



OPTOI

**SUSTAINABILITY
REPORT
2025**



INDEX

LETTER TO THE STAKEHOLDERS & HIGHLIGHTS

01. THE GROUP

- Companies of the Group
- Milestones
- Markets and application Sectors
- Business Performance
- Vision & Mission

02. MATERIALITY ANALYSIS & STAKEHOLDER ENGAGEMENT

- Methodological Note
- Double Materiality Analysis Process
- IRO Table: Impacts, Risks, Opportunities
- Impact Materiality Matrix
- Double Materiality Matrix

03. GOVERNANCE

- Equity
- Governance Structure
- Ethics and Business Integrity
- 231 Supervisory Body
- Quality & Certifications
- Organization Chart and Structure

04. PRODUCTS & SOLUTIONS OF OPTOI GROUP

- Microelectronic Production
- Electronic Production
- Measuring Systems
- Air Quality Sensors
- Our Production Technologies
- Materials
- Customers & Partners
- The Value Chain

05. SOCIAL: PEOPLE & COMMUNITY

- PEOPLE
- Employees in figures
- Training
- Well-being
- Air quality analysis
- COMMUNITY
- Civic commitment
- Collaborations
- Participations
- 2025 Events

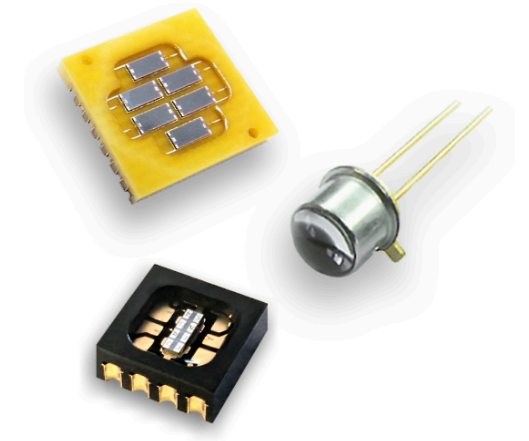
06. ENVIRONMENT

- Energy consumption
- Water
- Waste
- Ecological transition
- Emissions

07. SUSTAINABILITY STRATEGY

- Targets for 2026
- Targets reached in 2025

08. VSME CONTENT INDEX



LETTER TO THE STAKEHOLDERS

It is with great pride that I present the second edition of the Sustainability Report of the OPTOI Group.

Following the publication of our first report, we have continued to strengthen our commitment to sustainable growth, guided by the same values of innovation, responsibility and transparency that have always defined our Group. This new edition represents not only an update of our initiatives but also a reflection on the progress we have made, the lessons we have learned and the goals we continue to pursue.

Sustainability remains a strategic pillar of our business model, closely connected to economic performance and long-term value creation. Over the past year, we have deepened our integration of sustainable practices across all areas of operation — from research and design to production processes, supply chain management and community engagement. These actions demonstrate our conviction that competitiveness and sustainability can and must coexist.

The companies within the OPTOI Group have long been recognized for the quality and reliability of their products, both standard and custom. At the same time, we have strengthened our sensitivity to people, the environment and the community. Through our ESG framework, we have continued to measure our impact and define improvement targets, making our progress increasingly tangible and transparent.

Headquartered in Trento, in the heart of the beautiful landscapes of northern Italy, we are constantly reminded of the importance of protecting and preserving our environment. Our commitment to sustainability is not merely a business strategy — it is a mindset and a moral responsibility that guides our daily decisions and inspires us to contribute to a healthier planet and a more resilient society.

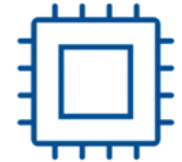
With this second Sustainability Report, we reaffirm our dedication to continuous improvement. We share the actions undertaken, the results achieved and the objectives we have set for the coming years — with the ambition to generate lasting value for our stakeholders and a positive impact on the region in which we operate.



Alfredo Maglione
Alfredo Maglione
CEO OPTOI

HIGHLIGHTS 2025

1.000.000+ SENSORS PER YEAR



5.8 M€ REVENUES



CUSTOM SOLUTIONS



30 YEARS OF EXPERIENCE

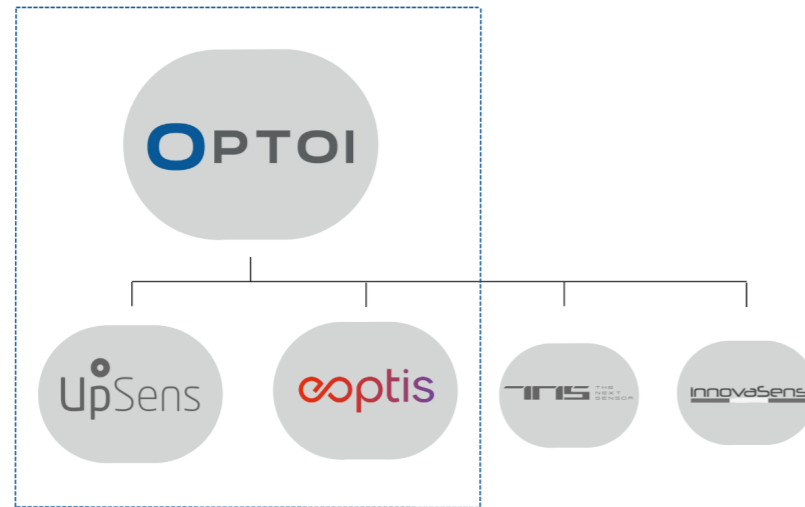


VERTICAL INTEGRATION



01. THE GROUP

GROUP COMPANIES



Companies involved in the Sustainability Report

OPTOI, a company **specialized in optoelectronics**, has been founded in Trento in 1995. Today it is the holding of 5 companies.

The Group leader is a very first technological spin-off of the **Bruno Kessler Foundation** (formerly IRST), a reference research center of excellence for Trentino and Europe. Over the years, the company grew into a full-fledged business with over 50 employees, with customers from the industrial, mobility, medical, energy and green sectors. Nevertheless, it maintained commitment to research and development and continued to strengthen its scientific collaboration with FBK, cultivating high specialization in supplying the market with silicon devices.

The current structure of the Group is the result of targeted acquisitions, the take-off of innovative startups, the establishment of newco of geographical significance and other transactions that were perfected thanks to the intertwined basic principle of technological innovation with the entrepreneurial passion of the founders.

OPTOI

OPTOI is an industrial and investment holding company and the company with the longest track record. Optoi designs and produces in Trento, in the main office in Via Vienna, equipped with a **fabline cleanroom** for silicon back-end processing.

Its advanced **"custom"** activity combines with well-structured industrial processes for **electronic and microelectronic mass production**. The research and development activity carried out in support of the evolution of products in the **industrial** sector, which constitutes the core business of the company, can be applied in different fields: in the **mobility** sector (earth moving machines and agricultural vehicles), in the **energy** sector (data logger and monitoring sensors), in the **medical** sector (sensors resistant to x-ray and y-ray) and in the **green** sector (sensors to detect the main environmental parameters).

EOPTIS

Eoptis is a subsidiary specializing in **developing and manufacturing vision systems and optoelectronic measuring devices** for the industrial world. Cutting-edge technologies like colorimetry, multispectral imaging and 3D measurement are blend with proven architectures to produce robust and reliable products.

UPSENS

UpSens is the youngest company of the Group. Its mission is to revolutionize the way we **monitor indoor environments** by providing intelligent sensors that promote the best air and environmental quality for occupants.

UpSens develops and supplies Smart OEM sensors, designed for integration within buildings and communication with existing systems, as well as stand-alone IoT devices.

THE NEXT SENSOR

The Next Sensor is the Group's subsidiary specializing in designing and manufacturing **sensors, mechatronic equipment and IoT monitoring systems**. Rooted in the Triveneto area The Next Sensor collaborates with the University of Padua and the SMACT Competence Center.

Due to its still small size and minimal impacts on the Group, the company has not been included in the Analysis of the Sustainability Report.

INNOVASENS

Together with the controlled company SMETRO, InnovaSens oversees the emerging **Brazilian market** to spread Optoi's technology and know-how to the South American continent through on-site assembly activities.

Due to its still small size, distance, and minimal impacts on the Group, the company has not been included in the Analysis of the Sustainability Report.



MARKETS AND APPLICATION SECTORS

The Group is specialized in **five main areas**; each division focuses on products resulting from continuous research aimed at innovation and the highest quality standards.

OPTOI manufactures high-quality **industrial sensors** that can be customized according to customer requirements.

The industrial division is the first of the Group to have been set up and currently constitutes its core business. It designs and manufactures two main product ranges: components and sensors for industrial automation. OPTOI follows the whole supply chain vertically for both ranges, from research and development to manufacturing according to customer requirements. Every process is carried out at our premises in Trento, and only highly qualified personnel are assigned to the projects.

The **mobility division** is specialized in manufacturing innovative, patented cylinder sensors that are immune to electromagnetic fields, integrated and tamper-proof, resistant to external conditions and, above all, suitable for all types of cylinders. Reliability and Robustness are the base of the design of these intelligent microsystems.

OPTOI develops optical devices in the **medical sector** for diagnostic and therapeutic applications based on specific customer requests and collaborating with companies and national and international research bodies for the development of new products. The sensors are used in the visible spectrum in analytical instrumentation and operate in hostile environments guaranteeing reliable results being robust to x-rays, γ-rays and protons.

By taking advantage of the know-how gained in the industrial sector, OPTOI offers reliable and specific solutions for companies that deal with energy production.

Our key technologies applied in the **energy sector** are essentially three: acceleration sensors, inclination sensors and impact sensors. We focus mainly on wind systems, but there are also solutions for photovoltaic or hydroelectric systems.

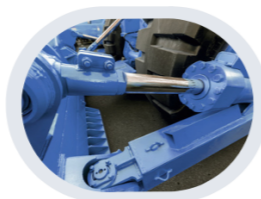
For more than ten years, OPTOI has been applying its expertise and experience in the **green sector** developing sensors for environmental quality monitoring and the so-called green technologies for indoor and outdoor environments.

EXPERIENCE IN VARIOUS FIELDS

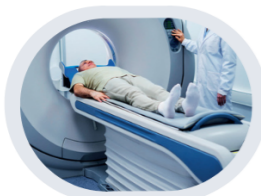
INDUSTRIAL



MOBILITY



MEDICAL



ENERGY



GREEN



MISSION

To be technology partners valued by customers in providing microelectronic and electronic sensors with high level of reliability and innovation.

VISION

The development of innovative solutions and sensors that promote progress and sustainability.

02. MATERIALITY ANALYSIS AND STAKEHOLDER ENGAGEMENT

METHODOLOGICAL NOTE

OPTOI's Sustainability Report represents a testimony and confirmation for all stakeholders of the company's willingness and commitment to ESG issues and the generation of positive impacts on people, communities and the environment.

This Report has been prepared on a voluntary basis and is the tool for reporting and communicating not only the results achieved by OPTOI in the reference period through its governance and in the economic, social and environmental spheres, but also its mission, its values and priorities in the construction of a sustainability strategy.

For its drafting, OPTOI adopted the EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) – December 2024 guideline as a methodological reference, applying the most comprehensive option that involves the drafting of all the proposed modules: Basic Module, Narrative Policies, Actions and Targets (PAT) Module and Business Partners Module.

The reporting scope includes the corporate headquarters of OPTOI and UpSens, located in Trento in Via Vienna 8, and the corporate headquarters of Eoptis, in Via Kufstein 15 in Trento, Italy.

The information and data contained in the document are updated to the 2025 fiscal year, committing to an annual publication. To make it possible to monitor the path taken by OPTOI towards the adoption of a sustainability approach over time, some data have been presented according to the three-year time frame 2023-2025.

