ZIGNAGO VETRO

ESG Disclosure Supplement

This disclosure is intended to strengthen the Zignago Vetro Group's transparency on ESG disclosure in response to requests from stakeholders, including leading international rating agencies.

INTRODUCTION

This document supplements the information provided in the Consolidated Sustainability Statement 2025 (hereinafter also referred to as the "Statement" or "Sustainability Statement") of the Zignago Vetro Group (hereinafter also referred to as "Zignago Vetro" or the "Group").

While the Sustainability Statement was prepared in strict compliance with the European Sustainability Reporting Standards (ESRS) - focusing on the material topics identified in the Double Materiality Assessment - the Group recognises the value of providing a more granular information set. This supplement responds to its desire to maintain transparent dialogue with stakeholders, providing data on topics which, while not exceeding the materiality thresholds set by the ESRS framework for the reporting year, are considered pillars of the business model of Zignago Vetro S.p.A. (hereafter also "Zignago Vetro") and are analysed by leading international ESG ratings agencies (e.g. MSCI, S&P Global, Sustainalytics and EcoVadis).

Reporting Scope

To ensure maximum data accuracy and relevance, the Group segments the information provided within this document by scope, based on the nature of impacts according to the relevant section:

- Sections relating to the supplementation of Risk analysis and Environmental disclosures: this scope is limited to hollow glass production plants (Zignago Vetro S.p.A.: Fossalta di Portogruaro [VE] and Empoli [FI] plants, Zignago Vetro France SAS and Zignago Vetro Polska SA). As glassworks are the Group's most energy-intensive sites and those that create the most significant environmental impacts, they are subject to greater safeguards, specific control procedures, and increased attention to certified Environmental Management Systems, in order to mitigate environmental risks. The exclusion of other locations responds to a principle of significance, given that they have a negligible impact in terms of glass melting and processing.

- Sections relating to the supplementation of Corporate and Governance disclosures: this aligns with the full Zignago Vetro Group consolidation scope under IFRS. Topics related to staff management, business ethics, and governance are considered cross-cutting and applied uniformly to all Group companies, regardless of the nature of their business.

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SUPPLEMENTATION OF RISK ANALYSIS AND THE DOUBLE MATERIALITY ANALYSIS

This section provides an in-depth analysis of the Double Materiality process conducted for FY 2025. It is important to clarify that the information reported here does not derive from additional, subsequent assessments, but rather represents the granular detail of the assessments already carried out when preparing the Consolidated Sustainability Statement.

While the main statement focuses on summarising the topics identified as "material" under the requirements of the ESRS framework, the Group has chosen to make the entire underlying database available here. This decision responds to two main requirements:

- the desire to streamline the Consolidated Sustainability Statement and focus on priority impacts, as required by regulations.
- the desire to provide ESG analysts with details of the risk assessments conducted, including those relating to issues which, despite being monitored and overseen, did not exceed the materiality thresholds for mandatory disclosure.

The figures in the table below are, therefore, fully consistent with the findings previously presented in the Consolidated Sustainability Statement, and do not change the final results of that document. They extend its informational transparency by illustrating the coverage of risk assessment processes for hollow glass production sites, which have been identified as the most relevant scopes when analysing ESG impacts.

COVERAGE INDICATORS AND RISK ANALYSIS (2025)

Indicator	Glassworks coverage (%)	Methodological note
% of operating sites subject to human rights impact assessment	100%	The figure reflects the coverage of the production sites monitored by the Supervisory Board (for the Italian perimeter) and the internal control/audits (for France and Poland), supplemented by the Group's Whistleblowing procedure.
% of operating sites subject to audits and verifications on ethics	100%	Indicates the percentage of sites subject to compliance checks on the Code of Ethics and anti-corruption regulations, ensured by the Supervisory Board (as part of the 231 Decree scope) and periodic audits of central and local control functions.
% operating sites with an environmental risk assessment in place	100%	This safeguard is ensured by the maintenance of Environmental Management Systems (ISO 14001) and compliance with local permits (e.g. AIA/IED). Monitoring includes analysis of environmental aspects and periodic audits to prevent impacts on the local area.
% of operating sites with an occupational safety risk assessment in place	100%	Coverage reflects the presence of risk assessment documents (DVR or national equivalent) and the adoption of Health and Safety Management Systems (ISO 45001). The process ensures proactive identification of hazards and protection of workers' physical integrity.
% operating sites with a water stress assessment	100%	Aqueduct Geospatial Analysis (WRI)

The sections below provide more information on the methodologies applied.

HUMAN RIGHTS AND BUSINESS ETHICS

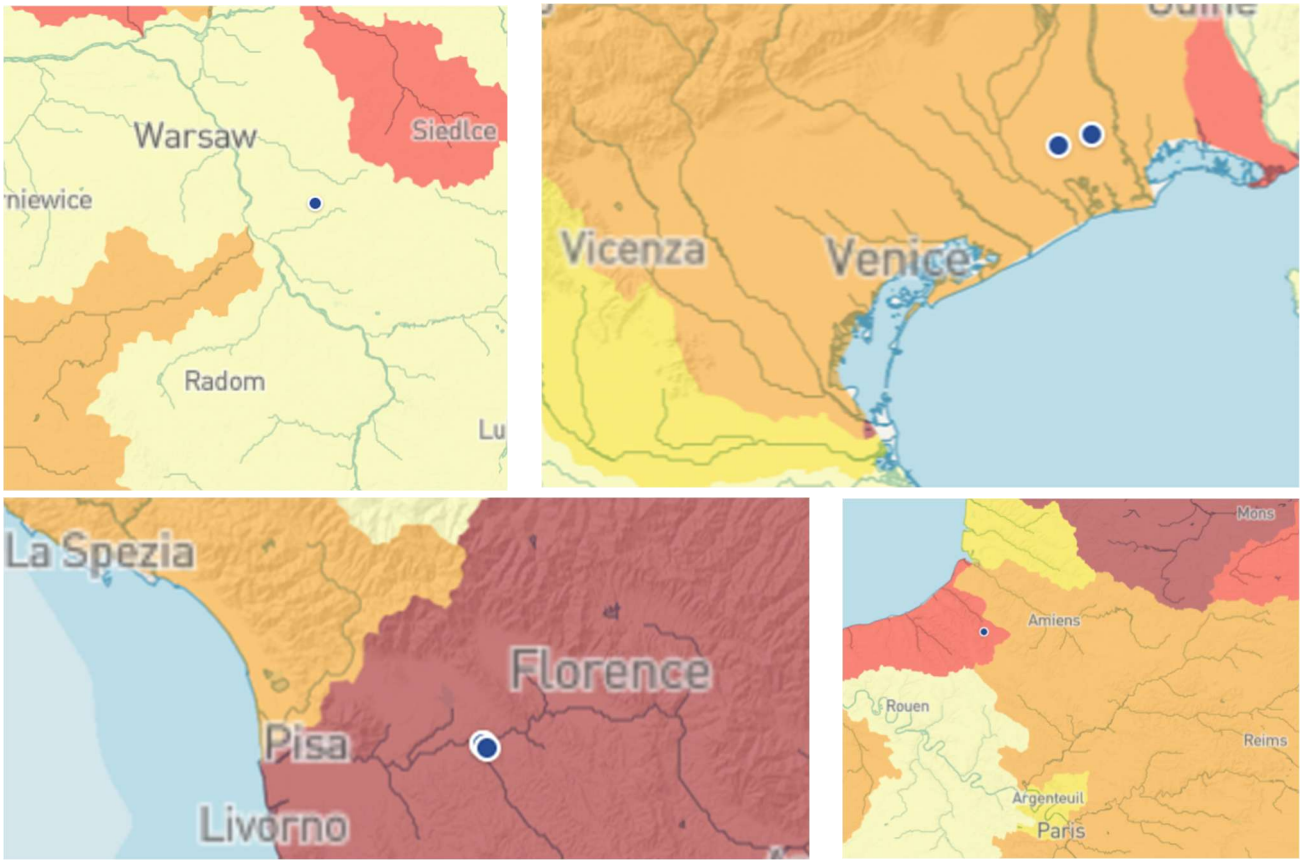
100% of the Group's hollow glass production sites are constantly monitored on business ethics and respect for human rights. This oversight is ensured by an integrated governance system that combines local regulatory requirements with Group standards:

- In Italy, supervision is entrusted to the Supervisory Board (SB), which monitors the effectiveness and compliance of the Organisation and Management Model pursuant to Legislative Decree No. 231/01.
- In France and Poland, compliance is ensured through the adoption of the Group's Code of Ethics and Human Rights Policy. Monitoring is ensured through supervision by local management, in line with the Group's principles of integrity and legality.

For all geographic areas, the Whistleblowing system is the key channel for detecting possible violations, providing all stakeholders with an independent and impartial safeguarding tool.

WATER RISK ASSESSMENT

In line with the requirements of CDP Water Security and major ratings, the Group has expanded its water vulnerability analysis through the World Resources Institute (WRI)'s Aqueduct Water Risk Atlas tool.



