

ZONIN1821

SUSTAINABILITY  
REPORT

ZONIN1821 GROUP  
2024





*"We are lovers of fine wine with all-Italian DNA.*

*Since our foundation, we have shown the utmost respect for the land and the communities to which we belong.*

*We believe that personal well-being drives growth, and we promote a culture of respect and inclusion.*

*Thanks to our brands and our excellence, we bring moments of joy to people's lives.*

*We are passionate and strive to achieve authentic goals; we are entrepreneurs of the Good Life.*

*Giancarlo Parolini*

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## LETTER TO STAKEHOLDERS

*For more than 200 years, our passion for fine wine has brought us to the tables of countless families in Italy and around the world. Raising a toast with our wines marks authentic moments of everyday joy and celebrates simple gestures with profound value, such as sharing, conviviality, trust, and responsibility.*

*Because of this, the quality of our wines has always been at the center, as if it were a continuous expression of gratitude to our impassioned consumers who have chosen us for generations and continue to do so today. 'Making good wine' has always been our only way 'to do business'.*

*A fundamental element of our work is 'wine education'. It is not enough to sell bottles of wine by maximizing their visibility. It is essential to discover, expound, and reveal the 'invisible behind the visible', that is, the culture, traditions, and stories that express this extraordinary product of the land. This way, wine can be increasingly conceived as a wholesome product which, when consumed in moderation, is good for you. Above all, wine is a guardian of knowledge and traditions that have been handed down for generations and must be enriched today for future generations.*

*The process of acquisitions initiated by my Family in the 1970s was driven by a dual objective: to enhance and promote Italian wine culture on the global stage and to preserve these distinctive regions for future generations. The theme of generational change is essential for comprehending our entrepreneurial vision. Companies, like families and institutions,*

*are not only responsible in the 'here and now', but also have a duty to embody values of openness and otherness their actions. This encompasses preserving resources, respecting the environment, ensuring people's well-being, promoting gender equality, and valuing diversity.*

*In today's business environment, there is an increasing demand for companies to demonstrate a commitment to sustainability issues. The pursuit of profit at any cost, often referred to as 'unlimited profit' or 'unbridled capitalism', is no longer regarded as the sole metric of good entrepreneurship. In the business world, companies are expected to demonstrate responsibility in their actions and justify their choices. Therefore, sustainability cannot be viewed as an additional element to conducting business; rather, it must be one of the foundational elements of the business model, corporate culture, and strategic decisions.*

*Let us also endeavor to be practical and realistic, avoiding idealism: the path to promoting sustainability is not easy and there is a long way to go for our society. Consider the frequent legislative changes on the subject of sustainability. The journey is one to be taken together, in which everyone, every company, and every person can leave a mark on the present and make a difference for the future, one step at a time and via their own choices.*

**Domenico Zonin**  
President of the ZONIN1821 Group

## SUSTAINABILITY AT A GLANCE 2024

### THE VALUE OF ZONIN 1821

**200 YEARS**

Seventh generation in 200-year long history

**9 ESTATES**

Over 3,000 hectares, of which approximately 1,600 are planted with vines

**APPROX. €210 MILLION**

Turnover in 2024

**APPROX. 83% OF EXPORTS**

In over 100 countries worldwide

### GOVERNANCE

**BUSINESS VALUES AND ETHICS**

TRUST, AUTHENTICITY, RESPONSIBILITY, ENTREPRENEURSHIP, INNOVATION

### PRODUCT AND VALUE CHAIN

**INNOVATION**

Important innovation projects for product improvement and the efficiency of cultivation and production processes

### PEOPLE

**510 PEOPLE**

working in Italian companies and British and American branches; supported by 35 temporary contracts (FTE)

**29% WOMEN**

Among employees of ZONIN1821 Group companies (%FTE)

**71% MEN**

Among employees of ZONIN1821 Group companies (%FTE)

**4,088 HOURS**

of professional training provided by the Group

### ENVIRONMENT

**489,595 m<sup>3</sup>**

Total water withdrawal

**5,883 tons of CO<sub>2</sub>e**

Greenhouse gas emissions into the atmosphere (Scope 1 and Scope 2 Location Based)

**1,787 tons**

Waste generated in 2024, down from previous years

**Equalitas certification**

for 2 of the Group's estates: Castello di Albola and Rocca di Montemassi.





## CHAPTER ONE

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# IDENTITY

## CHAPTER ONE IDENTITY

### 1.1 ABOUT US: MISSION, VISION, AND HISTORY OF ZONIN1821<sup>1</sup>

ZONIN1821 was founded in 1821 in Gambellara, Veneto. It is a 'Made in Italy' group par excellence. It produces, bottles, and distributes Italian wines. This contributes to the international export of the Italian wine culture and its highly regarded products.

At the core of this all-Italian business is the ZONIN1821 Family, which has cultivated, interpreted, and passed on a unique cultural heritage for **seven generations** and **over two hundred years**. With a focus on technological innovation and responsibility, the company has a commitment to sustainable de-

velopment in all its aspects: environmental, economic, and social.

The Group's tradition is based on four key elements:

- care for **people** and the **land**;
- the promotion of local **wine-making traditions**;
- technical experimentation and **innovation** in production processes and
- respect for the **environment**.

These key elements constitute the Group's DNA and form the basis of the ZONIN1821 Group's vision and mission.

#### VISION

Bringing the best of Italy to the world of wine

#### MISSION

To generate value for people, consumers and partners, through authentic experiences, iconic brands, sustainable innovation and our cultural heritage that has been passed down from generation to generation for over 200 years

<sup>1</sup> - The names 'ZONIN1821 Group', 'ZONIN1821', and 'Group' refer to information and data concerning all companies in the ZONIN1821 Group, both Italian and overseas.



### 1.1.1 From the ZONIN brand to the ZONIN1821 Group

Dalle cFrom the hills of Gambellara to the far corners of the earth. Over the course of more than 200 years of history, the Family business has evolved into a renowned brand, ZONIN. In response to the desire to promote local wine-making traditions and expand the global reach of 'Made in Italy' products, the company has transformed into a modern, international group, the ZONIN1821 Group. This group is recognized as one of the leading players in the wine sector.

The ZONIN1821 Group now has a presence in over 100 countries worldwide, with a turnover of approximately €210 million (in 2024). The company has global expansion objectives and is supported by over 500 employees working in Italy and in four overseas branches (United States, United Kingdom, China, and Sweden). The Group promotes its values through the synergy of complementary brands, created or acquired, throughout its history.

The current assets are the result of a strategic acquisition process that has been achieved thanks to a forward-looking entrepreneurial vision: to take care of the Italian territories with the highest wine-growing potential and contribute to the transmission of the millennial culture they represent for future generations.

• Since the late 1960s, areas of excellence for wine production have been selected. With production extending over approximately 1,600 hectares of vineyards, the ZONIN1821 Group produces and distributes not only still and sparkling wines under the

ZONIN brand, but also prestigious wines from the Family's Italian estates: **Ca' Bolani** in Friuli, **Poggio Le Coste** in Piedmont, **Oltrenero** in Lombardy, **Castello di Albola** and **Rocca di Montemassi** in Tuscany, **Masseria Altemura** in Puglia, and **Principi di Butera** in Sicily.

• These 'Made in Italy' excellences are complemented by wines produced at two overseas estates: **Barboursville Vineyards**, in Virginia, USA, and **Dos Almas**, in Chile.

• The Group's portfolio is completed by the **Ca' Ves-covo**, **Sette Archi**, **Feudo del Principe**, **Sant'Ilar-io**, **San Zeno**, and **Conti Buneis** brands.

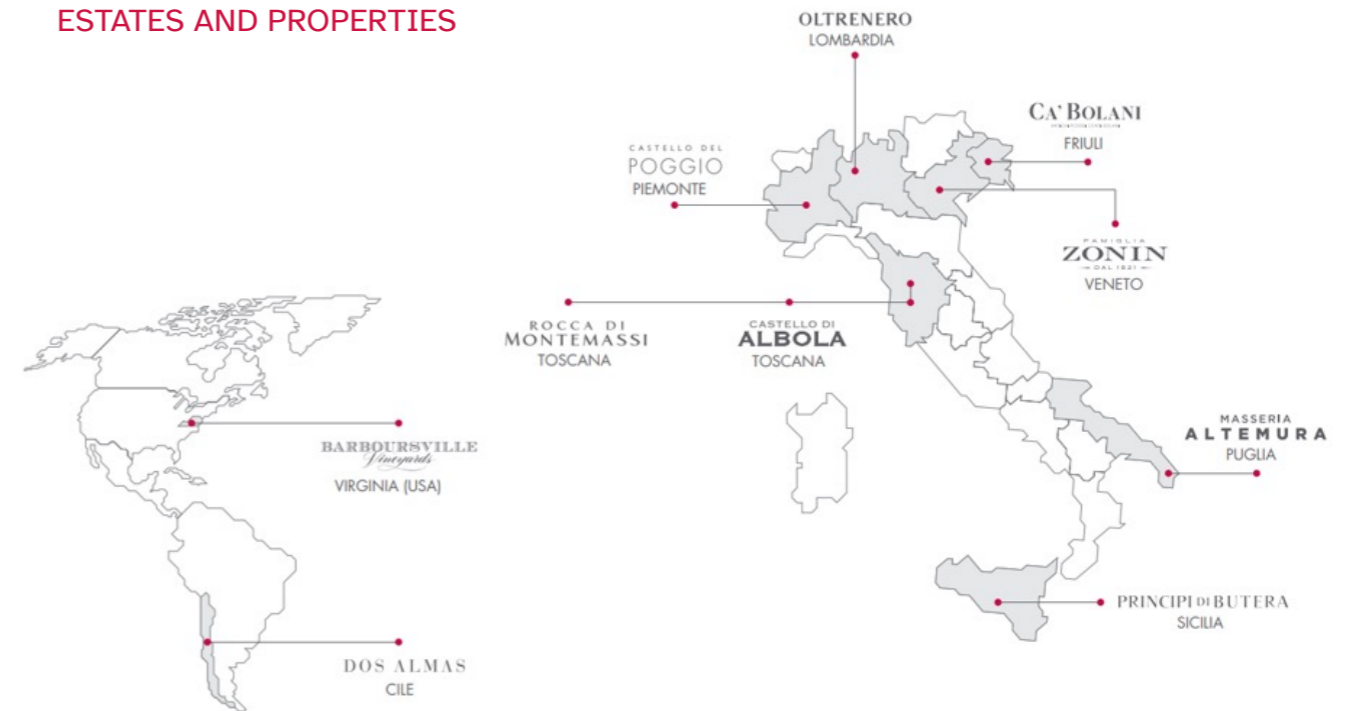
• In a constant process of strengthening the Group (to continue promoting outstanding 'Made in Italy' products around the world) and continuous evolution (to continue operating internationally), the company is evaluating strategic acquisitions aimed at completing its portfolio and the synergy between existing brands.

• Exports currently account for approximately 80% of turnover. Thanks to its 200-year history, ZONIN is recognized for its iconic Prosecco, which is increasingly becoming an expression of the typically Italian joie de vivre or 'la Dolce Vita'. The company is also recognized for its contribution to exporting 'Made in Italy' products and wine culture around the world. This recognition is a significant achievement, particularly because it is not self-attributed but is endorsed by an expanding network of consumers, industry leaders, and prominent figures in the lifestyle sector.

### ZONIN1821 GROUP COMMERCIAL OFFICE



### ZONIN1821 GROUP AGRICULTURAL ESTATES AND PROPERTIES





Regarding the results achieved during the year, the Group's CEO, Pietro Mattioni, provided the following statement: "At the end of 2024, the figure stood at around €210 million, up from €195 million at the end of 2023. Despite the wine sector's slowdown in 2024, ZONIN1821 outperformed the market with 10% organic growth. This figure is extremely satisfactory and demonstrates the value of our management and commercial structure, the relationships we have developed with our partners over the years, the continued appreciation of our diverse, all-Italian

wine selection (which allows us to cater to different consumer needs and preferences), and the ever-increasing recognition of our brands. With 85% of exports distributed across a variety of markets, we maintain operational resilience by avoiding dependence on any specific geographical area. This approach ensures that our business is not vulnerable to fluctuations in local consumption patterns or economic developments in individual countries. In 2024, the main markets were America (approximately 30%, with a strong presence in

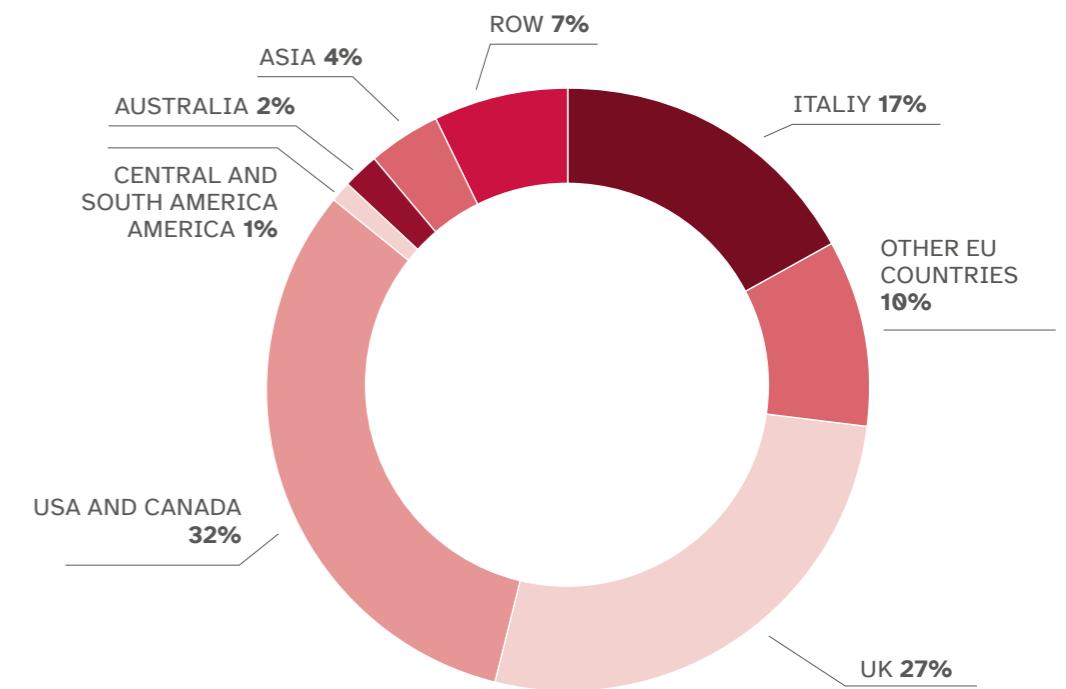
the United States and Canada), the United Kingdom (approximately 20%), and Italy (approximately 15%). Our presence in European markets (which account for approximately 15%) is becoming increasingly consolidated, while we continue to maintain a presence in areas such as the CIS (approximately 5%) and Asia (approximately 5%). The number of bottles, approximately 50 million, remains consistent with the 2023 figure. Of the 'full range' of complementary wines and varieties that we offer our commercial partners and distributors, the ZONIN brand, thanks to its global distribution in over 100 countries, continues to serve as the ambassador of 'Made in Italy' worldwide. Our regional brands, including Castello del Poggio in the United States and Ca' Vescovo in Italy, have made significant contributions to our overall turnover. These brands have met the consumption needs of specific geographical areas and have achieved high-

ly competitive positioning. Finally, we are continuing the premiumization of our estates, driven internationally by Ca' Bolani and Castello di Albola".

**2024 TURNOVER BY COUNTRY**

While ZONIN1821 is a Group that operates increasingly at an international level in order to continue exporting the culture of 'Made in Italy' products around the world, it has also continued to maintain and enhance its ties with its native town, Gambellara, which remains the beating heart of the ZONIN brand.

**2024 TURNOVER BY COUNTRY**



## 1.2 REFERENCE CONTEXT: MACRO TRENDS IN THE SECTOR

### WORLD WINE MARKET

The internationalization of wine is growing. Today, almost one in two bottles is consumed in a country other than the one in which it was produced (the ratio between exports and consumption rose from 27% in 2000 to 46.6% in 2024). In 2024, global wine production is estimated at 226 million hectoliters, down 4.8% on 2023, while consumption stands at 214 million hectoliters (-3.3%). Italy is bucking the trend: +15.1% in production compared to 2023 (ranking at the top of the list) and +0.1% in consumption, with 37.8 liters per capita per year. The trade balance is also positive: in 20 years, it has grown at an average annual rate of 5.5%, from €2.6 billion in 2004 to €7.5 billion in 2024. Italy is also the leading exporter of wine by volume (21.7 million hectoliters in 2024) and the second by value (€8.1 billion, behind only France's €11.7 billion).<sup>2</sup>

### ITALIAN WINE MARKET<sup>3</sup>

The major wine producers expect overall sales to grow by +1.7% in 2025, with exports up +2%. Optimism surrounding sparkling wines continues unabated (+4.4% overall revenue), especially overseas (+6.1% exports), while still wines are expected to grow by +0.9% (+1.2% exports).

The year 2024 ended without significant changes for major Italian wine producers (+0.3% on 2023), with a greater increase in the overseas market (+0.7%). The good performance of sparkling wines overseas

(+9.1%) stands out. The EBIT margin reported an increase of 0.5 percentage points over 2023, with the ratio between net profit and turnover up 0.2 points. In 2024, sales volumes across all channels fell by 2.5%; sparkling wines were up 4.1%. On-premise sales lost ground: Ho.Re.Ca. sales were down 4.9% on 2023, reaching 17.6% of the market, and wine shops and wine bars were down 8.4% (market share at 5.7%). Direct sales increased slightly (+1.3% compared to 2023), accounting for 8.2% of the market. Wine tourism grew in 2024: revenues were up +9% compared to 2023, with three-quarters of wineries offering tours.

Focus on sustainability: organic wines reached 5% of the market (-2.6% in sales), while natural wines (+4.2%, 1.9% market share) and vegan wines grew (+31.7%, 0.9% market share). 60% of companies publish sustainability reports. In 16.7% of cases, there is a manager with exclusive responsibility for ESG issues. More frequently, however, this is handled by a manager who also has other corporate functions (38.2% of operators) or directly by the president, CEO, or general manager (approximately 25% of companies).

Veneto remains Italy's leading wine-producing region, accounting for a quarter of Italian wine production. This leadership is also reflected in its value, which exceeds 20% of the national total. Puglia follows (16.1% of the total volume, 12.6% of the total value). For Piedmont and Tuscany, the volume, between 4 and 5% of the total, doubles in value (for both regions close to 10% of the Italian total); on the other hand, Sicily is the region with the greatest gap between quantity and value. Veneto also leads in exports (more than 35% of Italian exports), dou-

bling Piedmont and Tuscany, which are stuck at 15% each. Regional records also emerge from company balance sheets: Tuscany has the highest EBIT margin (16.4%), Abruzzo has the best ROI (7%), with Piedmont in second place (6.4%). The largest exporters are producers in Piedmont (63% of turnover), Tuscany (59.5%), and Abruzzo (58.7%). Puglia and Lombardy shine in terms of ROE (6.6% in both cases); the latter also excels in terms of EBIT margin

(second place with 10.9%), but with a modest overseas presence (exports equal to 24.3%). In 2024, Friuli-based companies are growing particularly strongly (+8.2% in total sales and +7.1% across borders) as are those in Tuscany (+2.3%; +4.6%). There is optimism for 2025 for Abruzzo-based companies (total sales +7.5%).



2- Source: OIV-International Organization of Vine and Wine

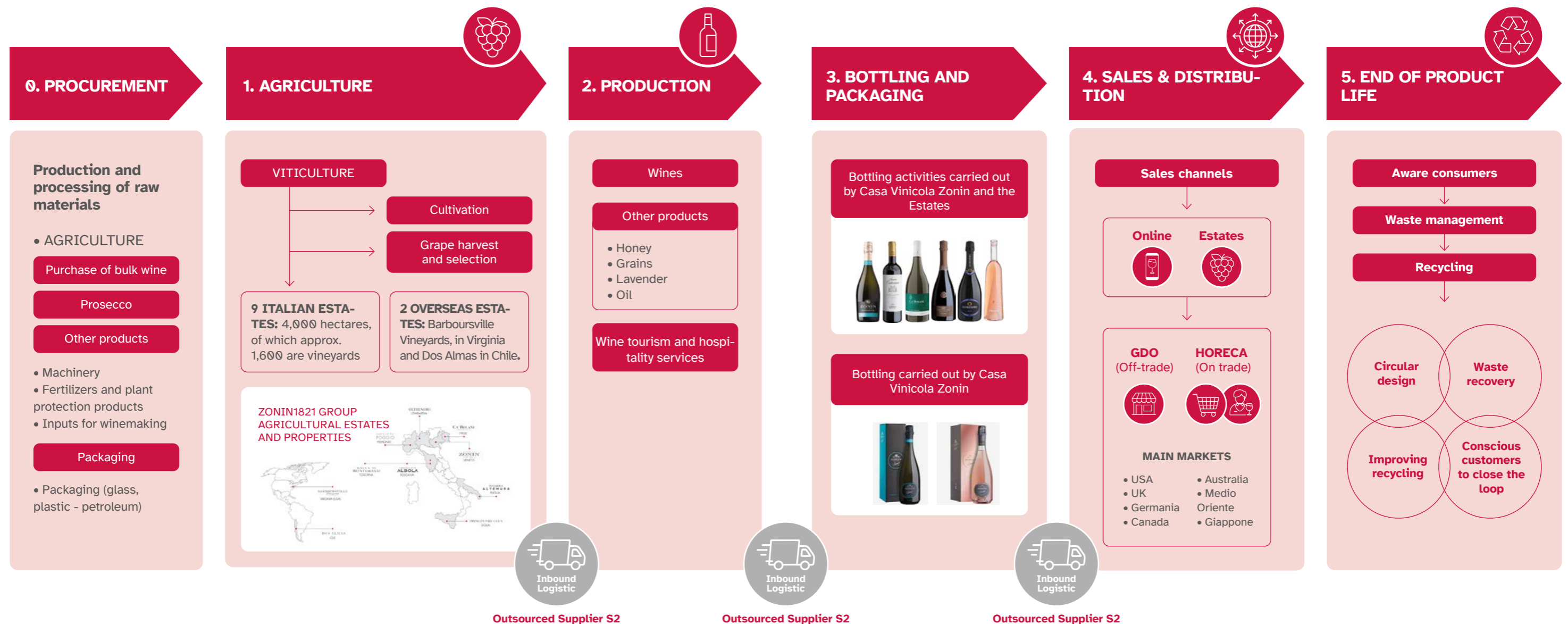
3- Source: "IL VINO ITALIANO ALLA SCOPERTA DI NUOVI MERCATI" research by Area Studi Mediobanca

### 1.3 THE ZONIN1821 GROUP VALUE CHAIN

The value chain is a model that describes an organization's structure as a limited set of processes. It shows how the Group operates in various business activities related to the wine life cycle, from cultivating and sourcing raw materials, to consuming the finished product and managing packaging after use.

pany's history. In the early days, wine was purchased from local producers to ensure that the best grapes were selected each year, before being bottled and distributed to the market. Thanks to this agile model, which guaranteed high product quality and consumer confidence, the business evolved. The first vineyards were purchased near Gambellara, and then the process of acquiring estates began.

It is therefore particularly interesting to analyze how the value chain has evolved throughout the com-



### 1.3.1 Viticulture and oenology: the culture of wine

Viticulture is the set of techniques used to cultivate vines, from planting grafted vine shoots to harvesting. This is a very long process, as a vineyard can live for 20–30 years or more.

Several fundamental aspects must be considered when planting vines as they can influence the quality of the final product (i.e. the wine). The most important factors are the **location of the vineyard** (region, altitude and exposure) and the **composition of the soil**. These two factors can influence the choice of grape variety and, in turn, affect other important viticultural factors such as **planting density**, the **vine training system** and **pruning methods**.

Agronomic practices are usually classified according to when they are carried out.

- **Pre-planting:** site selection, soil preparation, installation of irrigation system, choice of grape variety, selection of clone, selection of rootstock, choice of vine training system.
- Planting.
- **Post-planting cultivation:** the first years of development and correct formation of the fruit-bearing cane are fundamental for the entire life of the vineyard.
- **Production phase:** pruning, canopy management, soil and irrigation management, vine nutrition, protection of the vineyard from pests and diseases, harvesting.

Proper vineyard management requires balancing the best agronomic and oenological expertise with the technical and economic constraints that inform strategic decisions (e.g. labor availability, equipment, weather conditions and profitability). Proper vineyard management aims to produce excellent wine quality even in adverse weather conditions while respecting

the environment and local communities.

On the other hand, oenology begins with the harvest and encompasses all the processes in the winery up to bottling. The term ‘oenology’ derives from the Greek oenos (wine) and logos (study), and refers to the study of wine and its production. The process begins when the grapes are ripe. This is known as technological ripeness, which is when the fruit is considered to have reached the optimal content of substances for the desired type of wine (e.g. still, sparkling or sweet wine). From the moment of harvest, oenology encompasses the winemaking process (i.e. the transformation of grapes into must and then into wine) and the ageing of the wine until it has the desired organoleptic characteristics for marketing.

The Group’s oenologists and agronomists work together as a team, coordinated by the estate managers: Roberto Marcolini for Ca’ Bolani, Paolo Tealdi for Oltrenero, Poggio Le Coste and Principi di Butera, Alessandro Gallo for Castello di Albola, Antonio Cavallo for Masseria Altemura and Luca Paschina for Barboursville Vineyards. Together, they consistently produce excellent quality wines that continue to garner national and international recognition.

- Thanks to its Italian and overseas estates, including Barboursville Vineyards in Virginia, USA and Dos Almas in Chile, the ZONIN1821 Group manages around 1,600 hectares of vineyards. These produce excellent grapes, yielding wines that are distributed under the estates’ specific brands or the Zonin brand.
- In addition, to meet the specific requirements of its commercial partners, the Group purchases bulk wine directly from the market for certain private labels and secondary brands. The Group carefully selects the best batches and suppliers to guarantee consumers the highest quality and excellent value for money.

### 1.3.2 Other organic production and livestock farming

- In addition to wine, some of the estates produce other agricultural products that are used for personal consumption or for sale.

Estate	Additional production
Ca’ Bolani	Arable land
Oltrenero	Lavender
Castello di Albola	Oil, Vegetables (for personal consumption)
Rocca di Montemassi	Oil, Khorasan wheat
Principi di Butera	Oil
Masseria Altemura	Oil
Barboursville Vineyards	Vegetables (for personal consumption) and Honey

- In 2017, a new project was launched at Rocca di Montemassi with the aim of rediscovering and preserving local traditions, while also transforming the estate into a contemporary farm. In addition to producing durum wheat from a variety called ‘Khorasan wheat’ for single-grain pasta production (for which approximately 3.7 hectares were dedicated in 2024), a herd of Maremmana cows was introduced. The Maremmana is one of the most distinctive cattle breeds thanks to its long horns and grey coat. The unspoiled lands of Rocca di Montemassi provide an ideal habitat for these beautiful animals, which are free to graze on its meadows. The estate’s management system is inspired by the concept of permaculture, focusing on designing a productive ecosystem that is diverse, stable and flexible, like natural ecosystems.

- At Barboursville Vineyards, the group’s American estate, wine production has been complemented by the rearing of calves and pigs, as well as the cultivation of vegetables and honey for personal consumption and sale.

### 1.3.3 From wine to bottle: packaging and bottling

In the course of its history, ZONIN1821 has become a leading brand in the wine sector, both nationally and internationally.

In addition to producing wine, the Gambellara headquarters and the Group’s estates strictly control the **bottling process**, which is the final stage in wine-making. It is at this stage that the wine ‘comes to light’ in its final form, and the evolutionary process that ends with the opening of the bottle begins, or rather, continues.

Designing and developing **packaging** is also a particularly important process: this phase is fundamental in reflecting the identity of the different brands, as well as ensuring maximum preservation of the wine. Interestingly, to guarantee high-quality packaging, all Italian estates, including Barboursville Vineyards, purchase bottles, corks, capsules and labels from selected Italian or European suppliers. Barboursville, on the other hand, purchases the cardboard used for bottle boxes from US suppliers. Even at this stage, the company is committed to balancing high product quality with respect for the environment, seeking to reduce its ecological impact and facilitate recycling.

- Thanks to its portfolio of complementary brands, the Group produces, bottles, and designs packaging not only for still wines, sparkling wines, and the iconic **ZONIN** brand Prosecco, but also for the prestigious wines of the family’s Italian estates: **Ca’ Bolani** in Friuli, **Poggio Le Coste** in Piedmont, **Oltrenero** in Lombardy, **Castello di Albola** and **Rocca di Montemassi** in Tuscany, **Masseria Altemura** in Puglia, and **Principi di Butera** in Sicily.
- The Group’s portfolio is further enhanced by the addition of the complementary brands **Ca’ Vescovo**,



*"I am honored and thrilled by the response to Kylie Minogue Wines. Selling over a million bottles of Prosecco Rosé in under a year confirms the exceptional talent of the Zonin1821 team, and we at Benchmark Drinks are fortunate to work with them. I continue to be excited by the joy that Kylie Minogue Wines bring to so many people around the world!"*

**Kylie Minogue**

*"As a company and as a Family, we are delighted to be developing this exciting project with Kylie. We were honored to welcome her to our historic headquarters in Gambellara, show her around our Family business and share with her the 'Made in Italy' wine culture that we have been preserving for over 200 years. We therefore raise a glass of Prosecco with her and with all of you to a wine that continues to embody La Dolce Vita at an international level!"*

**Francesco Zonin**  
Vice President of the Zonin1821 Group

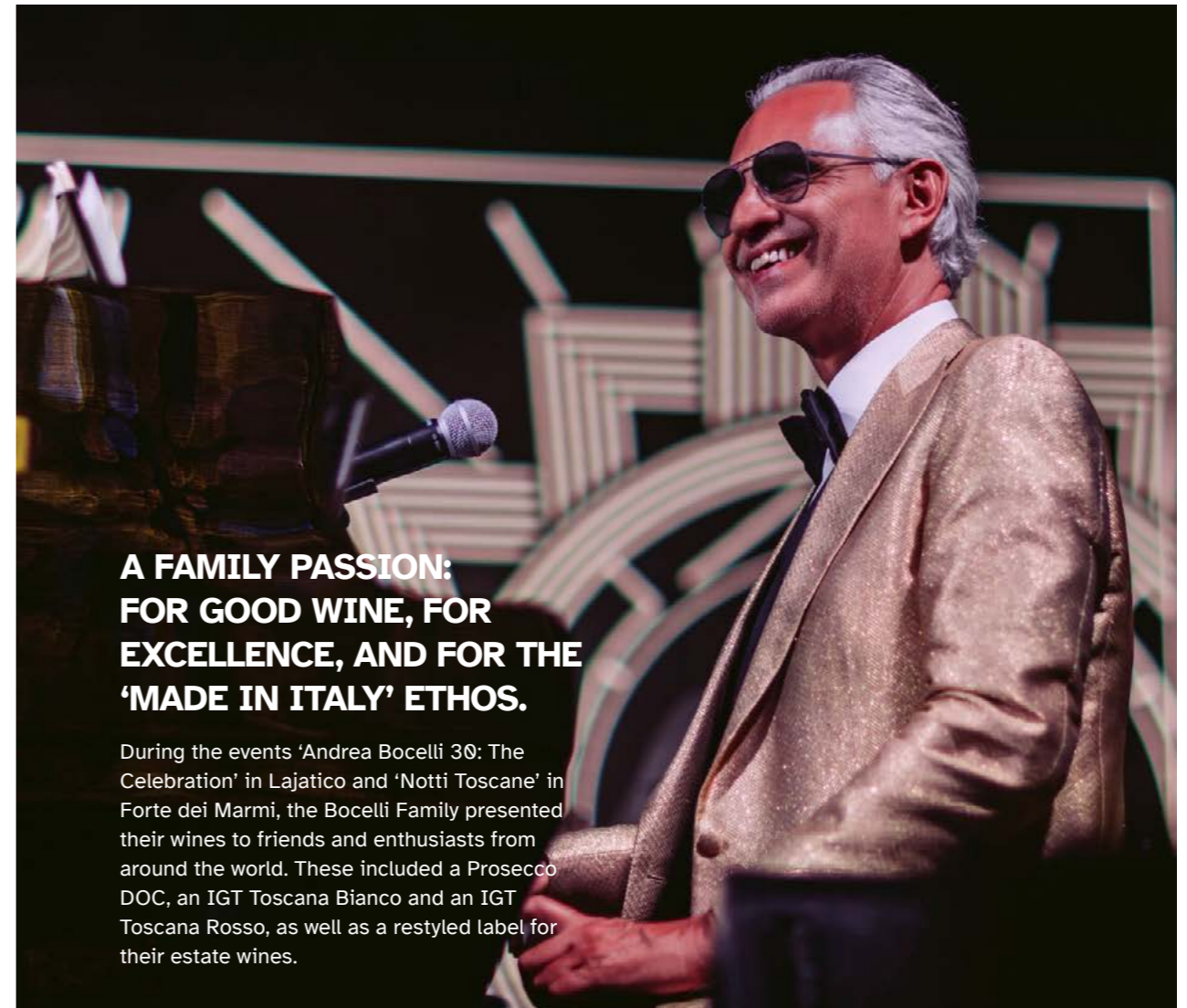
**Sette Archi, Feudo del Principe, Sant'Ilario, San Zenò, and Conti Buneis.**

- These outstanding 'Made in Italy' wines are complemented by wines produced in two overseas estates: **Barboursville Vineyards** in Virginia, USA, and **Dos Almas** in Chile.

