ZIGNAGO VETRO

Company Presentation

& Financial Results

Discover Italy in Paris 2025

January 30th, 2025

ZIGNAGO VETRO

Summary

Zignago Vetro organization

3 COMPANY STRUCTURE

4 ZIGNAGO HOLDING

5 ZIGNAGO VETRO MILESTONES

6 BUSINESS UNITS

7 INTERNATIONAL PRESENCE

8 OUR CORE BUSINESS

9 OUR IDENTITY

10 BUSINESS MODEL

11 COMMERCIAL PRESENCE

Financial results

12 SALES AND PROFITABILITY TRACK RECORD

13 FY22 REVENUES & PROFITABILITY

14 FY22 REVENUES & PROFITABILITY BY BU

16 1H 2023 REVENUES & PROFITABILITY

17 1H 2023 REVENUES & PROFITABILITY BY BU

19 ZV GROUP – BALANCE SHEET

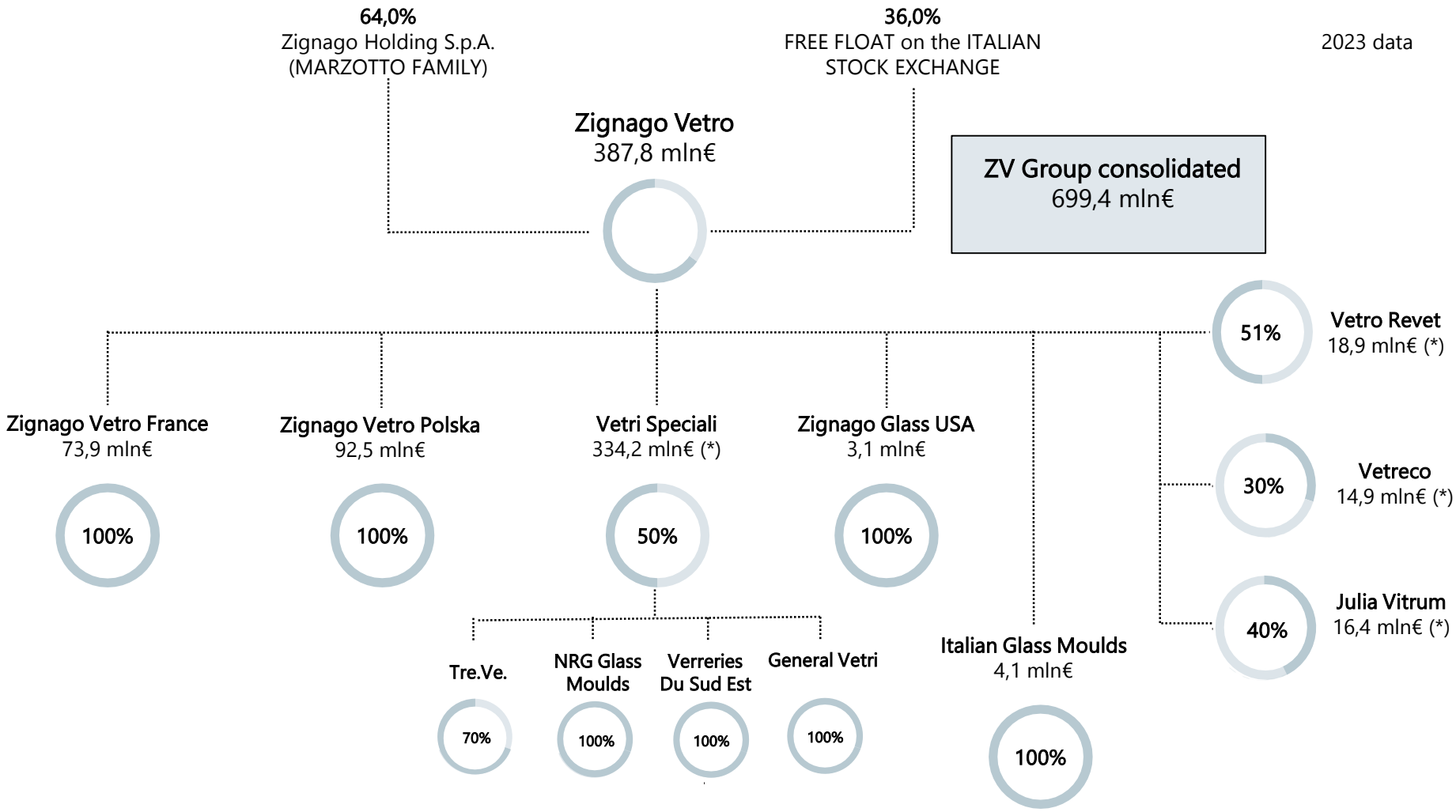
20 ZV GROUP – CASH FLOW FROM OPERATION & CAPEX

21 FINANCIAL STRUCTURE, EPS & DIVIDENDS

Annex

22 ESG APPROACH

Company structure

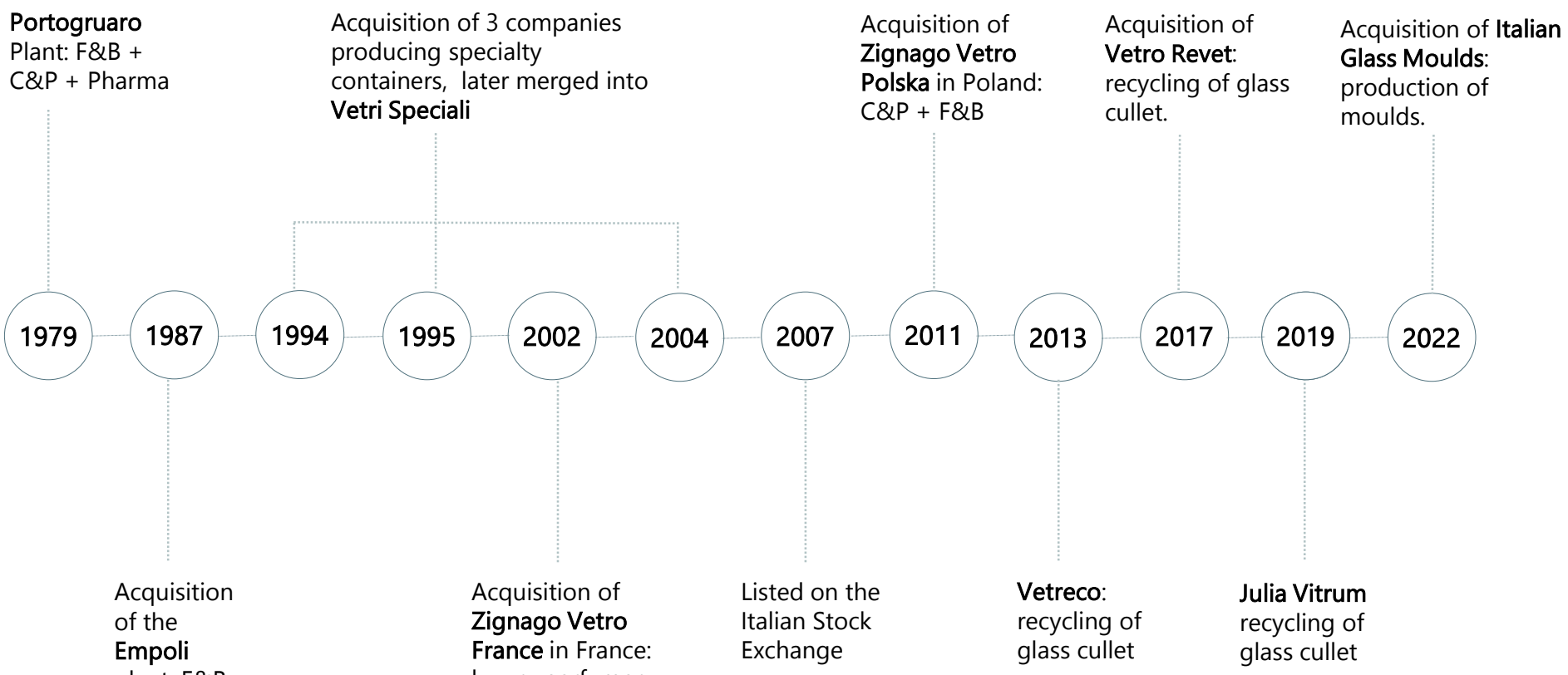


*100% of turnover

Zignago Holding

Zignago Vetro is the parent company of a group of glassworks. It is part of Zignago Holding S.p.A, a dynamic organization located in North-East Italy, consisting of a diversified portfolio of businesses controlled and owned by the Marzotto Family.