The analysis reveals that the Empoli (Italy) and Vieux-Rouen-sur-Bresle (France) plants operate in areas of high water stress (withdrawal/availability ratio >40%). This led the Group to plan specific investments, as presented in section "E3-2 - Actions and resources related to water and marine resources" of the Consolidated Sustainability Statement.

OCCUPATIONAL HEALTH AND SAFETY

The Zignago Vetro Group ensures 100% coverage of its hollow glass production sites in terms of employee health and safety risk assessment. This figure is not limited to local regulatory compliance, but reflects a Group-level safety governance model that ensures uniform standards across the board.

This safeguard is organised on the following levels:

- Local Organisational Responsibility: in addition to Group-wide coordination, each plant has a dedicated structure in charge of managing Health and Safety. This network includes plant management, technical prevention managers (HS Managers), Occupational Doctors in charge of health monitoring, and employee health and safety representatives. This multidisciplinary structure ensures that risk mapping is specific to the tasks and infrastructure at each production site.
- Systematic Review Processes: assessment is a dynamic, rather than a static, exercise and is guaranteed through:
    - Periodic Safety Meetings: held at least annually at each site to review results and update risk mapping.
    - Management reviews: processes that integrate injury KPIs and audit findings into facility strategy.
    - Methodological Integration: while the French office is not currently ISO 45001 certified, the Group adopts the international standard as the methodological foundation to identify and mitigate negative impacts on workers' health.

ENVIRONMENTAL AND BIODIVERSITY RISKS

While ISO 14001 certification coverage currently stands at 75% (with Zignago Vetro France SAS introducing the standard for 2027), environmental risk assessment covers 100% of operating sites. This is ensured by guaranteeing that all plants operate under Integrated Environmental Authorisation (AIA) or equivalent national regulations, which require by law the systematic assessment of air, water and soil pollution risks and the adoption of best available technologies (BAT).

As regards the protection of ecosystems, see the section "Biodiversity and prevention of local pollution" of this document for details on the proximity analysis conducted through the Natura 2000 tool, which confirmed the absence of significant impacts on protected areas.

SUPPLEMENTATION OF ENVIRONMENTAL INFORMATION

This section supplements the Consolidated Sustainability Statement 2025 with additional technical environmental data required by major ESG ratings. Indicators are provided on operational areas which, while not exceeding the materiality thresholds set out in the ESRS standards, are considered significant in providing transparency to stakeholders and in managing the Group's environmental risk profile. As described in the "Introduction" section of this document, the scope of this environmental chapter is limited to the hollow glass production plants (Zignago Vetro S.p.A.: Fossalta di Portogruaro [VE] and Empoli [FI] plants, Zignago Vetro France SAS and Zignago Vetro Polska SA). This approach responds to a principle of significance, given the high environmental impact of glass melting and processing.

WATER

To supplement section "E3-4 - Water Consumption" of the Consolidated Sustainability Statement 2025, additional technical details on consumption metrics and water discharge management of hollow glass production sites are provided below.

Water consumption

Water KPIs	Unit	2024	2025
Water consumption	m^3	550,782	499,755
Surface water (rivers, lakes, etc.)	% of total consumption	28.4%	28.7%
Well groundwater	% of total consumption	65.5%	65.9%
Mains water supply	% of total consumption	6.1%	5.3%

Water discharges

Water KPIs	Unit	2024	2025
Total discharges	m^3	593,749	489,369
Sewerage	% total discharges	64.8%	61.1%
Surface water discharges	% total discharges	35.2%	38.9%

NOISE AND TRAFFIC

The Group's focus on the external environment may be seen not only in overseeing the topics described in the "Environmental Information" section of the Consolidated Sustainability Statement, but also in initiatives to mitigate the noise and vehicular traffic impacts of its operations.

Noise emission management

Due to the nature and technology of the machinery used, the production processes carried out by the Group's facilities generate considerable noise levels and can have a negative impact on the external environment.

For this reason, Zignago Vetro has, over time, equipped itself with the best technical solutions to mitigate the noise emissions generated by its operations, both by building new plants and retrofitting existing ones with the best available techniques (BAT). In fact, many of the noisiest plants (such as compressors or evaporation towers) are equipped with appropriate filters and sound barriers to dampen the noise emissions generated at source.

They are also placed inside buildings with sound-absorbing walls and panels that isolate noise within the production buildings.

To verify the results of these noise abatement measures at all Group production sites, regular surveys are conducted of the noise impact generated by activities at the receptors closest to the facilities. In this way, possible opportunities for improvement can be evaluated and additional measures to reduce the noise emitted can be planned.

For example, between 2019 and 2025, a number of acoustic mitigation works were carried out at the Fossalta di Portogruaro facility; these led to the improvement of various plants (installation of acoustic barriers on fans, evaporation towers and aerators) and buildings (new insulation and installation of insulated window frames).

The acoustic emission and entry limits imposed by current regulations and applicable noise zoning are met at all Group facilities.

Management of impacts on vehicle traffic

The type of business and geographical location of Group sites produce impacts on local vehicle traffic. Most of Zignago Vetro's operations involve road haulage both for the receipt of raw materials and purchased goods from suppliers and for the shipment of finished products to customers.

There are therefore several dozen heavy goods vehicles travelling on the local road networks every day to enter or leave Group facilities, constituting a potential source of road traffic congestion.

In order to avoid traffic jams and slowdowns, Group companies are equipped with appropriate logistics management systems and adequate internal infrastructure and traffic rules within the facilities. For example, the entrances to each production site have adequate parking spaces for waiting heavy goods vehicles, and there is a gatehouse with a booking service for slots to load or unload goods.

During the most recent expansion works to build new ovens at Fossalta di Portogruaro (VE), the Company carried out several vehicle traffic monitoring campaigns at the roads closest to its facilities to investigate the effects before, during and after the works, and it found no major negative impact on the urban road system.

BIODIVERSITY AND PREVENTION OF LOCAL POLLUTION

In its corporate policy Zignago Vetro has formalised its commitment to reducing the environmental impact of its operations, with attention also paid to protecting biodiversity and respecting the local ecosystem. The Group has carried out an evaluation of the proximity of its sites to protected natural areas and takes all appropriate steps to minimise as far as possible the harmful effects of the production process.

Proximity of production sites to protected natural areas

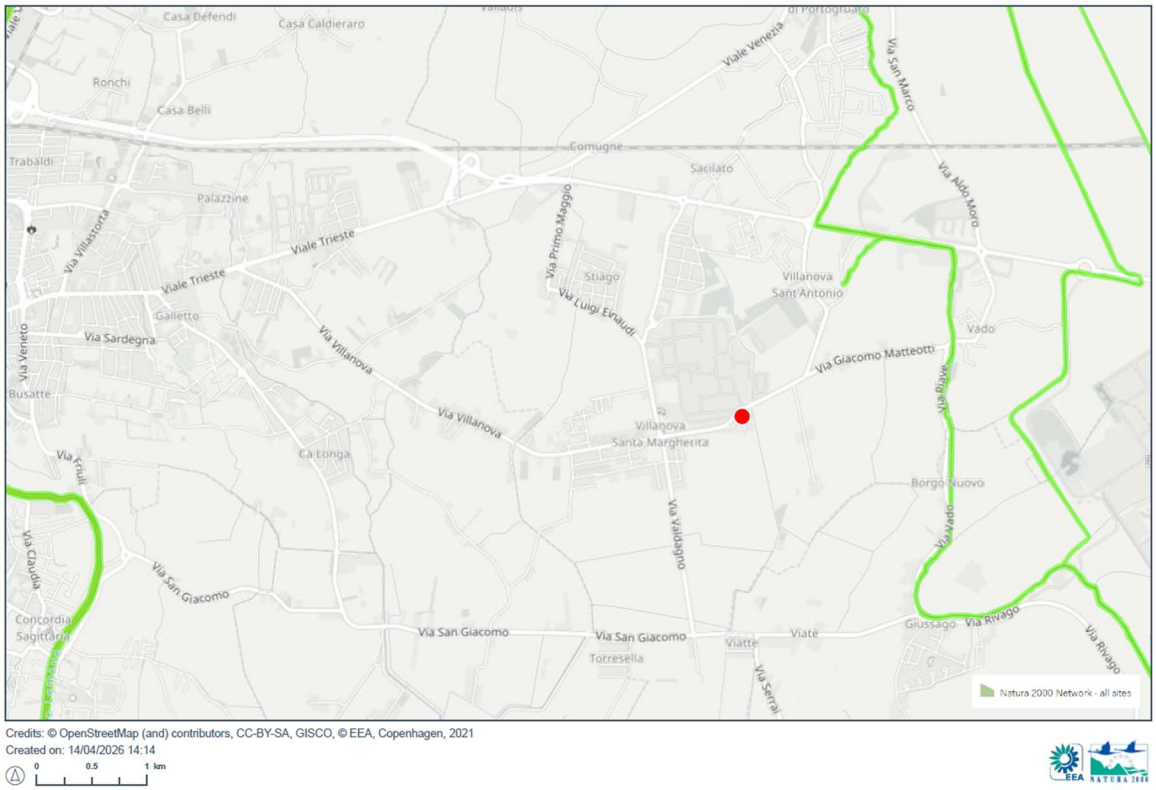
The proximity of the Zignago Vetro Group's production plants to areas of high natural and environmental value was independently assessed, making use of publicly available nationwide geographic information systems and georeferenced geographic databases. The term “Geographical Information System” (GIS) refers to a tool for organising geographic data, which allows data of various kinds (socio-economic, statistical, land register, environmental, technological networks, etc.) to be associated with geographical reference bases (maps, aerial ortho-photos, satellite images, etc.). Cartographic references and sources used are given where necessary.