- Thanks to its winemaking culture, which has been preserved and interpreted throughout its history, ZONIN1821 not only produces and distributes its own wines, but also develops prestigious international partnerships, producing wines on behalf of other companies or brands.

To coincide with its 200th anniversary in 2021, for example, music icon Kylie Minogue and her London-based partner Benchmark Drinks selected ZONIN1821 to produce **Kylie Minogue Prosecco Rosé**. In just one year, this Prosecco has become the UK's leading Prosecco Rosé.

In 2024, the Group continued to work on special projects for third parties, including a new product for Kylie Minogue and three wines for the BOCELLI1831 brand owned by the Bocelli Family.



### **A FAMILY PASSION: FOR GOOD WINE, FOR EXCELLENCE, AND FOR THE 'MADE IN ITALY' ETHOS.**

During the events 'Andrea Bocelli 30: The Celebration' in Lajatico and 'Notti Toscane' in Forte dei Marmi, the Bocelli Family presented their wines to friends and enthusiasts from around the world. These included a Prosecco DOC, an IGT Toscana Bianco and an IGT Toscana Rosso, as well as a restyled label for their estate wines.

*"Once again, beauty has triggered a virtuous circle, bringing many famous friends, colleagues, and a wonderful international audience to my beloved Lajatico. The guests at the pre-concert dinners and philanthropic events involving our family also celebrated and experienced the emotion of art in the noble and genuine heart of the Tuscan countryside. These people are champions of the art of living and of being on the side of good."*

*Here, where the vineyard is the farmer's pride and where, almost two centuries ago, my ancestor*

*Gaspero Bocelli bought his first farm, I believe is the perfect setting to raise a glass and celebrate the cultural and sentimental heritage that the Bocelli Family has cultivated for generations. It is a passion that we are pleased to share today with those who love the excellence of 'Made in Italy' products, and who are looking for a wine that, like good music, is genuine and mindful of its traditions, and capable of evoking positive emotions and feelings of sincerity."*

**Andrea Bocelli**

During the summer of 2024, a crowd of national and international guests gathered for four exclusive social events held in Lajatico and Forte dei Marmi. These events featured a combination of the best that Italy has to offer, including music, art, fashion, style, food and more. These unforgettable events attract more and more enthusiasts year on year, thanks to the great guests and unique experiences.

It was here that the Bocellis related a significant part of their family history and presented one of their great passions: wine, an Italian product recognized throughout the world. The Bocelli family has humble origins. In the 18th century, they were sharecroppers on the Spedaletto farm, which was owned by the Corsini princes and located between Lajatico and Volterra. On 21 March 1831, Gaspero Bocelli used up all his savings to free himself from being a tenant farmer, becoming a small landowner and acquiring the Podere Poggioncino farm for 1,000 scudi.

For seven generations, the names of the firstborn sons of the Bocelli family have begun with the letter 'A': like Anselmo, the son of Gaspare, like his great-great-grandfather Antonio, like his son Anselmo and like his grandfather Alcide, an electrical engineer and inventor; and like Alessandro, who gave the first letter of the alphabet to both his eldest son Andrea (born 1958) and his grandson Alberto (born 1961). The tradition continues with Amos, Andrea's eldest son, and Alessio, Alberto's eldest son.

BOCELLI1831 wines are an expression of the Bocelli family's roots and their vision, which began in 1831 when they started producing Italian wines on their estate in Tuscany, and has been handed down through successive generations. The estate cultivates classic Tuscan grape varieties such as Sangiovese, Canaiolo, Colorino, Malvasia and Trebbiano,

including vines over 70 years old. Over the last two decades, careful analysis by skilled winemakers has revealed that this terroir is exceptionally suited to Cabernet Sauvignon. Driven by a desire to strive for excellence, the first Cabernet vines were planted 10 years ago and now produce exceptional fruit with distinctive elegance. The wines that are particularly appreciated are **Terre Di Sandro** (100% Sangiovese), **Alcide** (100% Cabernet Sauvignon) and **Edi** (100% Trebbiano IGT Toscana).

The Bocelli family has also decided to build on over 180 years of excellence and passion for wine by expanding production beyond its own winery. Through collaborations with producers in other areas of wine excellence, the Bocellis aim to continue being ambassadors of the unique passion and excellence of 'Made in Italy' products that make Italy famous around the world.

It is precisely this desire to express 'Italian-ness' that has taken Andrea Bocelli 'around the world' and earned him international acclaim. Today, his voice is recognized everywhere and attests to the finest Italian bel canto tradition, a tradition of great historical and cultural significance that has been passionately passed on to the public both nationally and internationally. Furthermore, his commitment to spreading positive messages and promoting social causes means he is perceived as a fellow citizen everywhere: not only does he have a unique and sublime voice, but he is also welcoming and friendly.

Thanks to this vision and the oenological expertise of the Zonin Family, three new wines have been created under the BOCELLI1831 brand. This complementary range is perfect for celebrating the beauty of Italy wherever you are and on any occasion, with friends or family. The unmissable **Prosecco DOC**,



an emblem of La Dolce Vita and the ‘Made in Italy’ ethos, is flanked by a **Bianco IGT Toscana** made with Viognier and Vermentino grapes, and a **Rosso IGT Toscana** made with Sangiovese, Merlot, Syrah and Cabernet Sauvignon grapes.

Thus, BOCELLI1831 has become a brand with many facets, all of which are dedicated to showcasing the style, design, glamour, music, wine and beauty of Italy to the world. It is an honor for the Bocelli family to be ambassadors of these wines and of Italian Culture.

Thanks to its managerial and commercial structure, the ZONIN1821 Group is the reference point for the national and international promotion and distribution of BOCELLI1831 wines, and is known for its

contribution to exporting Italian wine culture around the world.

The wines produced and bottled cover a **wide range of traditional varieties**, including:

- \_ STILL REDS
- \_ STILL WHITES
- \_ STILL ROSÉS
- \_ TRADITIONAL METHOD
- \_ CHARMAT METHOD

Thanks to the wide range of products that has grown over the years, the Group can offer an ‘all-Italian response’ to different consumption occasions and the evolving tastes of increasingly eclectic consumers.



## THE ORGANIC WINES OF CASTELLO DI ALBOLA AND ROCCA DI MONTEMASSI

Thanks to consumers’ growing interest and producers’ increasing attention to sustainable development, organic wine continues to be appreciated internationally.

As defined by the current EU Regulation 848/2018: **“Organic production is an overall system of farm management and food production that combines best environmental and climate action practices, a high level of biodiversity, the preservation of natural resources and the application of high animal welfare standards and high production standards in line with the demand of a growing number of consumers for products produced using natural substances and processes. Organic production thus plays a dual societal role, where, on the one hand, it provides for a specific market responding to consumer demand for organic products and, on the other hand, it delivers publicly available goods that contribute to the protection of the environment and animal welfare, as well as to rural development.”**

Put simply, organic farming is an agricultural method that uses natural substances and processes to produce food. This means that it tends to have a limited environmental impact, in that it:

- encourages the responsible use of energy and natural resources;

- cultivates biodiversity;
- preserves regional ecological balances;
- improves soil fertility by preventing over-exploitation;
- ensures water quality.

**“A wine is considered organic if it is made from 100% organic grapes that were cultivated without synthetic chemicals and if the winemaking process uses certified organic products and a limited amount of sulphites.”** This definition was made official in 2012 with the introduction of EC Regulation 203/2012, which was subsequently replaced and updated by EU Regulation 2021/1165 on January 1, 2022. According to this regulation, the term ‘organic wine’ can describe not only wine made from organic grapes, but also indicate that the entire winemaking and grape transformation process is certified organic.

In line with the corporate vision for Castello di Albola and Rocca di Montemassi, as presented in their respective Sustainability Reports, the conversion to organic methods began in 2016. Thanks to this conversion, organic wines were introduced to the market in 2023 without compromising our traditional excellence.

Castello di Albola’s production is now entirely organic. Meanwhile, Rocca di Montemassi increased its percentage of bottled organic wine from 53% last year to 100% today.

In addition to these well-known categories, the Group is investing in developing its own innovative products, including:

- **aromatized wines**, which are based on the idea of adding aromas to the fermented product to modify its organoleptic profile in terms of both aroma and flavor. While the ancient Greeks and Romans added various spices, herbs, and fruits to improve their wines, these wines are produced today because they are particularly appreciated by certain consumer groups in some geographical areas, such as the United States. This category includes wines distributed specifically in the United States under the Poggio Le Coste brand.<sup>4</sup>



- **ready-to-drink** alcoholic or non-alcoholic cocktails: The product must be ready for consumption, perhaps with the addition of ice or some essence. According to a report by Persistence Market Research, the market for ready-to-drink (RTD) alcoholic beverages is set to reach \$28.6 billion by 2033, growing at a compound annual rate of 7.9%. Convenience is one of the growth factors, particularly among young people who want drinks that can be enjoyed quickly without sacrificing taste or quality. Additionally, increased quality, thanks to investments by manufacturers, is fueling demand for high-quality RTDs with unique flavor profiles and ingredients. Wellness considerations are also playing an important role,



4 - For more information on Poggio Le Coste products distributed in the United States: <https://castellodelpoggio.com/wines/>

with more consumers opting for RTDs made with natural ingredients and reduced alcohol content. Furthermore, innovation in product offerings, including seasonal versions and exotic blends, is capturing more consumer interest and driving growth in this category<sup>5</sup>. These include Costal Lemon Spritz and Orange-Cran Riviera Spritz under the ZONIN brand, distributed in the US market, as well as Limoneto Spritz<sup>6</sup>, also under the ZONIN brand, launched in 2023 and now distributed globally.

- **dealcoholized or partially dealcoholized beverages** obtained by dealcoholizing wine. Based mainly on EU Regulation 2021/2117, the legislation on dealcoholized wines was implemented in Italy by the MASAF Decree No. 672816 on December 20, 2024. It defines dealcoholized wine as a product with an alcohol content not exceeding 0.5% by volume (vol.) and partially dealcoholized wine as wine with an alcohol content between 0.5% and the minimum original alcohol content of the category, which is usually 9%. Production takes place using specific technological processes. The addition of sugars or exogenous aromas is prohibited, though the recovery of endogenous aromas and water is permitted. The Zonin branded 'Zero Zonin' wine, presented at Vinitaly 2024, belongs to this category.



5 - Source: <https://www.foodengineeringmag.com/articles/101994-rtd-alcoholic-beverages-market-to-reach-286-billion-in-2033#:~:text=The%20RTD%20alcoholic%20beverages%20market,without%20sacrificing%20taste%20or%20quality>

6 - For more information on these products, see ZONIN USA website: <https://zoninusa.com/our-bubbles/>

### 1.3.4 Sale and distribution of proprietary wines

The Group has always fostered the diversification of distribution channels in order to strengthen its business model and its development.

- Over the years, the company has complemented its presence in the large-scale retail sector with significant development in the **HO.RE.CA** (Hotels-Restaurants-Cafés/Catering) sector in order to expand its customer network and promote the sale of higher-margin products.

- Given the market trend towards increasingly computerized shopping experiences, online sales play an important role. For this reason, in 2022, as part of the restyling of its corporate digital channels, the company integrated the **ENOTECA ZONIN1821** e-commerce platform into its digital system, allowing consumers (in over 15 countries) to purchase the Group's wines. Although this remains a marginal sales channel, it is clear that, even in 2024, the objectives achieved are in line with expectations. In addition to corporate e-commerce, Barbourville Vineyards and Castello di Albola have their own e-commerce platforms.

- The **9 direct sales outlets** are also particularly important for understanding the distribution model: in the estate wine shops and at ENOTECA ZONIN1821, located at the Gambellara headquarters, wine production is complemented by the sale of vintages currently on the market as well as historic vintages sought after by numerous national and international enthusiasts.

#### DISTRIBUTION OF TURNOVER IN ITALY IN 2024 IN %:

GdO	65
HORECA	30
E-commerce	1
Winery	4

#### 1.3.4.1 Distribution on behalf of third parties

Interestingly, over the years, the ZONIN1821 Group has made its knowledge and commercial strength available to small, prestigious Italian and international wine brands, a feat made possible by its own subsidiaries. While the Group has become a partner in developing and implementing third-party brands' distribution strategies, thereby strengthening brand awareness, Zonin 1821 has strengthened its portfolio and business in certain geographical areas by introducing complementary brands and wines. These brands include **Il Palagio** by Sting and Trudie Styler, as well as the wines of the Bocelli Family estate, **BOCELLI1831**.



#### 1.3.4.2 Food and wine tourism

At ZONIN1821, wine production and hospitality go hand in hand. The emphasis on hospitality is highly symbolic, expressing the company's commitment to promoting education in the hospitality sector while respecting the unique characteristics of each region and promoting local expertise.

- In Gambellara, in addition to the ENOTECA ZONIN1821, where visitors can taste and purchase the

Group's wines currently on the market as well as historic and more sought-after vintages, there is a museum open to all visitors dedicated to wine culture: through tangible and intangible evidence, guests are accompanied on a journey of discovery through this fascinating world: of particular interest is the collection of over 14,000 historical stamps, refined wine glasses, and corkscrews.

- Every year, the Group's estates attract a significant

number of national and international visitors, reaching in 2024:

**approximately  
100,000 visitors**

(more than half of whom visited Barbourville Vineyards and Castello di Albola)

- It is interesting to note that the brand communication strategy not only promotes the wines produced on the estates and the food and wine offered to visitors, but also promotes the regional lifestyle and culture of these places, from the Villa del Casale in Piazza Armerina to the artistic ceramics of Grottaglie and Radda in Chianti, and the Basilica of Aquileia.

Hospitality is divided into several options:

- Tours and tastings.** From visiting the estate to tasting its fruits paired with typical dishes, learning about the history of the area and its historical and artistic works.

- Food and wine experiences.** Unique moments of priceless beauty and wine culture that express the

culinary culture or essence of the area. Examples particularly appreciated by visitors are the ‘Albola Experience Premium’<sup>7</sup> at Castello di Albola, Friuli in a glass... and on the Plate (Friuli nel bicchiere... e nel piatto)<sup>8</sup> at Ca’ Bolani, The noble aspects of Nero d’Avola (‘I nobili volti del nero d’avola’)<sup>9</sup> at Principi di Butera, and Oil and Wine: the treasures of Salento (‘Olio e Vino: I tesori del Salento’)<sup>10</sup> at Masseria Altemura.

- Accommodation.** For an even more immersive experience, Castello di Albola<sup>11</sup>, Rocca di Montemassi<sup>12</sup>, Principi di Butera<sup>13</sup>, and Barbourville Vineyards<sup>14</sup> offer guests the opportunity to stay in these immensely beautiful locations.

- Seasonal events.** In addition to the annual offering, hospitality managers, in agreement with the Communications Office, develop and implement a dense calendar of seasonal themed events: from the ‘Autumn Vertical Tasting’ at Barbourville Vineyards to the summer shows offered by Castello di Albola, not to mention the ‘Sparkling Aperitifs’ at Principi di Butera.

- Private events.** The Group’s estates open their doors to host private events for an ever-growing number of wine lovers: from weddings to birthdays, not to mention corporate parties and team-building events.

7 - Link to hospitality options at Castello di Albola: <https://albola.it/esperienze/>

8 - Link to hospitality options at Ca’ Bolani: <https://www.cabolani.it/esperienze/>

9 - Link to hospitality options at Principi di Butera: <https://www.principidibutera.it/esperienze/>

10 - Link to hospitality options at Masseria Altemura: <https://www.masseriaaltemura.it/esperienze/>

11 - Link to stays at Castello di Albola: <https://albola.it/ospitalita/>

12 - Link to stays at Rocca di Montemassi: <https://roccadimontemassi.it/>

13 - Link to the House of the Prince at Principi di Butera: <https://www.principidibutera.it/ospitalita/>

14 - Link to hospitality options at Barbourville Vineyards: <https://www.bbwwine.com/tour-tasting>

## Awards and acclaim

The Group’s wines continue to receive prestigious awards and coveted trophies, underscoring their authority and excellence. They have won prizes at international competitions, including the Wine Spectator Awards, the James Suckling Awards, the Decanter World Wine Awards, the Concours Mondial de Bru-

xelles, the Berliner Wein Trophy, the International Wine & Spirits Competition, the Asia Wine Trophy, the Los Angeles International Wine Competition, and the Melbourne International Wine Competition. Below are the main<sup>15</sup> awards received in 2024 by the wines of the ZONIN1821 Group.

Brand	Wine	Vintage wine	Contest	Contest year	Award
CA' BOLANI	Alturio	2016	Gardini Notes	2023	92 Points
CA' BOLANI	Aquilis	2019	Concours Mondial du Sauvignon	2023	Gold medal
CA' BOLANI	Aquilis	2019	Mundus Vini	2023	Gold medal
CA' BOLANI	Aquilis	2019	Mundus Vini	2023	Best of Show
CA' BOLANI	Pinot Grigio	2022	The Drinks Business Global Masters	2023	Gold medal
CA' BOLANI	Pinot Grigio	2022	The Global Pinot Grigio Masters	2023	Gold Medal
CASTELLO DI ALBOLA	Acciaiuolo	2019	Falstaff	2023	93 Punti Falstaff Wein Guide Italy
CASTELLO DI ALBOLA	Acciaiuolo	2019	JamesSuckling.com	2023	92 Points
CASTELLO DI ALBOLA	Acciaiuolo	2019	The WineHunter Award	2023	Award Gold
CASTELLO DI ALBOLA	Chianti Classico	2021	Falstaff	2023	92 Punti Falstaff Trophy Chianti Classico
CASTELLO DI ALBOLA	Chianti Classico	2021	Falstaff	2023	92 Punti Falstaff Wein Guide Italy
CASTELLO DI ALBOLA	Chianti Classico	2021	Gardini Notes	2023	93 Points
CASTELLO DI ALBOLA	Chianti Classico	2021	Wine Enthusiast	2023	92 Points
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	Berliner Wein Trophy	2023	Gold Medal
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	Falstaff	2023	92 Punti Falstaff Trophy Chianti Classico
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	Falstaff	2023	92 Punti Falstaff Wein Guide Italy
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	Gambero Rosso Vini d'Italia	2023	3 Red Glasses
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	Gardini Notes	2023	96+ Points
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	Mundus Vini	2023	Gold medal
CASTELLO DI ALBOLA	Chianti Classico Riserva	2020	The WineHunter Award	2023	Award Gold

15 - The table shows only the awards with the highest scores.

Brand	Wine	Vintage wine	Contest	Contest year	Award
CASTELLO DI ALBOLA	Chianti Classico Riserva	2019	Tony Wood Italian Wine	2023	92 Point
CASTELLO DI ALBOLA	Il Solatio	2020	Club Oenologique - Sarah Heller	2023	94 Points
CASTELLO DI ALBOLA	Il Solatio	2019	Falstaff	2023	92 Punti Falstaff Trophy Chianti Classico
CASTELLO DI ALBOLA	Il Solatio	2019	Falstaff	2023	92 Punti Falstaff Wein Guide Italy
CASTELLO DI ALBOLA	Il Solatio	2019	Gardini Notes	2023	96 Points
CASTELLO DI ALBOLA	Il Solatio	2019	Guida Essenziale ai Vini d'Italia - Doctor Wine	2023	96 Points
CASTELLO DI ALBOLA	Il Solatio	2019	JamesSuckling.com	2023	93 Points
CASTELLO DI ALBOLA	Il Solatio	2019	Mundus Vini	2023	Gold medal
CASTELLO DI ALBOLA	Il Solatio	2019	The WineHunter Award	2023	Award Gold
CASTELLO DI ALBOLA	Il Solatio	2019	Tony Wood Italian Wine	2023	95-97 Point
CASTELLO DI ALBOLA	Il Solatio	2018	WINEMAG.IT	2023	92 Points
CASTELLO DI ALBOLA	Poggio alle Fate	2021	Falstaff	2023	92 Punti Falstaff Wein Guide Italy
CASTELLO DI ALBOLA	Poggio alle Fate	2021	WOW! The Italian Wine Competition	2023	Oro
CASTELLO DI ALBOLA	Santa Caterina	2018	Berliner Wein Trophy	2023	Gold Medal
CASTELLO DI ALBOLA	Santa Caterina	2020	Club Oenologique - Sarah Heller	2023	93 Points
CASTELLO DI ALBOLA	Santa Caterina	2019	Falstaff	2023	93 Punti Falstaff Trophy Chianti Classico
CASTELLO DI ALBOLA	Santa Caterina	2019	Falstaff	2023	93 Punti Falstaff Wein Guide Italy
CASTELLO DI ALBOLA	Santa Caterina	2019	Gardini Notes	2023	97 Points
CASTELLO DI ALBOLA	Santa Caterina	2018	International Wine Report	2023	92 Points
CASTELLO DI ALBOLA	Santa Caterina	2019	Tony Wood Italian Wine	2023	96 Point
CASTELLO DI ALBOLA	Santa Caterina	2018	Wine Spectator	2023	93 Points
CASTELLO DI ALBOLA	Santa Caterina	2019	WINEMAG.IT	2023	93 Points
MASSERIA ALTEMURA	Altemura	2021	Gardini Notes	2023	93 Points
MASSERIA ALTEMURA	Sasseo	2021	Falstaff	2023	90 Punti Falstaff Trophy Primitivo
MASSERIA ALTEMURA	Sasseo	2021	Gardini Notes	2023	94++ Points
MASSERIA ALTEMURA	Sasseo	2021	International Wine Report	2023	93 Points
MASSERIA ALTEMURA	Sasseo	2021	Mundus Vini	2023	Gold medal
MASSERIA ALTEMURA	Sasseo	2021	The WineHunter Award	2023	Award Gold
MASSERIA ALTEMURA	Zinzula Rosato	2022	Falstaff	2023	91 Punti Falstaff Trophy Rosé
OLTRENERO	Oltrenero Brut Nature	2013	The WineHunter Award	2023	Award Gold
OLTRENERO	Oltrenero Cuvée Emme	2018	The WineHunter Award	2023	Award Gold
PRINCIPI DI BUTERA	Amira	2021	International Wine Report	2023	92 Points
PRINCIPI DI BUTERA	Amira	2021	Touring Club. Vini Buoni d'Italia	2023	TOP 300
PRINCIPI DI BUTERA	Butirah	2021	JamesSuckling.com	2023	92 Points
PRINCIPI DI BUTERA	Butirah	2021	The WineHunter Award	2023	Award Gold
PRINCIPI DI BUTERA	Carizza	2022	Wine Enthusiast	2023	92 Points

Brand	Wine	Vintage wine	Contest	Contest year	Award
PRINCIPI DI BUTERA	Deliella	2016	Gardini Notes	2023	94 Points
PRINCIPI DI BUTERA	Deliella	2016	International Wine Report	2023	93 Points
PRINCIPI DI BUTERA	Nero d'Avola Pas Dosé Sbocatura Tardiva	2018	International Wine Report	2023	92 Points
PRINCIPI DI BUTERA	Nero d'Avola Rosato metodo classico Extra Brut	2018	The WineHunter Award	2023	Award Gold
ROCCA DI MONTEMASSI	Calasole	2022	Mundus Vini	2023	Gold medal
ROCCA DI MONTEMASSI	Le Focaiè	2020	Wine Enthusiast	2023	90 e BEST BUY Points
ROCCA DI MONTEMASSI	Rocca di Montemassi	2019	Gardini Notes	2023	93+ Points
ROCCA DI MONTEMASSI	Rocca di Montemassi	2017	Wine Enthusiast	2023	92 Points
ROCCA DI MONTEMASSI	Syrosa	2022	The Drinks Business Global Masters	2023	Gold medal
ROCCA DI MONTEMASSI	Syrosa	2022	The Global Rosé Masters	2023	Gold Medal
ZONIN	Amarone della Valpolicella	2020	Mundus Vini	2023	Gold medal
ZONIN	Amarone della Valpolicella	2020	Wine Enthusiast	2023	92 Points
ZONIN	Ètymo	2018	Falstaff	2023	91 Punti Falstaff Wein Guide Italy
ZONIN	Ètymo	2018	JamesSuckling.com	2023	92 Points
ZONIN	Lugana	2022	Berliner Wein Trophy	2023	Gold Medal
ZONIN	Lugana	2022	Falstaff	2023	90 Punti Falstaff Wein Guide Italy
ZONIN	Montepulciano d'Abruzzo	2022	Luca Maroni Annuario	2023	94 Points
ZONIN	Primitivo di Manduria	2021	Luca Maroni Annuario	2023	93 Points
ZONIN	Primitivo Rosato	2022	Berliner Wein Trophy	2023	Gold Medal
ZONIN	Primitivo Rosato	2022	Luca Maroni Annuario	2023	93 Points
ZONIN	Prosecco DOC Brut	NV	Falstaff	2023	91 Punti Falstaff Trophy Prosecco
ZONIN	Prosecco DOC Brut	NV	Falstaff	2023	91 Punti Falstaff Sparkling Special
ZONIN	Prosecco DOC Brut	NV	WOW! The Italian Wine Competition	2023	Miglior Prosecco DOC
ZONIN	Prosecco DOC Extra Dry	NV	Wine Enthusiast	2023	90 Best Buy Points
ZONIN	Prosecco DOC Rosé Extra Dry	2022	Falstaff	2023	90 Punti Falstaff Sparkling Special
ZONIN	Prosecco DOC Rosé Extra Dry	2022	Falstaff	2023	90 Punti Falstaff Wein Guide Italy
ZONIN	Valpolicella Ripasso Superiore	2020	Falstaff	2023	90 Punti Falstaff Wein Guide Italy
ZONIN	Valpolicella Ripasso Superiore	2020	Wine Enthusiast	2023	91 Best Buy Points

Brands and products distributed exclusively in the United States	Wine	Vintage wine	Contest	Contest year	Award
POGGIO LE COSTE	Moscato d'Asti	2022	Luca Maroni Annuario	2023	94 Points
ZONIN	Amarone della Valpolicella	2020	WOW! The Italian Wine Competition	2023	Bronzo WOW!
ZONIN	Ètymo	2018	WOW! The Italian Wine Competition	2023	Bronzo WOW!
POGGIO LE COSTE	Moscato	NV	Luca Maroni Annuario	2023	93 Points
POGGIO LE COSTE	Pinot Grigio	2022	Luca Maroni Annuario	2023	91 Points
POGGIO LE COSTE	Prosecco	NV	Luca Maroni Annuario	2023	92 Points
ROCCA DI MONTEMASSI	Renaissance	2022	Luca Maroni Annuario	2023	93 Points
ROCCA DI MONTEMASSI	Renaissance Rosé	2022	JamesSuckling.com	2023	91 Points
ZONIN	Prosecco DOC Extra Dry	NV	Luca Maroni Annuario	2023	91 Points
ZONIN	Prosecco DOC Rosé Extra Dry	2022	Luca Maroni Annuario	2023	93 Points
ZONIN	Cuvée Zero	NV	Luca Maroni Annuario	2023	90 Points
ZONIN	Limoneto Spritz	NV	Luca Maroni Annuario	2023	91 Points
Complementary brand	Wine	Vintage wine	Contest	Contest year	Award
MASSERIA SETTEARCHI	Negroamaro	2022	Luca Maroni Annuario	2023	92 Points
MASSERIA SETTEARCHI	Primitivo	2021	Luca Maroni Annuario	2023	93 Points
SANT'ILARIO	Chianti Classico	2020	Luca Maroni Annuario	2023	91 Points
TENUTA CA' VESCOVO	Cabernet Sauvignon	2022	Luca Maroni Annuario	2023	94 Points
TENUTA CA' VESCOVO	Ribolla Gialla	NV	Luca Maroni Annuario	2023	92 Points
TENUTA CA' VESCOVO	Sauvignon	2022	Luca Maroni Annuario	2023	94 Points
TENUTA CA' VESCOVO	Traminer	2022	Luca Maroni Annuario	2023	94 Points

### 1.3.5 Product end of life

ZONIN1821 is committed to empowering consumers regarding waste management and recycling, thus closing the value cycle. The circular design of its products focuses on reducing waste and improving recycling. The goal is to minimize environmental impact and enhance the value of each product component, ensuring customers participate in a circular economic model that promotes a more sustainable future.





## CHAPTER TWO

# CREATING SUSTAINABLE VALUE

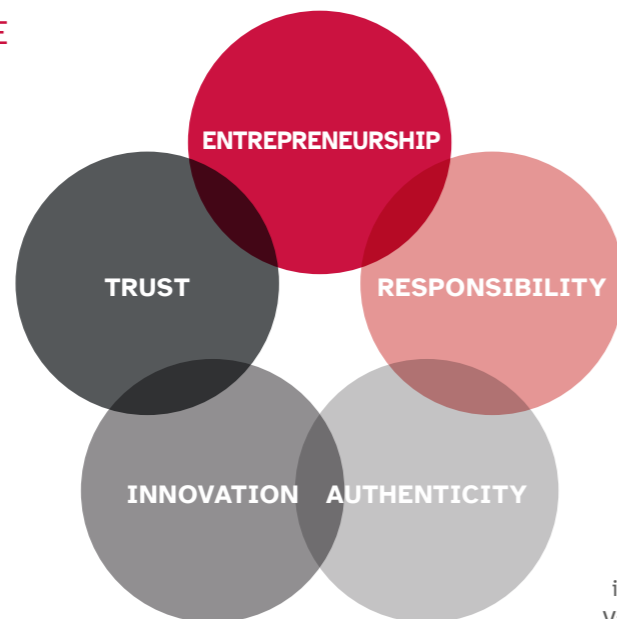
# CHAPTER TWO CREATING SUSTAINABLE VALUE

## 2.1 THE VALUES OF THE ZONIN1821 GROUP

Promoting and disseminating its values through daily activities highlights the Group's commitment to incorporating these principles into its corporate identity. Therefore, it is essential to adopt **strategic values** that guide business conduct and the behavior of all employees, reflecting the fundamental beliefs on which the organization is based. Corporate values are the primary set of beliefs shared within an organization. These values underpin a company's work, reflected in relevant behaviors and

operating methods that constitute the principles underlying individual business decisions. ZONIN1821 embodies these values in its mission, operational strategies, and internal and external relationships. The company emphasizes the importance of integrity, commitment to excellence, and a positive contribution to the wine industry and the wider community.

### THE VALUES OF THE GROUP ZONIN1821



For further information about the Group's Values and the characteristics sought for, readers are invited to consult the section 'The Values of the ZONIN1821 Group' in the annexes.

## TRUST

We foster a collaborative and transparent working environment based on empathetic communication and active listening.