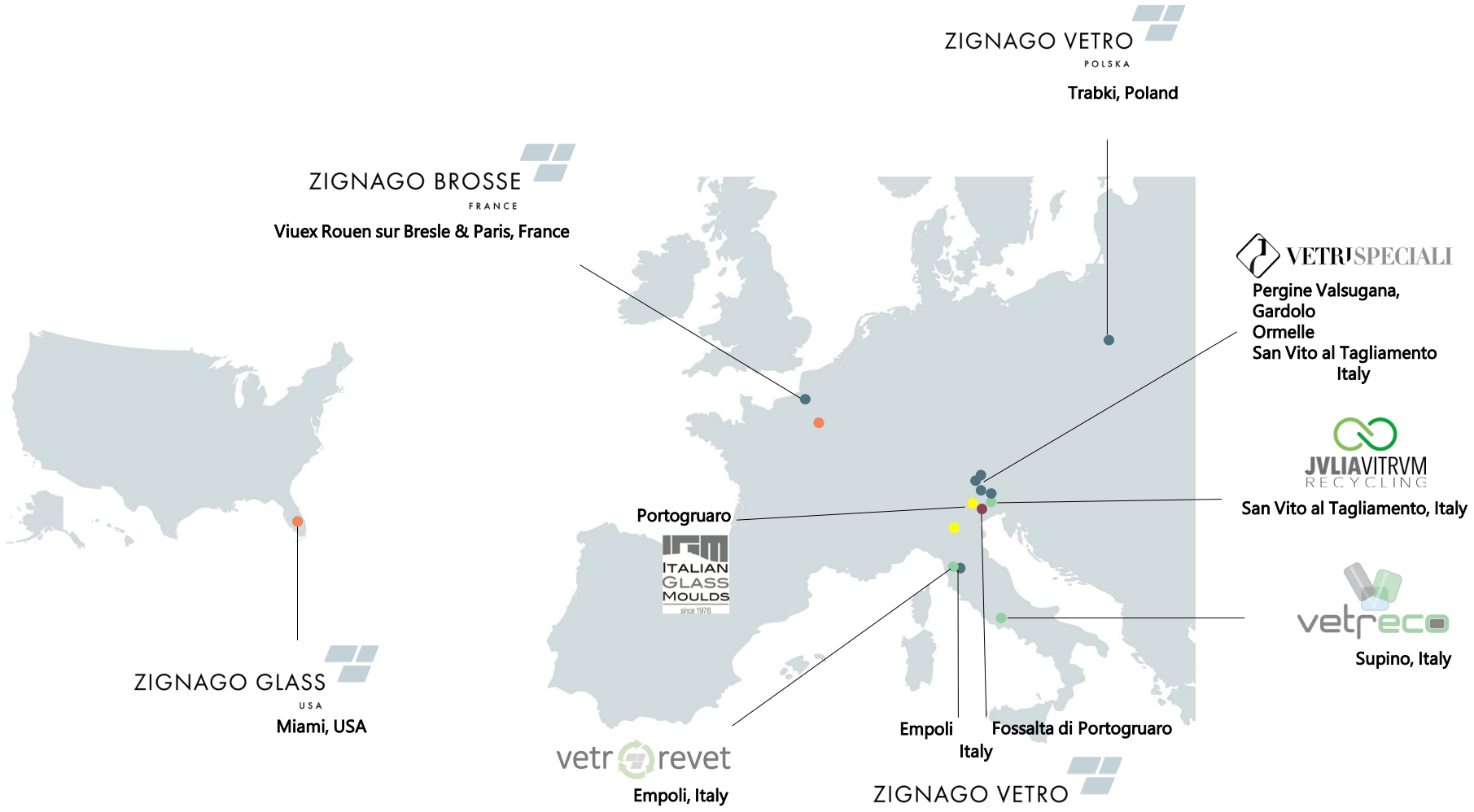
Zignago Vetro milestones



Business Units

2023 (€m)	MARKET SEGMENTS	PRODUCTS	MAIN CHARACTERISTICS	COMPETITIVE ADVANTAGE
ZIGNAGO VETRO Sales € 387,8	Food & Beverage Cosmetics & Perfumery		Flexibility, efficiency, and technical know-how are keys to success. Focus on selected segments of food & beverage and cosmetics & perfumery.	✓ Flexibility ✓ Quality
ZIGNAGO VETRO FRANCE Sales € 73,9	Luxury Perfumery		Extraordinary catalogue of high-quality and efficient products. Focus on the luxury perfumes market.	✓ Quality ✓ Innovation
ZIGNAGO VETRO POLSKA Sales € 92,5	Food & Beverage Cosmetics & Perfumery		Wide range of personalized products for niches of the global glass containers market for cosmetics & perfumery and for food & beverage.	✓ Personalization ✓ Production of small lots
VETRI SPECIALI Sales € 334,2	Specialty containers		Highly personalized special glass containers, produced in very small lots with the utmost attention to efficiency.	✓ Personalization ✓ Production of small lots
VETRECO Sales € 14,9 **VETRO REVET** Sales € 18,9 **JULIA VITRUM** Sales € 16,4	Glass cullet recycling		Cutting-edge technology for processing cullet according to the highest standards of color separation to produce the best quality of finished cullet.	✓ Located in strategic areas with a strong growth potential
ITALIAN GLASS MOULDS Sales € 4,1	Moulds production and sale		High technology and well-established know-how	✓ Synergy and diversification

International presence



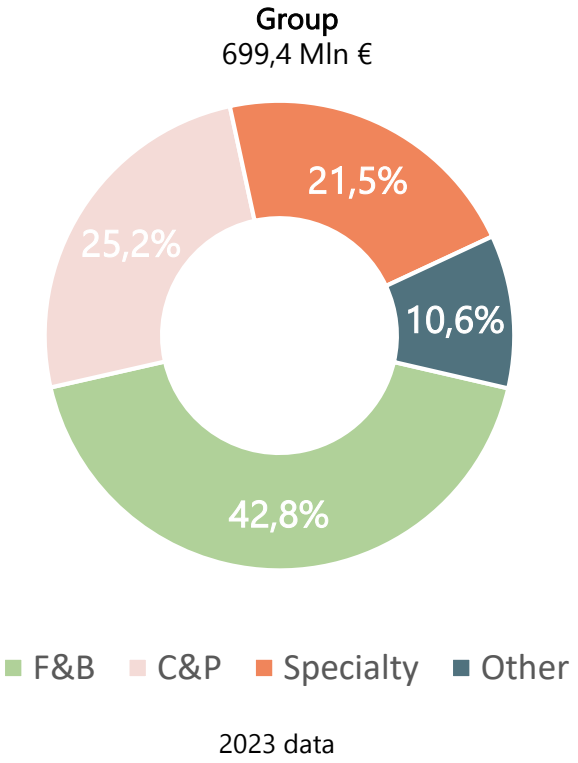
Glass companies · Sales office · HQ · Glass recycling · Moulds production

Our core business

Zignago Vetro Group is among the leading producers of hollow glass containers in Italy and is one of the most important players on an international level. Our main markets are:

- **Food and Beverage**
- **Cosmetics and Perfumery**
- **Specialty Containers**

Thanks to our know-how and flexibility, we are uniquely positioned to produce a broad spectrum of products, standard & customized, with different colours, shapes and dimensions, for these markets.



Our identity

VALUES

VISION

To give form to ideas and substance to creativity.

MISSION

To give a future to the tradition of glass by creating innovative and sustainable products that improve people's everyday lives, while taking care of our communities and the environment.

STRATEGY

We are a dynamic Group, with a strong international mindset.

TRADITION

Combining business goals with social and ethical vision, by focusing on sustainability.

Business model

PEOPLE
An essential and distinctive element of the Group's success.

FLEXIBILITY AND EFFICIENCY
Zignago Vetro Group offers products that differ greatly, ranging from standard to customized items, to those offering very significant innovations, up to the production of specialty containers featuring shapes, colors, dimensions, and production lots that are extremely far from the conventional ones.

INNOVATION
We pay a high attention in both product and process innovation, with the aim to realize our products in the best possible way.