In addition to the analyses conducted and described in the Consolidated Sustainability Statement, explained within the section "Description of the processes for identifying and evaluating material biodiversity and ecosystem-related IROs", protected areas that are part of "Natura 2000 Network" are also analysed in this document.

The Natura 2000 Network is the main EU policy tool for biodiversity conservation. It is an ecological network spread throughout the EU, established under Directive 92/43/EEC (the “Habitats Directive”), and seeks to guarantee the long-term maintenance of natural habitats and species of flora and fauna that are threatened or rare in the EU. The Natura 2000 Network consists of Sites of Community Interest (SCIs), identified by Member States in accordance with the Habitats Directive, which are subsequently designated as Special Areas of Conservation (SACs), and also includes Special Protection Areas (SPAs) established under Directive 2009/147/CE (the "Birds Directive") on the conservation of wild birds.

The areas that make up the Natura 2000 network are not strictly protected reserves where human activities are excluded; the Habitats Directive aims to ensure the protection of nature while also taking into account “economic, social and cultural requirements, and regional and local characteristics" (Article 2). Private entities may own Natura 2000 network sites, managing them sustainably from both an ecological and economic viewpoint.

Fossalta di Portogruaro, Venice, Italy

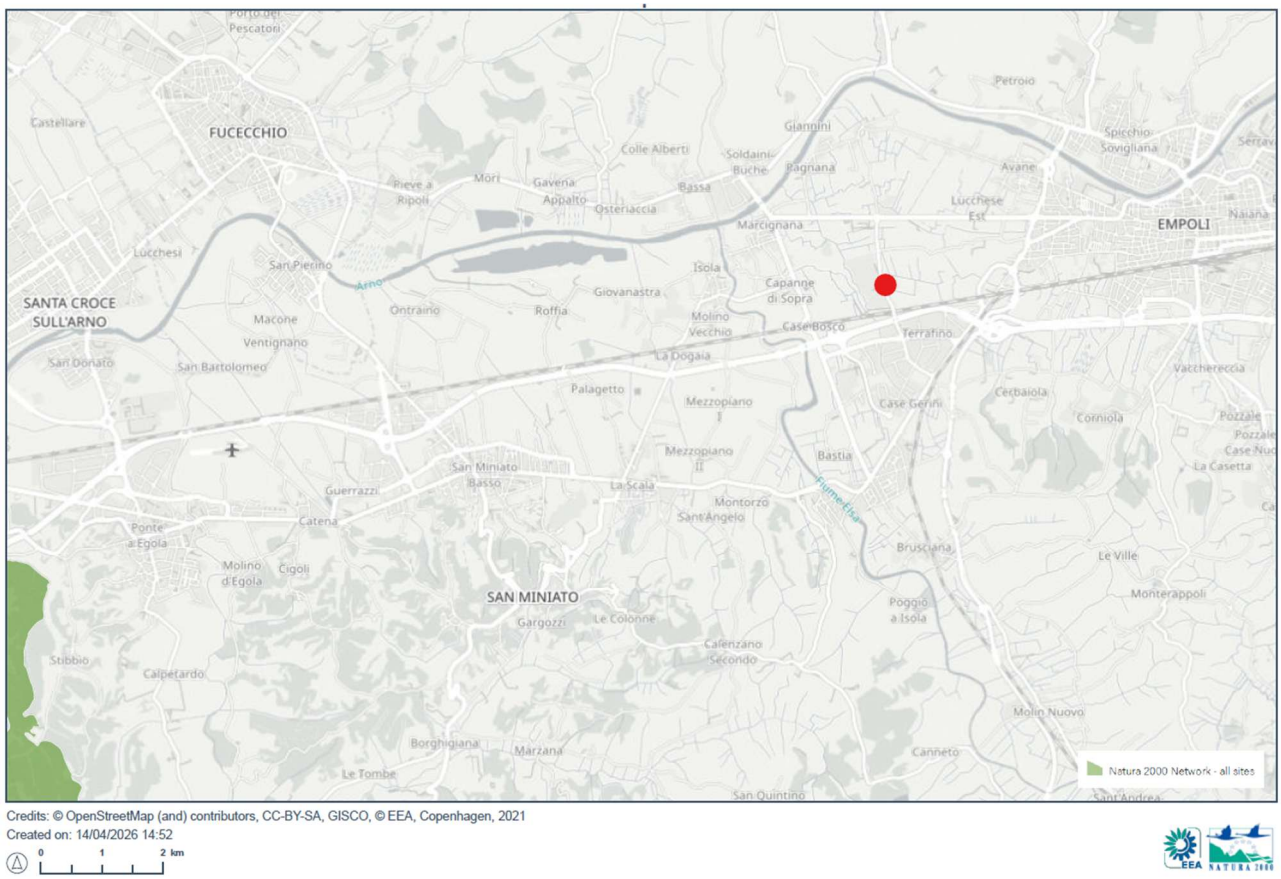


The Fossalta di Portogruaro facility is located in the municipality of the same name, with approximately 5,700 inhabitants, in the metropolitan city of Venice in Veneto, and is situated approximately 1 km south of the city centre.

Surrounded by agricultural fields for approximately 80% of its perimeter, except for the south-west area where residential and commercial buildings stand, the plant is approximately 1 km to the north and 1.2 km to the east of an area identified as an SAC by the Natura 2000 Network in 2003.

This area, named "Fiumi Reghena e Lemene - Canale Taglio e rogge limitrofe - Cave di Cinto Caomaggiore" and identified by the unique SiteCode IT3250044, covers an area of approximately 640 hectares and extends from the municipality of Sesto al Reghena in the north to the municipalities of Maranghetto and Lugugnana in the south. The area is characterised by lowland rivers of high vegetation and wildlife value and the presence of springs with aquatic rooted vegetation, rushes, sedges and riparian reed beds. Specifically, the Cinto Quarries, a wetland of artificial origin, is an important area for waterfowl stopover and nesting, with, for example, the largest wintering colony of cormorants in the Venetian hinterland.

Empoli, Florence, Italy

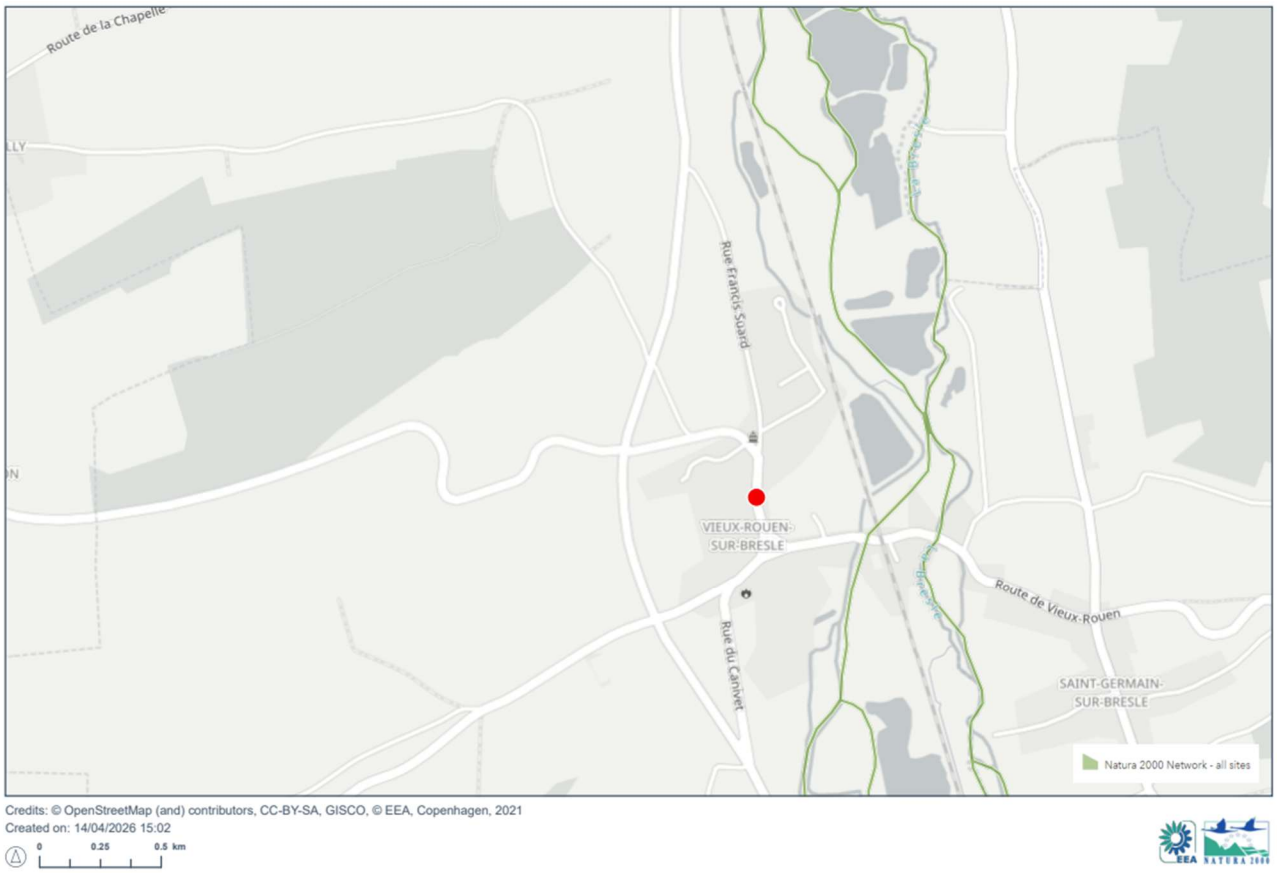


The Empoli facility is located in the municipality of the same name, with about 49,500 inhabitants, in the metropolitan city of Florence in Tuscany, the capital of the Empolese Valdelsa union of municipalities, and is more than 1 km west of the municipality's main urban centre.