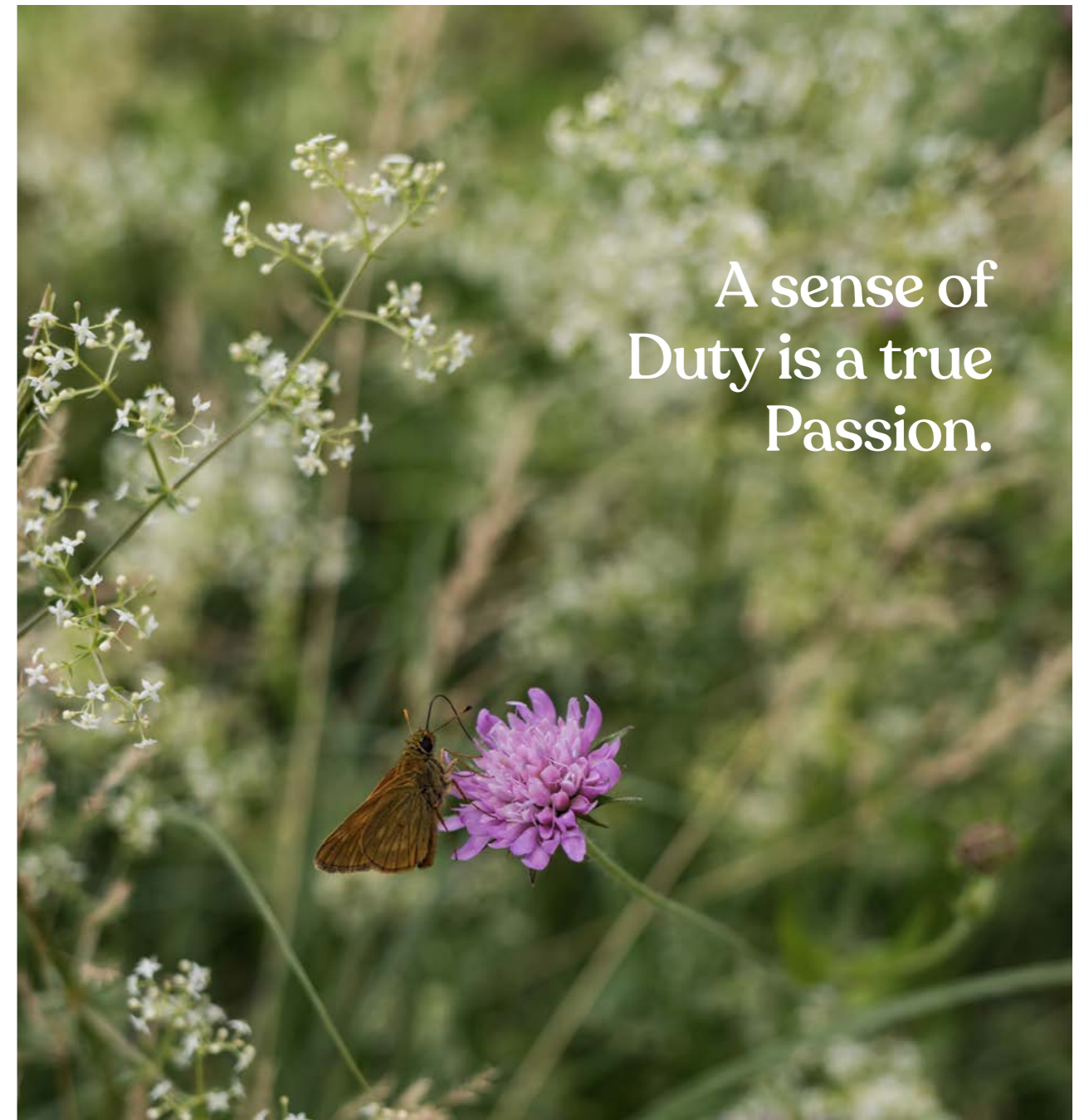
We prefer the  
best version of  
yourself.

## AUTHENTICITY

A dynamic attitude of expressing and being the best version of oneself, based on self-awareness, balance with the outside world, and intellectual honesty.

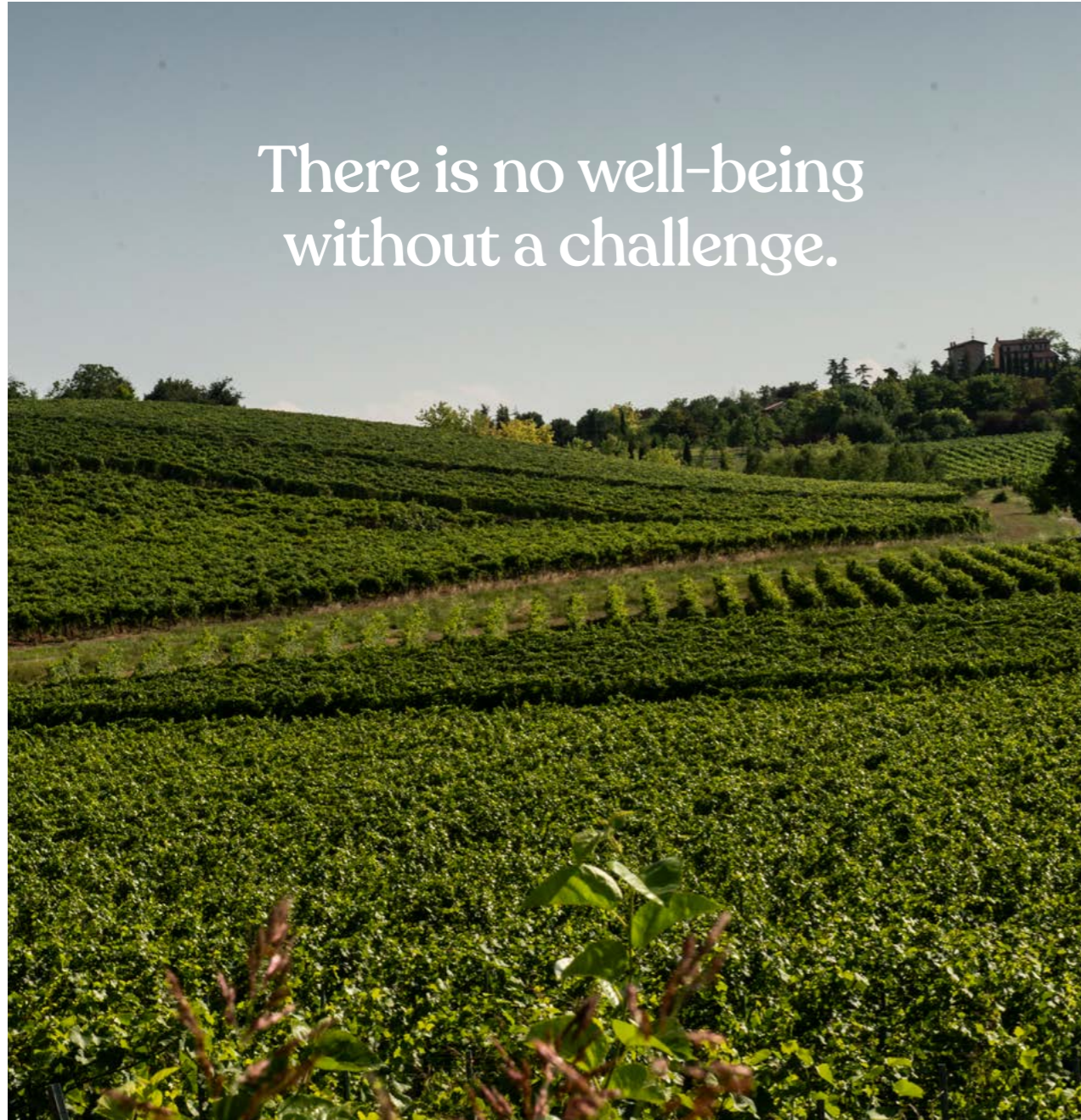
## RESPONSIBILITY

From critical thinking to action that has consequences. It involves competence, analytical skills, choice, and awareness of consequences.



A sense of  
Duty is a true  
Passion.

There is no well-being  
without a challenge.



## ENTREPRENEURSHIP

A synthesis of Resourcefulness  
and Resilience.

## INNOVATION

The propensity, drive, and desire to generate  
added Value.



Turn the world upside down  
to put it back on its feet.

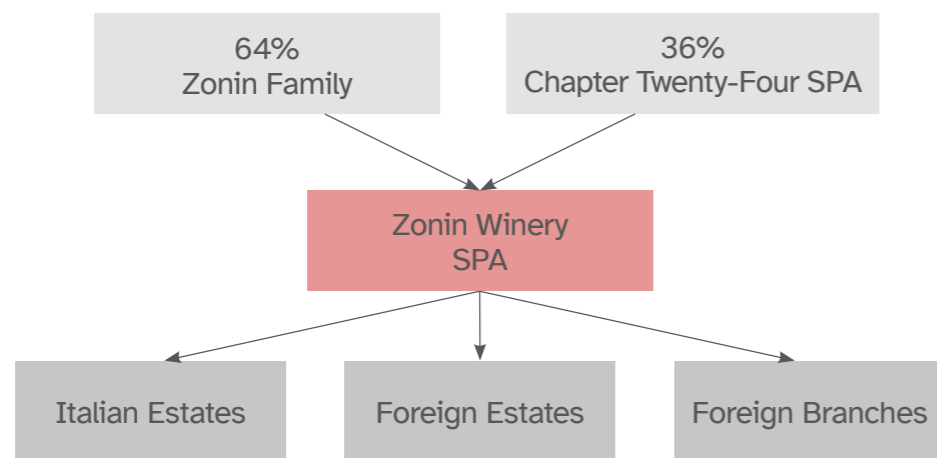
## 2.2 GOVERNANCE OF THE ZONIN1821 GROUP TO DATE

ZONIN1821 takes a responsible approach to managing its activities, supported by solid, well-defined governance. This approach is characterized by the synergy of the founding family's commitment, the support of partner Capitoloventiquattro S.p.A., and the guidance of a professional and competent management team. The Group is dedicated to organizing and managing its production facilities, estates, and subsidiaries effectively and generating value for all

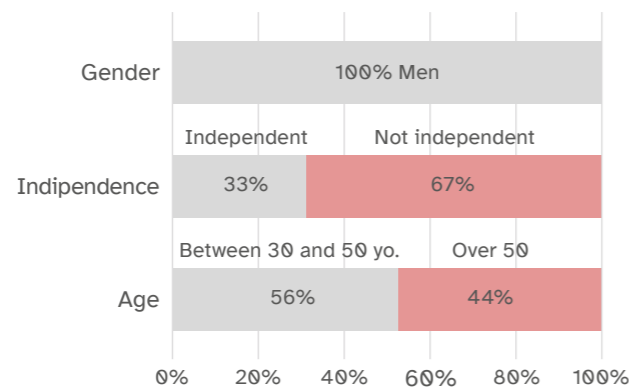
stakeholders, while remaining committed to transparency and ethical principles.

From a governance perspective, Zonin family members act as the majority shareholders and Capitoloventiquattro S.p.A., an investment company affiliated with 21Investimenti<sup>16</sup>, also plays a role.

The Group's governance structure includes the following: the **Shareholders' Meeting**, which has the aforementioned shareholdings; the **Board of Directors**, which is the administrative body; and the **Board of Statutory Auditors** and the **Supervisory Body**, which are control bodies.

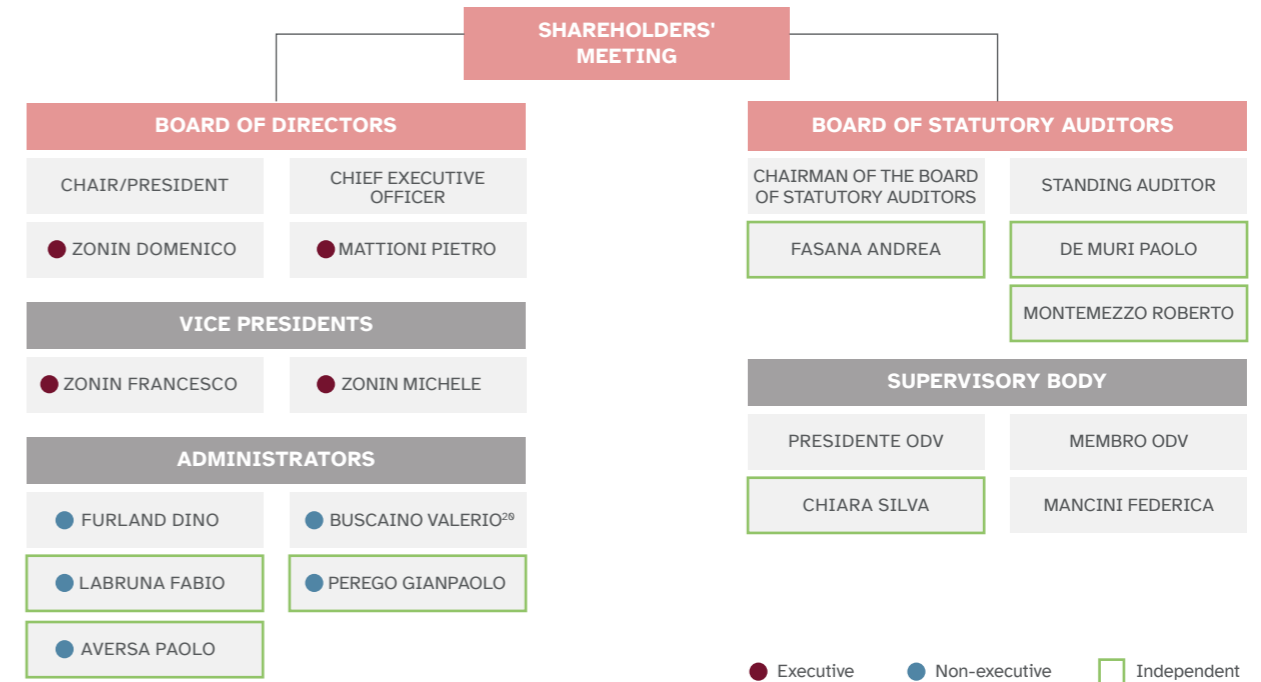


### DIVERSITY OF THE 2023 BOARD OF DIRECTORS



16 - Capitoloventiquattro S.p.A. is a holding company with partner 21 Investimenti SGR Spa, an Italian private equity operator.

## ADMINISTRATIVE AND CONTROL BODIES



• **The Board of Directors (BOD)** of ZONIN1821 is the group's main decision-making body. Consisting of nine members, the BOD represents both the Zonin Family and Capitoloventiquattro S.p.A., the Group's shareholders, as well as external professionals with expertise in areas relevant to business development. Three Zonin brothers lead the group on the board of directors<sup>17</sup>: Domenico Zonin is the Group Chairman, and Francesco and Michele Zonin are Vice Chairmen. They are entrusted with the task of continuing the family business successfully, carrying on traditions and valuable knowledge handed down since 1821 with a contemporary and innovative vision. The ZONIN1821 Board of Directors meets regularly to make strategic decisions and guide the group's operations. The Board's tasks include defining company

policies, approving investment plans, supervising financial and operational performance, and evaluating growth and development opportunities. Additionally, the BOD of ZONIN1821 is committed to transparency, accountability, and integrity in corporate management. It promotes the adoption of the best corporate governance practices and ensures compliance with applicable regulations. The Board's objective is to create value for shareholders, protect stakeholders' interests, and ensure the group's long-term success.

• **The Board of Statutory Auditors** of ZONIN1821 is composed of independent auditors who are registered with the relevant Auditors' Register. These auditors are external to the Group and have expertise in finance and auditing. The Board operates impartially

17 - The Board of Directors is appointed by the Shareholders' Meeting and consists of a minimum of seven and a maximum of nine members. Three members are appointed by Type B shareholders, and the remaining members are appointed by Type A shareholders. Members serve for a maximum of three financial years and may be re-elected. At its first meeting, the board elects a chairman and, if necessary, one or more vice chairmen from among its members. The board also elects one or more chief executive officers if the shareholders' meeting has not already done so. Within the limits set forth in Article 2381 of the Italian Civil Code and without prejudice to the provisions of Article 34.2 of the bylaws, the Board of Directors may delegate part of its powers to one or more of its members. The Board determines the powers of these members, as well as their remuneration, if applicable.

to ensure ZONIN1821’s financial integrity and transparency, examining financial statements, evaluating financial information, and verifying compliance with regulations. Additionally, the Statutory Auditors play a strategic advisory role for the Board of Directors, offering opinions and suggestions on corporate decisions. The Board of Statutory Auditors strengthens governance and transparency at ZONIN1821 by providing independent oversight of company activities, safeguarding the interests of shareholders and other stakeholders, and promoting confidence in the company’s administration.

- The **Board of Statutory Auditors** of ZONIN1821 is composed of independent auditors who are registered with the relevant Auditors’ Register. These auditors are external to the Group and have expertise in finance and auditing. The Board operates impartially to ensure ZONIN1821’s financial integrity and transparency, examining financial statements, evaluating financial information, and verifying compliance with regulations. Additionally, the Statutory Auditors play a strategic advisory role for the Board of Directors, offering opinions and suggestions on corporate decisions. The Board of Statutory Auditors strengthens governance and transparency at ZONIN1821 by providing independent oversight of company activities, safeguarding the interests of shareholders and other stakeholders, and promoting confidence in the company’s administration.

- The **Supervisory Body** (SB) of ZONIN1821, established in accordance with Legislative Decree 231/2001 (Organizational Model 231), primarily supervises the functioning, updating, and compliance with the organizational model. Based on the verification and control activities carried out and their results, the SB determines the appropriate measures to be taken in the event of noncompliance and prepares periodic reports for the Board of Directors and the

Board of Statutory Auditors. The SB also promotes and oversees a culture of corporate integrity by training employees and raising awareness of the organizational model’s principles. With complete autonomy and control authority, the SB ensures that its decisions are independent and aimed at strengthening corporate governance.

- The operational management of the group is entrusted to Pietro Mattioni, the CEO of ZONIN1821, and to the Leadership Team. This team is made up of the main functional managers. They implement strategic directives by organizing and supervising work activities at an international level, using their professional skills and hierarchical powers appropriate to the nature of the task assigned to them. This working group brings together talents with strong, long-standing traditional knowledge of the wine industry, as well as talents from sectors such as luxury, fashion, Food&Beverage, and Mass Market. This remarkable complementarity and heterogeneity of backgrounds and origins was strongly championed by the CEO, who sees the integration of different knowledge and approaches as a strategic element in continuing to perform in a rapidly evolving market.

- Following the strategic formalization process in sustainability and social responsibility that began in 2022 and led to the publication of the group’s first sustainability report, the group established a **Sustainability Team** in 2023. The team is composed of the group CEO, Pietro Mattioni; the managers who oversee and coordinate global functions (Finance, Operations and Procurement, QHSE, Marketing, and HR); the Managing Directors of the two main Subsidiaries (in the United States and the United Kingdom); and the Managers of all the estates. The Communications & Sustainability Office coordinates and supervises sustainability activities at the Group level and verifies the implementation time of predeter-

mined projects.

The Working Group meets every four months to discuss the progress of ESG projects, develop sustainability issues and initiatives, and provide training to

other company departments. The group is also responsible for **updating the Board of Directors on ESG objectives and their status.**

### 2.3 GROUP ETHICS AND POLICIES

IRO description <sup>18</sup>	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Promote the group’s code of ethics, values, and principles of integrity, transparency, and compliance in relation to active and passive corruption.	I	P	Current	√		Direct	High
Reputational damage and loss of credibility with financial market players can result from incidents of active and/or passive corruption, anti-competitive behavior, and other noncompliance with national and international laws, regulations, and standards. These incidents can also lead to costs associated with litigation.	R	N	Potential		√	Direct	Medium-high

For ZONIN1821, maintaining strict corporate ethics and complying with all applicable regulations are fundamental. To ensure responsible and transparent business management, the Italian companies in the Group have implemented two important regulatory tools in line with international guidelines and standards: Model 231 and the Code of Ethics.

- **Model 231**  
Introduced in 2010 and updated in 2023, Modello 231, the Parent Company’s Organization, Management, and Control Model complies with the provisions of Legislative Decree 231/2001. Model 231 is a comprehensive set of principles, ethical values, operating

procedures, and regulations that ZONIN1821 deems essential to its business activities. Full compliance with these principles is required of all company personnel, including corporate bodies, management, employees, and external collaborators. The objective is to comply with laws on the administrative liability of entities and prevent the risk of unlawful conduct or crimes.

Model 231 was adapted to the most recent changes in relevant legislation to update the catalog of offenses referred to by the Group. For each newly introduced case, the actual existence and relative degree of risk of unlawful acts within the company organization was assessed, and specific behavioral protocols were

<sup>18</sup> - Please refer to Chapter 3.2 Double Materiality Analysis for a reading of the table and a description of the results obtained with regard to environmental, social, and governance impacts, risks, and opportunities (IRO).

drawn up with reference to the areas and procedures found to be at risk. Similarly, all the models of the Farms were updated.

Among the regulatory changes that took place in 2023, the structural reform in the area of whistleblowing was particularly notable. This reform introduced comprehensive and uniform regulations aimed at strengthening the protection of whistleblowers so they are more incentivized to report wrongdoing. Specifically, Italian legislation now requires the Models to provide internal reporting channels, prohibit retaliation, and establish a related disciplinary system. In light of these changes, the company has implemented related activities, including adopting an ad hoc company policy, establishing specific internal reporting channels in line with the new regulatory requirements, appointing a person responsible for managing reports, and integrating the Model's content. To support understanding of the new organizational model, a training course focused on the Organization and Control Model of Group Companies remains active for new employees. This course was developed in 2021 through collaboration with an external company. During the 2024 financial year, the Parent Company's Supervisory Body conducted numerous verification activities, including audits and verification of required documentation via formalized information flows.

#### • Risk management

By adopting Model 231, ZONIN1821 has identified, assessed, and managed the **risks** associated with its business, implementing systems and procedures that incorporate the principles of precaution. This approach enables the group to constantly monitor risks and ensure proactive, informed management. In response to the growing importance of environmental, social, and governance (ESG) risks, ZONIN1821 has decided to incorporate ESG assessments into its internal control system. This objective is an integral

part of the Group's Sustainability Plan and aims to strengthen the integration of sustainability practices with traditional business management. This ensures a consistent and comprehensive response to contemporary challenges.

#### • Code of Ethics

At the same time, the Group has developed and adopted specific codes of ethics for each of its Italian companies, listing the values that inspire business management and stakeholder relations. Each code is based on values such as legality, fairness, respect for the individual, impartiality, and other principles fundamental to the company's philosophy and expectations for its employees and the external community.

ZONIN1821 is committed to informing and **training** all stakeholders about these regulatory documents, possible penalties for misconduct, and how to report noncompliant behavior.

The **whistleblowing system** included in Model 231 facilitates reporting possible violations or irregularities and ensures the protection of whistleblowers. Reports are preliminarily evaluated to determine their admissibility, and if valid, they are brought to the attention of the Board of Directors, who take the necessary corrective actions.

**The Supervisory Body**, appointed by the Board of Directors, guarantees the effectiveness of Model 231 and the Code of Ethics. The Supervisory Body is responsible for monitoring the application of, and compliance with, company rules and ethical principles. This ensures that ZONIN1821's activities are conducted in an ethical, responsible, and lawful manner.

## 2.3.1 Management of data and information privacy

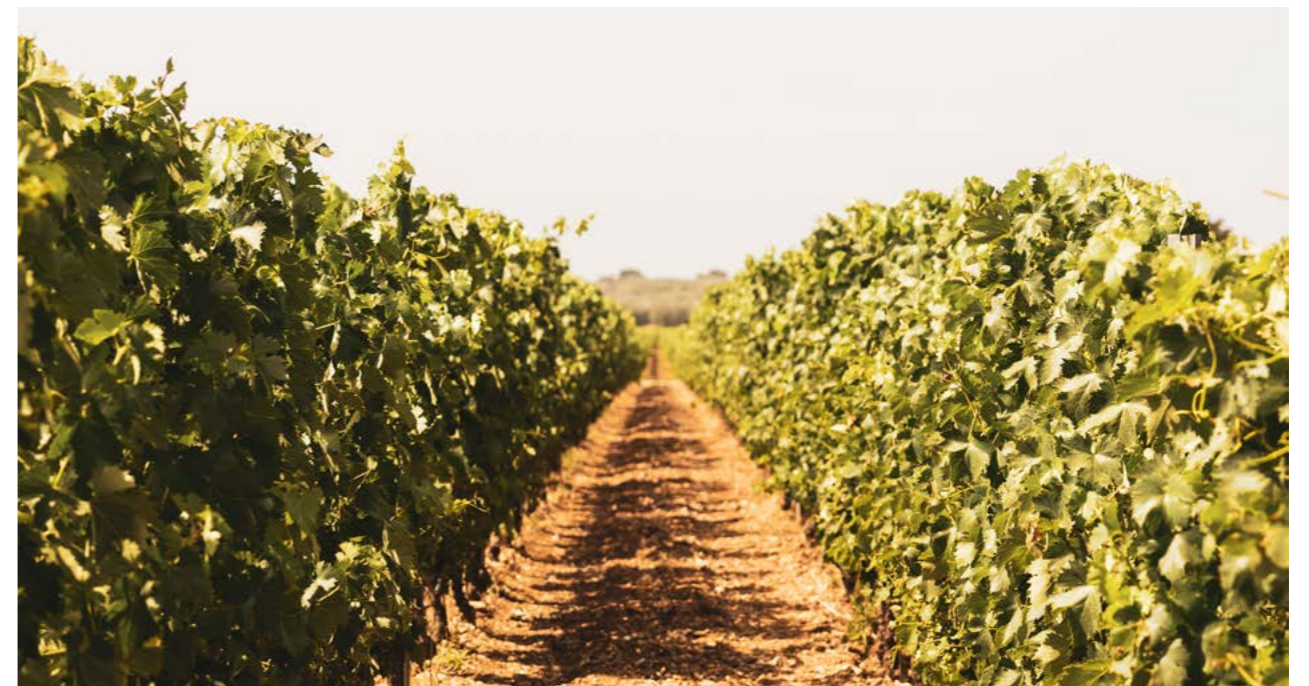
In today's world, where more and more personal data is being collected, processed, and stored, **privacy** plays a crucial role. The growing use of goods and services on increasingly extensive global networks, the use of information technology capable of ensuring real-time communication and data transfer with individuals anywhere in the world, and the adoption of remote working methods amplify cybersecurity risks.

For ZONIN1821, adequately protecting and respecting information, data, and working methods is essential to comply with privacy regulations and, above all, ensure customer trust. The Group manages a large flow of data related to production, logistics, sales, and marketing and is responsible for managing cybersecurity risks. The data stored in digital systems is valuable and represents a target for cybercriminals seeking to obtain sensitive information or compromi-

se business operations.

To protect company data and ensure its operations, ZONIN1821 adopts advanced cybersecurity strategies, including encryption, firewalls, system monitoring, and staff training. The Group is committed to data security and dedicates specific resources to developing effective policies, utilizing reliable technologies, and training its teams on best practices for privacy and security. One of these policies specifically concerns the protection of the confidential data of its employees and customers, in accordance with the principles of the European GDPR (General Data Protection Regulation).

Thanks to these efforts, ZONIN1821 has not received any proven complaints of customer privacy violations or loss of company data in the last three years.



## 2.4 CREATION OF SHARED ECONOMIC VALUE

Description of IROs <sup>19</sup>	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Valutazione
Difficulty in accessing capital, losing credibility, and possible sanctions due to the European regulatory framework on sustainability becoming increasingly stringent. This framework entails the obligation to comply with increasingly stringent requirements.	R	N	Potential		√	Entire value chain	Medium-high
Market risks include those related to the procurement of raw materials and semi-finished products, product certifications, changes in consumer behavior, changes in the supply of ZONIN1821 products, the value of the wine-growing landscape, and access to insurance instruments and the capital market.	R	N	Potential		√	Upstream & downstream	High
Costs of complying with regulatory requirements resulting from the proliferation of international and/or national legislation on sustainability issues (environmental and social) to which the Group is subject.	R	N	Potential		√	Direct	Medium-high

The economic value generated by ZONIN1821 reflects its effectiveness in creating wealth and highlights its central role in developing the local economy and beyond.

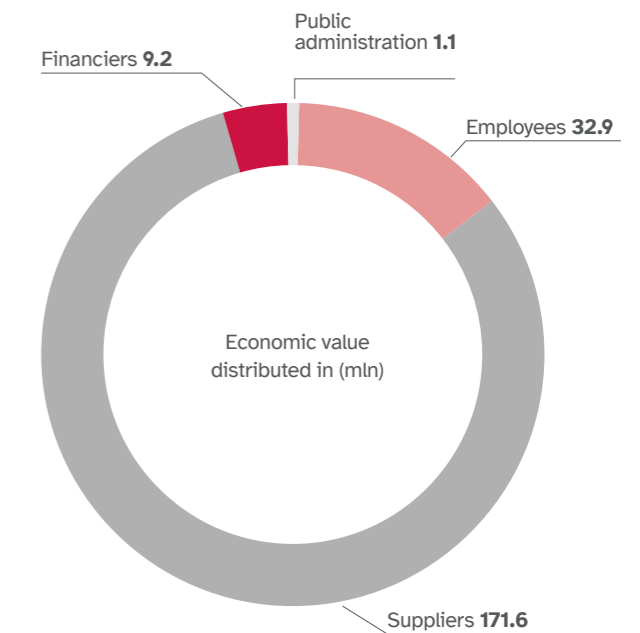
Through its activities, ZONIN1821 distributes economic value to its stakeholders, including suppliers and employees. This supports employment and stimulates economic growth in the territory in which ZONIN1821 operates. The group remunerates labor, purchases raw materials, and invests to promote the well-being of the communities in which it operates and ensures innovation in the wine sector. Thus, ZONIN1821 demonstrates its commitment to creating a positive economic impact, strengthening its position as a pillar of the local economy and a promoter of progress and sustainability.

In 2024, the economic value generated amounted to

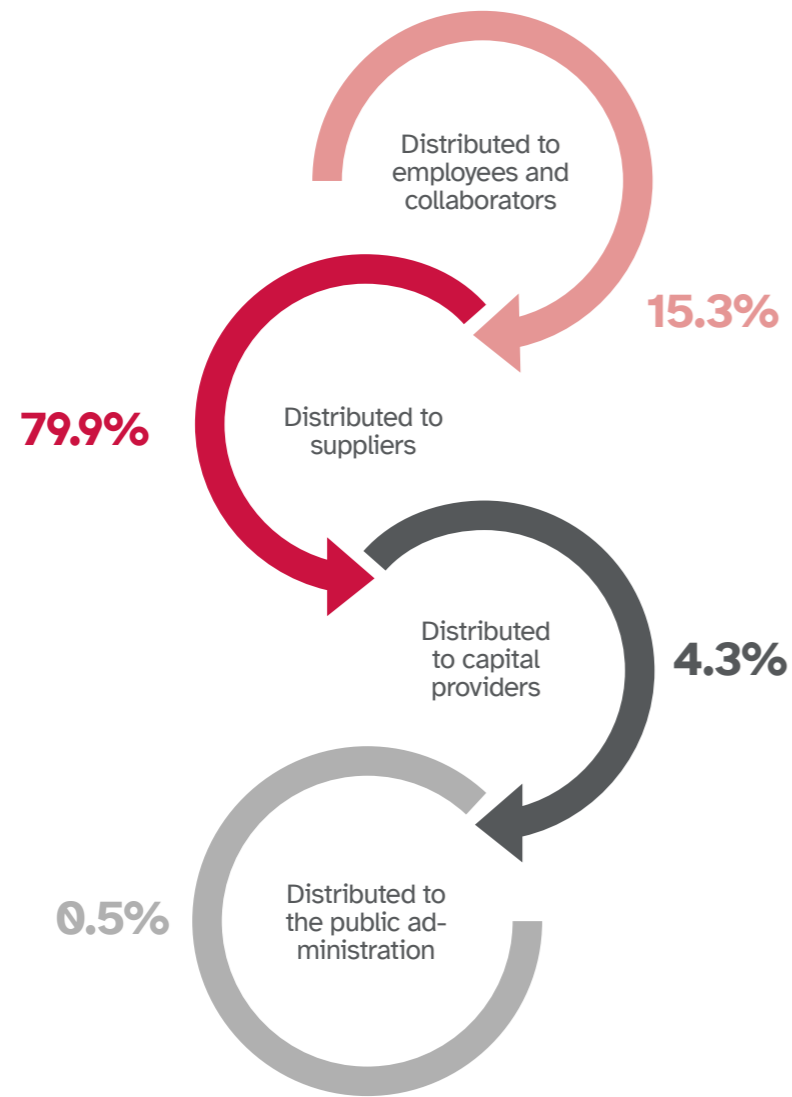
approximately €209.3 million, corresponding to the wealth produced in terms of revenues resulting from financial investments and the sale of assets.

Similar to the previous year, the Group distributed approximately €215<sup>19</sup> million to stakeholders in 2024. This amount was divided among **suppliers** (€171.6 million, or 80% of the total), **employees** (€32.9 million, or 15%), **financiers** (€9.2 million, or 4%), and the civil service (€1.1 million).

Due to an increase in generated value and virtually unchanged costs compared to the previous year, the Group retained a positive economic value of €3.5 million in 2024.



19 - The figures shown refer to all companies in the Zonin 1821 Group (consolidated scope of the Group).