The process of collecting information and data was managed by the Founder and President Alfredo Maglione and the HR and Communication Contact Silvia Zogmeister, in collaboration and in agreement with the various company functions. The materiality analysis process allows the involvement of the people who deal with the company on a daily basis, employees and other stakeholders and offers a clear and transparent interpretation of the information considered relevant and significant for the organization according to the following principles:

- 1. Relevance:** The information communicated can make a difference in the decisions of users;
- 2. Faithful representation:** The information must faithfully represent the substance of the phenomenon it is intended to represent and, therefore, must be complete, neutral and accurate;
- 3. Comparability:** The information may be compared with that provided in previous periods and with that provided by other companies, in particular with similar activities or operating in the same sector;
- 4. Comprehensibility:** Information should be clear and concise

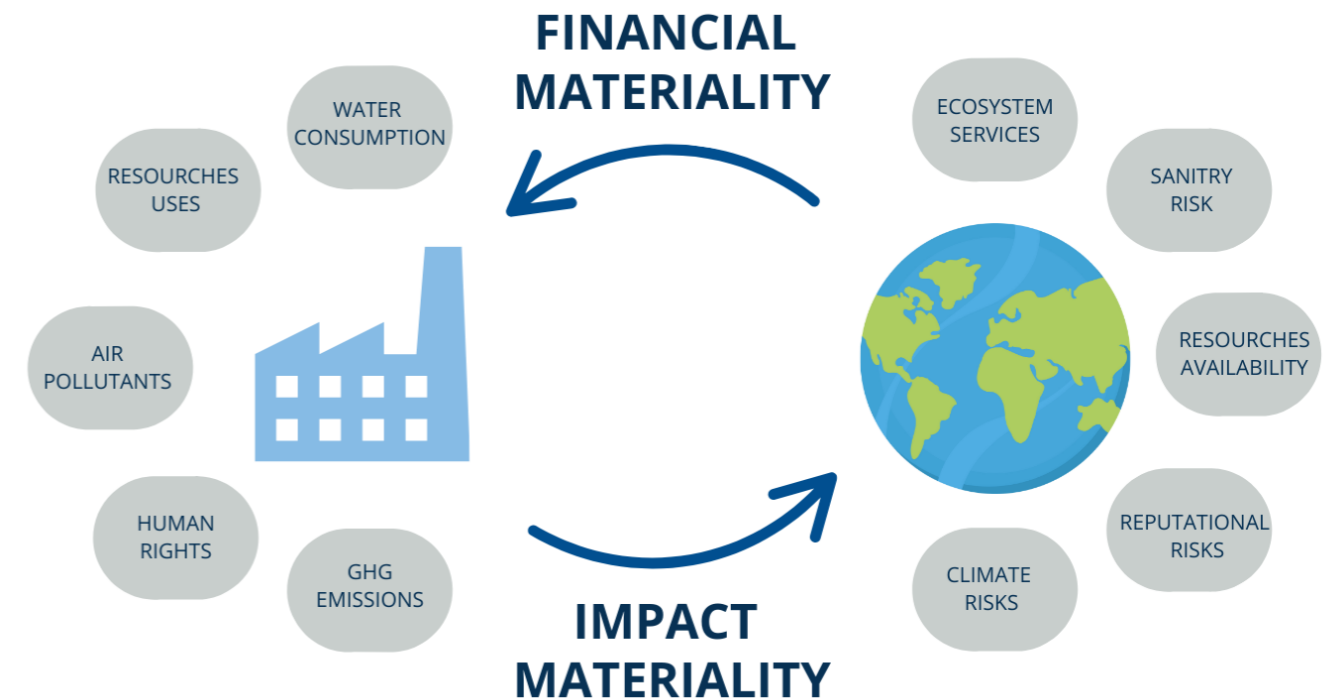
DOUBLE MATERIALITY ANALYSIS PROCESS

This Sustainability Report represents the second edition of OPTOI's sustainability reporting using the double materiality analysis process: an assessment aimed at identifying, evaluating and classifying the most relevant issues from a financial point of view and from an impact point of view, according to two dimensions.

- 1. Impact materiality:** Analysis of how business activities impact the environment, people and communities, in terms of potential and actual, positive and negative impacts (inside-out).
- 2. Financial materiality:** Assessment of how ESG factors affect financial performance and business strategy, in terms of risks and opportunities (outside-in).

This analysis involves the main stakeholders of OPTOI, in order to include and take into account their opinions and interests with respect to the issues considered material by the company. This analysis, including the assessment of the relevance of impacts, risks and opportunities according to OPTOI and according to the respective stakeholders, is summarized within a matrix, capable of bringing out the critical issues and priorities of each defined material issue.

Below are the phases that led to the materiality analysis of OPTOI.



Step 1 – Definition of the sustainability context

The materiality analysis process was first launched in December 2024 with the definition of the context in which OPTOI operates, the performance of its activities and business relationships along the entire value chain, as well as relations with stakeholders and their expectations. This activity was facilitated thanks to the implementation of an ESG analysis of the company through the compilation of a digital tool, the B Impact Assessment, and the experience of specialized consultants in order to identify the sustainability context in which it operates and the performance and impacts generated on people, communities, territory and the environment, based on the highest internationally recognized sustainability standards.

OPTOI is a production company founded in Trento in 1995 as a technological spin-off of Fondazione Bruno Kessler, initially specialized only in components and today the industrial holding company of a Group made up of five companies: OPTOI, Eoptis, UpSens, The Next Sensor and Innovasens. Together with the mass production activities, the research and development activity to support the evolution of products in five application sectors is also significant: industry, mobility, medical, energy and green.

The Group's sustainability strategy is based on the principles of quality and customization, combining the economic, social and environmental dimensions thanks to the agility, competence and professionalism of the five companies, contributing to the achievement of some of the 17 Sustainable Development Goals promoted by the United Nations 2030 Agenda.

As specified in the next chapter, the double materiality analysis also includes the impacts, risks and opportunities identified for the three companies within the reporting scope: OPTOI, UpSens and Eoptis.

Step 2 – Impact analysis and classification

The definition of the sustainability context in which OPTOI operates has made it possible to proceed with a more informed analysis and classification of the main impacts that the company

generates or could generate on the economy (effects on economic systems at local, national or global level), on the environment (effects on living and non-living organisms) and on people (effects on individuals or groups of individuals, including the impacts that the organization has on human rights), assessing its relevance.

The impacts are classified as:

- **Actual or potential:** Actual impacts are those that have already manifested themselves, while potential impacts may occur but have not yet occurred
- **Positive or negative**
- **Short, medium or long term.**

The process of determining material issues is based on the assessment of the significance of the actual and potential, positive and negative impacts generated by the organization, in order to establish their priority.

The significance of an actual adverse impact depends on its severity, while the significance of a potential negative impact depends on its severity and probability of occurrence. The severity of an actual or potential negative impact depends on:

- **Magnitude:** How severe the impact is
- **Reach:** How widespread the impact is
- **Irreparability characteristics:** how difficult it is to mitigate or remedy the resulting damage.

The significance of an actual positive impact depends on the magnitude (actual benefits of the impact) and the extent of the impact, while the significance of a potential positive impact depends on the magnitude (potential benefits of the impact), the magnitude and the probability of occurrence of the impact.

At the end of this evaluation process, a total of **14 material themes** were identified. The latter were assigned a value from 1 to 10 depending on the relevance, significance and priority that the impacts related to the themes have for OPTOI, taking into account its ability to manage them. Compared to 2024, some themes scored lower not because they are less important, but because they have been integrated into the Group's operations and are now easier to manage.

Step 3 – Stakeholder engagement

In the process of materiality analysis of impacts, the organization should try to understand what the concerns and opinions of its stakeholders are. The stakeholder groups considered relevant for OPTOI for the purposes of assessing the impacts were therefore identified:

- **Workers:** all employees of the three companies included in the reporting scope were considered in the materiality process
- **UpSens shareholders:** the UpSens shareholders who hold the majority of the shares were considered relevant for OPTOI's materiality analysis
- **Customers:** priority customers were selected on the basis of the turnover generated and strategic importance
- **Suppliers:** OPTOI's main suppliers have been selected on the basis of the value of the orders placed
- **Banks.**

Subsequently, an evaluation questionnaire was defined that included the impacts generated classified as material issues and which was administered to all the stakeholders taken into consideration.

The questionnaire required a score from 0 to 10 to be assigned to each material topic and its underlying impacts. A final open question was also proposed to offer the possibility of suggesting further aspects or impacts that had not already been considered.

The responses received and analyzed were equal to 80% of the total.

STAKEHOLDERS	QUESTIONNAIRES	RESPONSE
	SENT	RATE
Workers	34	100%
UpSens Members	4	50%
Customers	9	44%
Suppliers	5	20%
Banks	4	100%
TOTAL	56	80%

At the end of the stakeholder engagement process, the materiality threshold of the impacts was detected, identified in scores above 7. Subsequently, a further classification was proposed by assigning score 7 to the value "low", 8 "medium" and 9 and 10 "high".

Step 4 – Impact Materiality Matrix

Finally, the impact materiality matrix was created for each material issue, according to the principle of relevance for the company and relevance for stakeholders.

From page 21 to page 24 the table of impacts, risks and opportunities (IRO Table) resulting from the analysis is presented, while page 25 shows the materiality matrix of the impacts, defined according to the perspective of relevance for OPTOI and for the stakeholders involved.

Step 5 – Financial materiality and double materiality

To carry out the double materiality analysis, the working group extended to economic and financial stakeholders focused on analyzing the risks and opportunities from an economic-financial point of view associated with each material issue identified through interviews/questionnaires, using the same evaluation scale from "1" to "10". The financial materiality threshold was identified in scores above 7. Subsequently, a further reclassification was carried out, assigning the score 7 the value "low", 8 "medium" and 9 and 10 "high".

A double materiality matrix has been prepared (see graph on p. 26) which illustrates the correlation between the two types of materiality: that of impacts and that of finance.

Step 6 – Anchoring to ESRS indicators and correlation with the Sustainable Development Goals

The final phase of the materiality analysis process was based on the anchoring of material issues with the ESRS indicators

and, through the correlation with the GRI Standards, the Sustainable Development Goals of the 2030 Agenda were identified that are relevant and aligned with OPTOI's business model:



SDG 3: Good health

Ensuring health and well-being for all and for all ages



SDG 4: Quality education

Ensuring quality, equitable and inclusive education and promoting lifelong learning opportunities for all



SDG 7: Affordable and clean energy

Ensuring access to affordable, reliable, sustainable and modern energy systems for all



SDG 8: Decent work and economic growth

To promote lasting, incisive and sustainable economic growth, full and productive employment and decent work for all



SDG 9: Industry, innovation and infrastructure

Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialization



SDG 11: Sustainable cities and communities

Making cities and human settlements inclusive, safe, resilient and sustainable



SDG 12: Responsible consumption and production

Ensuring sustainable production and consumption patterns



SDG 13: Climate Action

Take urgent action to combat climate change



SDG 16: Peace, justice and strong institutions

Promoting peaceful and inclusive societies for sustainable development; provide access to justice for all and create efficient, accountable and inclusive bodies at all levels












IRO TABLE - IMPACTS, RISKS AND OPPORTUNITIES

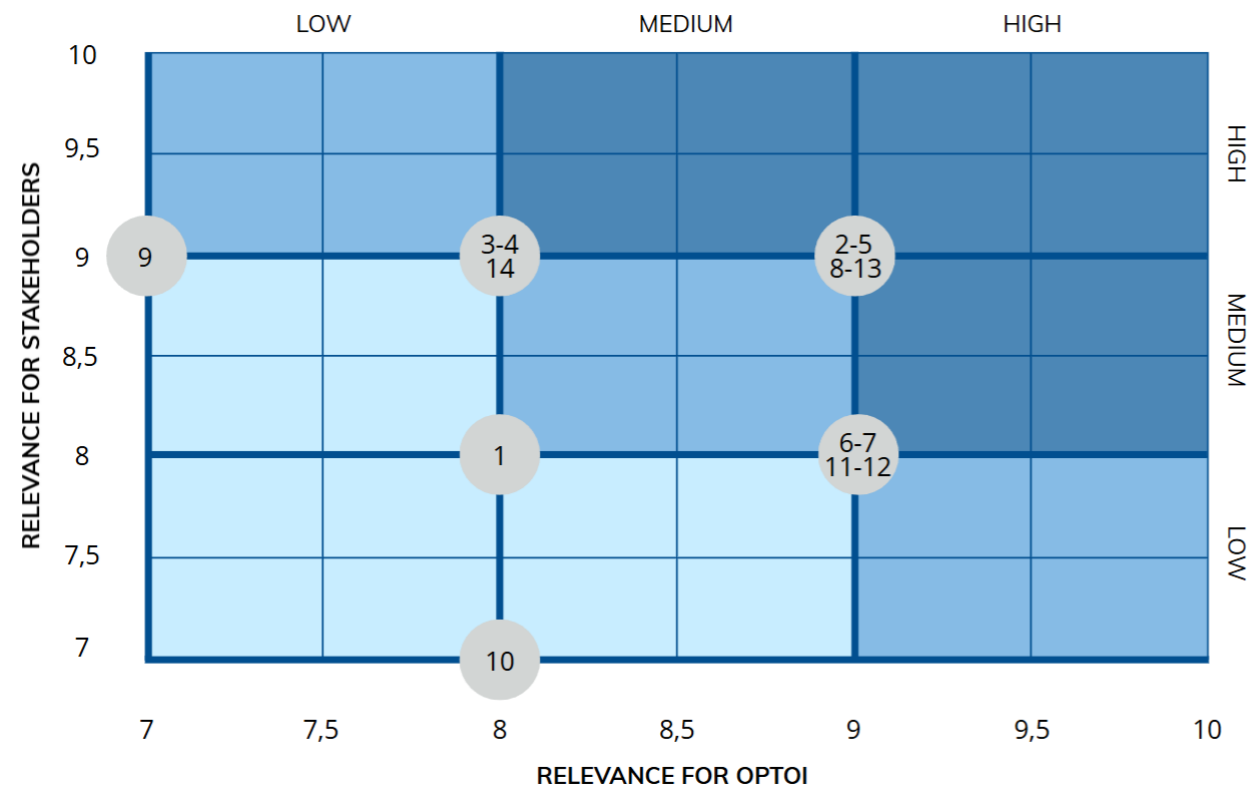
ESRS INDICATORS - MATERIAL TOPICS	MATERIALITY OF IMPACTS				
	PRINCIPAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	OPTOI EVALUTATION	STAKEHOLDER ASSESSMENT	MATERIALITYLEVEL (INSIDE OUT)
1 ESRS E1 - Climate Change: ENERGY	ACTUAL: • Usage of in renewable energy sources (wind, solar, etc.). • Implement energy-efficient technologies in operations and production site	• Machinery with high energy consumption	8	8	MEDIUM
2 ESRS E5 - Resources use & circular economy: WASTE	ACTUAL: • Reduce waste through waste minimization, recycling, sorting and repurposing materials.	• Generate waste through production process and packaging	9	9	HIGH
3 ESRS S1 - Own workforce- Working conditions: WORKING TIME	ACTUAL: • Customized contracts according to personal needs POTENTIAL: • Fair working hours lead to a better work-life balance. • Reduced worker burnout	• Unclear boudaries between work and personal time due to flexibility	8	9	MEDIUM
4 ESRS S1 - Own workforce- Working conditions: WORK-LIFE BALANCE	ACTUAL: • Smart work and customized contracts facilitate family organization POTENTIAL: • Employees experience lower stress level and are more productive	• Unreasonable expectations can affect worker retention	8	9	MEDIUM
5 ESRS S1 - Own workforce- Working conditions: HEALTH AND SAFETY	ACTUAL: • Promotion of employee well-being. • Low accident rates	• Poor health and safety standards may lead to injuries, lawsuits, or reputation damage	9	9	HIGH
6 ESRS S1 - Own workforce- Equal treatment and opportunities for all: TRAINING AND SKILLS DEVELOPMENT	ACTUAL: • Improve workforce capability and productivity POTENTIAL: More skilled employees can work faster and better	• High costs for ongoing employee development programs • Training may be ineffective without proper implementation	9	8	MEDIUM
7 ESRS S1 - Other work-related rights: PRIVACY	ACTUAL: • Implement data protection policies to ensure employee and customer privacy	• Mishandling of personal data or lack of transparency in data usage • Weak cybersecurity measures	9	8	MEDIUM
8 ESRS S4 - Consumers and End-Users- Information-related impacts for consumers and/or end-users: PRIVACY	ACTUAL: • Implement strong data protection policies and practices, ensuring consumer privacy	• Breaches of privacy, including data misuse or unauthorized sharing	9	9	HIGH
9 ESRS S4 - Consumers and End-Users- Information-related impacts for consumers and/or end-users: ACCESS TO QUALITY INFORMATION	ACTUAL: • Provides consumers with clear, accurate and comprehensive product information.	• Failure to disclose important information about product safety or risks	7	9	MEDIUM