The whole of its perimeter is surrounded by areas of public green space or agricultural fields, and the facility is separated from an area of predominantly industrial use by the Florence-Pisa-Livorno motorway. Data from 2009 indicates that almost 86% of Empoli's territory is covered by areas consisting mostly of agricultural land or forests that over time have shaped the landscape of this part of the Arno plain.

The Zignago Vetro production site is approximately 10 km south-east of an area identified as an SAC by the Natura 2000 Network. This area, named "Boschi di Germagnana e Montalto" and identified by the unique SiteCode IT5170010, covers a surface of approximately 230 hectares in total, divided between the municipality of San Miniato and the municipality of Montopoli in Val d'Arno. It is a fragment of a hilly area that begins immediately south of the Arno and extends between the Egola and Chiecina streams, forming part of the larger wooded area between the Era and Elsa rivers. Overall, forest is by far the dominant feature of the aforementioned area, also due to clear traces of more or less recent abandonment of the countryside, especially in some south-facing portions of the slope, once used as olive groves and now invaded by semi-impenetrable thickets. The area is therefore considered to have high biological and ecological diversity due to a combination of morphological and climatic features, as it hosts plant species that are the last remnants of populations typical of environments with colder climates than today's.

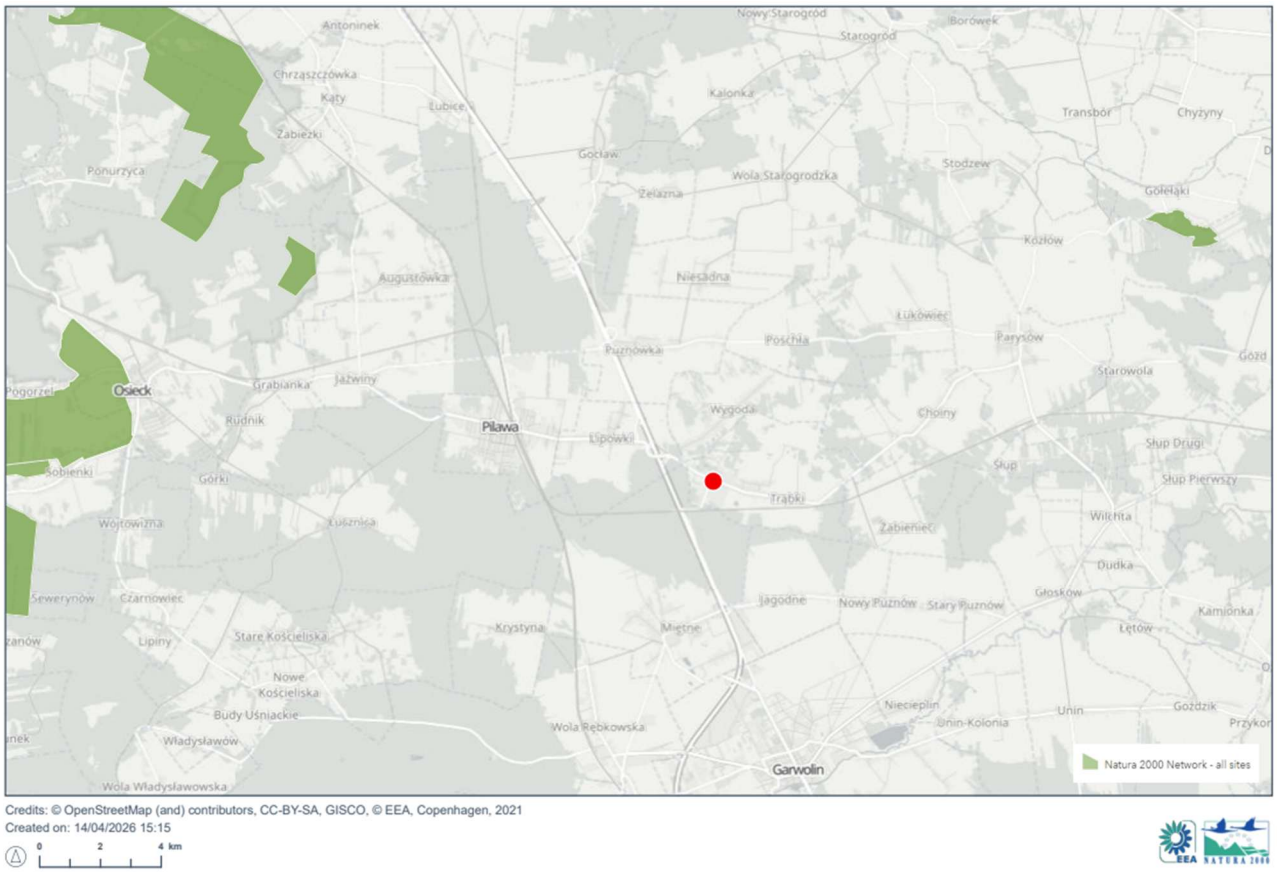
Vieux-Rouen-sur-Bresle, France



The Vieux-Rouen-sur-Bresle facility is located in the municipality of the same name, with about 700 residents, positioned on the left bank of the Bresle river. The town, whose main activities are agriculture and light industry, is a municipality in the Seine-Maritime department, in the Normandy region. The Zignago Vetro France SAS plant is surrounded by green areas and is situated a short distance from the left bank of the river.

The riparian area of the Bresle river ("Vallée de la Bresle"), with a total area of just over 1,000 hectares, was identified as an SCI and SPA in 2004 and 2015 respectively by the Natura 2000 Directive and given the unique recognition code FR2200363. The river is home to a dense population of Atlantic salmon, thus, together with the Skjern in Denmark, being one of the few waterways still frequented by the species. Conservation of this species, already the subject of a pilot restoration programme, appears to be a key strategic choice at the European biogeographic level. The warm hillsides of the Bresle and Liger rivers provide a long continuous area of grasslands, verges, groves and limestone forests with thermo-continental characteristics and submontane influences, constituting an exemplary and highly diverse representation of the area's potential for flora and fauna. The area is home to four threatened dragonfly species and is of special ornithological interest because of the rich forest system on its banks. In addition, with its southeast/northwest orientation, the Bresle valley forms a long ecological corridor.

Pilawa, Poland



The Pilawa facility is located in the Trąbki municipality of about 2,000 inhabitants within Garwolin county in Masovian Voivodeship in eastern Poland, about 100 km from the border with Ukraine and Belarus, and is more than 1 km east of the municipality's main urban centre in Piotrowice, 05-480.

The whole of its perimeter is surrounded by green areas and buildings used for industrial and commercial purposes, and the Zignago Vetro Polska facility is about 8 km from an area identified as an SPA by the Natura 2000 Directive to the west and about 10 km from a second protected area to the east.

The first area, named "Bagna Celestynowskie" and identified by the unique SiteCode PLH140022, covers an area of approximately 1,000 hectares located between the municipalities of Ponurzyca, Chrosna and Zabieski and lies on the western border of the Garwolin Plain. The area is now the best-preserved portion of the former Osiecka Forest, now known as Celestyn Forest. The landscape system consists of dunes of different origin, sizes and compositions and peat bogs of varying areas and shapes created within local depressions. Tall-trunked plant species of interest, such as Scots pine, alternate with low scrub typical of bogs, such as cranberry.

The second protected area covers a small area of approximately 50 hectares and is named "Gołe Łąki" (SiteCode: PLH140027). The site, which was recognised as a Site of Community Importance (SCI) in October 2009, is located near the municipality of the same name in the "Siedlce Upland" mesoregion and is situated in a watershed area between the valleys of the Świder and Rudynia rivers, a considerable distance from the surrounding villages. The area has a congested basin with no drainage surrounded by a mosaic of meadows and strips of indentations covered mainly by pine forests. The area features significant standing water, dominated by typical peatland vegetation. Peat deposits, formerly exploited as evidenced by the presence of pits, are now waterlogged and separate from "mossy" areas. The area is also an important ecological corridor used by elk for seasonal migration.