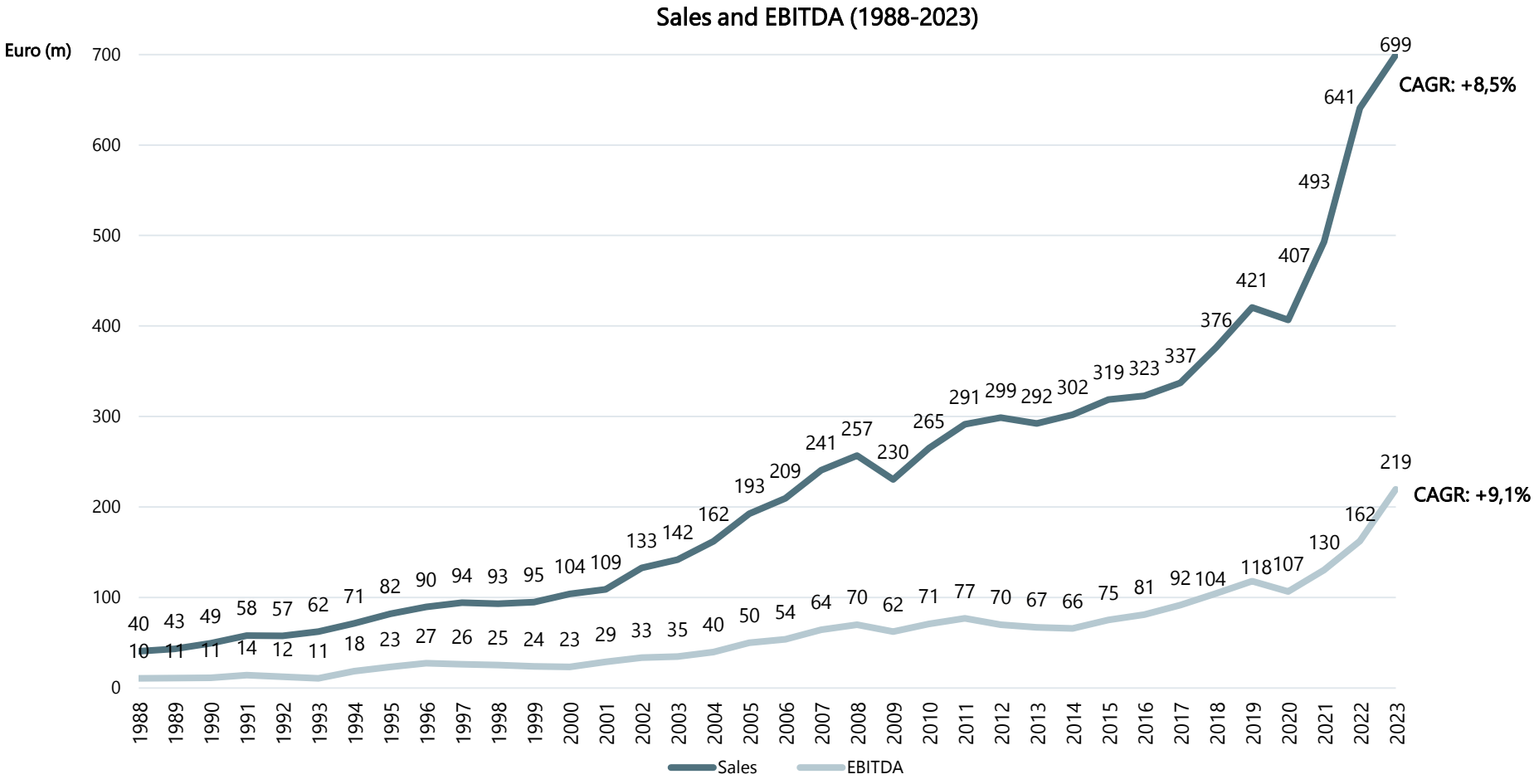
QUALITY
Intended as an added value that is expressed through flexibility in responding to changing market demands, after-sales assistance, and a transparent and collaborative approach.

Commercial presence

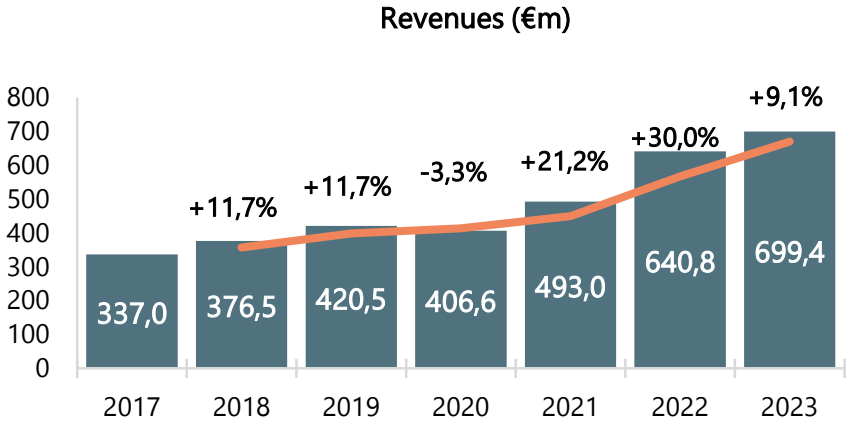
	Concentration rate of the first 5 clients[1]	Customer loyalty (revenues)[2]
Zignavo Vetro	19%	92%
ZV France	49%	92%
ZV Polska	20%	91%
Vetri Speciali	27%	92%

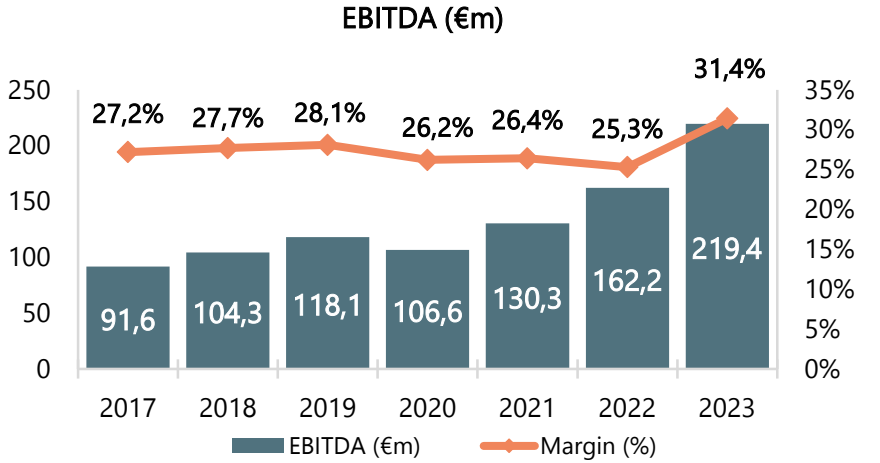
[1] Net of intercompany sales
[2] Revenues from customers present also in the previous 2 years (net of intercompany sales)

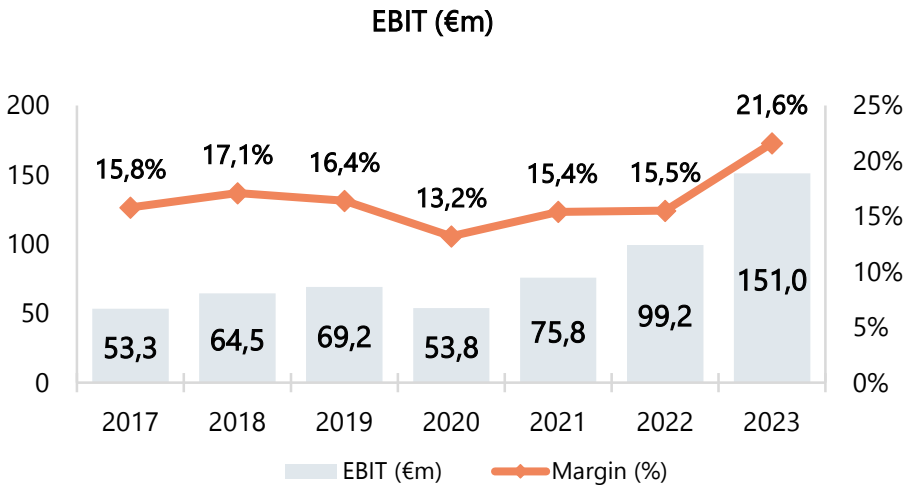
Sales and profitability track record

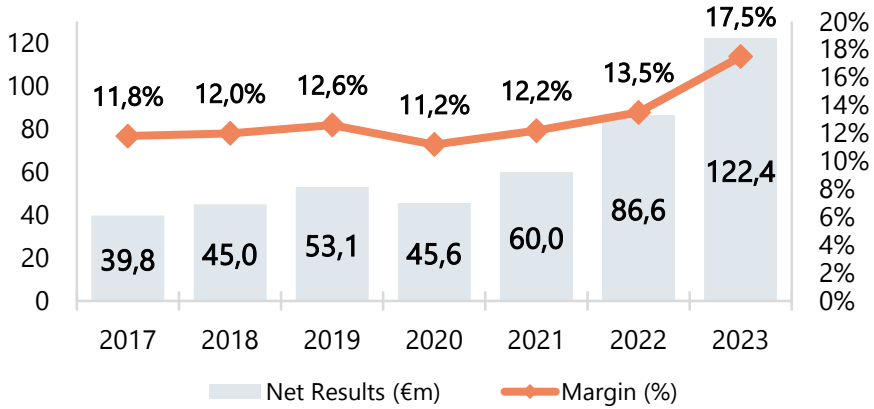


FY 2023 revenues & profitability





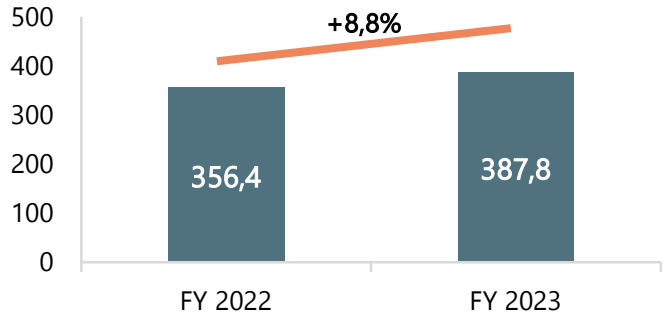




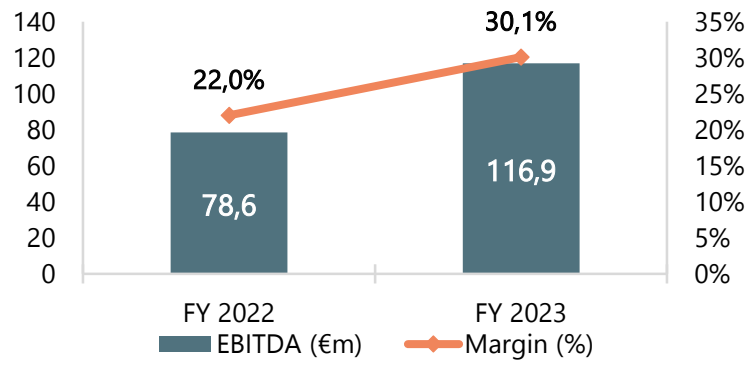
FY 2023 revenues & profitability by BU

ZIGNAGO VETRO

Revenues (€m)