Economic value	Unit of measurement	2023	2024
<b>Economic value retained</b>	<b>Millions of euros</b>	<b>207.2</b>	<b>218.4</b>
<b>Economic value retained</b>	<b>Millions of euros</b>	<b>214</b>	<b>214.9</b>
Operating costs	Millions of euros	173.1	171.6
Value distributed to employees	Millions of euros	31.2	32.9
Value distributed to providers of capital	Millions of euros	8.8	9.2
Value distributed to the civil service	Millions of euros	0.9	1.2
<b>Economic value retained</b>	<b>Millions of euros</b>	<b>-6.8</b>	<b>3.5</b>





## CHAPTER THREE

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# THE GROUP'S PATH TO SUSTAINABILITY

# CHAPTER THREE THE GROUP'S PATH TO SUSTAINABILITY

## 3.1 THE SUSTAINABILITY MODEL AND VALUES

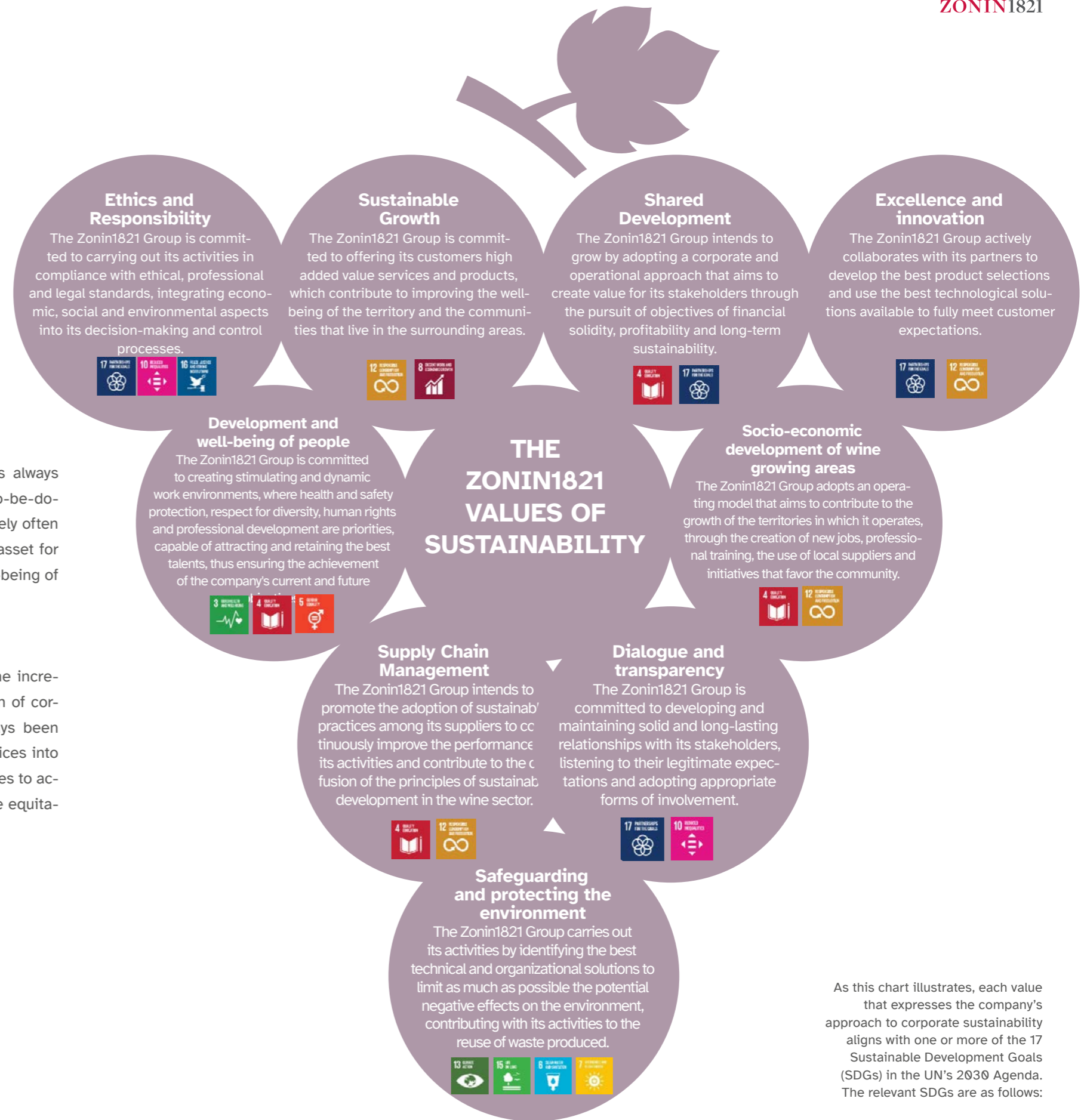
Initially focused on environmental protection, the concept of sustainability has undergone a significant transformation over the last fifty years. It began with the first environmental initiatives and was officially recognized at the first **United Nations Conference** on the Environment in 1972. Then, in 1987, the Brundtland Report gave it a more structured definition. The report established the basis for a global approach to sustainability, which culminated in the definition of the **17 Sustainable Development Goals (SDGs) in the UN's 2030 Agenda**<sup>20</sup>, which reflect the global commitment to a future where economic development, social justice, and environmental protection are interconnected.

- The Group bases its promotion of sustainable development on three pillars: corporate culture, technological innovation, and social responsibility. The concept of sustainable development is intrinsic to the company's business model and permeates its strategic and operational decisions.

“One of the fundamental themes that has always been part of the ZONIN1821 Group's job-to-be-done is sustainability. This issue is unfortunately often perceived as a fad, but it is actually a key asset for the development of the sector and the well-being of future generations.”

Domenico Zonin – President of ZONIN1821

Guided by this principle, which has become increasingly codified over time as an expression of corporate culture, the Zonin Group has always been committed to integrating sustainable practices into every aspect of its work. The Group continues to actively contribute to global efforts for a more equitable and sustainable future.



As this chart illustrates, each value that expresses the company's approach to corporate sustainability aligns with one or more of the 17 Sustainable Development Goals (SDGs) in the UN's 2030 Agenda. The relevant SDGs are as follows:

20 - For further information: <https://unric.org/it/agenda-2030/>

	SDG	Description
	HEALTH AND WELLBEING	Ensure healthy lives and promote well-being for all at all ages
	QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
	GENDER EQUALITY	Achieve gender equality and empower all women and girls
	CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all
	ACCESSIBLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all
	DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	REDUCING INEQUALITIES	Reduce inequality within and among nations
	RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensuring sustainable production and consumption patterns
	COMBATING CLIMATE CHANGE	Take urgent action to combat climate change and its impacts
	LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss
	PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and more inclusive societies for sustainable development; provide access to justice for all and build effective, accountable and inclusive institutions at all levels
	PARTNERSHIPS FOR THE GOALS	Strengthening the means of implementation and renewing the global partnership for sustainable development

21

21 - Source: Alleanza Italiana per lo Sviluppo Sostenibile (asvis.it)

### 3.2 DOUBLE MATERIALITY ANALYSIS: MANAGING IMPACTS, RISKS, AND OPPORTUNITIES

ZONIN1821's strategic priorities in terms of sustainability, or the sustainability issues towards which the company has decided to focus its management and monitoring efforts, are the result of a process that aims to identify the ESG aspects that are relevant to the company in its specific context.

This year, the Group voluntarily adopted the new concept of materiality introduced by the new European standards<sup>22</sup>, namely 'double materiality', integrating the impact materiality analysis carried out in 2023 according to GRI standards<sup>23</sup> with a preliminary financial materiality analysis.

In particular, the two perspectives concern:

- **Impact materiality** considers the positive and negative current or potential economic, social (including human rights), and environmental impacts of the organization's activities and its value chain in the short, medium, and long term.

- **Financial materiality** applies when an aspect of sustainability generates or could reasonably generate economic and financial effects in the future. This occurs when the aspect creates or could create risks or opportunities that influence the organization's development, financial position, economic performance, and/or cash flows in the short, medium, or long term.

Updating the materiality analysis has enabled ZONIN1821 to refine its understanding of the effects of its business model on sustainability issues and the influence of these issues on its activities. This allows ZONIN1821 to outline the next steps in the Sustainability Plan with greater precision. This process strategically guides the allocation of company resources to areas of critical importance and is fundamental to the organization of the Sustainability Report. It allows for transparent communication of priorities, highlighting progress, challenges, and future goals.

The new process undertaken in 2024 involved the implementation of four phases:



22 - The new European standards, the European Sustainability Reporting Standards (ESRS), were introduced by the Corporate Sustainability Reporting Directive (CSRD). The double materiality process also followed the guidelines published by the European Commission and the EFRAG (European Financial Reporting Advisory Group).

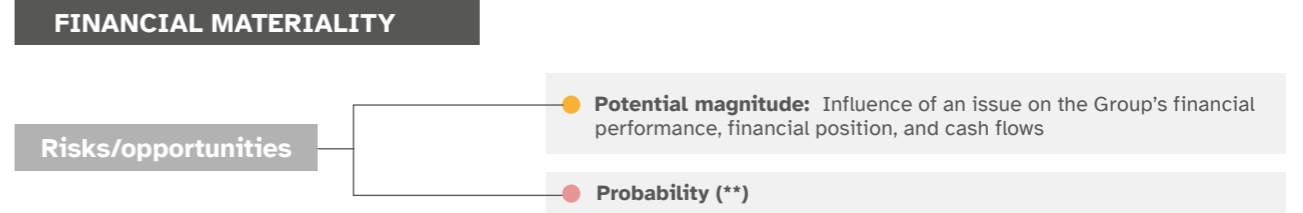
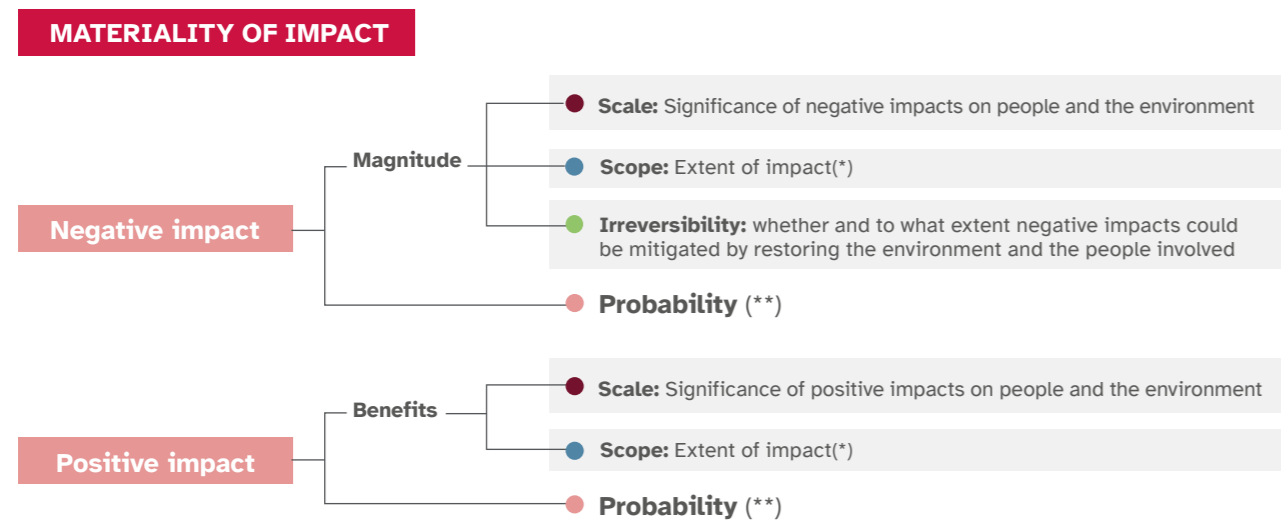
23 - Standard GRI 3 - Material Topics in the GRI Universal Standards

**1. Internal and external context analysis:** The first step in the process was an in-depth examination of the Group’s business model and value chain. This examination focused particularly on the typical dynamics of the sector in which the Group operates. This analysis examined trends in the sector and among peers and competitors, corroborating the findings with authoritative external sources, including academic studies, specialist publications, tools, and international regulatory references. Sources included the GRI Sector Standard 13: Agriculture, Aquaculture, and Fishing Sectors (2022); the Task Force on Climate-related Financial Disclosures (TCFD); the SASB Industry Standard 2018 for the Food and Beverage—Agricultural Products sector; and other internationally recognized databases, such as Sustainalytics and Encore.

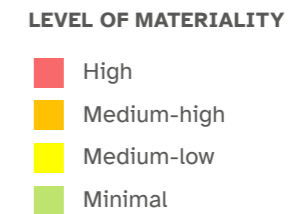
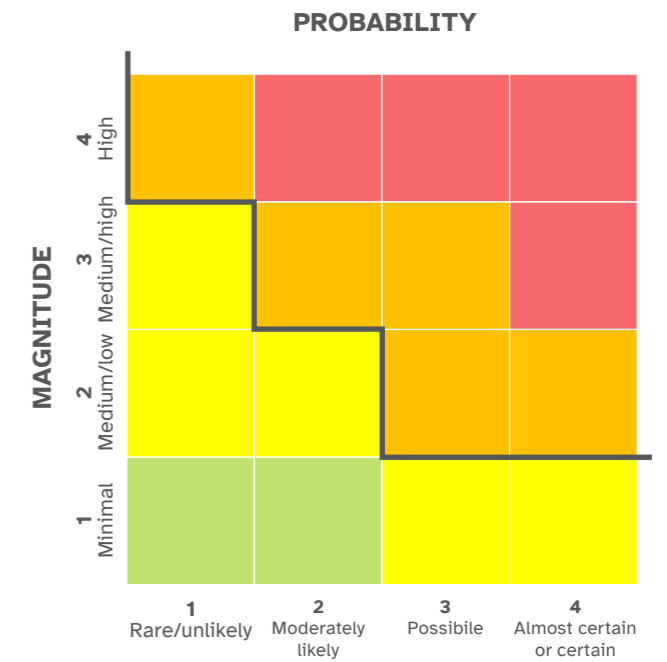
**2. Identification of impacts, risks, and opportunities (IRO):** Based on the aforementioned analysis and interviews with Group representatives responsible for areas affected by sustainability issues, an initial list of current and potential positive and negative impacts, risks, and opportunities in the short, medium, and long term was compiled. According to the

correlation with the themes, sub-themes, and sub-sub-themes provided for in ESRS 1 General Requirement, the mapping was carried out in accordance with the ZONIN1821 model’s sustainability themes. As per the methodological guidelines, the entire value chain of which the ZONIN1821 Group is a part was taken into account. Two issues specific to the Group’s business activities have been added to this list: Quality and cybersecurity. The risks and opportunities identified in relation to climate change were informed by the Climate Change Risk Assessment analysis described in Chapter 6.1.

**3. Assessment of IROs and validation of material issues:** The identified impacts were presented to members of the national and international leadership team and estate managers in approximately twenty interviews. During these discussions, the representatives were asked to provide an assessment, on a scale of 1 to 4, of the likelihood of occurrence and the magnitude of the effects of each IRO within their purview. The diagram below is intended to provide a clearer description of the assessed variables:



The materiality threshold was therefore defined by constructing a matrix that maps the magnitude and probability of occurrence, both for impact materiality and financial materiality. Based on the matrix and the different levels of materiality, it was decided to follow a risk-based approach, considering those IROs that obtained a medium-high and high relevance rating. The relevance threshold is asymmetrical, as greater weight was given to IROs with very high severity, even if they are not probable from a prudential perspective. The final results of this phase of the process were reviewed by the owners and, limited to the financial materiality results, by the Finance & Controlling department.



**4.Reporting:** The score obtained by each IRO, and therefore by the related topics, subtopics, and sub-sub-topics, made it possible to identify the Group’s relevant sustainability issues and outline contents of this document.

The prioritized list of materiality issues will guide the Group’s medium-to-long-term sustainability strategy.

The materiality analysis identified 17 sustainability issues, of which 14 were material and 3 were non-ma-

(\*) In the case of environmental impacts, this refers to a geographical area or the extent of environmental damage. For impacts on people, it refers to the number of people affected.  
 (\*\*) Only for potential impacts. Current impacts have a probability of certainty equal to 4.

terial. These were then divided into ESG categories in relation to ZONIN1821's material issues:

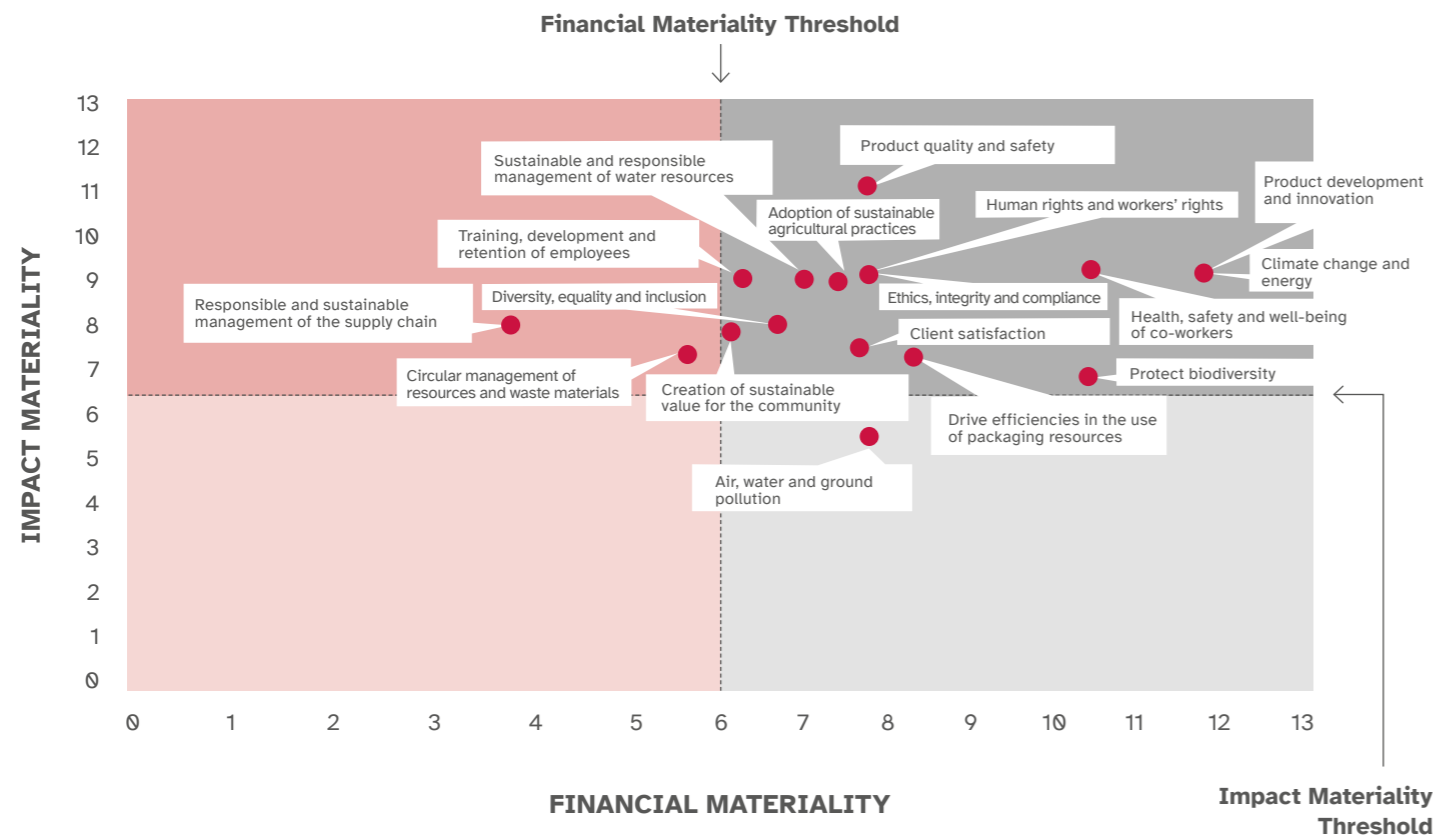
• **Environment:** Adoption of sustainable agricultural practices, Circular management of resources and waste, Climate change and energy, air, water, and soil pollution, Protecting biodiversity, Efficient use of resources in packaging, and Sustainable and responsible management of water resources.

• **People:** Creating sustainable value for communities, Product quality and safety, Customer satisfaction, Product development and innovation, Employee

health, safety, and well-being, Human rights and workers' rights, Diversity, equity, and inclusion, Employee training, development, and retention.

• **Governance:** Responsible and sustainable supply chain management, ethics, integrity, and compliance.

The table below shows the material topics broken down by ESG cluster.



**MATERIALITY THRESHOLD**

- Material for both
- Only for Impact Materiality
- Only for Financial Materiality
- Not material for both

**Key:**

- ↑ Upstream operations
- Direct operations
- ↓ Downstream operations

The table below shows the material topics broken down by ESG cluster.

Pillar	Material topic - Zonin	ZONIN1821 value	Corresponding ESRS	Impact materiality	Financial materiality	Value chain	Number of material
ENVIRONMENT	Adoption of sustainable agricultural practices	Environmental protection and preservation	Climate change; Biodiversity	√	√	↑□	8
	Circular resource and waste management	Environmental protection and preservation	Circular economy	√		□	2
	Climate change and energy	Environmental protection and conservation	Climate change	√	√	↑□↓	73
	Air, water, and soil pollution	Environmental conservation and protection	Pollution		√	□	7
	Protecting biodiversity	Environmental protection and conservation	Biodiversity	√	√	□	3
	Efficient use of resources in packaging	Environmental protection and conservation	Circular economy	√	√	□	3
	Sustainable and responsible management of water resources	Environmental protection and conservation	Water and marine resources	√	√	□	7
SOCIAL	Creating sustainable value for communities	Sustainable Growth	Communities involved	√	√	□	9
	Product quality and safety	Excellence and innovation	Consumers and end users	√	√	□↓	3
	Customer satisfaction	Excellence and innovation	Consumers and end users	√	√	□↓	3
	Product development and innovation	Excellence and innovation	Consumers and end users	√	√	↓	8
	Health, safety, and well-being of employees	People development and wellbeing	Own workforce	√	√	□	11
	Human rights and workers' rights	Human development and well-being	Own workforce, Workers in the value chain	√	√	↑□↓	26
	Diversity, equity, and inclusion	Socio-economic development of wine-growing areas	Own workforce, Workers in the value chain	√	√	↑□↓	19
GOVERNANCE	Employee training, development, and retention	Socio-economic development of wine-growing areas	Own workforce	√	√	□	12
	Responsible and sustainable supply chain management	Supply chain management	Conduct of businesses	√		↑□↓	2
	Ethics, integrity, and compliance	Ethics and responsibility	Conduct of businesses	√	√	□	8

### 3.3 THE SUSTAINABILITY PLAN

IRO Description	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Improvement in company performance thanks to the definition of targets linked to ESG KPIs and, therefore, to greater commitment and greater clarity of responsibilities and coordination between company departments.	O	P	Potential		√	Direct	Medium-high











In 2022, ZONIN1821 made significant progress toward sustainability by defining a Sustainability Plan that encompasses future ESG (environmental, social, and governance) objectives. The strategic plan is structured around four main impact areas, chosen for their relevance and potential to address material issues for the Group.

ZONIN1821's Sustainability Plan not only lists objectives, but also offers a clear vision of how strategic and operational initiatives, planned within a specific timeframe, align with and contribute to the United Nations' Sustainable Development Goals. Through this plan, ZONIN1821 demonstrates its commitment to responsible business growth and broader collective and environmental well-being.

Currently in the implementation phase, the Plan is being further structured with the integration of specific quantitative objectives in additional areas of impact.

### ZONIN1821 GROUP SUSTAINABILITY PLAN.

MACRO AREA	OBJECTIVE	TIMELINE	TARGET STATUS	SDGS
GOVERNANCE	Formalize the governance of the Group's Sustainability Team	2024	Activity completed in 2023	
	Appointment of a member of the Board of Directors responsible for Sustainability	2026		
	Disseminate Group values and policies through dedicated training courses	2024	Activity completed in 2024, to be further implemented in 2025/2026	
	Organize induction sessions on sustainability issues for the Board and Top Management in all of the Group's Italian and overseas companies	2024	Activity started in 2023 and will continue in subsequent years	
	Analyze business risks, including from a sustainability impact perspective	2024	Activity completed in 2024	
	Promote specific initiatives on sustainability issues with stakeholders in order to promote this corporate and social pillar	2025	Activity started in 2023 and will continue in subsequent years	
	Support 5 thesis students in order to promote a culture of sustainability, wine production, and the 'Made in Italy' ethos	2025	Goal achieved in 2023 and 2024	
	Organize 10 lectures at universities and educational institutions to share corporate culture and promote the transmission of knowledge.	2025	Activity started in 2023 with 5 lectures and continued in 2024 with 10 lectures	
	Organize 5 lectures at international universities and educational institutions to promote the 'Made in Italy' ethos.	2025	Activity launched in 2023 and continued in 2024 with 5 lectures	
	In the two-year period 2023-2024, 15 interviews and publications in the press, at national and international level, on sustainability issues so as to promote this as a corporate and social pillar	2024	Objective achieved and completed in 2024	
5 Press Releases	2024	Objective achieved and completed in 2024		
Restyling of the Sustainability section of the Group website	2024	Target achieved and completed in 2024		
PRODUCT AND VALUE CHAIN	Implement 3 product innovations	2025	Activity started in 2024	
	Develop policies and procedures for responsible procurement	2024	In 2023, an internal analysis was launched in agreement with the Group's Purchasing Department.	

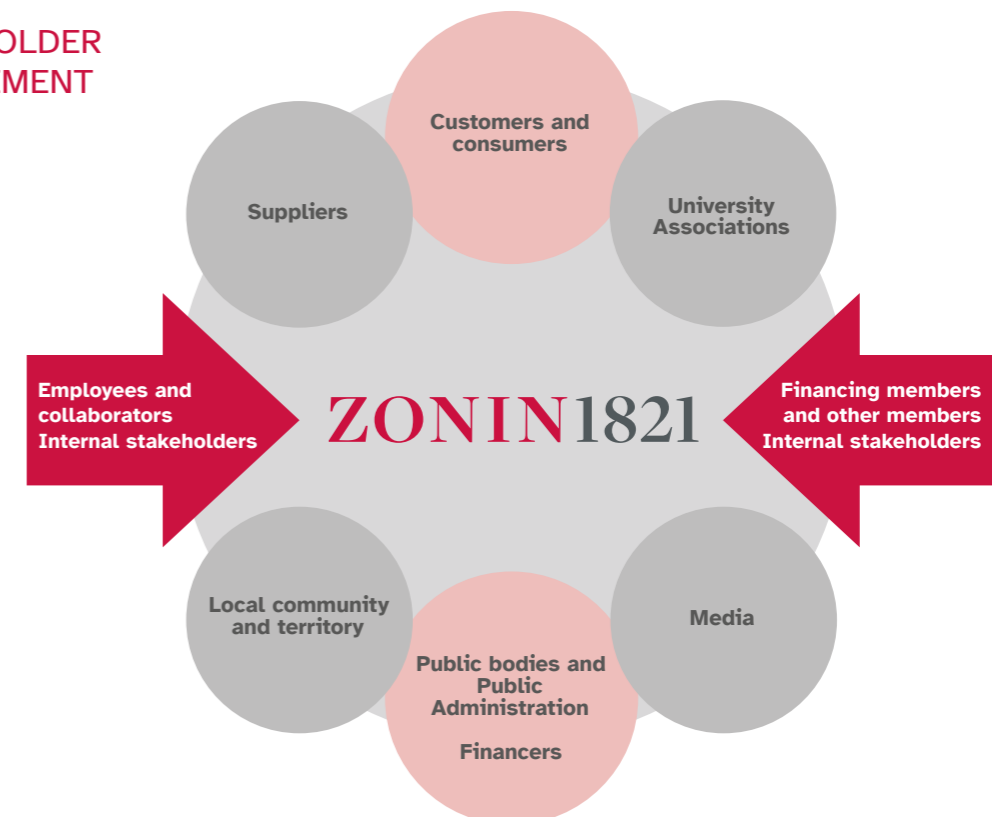
MACRO AREA	OBJECTIVE	TIMELINE	TARGET STATUS	SDGS
PEOPLE	Start of the 'Great place to work' certification process.	2026	The start of the certification process analysis activities was planned for 2025	   
	Development of individual career plans based on objective and meritocratic factors.	2025	Activity launched in 2024	
	Development and design of the 'ZONIN1821 Academy' focused on internal and external training.	2024	Activity planned and launched in 2023	
	10 Hours, on average, of training provided per year	Entro il 2026	Target achieved in 2024	
	Implement training initiatives and activities aimed at promoting inclusivity and diversity	2025		
	Identify, on a three-year basis, 15 local volunteer or social initiatives that support our social responsibility strategy in order to strengthen our ties with local communities	2025	Activity launched between 2023 and 2024	
	3 Scholarships awarded to employees of Casa Vinicola Zonin and Italian estates	2024	Activity completed in 2024	
	Offer scholarships aimed at promoting wine culture, sustainability, and the 'Made in Italy' ethos.	2025	Activity achieved in 2024	
	Creation of a Diversity, Equality, and Inclusion Team and appointment of a Team Leader.	2025		
Drafting and implementation of the Diversity, Equity, and Inclusion (DE&I) strategy.	2026			
ENVIRONMENT	Develop and implement research projects on sustainable agricultural practices that have less impact on the environment.	2025	In 2024, the LIFE VitiCaSe - Carbon farming in viticulture project continued with the first results of the analysis In 2025, the project is expected to be extended to other Group estates.	   
	Analysis of energy consumption in order to improve efficiency and reduce demand.	2025	In 2024, the Operations Team installed meters to understand the energy consumption of the production plant. The analysis will continue.	
	Increase the use of energy from renewable sources, such as solar or wind power.	2030	In 2024, the Group continues to monitor the renewable energy market, confirming its preference for purchasing renewable energy	
	Conduct an analysis of the Group's carbon footprint	2026		
	Definire politiche/procedure e realizzare iniziative in ambito gestione responsabile delle risorse idriche	2025		

### 3.4 STAKEHOLDER ENGAGEMENT

ZONIN1821 recognizes the importance of establishing and maintaining constructive relationships with all stakeholders. These relationships are essential for the company's sustainable growth and the effective development of its activities throughout the entire value chain. Therefore, the Group adopts a proactive and strategic approach to engagement based on transparency and open dialogue. This approach aims to establish and strengthen long-term relationships characterized by mutual trust and shared value creation. To proactively respond to the expectations and needs of its stakeholders, ZONIN1821 has integrated stakeholder engagement into its corporate governance practices and considers it a fundamental pillar for defining its sustainability strategies.

ZONIN1821's stakeholder engagement strategy enables the company to identify and address the most relevant issues in a timely manner. This ensures that corporate decisions reflect a balance between economic, social, and environmental needs. To this end, ZONIN1821 utilizes various platforms and communication channels to facilitate constant, multilateral information exchange. These channels range from regular meetings to questionnaires and surveys to digital platforms. Below is a summary of the main activities and initiatives undertaken by the group in 2023 for each category of stakeholder.

#### STAKEHOLDER ENGAGEMENT



• **External stakeholders** play a key role in shaping the Group’s image and reputation. They contribute to its legitimacy and directly affect its financial performance. This group includes regulators and supervisory authorities who dictate crucial regulations and emphasize the need for sustainable and responsible corporate practices.

• At the same time, **internal stakeholders** play a crucial role within ZONIN1821 as the main promoters and guardians of the corporate culture. To facilitate consistent and effective communication with these stakeholders, ZONIN1821 publishes the weekly newsletter ZONIN1821 Magazine. The new-

sletter disseminates news about the latest initiatives, progress in the wine sector, and corporate sustainability projects. It also acts as a bridge for transmitting corporate values and culture to all employees. It conveys corporate culture at all levels and stimulates employee engagement, facilitating the achievement of corporate objectives with greater efficiency and cohesion.

