ZIGNAGO VETRO

Remuneration Policy and Report

in accordance with Article 123-*ter* of the CFA and 84-*quater* of the Issuers' Regulation

Issuer: **Zignago Vetro S.p.A.**

Website: www. zignagovetro.com

Date of approval of Report: March 12, 2026

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GLOSSARY

Shareholders' Meeting: the Shareholders' Meeting of the Issuer.

Italian Stock Exchange: Borsa Italiana S.p.A.

Code/Corporate Governance Code: the Corporate Governance Code of listed companies approved in January 2020 by the Corporate Governance Committee and promoted by Borsa Italiana S.p.A., ABI, Ania, Assogestioni, Assonime and Confindustria, available to the public on the Borsa Italiana website www.borsaitaliana.it.

Civil code: the Italian Civil Code.

Board of Statutory Auditors: the Board of Statutory Auditors of the Issuer.

Appointments and Remuneration Committee: the committee for remuneration and appointments established within the Board of Directors of the Issuer.

Board or **Board of Directors**: the Board of Directors of the Issuer.

Issuer or **Zignago Vetro** or the **Company**: Zignago Vetro S.p.A.

Year: financial year 2025, to which the Report refers, therefore the year ending December 31, 2025.

Issuers' Regulation: the Issuers' Regulation issued by Consob resolution No. 11971 of 1999 (as subsequently amended), concerning the governance of the issuer.

Report: this Remuneration Policy and Report, prepared in accordance with Article 123-*ter* of the CFA and 84-*quater* of the Issuers' Regulation.

By-Laws: the By-Laws of the Company in force at the date of the Report.

CFA: Legislative Decree No. 58 of February 24, 1998 and subsequent amendments and supplements.

SECTION I

1. Introduction

The Company annually draws up and applies a general remuneration policy which attracts, motivates and retains individuals possessing the professional standards required to achieve Group targets.

The policy was developed on the basis of a clear and transparent process and in which the Shareholders' Meeting, the Board of Directors, the Board of Statutory Auditors and the Appointments and Remuneration Committee all play a central role. In preparing the policy, the Company did not engage independent experts, and the policy was not defined using the remuneration policies of other companies as a benchmark.

a) Shareholders' Meetings

On remuneration, and as per Article 17.9 of the By-Laws, upon the appointment of Directors the Shareholders' Meeting determines the remuneration to be paid to those Directors for the period of their mandate, including by establishing a total amount determined in accordance with Article 2389, paragraph 3, of the Civil Code. Pursuant to Article 123-*ter*, paragraph 3-*bis* of the CFA, the Shareholders' Meeting resolves on the first section of the Report, which describes the Remuneration Policy for members of the Board of Directors, General Managers, and other Senior Executives as defined by the Board of Directors (on the proposal of the Appointments and Remuneration Committee). It also expresses a non-binding advisory opinion on the second section of the Report, which provides an adequate illustration of each of the items making up remuneration and analytically describes the compensation paid in 2025.

Lastly, the Shareholders' Meeting resolves on any remuneration plans based on shares or other financial instruments for members of the Board of Directors, employees and consultants, including Senior Executives, pursuant to Article 114-*bis* of the CFA.

b) Board of Directors

As regards remuneration, the Board of Directors:

- establishes internally an Appointments and Remuneration Committee;
- defines and re-evaluates, where necessary, and on the proposal of the Appointments and Remuneration Committee, the remuneration policy for Directors and Senior Executives;
- determines the remuneration of Senior Directors, after consulting the Board of Statutory Auditors and on the proposal of the Appointments and Remuneration Committee;

- approves the Report, which is prepared in accordance with Article 123-*ter* of the CFA;
- prepares, with the support of the Appointments and Remuneration Committee, any remuneration plans based on shares, options or other financial instruments, and submits these for the approval of the Shareholders' Meeting in accordance with Article 114-*bis* of the CFA;
- implements any remuneration plans based on shares or other financial instruments, with the assistance of the Appointments and Remuneration Committee by proxy of the Shareholders' Meeting.

c) Board of Statutory Auditors

As regards remuneration, the Board of Statutory Auditors plays a consultative role. It formulates its opinion where required by current legislation, and expresses its opinion on proposals for the remuneration of Directors holding special offices as per Article 2389, paragraph 3 of the Civil Code and Article 17.10 of the By-Laws.

d) Appointments and Remuneration Committee

The remuneration policies for Senior Directors, both concerning the fixed part and the variable part, are proposed annually by the Appointments and Remuneration Committee and submitted for the approval of the Board of Directors of the Company, following approval by the Board of Statutory Auditors. For further information on the role of the Appointments and Remuneration Committee, see the following paragraph.

2. Appointments and Remuneration Committee

Composition

The Remuneration Committee was appointed with Board motion of March 22, 2007.
The Company, also in consideration of the results of the self-assessment process, decided not to set up an Appointments Committee, instead preferring to assign these functions to the Remuneration Committee, which therefore on March 15, 2018 changed its name to the "Appointments and Remuneration Committee".
The Board of Directors' meeting of May 7, 2025 re-elected the members of the Appointments and Remuneration Committee, whose mandate had expired, in the persons of Mr. Franco Moscetti (Non-Executive and Independent Director) - Chairperson, Ms. Chiara Venezia (Non-Executive and Independent Director), and Mr. Stefano Marzotto (Non-Executive Director). The Board, at the time of the appointment, evaluated and considered adequate the financial and accounting qualifications of the members of the Appointments and Remuneration Committee.

Duties

As regards appointments, the Appointments and Remuneration Committee plays a consultative role in identifying Directors of appropriate professional standing and expertise, above all on appointment of the Board of Directors, in order to improve the efficiency and functioning of the Board. It also has an investigative and consultative role with regards to matters presenting an increased risk of conflicts of interest.

On the other hand, in the field of remuneration it has the task of:

- assisting the Board of Directors in developing remuneration policy;
- draw up proposals for the Board of Directors in relation to the remuneration of Executive Directors and Senior Executives, in addition to the fixing of the performance targets related to the variable component of this remuneration;
- make proposals to the Board of Directors regarding the revision of the remuneration policy where, for example, the criteria adopted for the remuneration of Executive Directors are no longer current and sufficiently incentive-based;
- monitor the application of the decisions of the Board of Directors concerning the remuneration policy and actual achievement of performance targets; and
- periodically evaluate the adequacy, the overall compliance and the application of the remuneration policy, including the criteria adopted, of Executive Directors and Senior Executives, also using information provided by the Chief Executive Officers, and draw up for the Board of Directors general recommendations in this regard.

In the carrying out of its functions, the Appointments and Remuneration Committee has full access to the information and to the corporate functions necessary for the carrying out of its remit and does not require the use of external consultants, as availing of the support of internal structures.

In 2025 the Appointments and Remuneration Committee met on four occasions and the relative minutes were duly kept.

3. Policies and objectives

The Company's remuneration policy reflects the criteria set out in the CFA and the Issuers' Regulation. It is largely in line with the policy approved by the Shareholders' Meeting on May 7, 2025. Specifically:

i. **it contributes to the Company's strategy**, since a considerable part of the remuneration of relevant company figures, and in particular Executives, is variable and linked to the achievement of specific annual targets (MBO), both in terms of the Company's financial performance and personal performance. This type of compensation represents on average between 25% and 40% of total remuneration. For Senior Executives, this MBO system is linked to Group performance targets, while for others it is based on the targets of the company in which they work.