RISK	OPPORTUNITIES	OPTOI EVALUATION	EVALUATION OF ECONOMIC AND FINANCIAL PARTNERS	MATERIALITYLEVEL (OUTSIDE-IN)	ALIGNMENT OF GRI STANDARD INDICATORS	REFERENCE SDGS FOR POSITIVE IMPACTS
• Rising energy costs due to reliance on external suppliers	• Long-term cost saving and energy security from renewable energy investments • Enhanced reputation for buying energy from renewable sources (Dolomiti Energia)	9	10	HIGH	GRI 302 - Energy 2016 GRI 305 - Emissions 2016	
• Regulatory penalties for non-compliance with waste management standards	• Cost saving through waste sorting and reduction practices for more efficient resource use	8	9	MEDIUM	GRI 306 - Waste 2020	
• It can be difficult for the company to manage workers with personalized working hours in scheduling tasks	• Efficient time management can lead to a more productive workforce	8	9	MEDIUM	GRI 2-7 - Employees General Disclosures 2021	
• Legal regulations on working hours	• Demand is increasing and offering this possibility can attract more workers	7	9	MEDIUM	GRI 401 - Employment 2016	
• High costs of maintaining safety standards • Health and safety new regulations increase operational costs	• Enhanced productivity due to healthy workers	9	10	HIGH	GRI 403 - Occupational Health and Safety 2018	
• Economic downturns may reduce the budget for training	• Government or industry support for training initiatives	8	10	HIGH	GRI 404 - Training and Education 2016	
• Reputational damage and legal consequences from data breaches	• Regulatory compliance (e.g., GDPR) enhances brand reputation	9	9	HIGH	GRI 2-23 Policy commitments General Disclosures 2021	
• Regulatory penalties for data breaches or misuse	• Trust and loyalty from consumers who value privacy	9	10	HIGH	GRI 2-23 Policy commitments General Disclosures 2022	
• Legal consequences, lawsuits, or fines for false advertising or lack of transparency	• Loyal customer base due to transparency and informed decision-making	9	10	HIGH	GRI 417 - Marketing and Labeling 2016	

ESRS INDICATORS - MATERIAL TOPICS	MATERIALITY OF IMPACTS				
	PRINCIPAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	OPTOI EVALUTATION	STAKEHOLDER ASSESSMENT	MATERIALITYLEVEL (INSIDE OUT)
10 ESRS S4 - Social inclusion for consumers and/or end-users: RESPONSIBLE MARKETING PRACTICES	ACTUAL: • Promote responsible marketing by being transparent, avoiding manipulation, and ensuring honesty • Practice ethical advertising and avoids misleading claims	• Sharecommunications that misrepresents products or misleads consumers	8	7	LOW
11 ESRS G1 - Business conduct: CORRUPTION AND BRIBERY	ACTUAL: • OPTOI decided to follow and implement best practices regarding: - legal and accounting control - legal, functional and organizational control - transparency of information at group level - ethical principles widespread application. • Basic principle as SME: being a example and give a constant contribution to correct, honest and transparent business relationship.	• It is difficult to inform all stakeholder about the practices • Prevention or detection may fail resulting in diffusion of corruption	9	8	MEDIUM
12 Extra ESRS- NETWORKING AND TERRITORY	ACTUAL: • OPTOI maintains strict relationships with R&D poles on the territory. Moreover, OPTOI invested in start-up "accelerators" (Industrio, Spreentech), with direct and significant personal engagement by CEO. Finally, CEO is also personally appointed into the Board of main industrial institutional association (Confindustria).	• Engagement with many entities and realities on the territory may obstacle company focus	9	8	MEDIUM
13 Extra ESRS- INNOVATION POTENTIAL	ACTUAL: • R&D department and activities in Optoi typically aim to face custom projects, helping partner companies to increase innovation and automation in their facilities	• Innovation may be very expensive and some companies may not have the possibility to invest • innovation is sometimes experimental and the solution proposed may not be as the client expected it to be	9	9	HIGH
14 Extra ESRS- SUPPLY CHAIN CONTROL	ACTUAL: • OPTOI is more conscious on how its key suppliers operate and can choose them according to the results of the analysis	• Gathering information on suppliers practices takes time, and information can be difficult to obtain	8	9	MEDIUM

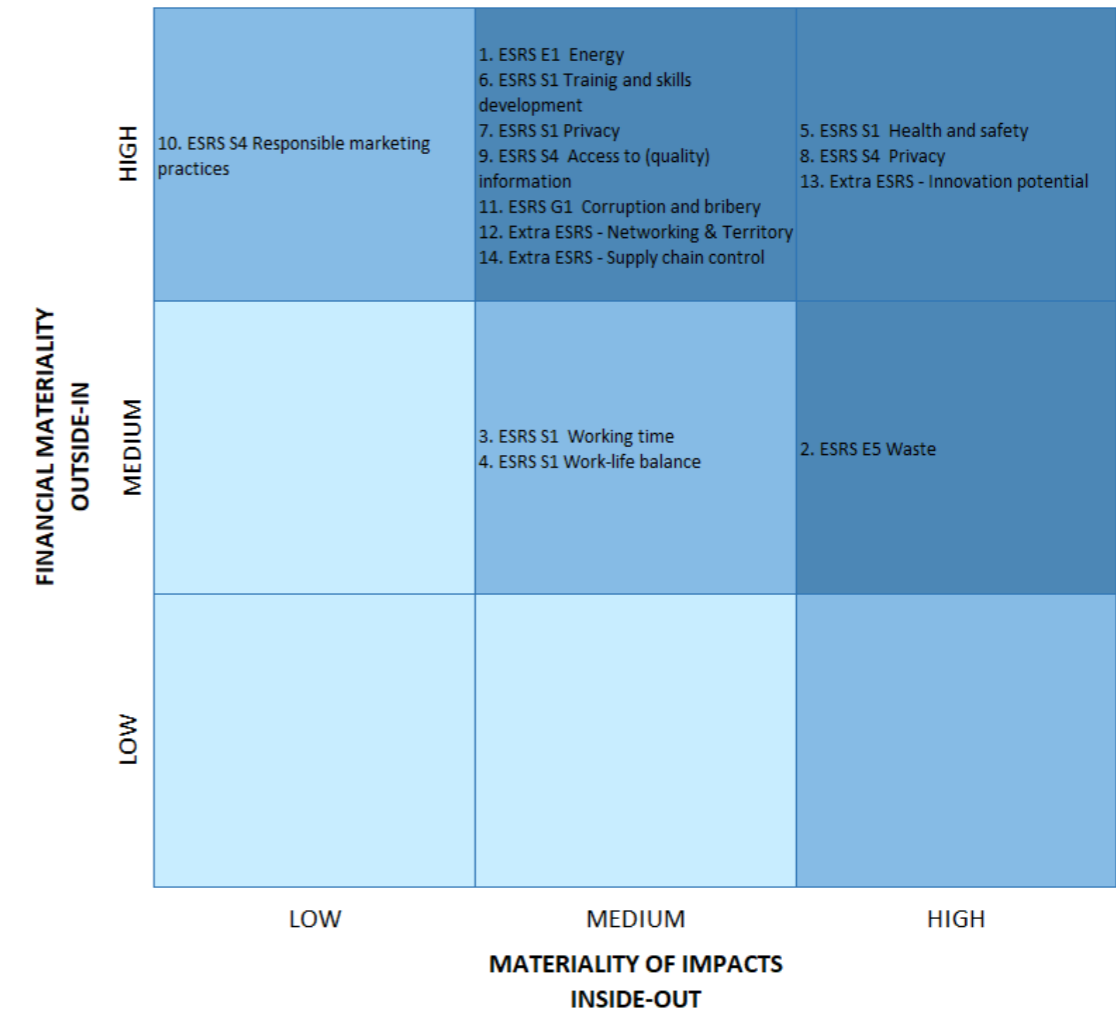
FINANCIAL MATERIALITY					ALIGNMENT OF GRI STANDARD INDICATORS	REFERENCE SDGS FOR POSITIVE IMPACTS
RISK	OPPORTUNITIES	OPTOI EVALUATION	EVALUATION OF ECONOMIC AND FINANCIAL PARTNERS	MATERIALITYLEVEL (OUTSIDE-IN)		
• Legal action, or regulatory fines for irresponsible marketing practices • Loss of trust and reputation damage from misleading advertisements	• Greater consumer trust and loyalty from ethical marketing practices • Increased brand credibility and consumer satisfaction	8	10	HIGH	GRI 417 - Marketing and Labeling 2016	
• Due to high costs or complex practices prevention and detection may fail	• Lawas may incentivate the company to adopt stricter controls and reduce corruption	10	10	HIGH	GRI 205 - Anti-corruption 2016	 
• The engagement of the CEO outside OPTOI implies less time to dedicate to the company which needs to be well organized to conduct the business in absence of the CEO	• The network can bring new opportunities which OPTOI can benefit from • Trentino is a territory rich of innovation and close to Germany, an important country in the industrial sector	10	10	HIGH	GRI 203 - Indirect Economic Impacts 2016	 
• SMEs can compete in niches of excellence; elsewhere, scale economies of multinationals leave little room for competition • Innovation is a necessity in order to remain on the market, but is also expensive	• Innovation for a Small-medium enterprise opens high potential scenarios, with better economic sustainability • Company belongs to a specific strategic business area charcterized by rapid and intense technological evolution	9	10	HIGH	GRI 203 - Indirect Economic Impacts 2016 GRI 201 - Economic Performance 2016	
• The change of a strategic supplier due to its disrespect of some key parameters may increase costs for the company and be economically disadvantageous	• Implementation of other paramenteres to monitor by national or international legislations can give a deeper knowledge of suppliers	8	10	HIGH	GRI 203 - Indirect Economic Impacts 2016 GRI 205 - Anti-corruption 2016	  

IMPACT MATERIALITY MATRIX



MATERIAL TOPICS	OPTOI	STAKEHOLDERS
1. ESRS E1 Climate Change - Energy	8	8
2. ESRS E5 Resources use & circular economy - Waste	9	9
3. ESRS S1 Own workforce - Working condition: Working time	8	9
4. ESRS S1 Own workforce - Working condition: Work-life balance	8	9
5. ESRS S1 Own workforce - Working condition: Health and safety	9	9
6. ESRS S1 Own workforce - Equal treatment and opportunities for all: Trainig and skills development	9	8
7. ESRS S1 Own workforce - Other work-related rights: Privacy	9	8
8. ESRS S4 Consumers and End-users - Information-related impacts for consumers and/or end-users: Privacy	9	9
9. ESRS S4 Consumers and End-users - Information-related impacts for consumers and/or end-users: Access to (quality) information	7	9
10. ESRS S4 Consumers and End-users - Socia inclusion for consumers and/or end-users: Responsible marketing practices	8	7
11. ESRS G1 Business conduct - Corruption and bribery	9	8
12. Extra ESRS - Networking & Territory	9	8
13. Extra ESRS - Innovation potential	9	9
14. Extra ESRS - Supply chain control	8	9

DOUBLE MATERIALITY MATRIX



03. GOVERNANCE

EQUITY



Optoi Srl

Optoi Srl is a limited liability company whose main partners are Alfredo Maglione and Andrea Scaramuzza, each with a 50% stake in the share capital. Optoi's governance driven by a Board of Directors, where Alfredo Maglione is the CEO, who is responsible for the company's strategic and operational decisions.