It is also necessary to mention that approximately 11 km west of the Polish production site is the "Bagno Całowanie" SPA which, with an area of approximately 5,000 hectares, is one of the largest peat bogs in Mazovia. It was recognised as a protected area in November 2008 (SiteCode: PLB140011).

Actions to safeguard biodiversity

The analysis conducted and described in the preceding section shows that although Zignago Vetro's production sites are located in urban areas designated for industrial activities, they are only few kilometres away from special natural areas. This awareness has always spurred the Group to take every action possible to mitigate the potential impacts of its activities on the living beings in the area.

Over the years, expansions of production sites have always been limited to areas already used for industry, and appropriate environmental impact assessments have been carried out to ensure that there is no adverse impact on protected areas or typical habitats for local fauna. Procedures and mechanisms are then put in place in 100% of the Group's production sites to manage any emergencies or incidents that might involve pollution of the local environment, and 75% of these sites have an ISO 14001 certified Environmental Management System. These systems incorporate specific prevention measures and maintenance plans to guarantee the efficiency of pollutant abatement and containment processes. For the Italian plants, an emergency environmental service is also active, providing a rapid response to unexpected events and swift re-establishment of the previous environmental conditions.

The excellent performance achieved by the initiatives implemented to prevent local pollution and consequently protect biodiversity is evidenced by the absence of environmental incidents in the Group's plants during the reporting periods.

Description of KPI	**2024**	**2025**
Environmental incidents at production sites	0	0

For the purposes of the KPI under examination, "environmental incidents" are defined as emergency events of such magnitude as to cause concrete, significant and immediate damage to one or more environmental compartments (air, water, soil), requiring extraordinary or urgent measures to manage and minimize consequences and promptly restore normal environmental conditions.

WASTE MANAGEMENT, HAZARDOUS SUBSTANCE MANAGEMENT AND "END-OF-LIFE PROGRAMME"

The Group systematically tracks the volumes of waste and hazardous substances produced through dedicated registers and databases, ensuring full regulatory compliance and optimisation of storage. Supplementing the information contained in the section "ESRS E5 Resource use and circular economy" of the Consolidated Sustainability Statement 2025, technical details on hazardous substances management and Materials End of Life Waste Management strategy are provided below.

Management of hazardous substances

Alongside waste management, the Zignago Vetro Group dedicates stringent oversight to managing hazardous substances used in its production cycle, in order to mitigate related risks and ensure maximum protection for both workers and the environment. The Group constantly monitors the development of potential alternatives to the hazardous substances in use, seeking raw materials that provide similar functional performance with zero or a significantly reduced hazard profile. All Group structures are equipped with visual instructions, operating instructions, and structured procedures to precisely define:

- the criteria for compliant identification and labelling;
- how to handle and transport such substances, including specific precautions and the use of personal protective equipment (PPE);
- the requirements for safe storage;
- the procedures to prepare for transportation of hazardous substances and wastes.

These directives are covered in ongoing employee training programmes designed to strengthen awareness of the associated risks and to ensure proper application of management practices at every stage of operation.

Materials end-of-life waste management

In line with the strategic importance attached to the use of recycled glass, the Group also promotes circular economy principles in the end-of-life management of industrial materials and assets.

A mapping process was therefore conducted to analyse the life cycles and characteristics of the materials used at the various production sites. This mapping enabled alternative and sustainable management methods to be identified, favouring recycling and reuse over landfilling.

This approach is designed to encourage the recovery of such materials, allowing them to be reintegrated as secondary raw materials or finished products in new production cycles. Extending the useful life of resources allows the Group to:

- actively contribute to the environmental topic relating to the circular economy;
- reduce its indirect (Scope 3) emissions;
- optimise the residual value of materials by transferring them to specialised recovery supply chains.

The main materials covered by the End-of-Life Waste Management strategy, the related industrial recovery processes and the final destinations identified are outlined below:

Material	Function	Recycling process	Description of new type of use
Pallets	Wooden pallet constituting the load-bearing base for products to be palletised	Wood recovery for other productions	Wood chips for the production of particle board panels, or for electricity generation
Plastic interlayer pads	Material used as a shelf to horizontally separate different layers	Granulation or depolymerisation	Repolymerisation for the production of a new interlayer pad or other similar products
Heat-shrinkable polyethylene tubes	Film used to cover and protect every single lot produced	Depolymerisation	Repolymerisation for the production of new polyethylene products
Cardboard separators	Material used to vertically separate the different lots of packaged and stored product	Collection and recycling, in production, of other cardboard	
Non-conforming glass products	Non-conforming products detected in the production phase	Reuse as cullet raw material	Production of new glass containers
Cardboard boxes	Used to pack smaller bottles	Collection and recycling, in production, of other cardboard	
Wastewater	Output water from the closed circuit of the installations	Purification	

The End-of-life Waste Management procedures adopted by Zignago Vetro have become an integral part of its commitment to environmental protection and climate change in the ESG Policy. By feeding the materials to be disposed of into a new circular process, the Group contributes to limiting the production of new products to replace those to be disposed of, resulting in a proportional reduction in the consumption of production factors and, consequently, a reduction in related environmental and emissions impacts.

To follow up on this corporate approach, the Group published KPIs in its Consolidated Sustainability Statement to monitor the performance of these corporate commitments:

- Paragraph "E3-4 - Water consumption" for the KPI related to water recycling and reuse;
- Paragraph "E5-4 - Resource inflows" for KPIs related to the management of non-compliant glass products;
- Paragraph "E5-5 - Resource outflows" for KPIs related to packaging reuse.

SUPPLEMENTATION OF SOCIAL INFORMATION

OWN WORKFORCE

This section supplements the information provided in the "ESRS S1 Own workforce" chapter of the Consolidated Sustainability Statement 2025. To ensure maximum transparency in dealings with Group stakeholders, quantitative KPIs and qualitative programs related to the management, support and development of Group employees are provided below. As stated in the “Introduction” paragraph of this document, the scope of this section on social information aligns with the full Zignago Vetro Group consolidation scope under IFRS.

Hiring and departure rate (Turnover)

The Group constantly monitors its ability to attract new talent and retain its existing workforce as a strategic lever for business continuity. Provided below is data on employee inflow and outflow for FY 2025:

	Employees hired during the year	**Employees leaving the Group during the year**	**Turnover rate**
Italy	66	121	16.2%
France	9	27	11.0%
Poland	67	72	12.7%
Other countries	2	0	0.0%
Blue-collar	120	192	16.3%
White-collar	18	22	8.2%
Managers	4	5	4.9%
Executives	2	1	4.5%
Male	89	174	15.6%
Female	55	46	10.2%
Under 30 years old	60	83	46.9%
30-50 years old	62	58	7.2%
Over 50 years old	22	79	13.6%
Total	144	220	14.0%

The turnover rate is calculated as the ratio of total departures in the financial year to the average number of employees in the period January 1, 2025 - December 31, 2025.

The opening figure for the company population at January 1, 2025 does not precisely match the final figure at December 31, 2024 reported in the previous Sustainability Statement. This discrepancy relates to employment relationships that concluded naturally at the end of the previous fiscal year (on December 31, 2024); these positions, while included in the historical data for 2024, are therefore not counted in the opening value for 2025. The algebraic sum of the current year's hiring and departure figures must be reconciled with the beginning balance adjusted for this technical change.

In accordance with ESRS S1 AR 59, the computation of employees leaving the organisation includes voluntary resignations, layoffs, retirements and deaths in service. To ensure maximum transparency in the monitoring of these flows, the Group recognises any interruption in the contractual relationship that occurred during the reporting period. As such, for temporary contracts that concluded and were subsequently reactivated in the same financial year, each termination is counted as a departure. This methodological approach explains the high turnover percentage reported in the "under 30" age group (46.9%), a category that features an above-average incidence of:

- fixed-term contracts which are designed to lead, following a positive evaluation by both parties, to stabilisation on a permanent basis;
- seasonal contracts.

Net of the methodological specificities outlined above, the Group's overall turnover rate (14.0%) is normal for its industrial sector and reflects substantial stability in the workforce across all geographical areas of operation.

Labour practices and employee support programmes

In line with welfare policies and basic human rights, the Group ensures that it adopts the following practices, aligning strictly with legislative provisions in Italy, France and Poland:

- Standards on labour practices:
    - Working time and overtime monitoring: this is managed by payroll and payroll management systems that track actual hours worked and the correct remuneration of overtime
    - Industrial relations: the Group regularly interacts with union representatives on issues regarding safety, pay and rights. A total of 59 union meetings were held in 2025.
    - Pay Gap Monitoring: the Group calculates and monitors the Gender Pay Gap annually at the Group level and for each individual country.
    - Sustainability training: the Group provides specific training to mitigate the effects of industrial change, climate change and in relation to broader sustainability issues. In 2025, an average of 7.43 hours of training per employee was devoted to Environmental, Social and Governance (ESG) topics.

- Breastfeeding facilities: all Group companies guarantee paid hourly leave during the first year of a child's life, in line with the legal provisions in force in Italy (*Testo Unico Maternità*), France *(Code du Travail*) and Poland *(Labor Code*).