Economic-financial performance targets represent between 30% and 50% of the incentive pay for relevant Non-Executive figures (middle managers and office staff), and 80% for Executives, while, therefore, personal targets vary between 20% and 70%. This wide scale is justified by the need to more accurately align incentives with each role. This considers, above all, the ability of the role to directly affect the Company's financial-economic performance, prioritising this over other areas which, while important for corporate improvement, may not have an immediate effect on results.

These targets are formally set at the beginning of each financial year and are regularly monitored and recorded at the end of the period, determining whether or not they have been achieved, and consequently their effect on variable remuneration.

Of the aforementioned targets, those concerning the Company's economic-financial performance are specifically linked to turnover, EBIT and ROI; those of a personal nature, on the other hand, are determined on a case-by-case basis in relation to the specific role and/or position held by the individual. To ensure the achievement of strategic targets, therefore, personal targets relate to the successful implementation of new plants, improvements in industrial performance, commercial development of new areas and customers, and streamlining organisational structure. They also include, in general, the continuous improvement in elements of company production, the successful implementation of specific company projects of a strategic nature, the optimisation of the financial structure, and the improvement of company performance on key sustainability issues.

Zignago Vetro regularly draws up its strategic plan: the latest version was approved at the meeting of the Board of Directors held on December 12, 2024.

The resulting remuneration policy for the aforementioned corporate figures is fully consistent with the targets set out in the aforementioned document;

ii. **it contributes to the pursuit of long-term interests**, since medium- to long-term strategic development plans play a role in determining subsequent annual budgets, which give rise to a significant portion of the company and personnel performance targets set annually. For Executive Directors and Senior Executives, moreover, a large portion of incentive remuneration is not paid annually, but is instead linked to the achievement of precise medium- to long-term targets, specifically linked to growth in the Group's results and the value generated for shareholders. In continuity with the past, the Shareholders' Meeting held on May 7, 2025 approved and launched a medium-to-long term incentive plan, reserved for the Company's Chief Executive Officer and Senior Executives based on the free grant of rights to receive (again free of charge) shares of the Company called the "2025-2027 Performance Shares Plan" (the "Plan"), subject to the achievement of specific economic and sustainability targets.

The 2025-2027 Performance Shares Plan provides for the grant to Beneficiaries of rights to receive shares held in portfolio by the Company, free of charge, at the end of a three-year Vesting Period, subject to and on the basis of the level of achievement of the Performance Targets in accordance with the provisions of the Plan and its Regulation.

A maximum of 202,500 Shares will be allocated under the Plan, assuming that all Beneficiaries achieve the highest levels of performance.

Also assuming 100% achievement of the Performance Targets, there is provision to award:

- to the Chief Executive Officer, a maximum of 37,500 Shares;
- to the Senior Executives, a maximum of 165,000 Shares.

The Performance Targets consist of the following parameters:

- three targets related to the Zignago Vetro Group's economic-financial performance in the medium to long term with a combined weighting of 75%;
- three targets related to ESG issues with a total weighting of 25% These objectives are understood as maintenance or improvement of current rating obtained by the companies Ecovadis, Sustainalytics and MSCI.

The Rights will vest after the Vesting Period ending December 31, 2027, and the relative Shares will vest in 2028. 20% of the allocated Shares will then be subject to a two-year Holding Period, during which they may not be subject to Transfer as follows:

- 5% for a period of 6 months from the date of delivery of the Share Allocation Letter;
- 5% for a period of 12 months from the date of delivery of the Share Allocation Letter;
- 5% for a period of 18 months from the date of delivery of the Share Allocation Letter;
- 5% for a period of 24 months from the date of delivery of the Share Allocation Letter.

As mentioned above, this new plan was submitted for approval to the relevant corporate bodies, including the

Shareholders' Meeting of May 7, 2025.
This part of the remuneration policy, therefore, has been specifically designed and set out to ensure maximum possible focus on achieving the medium- to long-term targets set by the Board of Directors;

This part of the remuneration policy, therefore, has been specifically designed and set out to ensure maximum possible focus on achieving the medium- to long-term targets set by the Board of Directors;

iii. it contributes to the Company's sustainability, since part of the incentive pay for key company figures is linked to improvement in production and other sustainability issues. For all Group Executives, a significant portion of incentive pay has been linked to the continuous improvement of the Group's sustainability profile. In this regard, part of the short and medium-long-term variable remuneration is subject to the achievement of specific targets represented by the formal sustainability assessments assigned to the Group by specific rating companies (e.g. Ecovadis, Sustainalytics, MSCI etc.);

iv. it is determined taking into account the remuneration and working conditions of the Company's employees. Specifically, it takes appropriate account of the responsibilities involved, the complexity of the tasks carried out and the degree of professionalism required to adequately perform the role.

v. it stipulates that all Directors are entitled to remuneration determined upon their appointment by the Shareholders' Meeting. This establishes the gross amount due to each individual Director for the duration of the term of office. This gross annual remuneration is not based on the achievement of financial targets but on the commitment required of each Director in their respective roles;

vi. it stipulates that, in addition to the fixed remuneration due to them as members of the Board of Directors and which is determined upon their appointment, Senior Directors are also entitled to further remuneration comprising both fixed and variable components. These are appropriately balanced on the basis of the Company's strategic targets and the risk management policy, and take into account the sector in which the Issuer operates.

- The ***fixed component*** of this remuneration (whose quantification criteria are proposed by the Appointments and Remuneration Committee) should sufficiently remunerate the beneficiary in line with the level of their professional service where the variable component is not paid because the performance targets indicated by the Board of Directors for Executive Directors are not met.
- The ***variable component*** is intended as an incentive, and consists of a payment based on the achievement of short-term and medium- to long-term financial and non-financial performance targets. The former include both quantitative economic and financial indicators concerning the Group, including turnover, EBIT and ROI, and other parameters, including non-quantitative ones.

- Specifically, the short-term variable component (which for the Chief Executive Officer is based on a reference annual value of Euro 150,000) is structured as follows:
- approximately 80% linked to quantitative economic and financial Group indicators.

This component is broken down as follows:

- 25% upon achievement of budgeted revenue;
- 30% upon achievement of budgeted EBIT;
- 25% upon achievement of budgeted ROI.

In case of results that are higher or lower than those set out in the Budget, a linear adjustment is made to the amount to be paid, rising to 150% of the base amount and potentially falling to zero.

- around 20% is linked to other parameters, including non-financial and personal ones. These include, for example, improvements in industrial performance, commercial development of new areas and customers, streamlining the organisational structure in general, the successful installation of new plants, continuous improvement in elements of company production, the successful implementation of specific company projects of a strategic nature, optimisation of the financial structure, and the pursuit of sustainability (ESG) targets.
- As regards short-term variable remuneration, the Appointments and Remuneration Committee proposed the formulas for the calculation of the variable portion of remuneration (MBO), to be allocated to the Executive Directors, setting out the respective allocation ratios and verifying the correct application of these remuneration ratios with regards to the results achieved in 2025.

The following tables present the breakdown of the Chief Executive Officer's annual remuneration package, presenting the characteristics and weight of the fixed, short-term variable, and long-term variable components.