	ZONIN1821 stakeholders	Engagement activities and initiatives
Internal	Financing partners and other partners	Boards of Directors - Meetings - Dedicated ESG events
	Employees and co-workers	Dialogue with human resources management - Institutional meetings and events - Training and welfare activities - Trade union relations - Communications and newsletters - Questionnaires - Quality bulletin board - Meetings
External	Suppliers	Business meetings - Company visits - Industry events and exhibitions - Partnerships and projects (e.g., for product and process innovation) - Technical audits
	International distributors, regional and international Wholesalers, Retailers, Cruise lines	Email - Telephone - Market visits (2-3 times a year) - Institutional meetings - Active hospitality at Group premises
	Customers and consumers	Activities and initiatives involving end consumers, HO.RE.CA operators, and large-scale retail operators, customer satisfaction, product innovation, product quality, and safety - Technical audits
	Investors (banks and other institutions)	Periodic meetings and presentations on specific ESG issues
	Scientific community and Universities	Projects in collaboration with universities and research centers: Lectures at universities - Student theses - Supported research or scientific projects
	Local community and local areas	Multi-stakeholder meetings with associations, local businesses, citizens, and other non-profit organizations - Projects and activities related to hospitality on the estates (agritourism and museum tours)
	Public bodies and Public Administration	Meetings and communication with a focus on ESG with regulatory bodies, government agencies, and local authorities
	Certification bodies	Certification audits
	Media	Interviews - Press conferences - Events - Publication of news on the ZONIN1821 institutional website - News on social media on ESG issues
	Associations	Meetings and partnership initiatives with industry consortia, Confagricoltura, and the Assovini association



### 3.5 CERTIFICATIONS AND RATINGS

The Group's policies and certifications are solid principles that provide the necessary tools to implement, update, and support its **integrated Quality Management System** in various business areas, with a view to continuous improvement. The ZONIN1821 Group prioritizes high quality in all its activities. Its expansion over the years has led to the centralization of its integrated Quality Management System. All of the Group's estates have implemented a Quality Management System that is fully compliant with the quality and food safety standards defined by the head office and coordinated by the technical team at Casa Vinicola Zonin. Additionally, the parent company's quality assurance team coordinates with all national offices and overseas subsidiaries regarding system activities, ensuring the application of group procedures in quality and food safety. To guarantee our commitment to the quality of our products and processes, our production sites have voluntarily adopted certifications in food safety and sustainability in line with the main international standards in the sector.

The **Gambellara plant**, the group's headquarters, has applied the provisions of the **HACCP system** (Hazard Analysis and Critical Control Points) for over twenty years and has certified its **Quality Management System** in accordance with **ISO 9001**. Growing consumer concern about food safety issues and increasingly stringent international customer requirements have prompted the parent company to comply with two voluntary international food safety and quality standards recognized by the **GFSI** (Global Food Safety Initiative) for over twenty ye-

ars: The **BRCGS** Global Standard for Food Safety and the **IFS Food Standard** (International Featured Standard) certify the marketing of wines and spirits produced by controlled farms and partner suppliers. Additionally, the site has organic production certification, which is issued following periodic inspections that include document checks on the production process and finished product involving the entire supply chain. The headquarters and the controlled farms are subject to recurring checks by various certification bodies, such as CSQA, SGS, and Valoritalia. These bodies are responsible for certifying that management systems and products comply with specific reference standards or norms. In 2024, the Gambellara plant received the highest scores in the BRCGS (AA+) and IFS Food (Higher Level) certifications after undergoing unannounced audits for both.

The ZONIN1821 Group demonstrates its commitment to sustainability by obtaining the voluntary **'EQUALITAS'** certification for its **two Tuscan estates**, Castello di Albola and Rocca di Montemassi. These two companies, along with the parent company, adhere to organic production certification.

In terms of workplace health and safety, **Casa Vinicola Zonin** has obtained 'Lavorosicuro' certification, which complies with **UNI INAIL** guidelines and is recognized by the Veneto Region. Issued by the Italian Social Security Institute, this certification attests to the maintenance of a health and safety management system in the workplace to protect all employees.

To verify its ethical and social quality standards, Casa Vinicola Zonin adheres to the **SMETA** protocol based on International Labor Organization standards and other relevant local laws and conducts

periodic audits. In 2024, ZONIN1821 expanded the scope of the audit to include environmental management and corporate integrity, in addition to the

mandatory pillars of health, safety, and working conditions, passing the four-pillar audit.

#### ZONIN1821 CERTIFICATIONS

CERTIFICATIONS	DESCRIPTION	CERTIFIED GROUP COMPANIES
	The ISO 9001 standard defines the minimum requirements that an organisation's Quality Management System must demonstrably satisfy in order to ensure the level of product and service quality it claims to possess with itself and with the market. This strategic tool makes it possible, through assessment of the context and interested parties and accurate analysis of risks and opportunities, to increase the effectiveness and efficiency of internal processes and coordination of system activities.	CASA VINICOLA ZONIN
	The BRC Global Standard for Food Safety specifically refers to the safety of agri-food products, recognised by the Global Food Safety Initiative (GFSI). Developed in 1998 by the British Retail Consortium, made up of representatives of the large-scale retail trade, its objective is to ensure that branded products are obtained in accordance with well-defined quality standards and in compliance with minimum requirements.	CASA VINICOLA ZONIN
	The International Food Standard (IFS) assesses the conformity of products and processes in relation to food safety and quality. It was published in 2003 by German and French food distribution organisations. Recognized by the Global Food Safety Initiative (GFSI), it aims to strengthen, promote and control food safety throughout the supply chain as well as to ensure compliance with contractual specifications and legal requirements.	CASA VINICOLA ZONIN CASTELLO DI ALBOLA ROCCA DI MONTEMASSI
	Italian standard defined in 2015 specifically for the wine supply chain, now recognized internationally. It integrates environmental and socio-economic aspects as well as certain fundamental ethical values with the aim of defining, structuring and sharing a unique approach to sustainability.	CASA VINICOLA ZONIN CASTELLO DI ALBOLA ROCCA DI MONTEMASSI
	ORGANIC: global agri-food production system based on interaction between environmental best practices, a high level of biodiversity and the protection of natural resources. The certificate of conformity is issued by a certification body (in our case Valoritalia) which verifies compliance with Community regulatory requirements.	• CASA VINICOLA ZONIN • CASTELLO DI ALBOLA • ROCCA DI MONTEMASSI
	SMETA (SEDEX Members Ethical Trade Audit) is an audit procedure developed by SEDEX members. It is a collection of best practices used for more ethical auditing. SEDEX is a non-profit organisation committed to enhancing the spread of ethical principles along global supply chains. It is the largest platform in Europe for the collection and processing of data on ethical conduct in supply chains.	CASA VINICOLA ZONIN
	The 'Lavorosicuro' Operational Guide was developed by Confindustria Veneto in collaboration with Veneto Region Industrial Associations. It aims to provide an operating method to implement Occupational Health and Safety Management systems, based on UNI INAIL guidelines.	CASA VINICOLA ZONIN

The Group encourages all of its production sites to pursue continuous improvement in every phase of the production process. Each year, the Quality Assurance Team at headquarters plans and coordi-

nates an internal audit program to ensure compliance with health and safety requirements, including those related to food safety, as well as compliance with facility, structure, and process standards.

Internal audits carried out	2024	2023	2022
Support processes (e.g., HR, Customer Service, Product Development, etc.)	8	7	5
Production process (bottling, winery, maintenance, logistics)	4	4	4
Purchasing process (wine, raw materials, packaging, services)	2	1	3
Hygiene and structural aspects (inspections)	12	12	12
Food Defense (inspections)	4	4	4
Pest control (inspections)	4	3	3

We apply the same verification methodology that we use for our Management System to our suppliers as well. Every year, the Quality Assurance Team at headquarters, based in particular on the results of the annual supplier assessment and on the trend

and criticality of non-conformities issued, plans second-party audits of suppliers of raw materials, packaging, or marketed products (including controlled farms).

Second-party audits of suppliers	2024	2023	2022
Raw materials	4	0	0
Primary packaging (MOCA)	0	1	1
Secondary packaging	0	0	2
Products marketed (including controlled farms)	1	1	1





## CHAPTER FOUR

# PRODUCT DEVELOPMENT AND CUSTOMER CARE

# CHAPTER FOUR PRODUCT DEVELOPMENT AND CUSTOMER CARE

Throughout its history, ZONIN1821 has evolved by skillfully interpreting its technical and cultural heritage to meet customer expectations and by recognizing the importance of ethical and environmental issues. These factors are increasingly decisive in purchasing decisions and guide buyers toward sustainable products resulting from responsible production chains.

Thanks to its entrepreneurial vision, ZONIN1821 has introduced significant innovations in product development and implemented an advanced management system. This system ensures superior quality and food safety by rigorously controlling wine traceability, from careful vineyard cultivation to finished product distribution.

This innovative approach reinforces ZONIN1821's commitment to sustainability and ethical responsibility and lays the foundation for continuous product development and innovation to meet and anticipate consumer expectations in a rapidly evolving market.



## 4.1 PRODUCT DEVELOPMENT AND INNOVATION

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Negative	O	P	Potential		√	Downstream	Medium-high
Potential	O	Financial Materiality	Value Chain	Assessment	√	Direct	Medium-high
Lack of/ineffective technological innovation process, partly due to a lack of staff training in innovative agricultural practices, process innovation, cutting-edge practices, and technological obsolescence of the equipment available.	R	N	Potential		√	Direct	Medium-high
Loss of market share due to failure to adapt to changes in consumer tastes with new preferences (e.g., low-alcohol or organic wines) or due to the growth of alternatives such as craft beers, cocktails, and non-alcoholic wines.	R	N	Potential		√	Downstream	High
Reputational damage due to failure to meet consumer expectations regarding eco-friendly packaging and eco-design principles.	R	N	Potential		√	Direct	Medium-high
Anticipation of future transport regulations through investment in agricultural machinery and vehicles with low environmental impact (e.g., hybrid or electric).	O	P	Potential		√	Direct	High
Development of business models focused on product traceability, supported by technological solutions such as traceability systems, blockchain, and digital product passports	O	P	Potential		√	Entire value chain	Medium-high

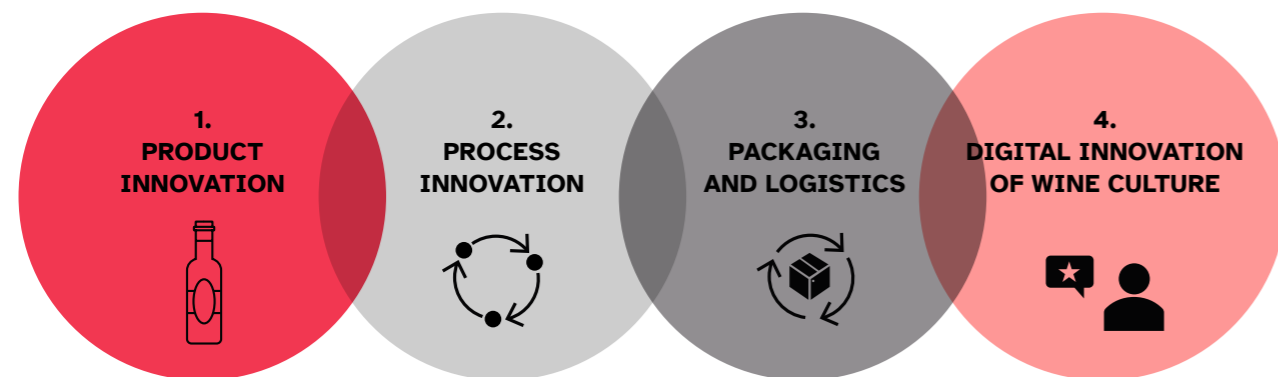


In the vibrant and traditional setting of the wine sector, encompassing historic wineries, renowned brands, and the dynamic technology sector linked to viticulture and winemaking, Italy is a leading example of excellence. In recent years, Italian wine has

seen significant growth, especially in sales of Italian sparkling wines, which continue to enjoy growing appreciation worldwide.

The ZONIN1821 Group's global vision allows it to recognize innovation as a fundamental lever for 'doing well' and 'doing better'. Technological innovation, involving the integration of advanced machinery and cutting-edge methodologies, plays a pivotal role in industrial development. It ensures high-quality products and simplifies work in vineyards and various production processes.

Innovation also improves the consumer experience by introducing digital platforms and apps that facilitate product discovery and ensure transparency and reliability in wine selection. Finally, augmented reality technologies should not be overlooked, as they can elevate the wine experience, virtually bringing consumers closer to the unique emotions experienced at wineries.



### 4.1.1 Product Innovation

Product innovation enables the renewal and improvement of existing products, as well as the creation of new solutions, in order to respond to changing market needs.

1- The product innovation process begins with an in-depth immersion into the consumer world. The ZONIN1821 team refines its understanding of current trends, emerging needs, and the preferences of the target audience by **analyzing data collected from market research**, internal feedback, and direct interactions with partners and customers (collected by sales teams operating at HQ and at the Group's subsidiaries). This preliminary phase is crucial for aligning innovative ideas with real market expectations.

2- Once an opportunity aligning perfectly with the Group's strategic vision has been identified, an **experimental phase** involving the Marketing Team, Estate Managers, and Operations Team is launched. During this phase, ZONIN1821's collaborators' diverse skills and extensive knowledge come together to create innovative prototypes, each designed for a specific purpose. This phase results in diversified prototypes, each designed to fulfill a specific function. The prototypes are then subjected to rigorous technical, organoleptic, and quality tests in collaboration with key commercial partners to select the best product for market launch.

In addition to the aforementioned Coastal Lemon Spritz and Orange-Cran Riviera from Zonin, Zero Zonin and Lemoneto Spritz are two examples of product innovations that combine the Zonin Group's cultural heritage with new market demands.

- **Zero Zonin** is a flavored beverage made from de-alcoholized wine produced with white grapes. It

has an alcohol content of less than 0.05% by volume. Straw-yellow in color with notes of pear, green apple, citrus, and light floral hints, Zonin Zero has a smooth, succulent flavor and a sweet finish.

- **Lemoneto Spritz** is an Italian sparkling wine that is ready to drink. It is made from white grapes and has an intense and harmonious aroma with refreshing notes of lemon. From a winemaking perspective, the grapes are gently pressed to prevent the color of the skins from coloring the must. After fermentation at a controlled temperature, a straw-colored wine is produced. This wine is then transformed into sparkling wine using the Charmat method, after which it is mixed with lemon juice and natural flavors. In 2023, we analyzed the product's popularity among commercial partners and consumers and modified the 'recipe' for Limoneto to make this cocktail even more enjoyable. The concentrated juice was replaced with fresh, traceable Sicilian lemon juice, making this product unique and linked to Italian culture.

These products aim to reach an ever-growing consumer base, including new generations entering the world of wine, in strategic markets for the Group, such as the United States, Germany, the United Kingdom, France, Australia, Belgium, and Sweden.

### 4.1.2 Process Innovation

As part of ZONIN1821's innovative vision, innovation goes beyond the creation or improvement of products to include the refinement of business processes, enhancing efficiency and quality. Introducing new methods and optimizing internal processes affect various aspects of the organization, including production, marketing, logistics, and inventory management.

The ZONIN1821 Group is dedicated to finding significant technological innovations for the wine sector. These include **precision crushers** suitable for even the most delicate grapes, **low-environmental-impact machinery** that maintains high performance, advanced maceration methods, **soil dryness and irrigation measurement systems**, and specific grape harvesting equipment for difficult conditions. In 2023, for example, the Group explored and implemented several innovations to streamline production and improve the quality of Zonin products.

- **Temperature Monitoring and Control:** ZONIN1821 has implemented an advanced temperature monitoring and optimization system in its production departments, specifically in the sparkling wine department. This process optimizes refermentation times, improving product quality and energy efficiency.

- **Use of fresh must:** ZONIN uses a portion of fresh must in the production of many of its sparkling wines to give them greater fragrance, freshness, and pleasantness. During harvest, some fresh must is stored in cold rooms or insulated tanks for preservation and use throughout the year.

- **Innovation in wine stabilization techniques:** At its Gambellara facility, Zonin has adopted new stabilization techniques that replace less efficient, more energy-intensive methods. Modern, efficient machinery eliminates unstable cations from wines, improving quality and reducing energy consumption.

The focus on developing innovative processes also includes ongoing company studies relating to:

- \_Eco-sustainable corks;
- \_Bottling machines that optimize the bottling process to ensure the quality and durability of the wine.

\_Digital solutions are aimed at tracking product authenticity from the vineyard to the consumer.

These innovations are implemented through constructive dialogue between ZONIN1821's agronomists and oenologists, as well as through exchanges with cutting-edge companies that experiment with and implement technological innovations for sustainable development. Active dialogue with these national and international companies is crucial to stimulate technological experimentation on the estates and at the Gambellara headquarters. It also improves the use of machinery and production processes. This contributes to increasingly efficient, responsible, and cutting-edge wine production.

### 4.1.3 Packaging and logistics

ZONIN1821 meticulously selects packaging, recognizing its importance for functionality and communicating the authenticity of the territories and wine-growing cultures.

Affirming its dedication to sustainability, ZONIN1821 consistently invests in packaging development to minimize environmental impact throughout the entire production and consumption process. In recent years, the group has introduced various solutions to mitigate the environmental impact generated by product packaging and logistics. These solutions include:

- **Reduction in use of glass raw materials:** in 2023, efforts to reduce the use of glass raw materials continued. These efforts began in the previous year with the goal of lightening still wine bottles by reducing the weight of the glass used. Notably, the Zonin 1821 brand's 'Classici' line of still wines achieved a 17% weight reduction compared to previously marketed bottles.

- **Lighter and more sustainable packaging:** ZONIN1821 has made its cardboard packaging lighter by reducing the amount of material used. The company is also evaluating reducing the number of colors used in production to mitigate its environmental impact.

- **Sustainable labels:** ZONIN1821's sustainable packaging strategy is evident in the redesign of its labels. The company is considering using fully or partially recycled paper for the labels. The marketing team is evaluating the possibility of reducing the number of colors on the labels.

In addition to its efforts in product and packaging, the Group is committed to mitigating the environmental impact of its distribution chain and logistics system. Through the exploration of **advanced logistics solutions**, such as **intermodal logistics and transport optimization**, the Group intends to minimize CO<sup>2</sup> emissions and other climate-altering gases associated with its distribution processes. Research and development initiatives on new formats and lighter bottles are expected to reduce emissions during transport. Additionally, the Group minimizes the environmental impact of waste transport by evaluating service providers located near its estates.

### 4.1.4 Digital Innovation in Wine Culture

Innovation and digitalization are fundamental to ZONIN1821's strategy. The company aims to improve and enrich the consumer experience in the wine sector through constant communication regarding:

- \_the organoleptic characteristics of wines and beverages;
- \_local winegrowing areas and cultures;
- \_implemented sustainability initiatives;

The importance of responsible drinking is also emphasized.

The Group uses digital platforms and tools, such as company websites integrated with e-commerce, Facebook, Instagram, TikTok, and newsletters, to open direct channels of communication with customers and encourage real-time feedback and interaction. These digital tools significantly advance the interaction between consumers and the Group's brands by leveraging transparency and reliability to facilitate informed choices in a simple, secure manner.

Three university degree theses have further explored the contribution of digital innovation to the wine sector by analyzing the work of the Group or one of its estates (Castello di Albola). These analyses confirm ZONIN1821's role as an innovator in the wine sector. They also highlight how digitalization addresses market challenges and strengthens the link between consumers and the company's wine heritage. This promotes a sustainable and inclusive future.

## 4.2 PRODUCT QUALITY AND SAFETY, AND CUSTOMER SATISFACTION

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Customer dissatisfaction, increased complaints, and loss of loyalty due to a failure to guarantee high-quality products, inefficient management, poor service quality, service interruptions, and/or reduced accessibility of websites, including e-commerce channels and digital platforms, even for people with disabilities.	I	N	Potential	√		Downstream	Medium-high
Legal disputes, possible sanctions, and reputational damage due to non-compliance of the labeling produced by the Group with national and international regulations regarding the composition of the final product and production processes.	R	N	Potential		√	Direct & downstream	Medium-high
Reputational damage and significant legal disputes following damage to customers' health due to the sale of a product/service that does not comply with health and safety regulations and incidents of non-compliance with current food storage and management regulations (HACCP) at the Group's food and wine tourism facilities.	R	N	Potential		√	Direct & downstream	Medium-high
Promote a culture of 'responsible drinking' in order to value, through moderation and awareness, the knowledge that has been handed down over time and protect the health of consumers.	I	P	Current	√		Downstream	High
Reputational damage due to improper management of the image of minors and children in advertising campaigns.	R	N	Potential		√	Direct	Medium-high



The ZONIN1821 Group is dedicated to managing product quality and safety. The Group adopts an approach geared towards high hygiene, quality, and food safety standards to raise the level of service offered to customers and ensure maximum satisfaction. To this end, the Group shares and communicates expected improvements with all employees, raising awareness of their role within the organization so everyone understands the importance of their commitment to providing safe, healthy, and wholesome food.

ZONIN1821 devotes significant attention to promoting a culture of quality and food safety through

the company through **internal sharing and training activities, communication** activities, and monthly bulletin boards displaying the performance of key quality indicators shared with production departments. In 2024, an anonymous digital questionnaire was distributed to office and production department employees covering various topics, including Food Safety, HACCP, Good Manufacturing Practices, Food Defense, and food allergens. The goal was to increase involvement and assess the level of knowledge and quality awareness within the company. A total of 41% of employees participated. Following the regulatory update on labeling wines and aromatized wine products in the European

Union, which required nutritional information and ingredient lists on labels, ZONIN1821 focused on providing clear and accurate information to protect consumer health and comply with the new labeling regulations.

The company adopted an electronic labeling system that allows for the creation of QR codes and the management of ingredient lists, nutritional tables, and disposal instructions. This system complies with Legislative Decree No. 116/2020 and Decision 97/129/

EC. Consumers can access a **dedicated app** for the **product's E-Label** by scanning a **QR code** with a smartphone. This allows them to consult all the above information at any time and from any device.

Thanks to the procedures and controls implemented, in 2024 there were no incidents of non-compliance with regulations and codes concerning the information and labeling of products and services.



**Ingredients:**

Raw materials: grapes, sugar syrup, concentrated grape must;  
 Acidity regulator: contains tartaric acid (L(+)-);  
 Stabilizing agents: contains citric acid and/or carboxymethylcellulose;  
 Preservatives: sulfites.

Bottled in a protective atmosphere

**Nutritional Declaration**

Average nutritional values **100 ml per**

Energy	289 kJ / 69 kcal
Fat	< 0.5 g
of which: saturated fatty acids	< 0.1 g
Carbohydrates	1.90 g
of which: sugars	1.35 g
Protein	< 0.5 g
Salt	< 0.01 g

**Separation waste collection**

**UNSEPARATE WASTE**  
 Capsule  
 Main material: Aluminum (C/ALU 90)  
 Secondary material: Plastic

**ORGANIC**  
 Cork  
 Cork (FOR 51)

**GLASS**  
 Bottle  
 Glass (GL 71 green glass)

**ALUMINUM**  
 Cage  
 Steel (FE 40)

Check the provisions of your municipality

## WINE AND HEALTH: DEBATE AND TRANSPARENCY

The relationship between wine consumption and health has long been a topic of interest. Numerous Italian and international epidemiological studies have demonstrated that regular, **moderate wine consumption throughout adulthood is linked to various health advantages for both men and women.**

Wine is a complex substance containing bioactive components with a unique phytochemical "fingerprint" that cannot be replicated by other foods in the Mediterranean diet. Moderate wine consumption has several health benefits.

**1 - Moderate wine consumption as part of the Mediterranean diet helps modulate endogenous antioxidant and detoxifying defenses.** Epidemiological studies show that moderate wine consumption during adulthood, primarily during meals (two glasses per day for men and one for women), as is common in Mediterranean countries, promotes longevity and reduces the risk of cardiovascular disease, diabetes, and cognitive disorders. It does not significantly affect the risk of cancer. Patients with diabetes who drink alcohol in moderation, especially wine, have fewer cardiovascular diseases and lower mortality rates.

**2 - Moderate wine consumption as part of the Mediterranean diet helps modulate endogenous antioxidant and detoxifying defenses.** Epidemiological studies show that moderate wine consumption as part of the Mediterranean diet **promotes longevity and reduces the risk of cardiovascular disease,**

**ase, diabetes, and cognitive disorders.** It does not significantly affect the risk of cancer. Diabetes patients who drink alcohol in moderation, especially wine, have lower rates of cardiovascular disease and mortality.

**3 - Moderate consumption as part of the Mediterranean diet can counteract the toxic effects of ethanol metabolism.** Teetotalers should certainly not start drinking alcohol to reduce their risk of cardiovascular disease, diabetes, senile cognitive decline, or mortality. However, epidemiological evidence indicates that there is no reason for moderate wine drinkers to stop.

**But what does moderate wine consumption mean?**

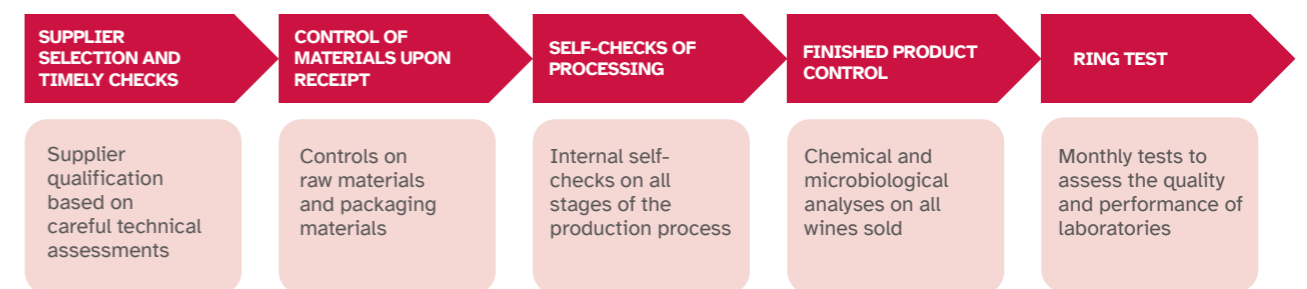


**Sources:**  
 "Moderate Wine Consumption and Health: A Narrative Review" published in the prestigious journal *Nutrients*, as part of the special issue "Effects of Wine and Soft Drinks on Human Health."  
 "Drinking Guidelines, Wine in Moderation Information Council"

## 4.2.1 Product selection, control, and monitoring activities

Control and monitoring activities related to food quality and safety cover every stage of the production process, from supplier selection to finished product distribution.

ZONIN1821's primary goal is to ensure the quality, variety, and excellence of its products while preserving the winemaking tradition that defines the company.



• The Group pays close attention to supplier selection through rigorous checks and a qualification program based on raw material criticality and food safety risk analysis. All suppliers must complete a pre-qualification questionnaire and undergo thorough technical evaluations. Based on risk analysis, the quality assurance team carries out inspections before final approval to verify the conformity of processes and the safety of raw materials.

• The Group carries out **scrupulous checks on raw materials** (wine and must) and packaging materials upon acceptance. These materials undergo analyses performed according to rigorous control plans based on risk assessment and system procedures. The quality team at headquarters ensures that these plans are implemented across all Group companies. Each plan specifies the parameters to be analyzed, relevant acceptance limits, control frequency, re-

sponsibilities, and actions to be taken in the event of noncompliance.

Among the checks carried out on raw materials, risks related to contaminants, such as agrochemicals and aflatoxins, are particularly monitored on musts and wines upon acceptance. Additional analyses include isotopic research and sugar analysis of viticultural origin on MCR, as well as research on cyclic diglycerides and allergens, such as caseins and albumins. **Quality control of corks** is essential among the checks carried out on packaging materials due to the cork's key role in determining wine quality. Each batch of corks is analyzed before use on the bottling line. These analyses verify each parameter required by **the regulations for producing and using corks.** This ensures that the characteristics of the received batches correspond to the technical specifications agreed upon with the cork factory at the time of purchase. These analyses also intercept

any anomalies in advance, thus minimizing the risk of problems with the bottled wine.

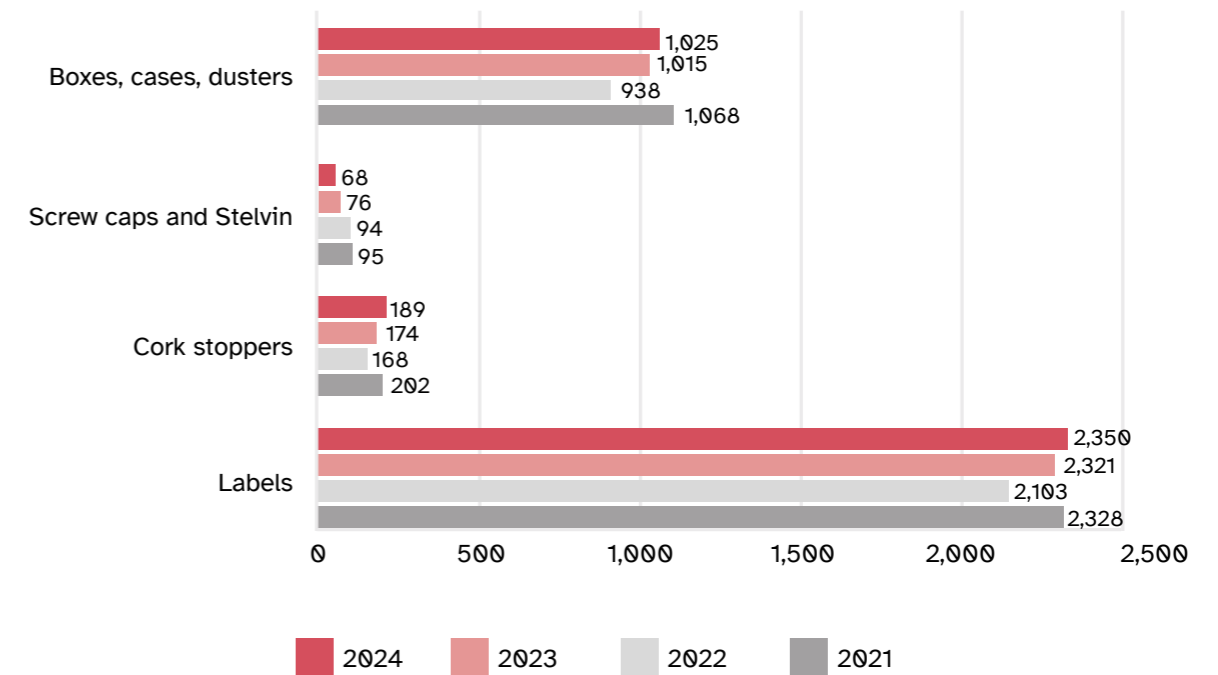
- All stages of the production process, from cellar work to bottling, **undergo self-monitoring checks** by operators. Specific operating instructions and related forms have been established for this purpose, as well as computer applications for recording results. These results are checked daily by quality control and department managers.

- With regard to **analytical control**, the head office has set up an **in-house laboratory** where specialized technicians perform **chemical and microbiological analyses on all wines bottled** at the headquarters, on all wines produced by controlled farms, and on all wines marketed. The group also uses ac-

credited external laboratories that specialize in wine analysis. Wines must undergo a 48-hour quarantine period before shipment, and sales are not authorized until chemical and microbiological compliance has been certified and organoleptic testing has been carried out by the team of oenologists.

- The headquarters laboratory participates in a **ring test** circuit (RT-LAB Vino)<sup>24</sup> managed by an accredited laboratory (Unione Italiana Vini) every month. This is a useful tool for ensuring the accuracy and reliability of analytical methods and, consequently, the results of tests conducted in the laboratory.

**TYPE AND NUMBER OF PACKAGING MATERIALS ANALYSED/YEAR**



**NUMBER OF TESTS CARRIED OUT FOR WINE QUALITY\***

Wine	u.m.	2024	2023	2022	2021
Number of samples analyzed	n	15,000	12,000	6,800	7,040
Number of parameters analyzed	n	300,000	240,000	204,000	211,200

\* The data refer only to samples analyzed by the group's central laboratory; all analyses carried out at agricultural sites and accredited external laboratories are excluded from the data.

**NUMBER OF TESTS CARRIED OUT ON THE QUALITY OF PACKAGING MATERIALS\***

Packaging materials	u.m.	2024	2023	2022	2021
Number of samples analyzed	n	3,632	3,586	3,303	3,693

\* The data refer only to samples analyzed by the group's central laboratory; all analyses carried out at agricultural sites are excluded from the data.

24 - A ring test, also known as a round-robin test, is a procedure used to evaluate the quality and performance of laboratories. In oenology, as with RT-LAB Vino, this type of test verifies the reliability and accuracy of analytical results obtained by wine-analyzing laboratories. During a ring test, several laboratories are given the same wine sample to analyze without knowing the sample's predefined characteristics. After performing the analyses, the laboratories send their results to a coordinating organization, which compares the collected data to evaluate the consistency and reliability of each participating laboratory's performance.



## 4.2.2 Customer satisfaction and complaint management

At ZONIN1821, ensuring food safety and reducing associated risks is crucial to providing consumers with reliable products. This commitment is part of a broader context of customer satisfaction and efficient complaint management.

ZONIN1821 takes a customer-centric approach, putting customers at the center of attention and prioritizing their satisfaction and needs in all Group activities. In this context, customer satisfaction becomes a primary, constant objective, guiding business decisions and employee actions.

ZONIN1821 has implemented this strategy in the following ways:

- **Active listening:** gathering customer feedback and opinions through emails, informal surveys, social media analysis, and other tools to better understand their needs and expectations.
- **Personalization:** offering personalized products and services that meet each customer's specific needs.
- **Quality customer service:** providing timely, courteous, and knowledgeable service to effectively and satisfactorily resolve customer issues and questions.
- **Customer involvement:** involving customers in business decisions through opinion polls or feedback programs makes them feel like an integral part of the process, increasing their sense of belonging to the brand.
- **Building long-term relationships:** focus on

building lasting relationships with customers rather than individual transactions through loyalty programs, special offers, and constant attention to their evolving needs.