- Paid parental leave (primary parent): the Group guarantees leave from work with the remuneration provided by the respective national regulations. The standard durations applied are:
    - Italy: 21.7 weeks (5 months) of mandatory paid leave.
    - France: 16 weeks of standard paid maternity leave.
    - Poland: 20 weeks of paid maternity leave (extendable through parental leave).

- Paid parental leave (non-primary parent): to promote shared parenting, the Group guarantees:
    - Italy: 2 weeks (10 working days) paid leave.
    - France: approximately 4 weeks (25-28 calendar days) paid leave.
    - Poland: 2 weeks of paid paternity leave.

- Paid family-related and caregiver leave: in addition to parental leave, support measures are in place to allow workers to care for children, spouses, partners or relatives with critical health conditions. In accordance with Law 104/92 in Italy, *Congé de proche aidant* in France and the *Labor Code* in Poland, these measures provide for paid days off or periods of compensated leave in line with the specific regulations in place in each country.

- Performance appraisal and reward systems: in addition to the information provided in paragraph "S1-13 - Training and skills development metrics", collective reward systems are based on multidimensional parameters, relating to:
    - Quality: monitoring compliance with product requirements.
    - Health and safety: injury targets, monitored monthly.
    - Productivity: operational efficiency indicators for individual plants and divisions.

- Internal mobility: adopting an internal mobility approach promotes staff versatility and responds to individual requests for career path diversification. In production areas, the placement of workers in new areas of operation is supported by training and mentoring programs dedicated to the transfer of technical expertise. These processes enable employees' professional development and ensure operational flexibility at industrial sites. Internal mobility paths are also in place, albeit less frequently, for office clerical staff.

Diversity and inclusion: foreign workers

Management of diversity and inclusion seeks to integrate a range of profiles into the corporate culture. The table below provides data on the presence of migrant workers, defined as employees whose nationality is different from the country in which they are employed. These figures are for employees, and the taxes and costs associated with hiring are therefore borne directly by the Group.

The metrics represent a point-in-time snapshot at December 31, 2025, and do not take into account changes in flows or staffing during the year.

For the Polish company, the figure is mainly attributable to the presence of Ukrainian workers.

Company	**Registered office**	**Employees with different citizenship from the country of employment - figure at December 31, 2025**
Zignago Vetro S.p.A.	Italy	12
Zignago Vetro Polska SA	Poland	43
Zignago Vetro France SAS	France	4
Zignago Glass USA	USA	2
Italian Glass Moulds Srl	Italy	1
Vetro Revet S.r.l.	Italy	2
Total		62

TRAINING OF OWN WORKFORCE

To complement the metrics reported in section "S1-13 - Training and skills development metrics" of the Consolidated Sustainability Statement 2025, details are provided below of the most significant training programmes offered to employees to strengthen corporate culture and operational risk management in sustainability; these are included within the 7.43 average hours per capita dedicated in 2025:

- Ethics and Compliance: periodic programmes on preventing corruption and bribery, based on the principles of the Code of Ethics and the Organisation and the Management Model pursuant to Legislative Decree No. 231/01 (or equivalent legislation in countries other than Italy).
- Information Security: awareness-raising activities to educate staff on proper data protection practices and cyber security management.
- Climate action: specific training on energy conservation and the Group's decarbonisation strategy.
- Substance and waste management: training programmes on how to safely handle hazardous substances and procedures to reduce and properly sort waste and maximise material recovery.
- Human rights: awareness-raising sessions designed to combat child labour, forced labour and human trafficking, in accordance with the Group's Human Rights Policy.
- Occupational health and safety: ongoing education programmes to eliminate hazards and reduce risks in the workplace. These activities are fundamental in pursuing the "Zero Injuries" goal and in maintaining the ISO 45001-certified Management System.

The table below details the percentage of the workforce that participated in at least one training course in the indicated subject areas in the last two years:

Training KPI	**Two-year period 2024-2025**
% workforce that received professional and/or personal development training in the period (participation in at least 1 course)	100%
% workforce trained on environmental topics in the two-year period	36.7%
% workforce trained on worker safety in the two-year period	100%
% workforce trained on business ethics in the two-year period	74.1%
% workforce trained to prevent discrimination and human rights violations in the two-year period	74.1%
% buyers trained on ESG topics in the last 2 years	100%

The ratio between the number of employees trained and the average number of employees was used to calculate the indices. If the number of trained employees exceeds the average number, 100% is considered as the percentage of trained employees.

HEALTH AND SAFETY OF OWN WORKFORCE

Supplementing the information in "S1-14 - Health and safety metrics" of the Consolidated Sustainability Statement 2025, the measures in place to ensure ongoing compliance with current regulations, while making the work environment increasingly safe and healthy, are as follows:

- assessments of risks in work activities (e.g. fire, electrical, explosion, chemical and work-related stress risks);
- identification of measures to mitigate risk, e.g. by introducing active prevention measures to mitigate exposure to noise and thermal stress (microclimate), favouring technical interventions to provide soundproofing and automation, and organisational solutions for shift management in hot areas, in order to reduce the risk at source before the use of Personal Protective Equipment (PPE), which is, in any case, used;
- definition of safety procedures (e.g. emergency management, use and handling of hazardous chemical substances, electrical interventions, forming machine operations, production changes), translated into the languages used by employees within the Group;
- supply of personal protective equipment (PPE) to all workers;
- provision of training, information and safety training to all workers;
- use of machines, equipment and systems with the highest safety standards and implementation of regular safety inspections and periodic maintenance to ensure the maintenance of these standards over time;
- internal audits and meetings involving all safety figures in order to optimise interventions;
- meetings involving all safety figures in order to optimise interventions;
- introduction of a systematic periodic health monitoring programme, coordinated by the company doctor. This is designed to constantly monitor workers' health through regular medical examinations and targeted assessments, ensuring fitness for the job and preventing work-related risks;
- analysis of injuries and risk situations (near misses), in order to prevent injuries from similar situations.

In line with the information reported in paragraph "S1-8 - Collective bargaining coverage and social dialogue" of the Consolidated Sustainability Statement 2025, the Group confirms that the entirety of its workforce, in countries with more than 50 employees and more than 10% of the Group's total workforce (in line with the ESRS methodology), is covered by forms of social dialogue and representation.

Specifically, the metric regarding the percentage of the workforce represented by formal joint management-worker health and safety committees aligns fully with the safeguards provided by Periodic Safety Meetings. These meetings systematically involve the Employer (management) and Employee Health and Safety Representatives (EHSRs) at each Group production site.

RESPECTING HUMAN RIGHTS

Zignago Vetro is committed to total respect for all forms of human rights and promotes this commitment among all its stakeholders, as stated in the Code of Ethics.

None of the Group companies have ever been involved in human rights violations, nor have disputes ever been raised in this regard.

Human rights KPIs		**2024**	**2025**
Final judgements against Group companies in cases of child or forced labour	no.	0	0
Final judgements against Group companies in cases of discrimination or harassment	no.	0	0
Final judgements against Group companies regarding other human or civil rights violations	no.	0	0

The following table details the number of reports received by the competent bodies through the Whistleblowing system or other official channels:

Report subject	**2024**	**2025**
Freedom and Equality	0	0
Discrimination	1	0
Right to Life	0	0
Slavery	0	0
Torture	0	0
Freedom of Movement	0	0
Freedom of Thought	0	0
Freedom of Expression	0	0
Right of Public Assembly	0	0
Social Security	0	0
Workers' Rights	0	0

In 2024, the Whistleblowing Committee received and managed one report. At the end of the related investigation, the committee ascertained the groundlessness of the arguments underlying the report itself.

The Zignago Vetro Group, in order to comply with international best practices as well as Italian and European labour legislation, uses as sources the work carried out over the years by the International Labour Conference (ILO).

The mix of national and European legislation and ILO conferences and conventions guides the Group in implementing best working practice.

The Zignago Vetro Group is therefore committed to abiding by, promoting and disseminating the following "core" conventions on labour-related issues:

- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
- Abolition of Forced Labour Convention, 1957 (No. 105);
- Minimum Age Convention, 1973 (No. 138);
- Worst Forms of Child Labour Convention, 1999 (No. 182);
- Equal Remuneration Convention, 1951 (No. 100);
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- Occupational Safety and Health Convention, 1981 (No. 155);
- Fundamental Principles and Rights at Work, 1998;
- Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187);

Specifically, in addition to the main issues addressed in the core conferences, the Group monitors the main conventions to improve its handling of issues such as freedom to associate in unions and the involvement of unions in different activities including at the social level, issues relating to forced and child labour, the maximum number of working hours per day and week, the prohibition on corporal punishment and discipline of any kind, anti-discrimination and equal opportunity issues in the workplace, and wage issues to avoid any form of gender gap.

As provided for in its Code of Ethics and in the policies adopted in the social field, the Group opposes the use of child labour in any form. Recruitment procedures in place at all companies prohibit the selection of candidates under the age of 18 for any job position. There are also checks during the candidate registration phase that allow their requirements to be verified and any violations to be avoided.