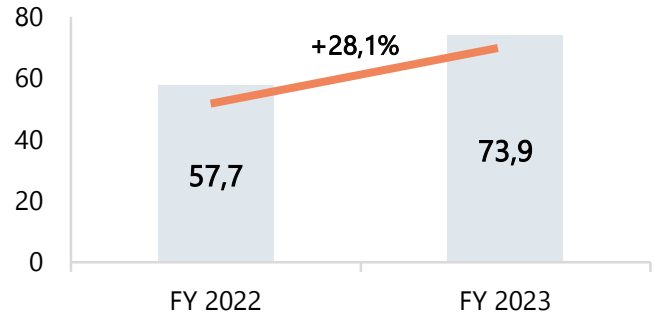


EBITDA (€m)

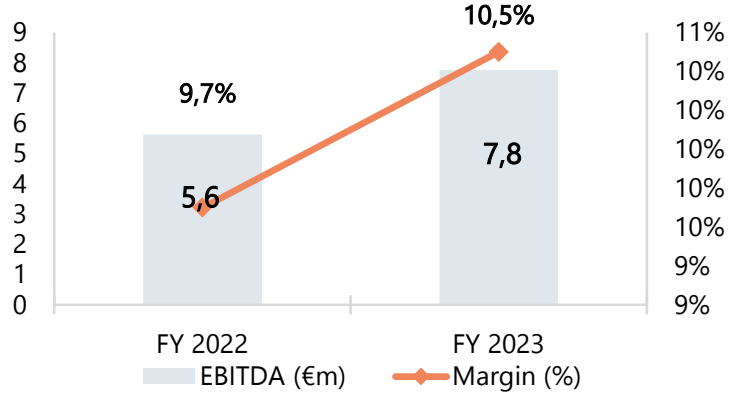


ZIGNAGO VETRO FRANCE

Revenues (€m)



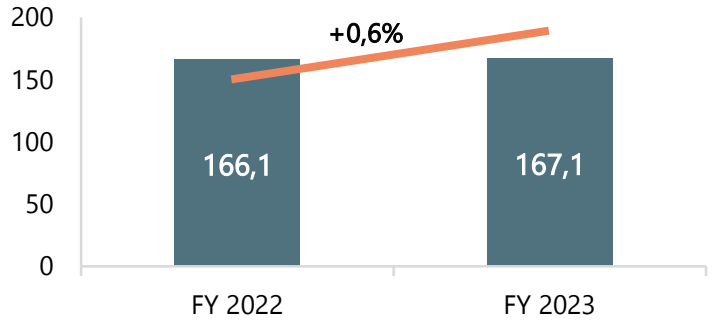
EBITDA (€m)



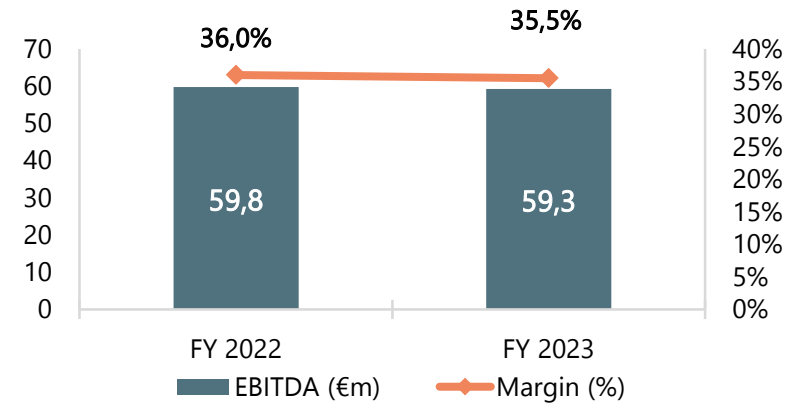
FY 2023 revenues & profitability by BU

VETRI SPECIALI (50%)

Revenues (€m)

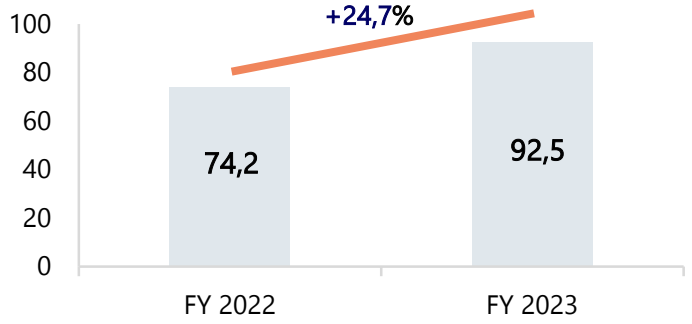


EBITDA (€m)

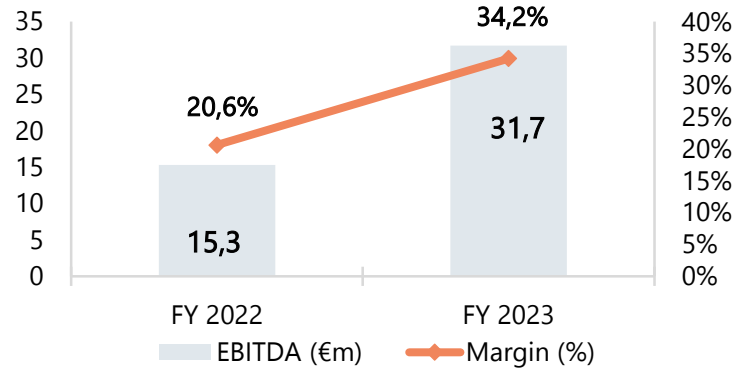


ZIGNAGO VETRO POLSKA

Revenues (€m)

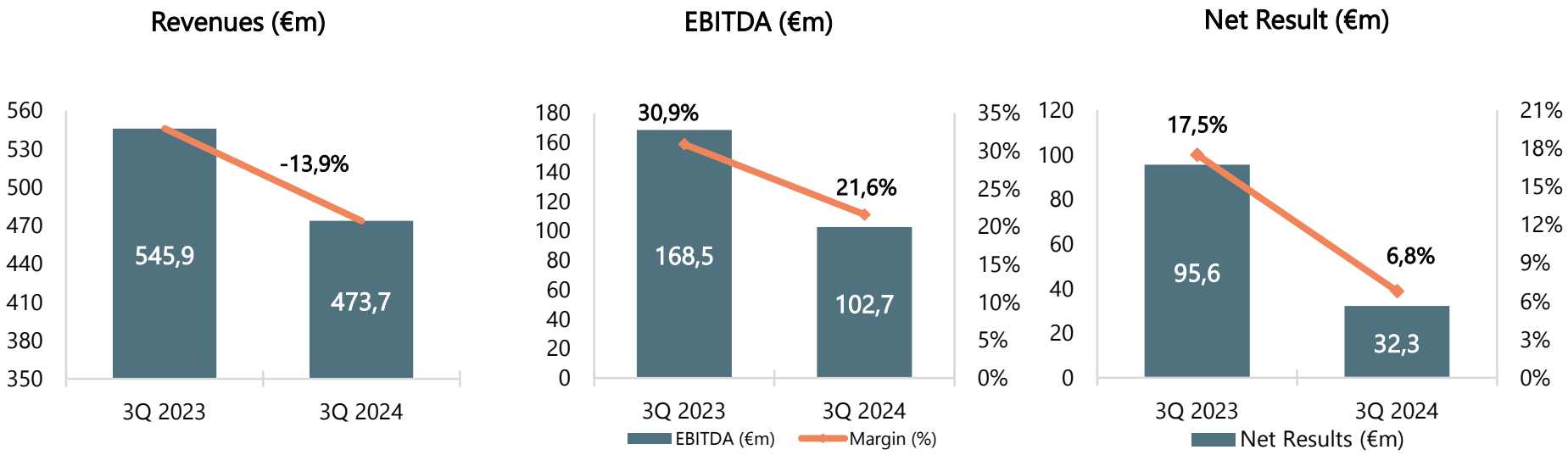


EBITDA (€m)