- **Measuring customer satisfaction:** use specific metrics to assess satisfaction over time and identify areas for improvement.

To harmonize the management system, the computerization of system records was initiated in 2017, specifically the implementation of internal and external non-compliance management and the management of non-compliant products and complaints using the software 'Discovery Quality'. This tool is managed directly by the quality assurance team at headquarters and has made it possible to centralize the management of all files. Consequently, the needs and requirements of customers and consumers can be promptly identified, allowing for the best possible satisfaction of their expectations.

In collaboration with an external IT company, ZONIN1821 has also computerized the entire complaint management process for both customers and end consumers. This approach enables the timely and thorough management of reports received through various channels, including the website, email, telephone, and directly from sales staff, customer service, and points of sale. Customer Service or the Sales Department enters reports into the software. To promote continuous improvement, the Quality Assurance team analyzes each report received and identifies and attributes the type of defect detected based on the nature of the report. After analyzing the root causes and carrying out all necessary investigations, and once all elements for evaluation are available, the Quality Assurance team decides whether to take corrective action to prevent the same problem from arising in the future. It also

prepares the technical response to be sent to the customer.

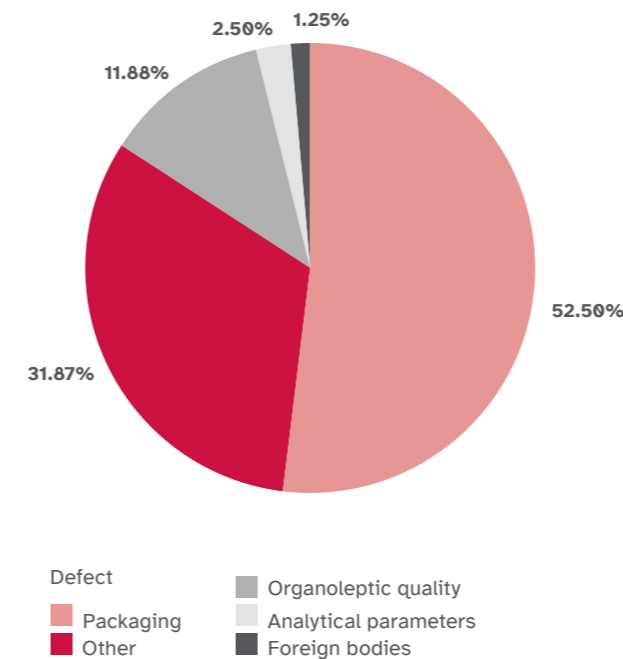
partment to extract key performance indicators for monthly meetings with Company Management to assess trends in customer satisfaction.

The software is connected to the QlikView® data analysis platform, which enables the Quality De-

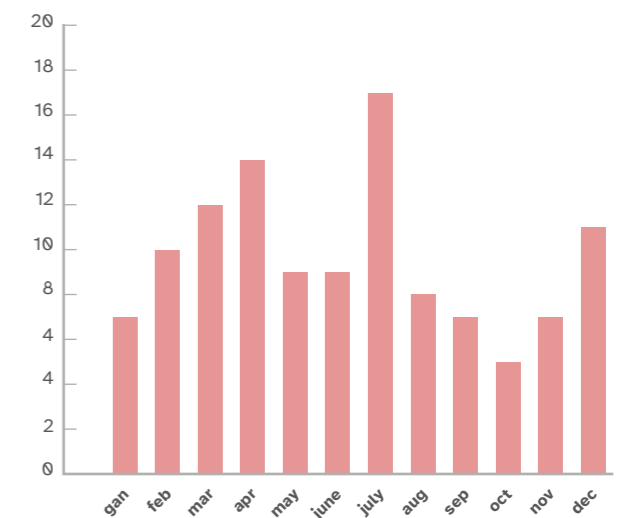
Complaints	u.m	2024	2023	2022
Number of complaints received	n	116	127	118
No. of complaints/No. of orders processed	%	0.64	0.67	0.63

The two graphs below show the trend in complaints in 2024 and the analysis by type.

DETAILS OF COMPLAINTS 2024 BY TYPE



COMPLAINTS DETAILS 2024 BY MONTH

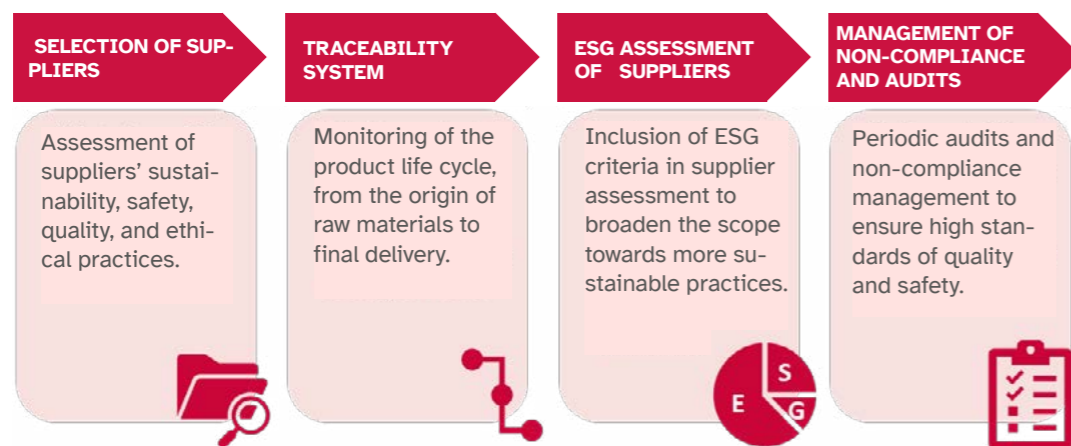


### 4.3 RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN MANAGEMENT

IRO description	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Promotion, management, and verification of good environmental and social practices in the context of sustainable procurement.	I	P	Potential	√		Entire value chain	Medium-high
Inadequate payment practices, especially towards suppliers whose business depends mainly on the ZONIN1821 Group.	I	N	Potential	√		Upstream & downstream	Medium-high

In terms of supply chain management, ZONIN1821 takes a holistic approach that emphasizes deep collaboration with suppliers to create a shared-value ecosystem. Recognizing that sustainability and social responsibility are critical to long-term success, the Group ensures that every link in the supply chain meets rigorous quality, safety, and environmental sustainability standards.

The group primarily sources bulk wine, glass bottles, corks, aluminum caps, labels, capsules, and cardboard packaging. All of these items are selected according to criteria that reflect ZONIN1821's commitment to environmental and social responsibility.



At the heart of this process is a **traceability system** that supports every stage of the purchasing process. This system ensures the ability to monitor, identify, and mitigate any negative environmental, economic, or social impacts that the company's operations may have throughout the value chain.

Casa Vinicola Zonin is responsible for **selecting and managing suppliers** based on a complex qualification policy that incorporates rigorous sustainability criteria. This process is supported by internal procedures and documents that are submitted to suppliers and constantly updated and improved in line with the group's certifications. For instance, all suppliers must comply with quality standards and applicable regulations. ZONIN1821 uses a detailed **questionnaire** to request and evaluate the **certifications acquired** by suppliers, as well as various aspects related to **product quality and safety, environmental impact**, and adopted policies. Suppliers are then assigned a score based on quantitative and qualitative criteria, which facilitates the selection of partners who share and support ZONIN1821's high standards.

In line with a constant commitment to improvement, ZONIN1821 plans to extend the scope of suppliers involved in the selection process by 2024, further integrating ESG (Environmental, Social, and Governance) criteria.

Any **noncompliance** identified in supplied products is carefully managed by the head office, which implements rigorous controls and frequent risk-based **audits of suppliers**.

Zonin's checks ensure compliance with the highest standards and strengthen the mutual trust between the group and its partners. This contributes to sha-

red progress towards a more sustainable future.

In the context of the supply chain, ZONIN1821 favors a strategy of **selecting local suppliers**. This choice supports the reduction of CO2 emissions linked to transportation and the promotion of 'Made in Italy' products, as well as the quality of local products. This policy primarily applies to suppliers supporting wine production on the estates, where partnerships with local businesses are preferred.

In 2024, the Group found that the percentage of suppliers located in Italy was consistent with the previous year at around 95%, confirming ZONIN1821's commitment to supporting the local economy and maintaining high-quality standards, partly due to closer control over production processes. Barbouville Vineyards also imports most of its packaging materials (bottles, labels, and capsules) from Italy and Europe, while purchasing its wine boxes locally.



## CHAPTER FIVE

# PEOPLE

# CHAPTER FIVE PEOPLE

Wine is a source of knowledge and cultural mediation that brings people together and creates a dialogue between humans and nature. Zonin 1821 is committed to fostering this relationship, providing a welcoming environment for all talents on an increasingly stimulating journey.

### THE INDIVIDUAL AND THE COMPANY

Being part of ZONIN1821 means contributing to a special entity that is much larger than the individual. Working in this company offers the opportunity to be involved in a brand with global resonance, striving for excellence in its field of expertise. ZONIN1821 employees are seen as members of a large family where, regardless of their position, everyone plays a crucial role in achieving the Group's vision and strategic objectives.

### THE COMPANY AND THE INDIVIDUAL

ZONIN1821 promotes the originality and expressive autonomy of its employees, encouraging merit-based growth and enhancing individual skills through targeted training initiatives. The generation of long-term value is intrinsically linked to human capital; as a result, the company constantly invests in the professional development of its employees and in supporting their well-being.

The Group strongly believes in the power of new ideas and the diversity of skills. It also believes in sharing new methodologies. Most of the people who work for ZONIN1821 have spent their entire careers within the company. They contribute to transmitting know-how and fundamental values to younger employees, who can then bring a contemporary and innovative vision.

In times of great change, such as the present,

- \_ **advanced training,**
  - \_ **continuous research**
  - \_ **and the ability to interpret market changes**
- must also be considered a strategic element capa-

ble of bringing innovation to companies. Now more than ever, divergent thinking is valuable in responding to current challenges and finding unexpected solutions.

This strategic approach has enabled the Group to build a robust international team while attracting dynamic talent capable of capitalizing on new business opportunities.

*“In recent years, initial training has become increasingly important in the labor market. It allows individuals to enrich and structure their natural inclinations. It also guarantees that, at a fundamental stage in defining a career path, individuals will develop the skills necessary for companies operating in a rapidly evolving market.*

*Together with families and institutions, companies are among the driving forces of our country and must commit to promoting values and lifestyles that foster a meritocratic society. In such a society, the enhancement of talent generates added value for the community. It is for this reason that we will always be committed to contributing to change.”*

**Domenico ZONIN1821**  
President of the ZONIN1821 Group

## 5.1 THE PEOPLE OF ZONIN1821

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Protection of human rights, support for social dialogue, and the guarantee of collective bargaining, coverage, representation rights, freedom of association, adequate wages, and working hours that respect the Group's workers are essential.	I	P	Current	√		Direct	High
Lack of support for social dialogue, job instability, lack of collective bargaining, restrictions on freedom of association, inadequate wages, and lack of adequate training for employees along the value chain, particularly for agricultural workers.	I	N	Potential	√		Upstream & downstream	High

- In 2024, the total number of employees decreased slightly from 527 to 510 full-time equivalents (FTEs), alongside approximately 35 temporary contracts<sup>25</sup>. This change is due to organizational dynamics in line with the evolving operational needs of the Group's various areas.
- HQ – Production (CVZ): the decrease is linked to the replacement of staff on direct contracts with temporary workers, particularly in the operations area, and is therefore an organizational change that does not reflect an actual reduction in production requirements;
- Agricultural Holdings: the decline is due to fewer

working days required for temporary workers, in response to the specific seasonal needs of 2024;

- Commercial Offices – Overseas: the decline is attributable to a temporary reduction in activity in some areas and staff vacancies due to natural turnover in international branches.

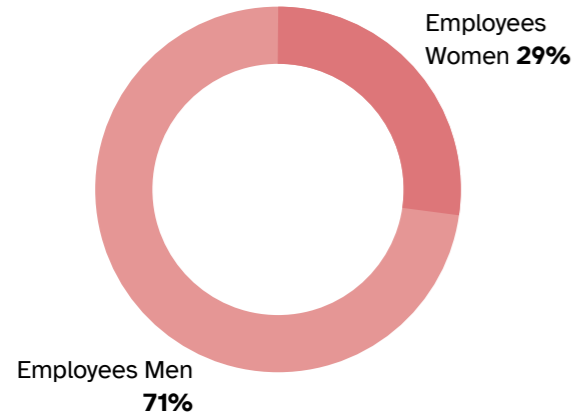
- Of the 510 employees, **147 are female** and **363 are male**, representing 29% and 71% of the workforce, respectively.

<sup>25</sup> - Scope: All human resources data refer to Casa Vinicola Zonin, its Italian estates, the Barbourville estate, and its Zonin1821 commercial branches in the United Kingdom and the United States.

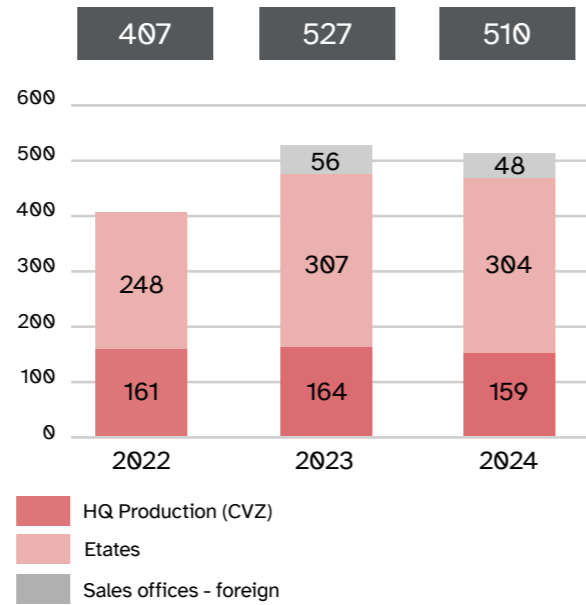
Full-time equivalent employees are calculated by dividing the total number of hours worked by the standard hours of a full-time employee as defined by relevant local legislation.

**WORKFORCE COMPOSITION (FTE):  
GROWTH TREND AND GENDER DIVERSITY**

**GENDER BREAKDOWN 2024**



**NUMBER OF GROUP EMPLOYEES  
FROM 2022 TO 2024 (IN FTE)**



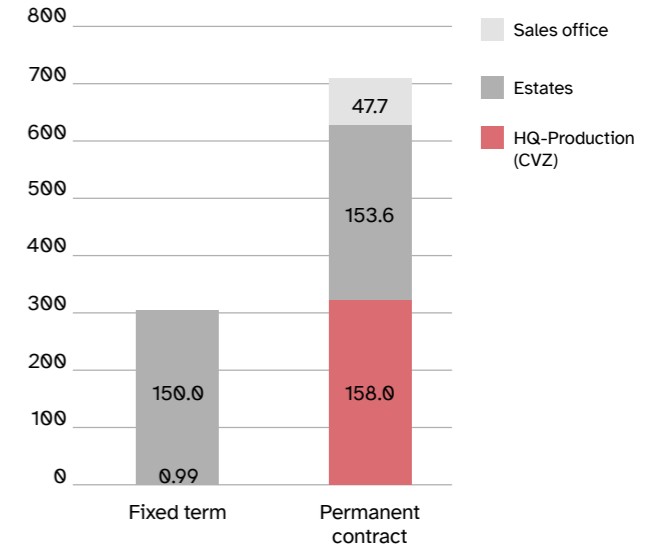
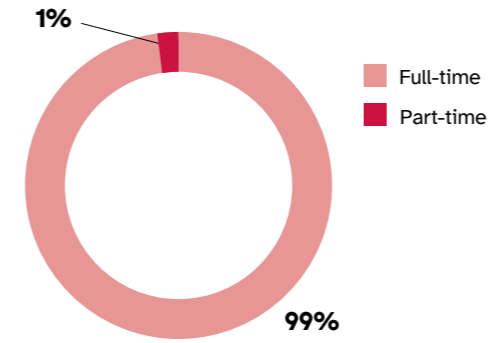
- Most of the group’s resources, approximately **59%**, are employed on Italian and overseas farms. The remaining portion, **31%**, works at the Group’s headquarters, and the rest (9%) works in branches in the United Kingdom and the United States.

- As in previous years, almost all employees (around **99%**) work full time, while only 1% have part-time contracts. In Italy, nearly all employees at the headquarters have permanent contracts. At Italian estates, however, whose activities are subject to seasonality due to the nature of the production cycle (e.g., the grape harvest), **30% of workers have fixed-term contracts**, while the remaining **70% have**

**permanent contracts.**

- Furthermore, all ZONIN1821 Group employees are subject to contracts governed by the relevant country’s legislation. In Italy, employees are covered by collective bargaining agreements: the National Collective Bargaining Agreement for Commerce and Industry for the head office and the National Collective Bargaining Agreement for Agriculture for the estates.

**WORKFORCE COMPOSITION (FTE):  
CONTRACT TYPE**



## 5.2 THE PEOPLE STRATEGY

Description IRO	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Staff growth in skills and knowledge through training programs offered to employees, including training on innovation and traditional agricultural techniques.	I	P	Current	√		Direct	High
There are legal disputes, payment of fines, penalties, or significant compensation, as well as damage to the Group's reputation following incidents of child and forced labor in its operations.	R	N	Potential		√	Upstream & direct	Medium-high
Increased costs due to a reduced ability to attract and retain qualified employees, resulting in a loss of productivity, due to a failure to adjust compensation based on job duties, a lack of meritocratic career paths, and an excessive employee workload.	R	N	Potential		√	Direct	Medium-high
Promote an inclusive culture and respect for human rights among stakeholders in the value chain by adopting appropriate ethical standards.	I	P	Potential	√		Upstream & downstream	Medium-high
Preventing harassment and discrimination in the workplace, remuneration process, performance evaluation, and selection (e.g., on the basis of gender, sexual orientation, culture, disability, language, religion, politics, ethnicity, and age).	I	N	Potential	√		Direct	Medium-high
Incidents of discrimination, violence, or harassment in the workplace during selection, evaluation, and remuneration processes can result in reputational damage, legal disputes, and loss of trust among employees (including future employees).	R	N	Potential		√	Entire value chain	Medium-high



### VALUES

The company's values are reflected in the implementation of the **People Strategy**, which forms the basis for defining, structuring, and enhancing the cross-cutting skills that characterize the group's employees.

- A reconstruction of values helps the organization establish **internal reference points**, increase results in personnel management processes, highlight employee needs and training requirements, and increase the level of cohesion necessary to achieve objectives.

- The value system links individuals' professional growth objectives to the performance evaluation process, helps plan change-focused processes better, creates cohesive and productive work groups, and manages relational dynamics better.

- Values create a virtuous internal circle in which enhancing the individual and their personal development leads to the Group's growth. This occurs when individuals feel in tune with the Group and its values, which also helps manage and enhance diversity, create a positive public image, and communicate the company's objectives clearly and directly.

To empower people and offer them more opportunities, the Group has developed a **People Strategy** that defines values, vision, mission, and social sustainability objectives.

### VISION AND MISSION OF THE PEOPLE STRATEGY

While the vision underpinned by the **People Strategy** is to create **value through competent people, the mission is to focus on well-being to help individuals find their purpose and promote personal and corporate growth through a culture of belonging, respect, and inclusion.**

## VALUES

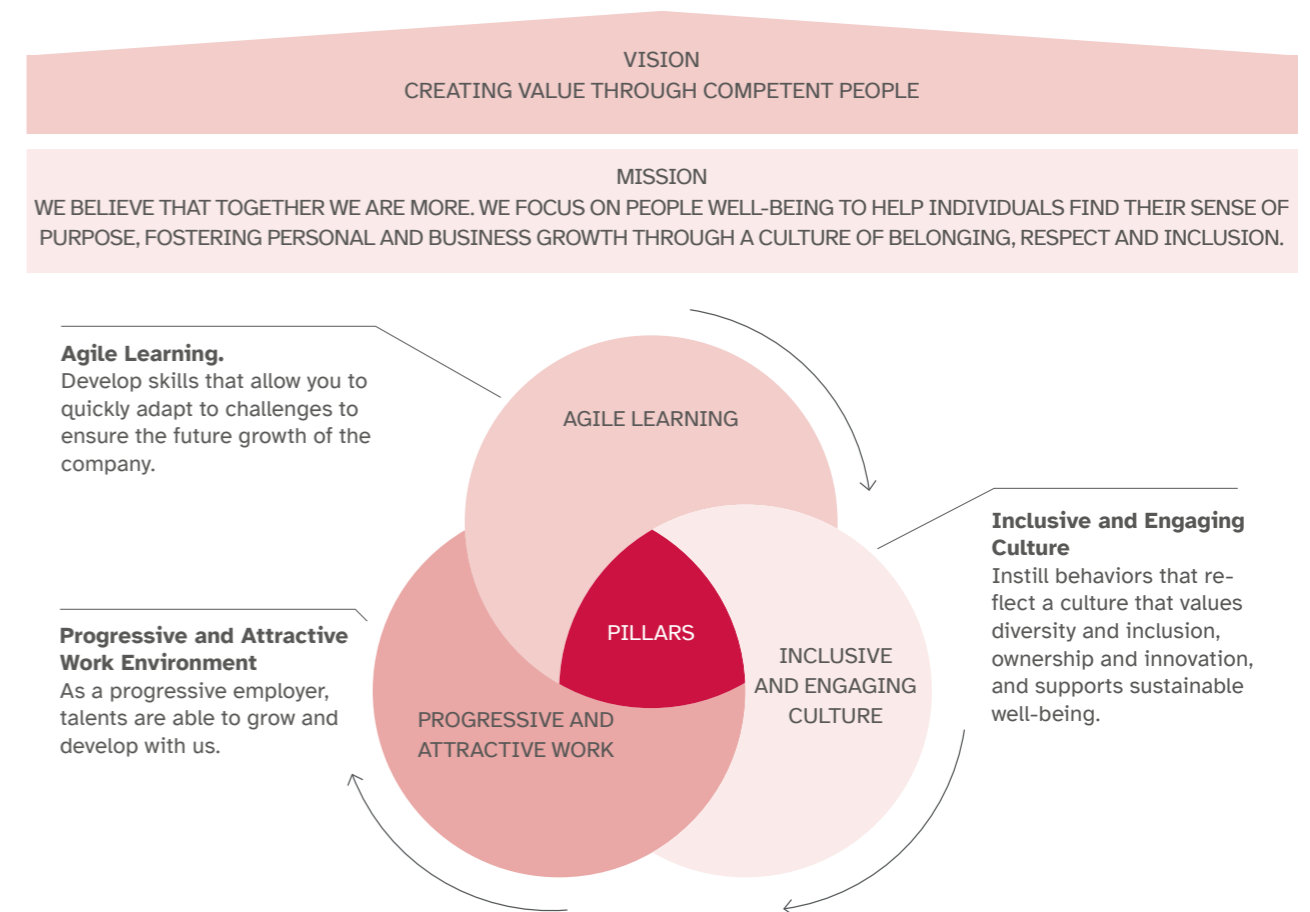
TRUST	AUTENTICITY	RESPONSABILITY	ENTREPRENEURSHIP	INNOVATION
We believe that the whole is greater than the sum of the parts	The best version of ourselves is the one we prefer	For us, the sense of duty is a true passion	We are convinced that there is no well-being without a challenge.	It is our commitment to "always do better" business
TRANSVERSAL SKILLS				
<b>CULTIVATING TRUST</b> The people who work at Zonin1821 are committed to cultivating interpersonal relationships based on mutual trust, aware that integrity, transparency and open dialogue are the conditions for collaborating effectively and contributing to the achievement of business results.	<b>CREATING AN INCLUSIVE WORK ENVIRONMENT</b> The people who work at Zonin1821 are committed to creating an inclusive work environment, where the authenticity of the individual is recognized and appreciated, the uniqueness of their contribution is valued and there is no fear of appearing vulnerable in expressing their emotions, beliefs or concerns.	<b>ENSURE ACCOUNTABILITY</b> The people who work at Zonin1821 demonstrate their accountability on a daily basis not only by taking responsibility for the duties associated with their role, but above all by making things happen without being prompted and taking into account the consequences of their decisions and actions and the impact they will have on other people and functions.	<b>DEALING WITH CHANGE</b> People who work at Zonin1821 deal with change effectively, accepting challenges, demonstrating flexibility, the ability to work in uncertain or difficult situations and a willingness to continuously learn.	<b>DEVELOP INNOVATION</b> The people who work at Zonin1821 develop innovation, proposing new ideas to improve processes and working methods, thanks to their desire to generate added value and to "always do better".

### PEOPLE STRATEGY

The People Strategy aims to create value by providing a healthy, peaceful, and stimulating work environment where individuals are valued and encouraged to achieve shared goals. Through this strategy, ZONIN1821 aims to be a point of reference in the area in which it operated and its local community.

The people strategy is based on three fundamental pillars:

- agile learning
- creation of a progressive and attractive working environment
- inclusive and engaging culture



**Specific annual objectives** have been assigned to each pillar. These objectives represent the Group's strategic directions and choices in the social sphere,

as well as the actions and initiatives to be implemented. These objectives are constantly monitored.

### AGILE LEARNING

- Train managers on recruitment techniques
- Evaluate the Lead Team and define the development path, strengthening teamwork
- Design the pillars of the Training Academy

### PROGRESSIVE AND ATTRACTIVE WORK ENVIRONMENT

- Assess the current salary structure and define the compensation strategy
- Define the performance management tool to be implemented in 2024

### ENGAGING INCLUSIVE CULTURE

- Review corporate values and identify behaviors
- Develop and implement a Smart working strategy in relation to the functions and activities performed, as well as flexible working hours
- Define the skills model

## 5.2.1 Progressive and attractive work environment

The Group's companies have carried out various activities to promote the well-being of their workforce and increase ZONIN1821's appeal as an employer.

### • WELFARE PROGRAMS AND ADDITIONAL BENEFITS FOR EMPLOYEES

Over the last 10 years, ZONIN1821 has launched various **additional initiatives and benefits for its employees**. These vary according to current legislation and to the additional benefits offered to employees in different countries.

#### Casa Vinicola Zonin is the headquarters of the ZONIN1821 Group.

The main benefits guaranteed to Casa Vinicola Zonin employees include:

- \_ company cars and housing for certain categories of employees;
- \_ company guest quarters with an in-house Chef or meal vouchers;

- \_ a welfare plan that guarantees annual credit to employees covered by agreements and criteria defined with trade unions. This credit can be spent on vouchers (e.g., shopping and fuel) and services (e.g., reimbursement for school textbooks and daycare);
- \_ scholarships are available for employees and their children in accordance with the company's call for applications;
- \_ special conditions for employees and their families to purchase the Group's wines;
- \_ for office-based employees, there are smart working agreements: 4 mandatory days in the office per week and one optional day when employees can work from home if they prefer. Additionally, depending on specific functions and personal circumstances, the company is willing to reconsider the number of smart working days should the employee make such a request.

#### Italian estates in the ZONIN1821 Group

The main benefits guaranteed to employees of the Group's Italian estates include the following:

- \_ company cars and housing for certain categories

of employees;

- \_ scholarships for employees and their children, in accordance with the company's call for applications;
- \_ special conditions for employees and their families to purchase wines from the estate.

#### Barboursville Vineyards

The main benefits guaranteed to Barboursville Vineyards employees include:

- \_ company cars for certain job categories;
- \_ meals for employees in the catering area;
- \_ a private pension scheme;
- \_ additional healthcare;
- \_ preferential terms for employees and their families to purchase wines from the estate.

#### ZONIN1821 in the United States

The main benefits guaranteed to employees of the US branch are:

- \_ HSA (Health Savings Account) with employer contribution;
- \_ EAP (Employee Assistance Program);
- \_ life insurance;
- \_ paid vacation;
- \_ paid federal holidays;
- \_ paid volunteer hours (two days).

#### ZONIN1821 in the United Kingdom

The main benefits guaranteed to employees of the UK branch include:

- \_ car allowance (only for management and sales roles);
- \_ private medical insurance (optional, as it is a taxable benefit);
- \_ personal wellness resources, including an online doctor and personal assistance;
- \_ life insurance equal to twice the annual salary;
- \_ 5 days of additional vacation time beyond the minimum required by UK law;

\_ additional parental leave is available for maternity, paternity, and adoption;

\_ for employees who work in the office, there are flexible work arrangements: 3 mandatory days in the office per week and two optional days when employees can work from home if they prefer.

### • PERSONAL WELL-BEING AND WORK-LIFE BALANCE

\_ In line with its values, the Group guarantees parental leave for all employees, regardless of gender.

\_ In addition, since 2020, ZONIN1821 has also introduced smart working arrangements for office employees, which vary depending on the location. After an internal analysis in 2022, the CEO and the HR team deemed agile working essential for improving employees' work-life balance, maximizing individual performance, and attracting new talent. Smart working is not available for employees working on the estates (in Italy and at Barboursville Vineyards) due to the specific nature of their work (vineyard and winery management or hospitality).

### • COLLECTIVE BARGAINING

The ZONIN1821 estates operate in an agricultural context characterized by high seasonal demand. For this reason, the group relies on the hiring and termination regulations provided by local legislation (Italian or U.S.), always seeking to retain seasonal workers so they become an integral part of the company's workforce over the years.

### • SALARY POLICIES AND THE PERFORMANCE MANAGEMENT PROCESS

\_ In 2022, a process was initiated to evaluate the current salary structure and define an appropriate remuneration strategy for the modern economic context. As part of this effort, a new Performance Management tool will be developed by 2025 to support the

ongoing measurement of skills and results achieved, in order to better define remuneration. The tool will first be implemented with a sample of the company's workforce to validate its effectiveness, and then it will be rolled out to the rest of the workforce the following year.

\_ To support these strategies, ZONIN1821 companies formally or informally launched an assessment in 2024 to identify talented and strategic individuals for promotion within the organization. This process uses a matrix based on skills and performance, known as the 'Talent Pool', to identify individuals who hold key roles, known as 'Key Roles', or who are key individuals, known as 'Key People'.

\_ In addition, for 2025, the Group intends to define and implement a short- and long-term incentive plan.

**• RECRUITMENT OF NEW STAFF**

\_ ZONIN1821 recruits personnel by advertising positions to both sexes, in accordance with Laws 903/77 and 125/91, and to people of all ages and nationalities, in accordance with Legislative Decrees 215/03 and 216/03. Furthermore, the principles of meritoc-

racy and skills enhancement are the basis for both talent acquisition and growth within the Group.

\_ With regard to talent acquisition, the Group runs training internships in collaboration with secondary schools and universities in various Italian regions in order to attract younger generations to the wine industry and Made in Italy products.

In 2024, a total of seven interns were welcomed to the Group's Italian offices, working in the following areas: International Customer Service, Technical Management, Management Control, Marketing and Trade Marketing<sup>26</sup>. Two interns were hired at the UK office, while no new internship positions were created in the United States or at Barbourville Vineyards.

**SKILLS MATRIX**

**KEY ROLES**

The roles that contribute to the creation of value and the roles that ensure the performance of key activities, through their specialization.



**KEY PEOPLE**

All people who hold key roles and who are classified within the **Talent Matrix**

**5.2.2 Agile learning**

**'Agile learning' refers to the ability of individuals, groups, and organizations to adapt to change and develop new skills through experience.**

This concept is closely related to flexibility and is vitally important in today's working world. In a world where the only constant is change, **the ability to adapt to diverse contexts is essential. The aim is to not be overwhelmed by novelty but find new ways to overcome difficulties.**

**• TRAINING**

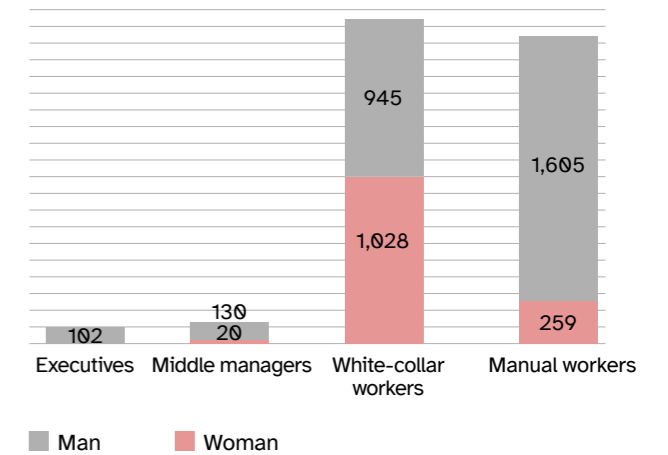
\_ For ZONIN1821, training is a vital pillar not only for enhancing the technical and operational skills of employees, but also and above all for the **enhancement of human capital through cultural and professional growth.** It is only through this process of continuous evolution that it is possible to increase the value generated by employees and stimulate their motivation, thereby contributing to the overall success and development of the Group.