Annual Remuneration	**Fixed component (A)**	**Variable short-term component [(1)] (B)**	**Total (A + B = C)**	**Variable long-term component (LTI Plan 25-27)**
Chief Executive Officer	Euro 215,000	Euro 150,000 "Base Amount"	Euro 365,000	12,500 rights to receive shares Zignago Vetro, on an annual basis
In %	*59% of the Total C*	*41% of the Total C*		*50.0% of A*

Short-term Variable Component Targets (from January 1, 2025)	% of total * Base Amount	Pay-out profile (*) Zero/Minimum/Maximum
Operating-financial targets	80% * Base Amount (Euro 120,000)	0/61%/139% *Base Amount [Euro 0/73,125/166,875]
Budget Revenues	*25% [Euro 37,500]*	*[Euro 31,875/43,125]*
Budget EBIT	*30% [Euro 45,000]*	*[Euro 22,500/67,500]*
Budget ROI	*25% [Euro 37,500]*	*[Euro 18,750/56,250]*
Qualitative targets	20% * Base Amount (Euro 30,000)	0/20% * Base Amount [Euro 0/30,000]
Total	100% [Euro 150,000]	0/69%/131% * Base Amount [Euro 0/103,500/196,800]

(*) The pay-out profile varies linearly in the case of results below or above the Budget with access threshold ("Minimum") in case of negative deviations and limit threshold ("Maximum") in case of positive deviations.

(2) LTI Plan Goals	% of total
Operating-financial targets	75%
Projected Plan Revenues	*25%*
Projected Plan EBITDA	*25%*
Projected Plan ROI	*25%*
Qualitative targets (*)	25%

- *(*) Three objectives related to ESG issues*

As regards the medium- to long-term variable component, the new 2025-2027 Performance Shares Plan (of which the Chief Executive Officer is the beneficiary and which represents at target approximately 122% of his fixed gross annual remuneration), with expiry on December 31, 2027, provides that:

- the free allocation of shares is subject to the achievement at the end of the three-year vesting period of:
  - three targets related to Zignago Vetro's economic-financial performance in the medium to long term with a combined weighting of 75%

Operating-financial target	Weighting
Revenues	25%
EBITDA	25%
ROI (Return on Investment) (as %)	25%

  - three targets related to ESG issues with a total weighting of 25%. These objectives are understood as maintaining or improving the current rating obtained by the companies Ecovadis, Sustainalytics and MSCI.
- The performance targets operate independently of each other; this means that if even one of the performance targets is achieved, a portion of the rights to receive shares will be accrued

regardless of the performance achieved on the other targets. If the performance target level is not achieved, there is no vesting of rights to receive shares, and thus no allocation of shares. Similarly, if the performance target level is exceeded, there is no provision for the vesting of additional rights over and above those granted, and therefore no allocation of additional shares.

- 20% of any shares allocated under the Plan at the end of the three-year vesting period will be subject to a two-year holding period during which they may not be transferred for any purpose, as follows: (i) 5% for a period of 6 months; (ii) 5% for a period of 12 months; (iii) 5% for a period of 18 months; (iv) 5% for a period of 24 months.

vii. it stipulates that Senior Executives are entitled to remuneration consisting of a fixed component and a variable component, as is the case for Senior Directors.

- The fixed component of this remuneration, whose quantification criteria are proposed by the Appointments and Remuneration Committee, should sufficiently remunerate the beneficiary in line with the level of their professional service where the variable component is not paid because the performance targets for Senior Executives indicated by the Chief Executive Officer are not met.
- The variable component is intended as an incentive, and consists of a payment based on the achievement of short-term performance targets (MBO) and medium- to long-term targets (2025-2027 Performance Shares Plan).

▪ As regards <u>variable short-term</u> remuneration, targets are linked both to qualitative, economic-financial indicators concerning the Group - among which turnover, EBIT and ROI - and other, non-quantitative factors, such as improvements in industrial performance, commercial development of new areas and customers, streamlining organisational structure in general, successful implementation of new plants, continuous improvement in elements of company production, successful implementation of specific company projects of a strategic nature, optimisation of the financial structure, and the pursuit of ESG-sustainability goals. For Senior Executives, the short-term, variable component of remuneration mentioned above represents on average between 25% and 40% of total remuneration.

The Appointments and Remuneration Committee proposed the formulas for the calculation of the variable portion of remuneration (MBO), to be allocated to Senior Executives, setting out the respective allocation ratios and verifying the correct application of these remuneration ratios with regards to the results achieved in 2025.

▪ As regards <u>medium- to long-term variable remuneration</u> (which for Senior Executives represents at target approximately 60% of the fixed gross annual remuneration, totalling a maximum of 16,500 shares for each Executive), as previously outlined, Senior Executives are

also included among the beneficiaries of the new 2025-2027 Performance Shares Plan with the same targets as described above in paragraph 3 (vi).

viii. With regard to the termination or cancellation of the employment of Executive Directors, no special treatment is provided for beyond that required by law. Indemnity of Directors and Executives in the case of dismissal and termination of employment following a public tender offer is not provided for. No indemnities are expressly provided for in the event of termination of the relationship for Executives, except as provided for in the applicable national collective bargaining agreements.

4. Director Remuneration

In accordance with Article 17.9 of the By-Laws and Article 2389 of the Civil Code, the remuneration of all members of the Board of Directors is established upon appointment: the Shareholders' Meeting of May 7, 2025 established a gross amount due to each individual Director for the duration of the 2025-2027 appointment.

On the same date of May 7, 2025, the Board of Directors established, among other issues, the division among the members of the Board of Directors of the total gross annual remuneration of Euro 240,000 approved by the Shareholders' Meeting of the same day. Specifically, at the same meeting the Board established a fixed gross annual remuneration of Euro 20,000 for each Director, in addition to Euro 2,500 as a fee for in-person attendance at each Board meeting. In the event that more than one meeting is held on the same day, Directors shall be entitled to only one attendance fee.

5. Committee Remuneration

Non-Executive Directors who are members of committees established within the Board of Directors receive, in addition to their remuneration as Directors, additional remuneration for this office which is determined by the Board itself.

For Directors sitting on the Control and Risks Committee, on May 7, 2025 the Board of Directors allocated a pro-rata gross annual remuneration of Euro 25,000 for the position of Chairperson and of Euro 20,000 for each of the other positions.

In relation to Directors sitting on the Appointments and Remuneration Committee, on May 7, 2025 the Board of Directors allocated a pro-rata gross annual remuneration of Euro 25,000 to the Chairperson, and a pro-rata gross annual remuneration of Euro 20,000 to the other two members.

In relation to Directors sitting on the Related Party Transactions Committee, on May 7, 2025 the Board of Directors allocated a pro-rata gross annual remuneration of Euro 25,000 to the Chairperson, and a pro-rata gross annual remuneration of Euro 20,000 to the other two members.

6. Remuneration policy for Independent Directors

The Lead Independent Director was assigned an additional pro-rata fixed gross annual remuneration of Euro 10,000.

At the date of the present Report, the Company has not adopted any other remuneration policy for Independent Directors.

7. Remuneration policy for Executive Directors

On May 7, 2025 the Board of Directors approved remuneration for Executive Directors for the years 2025-2027, in addition to an annual fixed gross amount of Euro 20,000 allocated to each Director, and a fee of Euro 2,500 for in-person attendance at each meeting. In the event that more than one meeting is held on the same day, Directors shall be entitled to only one attendance fee.
Specifically, the following was awarded:

- to the Chairperson, a fixed annual remuneration of Euro 80,000 gross;
- to the Chief Executive Officer, fixed annual remuneration of Euro 215,000 and an additional variable

remuneration, with a reference value of Euro 150,000 based on the achievement of specific financial and non-financial performance targets;

- to the Vice-Chairperson, fixed annual remuneration of Euro 30,000;

As detailed above, the Chief Executive Officer is also among the beneficiaries of the new 2025-2027 Performance Shares Plan.