Child labour KPIs		**2024**	**2025**
Workers under 18 years of age	no.	0	0

WORKERS IN THE VALUE CHAIN

Sustainable supply chain management system

Zignago Vetro promotes a culture of sustainability throughout the entire supply chain, committing itself to pursuing the following specific objectives:

- to engage with suppliers who share philosophies in line with Zignago Vetro's policy and with the principles of ethical, social and environmental responsibility promoted by the Group;
- to guarantee a responsible supply chain selection and qualification process by constantly monitoring supplier requirements.
- to give greater consideration to local suppliers in support of the development of local communities.

The Group favours an approach of close partnership with its suppliers, with the goal of creating relationships with stakeholders of proven reliability, both in terms of the quality and consistency of supplies, and in respect of the principles of fair competition and related activities.

With regard to relations with suppliers, a formalised policy is in place indicating the principles of sustainability, while for the selection and qualification of suppliers, the Group adopts assessment practices targeted at preventing collaboration with partners who violate human rights, adopt practices that are contrary to fairness in the conduct of business (in particular with regard to corruption), carry out their activities through the exploitation of minors or do not adequately manage their environmental impact. For further information, see the "Supplier ESG assessment" section of this document.

To ensure that sustainability criteria are structurally integrated into purchasing processes, the Group offers periodic training programs for the purchasing function. This training focuses on the content of the Supplier Code of Conduct, on socio-environmental risk assessment along the value chain, and on methodologies to monitor business partners' ESG performance. This oversight ensures that staff in the purchasing function possess the necessary technical skills to align procurement decisions with the Group's strategic sustainability goals.

Training KPI	**Two-year period 2024-2025**
% buyers trained on ESG topics in the last 2 years	100%

Supplier Code of Conduct

In 2019, Zignago Vetro introduced a Supplier Code of Conduct that is based on the principles contained in the United Nations Universal Declaration of Human Rights, ILO conferences and the OECD Guidelines for Multinational Enterprises. Suppliers are also required to comply with the regulations and standards in force in the countries in which they operate.

In the event that local regulations are less stringent than the principles contained in the aforementioned Code of Conduct, suppliers agree to take the necessary steps to comply with the principles contained therein within a reasonable period of time.

By signing the document, suppliers agree to commit to a series of important social principles. The key points of the Supplier Code of Conduct include:

- the specific commitment not to purchase minerals from areas of conflict ("Conflict Minerals"). For materials that could potentially be affected (tin, tungsten, tantalum, gold and their derivatives), a declaration from the supplier regarding the origin (the Conflict Minerals Reporting Template (CMRT) as per the Responsible Minerals Initiative) is required;
- the commitment to pay a minimum wage;
- the commitment to guarantee a maximum limit of daily and weekly working hours;
- the commitment not to use any form of child labour;
- the commitment to eliminate all forms of discrimination and gender pay gaps of any kind;
- the supplier's commitment not to work with suppliers who do not guarantee their workers' freedom to join and participate in labour associations;
- a minimum wage above subsistence levels and reasonable economic conditions;
- the presence of minimum workplace safety measures;
- a ban on child labour, except in cases explicitly provided for by law;
- the prohibition of forced labour;
- the supplier's commitment to ensure that no corporal punishment or unlawful disciplinary practices are adopted throughout the supply chain, promoting respect for human rights at each sub-supplier.

The key indicators related to sharing the Supplier Code of Conduct are as follows:

Supplier Code of Conduct and Contract KPIs	**2024**	**2025**
% of active, formally contracted suppliers subject to the Supplier Code of Conduct*	100%	100%
% of contracts/purchase orders that include ESG clauses*	100%	100%

*Each contract/purchase order shall include at least the adherence clause to the Supplier Code of Conduct, made available through a link. Some contracts may also contain other specific ESG-related clauses. This information refers only to business relationships governed by written contracts or digital purchase orders managed through the company's systems, in which including the Code of Conduct and sustainability clauses is a standard procedural requirement. The metric reflects the proposal made by the Group to the counterparty and the integration of documentation relating to it. The calculation scope excludes supplies not governed by formal agreements or purchase orders; any exceptions or failure on the part of the supplier to sign the Code, while the clause remains an integral part of the purchase documentation sent, are subject to internal evaluations based on the criticality of the supply.

Supplier ESG assessment

Since 2021, the Group has adopted a specific procedure for selecting and assessing suppliers on the basis of ESG issues. This assessment is also carried out through a specific questionnaire filled out by the supplier. The assessment includes a large number of KPIs and, in fact, requires suppliers to be compliant, even partially, by implementing a proper sustainability plan.

The digital questionnaire, on the one hand, is consistent with an innovation and modernisation process that must remain constantly active and, on the other hand, allows the assignment of a score to the supplier, which becomes a significant component in the Group's overall assessment process.

The questionnaire and resulting score allow Zignago Vetro to assess suppliers, broken down by product and service type. The questionnaire also helps the counterparty to carry out a process of self-assessment and define a possible ESG action plan.

The Zignago Vetro online "Supplier Sustainability Assessment" questionnaire, first of all, asks for general data, product or service type, and a signature to affirm the truthfulness of the given answers. It is divided into 67 questions, some closed (quantitative) and some open (qualitative), allowing suppliers to be statistically placed and classified not only by turnover and number of employees, but also by sustainability criteria, such as the management of energy consumption and the commitment to progressively reduce their GHG emissions.

The questionnaire focuses on assessing environmental, social and governance aspects in detail, including:

- the presence of governance documents, such as the Code of Ethics and the Code of Conduct;
- the presence of an Organisation Model pursuant to Legislative Decree No. 231/2001;
- adoption of an ESG Policy;
- description of a possible sustainability plan, together with concrete objectives;
- voluntary/obligatory Sustainability Statement;
- privacy policy effectiveness;
- energy manager, and relevant certifications (particularly: ISO 14001; SA8000; ISO 45001; ISO 37001; ISO 50001);
- existence and description of any legal disputes;
- carbon footprint and decarbonisation initiatives;
- energy and water consumption and any efficiency measures;
- waste disposal methods and circular processes;
- waste management assessment;
- circularity in the production process or end-of-life of materials and products;
- protecting diversity;
- defence of human rights, and relevant certification;
- health and safety management;
- safety management system;
- ISO management systems regarding quality;
- disability;
- labour management;
- work for local communities;
- work with suppliers;
- internal auditing and compliance;

The questionnaire also contains some "red flag" compliance questions, which, if not answered correctly, lead to immediate suspension of the supplier and a request for corrective action.

The Group reserves the contractual right to adopt all appropriate measures (including contract termination) in the event that the supplier, in carrying out activities in the name of or on behalf of the Company, violates any rule of legislation or does not comply with the ethical requirements requested by Zignago Vetro. In 2025, as reported in the paragraph "Sustainable supply chain management system" of this document, specific training was also given to all Group buyers, focused on the supplier ESG assessment methods and the related procedure.

Regarding the issues just described, the Group reserves the right to conduct unscheduled audits at the offices of suppliers regarded as "strategic".

The following are the main indicators for the supplier ESG assessment:

Supplier assessment ESG KPIs	2024	2025
% of the Group's inventory turnover from relevant suppliers assessed in terms of ESGs	75.9%	78.6%
% of the Group's inventory turnover from relevant suppliers assessed on corruption or data security;	75.9%	78.6%
% response rate from suppliers concerning ESGs	60.5%	60.7%
% of suppliers suspended for non-compliance with ESG principles	0%	0%

Conflict minerals

As per its Conflict Minerals Policy, the Group verifies that products purchased from its suppliers do not contain conflict minerals. This is done by using the above described ESG assessment questionnaire to monitor suppliers at risk of using conflict minerals in their processes, with particular reference to the 3TG minerals, that is, those containing tin, tantalum, tungsten or gold.

Accordingly, the Group's stated goal is not to be involved, even indirectly, in any supplies from countries listed as at risk by the United Nations. Should a supplier declare use of even one of these minerals in the digital questionnaire, the software therefore flags an alert, triggering an in-depth analysis of their origin. In this case, the supplier must certify that the minerals mentioned above do not come from conflict areas, preferably by providing a Conflict Minerals Reporting Template (CMRT) in the format defined by the Responsible Minerals Initiative (RMI). In case of a lack of response or any doubt, the company procedures envisage contacting the supplier to verify declarations and carry out specific due diligence inquiries. If non-compliance with the Group's ethical standards is confirmed, the supplier is asked to provide an adequate corrective action plan. In the event of repeated violations of the corrective action plan, Zignago Vetro provides for progressive disengagement from the supplier until the end of the commercial relationship.

Conflict mineral KPIs	2024	2025
% of suppliers identified as users of 3TG minerals (as part of the supplier ESG assessment) for which a CMRT or other certificate of provenance is available	100%	100%

CONSUMER SAFETY

Zignago Vetro takes all possible measures to guarantee the production of the safest containers for end-customers and consumers. For this purpose:

- keeps HACCP risk assessments updated;
- carries out general prevention measures (e.g. cleaning, pest control);
- has identified, actively mitigates and monitors all aspects that might lead to critical defects for the consumer;
- carries out periodic audits to verify the proper functioning of the processes;
- ensures compliance with Good Manufacturing Practices (GMP).