Board of Directors (in office from 04/12/2015 until revocation)

Maglione Alfredo – CEO and Chairman of the Board of Directors

Scaramuzza Andrea – Director

Statutory Auditor (in office from 12/04/2022 until 31/12/2027)

Marzani Stefano

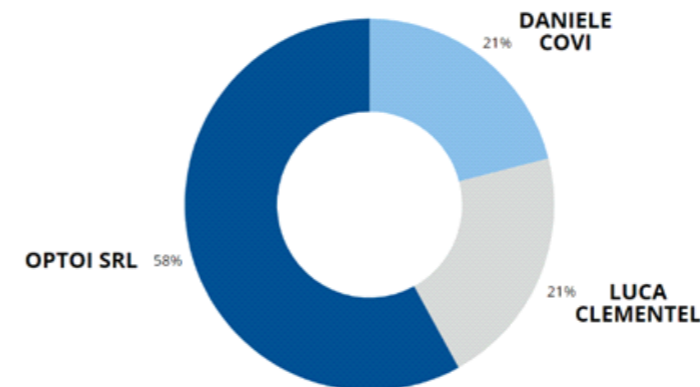
Special Prosecutor for Brazil (in office since 10/01/2023)

Biazi Leonardo Artur



Eoptis

Eoptis is a 58% subsidiary of Optoi Srl, which exercises a dominant position within the share capital. In addition to OPTOI, the main shareholders of Eoptis are Daniele Covi and Luca Clementel, each with a 21% stake. Eoptis' shareholding structure allows OPTOI to exercise significant control, while maintaining a substantial stake of other shareholders who actively contribute to corporate governance and decisions.



Board of Directors (in office from 18/04/2023 until 31/12/2025)

Maglione Alfredo – Chairman of the Board of Directors

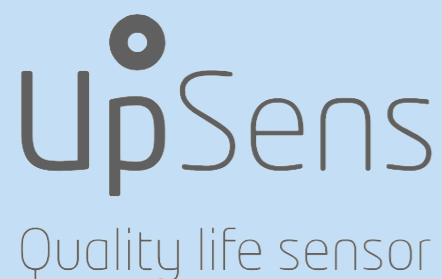
Clementel Luca – Managing Director

Covi Daniele – Managing Director

Scaramuzza Andrea - Director

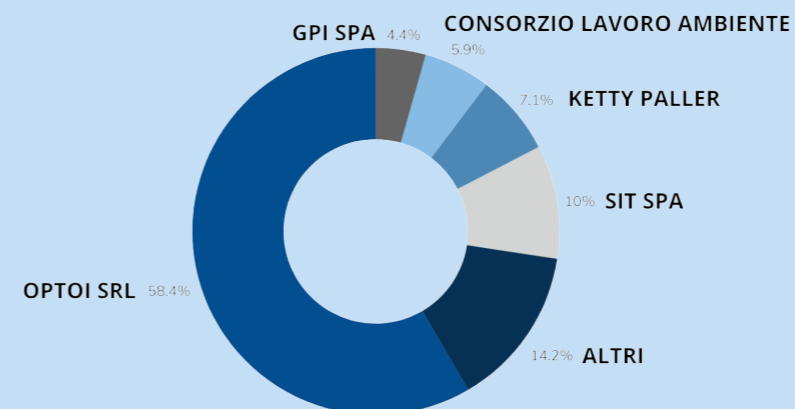
Statutory Auditor (in office from 12/04/2022 until 31/12/2027)

Marzani Stefano



UpSens

Upsens is also 58.4% controlled by OPTOI Srl. The shareholding composition of UpSens is diversified, with a 10% stake by SIT, a 7.1% stake held by Ketty Paller, and a 5.9% stake belonging to Consorzio Lavoro Ambiente. In addition, GPI owns a 4.4% stake, while the remaining 14.2% is split among other shareholders.



Board of Directors (in office from 18/04/2023 until 31/12/2025)

Maglione Alfredo – Chairman of the Board of Directors

Paller Ketty – CEO

Facchini Marco – Board Member

Preghenella Germano – Director

Mottola Roberto – Director

Statutory Auditor (in office from 09/01/2023 until 31/12/2027)

Marzani Stefano

GOVERNANCE STRUCTURE

The Governance model adopted by the three reporting companies OPTOI, UpSens and Eoptis is an ordinary model, whose administration is multi-person commercial.

The **Board of Directors** is responsible for all decisions relating to management, excluding only those that by law or on the basis of the Articles of Association are reserved to the decision of the Members. The directors have the general representation of the company. The Board of Directors also has the power to appoint directors as well as attorneys *ad negotia* for certain acts or categories of acts, setting limits and fees.

The **Chairman** directs the activities of the Board of Directors and legally represents the company, also holding the position of Employer. With regard to the review of sustainability matters, the Chairman of the Board, who possesses the necessary knowledge and skills, retains control of the entire statement, with particular attention to the social and environmental impacts, risks and opportunities defined in the double materiality assessment.

The **Board Members** of the three reporting companies are all executives and none of them is independent.

There is also a **Statutory Auditor** who, in addition to being responsible for the statutory audit, has the task of supervising the activities of the directors and checking that the management and administration of the company are carried out in compliance with the laws and the articles of association.

MANAGEMENT BODY

The Management Body is appointed by the Board of Directors, and has the task of directing and following the affairs of the Company within the limits established by the Board and of supervising the organizational structure.

PERFORMANCE EVALUATION

The evaluation of OPTOI's performance is the responsibility of the Board of Directors and the following are voted on during the Shareholders' Meeting, in accordance with the procedures set out in the Articles of Association:

- the evaluation of the financial statements and the allocation of profits;
 - the approval of the annual program of activities, including initiatives on social and environmental issues.
- Specifically, in 2025 there are no negative resolutions against the work of the Board of Directors.

REMUNERATION POLICIES

There are no remuneration committees within the administrative body.

The Directors in office receive a director's remuneration, as established by the Shareholders' Meeting. The remuneration of the Management is in relation to the remuneration of the director.

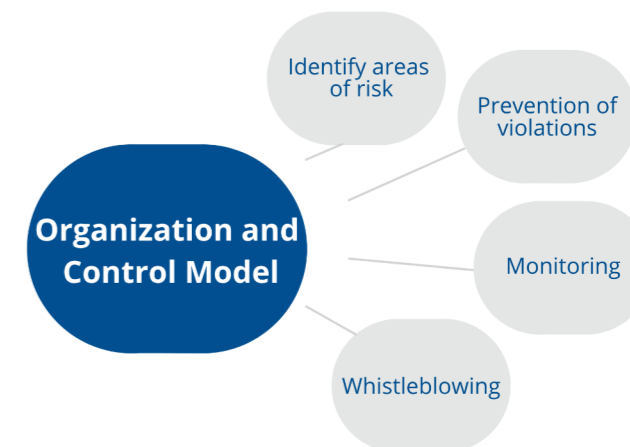
ETHICS AND BUSINESS INTEGRITY

For OPTOI, operating with integrity, transparency and in full compliance with regulations is a fundamental principle, as well as an essential condition for building lasting relationships of trust with all stakeholders. Ethics and compliance are essential pillars of our corporate governance, guiding decisions and behaviors at every level of the organization. With this in mind, we are proud to report that during the three-year period 2023-2025 **no violations of applicable laws, internal policies, or ethical commitments have been identified**, confirming our constant commitment to responsible and compliant conduct.

ORGANIZATION AND CONTROL MODEL

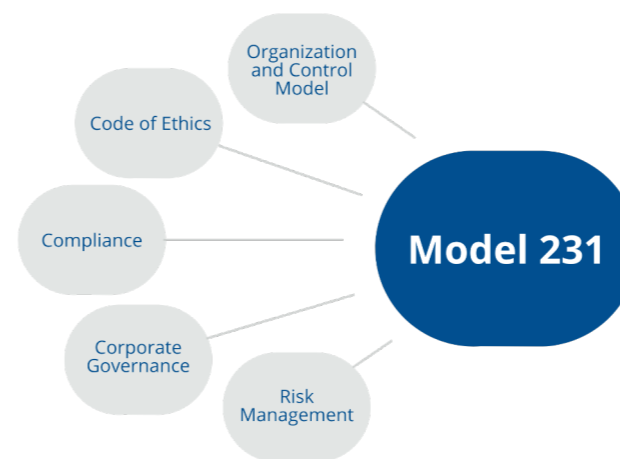
At the holding company level, the Organization and Control Model pursuant to Italian Legislative Decree 231/01 introduces the administrative liability of entities for offenses committed by Directors, Managers and/or employees in the interest or to the advantage of the Company itself.

The objectives of the Model are pursued by promoting awareness among all those who work with the Group companies, ensuring constant monitoring for the prevention of violations.



MODEL 231

At the holding company level, all directors and employees, as well as business partners, agents, consultants, external collaborators, or other parties who have contractual relations with the Company, are required to know and contribute to the full implementation of the provisions of Model 231, which is adopted by the Company.



CODE OF ETHICS

Values, commitments and responsibilities associated with the Group's activities are set out in the Code of Ethics. This document is crucial for the smooth running of the company and its reputation and reliability. To ensure integrity at all levels, all Group companies refer to the Code of Ethics in the conduct of business.

Directors, employees, customers, partners and parties who are dealing with a Group company are aware of the content of the document and undertake to comply with the code of conduct by accepting its conditions.



231 SUPERVISORY BODY

The Supervisory Body, established pursuant to Italian Legislative Decree 231/2001, is responsible for overseeing the adequacy and effective implementation of the Organization and Control Model and the Code of Ethics. While it does not have decision-making or management powers, nor the authority to prevent the commission of offenses directly, it plays an important role in verifying that the company's compliance system is properly structured, effectively implemented, and regularly updated. The Supervisory Body also promotes awareness of the Model and the Code of Ethics among employees and oversees the proper handling of whistleblowing reports. The role of Supervisory Body is currently held by Lwy. Flavia Betti Tonini”



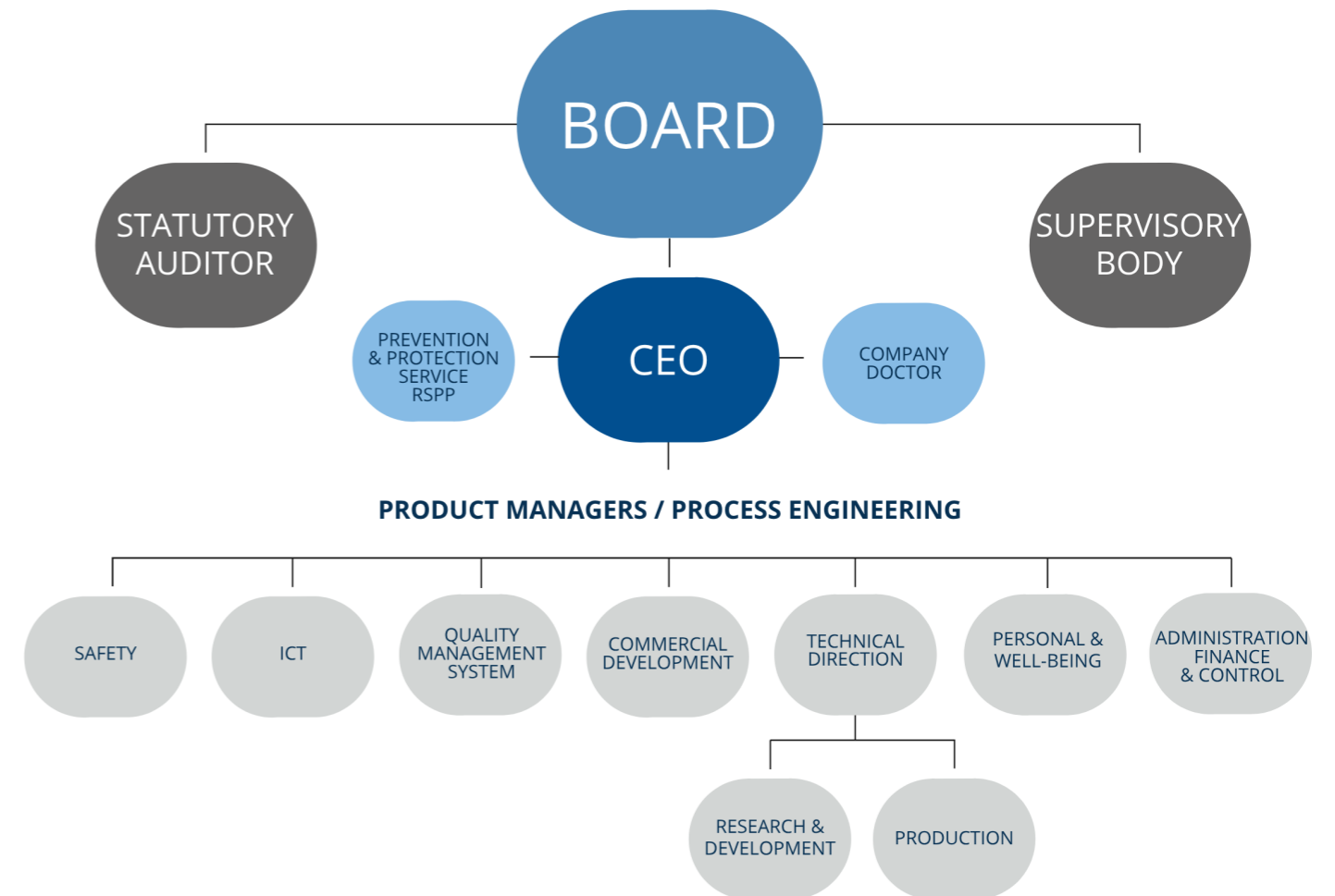
QUALITY AND CERTIFICATIONS

Customer satisfaction and a complete understanding of the customer's needs, with a focus on continuous improvement strategies, is OPTOI's primary mission. The quality management department promotes continuous improvement and guarantees the method of addressing and resolving any client-proposed issues, thus establishing a relationship of mutual trust, which underpins OPTOI's commercial and professional values.