\_ Every employee at ZONIN1821, from their first day, begins an authentic human and professional journey, supported by the human resources office, the communication office and internal staff, helping them to settle easily and comfortably into the workplace and grow within the Group.

\_ From an organizational point of view, training activities are planned annually, also making use of funded training. A total of 4,088 hours of professional training were provided in 2023. All professional categories took part, such as managers, middle managers, employees and blue-collar workers. The category attending the most hours of

professional training was blue-collar workers (1,605 hours).

**TRAINING HOURS 2024**



**• ZONIN1821 ACADEMY**

The ZONIN1821 ACADEMY is a corporate project that was launched in 2023, expanded in 2024, and is currently undergoing further structuring. The project's objectives are as follows:

- guarantee interdisciplinary training
- promote teamwork
- strengthen the sense of belonging

within and outside the company. These efforts enhance the 4 fundamental pillars that express the mission and vision of the ZONIN1821 Group.

**People  
Sustainability  
Made in Italy  
Wine Expertise**

Thanks to this corporate project:

26 - The organizational departments listed here are aligned with the areas of expertise covered during the ZONIN1821 Academy meetings, as they are an indirect result of the training project with external entities.

**INTERNALLY**

On the one hand, the company clusters its workforce according to job roles, areas of expertise, and individual talent. Then, it provides courses in various areas of knowledge, including English language skills, environmental sustainability, social responsibility, corporate culture, and business strategy.

**EXTERNALLY**

On the other hand, with the support of its brand ambassadors, the company actively assists agents in training customers, facilitating business development in key geographical areas. In 2024, the company provided approximately 2,000 hours of training to Ho.Re.Ca. agents and customers in Italy and internationally. This strengthened the company's presence and impact in the global wine sector.

Lastly, **one of the main objectives of the #ZONIN1821Academy is to educate the younger generation.** Through a structured plan of lessons and projects organized in collaboration with professors from leading Italian and international universities, the company aims to:

- \_ on the one hand, it aims to share its knowledge and corporate culture.
- \_ on the other hand, it aims to create a multi-voiced dialogue with students to strengthen their critical thinking and analytical skills.

**METHODOLOGY:** the ZONIN1821 method is based on an interdisciplinary and dialogical approach to further enrich individual culture and analytical skills while avoiding a didactic, unidirectional approach. Additionally, a unique, tailor-made path is identified for each collaboration with teachers and students so that the collaboration is built on the students' educational needs.

**MULTIDISCIPLINARY:** the university courses se-

lected for this project are diverse. The educational premise is that the four pillars (People, Sustainability, Wine Culture, and Made in Italy) can be applied and enhanced in all degree programs, including those in economics, wine, and the humanities.

**TEAM INVOLVED:** Depending on their knowledge and desire to create employer branding and a spirit of participation, the people involved in these projects range from the Zonin Family to CEO Pietro Mattioni, as well as front-line and second-line managers.

### 5.2.3 Inclusive and engaging culture

**Diversity, equity and inclusion are fundamental values for ZONIN1821, a company that welcomes diversity and promotes the proper integration of differences within the workforce, encouraging individuals to be themselves and recognizing that diversity is a strength.**

- In accordance with the principles established in the Code of Ethics, ZONIN1821 is committed to providing an inclusive workplace that is free from discrimination based on gender, age, religion, ethnicity, social status, disability, sexual orientation or any other factor. The Group ensures fairness in hiring, compensation, access to training, promotions and dismissal decisions by adopting objective, meritocratic criteria reflecting experience, training and the specific skills required for each role.

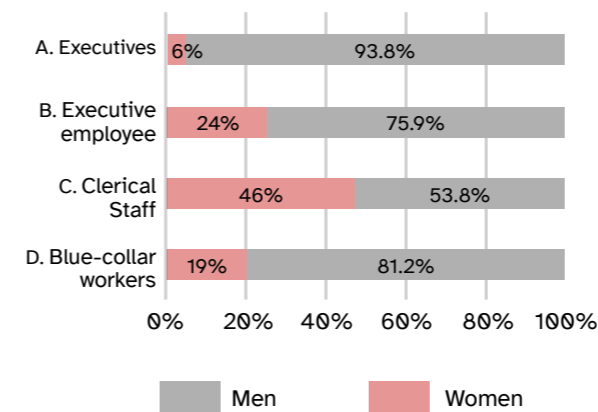
- In the event of perceived discrimination, employees can report it anonymously to the Supervisory Body in accordance with Organizational Model 231. In 2024, ZONIN1821 did not record any incidents of discrimination or union action in this regard,

demonstrating the effectiveness of its commitment to an inclusive and engaging culture.

- During 2024, the process of strengthening the perception and understanding of corporate values, which began the previous year through interviews, internal communications and social media posts, continued. The goal remains to implement a bottom-up approach to strengthen the sense of belonging and corporate culture, and to promote diversity at a social level.

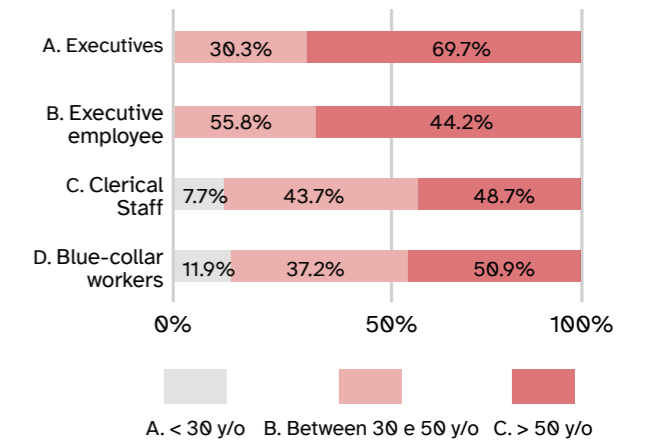
- From a gender perspective, in 2024, there was an overall prevalence of men in the workforce (approximately 71%), with a particular concentration in management and manual worker roles. Women were more prevalent among white-collar workers, where they represented 46% of the workforce.

**FTE employees by gender and category 2024 (%)**

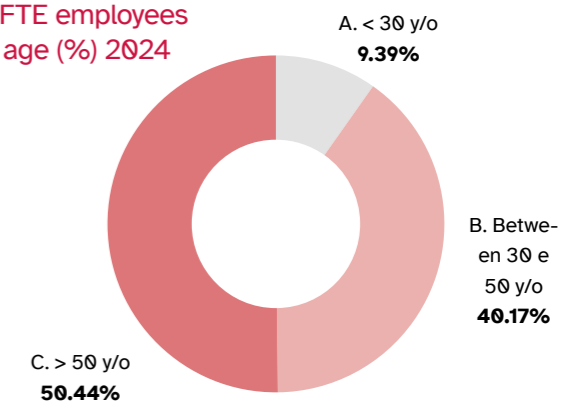


- In terms of age diversity, in 2024, approximately half of the Group's employees will be over 50 years of age (50%), with a particular concentration among managers, while a second significant portion (40%) will be in the 30-50 age group. While the Group is committed to attracting new young people, this trend suggests good retention of its workforce.

**FTE Employee Composition by Age and Category 2024 (%)**



**Composition of FTE employees by age (%) 2024**



### 5.3 WORKER HEALTH AND SAFETY

Description IRO	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Increased stress among workers due to an unclear strategic work planning process and a lack of interpersonal relationships within the company.	I	N	Potential	√		Direct	Medium-high
Guaranteeing the well-being of workers (including mental and physical health, engagement, flexible working hours and work-life balance).	I	P	Potential	√		Direct	High
Promoting a culture of training on health and safety issues for workers in accordance with Legislative Decree 81/2008.	I	P	Potential	√		Direct	High
Prevention of occupational diseases and accidents and/or damage to workers' health, including those caused by extreme weather events (e.g. high summer temperatures) that are not properly managed by the Group.	I	N	Potential	√		Direct	Medium-high
Reducing personnel costs by implementing automation systems in agricultural activities, production facilities and warehouses, thereby reducing harmful tasks and improving added value.	O	P	Potential		√	Direct	High

Workplace safety and the protection of workers' health are priority issues for the ZONIN1821 Group. The Group has therefore implemented and developed internal procedures and regulations to protect each worker and safeguard their health, safety and mental and physical well-being.

\_ In accordance with Legislative Decree 81/2008, the Group has implemented rules and procedures to protect workers in all workplaces, as well as adhering to the UNI INAIL Lavorosicuro guidelines for Casa Vinicola Zonin. This ensures a safe environment and helps to prevent accidents. Additionally, Casa Vinicola Zonin has a certified health and safety system that covers all employees and non-employees.

\_ Each Italian company in the Group carries out **risk assessments** in line with Legislative Decree 81/08, entrusting this task to qualified persons appointed as Prevention and Protection Service Managers, or to external professionals who must provide evidence of their qualifications in the relevant field.

Various types of **audit** are carried out within the ZONIN1821 Group to verify compliance with health and safety, fire prevention and environmental laws, local regulations and international standards. Any non-compliance identified as a result of specific assessments, internal audits or inspections by the RSPP, MC or RLS is remedied by defining **Action Plans** for each site with targeted actions, designated managers and precise timelines. These action plans are periodically monitored to ensure the effective and timely completion of all identified actions.

\_ **Contractors** are also subject to checks to ensure they comply with regulations. All contractor activities are monitored locally by the relevant operating site manager.

\_ The organization maintains an ongoing and productive exchange of information with all employees and collaborators to involve them in the entire health and safety risk assessment process, thus ensuring a safe workplace.

\_ **Training** plays a crucial role in encouraging employees to adopt safe behaviors when performing their duties and tasks, and in promoting care and diligence in matters relating to their own health and safety, as well as that of others. The Group provides ad hoc training to all new hires, focusing particularly on the main risk areas associated with their role. In addition, emergency teams participate in specific courses on fire prevention and first aid practices.

\_ In 2024, the Group provided its employees with 1,115 hours of training on topics related to occupational health and safety.

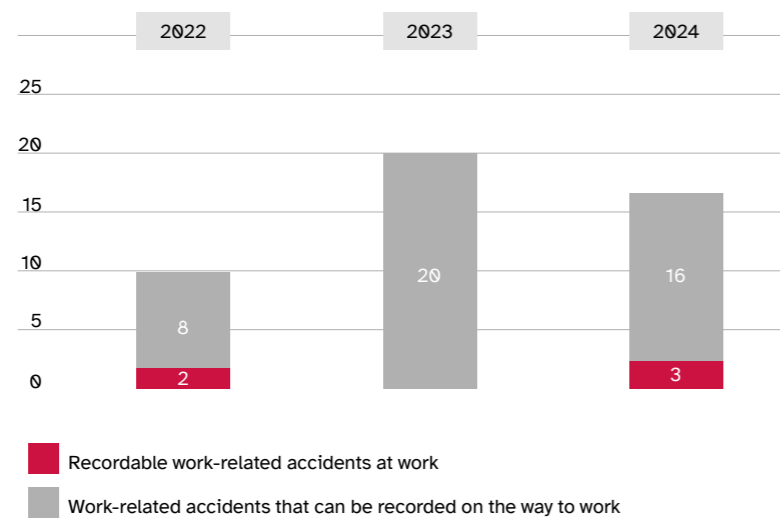
\_ ZONIN1821 uses accident recording and analysis tools to monitor accidents, identify their causes and implement corrective actions to reduce the risk of future occurrences. Specifically, an accident analysis form is completed and submitted for each accident, which is used to create the representation shown on the side.

\_ In 2024, **19 work-related accidents were recorded in Italy**, most of which occurred during working hours. Unlike last year, however, there were no accidents at overseas production or administrative/commercial sites.

The ZONIN1821 Group expanded its data collection process to monitor occupational health and safety performance among non-employees compared to the previous year. Specifically, three workplace accidents were recorded in this category in 2024. Most

27 - Consequently, this affects approximately 35% of the Group's total workforce.

INJURIES RECORDED FROM 2022 TO 2024



accidents at ZONIN1821 in 2024 were due to incidents such as slips, trips and minor injuries to the hands or eyes, or accidents while commuting.

\_ ZONIN1821 constantly monitors **near misses** to raise workers' awareness of them and promote a safer working environment via continuous improvement of the Workplace Safety Management System. In 2024, **there were five such cases.**

\_ Conversely, no cases of **occupational illness** were recorded across the group during the 2024 financial year.

\_ The Group also constantly monitors the **health of its employees** thanks to the supervision of occupational physicians, who are the relevant authorities. All Italian ZONIN1821 Group employees are subject to a medical examination by the relevant occupational physicians once hired. This examination is repeated at intervals defined by the relevant authorities based on an assessment of the risks to which each

employee is exposed in relation to their job.

\_ Workers are also provided with **health insurance, disability coverage and parental leave**, in accordance with national legislation.





## CHAPTER SIX

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# ENVIRONMENT

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Description of IRO	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Reputational damage, as well as the initiation of litigation and sanctions relating to pollutant dispersion into the environment (air, water and soil), resulting from malfunctions in the Group's facilities and/or exceeding permitted pollution levels, thereby violating Legislative Decree 152/2006 (T.U. Ambientale)	R	N	Potential		√	Direct	Medium-high

Environmental sustainability, defined as a system that combines entrepreneurial activity focused on producing goods and services with environmental protection, is now considered a fundamental basis for developing business models. This concept emerged from the realization that the planet's resources are finite and must be preserved without waste and in a way that respects ecosystems and biodiversity. While the concept of environmental sustainability is intrinsically linked to environmental protection, it has undergone a profound evolution over the last half-century: from early environmental movements to the introduction of the term 'sustainability' at the first United Nations Conference on the Environment in 1972, its codification in 1987 with the publication of the Brundtland Report, and its final definition as the 17 Sustainable Development Goals of the UN's 2030 Agenda.

**In the scientific community, the term 'environmental sustainability' currently refers to a set of economic, productive and social mechanisms, conditions and best practices that combine the development of goods and services with environmental protection.** As both our business activities and the survival of the human species depend on the environment, it must be treated with respect and care. This means meeting the needs of the present in a way that ensures future generations can enjoy the same opportunities and resources.

For the ZONIN1821 Group, respect for the environment has always been central to its business vision for several reasons:

**Environmental protection as a key to excellence**

Care and protection of the environment contribute significantly to the production of 'ever better wines'. Respect for the environment is a determining factor in the ability to offer products that reflect the excellence and authenticity of the territory.

**Promotion of Italian wine-producing regions**

Starting in the second half of the 20th century, ZONIN1821 launched a program of acquisitions aimed at enhancing the Italian areas most suited to viticulture with the goal of creating local businesses capable of promoting the specific characteristics and traditions of their territories, thus strengthening the identity and uniqueness of each region.

**Promotion of cultural heritage**

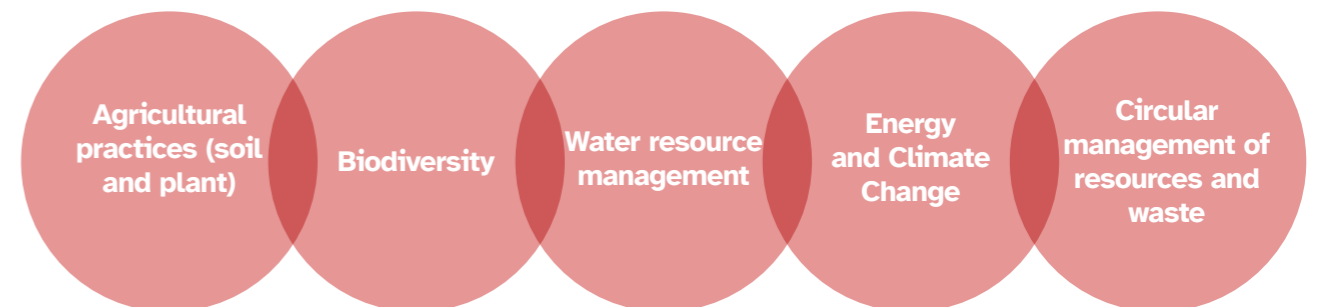
Cultural heritage is an essential value that must be safeguarded and passed on to future generations. The centrality of the estates, respect for their surroundings, and enhancement of their distinctive environments embody this vision.

This dedication is encapsulated by the corporate hashtag **#WineIsLove**, symbolizing ZONIN1821's profound respect for the vital resources of water, land, territory and energy that are essential for viticulture.

ZONIN1821 is constantly committed to complying with environmental regulations, and all Italian companies within the ZONIN1821 Group adhere scrupulously to current environmental legislation. Casa

Vinicola Zonin (the headquarters) is audited every year and the farms every two years by third-party companies that assess compliance with Italian and European regulations. These audits ensure compliance with the law and provide valuable insights for developing action plans to further improve environmental practices.

### KEY ENVIRONMENTAL AREAS FOR THE ZONIN1821 GROUP



## 6.1 CLIMATE CHANGE RISK ASSESSMENT

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Damage to the Group's image due to its involvement in activities with a high climate impact and/or its failure to commit to achieving the European Union's transition objectives and aligning with the Farm to Fork Strategy.	R	N	Potential		√	Direct & downstream	Medium-high
Access to insurance instruments and financing dedicated to agriculture for climate transition.	O	P	Potential		√	Direct	High
Increased costs and reduced revenues due to acute and chronic physical risks from climate change (river and coastal flooding, extreme rainfall and storms, extreme heat, cold spells/frosts, landslides, fires, droughts and heat stress)	R	N	Potential		√	Direct	High

The effects of climate change are becoming increasingly evident and widespread on a global scale. Rising atmospheric and ocean temperatures, coupled with an increase in extreme weather events, endanger public health, food security, and the stability of socioeconomic systems. Therefore, companies must adopt adaptation and mitigation strategies to ensure long-term operational continuity and competitiveness.

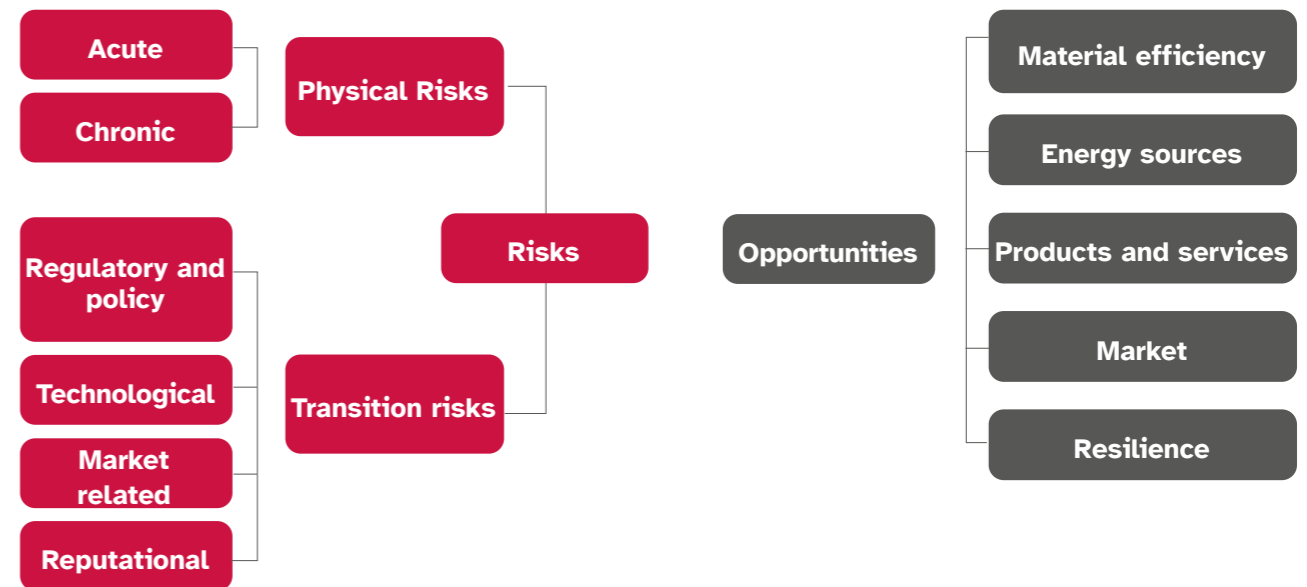
### ADAPTATION

The aim of adaptation strategies and actions is to reduce vulnerability to the inevitable impacts of climate change by limiting exposure to its negative effects and seeking to exploit any opportunities that may arise from these changes. The ultimate objective is to enhance the resilience of natural and social systems, enabling them to adapt to new climatic conditions.

Bearing this in mind, and in line with its commitment, ZONIN1821 conducted an initial qualitative and quantitative analysis of climate scenarios by 2026. The goal was to identify its risk profile, address knowledge gaps, and establish a solid foundation for future business resilience.

The Climate Change Risk Assessment was conducted in accordance with the guidelines prepared

by the Task Force on Climate-related Financial Disclosures (TCFD)<sup>28</sup>. In its recommendations, the Task Force classifies climate-related risks into two main categories: Physical and Transition. Both categories can directly or indirectly influence the Group's normal activities, operating context, and choices



**Physical risks**, or those related to the physical impacts of climate change, can be divided into acute and chronic categories. **Acute** physical risks are related to natural disasters, such as floods or fires, while chronic physical risks are related to long-term climate change, such as rising temperatures.

**Transition risks**, i.e., those related to the transition to a low-carbon economy, can be categorized as follows:

- Regulatory and policy,
- Technology-related,
- Market-related
- Reputational

At the same time, organizations' efforts to both mitigate and adapt to climate change can generate new opportunities, which in turn can be divided into:

- **Material efficiency**
- **Energy sources**
- **Products and services**
- **Related to the market context**
- **Resilience**

28 - The TCFD comprises a group of industry experts from various organizations, convened by the Financial Stability Board (FSB), who are tasked with developing recommendations on the types of information that companies should disclose to enable market participants to assess and price climate-related risks appropriately.

### PHYSICAL RISKS

These refer to the economic and financial costs of losses due to climate change. These risks can be divided into:

- Acute when related to the increasing severity and frequency of extreme weather events, such as floods, heat waves, and tornadoes
- Chronic when referring to long-term climate changes such as extreme variability in annual weather patterns, ocean acidification, sea level rise, and average temperature rise

### TRANSITION RISKS

These refer to the various effects that the process of adapting to a low-carbon economy may have on the economic system. They are divided into:

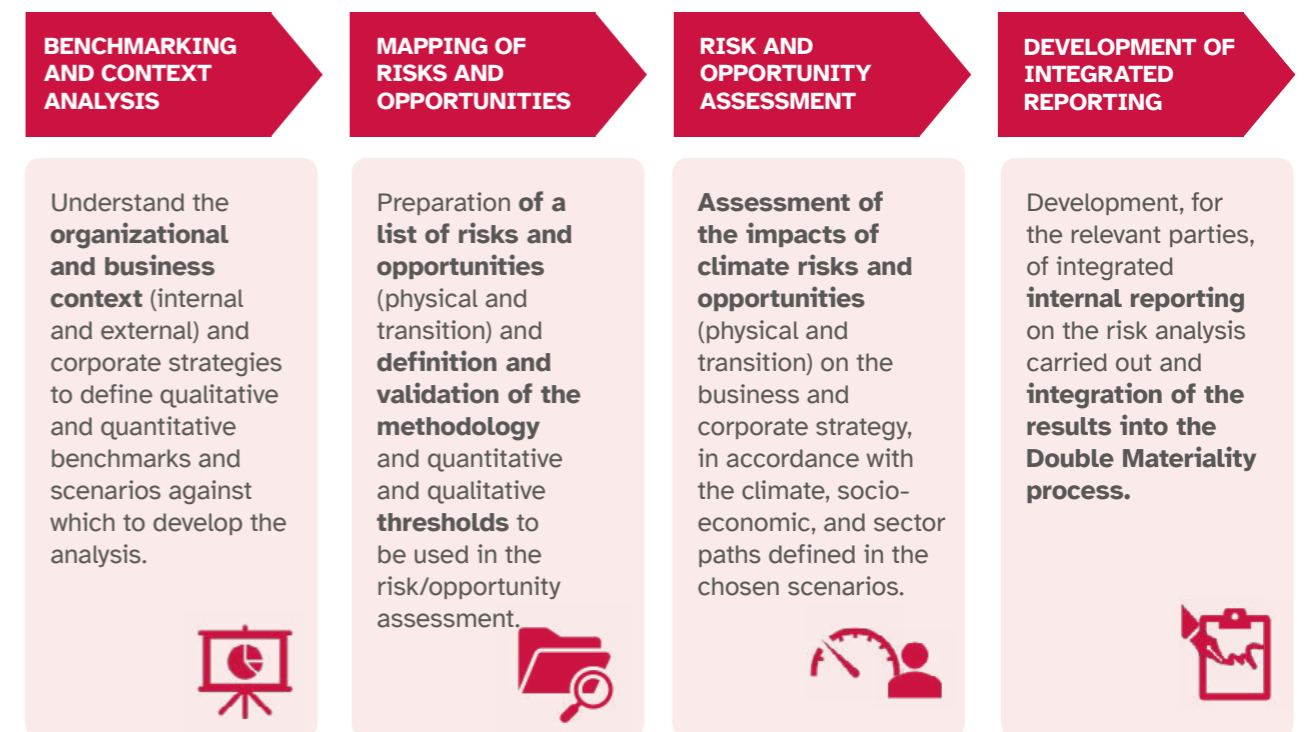
- Political and legal, including: revision of the CO2 emissions pricing framework, restrictive obligations and regulations on existing products and services, and exposure to legal disputes
- Technological, including the costs of transitioning to low-emission technologies
- Reputational, i.e., changes in people's perceptions of an organization's contribution to climate change
- Market, including: increased cost of raw materials, uncertainty in market signals and changes in customer behavior, stigmatization of certain sectors

### OPPORTUNITIES

Mitigation and adaptation efforts can represent various opportunities for businesses:

- **Efficiency in the use of resources and alternative energy sources**, also achieving a reduction in operating costs
- **Development of new products and services** that improve the competitive position of organizations
- **Access to new markets and diversification of activities**
- **Increased resilience** by developing the ability to adapt to climate change and managing its risks

The mapping and assessment of climate change-related risks and opportunities followed a structured process divided into the following phases:



**PHASE 1: BENCHMARKING AND CONTEXT ANALYSIS**

An in-depth study of the main guidelines and technical publications developed by national and international bodies, including the TCFD, enriched the analysis of the internal organizational context. Targeted sectoral research was also conducted and the results of the relevance analysis informed this study. These results enabled us to define qualitative and quantitative benchmark scenarios, which were useful for developing a solid framework for assessing climate change risks and opportunities. To complement this phase, we assessed the maturity level of

our peers to identify sector-wide issues. Concurrently, we began collecting and processing information necessary for the planned assessments. This included locating company assets using geographical coordinates, gathering economic and financial data, documenting relevant climate events, and detailing existing or planned mitigation initiatives. Specifically, we requested information on individual estates in Italy and the United States, as well as on the Gambellara production site.

**PHASE 2: MAPPING RISKS AND OPPORTUNITIES**

Two complementary, parallel approaches were used to identify applicable risks and opportunities for ZONIN1821, differentiating between physical and transition risks.

For physical risks, we analyzed the geographical coordinates of the assets in question in detail and associated them with specific meteorological phenomena to assess exposure. Acute events and chronic phenomena were distinguished.

<p>The acute events examined were:</p> <ul style="list-style-type: none"> <li>• Inland and coastal <b>flooding</b>;</li> <li>• Increased frequency and intensity of <b>thunderstorms and hailstorms</b>;</li> <li>• Increased frequency and intensity of <b>extreme temperatures, heat waves, frosts, and freezes</b>;</li> <li>• Increased frequency of <b>extreme rainfall</b>;</li> <li>• Increased frequency and intensity of extreme temperatures</li> <li>• Verification of phenomena related to <b>landslides</b>;</li> <li>• Increased frequency and occurrence of <b>fire events</b>;</li> <li>• Increase in, and prolongation of, <b>periods of drought</b>;</li> </ul>	<p>The <b>chronic phenomenon</b> included in the analysis was:</p> <ul style="list-style-type: none"> <li>• <b>Heat stres</b></li> </ul>
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However, regarding transition risks, the study examined macroeconomic and sectoral dynamics to identify risks and opportunities for ZONIN1821. Unlike physical risks, which were assessed locally for each site, transition risks were analyzed at the group level because they tend to have a global, business, and sectoral scope. Some exceptions exist in the regulatory domain.

After conducting scenario assessments and context analyses, a preliminary list of applicable physical and transition risks and opportunities was compiled for the group.

At the same time, quantitative and qualitative thresholds were defined for the subsequent assessment phase. The analysis methodology was validated through consultation with the relevant business functions, particularly Finance & Controlling.

**PHASE 3: RISK AND OPPORTUNITY ASSESSMENT**

The assessment of climate-related risks and opportunities for ZONIN1821's business and strategy involved directly engaging the relevant company departments through a series of targeted training interviews.

The assessment used a standard methodological approach, which involved assigning a magnitude (intensity of impact) and probability (likelihood of occurrence) level to each identified risk or opportunity on a scale of 1 to 4, where 4 represents the maximum value.

Specifically, an ad hoc economic-financial magnitude scale was developed for physical risks that is consistent with the operational characteristics of the Group's estates. This scale is based on the percentage change in production value or the extent of structural damage to an estate up to a tolerance threshold of 40%. To assess risk magnitude,

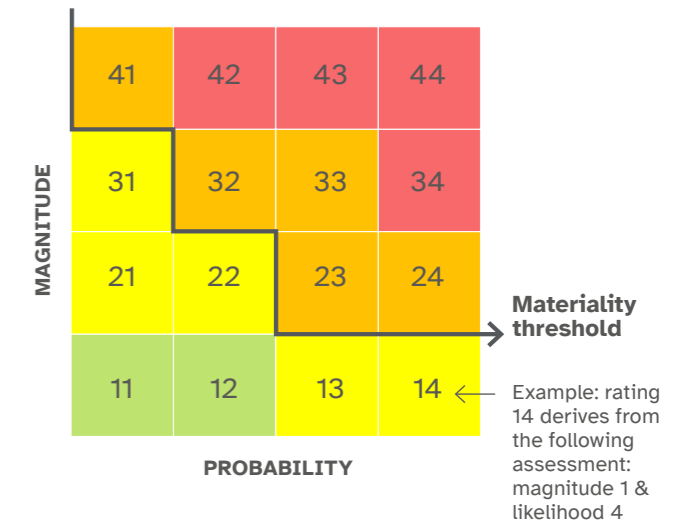
we considered impacts on profitability and activity interruptions, referencing previous documented experiences. The KPMG tool that evaluates the ZONIN1821 Group's sites' physical risk exposure identifies risk exposures for the RCP8.5, RCP4.5, and RCP2.6 scenarios. For this analysis, we considered the RCP8.5 climate scenario, which was identified as the focus of the assessment for prudential purposes. Combining the risk exposure from the KPMG tool with considerations of the estates' specific operational characteristics enabled us to evaluate the probability of individual risks occurring at each site. This assessment focused on economic, financial, and operational dimensions, excluding reputational and compliance effects, as they were deemed irrelevant in this context.

Conversely, a prudential approach was adopted for transition risks and opportunities. The overall magnitude was determined by assigning the maximum score among the considered dimensions: economic/financial, reputational, regulatory, and operational. Specifically, the quantitative threshold was constructed using a weighted average of two balance sheet items representing the group's economic strength: fixed asset value and EBITDA. Finally, combining magnitude and probability made it possible to assign a rating or level of materiality to each risk or opportunity according to the following criteria:

- High**
- Medium-high**
- Medium-low**
- Minimum**

The results were presented in an asymmetric risk matrix structured conservatively with respect to the magnitude variable. This approach was consistent

with that adopted for the double materiality analysis.



**PHASE 4: DEVELOPMENT OF INTEGRATED REPORTING**

In the final phase of the process, the integrated results were assessed for financial materiality in accordance with the European Sustainability Reporting Standards (ESRS). This ensured consistency with regulatory requirements and alignment with European sustainability reporting principles.

A summary of the main risks and most significant opportunities identified as material for ZONIN1821, along with their related financial, operational, and reputational implications, is provided below.