3Q 2024 revenues & profitability

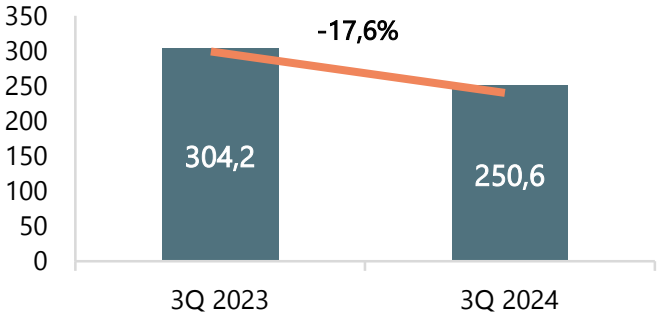
ZIGNAGO VETRO GROUP



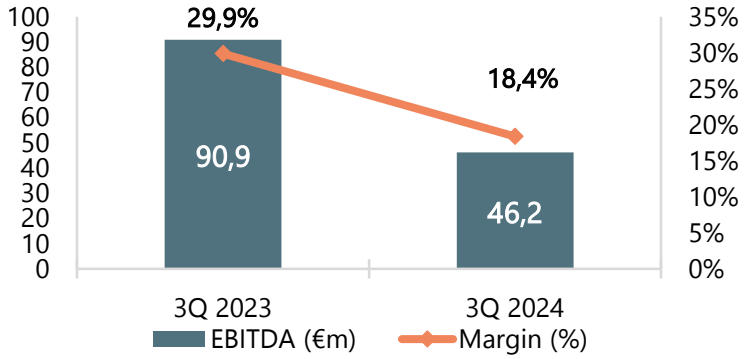
3Q 2024 revenues & profitability by BU

ZIGNAGO VETRO

Revenues (€m)

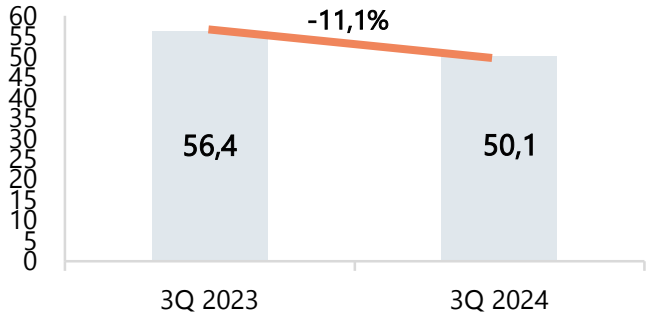


EBITDA (€m)

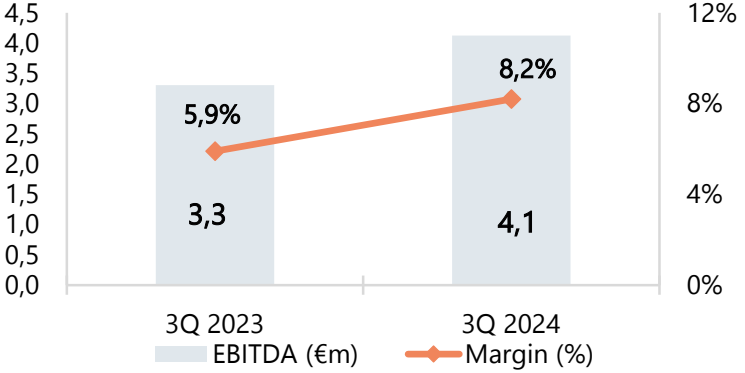


ZIGNAGO VETRO FRANCE

Revenues (€m)



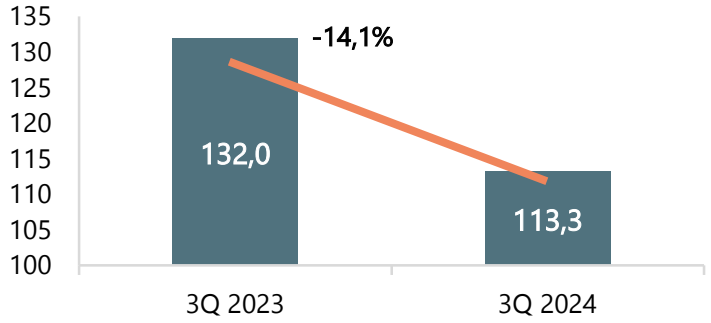
EBITDA (€m)



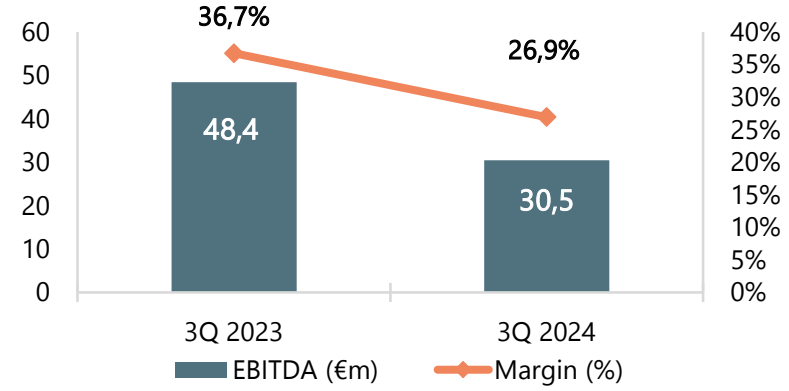
3Q 2024 revenues & profitability by BU

VETRI SPECIALI (50%)

Revenues (€m)

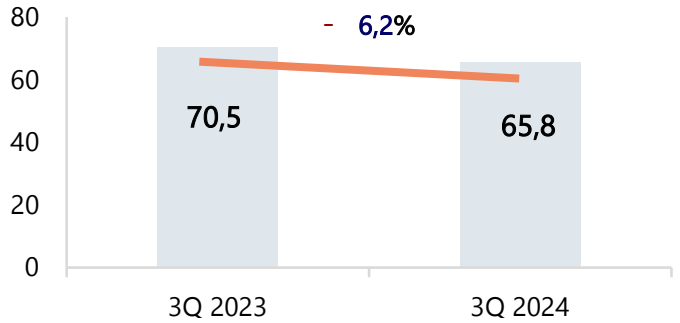


EBITDA (€m)

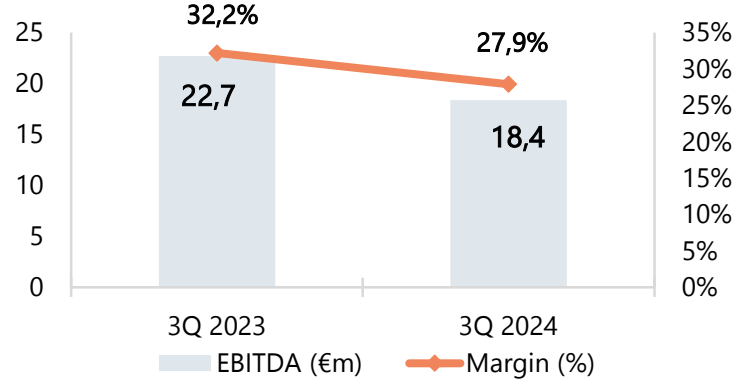


ZIGNAGO VETRO POLSKA

Revenues (€m)

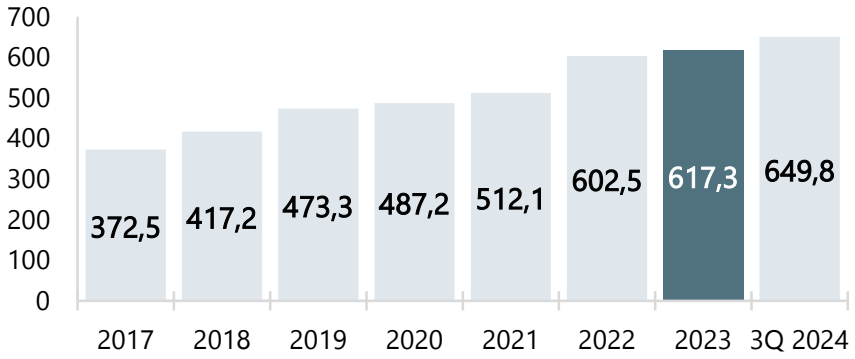


EBITDA (€m)

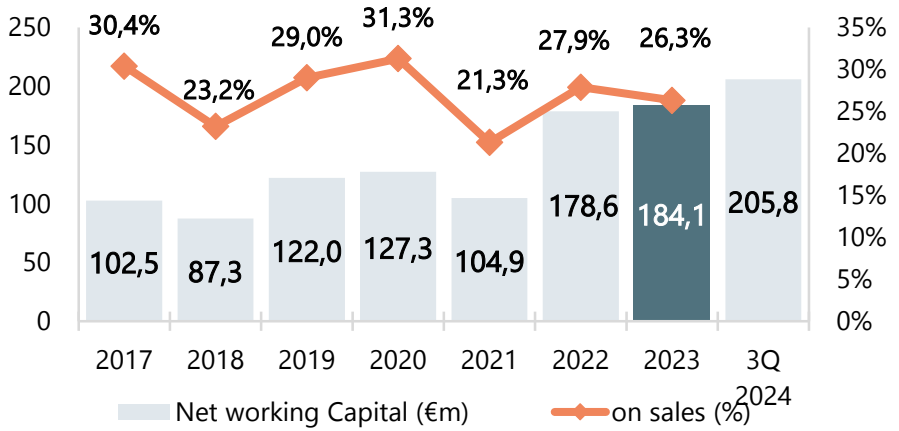


ZV Group – Balance sheet

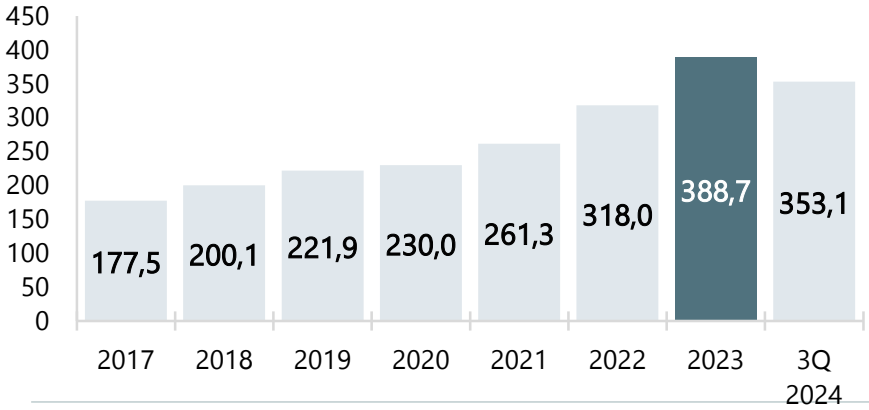
Net Capital Employed (€m)