The **ISO 9001:2015 certification**, achieved and maintained since 2004, is proof of OPTOI's customer-focused approach, which qualifies OPTOI as a company offering products and services at the highest level of quality for both standard and customized products.



ORGANIZATION CHART AND STRUCTURE



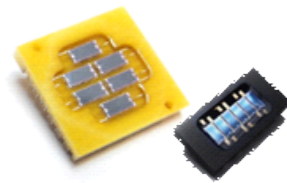
The OPTOI company is organized internally according to the organization chart presented here.

The **Board of Directors**, of which the CEO is a member, is supported by the **Statutory Auditor** and the **Supervisory Board**. Within the company, the staff is divided into **7 departments** with their managers: Sales, Technical Management, Safety Protection and Prevention, ICT, Compliance, HR and Finance Control and Administration.

In UpSens and Eoptis, where the number of staff is reduced compared to OPTOI, there is no reference to the organizational chart presented here but each employee is employed in an operational area.

04. PRODUCTS AND SOLUTIONS OF OPTOI GROUP

OPTICAL COMPONENTS



OPTOI produces a wide range of optoelectronic components: from photodiode arrays to special and custom detectors, from semiconductor phototransistors to components for optical fiber, from optical reflection sensors to infrared LEDs.

POSITION SENSORS



The position sensors designed and manufactured by our company allow position measuring with extreme precision steering cylinders, stabilizers, and telescopic cylinders.

INERTIAL SENSORS



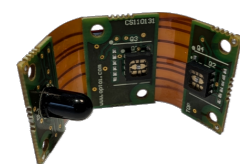
Our sensors are built on MEMS technology; they are compact, robust and highly resistant to mechanical shocks and weathering, thanks to their anodised aluminum housing or stainless steel.

CONTROL UNITS



Our company has the know-how in the design, production and customization of CANexpander control units, control units for direct current electric motors and radio controls (Tx and Rx) for driving tools on board machines.

CUSTOM DEVICES



Our Company has experience in the design and manufacture of custom sensors. We are the ideal partner for the development of hybrid microsystems and multi-parameter sensors tailored to meet the specific needs of each customer.

INTEGRATED CIRCUITS



OPTOI offers integrated components, system-on-chips and microsystems; these mixed-signal devices are semiconductor integrated circuits made for particular applications (ASSP) and custom ASICs.

The handheld colorimeters for industry and testing laboratories allow for high accuracy colorimetry measurements, guaranteeing reliable results even where the highest possible accuracy is required.

COLORIMETERS



The multispectral imaging camera is modular, compact, and cost-effective. Users can adjust the bands to suit their needs. It can be expanded with other modules, resulting in a highly extensive set of the main multispectral indexes.

MULTISPECTRAL IMAGING CAMERA



Vision systems and profilometers are innovative devices that meet new and specific requirements. In particular, our 3D meters can perform contactless dimensional gauging through laser profilometry.

3D VISION SYSTEMS AND PROFILOMETERS



Ambient sensors are designed to monitor air quality by analyzing environmental parameters responsible for indoor pollution, including carbon monoxide, Volatile Organic Compounds, particle matters, humidity and temperature.

ENVIRONMENTAL SENSORS



OPTOI Group is the ideal partner to develop and manufacture custom IOT control systems.

IOT CONTROL SYSTEMS

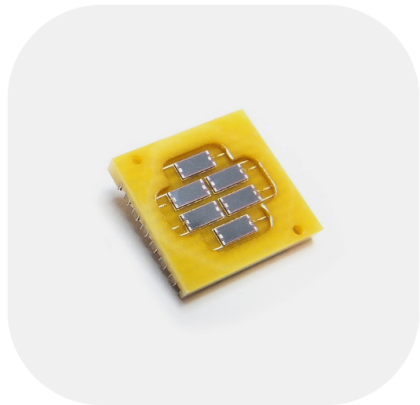


OPTOI IOT and wireless sensors are designed by a dedicated team of trained engineers and technicians who develop innovative, specialized, and patentable custom smart multi-sensors built on our optoelectronic, microelectronic, and electronic technologies.

IOT AND WIRELESS SENSORS



MICROELECTRONIC PRODUCTION



PHOTODIODES

Photodiode arrays are used in rotary and linear encoders, optical barriers, presence sensors and optical and X-Ray sorting machines



SPECIAL DETECTORS

Special and customised components based on specific customer requirements



PHOTOTRANSISTORS

Used for encoders, optical barriers, objects detection sensors and spectrophotometers



COMPONENTS FOR OPTICAL FIBRE

PhotoASIC-based transmitters and LED receivers with integrated electronics



REFLECTIVE SENSORS

Reflective optical sensors are used in a wide range of applications



LED

Infra-red LEDs are used for encoders and industrial quality control

ELECTRONIC PRODUCTION



OPTICAL SINGLE POSITION SENSORS

Optical single position sensors measure a single point on the stroke of a hydraulic cylinder



OPTICAL ABSOLUTE POSITION SENSORS

Optical absolute position sensors measure the stroke of a hydraulic cylinder



CONTROL UNITS

CANexpander modules extend CANopen networks, while Power Control provides CAN bus-based power management for mobile applications



IMPACT SENSORS

Impact sensors are configurable recorders based on a MEMS accelerometer



INCLINATION SENSORS

Inclination sensors are devices based on a MEMS transducer interrogated by a microcontroller



VIBRATION SENSORS

Based on a MEMS transducer interrogated by a microcontroller, which provides a suitable output using an algorithm



Special customised components and products based on specific customer requirements are available. Customers can decide to personalise a specific characteristic of the product or develop new devices for specific needs.

MEASURING SYSTEMS

EOPTIS designs and manufactures innovative vision systems for special applications and optoelectronic instruments for the in-line control of products and monitoring of manufacturing processes. Our customers use EOPTIS' products in the industrial, biomedical, security and food sectors.

Our know-how in electronics, optics, mechanics and analysis algorithms is used to design products available off-the-shelf or for custom OEM solutions. Advanced technologies are integrated with industrial-grade components, to manufacture reliable products with long-term availability and the best price/performance ratio.

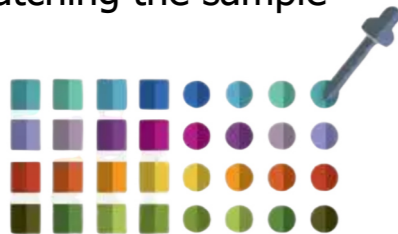


Digital handheld colorimeter with high reliability and long term stability at an extremely competitive price

Verify the colour of raw materials and finished goods



Find the best colour matching the sample



Compare a colour with a standard or custom database



Attest your work quality with a report











AIR QUALITY SENSORS

UpSens is a reliable partner that assists industrial companies in developing IoT-based environmental sensor solutions, enhancing sustainability and efficiency while optimizing energy consumption.

Awareness of the critical importance of indoor air quality is growing, even in workplace environments. UpSens has introduced a product line called QuAir, engineered to enhance employee well-being. QuAir is designed to interface with air handling systems, optimizing both their operational performance and energy efficiency.



QuAir by UpSens is the solution to promote healthiness of environments

-  CO2: CARBON DIOXIDE
-  RELATIVE HUMIDITY
-  TEMPERATURE
-  VOC: VOLATILE ORGANIC COMPOUNDS
-  PARTICLE MATTERS
-  NOISE POLLUTION
-  AMBIENT BRIGHTNESS
-  ATMOSPHERIC PRESSURE

OUR PRODUCTION TECHNOLOGIES

MICROELECTRONIC PACKAGING

OPTOI boasts great experience and expertise in the so-called **back-end**, which is a production process implemented entirely in-house thanks to a **class 1000 (ISO 6) cleanroom**.

The back-end activity consists in creating the packaging for the microelectronic device and more specifically, positioning the dies in a suitable "container package" for soldering on the board.

OPTOI uses its **own automated fablines** to produce devices of high quality with the right cost, and ranges from the production of components in large quantities at low cost (typical in the industrial sector), to the production of smaller batches with high technological value (typical in the aerospace sector). All of the microelectronic products are 100% tested.

Although OPTOI has all the skills and interest to produce and sell complete components, company flexibility allows them to work **even in partial service**, creating for example, only some of the production stages for a customer, such as wafer cutting, precise depositing of filters or lenses, a chip on board on an already populated electronic board, volumetric embedding, etc.

MICROELECTRONIC AUTOMATIC LINE PACKAGING TECHNOLOGIES

- Wafer dicing and cleaning
- Die bonding
- Ultrasonic gold wire bonding
- Automated pressure/time dispensing
- Hermetic projection welding
- Package/substrate level sawing

MAIN PACKAGING SOLUTIONS

- Plastic SMD (Surface Mount Device)
- Metallic (TO-18, TO-46, TO-5, etc.)
- Ceramic (CLCC, LTCC, etc.)
- COB (Chip On Board)
- CSP (Chip Scale Package)
- MCM (Multi Chip Module)
- Stack 3D (Module with 3D Stacked Multi Chip)
- Microsystems (sensors and/or actuators and/or other integrated functions)

KEY MATERIALS USED

- Semiconductors (wafers and dies: Silicon, EPI, SOI, Gallium Arsenide, Germanium, etc.)
- Plastics (epoxy resins, silicone resins, polyurethane, UV resin)
- Metals (kovar, aluminum, steel, etc.)
- Ceramics (white alumina, glass, quartz, zirconia, black alumina, etc.)
- Composites (reinforced fibreglass, G200, FR4, Kapton, polyamide, Teflon, etc.).

ELECTRONIC PRODUCTION AND TESTING

OPTOI has a SMT assembly line consisting of:

- Screen printer
- Pick and Place
- 4-zone reflow oven.

OPTOI has the means to perform on its premises also operations such as the assembly of pin-thru-hole components, cabling and mechanical assembly on specifically equipped benches using qualified personnel.

OPTOI also boasts application know-how as regards the resin reinforcement phase, both in the choice of resin suited to the product to be produced and in the setting and optimisation of the production process.

All of the electronic products are **100%-tested** for electric and functional performance on dedicated test benches specifically designed and manufactured for each specific device.

R&D SECTION

The company's **Research and Development** team works horizontally and in synergy with Production and Design and in OPTOI it is considered the driving force with regard to product and process innovation.

Based on the vast experience gained in the field of packaging for devices designed for space applications, the company is now going to extend its technological know-how by implementing new processes that require very high reliability, technology and innovation standards.

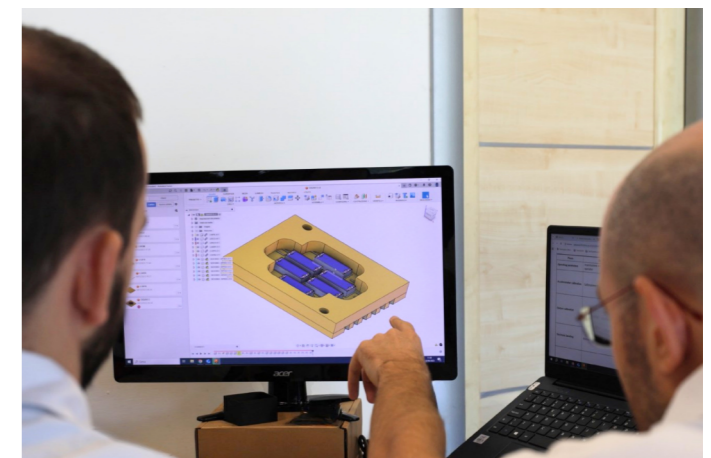
Optoi has also launched various R&D projects in the field of Green Technology regarding environmental, energy



ENVIRONMENTAL SIMULATION TEST CHAMBERS

For tests in a 0 to 100% humidity range and -40°C to +180°C temperature range

efficiency and eco-sustainability applications, such as, for example: MEMS sensors for airflow detection and specific environmental parameter monitoring sensors for indoor comfort assessment.



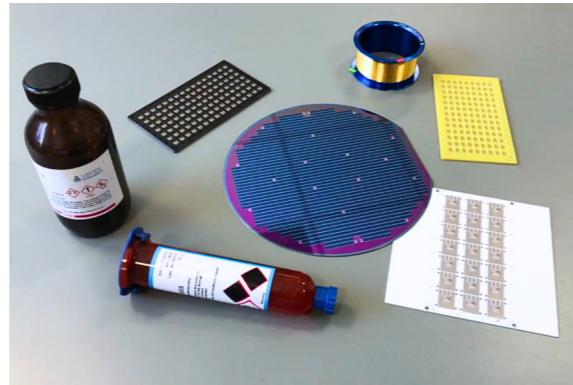
MATERIALS

On the materials front, the main ones that OPTOI uses for the production of its products are gold, printed circuit boards, resin, UV tape and diamond blades and uses cardboard boxes, packaging and moisture barrier bags as packaging.

