is fully committed to promoting a corporate culture based on ethics, legality, and integrity, and requires all its suppliers to base their activities on the same principles. Ensuring the principles of sustainable development within the supply chain is indeed a matter of priority for the Antares Vision Group.

Without prejudice to the validity of all other obligations and commitments undertaken from time to time by the supplier under the contract with Antares Vision Group, by signing this Code, each supplier acknowledges the principles set forth herein and undertakes to ensure full compliance with them in its business practices.

Antares Vision Group reserves the right to conduct audits to verify, among other things, suppliers' compliance with this Code. Antares Vision Group may suspend or terminate any contractual relationship if it finds non-compliance with this Code.

Suppliers are required to promptly notify the Antares Vision Group of any violations that have occurred or are imminent and to take appropriate corrective measures to prevent, remedy, or minimize the extent of the violation and its effects.

Antares Vision Group actively promotes an environment where individuals feel free and protected to report any unlawful behavior they witness or become aware of, without fear of retaliation or negative consequences.

For this purpose, all suppliers may use the Antares Vision Group whistleblowing system (<https://antaresvisiongroup.com/whistleblowing-en/>) to report any potential violations of the rules and principles set forth in this document ('**whistleblower reports**') arising in the context of their relationship with Antares Vision Group.

Antares Vision Group

For Acceptance

The Supplier

(Legal Representative)