In addition, on May 7, 2025, the Board of Directors confirmed the gross annual remuneration, pro-rata *temporis*, of Euro 15,000 for the Chief Executive Officer, for the role of Director in charge of the Internal Control and Risk Management System.

8. Remuneration policy for Senior Executives

The remuneration policy for Senior Executives[1] consists of:

- a fixed component and
- a short- and medium-/long-term variable component;
- fringe benefits.

The former (whose quantification criteria are proposed by the Appointments and Remuneration Committee) will sufficiently remunerate the beneficiary in line with the level of their professional service where the variable component is not paid because the performance targets indicated by the Chief Executive Officer are not met.

The latter is incentive-based and represents on average between 25% and 40% of total compensation for the aforementioned short-term component. Allocation of the variable component is linked to the achievement of short-term performance targets (MBO). Specifically:

- around 80% of variable remuneration is linked to quantitative economic and financial indicators concerning the Group, including turnover, EBIT and ROI;
- around 20% is linked to other parameters, including non-financial and personal ones. These include, for example, improvements in industrial performance, commercial development of new areas and customers, streamlining the organisational structure in general, the successful installation of new plants, continuous improvement in elements of company production, the successful implementation of specific company projects of a strategic nature, optimisation of the financial structure, and the pursuit of sustainability (ESG) targets, such as the maintenance of good ratings by rating companies.

The Appointments and Remuneration Committee proposed the formulas for the calculation of the variable portion of remuneration (MBO), to be allocated to Senior Executives, setting out the respective allocation

[1] There are currently 10 Senior Executives; see Section II of this document for more details.

ratios and verifying the correct application of these remuneration ratios with regards to the results achieved in 2025.

On this basis, the Appointments and Remuneration Committee also drew up the proposal for the remuneration structure for Senior Executives for the year 2026.

A medium-long term incentive component is also envisaged for Senior Executives. This takes the form of the allocation of shares subject to the achievement of targets, which will be submitted for approval to the Shareholders' Meeting following the approval of this report, and which are aimed at providing incentives for the pursuit of the Company's strategic development objectives in the medium-long term. This component represents at target about 60% of fixed gross annual remuneration.

9. *Malus and Clawback*

The 2025-2027 Performance Shares Plan contains a clawback clause pursuant to which the Company reserves the right to demand repayment from the beneficiary of the shares or the relative economic value, within 12 months of the date of allocation of the Shares, if the Board of Directors ascertains the existence of any of the following as regards the beneficiary:

(i) fraudulent or grossly negligent conduct to the detriment of the Company; or another Group company, and/or

(ii) violation of the obligations of loyalty and non-competition; and/or

(iii) conduct of the beneficiary resulting in a significant financial and/or asset loss to the Company or a Group company;

(iv) allocation of Shares on the basis of data that are revealed to be manifestly erroneous.

Declared violations by Beneficiaries, even non-definitively, regarding conduct qualifying as the abuse of inside information or market manipulation as per the CFA and the internal dealing code adopted by the Company, shall result in the automatic exclusion of the Beneficiary from the 2025-2027 Performance Shares Plan and the lapsing of all rights assigned relating to them.

Similar malus and clawback mechanisms were included in the old long-term incentive plan mentioned above.

10. Non-monetary benefits

The remuneration policy of the Company also establishes the recognition of certain non-monetary benefits to the Chairperson of the Board of Directors, the Chief Executive Officer and Senior Executives. This concerns specifically the provision of a company car and obligatory health insurance coverage. The remuneration policy approved by the Company does not provide for other insurance coverage, social security or pension provisions in addition to those obligatorily required.

11. Clause for the maintenance in portfolio of financial instruments

At the date of the present report, the Company has not signed agreements which include clauses for the maintenance in portfolio of financial instruments after their acquisition.
The 2025-2027 Performance Shares Plan provides that 20% of any shares granted under the Plan, may not be transferred by the Beneficiaries over a two-year period as described above.

12. Effects of the termination of the relationship on the rights assigned within the framework of the incentive plans based on financial instruments

As regards the 2025-2027 Performance Shares Plan, the right to freely receive shares is by its nature functionally linked to the continued relationship between the beneficiaries and the Company.
In the event of termination before the Share allocation date, as defined in the Plan's implementing regulation, for any reason other than Good Leaver scenarios, the beneficiary will automatically lose all rights under the Plan and the beneficiary will not be entitled to receive any Shares.

In the event of termination the relationship in a Good Leaver scenario before the Share allocation date, the Beneficiary - subject to the achievement of the performance targets and the other terms set out in the Plan - shall retain his/her rights as per the Plan, the number of which shall be calculated on a pro-rata basis.
Similar termination clauses were included in the old long-term incentive plan.

13. Remuneration for members of the Board of Statutory Auditors

Pursuant to Article 20.1 of the By-Laws and Article 2402 of the Civil Code, the annual remuneration of all members of the Board of Statutory Auditors is determined by the Shareholders' Meeting upon their appointment, and for the entire duration of their appointment.

Specifically, for the period 2025-2027, the Shareholders' Meeting held on May 7, 2025 established a pro-rata gross annual remuneration of Euro 30,000 for the Chairperson of the Board of Statutory Auditors and Euro 20,000 for the Statutory Auditors, respectively, for each of the financial years ending December 31, 2025, 2026 and 2027, in addition to the reimbursement of documented expenses incurred in the performance of their duties, as set out in the By-Laws. Remuneration is determined on the basis of criteria such as the professional skills and experience of the individual members as well as the time commitment required to perform the role.

14. Exceptional circumstances

On the proposal of the Appointments and Remuneration Committee, and following activation of the related party transactions procedure (where applicable), the Board of Directors may waive the remuneration policy detailed in this section, according to the terms set out below, in certain exceptional circumstances, i.e. situations in which it becomes necessary to waive the policy in order to pursue the long-term interests and sustainability of the Company or the Group as a whole, or to ensure its ability to stay in the market.

These exceptional circumstances can be either internal (including, for example, the following changes in the scope of business activity, extraordinary corporate transactions, the need to replace a strategically important Group figure by negotiating the remuneration package quickly, favouring the acquisition and retention of resources possessing specific skills and high-level professionalism deemed strategic by paying entry or retention bonuses) and external (including, for example, particularly large fluctuations in the price of energy factors and raw materials, substantial changes in macroeconomic conditions and strong instability in financial markets, war phenomena, coups, pandemics, etc.)

In any case, the waiver may relate to all the elements of the remuneration policy described in this section.

Any waivers which may relate to the aforementioned elements of this Report, will be disclosed through the subsequent Remuneration Policy and Report, accompanied by the reasons that prompted the Company to make such waiver.

SECTION II

FIRST PART

The values of compensation, per item, as per the Remuneration Policy approved during the reporting year are as follows:

1. Board of Directors remuneration

Nicolò Marzotto, Chairperson of the Board of Directors - mandate concluded May 7, 2025, reappointed on the same date.