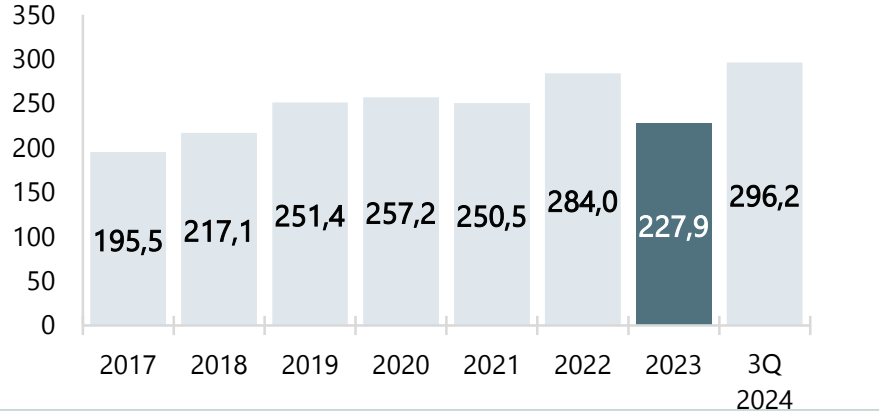
Net Working Capital (€m)



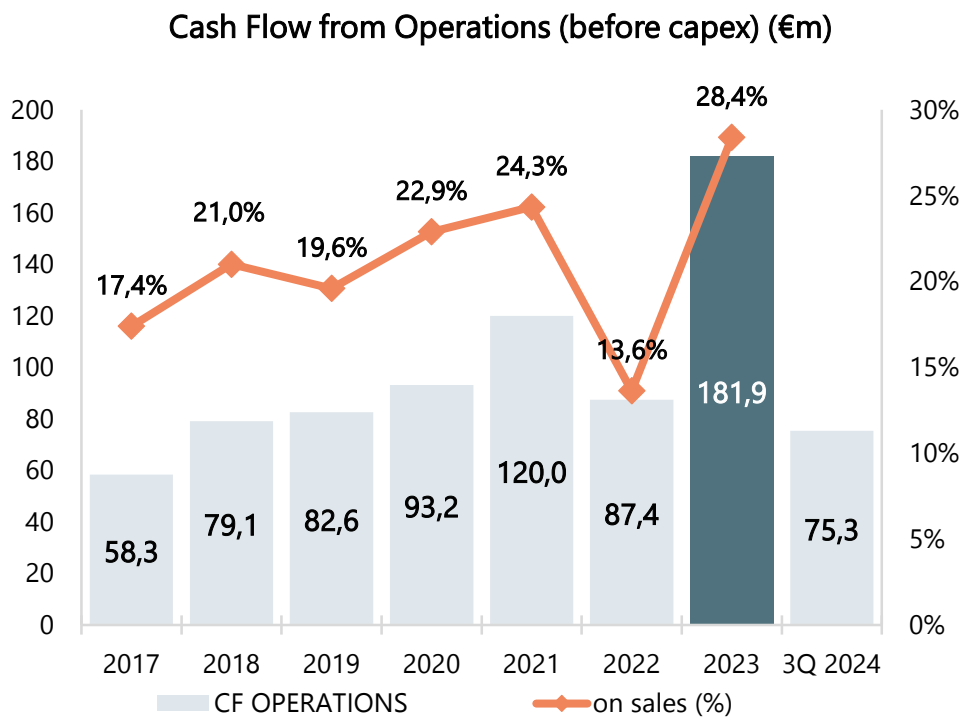
Net Equity (€m)

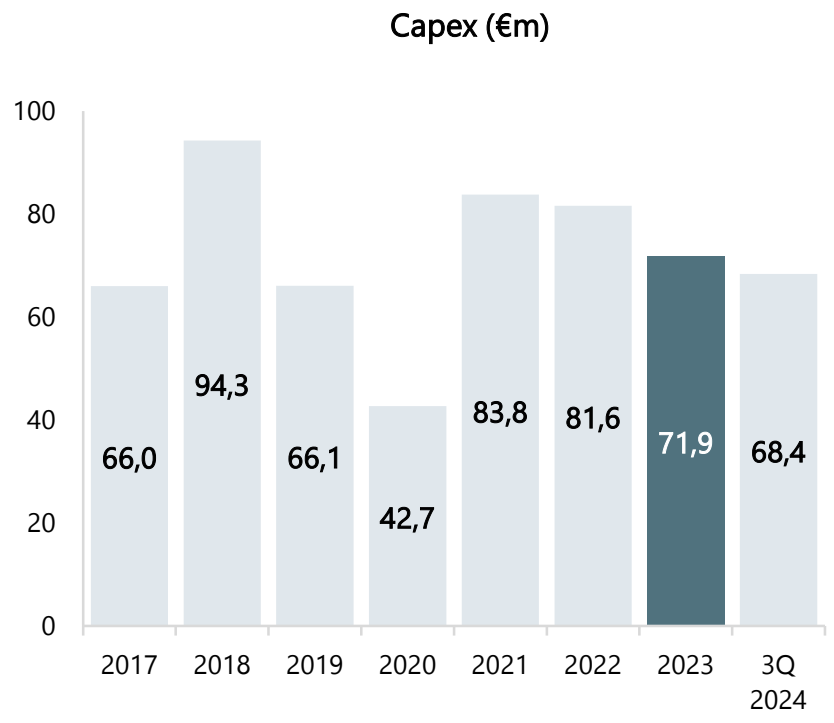


Net Financial Debt (€m)



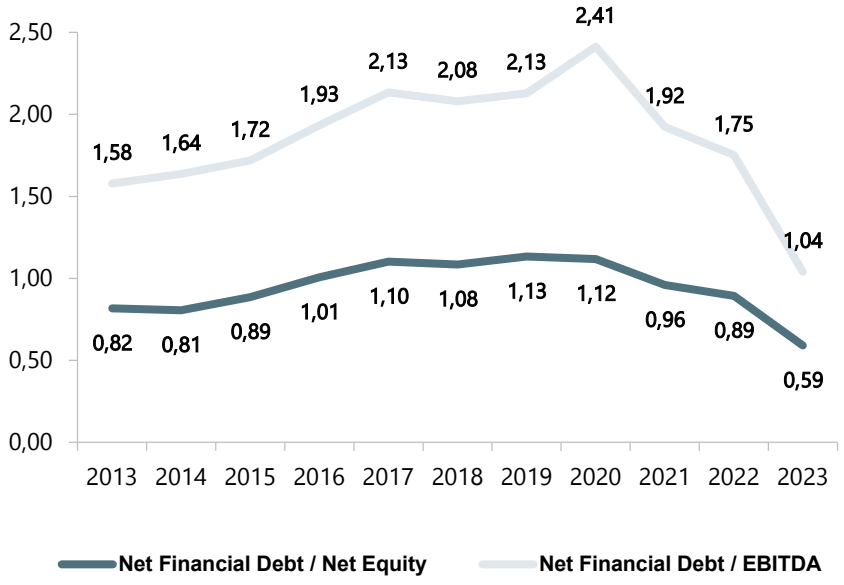
ZV Group – Cash flow from operation & capex



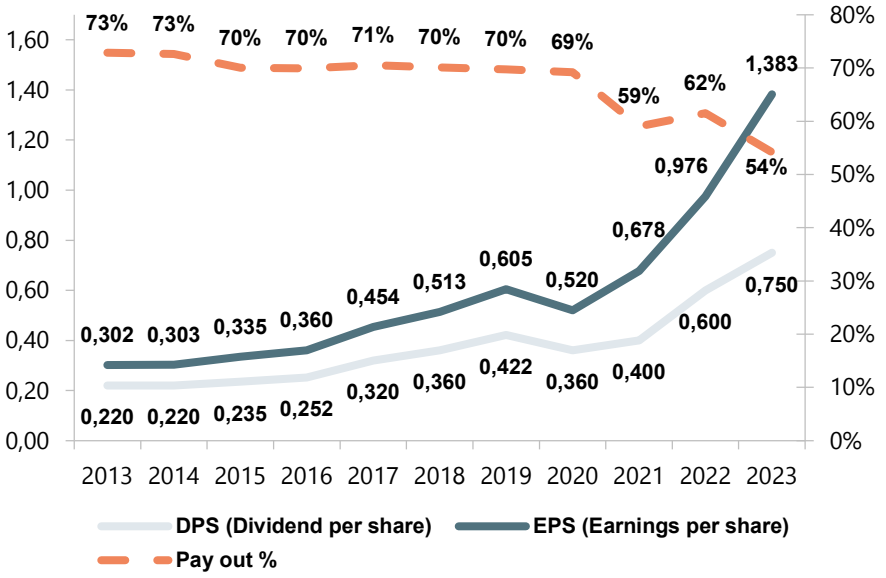


Financial structure, EPS & dividends

Key financial structure ratios



EPS and Dividend distribution (Euro)