Among the materials used, to date OPTOI does not draw from recycled sources, since the high quality raw materials are an essential requirement.

OPTOI is aware of the ethical and environmental implications related to the sourcing of critical materials such as gold, and is committed to verifying their provenance from responsible suppliers.

The Group carefully manages the chemicals and materials used in all operations. This allows you to not only comply with legal and customer requirements, but also to monitor the impact on people and the environment.



CUSTOMERS AND PARTNERS

Here is a selection of some of our customers and technology partners. For some we provide standard sensors and

for others we design specific products by customizing the desired characteristics.



THE VALUE CHAIN



HOW SENSORS ARE CREATED

The process starts from a **request of the client**, that can be for a standard product or for a **custom solution**.

If a personalization of the already existing sensors is required, a scrupulous work of **design and simulation** is carried out by our experts before moving on to the realization of the product.

During the **production** dies are cut from the wafer and are assembled in a package. The **back-end** is carried out with high quality automatic machinery for the assembly procedures and for the fulfillment of the required controls. The sensors are then **100% tested** and delivered to the customer.

When necessary, the new sensors created are patented and registered to keep the company secret and **guarantee discretion** towards competitors.

VALUE CHAIN MONITORING

In its activity, the Group monitors the value chain, starting from suppliers and arriving to final customers.

At holding level, according to ISO 9001, the principal suppliers are monitored on a quarterly basis. In OPTOI a specific **assessment** is conducted to control 7 Key Performance Indicators (KPI):

- Uniqueness
- Stability
- Geographical Area
- Payment Conditions
- Price
- Feedback
- Shipping Time

The assessment helps the Purchase Manager to monitor Suppliers on an economical point of view (considering balance sheets and financial information) but also on a sustainability basis, taking into account geopolitical risks and environmental implications.

05. PEOPLE AND COMMUNITY



EMPLOYEES IN FIGURES

We believe that a sustainable business is good for people and for the planet. For this reason, the **wellbeing** of the society at large, starting with our employees, is one of the most important features for the companies of the Group OPTOI. The purpose of the next pages is to illustrate the features of the Group regarding social aspects.

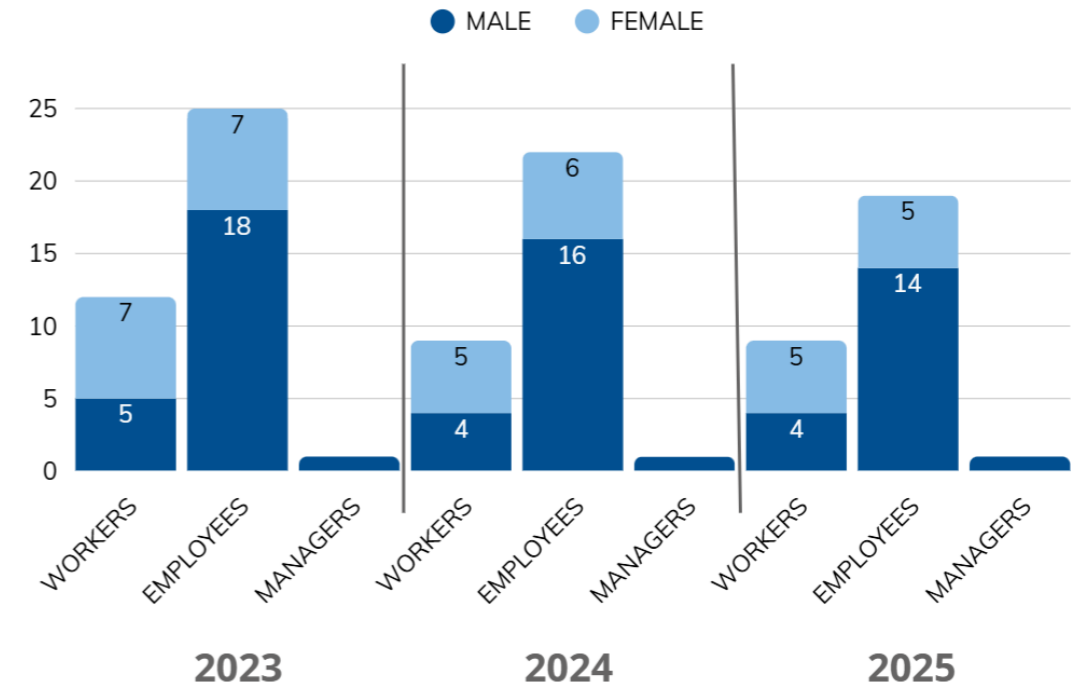
All employees of the companies of OPTOI Group are covered by **collective labor agreements**, in particular by the Metalworkers' CCNL. Being hired under a collective labor agreement (CLA) offers several advantages for employees: it ensures fair wages, standardized working conditions and job security. Additionally, employees benefit from health coverage, paid leave and retirement plans negotiated by unions.

The company with the higher number of employees in the Group is OPTOI Srl, essentially due to microelectronic and electronic in-house production. On the opposite side, Eoptis and UpSens have a lower number of employees because of a business model with external production.

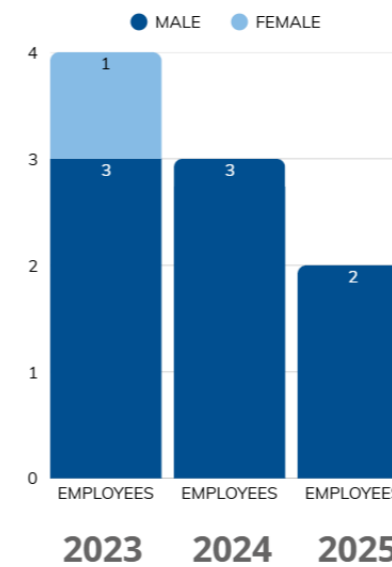
In the Group OPTOI, during the last 3 years the total number of employees is slightly decreased but it is interesting to notice that the gap between the number of male and female remains similar in the years considered in the analysis, where women are approx. 1/3 of the total number of employees. The table on the next page displays for each company the situation of employees at 31/12 in the first lines and following the changes that have happened during the year because of hiring and termination of contracts.

EMPLOYEES POSITIONS

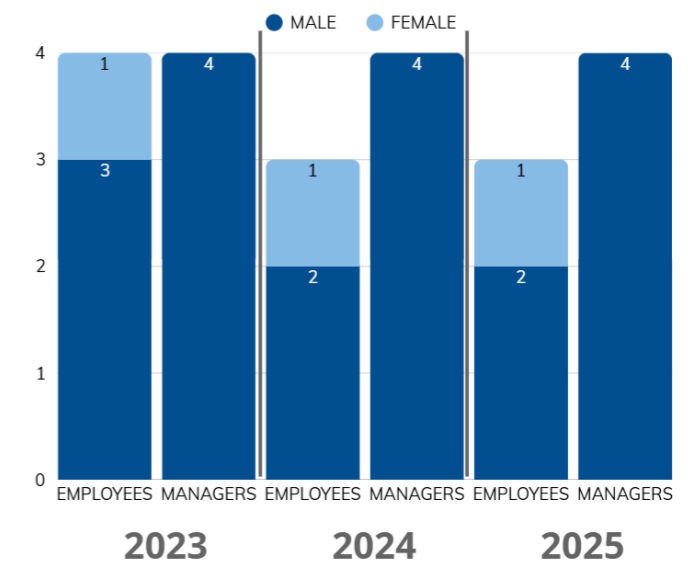
OPTOI



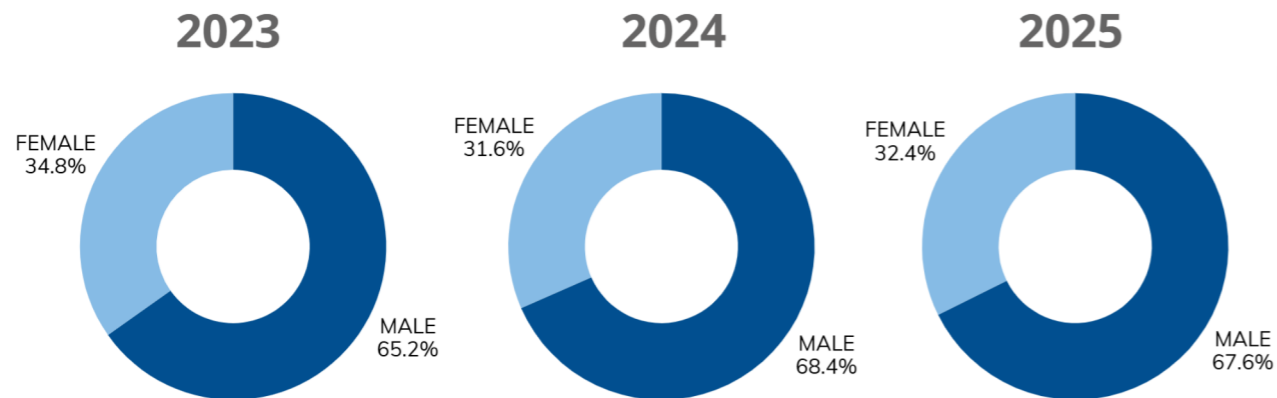
UPSENS



EOPTIS



EMPLOYEES IN OPTOI GROUP



Data recorded on 31/12 of each year

Data recorded on 31/12 of each year

WELL-BEING

WELFARE

OPTOI's corporate welfare is expressed in a set of initiatives and services offered to employees to improve their well-being and quality of life, both at work and on a personal level.

A welfare that OPTOI dispenses to the employees is that of **meal vouchers** that can be used in the canteens located in the proximity of the companies, in the main supermarkets, or for other services (ex. Food Delivery). Tickets can be consumed day by day or collected and used in a massive way, for example for grocery shopping.

Another benefit that employees have enjoyed in the last years is the so called "**bonus welfare**" dedicated by the government to the steelworker

PARENTAL LEAVE

In promoting work-life balance, particularly during parenthood-related phases, OPTOI ensures access to flexible and adequately paid parental leave, in line with current legislation. The reason why some employees left the company after leave is a personal decision of job change.

The table shows the analysis of the data relating to parental leave in the reference year and in the previous two years.

	2023		2024		2025	
	M	F	M	F	M	F
Have taken parental leave		4		3	1	2
Returning to work after parental leave		4		3	1	2
Still employees in the 12 months following their return		3		2	1	2
Return to work rate		100%		100%	100%	100%
Retention rate in the company		75%		67%	100%	100%

HEALTH AND RETIREMENT FUNDS

As established from law, all employees are registered to an **health fund**, that according to employee's choice can be either MetaSalute (National Fund) or Sanifonds (Fund of Trentino region).

Employees are also given the possibility to have a **retirement fund** to which the company contributes. A retirement fund provides employees with financial security for their future, allowing them to save for life after work.

ACCIDENTS AT WORK

In 2025, as in the previous two years, no accidents at work or work-related illnesses have been recorded.

FLEXIBILITY

When possible, to help women with children or employees with specific needs, the companies have offered the possibility to operate in "**smart working**" directly from home instead of working from the seat. Over a total of 39 employees in 2025, 8 have activated a program of smart work (6 OPTOI + 2 UpSens).

The companies of the Group help employees by offering **contracts customized** in the number of working hours permitting more flexibility. For example, during the years the possibility to work part-time or to reduce daily working hours has been offered to harmonize work life and family needs.

TRAINING

Optoi believes that the professional development of human resources is essential for companies committed to innovation and sustainable operations.

Training programs play a key role in ensuring company growth while, more importantly, expanding employees' knowledge and equipping them with new skills.

To this end, Optoi provides training courses with the aim of addressing specific weaknesses and strengthening employees' expertise.

Over the past year, in addition to mandatory workplace safety training, employees have participated in programs designed to enhance **technical**

knowledge in specialized areas of interest, such as the use of Excel and on the topic of Cybersecurity.

Alongside technical training, **soft skills development** programs have also been offered, as they contribute positively to both the work environment and employees' personal growth. In particular a course on the topics of communication and conflict management has been conducted.

The following section presents an overview of the training initiatives implemented across the Group's companies, highlighting the investment made in recent years in terms of training hours provided to employees.

AVERAGE TRAINING HOURS PER EMPLOYEE

YEAR	TOTAL TRAINING HOURS	TOTAL NUMBER OF EMPLOYEES	AVERAGE TRAINING HOURS PER EMPLOYEE
2023	874,5	51	17,1
2024	1098,2	48	22,9
2025	623,25	39	16,0

Data based on the employees that have been working in the companies throughout the year



AIR QUALITY ANALYSES

PURPOSE OF MONITORING

Monitoring air quality in the workplace is essential for ensuring a healthy, safe, and productive environment.

Poor indoor air quality can negatively affect employees' well-being, leading to discomfort, fatigue, reduced concentration and even long-term health issues.

In our company, air quality is monitored using QuAir, a sensor designed and produced by UpSens. This advanced device is capable of measuring several important parameters, including PMV (Predicted Mean Vote), PPD (Predicted Percentage of Dissatisfied), and perceived temperature. These indicators provide valuable insights into thermal comfort and how employees perceive the indoor environment.