On May 7, 2025, based on indications from the Appointments and Remuneration Committee, the Board of Directors passed a motion to award Mr. Nicolò Marzotto a pro-rata fixed gross annual remuneration, for the years 2025-2027, of Euro 20,000 for the position of Director, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
With the motion, the Board of Directors also allocated, for each year in the same three-year period, a pro-rata fixed gross annual remuneration of Euro 80,000 for the office of Chairperson. The tables list the actual values received in 2025.

Biagio Costantini, Chief Executive Officer and Director in charge of the Internal Control and Risk Management System - mandate concluded May 7, 2025, reappointed on the same date.

On May 7, 2025, the Board of Directors, based on the indications of the Appointments and Remuneration Committee, resolved to grant Mr. Biagio Costantini, for each of the years 2025-2027, a pro-rata fixed gross annual remuneration of Euro 215,000 for the office of Chief Executive Officer, and a further variable remuneration of Euro 150,000, linked to the achievement of specific financial and non-financial performance targets.
Specifically, the short-term variable component is structured as follows:

- approximately 80% linked to quantitative economic and financial Group indicators. This component is broken down as follows:
  - 25% upon achievement of budgeted revenue;
  - 30% upon achievement of budgeted EBIT;
  - 25% upon achievement of budgeted ROI.

In case of results exceeding the targets set out in the Accounts, a linear adjustment is made to the amount to be paid, up to a maximum of 150% of the base amount, potentially falling to zero in case of a failure to exceed targets by more than 15-25%.

- around 20% is linked to other parameters, including non-financial and personal ones. These include, for example, improvements in industrial performance, commercial development of new areas and customers, streamlining the organisational structure in general, the successful installation of new plants, continuous improvement in elements of company production, the successful implementation of specific company projects of a strategic nature, optimisation of the financial structure, and the pursuit of sustainability (ESG) targets.

The Board of Directors, having met on March 12, 2026, based on the indications of the Appointments and Remuneration Committee (which met on March 11, 2026) resolved to award the Chief Executive Officer, Mr. Biagio Costantini, Euro 123,422 in total as variable remuneration, related to the achievement of the 2025 targets. This amount was determined on the basis:

– of the company's performance targets, where these were not achieved in terms of revenue (-5%), EBIT, (-34.1%), and ROI (25 percentage points below target);
– of non-quantitative, individual performance and ESG targets.

As regards the medium to long-term variable component, the new Chief Executive Officer, Mr. Biagio Costantini, is a beneficiary of the 2025-2027 Performance Shares Plan. The plan grants 37,500 rights to potentially receive shares at the end of the three-year vesting period, subject to the achievement of the performance targets specified in Section I of this document.

The Chief Executive Officer also received gross annual remuneration of Euro 15,000 as the Director in charge of the Internal Control and Risk Management System.

In addition, during 2025, the Chief Executive Officer Mr. Biagio Costantini received non-monetary benefits of Euro 11,606, concerning the use of a company car and insurance coverage.

Franco Moscetti, Vice-Chairperson of the Board of Directors - mandate concluded May 7, 2025, reappointed on the same date.

On May 7, 2025, the Board of Directors allocated to the Director Mr. Franco Moscetti a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.

In addition, the Director received pro-rata gross annual remuneration of Euro 30,000 as the Vice-Chairperson of the Board of Directors.

The Director also received pro-rata gross annual remuneration of Euro 25,000 as Chairperson of the Appointments and Remuneration Committee. The tables list the actual amounts received in 2025.

Alessia Antonelli, Non-Executive Independent Director - mandate concluded May 7, 2025, reappointed on the same date.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Ms. Alessia Antonelli a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 25,000 as Chairperson of the Control, Risks and Sustainability Committee, and Euro 25,000 as Chairperson of the Related Party Transactions Committee. The tables list the actual amounts received in 2025.

Giacomo Marzotto, Non-Executive Director - appointed May 7, 2025.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Mr. Giacomo Marzotto a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The tables list the actual amounts received in 2025.

Luca Marzotto, Non-Executive Director - mandate concluded May 7, 2025, reappointed on the same date.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Mr. Luca Marzotto a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
Moreover, the same Director was granted a pro-rata gross annual remuneration of Euro 20,000 as a member of the Control and Risks Committee. The tables list the actual amounts received in 2025.

Stefano Marzotto, Non-Executive Director - mandate concluded May 7, 2025, reappointed on the same date.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Mr. Stefano Marzotto a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Appointments and Remuneration Committee. The tables list the actual amounts received in 2025.

Gaia Melloni, Non-Executive Independent Director - appointed May 7, 2025.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Ms. Gaia Melloni a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Control and Risks Committee. The tables list the actual amounts received in 2025.

Angelica Ruggeri, Non-Executive Independent Director - appointed May 7, 2025.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Ms. Angelica Ruggeri Melloni a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Related Party Transactions Committee. The tables list the actual amounts received in 2025.

Emanuele Sacchetti, Non-Executive Director - appointed May 7, 2025.

On May 7, 2025, the Board of Directors allocated to the Non-Executive Director Mr. Emanuele Sacchetti a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The tables list the actual amounts received in 2025.

Chiara Venezia, Non-Executive Independent Director - appointed May 7, 2025.

On May 7, 2025 the Board of Directors allocated to the Non-Executive Director Ms. Chiara Venezia a pro-rata fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Appointments and Remuneration Committee. The tables list the actual amounts received in 2025.

Roberta Benaglia, Non-Executive Independent Director - mandate concluded May 7, 2025.

On April 29, 2022, the Board of Directors allocated to the Non-Executive Director Ms. Roberta Benaglia a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.

The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Related Party Transactions Committee. The tables list the actual amounts received in 2025.

Ferdinando Businaro, Non-Executive Director - mandate concluded May 7, 2025.

On April 29, 2022, the Board of Directors allocated to the Non-Executive Director Mr. Ferdinando Businaro fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The tables list the actual amounts received in 2025.

Giorgina Gallo, Non-Executive Independent Director - mandate concluded May 7, 2025.

On April 29, 2022, the Board of Directors allocated to the Non-Executive Director Ms. Giorgina Gallo a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Control and Risks Committee. The tables list the actual amounts received in 2025.

Daniela Manzoni, Non-Executive Independent Director - mandate concluded May 7, 2025.

On April 29, 2022 the Board of Directors allocated to the Non-Executive Director Ms. Daniela Manzoni a pro-rata fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for in-person attendance at each Board meeting.
The Director also received pro-rata gross annual remuneration of Euro 20,000 as a member of the Appointments and Remuneration Committee. The tables list the actual amounts received in 2025.

Gaetano Marzotto, Non-Executive Director - mandate concluded May 7, 2025.

The Board of Directors on April 29, 2022 allocated to the Non-Executive Director Mr. Gaetano Marzotto a fixed gross annual remuneration of Euro 20,000, in addition to a fee of Euro 2,500 for attendance at each Board meeting. The tables list the actual amounts received in 2025.

2. Annual change in remuneration and performance

Office		2024	2025	Change
Nicolò Marzotto **Chairperson**				
gross annual remuneration (fixed + short-term variable)		115,000	112,500	(2.17%)
Biagio Costantini **Chief Executive Officer**				
gross annual remuneration (fixed + short-term variable)	**(*)**	222,071	395,458	78.08%
Roberto Cardini **Chief Executive Officer**				
gross annual remuneration (fixed + short-term variable)	**(**)**	327,591	--	(100.00%)
Relevant company results (Zignago Vetro only):				
Revenues		324,895	331,565	2.05%
EBIT		23,726	22,728	(4.21%)
ROI%		1.68%	1.71%	1.91%
Average gross annual remuneration for full-time employees		43,794	40,662	(7.15%)

(*) In office since March 14, 2024.
(**) In office until March 14, 2024

3. Board of Statutory Auditors remuneration

Anna Maria Allievi, Chairperson of the Board of Statutory Auditors - appointed May 7, 2025.