Annex

ESG Approach

Discover Italy in Paris 2025

January 30th, 2025

ZIGNAGO VETRO

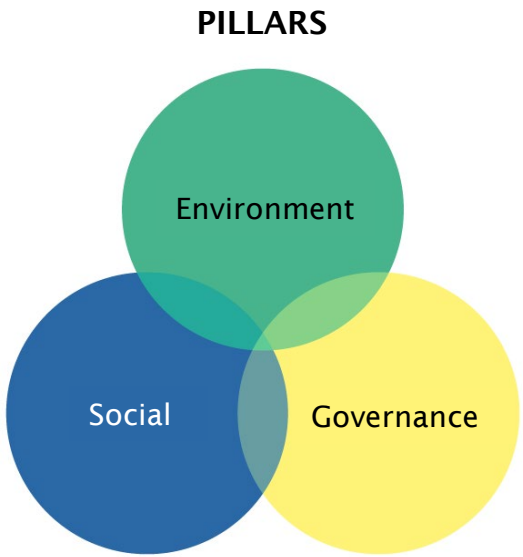
ESG (Environment, Social, Governance)

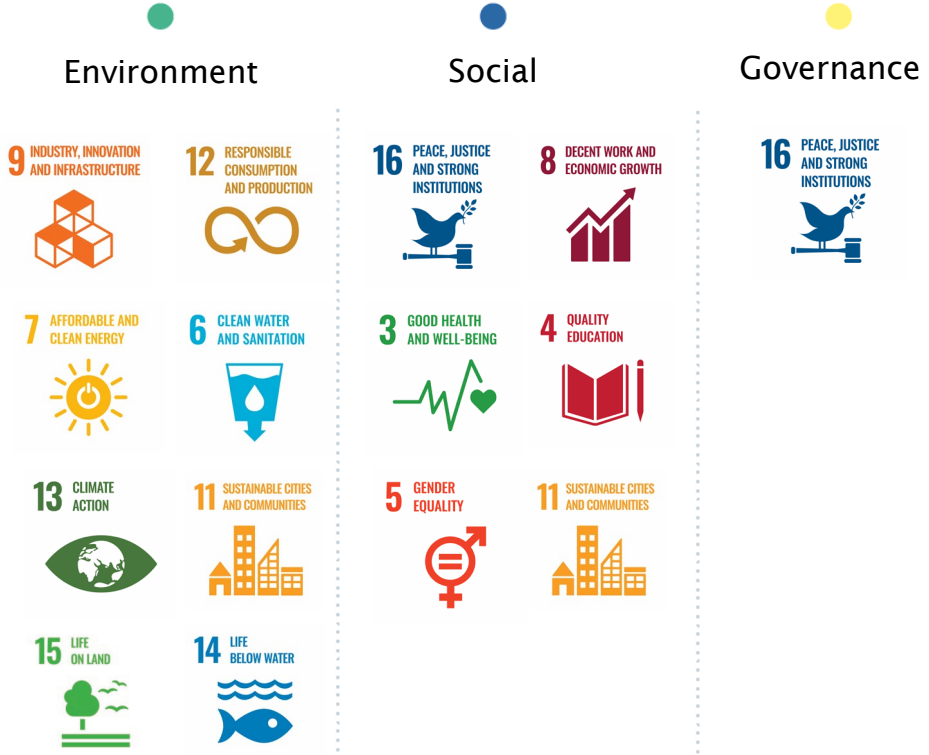
Our Mission:

To give a future to the tradition of glass by creating innovative and sustainable products that improve people's everyday lives, while taking care of our communities and the environment.

ESG (Environment, Social, Governance)

Aware of its role for the sustainable development, Zignago Vetro has linked its activities to the **2030 Agenda of the United Nations**, focusing mainly on the subsequent 13 Goals that are connected to 3 main pillars:





The entire analysis and defined KPIs are available on the Sustainability Report (https://zignagovetro.com/esg-kpi-e-reports/).

ESG - Environment

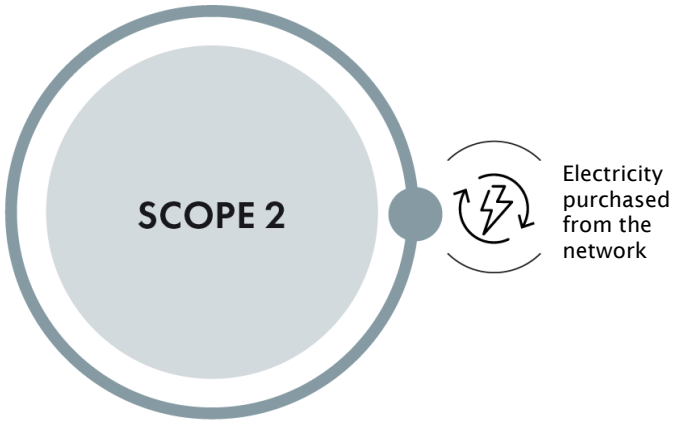
2023 main Environmental achievements vs 2022:

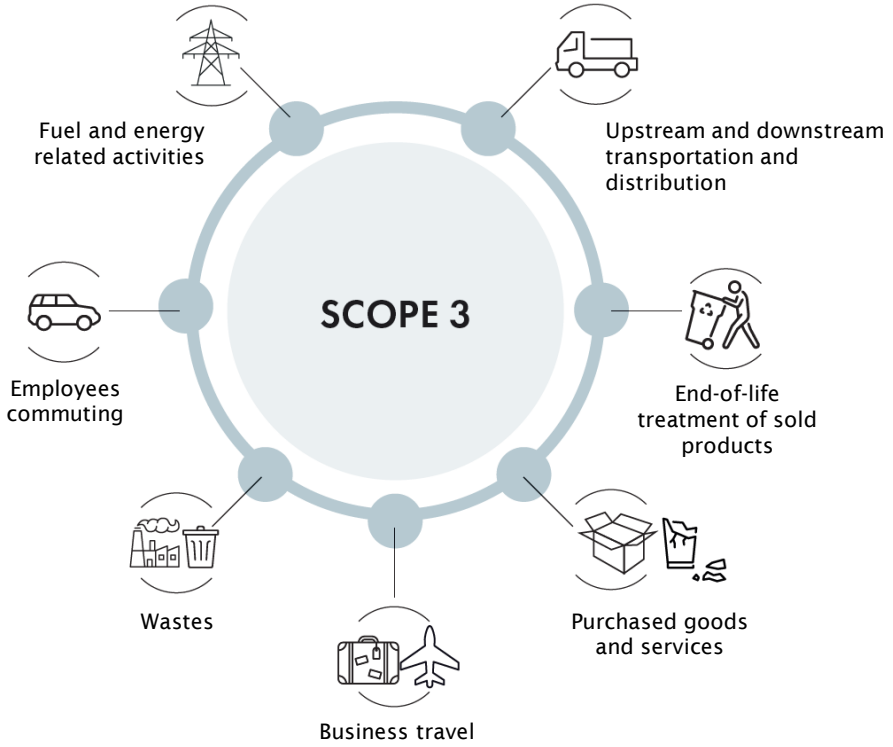
- the % of **PCR** used on total glass produced has decreased by **-9,0%** (-2,0% vs 2021);
- CO2 specific emissions (Scope 1 and 2) have decreased by **-6,0%** due to natural gas supply risks (-0,2% vs 2021);
- the energy consumption per ton of melted glass have increased by **+1,8%** (+0,4% vs 2021);
- 46,0% of electricity from renewable resources.

- specific water consumption per ton of melted glass has significantly decreased by **-24,4%** (-51,8% vs 2021);
- ordinary waste per ton of melted glass has decreased by **-5,7%** (-24,6% vs 2021);
- **total absence** of environmental accidents in all the sites of the Group.

ESG - Environment

In January 2020 we've started a special project dedicated to the **reduction of CO2 emissions**. The aim is to improve our performance and get significant reduction of CO2 emissions, by focusing on those of Scope 2 and Scope 3.