The activities carried out to ensure food safety are also certified by external certification bodies. The Group is moving towards FSSC 22000 certification, as recognised globally by the GFSI.

For factories producing significant quantities of food containers (Zignago Vetro S.p.A.: Fossalta di Portogruaro [VE], Empoli [FI] and Zignago Vetro Polska facilities), the transition from the UNI EN 15593 standard to the new FSSC 22000 standard was completed in 2023. Zignago Vetro France SA, while taking all necessary measures to guarantee consumer safety, considering the limited number of productions involved, currently has no plans to obtain a specific certification.

The table below shows the number of claims against end consumers in which Zignago Vetro has been involved or called upon to pay damages.

Consumer injuries reported	**2024**	**2025**
End User	0	0
Company/Wholesaler	0	0
Total	**0**	**0**

LOCAL COMMUNITIES

Safeguarding relations with the local area and respecting human rights are fundamental pillars of the Group's social strategy. Since April 30, 2021, Zignago Vetro has participated in the United Nations Global Compact Project (renewed in April 2025), through which it formally commits to integrating the 10 universal principles related to human rights, labour rights, environment and anti-corruption into its spheres of influence.

Human rights and reporting mechanisms

The Group operates in accordance with the ILO Declaration and the OECD Guidelines. While no specific monitoring processes are currently in place for the UN Guiding Principles, the integrity of conduct is ensured by the Human Rights Policy and Code of Ethics. Furthermore, it is noted that:

- any violations can be reported through the Whistleblowing procedure, which is also accessible to local residents for ethical or conduct reports.
- historically, Zignago Vetro Group companies have never been involved in incidents, violations or litigation related to human rights or non-compliance with the aforementioned international principles.

Community engagement

While the 2025 Double Materiality assessment did not identify any immediate critical risks or impacts related to ESG issues, the Group continues to apply active processes of listening and dialogue with local populations and institutions (municipalities, local authorities, social associations, etc.) near production sites.

Discussion takes place at face-to-face meetings on specific issues, which are planned as the need arises. Operational responsibility lies with the Technical Department, the Finance Department and the CEO, while the effectiveness of the involvement is measured according to two parameters:

1. New investments: obtaining permits and verifying the approval of the community.
2. Local initiatives: continuation of local relationships and successful completion of funded projects.

Actions and economic support for the local area

On December 18, 2020, the Board of Directors of Zignago Vetro S.p.A. formalised a policy to allocate 0.25% of the Consolidated Net Income annually to social, cultural and environmental initiatives.

This commitment translates into concrete actions for community welfare, including:

- the creation of local employment and stimulus of demand for goods and services in the target areas.
- infrastructure funding, donations and sponsorships defined following analysis of local community needs and dialogue with institutions.

In 2025, numerous social inclusion projects and cultural initiatives were supported in the areas around production plants. These were designed to support the most vulnerable social groups and improve quality of life in the local area.

SUPPLEMENTATION OF GOVERNANCE INFORMATION

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

The Group adopts a zero-tolerance approach to all forms of corruption, operating based on criteria of integrity and transparency and in with the applicable regulations. This commitment translates into internal policies to prevent corruption and consolidate ethical corporate governance practices.

Organisation and Management Model pursuant to Legislative Decree No. 231/2001 (OMCM)

Since 2008, Zignago Vetro S.p.A. has adopted an Organisation and Management Model pursuant to Legislative Decree No. 231/2001, a pillar of the Internal Control and Risk Management System. The OMCM identifies company areas potentially exposed to risk of offences and defines preventive protocols to combat phenomena such as corruption and unfair competition.

The Model binds a wide range of addressees to its provisions; these addressees include:

- The members of the Board of Directors;
- Group Executives and all Group employees (including individuals on secondment);
- External workers, suppliers, agents and business partners, to the extent within their remit.

Compliance with the OMCM constitutes an integral part of contractual obligations. Addressees are required to refrain from illegal conduct, co-operate in verification activities, and report any violations or critical issues to the appropriate supervisory and control bodies.

Governance and oversight

The Supervisory Board (SB) is responsible for overseeing the operation and effectiveness of and compliance with the Model. The Supervisory Board enjoys autonomous initiative and control powers and reports semi-annually on its activities to the Control, Risks and Sustainability Committee, the Board of Statutory Auditors and the Board of Directors.

The Supervisory Board's monitoring activities are enacted through a plan of periodic audits to oversee critical processes, such as:

- Management of proxies, powers of attorney, and the stipulation of contracts;
- Supplier selection and purchasing cycles;
- The traceability of payments, consultations, gifts and expense reports;
- Personnel selection, management and promotion procedures.

When conducting these audits, the Supervisory Board draws on the operational support of the Internal Audit function, which acts on the specific mandate of the Board itself to carry out planned audits.

The Code of Ethics complements the OMCM and defines the principles of conduct to be upheld in relations with all stakeholders. The Group ensures that it is as widely shared as possible through internal communications, availability on company premises and publication in the dedicated area of the company website.

Findings and sanctions

Historically, audits by supervisory bodies have never revealed violations of anti-corruption laws. At the reporting date, the number of convictions and the total value of fines imposed on the Group Companies for violations related to corruption and bribery are zero.

Description of KPI	2024	2025	Methodology
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0	Number of convictions for violation of anti-corruption and anti-bribery laws
Amount of fines for violation of anti-corruption and anti-bribery laws	0	0	Amount of fines (Euro) imposed in connection with enforcement actions taken against the Group for anti-corruption violations

IT SECURITY AND PRIVACY

Information Technology Security

The Group Companies have continued the process of verifying and strengthening measures to maintain and improve IT security and both internal and external skills.

The evolution of the cyber risk management system, which is inspired by an approach that ensures continuous improvement, is fully integrated into business processes that seek to mitigate specific threats. This framework ensures constant oversight of both secure identity and credential management and early detection of potential vulnerabilities within codes and system infrastructure.

In this area, in FY 2025 the Group continued its work to ensure:

- protection from unwanted intrusions and threats to maintenance services from third parties via VPN, in addition to verification of SAP access policies for consultants;
- periodic penetration testing at all offices;
- analysis of the dynamic behaviour of running software, to intercept and block any unauthorised access attempts, and updating of the firewall;
- prevent USB port use, to avoid the use of devices susceptible to viruses;
- employee cyber security training.

In the process of preventing cyber attacks, a fundamental role is played by system users, whose behaviours can compromise the validity of the security policies and measures adopted by the Group companies. Therefore, in parallel with the planning of technical measures, Zignago Vetro continued to promote its IT security awareness and training campaign, focusing, in particular, on the use of individual user workstations, and the simulation of phishing attacks.

No information security incidents occurred in 2025.

CYBER SECURITY KPIs		**2024**	**2025**
Information security breaches at Zignago Vetro Group companies	no.	0	0

Privacy protection

The Zignago Vetro Group considers protecting its information assets and personal data as indispensable elements of its business model. The Group's approach is based on full compliance with the GDPR (Regulation [EU] 2016/679) and local regulations, ensuring that all processing is supported by clear, transparent disclosures that accurately describe operational reality and thus ensure that written records precisely match the action effectively taken.

The Group promotes a corporate culture that holds each employee accountable: each employee who is authorised by the Company to process personal data is required to operate in strict compliance with internal procedures. This awareness is fed by periodic training courses that are designed to ensure that staff pay close attention to relevant aspects regarding the security and protection of the data they process, preventing irrelevant processing or that which is damaging to privacy.

To guarantee structured and rapid management of potential threats and to efficiently tackle any illicit conduct, the Group has implemented strict protocols, which are formalised through Board of Directors (BoD) approval of the following procedures:

- Data Breach Management: a specific procedure to detect, classify and communicate possible breaches of personal data, in compliance with regulatory requirements and ensuring respect with the timeframes and procedures set by the guarantor authorities. This procedure is intended to guide all those working within the Zignago Group - employees, external workers, interns, suppliers - on what to do in the event of a possible data breach.

- Incident Response Plan (IRP): this procedure describes the actions to be taken before, during, and after the occurrence of an incident; the primary objective of such actions is to mitigate the impact and restore the security of systems and normal operations in accordance with service levels, limiting damage and reducing the time and cost of information recovery.

- Whistleblowing procedure: this sets out to govern the process for reporting violations in accordance with the provisions of Legislative Decree No. 24/2023. It therefore provides all the necessary indications to enable interested parties to report - including anonymously - violations of national and/or European regulations, and conduct that violates the Organisational Model and/or the Code of Ethics pursuant to Legislative Decree No. 231/01. The reporting tool is accessible not only to employees, but also to third parties who maintain a relationship with the Company. In terms of reporting, the system adopted by the Group ensures the strictest confidentiality of the reporter’s identity and the information provided throughout the verification process, ensuring that the reporter is protected against any form of retaliation and promoting integrity in business practices.

Confirming the effectiveness of these safeguards, there were no data privacy issues (data breaches) or major IT incidents during FY 2025, maintaining the positive results of previous reporting periods.

ZIGNAGO VETRO SpA

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