The Shareholders' Meeting of May 7, 2025 allocated to the Chairperson of the Board of Statutory Auditors Ms. Anna Maria Allievi pro-rata gross annual remuneration of Euro 30,000, in addition to the reimbursement of expenses incurred for the discharge of office.

Manetti Andrea, Statutory Auditor - mandate concluded May 7, 2025, reappointed on the same date.

The Shareholders' Meeting of May 7, 2025 allocated to the Statutory Auditor Mr. Manetti Andrea pro-rata gross annual remuneration of Euro 20,000, in addition to the reimbursement of expenses incurred for the discharge of office.

Carlo Pesce, Statutory Auditor - mandate concluded May 7, 2025, reappointed on the same date.

The Shareholders' Meeting of May 7, 2025 allocated to the Statutory Auditor Mr. Carlo Pesce pro-rata gross annual remuneration of Euro 20,000, in addition to the reimbursement of expenses incurred for the discharge of office.

Alberta Gervasio, Chairperson of the Board of Statutory Auditors - mandate concluded May 7, 2025.

The Shareholders' Meeting of April 29, 2022 allocated to the Chairperson of the Board of Statutory Auditors Ms. Alberta Gervasio pro-rata gross annual remuneration of Euro 30,000, in addition to the reimbursement of expenses incurred for the discharge of office.

4. Senior Executive remuneration

Three Senior Executives were identified for FY 2025: the managers who significantly have the power and responsibility, directly or indirectly, for planning, directing, and controlling the Company's activities and for making decisions that may impact its evolution and future prospects.
Mr. Sergio Pregliasco, one of the Senior Executives, passed away on February 17, 2025.
Subsequently, on March 14, 2025 and with the approval of the Appointments and Remuneration

Committee, the Board of Directors identified an additional eight individuals as Senior Executives, bringing the total number to 10. As of that date, the Executives with Strategic Responsibilities, are, in addition to the Chief Executive Officer Mr. Biagio Costantini:

- Mr. Roberto Bassarelli - Group Technical Director;
- Mr. Mauro Biason - Group Purchasing Director;
- Mr. Cristiano Bonetto - Group Administration, Finance and Control Director;
- Mr. Stefano Bortoli - Group C&P Sales Director;
- Mr. Leonardo Gestri - Group Human Resources Director;
- Mr. Paolo Pacini - General Manager Zignago Vetro Polska Sa;
- Mr. Michele Pezza - Chairperson Zignago Vetro Polska SA and Zignago Vetro France SaS;
- Mr. Andrea Pianca - Group F&B Sales Director;
- Mr. Alessandro Piovan - Production Director Italy & Group Product Development and Quality Director;
- Ms. Celine Riviere - General Manager Zignago Vetro France SaS.

As described in last year's Remuneration Report, in November 2024, the Company terminated its relationship with one Senior Executive. On February 20, 2025, an out-of-court settlement was reached to conclusively settle all mutual claims regarding the relationship and its termination. The amount shown in the Table, determined on the basis of the maximum severance payments provided for in the event of dismissal by the National Collective Bargaining Agreements applied, was acknowledged and settled in accordance with the provisions of Section I of the Remuneration Policy. The Executive in question forfeited any rights awarded under the long-term incentive plan as further detailed in the Tables below.
The out-of-court settlement was reviewed and assessed by the Appointments and Remuneration Committee and approved by the Board of Directors.

In relation to Senior Executives, during 2025 overall fixed gross remuneration of Euro 1,161,217 was allocated.
The Board of Directors, having met on March 12, 2026, based on the indications of the Appointments and Remuneration Committee (which met on March 11, 2026) resolved to award the Senior Executives Euro 414,970 in total as variable remuneration, related to the achievement of the 2025 targets.
Specifically, the above fees were determined on the basis:

– of the preset business performance targets, where the revenue target was not met (-5%), and both EBIT and ROI were below target levels (-34.1% for EBIT and -25% for ROI);

of non-quantitative, individual performance and ESG targets.

As per the long-term 2022-2024 Performance Shares incentive plan, which concluded on December 31, 2024, in May 2025, Senior Executives were granted 14,875 rights to receive shares (representing approximately 14% of the Plan's original 104,000 shares) in accordance with the rules and mechanisms for the plan's operation in Section I of this document.

On May 7, 2025, the Zignago Vetro SpA Board of Directors approved, as per and for the purposes of Article 114-*bis*, paragraph 1, of Legislative Decree No. 58 of February 24, 1998, as amended and supplemented, the long-term incentive plan called the "2025-2027 Performance Shares Plan" reserved for the Chief Executive Officer and Senior Executives of Zignago Vetro S.p.A., the terms and conditions of this Plan are described in detail in Section I of this document.
A maximum of 202,500 Shares will be allocated under the Plan, assuming that all Beneficiaries achieve the highest levels of performance.

In 2025, Senior Executives also received non-monetary benefits of Euro 74,730, concerning the use of company cars and insurance coverage.

5. Further information

No indemnities and/or other benefits for termination of office or termination of employment - other than those described in paragraph 4 - were allocated in 2025, nor were ex-post correction mechanisms (such as malus and/or clawback) made to the variable component of remuneration. Finally, no exceptions were made to the remuneration policy.

The Shareholders' Meeting met on May 7, 2025 to deliberate on Section II of the Remuneration Report, expressing the following opinion:

1) 179 Shareholders present in person or by proxy, equal to 121,340,652 voting rights (82.81% of total voting rights);
2) 115,486,800 votes in favour, equal to 95.18% of votes at the Shareholders' Meeting (78.82% of total voting rights);
3) 5,732,752 votes against, equal to 4.72% of votes at the Shareholders' Meeting (3.91% of total voting rights);
4) 100,800 abstained, equal to 0.08% of votes at the Shareholders' Meeting and (0.07% of total voting rights);

5) 20,300 did not vote, equal to 0.02% of votes at the Shareholders' Meeting and (0.01% of total voting rights).

The Company decided to continue to apply the Remuneration Policy as approved by the vast majority of the Shareholders' Meeting.