Certifications

The Group has elaborated a strategic program for the achievement of various **certifications** in the next 4 years:

	Zignago Vetro Italy (Fossalta)	Zignago Vetro Italy (Empoli)	Zignago Vetro France	Zignago Vetro Polska	Vetro Revet	Italian Glass Moulds
ISO 9001 (Product quality)	✓	✓	✓	✓	✓	✓
ISO 14001 (Environment)	✓	✓	Within 2025	✓	✓	Within 2027
ISO 50001 (Energy)	✓	✓	-	✓	Not relevant	Not relevant
ISO 45001 (Workplace safety)	Within 2024	Within 2024	Within 2026	Within 2025	Within 2026	Within 2027
FSSC 22000 (Food safety)	✓	✓	-	✓	Not applicable	Not applicable
UNI EN 15593 (Food safety)	Changed with FSSC 22000	Changed with FSSC 22000	-	✓	Not applicable	Not applicable

In 2023:

- Zignago Vetro Italy (Fossalta & Empoli) has achieved ISO 50001
- Zignago Vetro Polska has achieved FSSC 22000

ESG certifications

	Ecovadis	CDP Climate Change	CDP Water Security	Sustainalytics (since 2021)	Morningstar (since 2021)	EthiFinance (since 2020)	Moody's (since 2019)	MSCI (since 2020)	S&P (since 2023)
2024	**90/100 Platinum**	**A-**	**A-**	**12,2**	**in progress**	**in progress**	**in progress**	**BBB**	**52/100**
2023	**85/100 Platinum**	**A-**	**A-**	**11,6**	Regional Top-Rated Badge	**64/100**	**50/100**	**BBB**	**49/100**
2022	**85/100 Platinum**	**B**	**A-**	**12,2**	Regional Top-Rated Badge	**64/100**	**50/100**	**BB**	-
2021	83/100 Platinum	B*	B*	11,9	Regional Top-Rated Badge	61/100	42/100	BB	-
2020	62/100 Silver	B*	B*	-	-	53/100	38/100	BB	-
2019	59/100 Silver	B*	B-*	-	-	28/100	28/100	-	-
2018	55/100 Silver	B*	B-*	-	-	-	-	-	-

* Increasing score within the same range ** Index not yet available

In 2023:

- **Platinum Medal** by Ecovadis, being included in the **top 1%** of rated companies;
- we've been positioned **over the sector-related average** by ex Gaïa Rating;
- Sustainalytics has awarded Zignago Vetro a rating of **11,6**, putting it in 615rd place out of 15.974 companies overall; 8th out of 105 firms in the "Containers & Packaging" sector; and 6th out of 68 businesses in that of "Metal & Glass Packaging";
- "**REGIONAL TOP-RATED BADGE**" for 2023 by Morningstar.

ESG - Social

2023 main Social achievements vs 2022:

- total workforce has increased by +1,8% (+3,9% vs 2021);
- whereas the **female workforce** represents 34,7% of the total workforce;

- Corporate Welfare Plan implemented in ZV Italy;
- insurance policy extended for situations outside of work;
- smart-working implemented in all the compatible business functions;
- starting of a social inclusion project with Futura Social Cooperative;

- Zignago Vetro Academy project;

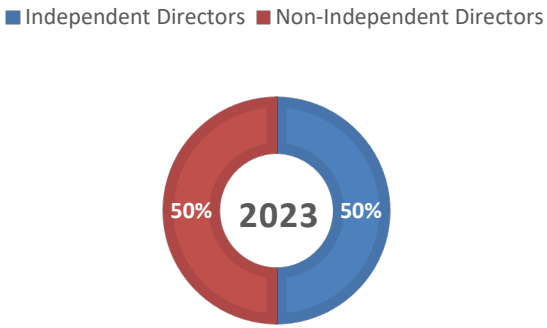
- ESG suppliers evaluation procedure: **100%**;

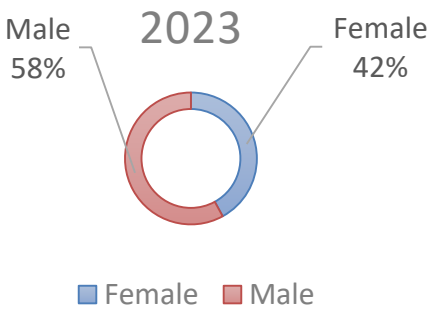
- **UN Global Compact** participation.

Governance: Board of Directors

The structure of Board of Directors is characterized by gender and independency balance:

Name and last name	Executive Not executive Independent Minority list
Nicolò Marzotto	NE
Biagio Costantini	E
Gaetano Marzotto	NE
Stefano Marzotto	NE
Luca Marzotto	NE
Ferdinando Businaro	NE
Alessia Antonelli	NE, I
Giorgina Gallo	NE, I
Daniela Manzoni	NE, I
Franco Moscetti	NE, I
Roberta Benaglia	NE, I
Barbara Ravera	NE, I, LM





Also, starting from November 1st , 2020, **we've separated the Chairman's position from the CEO's one**.

Governance: risk management system & fiscal transparency

The Group's governance has an **Internal Control and Risk Management System**, aimed at identifying, measuring and monitoring the principal risks. The main bodies are:

- the Board of Directors;
- the Director in charge of the Internal Control and Risk Management System;
- the Control and Risks Committee;
- the Internal Audit Manager;
- the Board of Statutory Auditors;
- the Supervisory Board.

The main elements upon which the Internal Control System is based are as follows:

- The Ethics Code;
- Organizational structure;
- Powers and delegations.

The Group's operations are based on the maximum levels of fiscal accuracy:

- the Group has registered **0 cases** of corruption;
- the financial data are subject to a double control by the auditing company and the fiscal advisors used by the Group's companies.

Governance: ESG Framework

Since 2019 Zignago Vetro has implemented a complete **ESG FRAMEWORK**, which is structured as follows:

- ESG POLICY

- ESG ORGANIZATIONAL STRUCTURE:
  - ESG COMMITTEE
  - ESG COORDINATOR
  - ESG CONSULTANTS

- ESG GOVERNANCE:
  - ESG STRATEGY
  - ESG POLICIES
  - ESG'S OBJECTIVES SYSTEM & MEASUREMENT OF THEIR ACHIEVEMENT

ESG PERFORMANCE-RELATED PAY:

from 2020, the company has linked a significant component of performance-related pay remuneration to the achievement of specific ESG objectives.

The results achieved in 2023 have satisfied 100% of the objectives.

Environment: KPIs and Goals

TOPIC	KPIs	2021 Achieved Goal	2022 Achieved Goal	2023 Achieved Goal	2030 Strategic Goal
Raw materials management	% of **PCR** used on total glass produced	49,6%	53,4%	48,6%	70,0%
Packaging management	% of recycled packaging or packaging containing recycled material	Increased	Decreased	Decreased	Keep Increasing
Energy efficiency	Energy consumption per ton of melted glass	Δ%: -0,7%	Δ%: -2,4%	Δ%: +1,8%	Δ%: -55,4%
	% of electricity from renewable resources	44,6%	44,6%	46,0%	100%
Water management	Specific water consumption per ton of melted glass	Δ%: -32,8%	Δ%: -36,3%	Δ%: -24,4%	Δ%: -58,5%
Emissions	CO2 specific emissions (Scope 1 and 2)	Δ%: -2,3%	Δ%: +6,2%	Δ%: -6,0%	Δ%: -30,1%
	Sustainable logistics	Multimodal transport system	Multimodal transport system	Multimodal transport system	Keep implementing
Waste Management	Ordinary waste per ton of melted glass	Δ%: -4,7%	Δ%: -20,0%	Δ%: -5,7%	n.a.
Biodiversity	# of environmental accidents	0	0	0	0
Environment-related projects	Supported initiatives	0,25% of the consolidated annual result dedicated to these initiatives	0,25% of the consolidated annual result dedicated to these initiatives	0,25% of the consolidated annual result dedicated to these initiatives	0,25% of the consolidated annual result dedicated to these initiatives

Social: KPIs and Goals

TOPIC	KPIs	2021 Achieved Goal	2022 Achieved Goal	2023 Achieved Goal	2030 Strategic Goal
Human Resources management	Outgoing turnover	4,1%	7,4%	8,0%	n.a.
	Work-life balance initiatives	Ongoing	Ongoing	Ongoing	Ongoing
	Corporate Welfare plan	Implemented in Italy	Implemented in Italy	Implemented in Italy	To be extended in other plants
Health and safety in the workplace	Accidents' trend	Δ%: +20,0%	Δ%: 0,0%	Δ%: 0,0%	Keep lowering
Consumers' Health & Safety	Defective products affecting consumers' H&S	0 cases	0 cases	0 cases	0 cases
Personnel training	N. of training hours	23.999	27.550	21.823	Improve the n. of hours
Protection of diversity, equal opportunities and non-discrimination	Social inclusion policies	Social inclusion project in all plants	Social inclusion project in all plants	Social inclusion project in all plants	Improve social inclusion policies
Suppliers' management	Favoring local suppliers & implementation of the Suppliers' Code of Conduct	Achieved	Achieved	Achieved	Ongoing
Social-related projects	Supported initiatives	0,25% of the consolidated annual result dedicated to these initiatives	0,25% of the consolidated annual result dedicated to these initiatives	0,25% of the consolidated annual result dedicated to these initiatives	0,25% of the consolidated annual result dedicated to these initiatives

Governance: KPIs and Goals

TOPIC	KPIs	2021 Achieved Goal	2022 Achieved Goal	2023 Achieved Goal	2030 Strategic Goal
Fiscal transparency	Corruption cases	0	0	0	0
Governance structure	Operative structure and committees able to guarantee proper level of management quality	Achieved	Achieved	Achieved	Ongoing achievement
Remuneration system	Component of incentive remuneration linked to ESG targets achievement	Implemented	Implemented	Implemented	Ongoing implementation
Internal Control and Risk Management System	Operative structure and committees able to guarantee proper risk management	Achieved	Achieved	Achieved	Ongoing achievement

ZIGNAGO VETRO

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