There are several reasons why monitoring air quality is important. First, it directly impacts employees' health and well-being. A comfortable environment reduces stress and helps prevent symptoms such as headaches, irritation, and respiratory problems. Second, good air quality improves productivity, as employees are able to focus better and perform their tasks more efficiently. Third, maintaining proper air conditions helps companies comply with health and safety regulations and demonstrates a commitment to employee care.

Additionally, monitoring air quality allows companies to detect issues early, such as inadequate ventilation or temperature imbalances and take corrective actions promptly. This leads to better energy management and more sustainable operations.

In conclusion, investing in air quality monitoring systems like QuAir is a strategic choice that benefits both employees and the organization, fostering a healthier workplace and improving overall performance.



DATA ANALYSES

Period: 01/01/2025 - 31/12/2025
Monday-Friday 08.00-17.00

Company areas analyzed:

- Meeting Room
- Clean Room
- Management Office
- Commercial Office

RESULTS

Here is a summary of the 2025 results of the key indicators for each sensor. The table summarizes the percentage of time below the threshold for the IAQ and the percentage of time above the threshold for the PPD index.

Sensor	IAQ (%)	PPD (%)
Meeting Room	10.80 %	27.06 %
Clean Room	6.91 %	5.18 %
Management Office	8.28 %	26.41 %
Commercial Office	27.45 %	36.99 %

On our website www.optoi.com you will find an extended report with graphs illustrating the trends and results for each parameter included in the analysis.



CIVIC COMMITMENT

Each year, OPTOI devotes to AIRC to support cancer research. We believe that contributing to this important cause is not only a way to give back, but also a responsibility to help others in their fight against cancer. By supporting AIRC, we hope to contribute to the advancements in medical research and the discovery of new treatments, ultimately making a positive impact on those affected by the disease.



COLLABORATIONS

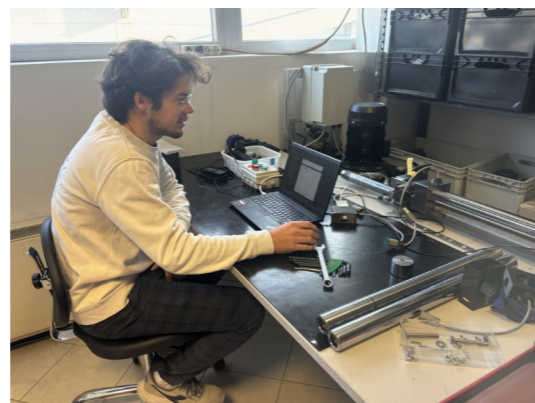
Alfredo Maglione, CEO of OPTOI, has a special link with Confindustria Trento. He has been active in the institution since 2000 holding various positions. During the elections of 2024, his role in the leadership has been confirmed with the role of Vice President in charge of Digital Transition and Technological Innovation. Alfredo Maglione is very active in his role and frequently takes part in events giving his contribution.



PROJECTS ON EDUCATION

During 2025 OPTOI hosted in the company two students: one for work-school and another for internship. Alexa, a secondary school student from Liceo Scientifico Leonardo Da Vinci followed a path centered on microelectronics, while Paolo, a university student from Università di Trento, focused more on electronic components used on cylinders.

The students who participated in this experience immersed themselves in the heart of Optoi's technological innovation. Here, they experienced firsthand what it means to turn theory into practice, working alongside our specialists in a cutting-edge environment. At Optoi, we firmly believe that investing in the education of the next generation means investing in the future. With over 25 years of experience in microelectronics and optical sensors, we want to share our passion for innovation with those who represent the future.



PARTECIPATIONS



Spreentech Ventures is a startup accelerator that develops expertise, offers services, and innovates in support of collaboration with companies, designers, and managers in the construction industry and sustainability. These goals are pursued by recruiting innovative startups to grow successfully and offering consulting services to companies through Open Innovation Projects.



Industrio Ventures is the first Hardware Startup Accelerator in Italy. It invests in innovative product startups that are active in the leading sectors of the Italian economy. It provides funds, technical and scientific skills, entrepreneurial competences, and an extraordinary network to work with.



Habitech is a consortium company established in 2006 with the aim of creating business networks and specialized production chains in the fields of sustainable construction, energy efficiency and intelligent technologies for territorial management.



SMACT has been founded in North-Eastern Italy by grouping all the stakeholders of the territories and beyond with skills and experience in Industry 4.0 and Digital Transformation, and wants to be the enabling platform that allows the entire production and social system to face the future and create value in the process.

30 YEARS OF OPTOI

On the 3rd of October OPTOI has celebrated its thirtieth anniversary.

Around 200 guests took part to the event hosted in Itas Forum in Trento, that featured three emblematic figures from the Italian technology scene:

- Federico Faggin, inventor of the microprocessor and a legendary figure in global technological innovation
- Bruno Murari, inventor and longtime manager of ST Microelectronics, a leading semiconductor company
- Giovanni Soncini, considered the founder of microelectronics in Trentino.

The ceremony was divided in three round-tables to discuss three era of the company: the past, the present and the future.

At first Alfredo Maglione and Andrea Scaramuzza, the two shareholders of OPTOI, introduced talking about the past and showing the most important steps they did since the founding of the company.

Following, was the moment to talk about the present. Nicola Battisti, technical director in OPTOI; Daniele Covi and Luca Clementel, CEOs of Eoptis and Ketty Paller, CEO of UpSens, illustrated the most important products of the companies and described their application in different sectors.

The third round-table saw the participation of three prominent figures in the field of micro-technologies:

Federico Faggin, Bruno Murari, and Giovanni Soncin. These pioneers of technological innovation shared their vision and experience in the event making it both celebratory and educational. In particular, the three important guests recounted their past experiences and gave their vision of the future of microelectronics.

The end of the event was characterized by a speech from Achille Spinelli, Councilor for Economic Development, Work, Family, University and Research of the Autonomous Province of Trento and by the delivery of a commemorative plaque by Confindustra Trento, with which Optoi has been associated for 25 years. In the final part guests took part to a convivial moment for networking and exchange of ideas.

Optoi celebrates its thirtieth anniversary not as a point of arrival, but as the beginning of a new era. A era in which Trentino technology continues to look ahead, with solid roots and an eye always fixed on the future.

The thirtieth anniversary celebration was therefore not only a moment of remembrance, but above all an opportunity to reaffirm the vocation of a company that has made innovation its identity and intends to continue writing new pages of its history.



06. ENVIRONMENT



ENERGY CONSUMPTION

Attention to energy consumption represents for OPTOI a commitment to environmental sustainability, in search of efficient and innovative solutions to reduce the impact of its business.

The table alongside shows the total energy consumed in the three-year period 2023-2025 by OPTOI and Eoptis. It was not possible to collect data relating to the energy consumption of UPSENS since it is located in a building with multiple units and consumes are managed in overall. The same circumstance happens for the methane consumption of Eoptis.

Of the total consumption, the main energy source is **electricity**. The energy supplier of OPTOI and Eoptis is Dolomiti Energia S.p.a., a Trentino company that offers clean electricity from **100% renewable sources** with Guarantee of Origin. In addition to supply from the grid, Eoptis can also count on self-production of electricity through **photovoltaic panels**.

Another energy source used is that linked to **methane** for local heating, and finally there is consumption of **diesel** linked to transport.

While Eoptis' energy consumption has been stable over the years, Optoi's consumption has been decreasing, especially in the last year. The main cause of the reduction in methane consumption for heating is the improvement of the building with the introduction of a technological thermal insulation.

TOTAL ENERGY CONSUMPTION (in Mwh)

	Type of energy source	2023	2024	2025
OPTOI	Purchased energy with certification from renewable sources	97,89	94,28	87,68
	Diesel	35,67	57,76	39,14
	Methane (heating)	37,5	56,44	40,04
	TOTAL	171,06	208,48	166,85
EPTIS	Purchased energy with certification from renewable sources*	6,29	7,08	7,02
	Self-produced and consumed electricity*	18,32	18,94	18,83
	Diesel	5,82	21,74	19,54
	TOTAL	30,43	47,76	45,38
TOTAL		201,49	256,24	212,23

*estimations from the total consumption of the building where Eoptis is located



WATER

OPTOI is committed to the responsible management of water resources, monitoring and recording water consumption and setting up facilities within its premises to minimize the water impact of toilets.

There are currently no water recycling practices and no toxic wastewater. The table below shows water consumption for the three-year period 2023-2025.

WATER CONSUMPTION (in m3) - OPTOI

	2023	2024	2025
Withdrawal of water from the aqueduct	1.078	1.027	1252
Groundwater abstraction			
Water drain			
TOTAL WATER	1.078	1.027	1.252



WASTE

Responsible waste management is a key issue for OPTOI, with the aim of contributing to the minimization of waste and compliance with recycling practices. At OPTOI, waste management is addressed with attention to sustainability, aiming at reducing the production of waste at source, its correct differentiation and value appreciation through recovery and recycling. The company adopts the procedures for disposal, in accordance with current regulations.

The amount of waste produced by OPTOI company in the three-year period 2023-2025 is shown in the table.

While hazardous waste is stable, non-hazardous waste increases in the years. This trend can be explained because of restoration works on the building.

TOTAL WASTE PRODUCED (tons) - OPTOI

	2023	2024	2025
Non-hazardous waste	0,79	2,53	2,23
<i>Destinated for recovery</i>	<i>0,79</i>	<i>2,53</i>	<i>2,23</i>
<i>Intended for disposal</i>			
Hazardous waste	0,18	0,26	0,12
<i>Destinated for recovery</i>	<i>0,18</i>	<i>0,16</i>	<i>0,10</i>
<i>Intended for disposal</i>		<i>0,1</i>	<i>0,02</i>
TOTAL WASTE	0,97	2,79	2,35



ECOLOGICAL TRANSITION

OPTOI takes environmental issues very seriously and promotes ecological transition.

In the last years an important **energy upgrading and renovation of the building** of OPTOI has been conducted, implementing as well ecological improvements.

temperature inside the building more stable during the most warm and cold periods. This implementation will decrease the gas consumption for the heating system through the years, permitting to reduce costs and have a lower impact on climate.

Notably Trentino is a Region located in a Mediterranean climate, with cold winters and warm summers and regulating temperature becomes fundamental. For this reason, during 2024, the building has been improved with a **thermal insulation** made of innovative panels. The aim of the project is to keep the

The **vehicle fleet** of OPTOI contributes as well to the ecological transition thanks to its **electric charging station**. The station works with a system of alternating current (AC) which works slower compared to direct current systems but is suitable for company's necessities.



CHEMICALS

The Group carefully manages chemical substances and materials used throughout the operations. This allows not only to comply with legal and customers requirements, but also to

monitor the impact on people and the environment. The dispose of these substances is as well carefully monitored.

EMISSIONS

Climate change is one of the most pressing challenges of our time, with significant impacts on the environment, the economy and society. Human activities and industrial processes contribute to fueling this phenomenon by emitting greenhouse gases (GHGs) into the air.

OPTOI is committed to fight against climate change through an initial monitoring of GHG emissions, classified into the following categories:

- **Scope 1:** Direct greenhouse gas emissions that come from sources owned or under the direct control of the company. Within these emissions, the combustion of fuels for heating (methane) and for company vehicles (diesel) were taken into account

- **Scope 2:** Indirect greenhouse gas emissions from the consumption of energy purchased by the company. These emissions are not generated directly by the company, but come from plants that produce the purchased energy. As far as Scope 2 emissions are concerned, the GHG Protocol provides for two different calculation approaches:

Location-based: calculation method based on the average energy mix of the local electricity grid in which the company operates;

Market-based: method based on contractual choices for energy supply.

The calculated Scope 1 and 2 emissions take into account the consumption of:

- OPTOI: Consumption of methane for heating, diesel for company vehicles (Scope 1) and consumption of purchased electricity (Scope 2)
- Eoptis: Diesel fuel consumption for company vehicles purchased in 2023 (Scope 1) and consumption of purchased electricity (Scope 2).

The calculation of the Scope 1 and Scope 2 emissions of the two companies was taken as a reference to the methodologies and databases made available by DEFRA (2024), Ecoinvent (v3.11), AIB 2023 and the ISPRA 2024 Report.

For the 2025 reporting of Scope 2 emissions a distinction between Location-based and Market-based has been made, but the Location-based method was considered in the calculation.

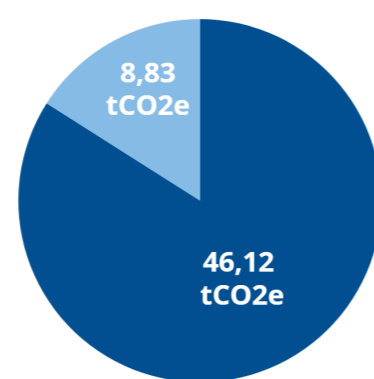
The total GHG emissions produced in 2025 by OPTOI and Eoptis are 54,83 tCO₂e.