SECOND PART

TABLE 1: Remuneration of the Board of Directors, Board of Statutory Auditors, General Managers and Senior Executives

Name	Office	Period of office	Concl. of office	Fixed remuneration	Remuneration for committee participation	Non equity variable remuneration		Non-monetary benefits	Other remuneration	Total remuneration	Fair Value of equity remuneration	Post-employment benefits
						Bonuses and other	Profit sharing					
Board of Directors in office until the approval of the 2025 Annual Accounts												
Nicolò Marzotto (*)	Chairperson	01.01.25 - 31.12.25	Approv. 2027 Accs.	112,500						112,500		
Franco Moscetti (*)	Vice-Chairperson	01.01.25 - 31.12.25	Approv. 2027 Accs.	62,500	28,507					91,007		
Biagio Costantini (*)	Chief Executive Officer since 14/03/24	01.01.25 - 31.12.25	Approv. 2027 Accs.	262,500		121,352		11,606		395,458	37,060	
Alessia Antonelli (*)	Director	01.01.25 - 31.12.25	Approv. 2027 Accs.	30,000	50,000					80,000		
Giacomo Marzotto (***)	Director	07.05.25 - 31.12.25	Approv. 2027 Accs.	23,096	-					23,096		
Luca Marzotto (*)	Director	01.01.25 - 31.12.25	Approv. 2027 Accs.	32,500	20,000					52,500		
Stefano Marzotto (*)	Director	01.01.25 - 31.12.25	Approv. 2027 Accs.	32,500	20,000					52,500		
Gaia Melloni (***)	Director	07.05.25 - 31.12.25	Approv. 2027 Accs.	23,096	13,096					36,192		
Barbara Ravera (*)	Director	01.01.25 - 31.12.25	Approv. 2027 Accs.	27,500	26,548					54,048		
Angelica Ruggeri (***)	Director	07.05.25 - 31.12.25	Approv. 2027 Accs.	23,096	13,096					36,192		
Emanuele Sacchetti (***)	Director	07.05.25 - 31.12.25	Approv. 2027 Accs.	23,096						23,096		
Chiara Venezia (***)	Director	07.05.25 - 31.12.25	Approv. 2027 Accs.	23,096	13,096					36,192		
Benaglia Roberta (**)	Director	01.01.25 - 07.05.25	Approv. 2024 Accs.	11,959	6,959					18,918		
Ferdinando Businaro (**)	Director	01.01.25 - 07.05.25	Approv. 2024 Accs.	11,959						11,959		
Giorgina Gallo (**)	Director	01.01.25 - 07.05.25	Approv. 2024 Accs.	11,959	6,959					18,918		
Daniela Manzoni (**)	Director	01.01.25 - 07.05.25	Approv. 2024 Accs.	11,959	6,959					18,918		
Gaetano Marzotto (**)	Director	01.01.25 - 07.05.25	Approv. 2024 Accs.	11,959						11,959		
Anna Maria Allievi (***)	Chairperson of the Board of Statutory Auditors	07.05.25 - 31.12.25	Approv. 2027 Accs.	19,644						19,644		
Carlo Pesce (*)	Statutory Auditor	01.01.25 - 31.12.25	Approv. 2027 Accs.	20,000						20,000		
Andrea Manetti (*)	Statutory Auditor	01.01.25 - 31.12.25	Approv. 2027 Accs.	20,000						20,000		
Alberta Gervasio (**)	Chairperson of the Board of Statutory Auditors	01.01.25 - 07.05.25	Approv. 2024 Accs.	10,439						10,439		
Total remuneration 2025				**805,358**	**205,220**	**121,352**	**-**	**11,606**	**-**	**1,143,536**	**37,060**	**-**
Total remuneration 2024				**954,031**	**245,000**	**-**	**-**	**8,041**	**-**	**1,207,072**	**315,690**	**-**
Total remuneration 2023				**885,000**	**205,000**	**262,500**	**-**	**9,416**	**-**	**1,361,916**	**358,692**	**-**
Total remuneration 2025 Senior Executives: 3 Executives from 1/1/25 to 17/02/25; 2 Executives from 18/02/25 to 14/03/25; 10 Executives from 15/03/25 to 31/12/25;				**1,161,217**		**581,172 (2)**		**74,730**		**1,996,542**	**47,960**	**-**
Roberto Celot (1)	Former Senior Executive			**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**750,000**
of which remuneration from company preparing the financial statements				1,040,984	-	527,972	-	68,740	-	1,817,119	47,960	750,000
of which remuneration from subsidiaries and associates				120,233	-	53,200	-	5,990	-	179,423	-	-
Total remuneration 2024 Senior Executives: 5 Executives from 1/1/24 to 14/03/24; 4 Executives from 15/03/24 to 26/11/24; 3 Executives from 27/11/24 to 31/12/24;				**721,686**		**587,523**		**53,356**		**1,362,565**	**612,810**	**-**
of which remuneration from company preparing the financial statements				721,686		587,523		53,356		1,362,565	612,810	-
of which remuneration from subsidiaries and associates				-		-		-		-	-	-
Total remuneration 2023 Senior Executives (5)				**842,624**		**591,395**		**56,953**		**1,490,972**	**482,820**	**-**
of which remuneration from company preparing the financial statements				842,624		591,395		56,953		1,490,972	482,820	-
of which remuneration from subsidiaries and associates				-		-		-		-	-	-

(*) = Reappointed on May 7, 2025 (**) = In office until May 7, 2025 (***) = In office since May 7, 2025

(1) Out-of-court settlement dated February 20, 2025

(2) Includes award settlement to Senior Executive who died on February 17, 2025

SCHEDULE *7-ter:* Information on Holdings of the Board of Directors and Statutory Auditors, General Managers and Senior Executives.

TABLE 2/A: Shareholdings of the Board of Directors, Board of Statutory Auditors and General Managers: Zignago Vetro SpA

Name	Office	Number of shares held at 31.12.2024	Number of shares purchased/subs	Number of shares allocated	Number of shares sold	Changes on 07.05.2025 by appointment/termi	Number of shares held at 31.12.2025	Title of holding	Manner of holding
Allievi Anna Maria (**)	Chairperson of the Board of Statutory Auditors	---	---	---	---	---	---	---	---
Andreoli Cecilia (**)	Alternate Auditor	---	---	---	---	---	---	---	---
Antonelli Alessia (*)	Director	---	---	---	---	---	---	---	---
Benaglia Roberta (***)	Director	---	---	---	---	---	---	---	---
Businaro Ferdinando (***)	Director	275.750	---	---	---	(275.750)	---	Owned	Indirect (1)
Conti Cesare (***)	Alternate Auditor	---	---	---	---	---	---	---	---
Costantini Biagio (*)	Chief Executive Officer	54.375	---	4.335	---	---	58.710	Owned	Direct
Faresin Laura (**)	Alternate Auditor	---	---	---	---	---	---	---	---
Gervasio Alberta (***)	Chairperson of the Board of Statutory Auditors	---	---	---	---	---	---	---	---
Gallo Giorgina (***)	Director	---	---	---	---	---	---	---	---
Manetti Andrea (*)	Statutory Auditor	---	---	---	---	---	---	---	---
Manzoni Daniela (***)	Director	---	---	---	---	---	---	---	---
Marzotto Gaetano (***)	Director	652.500	40.000	---	---	(692.500)	---	Owned	Indirect (1)
Marzotto Giacomo (**)	Director	---	---	---	---	---	---	---	---
Marzotto Luca (*)	Director	75.000	184.990	---	---	---	259.990	Owned	Indirect (1)
Marzotto Nicolò (*)	Chairperson of the Board of Directors	50.000	10.000	---	---	---	60.000	Owned	Direct
		470.000	---	---	---	---	470.000	Owned	Indirect (1)
		520.000	10.000	---	---	---	530.000		
Marzotto Stefano (*)	Director	90.267	3.000	---	---	---	93.267	Owned	Spouse
		---	---	---	---	---	---	Owned	Direct
		1.589.000	80.000	---	---	---	1.669.000	Owned	Indirect (1)
		1.679.267	83.000	---	---	---	1.762.267		
Melloni Gaia (**)	Director	---	---	---	---	---	---	---	---
Moscetti Franco (*)	Vice-Chairperson of the Board of Directors	---	---	---	---	---	---	---	---
Pesce Carlo (*)	Statutory Auditor	---	---	---	---	---	---	---	---
Ravera Barbara (*)	Director	---	---	---	---	---	---	---	---
Ruggeri Angelica (**)	Director	---	---	---	---	---	---	---	---
Sacchetti Emanuele (**)	Director	---	---	---	---	8.000	8.000	Owned	Direct
Tognin Roberta (*)	Alternate Auditor	---	---	---	---	---	---	---	---
Venezia Chiara (**)	Director	---	595	---	---	---	595	Owned	Direct

(1) Through subsidiaries, trust companies or nominees (*) Reappointed on May 7, 2025 (**) In office since May 7, 2025 (***) In office until May 7, 2025

TABLE 2/B: Shareholdings of other company Senior Executives

Name	Office	Number of shares held at 31.12.2024	Number of shares purchased/subscribed	Number of shares related to new Senior Executives	Number of shares allocated	Number of shares sold	Number of shares held at 31.12.2025	Title of holding	Manner of holding
Total Executives (10)		179,623	1,180	900	5,610	177,248	10,065	Owned	Direct

Table 3: Stock options granted to the members of the Board of Directors, General Managers and other Senior Executives

			Options held at beginning of the year			Options granted in the year						Options exercised in the year			Options expiring in the year	Options held at the end of the year	Options accruing in the year
A	B	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15 = 2 + 5 - 11 - 14	16
Name and Surname	Office	Plan	Number of options	Exercise price	Possible exercise period (from - to)	Number of options	Exercise price	Possible exercise period (from - to)	Fair value at grant date	Grant date	Market price of the underlying shares at the grant date	Number of options	Exercise price	Market price of the underlying shares at the exercise date	Number of options	Number of options	Fair value (Euro)
(I) Remuneration from Company preparing the accounts																	
			---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
TOTAL			---			---						---				---	---
(II) Remuneration from subsidiaries & associated companies																	
Plan A (date of the relative resolution)																	
Plan B (date of the relative resolution)																	
Plan C (date of the relative resolution)																	
TOTAL			---			---						---				---	---
TOTAL			---			---						---				---	---

Table 4/1: Financial instrument-based incentive plans, other than stock options, in favour of members of the Board of Directors, General Managers and other Senior Executives

			Financial instruments granted in previous years not vested in the year		Financial instruments granted in the year					Financial instruments vested in the year and not allocated	Financial instruments vested in the year and allocated		Financial instruments accruing in the year
A	B	1	2	3	4	5	6	7	8	9	10	11	12
Name and Surname	Office	Plan	Number and type financial instruments	Vesting period	Number and type financial instruments	Fair value at grant date	Vesting period	Grant date	Market price on grant	Number and type financial instruments	Number and type financial instruments	Value at vesting date	Fair Value
(I) Remuneration from Company preparing the accounts													
LTI Plan 21/06/2022													
Roberto Cardini (*)	Chief Executive Officer until March 14, 2024	2022/2024 Plan	---	---	Shares potentially accruing	29,000	359,020	01/01/2022 - 31/12/2024	29/07/22	12.38	Shares potentially accruing	24,070	4,930	42,146	61,033
Biagio Costantini (**)	Chief Executive Officer since March 14, 2024	2022/2024 Plan	---	---	Shares potentially accruing	25,500	315,690	01/01/2022 - 31/12/2024	29/07/22	12.38	Shares potentially accruing	21,165	4,335	37,060	53,667
Various (***)	Senior Executive	2022/2024 Plan	---	---	Shares potentially accruing	33,000	408,540	01/01/2022 - 31/12/2024	29/07/22	12.38	Shares potentially accruing	27,390	5,610	47,960	69,452
TOTAL			---			**87,500**	**1,083,250**					**72,625**	**14,875**	**127,166**	**184,152**
(II) Remuneration from subsidiaries & associated companies													
Plan A (date of the relative resolution)													
Plan B (date of the relative resolution)													
Plan C (date of the relative resolution)													
TOTAL			---			---					---		---	---	---
TOTAL			---			**87,500**	**1,083,250**				**72,625**	**14,875**	**127,166**	**184,152**

(*) At December 31, 2023, the number of share rights was 43,500. On March 14, 2024, following Mr. Cardini's resignation as Chief Executive Officer, the Board of Directors reassigned the corresponding portion due to him, granting him the portion pertaining to two fiscal years, for a total of 29,000 share rights.

(**) On March 14, 2024, following the appointment of Mr. Costantini as the new Chief Executive Officer, the Board of Directors reassigned to him, the portion due for the role of CEO for 2024. For the financial years 2022 and 2023, the new Chief Executive Officer is therefore granted the portion relating to the role of Senior Executive (a total of 11,000 share rights) and for the financial year 2024 the portion pertaining to the function of Chief Executive Officer (a total of 14,500 share rights); therefore, the total share rights amount to 25,500.

(***) At December 31, 2023, the number of share rights was 66,000. On March 14, 2024, following the appointment of the new Chief Executive Officer, the number of entitled holders in the class of Senior Executives was reduced from 4 to 3; in addition, on November 26, 2024, one of the Executive Officers left the company, losing his entitlement, and, therefore, the total number became 33,000 share rights.

Table 4/2: Financial instrument-based incentive plans, other than stock options, in favour of members of the Board of Directors, General Managers and other Senior Executives

			Financial instruments granted in previous years not vested in the year		Financial instruments granted in the year					Financial instruments vested in the year and not allocated	Financial instruments vested in the year and allocated		Financial instruments accruing in the year
A	B	1	2	3	4	5	6	7	8	9	10	11	12
Name	Office	Plan	Number and type financial instruments	Vesting period	Number and type financial instruments	Fair value at grant date	Vesting period	Grant date	Market price on grant	Number and type financial instruments	Number and type financial instruments	Value at vesting date	Fair Value
(I) Remuneration from Company preparing the accounts													
LTI Plan 07/05/2025													
Biagio Costantini	Chief Executive Officer	2025/2027 Plan	---	---	Shares potentially accruing	37,500	321,375	01/01/2025 - 31/12/2027	07/05/25	8.57	Shares potentially accruing 37,500	---	---	107,125
Various (*)	Senior Executive	2025/2027 Plan	---	---	Shares potentially accruing	165,000	1,414,050	01/01/2025 - 31/12/2027	07/05/25	8.57	Shares potentially accruing 165,000	---	---	471,350
TOTAL			---			**202,500**	**1,735,425**				**202,500**	---	---	**578,475**
(II) Remuneration from subsidiaries & associated companies													
Plan A (date of the relative resolution)													
Plan B (date of the relative resolution)													
Plan C (date of the relative resolution)													
TOTAL			---			---					---	---	---	---
TOTAL			---			**202,500**	**1,735,425**				**202,500**	---	---	**578,475**

(*) On May 7, 2025, the Board of Directors of Zignago Vetro S.p.A. identified a total of 10 Senior Executives, entitled to a total of 165,000 rights (which grant the right to an equal number of shares).

On January 30, 2026, a Senior Executive terminated his employment with the Company. Being a “good leaver” under the Plan, he had accrued only 5,500 rights (compared to a theoretical allocation of 16,500 over the three-year period); these will be granted with the approval of the December 31, 2027 financial statements based on whether or not the Plan's targets are met. The total number of rights to be potentially granted to Senior Executives is 154,000.

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