SCOPE 1 AND SCOPE 2 EMISSIONS (in tCO₂e)

		2022	2023	2024	2025
OPTOI	Scope 1	32,19	23,21	36,42	25,08
	Scope 2				
	Location-based	26,42	23,06	22,21	21,04
	*Market-based	65,12	48,99	47,18	43,84
	TOTAL OPTOI	58,61	46,27	58,63	46,12
EOPTIS	Scope 1		2,11	7,89	7,02
	Scope 2				
	Location-based	1,37	1,48	1,67	1,69
	*Market-based	2,9	3,15	3,5	3,51
	TOTAL EOPTIS	1,37	3,59	9,56	8,71
	TOTAL	59,98	49,86	68,19	54,83

**Location-based method was considered for the calculation*

TOTAL GHG EMISSIONS 2025



● OPTOI ● EOPTIS



07. SUSTAINABILITY STRATEGY

During 2024, OPTOI started a process of formal integration of ESG issues within its corporate strategies. This activity ended with the creation of a three-year Strategic Sustainability Plan 2025-2027, which represents the starting point for being able to attribute a sustainability-oriented structure to the Group's business. Thanks to the path undertaken, it was possible to spread knowledge and skills on ESG matters, which also allowed the creation of this Sustainability Report with the appropriate notions.

OPTOI's Strategic Sustainability Plan provides the Company with its positioning in relation to current sustainability principles, with the aim of directing it towards the integration of ESG factors in corporate activities and defining a path of continuous improvement. The Plan was built on the basis of OPTOI's current sustainability performance, identifying the respective strengths and areas for improvement. The Strategic Sustainability Plan contains strategic actions, which can be implemented and maintained monitored over the years on the basis of internal assessments by senior management and a defined timetable.

GOVERNANCE

OPTOI is committed to consolidate its governance structure through the integration of ESG aspects, both within its workforce and its corporate objectives. Corporate transparency is also fundamental, and will be reviewed through improved internal and external awareness of OPTOI's ESG performance and impacts.

WORKERS

OPTOI's goal for the next three years is to increasingly focus on workers, seeking targeted actions to encourage their maximum involvement and satisfaction.

COMMUNITY

Over the next three years, OPTOI is committed to further consolidating its commitment to the community and the local area, taking into account the social and environmental impact that it can generate through its knowledge, skills and resources.

ENVIRONMENT

OPTOI's environmental commitment for the next three years focuses in particular on minimizing the impacts generated by its corporate structures and activities.

VALUE CHAIN & STAKEHOLDER

Key pieces for the next three years are the value chain and the main stakeholders of OPTOI, for whom maximum involvement and their monitoring from an ESG perspective are sought.

TARGETS FOR 2026

E:

PROMOTION OF AN ENVIRONMENTAL CULTURE:

increase employee awareness through awareness-raising actions
Implement at least 2 improvement actions

CARBON FOOTPRINT:

Awareness of the carbon footprint of the company
Monitor results of CO2 emissions calculation

S:

DEFINITION OF THE WELFARE PLAN:

identification and formalization of all the opportunities offered to employees
100% employees aware of the opportunities offered

INTEGRATION OF TRAINING:

Planning of training related to professional and personal development of employees (hard skills & soft skills)
At least 80% of employees followed a training course

STAFF SATISFACTION AND LOYALTY:

Individual interviews with all employees to review their performance
Interview on internal climate and 2 performance review each year

G:

ESG CONTACT PERSON:

in addition to the commitment of the CEO Alfredo Maglione, it is considered important to appoint a contact person for ESG issues that will be increasingly structured
Have 1 contact person

SUSTAINABLE MOBILITY ACTIONS:

assessment of environmental improvement of the company car fleet
Have at least 1 electric/hybrid/plug-in car in the company car fleet

ESG AWARENESS IN THE SUPPLY CHAIN:

data collection on practices related to sustainability in the supply chain
Monitor with the internal assessment of 7 KPI at least 20 of the principal suppliers

INTERNAL AND EXTERNAL COMMUNICATION PLAN:

Internal involvement of staff and external involvement of stakeholders
Release at least 20 external and 30 internal communications

COMMITMENT TO LOCAL COMMUNITY:

Implement projects to valorize territory and local community
Participation of CEO to events on the territory and involvement of employees in an initiative for the community

PRE-ASSESSMENT UNI/PdR 125:2022 AND/OR SA 8000:

Evaluation of implementing some procedures on gender equality and human rights
Conduct the pre-assessment

TARGETS REACHED IN 2025

In 2024, with the release of our first ESG report, we took an important step in defining who we want to be as a company and the positive impact we aim to create.

That moment marked not only the beginning of our formal sustainability journey, but also a renewed sense of purpose shared across our entire organization. We set ambitious and clearly defined targets for 2025, fully aware that achieving them would require dedication, collaboration and the courage to rethink established ways of working.

One year later, we are proud to affirm that this commitment has translated into concrete progress.

Thanks to the collective effort of our people, the integration of sustainability into our strategic decisions, and a consistent focus on long-term value, we have met every objective we set for ourselves. This achievement confirms that our vision is not merely aspirational—it is actionable



E: ✓ **PROMOTION OF AN ENVIRONMENTAL CULTURE:** increase employee awareness through awareness-raising actions
Implement at least 2 improvement actions

✓ **SUSTAINABLE MOBILITY ACTIONS:** assessment of environmental improvement of the company car fleet
Have at least 1 electric/hybrid/plug-in car in the company car fleet

S: ✓ **DEFINITION OF THE WELFARE PLAN:** identification and formalization of all the opportunities offered to employees
100% employees aware of the opportunities offered

~ **INTEGRATION OF TRAINING:** include in the planning training on transversal topics related not only to the professional but also personal development of employees
At least 20 average training hours per employee

✓ **ESG AWARENESS IN THE SUPPLY CHAIN:** data collection on practices related to sustainability in the supply chain
Monitor with the internal assessment of 7 KPI at least 20 of the principal suppliers

✓ **INTERNAL AND EXTERNAL COMMUNICATION PLAN:** Internal involvement of staff and external involvement of stakeholders
Release at least 10 internal and 30 external communications

G: ✓ **APPOINTMENT OF ESG CONTACT PERSON:** in addition to the commitment of the CEO Alfredo Maglione, it is considered important to appoint a contact person for ESG issues that will be increasingly structured
Define 1 contact person

- Glass water bottle in the meeting room instead of plastic

- More sustainable supplier for meal vouchers with better conditions for local businesses

- Improvement of waste sorting with new trash cans

- 1 hybrid car in the company car fleet which charges mainly in the charging station of the company

- All employees are aware of the welfare agreements with discounts for different services (medical clinics, shops, ...)

- Training sessions on communication and company culture, values and climate. Average of 16 hours per employee

- Analysis conducted on 25 suppliers monitoring 7 KPI

- 20 Weekly communication document on bulletin board since July 2025

- Posts on Social networks of the company (25 on LinkedIn and 9 on Instagram)

- Referring person defined: Silvia Zogmeister

08. VSME CONTENT INDEX

BASIC MODULE

DISCLOSURE REQUIREMENTS	DESCRIPTIONS	REFERENCE
VSME – B1	Basis for preparation	Group companies – p. 5-6 Methodological note – p. 9

BASIC METRICS - ENVIRONMENT

DISCLOSURE REQUIREMENTS	DESCRIPTIONS	REFERENCE
VSME – B3	Energy and Greenhouse gas emissions	Energy consumption – p. 49 Water – p. 50 Emissions – p. 51
VSME – B6	Water	Water – p. 50
VSME – B7	Resource use, circular economy and waste management	Materials – p. 35 Waste – p. 50

BASIC METRICS - SOCIAL MATTERS

DISCLOSURE REQUIREMENTS	DESCRIPTIONS	REFERENCE
VSME – B8	Workforce – General characteristics	Employees in figures – p. 39-41
VSME – B9	Workforce – Health and safety	Accidents at work – p. 41
VSME – B10	Workforce – Remuneration, collective bargaining and training	Employees in figures – p. 39-41 Training for employees – p. 42
VSME – B11	Workers in the value chain, affected communities, consumers and end-users	Customers and partners – p. 35 The value chain – p. 36 Community – p. 45-48

BASIC METRICS - BUSINESS CONDUCT

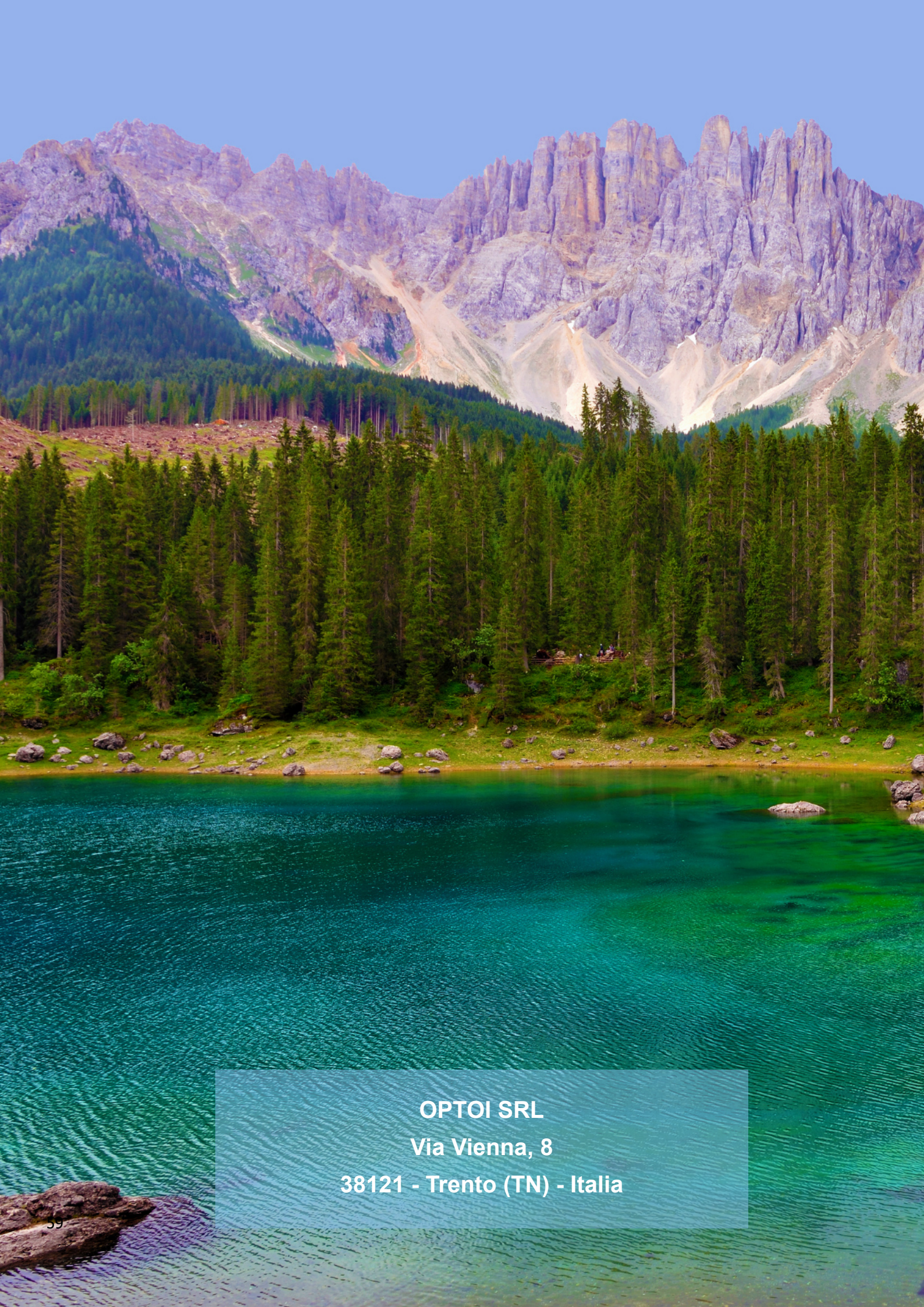
DISCLOSURE REQUIREMENTS	DESCRIPTIONS	REFERENCE
VSME – B12	Convictions and fines for corruption and bribery	Ethics and business integrity – p. 24

NARRATIVE - POLICIES, ACTIONS AND TARGETS (PAT) MODULE

DISCLOSURE REQUIREMENTS	DESCRIPTIONS	REFERENCE
VSME – N1	Strategy: business model and sustainability – related initiatives	Markets and application sectors – p. 7 Organization chart and organizational structure – p. 26 Products and solutions – p. 27-32 Customers and partners – p. 35 The value chain – p. 36 Sustainability strategy – p. 53-54
VSME – N2	Material sustainability matters	Table IRO – Impacts, Risk and Opportunities – p. 15-18
VSME – N3	Management of material sustainability matters	Double materiality analysis – p. 10 Targets for 2025 – p. 55-56
VSME – N4	Key stakeholders	Double materiality analysis – p. 10
VSME – N5	Governance: responsibilities in relation to sustainability matters	Double materiality analysis – p. 10 Sustainability strategy – p. 53-54

BUSINESS PARTNERS MODULE

DISCLOSURE REQUIREMENTS	DESCRIPTIONS	REFERENCE
VSME – BP2	Gender diversity ratio in governance body	Equity – p. 21-22
VSME – BP6	Hazardous waste and/or radioactive waste ratio	Waste – p. 50
VSME – BP8	Process to monitor compliance and mechanism to address violation	Ethics and business integrity – p. 24
VSME – BP10	Work-life balance	Wellbeing of employees – p. 41
VSME – BP11	Number of apprentices	Employees in figures – p. 39-41



OPTOI SRL
Via Vienna, 8
38121 - Trento (TN) - Italia