In the context of ZONIN1821, the level of exposure to physical risks was defined for each site based on the probability of occurrence. The graphical representation below is designed to facilitate reading and analyzing the associated risks and their respective probability for each site:

Then, the level of risk exposure was combined with the magnitude to provide comprehensive information on the materiality of the risk at each site. A sum-

mary of the ratings is shown below. The summary of the ratings is shown below:



Unique Code	Title	Type	Casa Vinicola Zonin	Ca' Bolani	Castello del Poggio	Castello di Albola	Masseria Altemura	Principi di Butera	Rocca di Montemassi	Oltrenero	Barbourville
R_FA_01	Cases of inland flooding	Acute	Medium-high	Medium-high	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low
R_FA_02	Cases of coastal flooding	Acute	N/A	Minimum	N/A	N/A	N/A	N/A	N/A	N/A	N/A
R_FA_03	Increase in the frequency and intensity of storms and hail	Acute	Minimum	Medium-high	High	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high
R_FA_04	Increase in the frequency and intensity of extreme temperatures (heat waves)	Acute	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-low
R_FA_05	Increase in the frequency of extreme precipitation	Acute	Medium-high	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low	Medium-high
R_FA_06	Increase in the frequency and intensity of extreme temperatures (frost and hoarfrost)	Acute	N/A	Medium-high	High	Medium-low	Minimum	Minimum	Medium-high	Medium-low	Medium-high
R_FA_07	Cases of phenomena related to landslides	Acute	Medium-high	Medium-low	Medium-low	Medium-high	Medium-low	Medium-low	Medium-low	Medium-low	Medium-low
R_FA_08	Increase in the frequency and occurrence of fires	Acute	Medium-high	Medium-low	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-high	Medium-low
R_FA_09	Increase and prolongation of periods of drought	Acute	High	Medium-low	Medium-high	Medium-high	Medium-high	High	Medium-high	Medium-high	Medium-low
R_FC_01	Heat stress	Chronic	Medium-low	Medium-low	Medium-low	Medium-low	Medium-high	Medium-high	Medium-low	Medium-low	Medium-low

After obtaining the details for each holding, we prioritized the risks, considering those that were **materially relevant** (medium-high and high assessments). In particular, we highlighted the risks that showed a **significantly greater increase** than the other risks at the same site within the t3 time horizons considered (2030, 2050, and 2080), **adopting a relative scale** to define their priority within the specific context. Afterwards, we checked for the

presence of mitigation measures already in place to identify **priority risks not currently covered by mitigation actions**. In the absence of such measures, we proposed a number of mitigation actions already adopted by peers or competitors in the sector.

The **prioritization results identified the following risks:**

Priority risk identified	Mitigation actions
<b>Increased frequency and intensity of storms and hail</b>	<ul style="list-style-type: none"> <li>• Hail nets and sheets</li> </ul>
<b>Increased frequency and intensity of extreme temperatures (frost and hoarfrost)</b>	<ul style="list-style-type: none"> <li>• Anti-frost fans, candles, cover sheets, or windbreaks</li> <li>• Choice of row layout and exposure, mulching, and selection of resistant grapevines and rootstocks</li> </ul>
<b>Increased frequency and occurrence of fires</b>	<ul style="list-style-type: none"> <li>• Creation of 'firebreaks' and vegetation management</li> <li>• Regular irrigation and creation of wet barriers</li> <li>• Water points and fire reservoirs</li> </ul>
<b>Heat stress and increase in the frequency and intensity of extreme temperatures (heat waves)</b>	<ul style="list-style-type: none"> <li>• Drip irrigation, soil moisture sensors, and regulated deficit irrigation (RDI)</li> <li>• Choice of row layout and exposure, mulching, and selection of resistant grape varieties and rootstocks</li> <li>• Shading nets, kaolin on leaves and bunches, row layout, and canopy management for natural ventilation</li> </ul>

The double materiality analysis revealed a series of **transition risks**, which fall into the following categories: Market, Policy and Legal, Reputational, and Technological.

The following table summarizes the number of risks in each category and provides a brief description of the category and suggested mitigation actions.

Number of risks identified per category	Category	Description	Mitigation actions
12	Market	The mapped market risks include the following: the procurement process for raw materials and semi-finished products; product certifications; changes in consumer behavior and in the supply of ZONIN1821 products; the value of the wine-growing landscape; access to insurance instruments; and access to the capital market.	<ul style="list-style-type: none"> <li>• Mapping of certifications required by markets already served and those not yet served</li> <li>• Diversification of supply sources</li> <li>• Monitoring of consumer preferences</li> </ul>
10	Policy & Legal	To identify all risks in this category, we examined the business model context and identified all applicable climate change regulations. This allowed us to determine the ZONIN1821 Group's future obligations when these regulations take effect, including potential negative effects related to the need for adaptation and potential violations.	<ul style="list-style-type: none"> <li>• Implementation of a climate change performance monitoring system and establishment of a reporting process</li> </ul>
1	Reputational	Reputational risk was mapped to assess public perception of the Group's sustainability practices and the potential impact of a lack of tangible commitment on competitiveness, profitability, and stakeholder engagement activities.	<ul style="list-style-type: none"> <li>• Industry benchmarking</li> <li>• Monitoring of the positioning of the ZONIN1821 brand and the value that environmental issues have on the perception of the target market</li> </ul>
3	Technological	The identified technological risks examine the potential negative effects of a lack of, or ineffective, technological innovation. Therefore, this context includes considerations relating to staff training in innovative agricultural practices, process innovation through cutting-edge machinery, and technological obsolescence of available equipment.	<ul style="list-style-type: none"> <li>• Exploration of the possibilities arising from the introduction of AI</li> <li>• Analysis of the least expensive technologies with equal environmental benefits (to be adapted to the IPCC and IEA climate scenarios)</li> <li>• Financial planning of annual investments aimed at decarbonization</li> </ul>



With regard to transition opportunities, the double materiality analysis identified opportunities for each of the following categories: Market, Energy Source, Resource Efficiency.

A summary table with the main characteristics is provided below:

Number of opportunities identified for the category	Category	Description	Actions
2	Market	The identified market opportunities relate to access to insurance and financing tools dedicated to agriculture. There is also potential for positive effects if the ZONIN1821 Group aligns itself with new consumer needs.	<ul style="list-style-type: none"> <li>Monitoring of government platforms to track any new economic policy instruments supporting the sector</li> <li>Investment in R&amp;D to improve the environmental performance (energy efficiency and environmental impact) of its products to meet new consumer demands</li> <li>Formalization of a structured process or procedure for analyzing and monitoring the reference market in order to stay up to date on sudden changes in the sector</li> </ul>
3	Energy source	This category includes opportunities related to investments in renewable energy, such as procurement from green sources, and carbon farming, an issue already addressed by the Group.	<ul style="list-style-type: none"> <li>Implementation of a decarbonization strategy that involves expanding the estates/commercial companies that will purchase energy from certified renewable sources</li> <li>Participation in the creation of Renewable Energy Communities (REC)</li> <li>Integration of a carbon credit certification system</li> </ul>
2	Resource efficiency	Opportunities arising from energy efficiency activities related to implementing new technologies for sustainable wine production management have been mapped.	<ul style="list-style-type: none"> <li>Constant monitoring, including through targeted acquisitions, of the reference market in order to acquire knowledge about innovative technologies</li> <li>Adaptation of our value proposition to the needs emerging from new competitive scenarios</li> <li>Integration of demand-side flexibility (DSF) policies, i.e., directing energy consumption in relation to peaks in demand</li> </ul>

**MITIGATION AND ADAPTATION MEASURES**

As part of its adaptation and mitigation efforts, the Group has identified and implemented measures to reduce the risks associated with climate change and strengthen its capacity to respond to them.

‘Adaptation’ refers to measures that address the now inevitable impacts of climate change by reducing vulnerability and exposure to negative effects and seizing opportunities where possible.

The main actions taken include:

- Monitoring and researching temperature trends to implement preventive vineyard management processes;
- Preventive and precautionary measures to address various physical risks at the agronomic and oenological levels.

**MITIGATION** refers to the reduction of greenhouse gas emissions (carbon reduction) and/or the removal of heat-trapping gases from the atmosphere (carbon sequestration). These actions include:

- maximizing energy efficiency wherever possible
- enhancing technological innovations aimed at renewable energy production, such as photovoltaic panels
- converting the company car fleet to green vehicles
- monitoring the regulatory landscape on climate change issues
- and continuing the excellent management of over 1,200 hectares of woodlands, olive groves, and pastures, as well as the approximately 1,600 hectares of vineyards owned by the group.

Regarding this last point, a 2010 study by the University of Florence is worth noting. Coordinated by Giovanni Mattioli, a professor of viticulture at the university's Faculty of Agriculture, the study was conducted in collaboration with a Tuscan winery. It demonstrated the positive environmental impact of vines: one hundred hectares absorb 1,500 tons of carbon dioxide and help keep the air clean.

Although the degree of absorption and release may vary depending on factors related to the vine's vegetative state (e.g., soil characteristics, altitude, water availability, and vine age), we can state that ZONIN1821's 1,500 hectares of vineyards (not including the 1,200+ hectares of woods, olive groves, and pastures) can absorb approximately 22,500 tons of carbon dioxide. If this hypothesis is true, ZONIN1821 would be not only a CO2e-neutral company, but it could also have significant carbon credits.

Source: Study by the University of Florence: planting vineyards in cities to combat CO2 • Nove da Firenze

## 6.2 ADOPTION OF SUSTAINABLE AGRICULTURAL PRACTICES

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Adopting advanced technologies for sustainable viticulture, such as Agriculture 4.0, the Internet of Things (IoT), artificial intelligence (AI), drones, and automation, allows for the optimization of resource use, reduction of operating costs, and improvement of product quality while reducing environmental impact.	O	P	Potential		√	Direct	Medium-high
Soil structure and fertility can be improved through natural fertilization techniques, such as green manure, and by using organic substances that promote the activity of soil microflora and microfauna.	I	P	Current	√		Direct	High
Production costs are reduced, and there are reputational benefits, an increase in crop quantity and quality, and an increased availability of raw materials thanks to the implementation of agricultural practices that better protect the soil (such as grassing vineyards).	O	P	Potential		√	Direct	Medium-high
Generating certifiable carbon credits through regenerative practices and carbon farming projects in the wine sector, together with sustainable forest management, contributes to CO <sub>2</sub> capture and sequestration. This supports the EU's goal of achieving climate neutrality by 2050.	O	P	Potential		√	Direct	High

Adopting sustainable agricultural practices is essential to ensuring the **long-term prosperity** of the agricultural sector and the health of the planet. These practices preserve natural resources, such as soil and water, and promote crop resilience to climate change.

Reducing the use of chemical fertilizers and pesticides mitigates environmental pollution and preserves air and water quality. Additionally, reducing the use of these chemicals promotes soil fertility conservation and erosion reduction, ensuring the long-term productivity of agricultural land.

Recognizing the advantages of sustainable cultivation techniques, ZONIN1821 strives to enhance environmental management and innovate its vineyards to improve the characteristics of the territory and produce high-quality wines.

### • INTERCROPPING

The grass cover cultivation technique, also known as live mulching, involves allowing wild or cultivated grass to grow temporarily or permanently on vineyard soil. Its growth is controlled by mowing three to five times a year with specialized machinery.

The advantages are:

**\_ Reduction of erosion.** Water and wind are the main abiotic factors that cause soil erosion. The presence of grass cover between rows, especially on steep slopes, can reduce or even eliminate soil loss and landslides, which are becoming increasingly common.

**\_ Increased and conserved organic matter.** A permanent, regularly mowed grass cover undoubtedly improves soil fertility by enhancing the transfer of phosphorus and potassium to deeper soil layers. Additionally, leaving cut grass on site increases soil fertility and creates organic mulch that reduces water evaporation from the soil, especially during the

summer.

**\_ Increased load-bearing capacity.** Grassed soil has an increased load-bearing capacity compared to non-grassed soil, meaning it is possible to enter the field promptly after rainfall to carry out necessary treatments or harvest crops.

**\_ Protection of biodiversity.** The permanent presence of herbaceous species increases the presence of beneficial insects, pollinators, predators, and parasitoids of insects harmful to agriculture.

Grassing can be done with either natural or artificial turf and can be permanent or temporary. It can cover the entire vineyard surface or just the inter-row space.

ZONIN
Ca' Bolani
Oltrenero
Castello del Poggio
Castello di Albola
Rocca di Montemassi
Barboursville Vineyards

### • GREEN MANURE

Green manure is an agricultural practice that involves sowing a herbaceous crop of pure or mixed species that is intended to be completely buried or shredded in order to fertilize the subsequent crop or the arboretum in which it was sown.

The advantages are:

**\_ chemical:** green manure increases organic matter and the availability of organic nutrients. When used as a cover crop, it reduces nitrogen leaching during cold, rainy winters. Furthermore, if managed correctly, legume green manure can provide tens, if not hundreds, of kilograms of organic nitrogen.

**\_ physical:** thanks to allelopathy and shading, green manure controls weeds by preventing their growth and reproduction. Additionally, green manure reduces soil erosion; the plant layer makes it more difficult for wind and rain to erode the soil. Additionally, the organic matter in green manure stabilizes the soil structure.

**\_ biological:** root exudates and incorporated green matter provide food for soil organisms, such as earthworms, as well as the entire macro- and micro biotic community. These elements are key to soil fertility.

ZONIN
Ca' Bolani
Oltrenero
Castello del Poggio
Castello di Albola
Rocca di Montemassi
Masseria Altemura (on part of the vineyard area)
Principi di Butera (on part of the vineyard area)

**• SEXUAL DISORIENTATION**

Sexual disorientation is an insect containment technique that involves distributing the synthetic analogue of a species' sex pheromone in the field. This makes it difficult for males to locate females, resulting in fewer matings and a subsequent decrease in population density in the next generation.

**The advantages are:**

**\_ Safer for humans and more sustainable for the environment.** Synthetic pheromones are made from naturally occurring chemicals, so they are less toxic than traditional insecticides. Due to their low toxicity, products that cause sexual disorientation

will have very little or no restricted-entry interval (REI) time.

**\_ Safe for beneficial insects.** Pheromones are intraspecific and therefore have little to no impact on non-target species, including beneficial insects.

**\_ Resistance management.** Using these additional tools with traditional integrated pest management tools can reduce selective pressure.

ZONIN
Ca' Bolani
Castello del Poggio
Castello di Albola
Rocca di Montemassi
Masseria Altemura (trials are underway in some areas)
Principi di Butera

**• FORECAST ANALYSIS OF VINE DISEASES**

Preventing and treating vine diseases in a timely manner, including the well-known downy mildew, is essential to ensuring good plant health, high-quality grape production, and minimizing technical elements in agriculture. The team of agronomists coordinated by the estate managers adopts preventive strategies and implements targeted treatments during crucial phases, which significantly contributes to the protection of the vines.

ZONIN
Ca' Bolani
Oltrenero
Poggio Le Coste
Masseria Altemura
Principi di Butera
Barboursville Vineyards

At Castello di Albola and Rocca di Montemassi, predictive analyses of vine diseases are carried out. However, no treatments are applied, even preventatively, as both estates operate according to organic regulations.

**• ORGANIC**

Wine is considered organic when it is made from 100% organic grapes. These grapes are grown without the use of synthetic chemicals in the vineyard. They are also vinified in the winery using certified organic oenological products and a limited amount of sulfites.

Compliance with organic standards and sustainability principles is regularly verified through vineyard inspections and analysis of agricultural records. For example, these inspections confirm that no chemical herbicides have been used.

Castello di Albola
Rocca di Montemassi

The conversion to organic farming began in 2016 at the Castello di Albola and Rocca di Montemassi estates. Castello di Albola now produces only organic wine, and Rocca di Montemassi increased its production of organic wine from 48% to 53% in the last year.



### 6.3 BIODIVERSITY

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Climate change has reduced the variety of cultivable plant species and caused the disappearance of natural habitats due to changes in temperature and precipitation patterns. Extreme weather events, such as droughts and floods, can also compromise soil fertility and survival of local species.	I	N	Potential	√		Direct	Medium-high
Agricultural activities cause loss of biodiversity and damage to ecosystem health through intensive exploitation of natural resources, air/water/soil pollution, use of chemicals, transformation of soil for agricultural and productive activities, and adoption of irresponsible agricultural practices that alter microfauna and natural soil fertility.	I	N	Potential	√		Upstream & direct	Medium-high
Protecting the welfare of farm animals involves ensuring ample space, providing selected feed, and maintaining adequate hygiene and sanitary conditions.	I	P	Current	√		Direct	Medium-high
Loss of revenue or extraordinary operating costs accrue due to damage to crops and vineyards caused by wild animals passing through, stemming from a lack of space in nature (e.g., wild boars, deer, foxes, roe deer, and nutria).	R	N	Potential		√	Direct	Medium-high
Loss of revenue due to damage to crops and crop health caused by the geographical spread of pests and pathogens combined with the reduced natural resistance of plants due to stress caused by the effects of climate change.	R	N	Potential		√	Direct	High

Another key aspect for the Group is the protection of biodiversity, which is defined as the variety of life on Earth, including the millions of plants, animals, and microorganisms; the genes they contain; and the intricate ecosystems they create within the biosphere. Biodiversity encompasses not only the form and structure of living beings, but also the abundance, distribution, and interaction of the various components within a system. In other words, living beings and physical and inorganic components coexist and interact within ecosystems, influencing each other. Therefore, biodiversity expresses the number, variety, and variability of living organisms and how they change from one environment to another over time.

Protecting biodiversity is essential to ensuring sustainable growth, or the responsible development of a company committed to present and future generations. ZONIN1821 promotes the protection of biodiversity by implementing agricultural activities that enhance environmental richness, such as avoiding monoculture and promoting green manure.

The company also contributes to the current debate on this issue to raise awareness among citizens and businesses in our economic system. The impoverishment of biodiversity—the presence of few living species and poor genetic variety—makes an ecosystem fragile and impoverished. Every company should consider itself responsible for returning the precious resources it has taken from the environment, and in this light, we must recognize that we never truly own a territory, but rather safeguard it for future generations.”

**Domenico ZONIN1821**  
*President of the ZONIN1821 Group*

• **HUMUS AND ORGANIC FERTILIZERS**

In addition to the aforementioned techniques, such as grassing, green manure, mating disruption, and organic management, organic substances and humus<sup>29</sup> is advantageous because it introduces significant amounts of natural substances to the soil. This promotes the activity of soil microflora and microfauna, which has a positive effect on root activity. Organic matter revitalizes depleted and degraded soils, making them easier to work with.

ZONIN (su una porzione della superficie vitata)
Ca' Bolani (su una porzione della superficie vitata)
Oltrenero
Poggio Le Coste
Castello di Albola
Rocca di Montemassi
Masseria Altemura (covering over 70% of the vineyard area)
Principi di Butera
Barboursville Vineyards

It should be noted that organic fertilizers are mandatory in organic farming, where the use of chemical products is prohibited by law.

• **KEY BIODIVERSITY AREAS**

Key Biodiversity Areas (KBAs) are geographical regions defined as being of international importance for biodiversity conservation. These regions are identified using globally standardized criteria published by the International Union for Conservation of Nature (IUCN), in collaboration with scientists, conservation groups, and government agencies worldwide. Following a review in 2023, it was confirmed that none of the group's farms or estates (in Italy or at Barboursville Vineyards) overlap or are adjacent to the protected areas mapped by Key Biodiversity Area<sup>30</sup>.

29 - From a chemical point of view, humus and organic fertilizers are obtained from living organisms, animals, or plants.

• **BIODIVERSITY INDICES**

As part of the preparation of the Sustainability Report in accordance with the **EQUALITAS** standard, the Biodiversity indicator required by the standard is adopted at Castello di Albola and Rocca Montemassi. This indicator evaluates environmental impacts using the 'Biodiversity Indices' procedures developed by the non-profit World Biodiversity Association in 2010. These indices are part of the 'Biodiversity Friend@' protocol, which aims to conserve biodiversity in agriculture.

The agri-system's environmental quality is analyzed by detecting specific organisms, known as biological indicators, which are sensitive to pollutants, widespread throughout the territory, not very mobile, and capable of accumulating pollutants. On these estates, three main reference indices are used to measure

biodiversity and environmental quality levels:

1. Lichen biodiversity index;
2. Soil biodiversity Index;
3. Aquatic biodiversity index.

These indicators are reported in the 2024 Sustainability Reports of the two estates and were assessed by WBA Project Srl, a nationally certified agency. Excellent results were recorded for all three indices in both companies.

**LICHEN BIODIVERSITY INDEX (IBL-BF)**

The calculation of the index is based on the presence and frequency of epiphytic lichens detected on the bark of trees in the countryside. **IBL values ≥ 45 are satisfactory**

Montemassi Estate  
**Average value INL-bf**  
69

Biomonitoring was carried out in five stations located on the estate, which in their totality greatly exceeded the minimum limit of 45 required by the Biodiversity Friend protocol. The results of the activity carried out allowed us to note that the lichen communities of the monitored places are overall sufficient, reflecting a community that is on average homogeneous and complex in composition and intrinsic value, maintaining an average number (6) of species considered sufficient. With this value, equal to an IBL-bf average of 69 points, the indicator requirement is considered fulfilled, to be attributed to the entire investigated area. The results obtained in the 2019 and 2021 monitoring campaigns are therefore confirmed.

Castello di Albola Estate  
**Average value IBL-bf**  
104

The surveys were carried out on two plots of land distant from each other. The results obtained highlighted a high Lichen Biodiversity with an average value of the index that exceeded the threshold of 100. In the two stations, an average of 11 different species were detected, demonstrating a very high floristic variety. All the sampled stations provided largely satisfactory results. Therefore, it is believed that the agronomic interventions on the farm in relation to the protection of air quality are in line with the environmental sustainability criteria required by the BF Protocol.

**AQUATIC BIODIVERSITY INDEX (IBA-BF)**

The calculation of the index is based on the presence in surface waters of aquatic macroinvertebrates with different pollution tolerances: plecopteran (stonefly), Ephemeroptera (mayfly), molluscs, annelids, etc.).

Castello di Albola Estate  
**Average value IBA-bf**  
64

The surveys were carried out on two different streams and an artificial reservoir. The results obtained, with an average value of 64, place the IBA-bf indicator detected in the excellent range. Some stations revealed the presence of an aquatic biocenosis characterized by good taxonomic diversity with a high number of species; these conditions were always found in running waters under forest cover. To conclude, from the surveys carried out on the watercourses of the investigated sites, it can be deduced that the anthropogenic impacts of various nature in the territories considered do not seem to reach levels such as to determine significant alterations in the quality of surface water. The results obtained in the surveys carried out in 2017, 2018 and 2021 are confirmed.

Montemassi Estate  
**Average value IBA-bf**  
57

**IBLa 45 values are satisfactory**

Samplings carried out in the surface watercourses present in the investigated sites have highlighted a globally very satisfactory state of the aquatic communities. Some stations have revealed the presence of an aquatic biocenosis characterized by a good taxonomic diversity with a high number of species. The most represented groups (taxa) (>70%) have always included the presence of morphotypes of Ephemeroptera and Trichoptera (animals among the most sensitive to ecological imbalances for the water system), aquatic Coleoptera, aquatic Hemiptera, Odonata, Larvae of Diptera and Gastropods; the number of taxa has varied from a minimum of 11 to a maximum of 15.

**SOIL BIODIVERSITY INDEX (IBS-BF)**

The calculation of the index is based on the analysis of soil samples in which the presence of soil invertebrates (annelids, springtails, mites, isopods, myriapods, insects, etc.) is detected.

**IBA values ≥ 100 are satisfactory**

Castello di Albola Estate  
**Average value IBS-bf**  
172

The samplings carried out on the company's soils have highlighted, in general, a satisfactory state of the endogenous communities with an average value of IBS-bf (172) much higher than the minimum required (100). The results of the activity carried out denote a state of conservation of the soils of an overall excellent level, attributable, in the cases of the highest values, to edaphic conditions suitable for hosting a complex biological community; among these, of significant importance are the Lumbricidae, detected in all samples and with average high numbers (4-6 specimens per sample). Based on these results, it is believed that in the area in question the anthropic impact on the soil variable deriving from agricultural activities is to be considered limited.

Montemassi Estate  
**Average value IBS-bf**  
120

The surveys were carried out on nine plots of the estate. The results of the activity carried out denote an overall good level of soil conservation, attributable, in the cases of the highest values, to edaphic conditions suitable for hosting a complex biological community. This result, compared with the results obtained in the 2019 and 2021 monitoring campaigns, allows us to confirm that the Rocca di Montemassi company is carrying out a process of improvement and consolidation of the conservation of the edaphic biodiversity of the soils through targeted and effective agronomic actions.

30 - For further information: <https://www.keybiodiversityareas.org/>

## 6.4 WATER RESOURCE MANAGEMENT

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value Chain	Assessment
Protection of local water resources by minimizing losses and waste. Implementation of innovative technologies that optimize vineyard irrigation based on weather forecasts.	I	P	Current	√		Direct	High
High water consumption during agricultural and bottling activities contributes to the scarcity of water resources.	I	N	Current	√		Direct	High
Increased costs and possible interruptions or delays in production due to water scarcity in the production process caused by prolonged and frequent periods of drought.	R	N	Potential		√	Direct	Medium-high
Initiation of legal disputes, costs related to remedial activities, and damage to reputation due to water discharges that do not comply with Legislative Decree 152/2006.	R	N	Potential		√	Direct	Medium-high

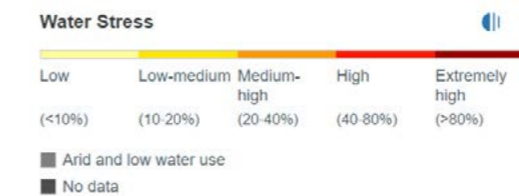
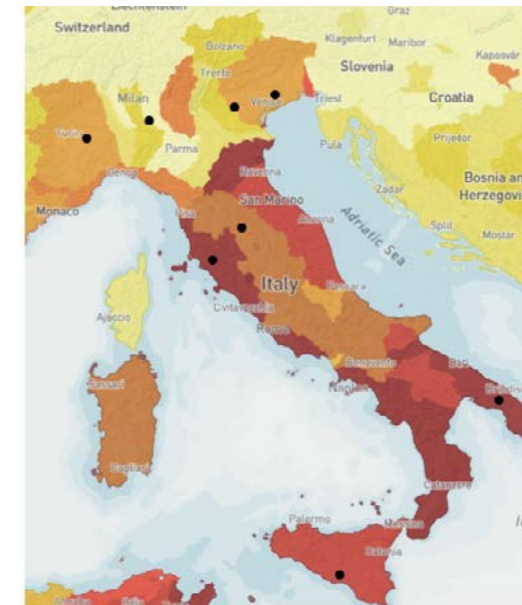
Water is crucial for vine growth and winemaking processes. ZONIN1821 manages water with extreme care to preserve its quality and abundance, ensuring the well-being of ecosystems and people.

local water resources. This ensures that every drop used effectively and sustainably contributes to the production of high-quality wines. The process of water use and discharge is closely monitored to ensure a positive and controlled environmental impact.

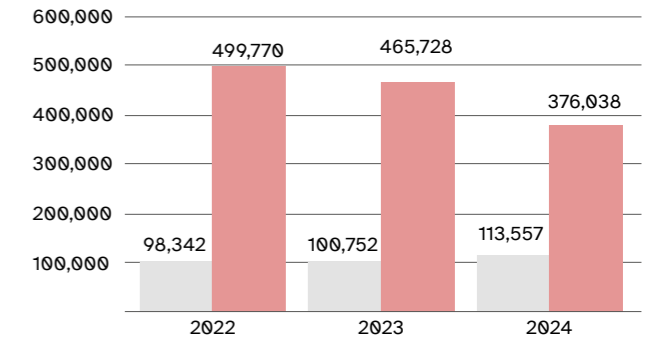
### •THE GROUP'S COMMITMENT

ZONIN1821 employs advanced techniques to reduce water consumption and prevent contamination of

### WATER WITHDRAWALS, WITH DETAILS OF WATER-STRESSED AREAS 30,31 & 32

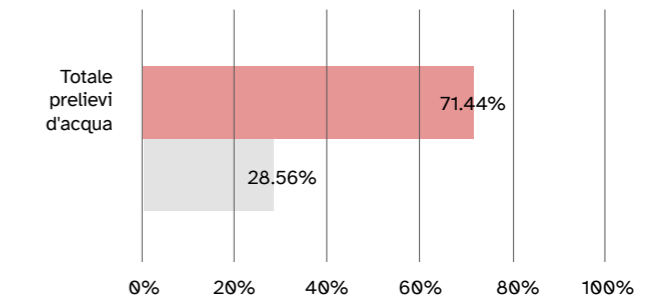


### WATER WITHDRAWALS 2023 (M3)



Legend for Water Withdrawals 2023 (M3):  
 Grey bar: HQ-Production (CVZ) - Total water withdrawals  
 Red bar: Estates - Total water withdrawals

### WITHDRAWALS (%) IN WATER STRESS AREAS



Legend for Withdrawals (%) in Water Stress Areas:  
 Grey bar: Area not under water stress  
 Red bar: Water stress area

31 - Source: Aqueduct water risk atlas

32 - 2024 scope: it should be noted that water withdrawals, discharges, and consumption include all companies within the Italian scope (including estates) and the Barbourville estate. However, it was not possible to collect data for ZONIN1821's commercial branches in the United Kingdom and the United States, as water resource management is included in the lease agreement.

33 - Data on water withdrawals from the ZONIN1821 Group's estates include water resources from external sources, such as the aqueduct, with the exception of Ca' Bolani, which, due to the nature of its territory, only draws water from aquifers and wells. Furthermore, for the year 2024, there will be a significant reduction in withdrawals at the 'Principi di Butera' estate, due to the fact that, during the year, water was mainly supplied by the estate's artificial lake, fed by rainwater.

The ZONIN1821 Group's water withdrawal comes primarily from surface or groundwater. The total amount was **489,595 cubic meters in 2024**. Regarding the companies within the Italian perimeter, water consumption decreased by approximately 14% compared to 2023 values.

**Casa Vinicola Zonin**, the Group's headquarters, accounts for a significant portion of the total water consumption among the Group's Italian companies. The water is primarily used in production and bottling processes. It is treated through specific purification procedures before being returned to the environment. Some of the purified water is stored for future use.

**On the ZONIN1821 Group's estates**, water is used for irrigation and for processes involved in wine production, including cleaning machinery and operations in the cellar. It is drawn directly from wells or through aqueduct connections.

**• INSTALLATION OF WEATHER STATIONS**

The installation of weather stations within the vineyards allows real-time monitoring of rainfall and changes, enabling rapid intervention on the rows and thus optimizing water resource management.

ZONIN
Ca' Bolani
Oltrenero
Poggio Le Coste
Castello di Albola
Rocca di Montemassi
Masseria Altemura
Principi di Butera
Barboursville Vineyards

**• DRY FARMING**

Dry farming is a type of agriculture that makes the most efficient use of limited water resources.

It is based on three principles:

- \_ promoting increased water availability for crops through appropriate soil cultivation and management;
- \_ reducing water loss;
- \_ using crops and cultivation techniques that are suitable for the available water resources.

Masseria Altemura
Principi di Butera

**• CREATION OF ARTIFICIAL LAKES**

Creating artificial lakes within harvesting fields helps overcome the problem of arid soil.

Castello di Albola
Rocca di Montemassi
Principi di Butera
Barboursville Vineyards

**• DRIP IRRIGATION**

Vintel is a tool that uses comparative analyses of weather forecasts and ampelographic characteristics of individual plots to prevent water stress and enable efficient, targeted irrigation.

Rocca di Montemassi
Masseria Altemura
Principi di Butera

**• COOLING OF WINE BARRELS**

In Friuli-Venezia Giulia, at Ca' Bolani, where the aquifer is easily accessible, water is used for more than just irrigation; it is also used to cool wine barrels, thereby reducing the amount of electricity needed for refrigeration.

**• PHYTO-BACH**

The Phyto-Bach system is an innovative wastewater treatment solution, particularly effective in areas with abundant groundwater. It is a closed system that allows purified water to evaporate back into the atmosphere. The system uses a natural substrate called biomix that is enriched with microorganisms that biodegrade potentially polluting substances. The treated water evaporates naturally, preventing its release into the environment. The fully automated system is managed by a control panel that regulates the humidity of the biomix and the irrigation cycle to optimize biodegradation.

Phyto-Bach is custom-designed to suit each farm's specific needs, thanks to dedicated software that helps correctly size the system. Maintenance requirements are minimal and limited to mowing the grass and aerating the soil to ensure efficient, customized management.

ZONIN
Ca' Bolani
Oltrenero
Castello del Poggio
Rocca di Montemassi
Masseria Altemura
Principi di Butera



## 6.5 ENERGY CONSUMPTION AND EMISSIONS

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Reduction in CO2 emissions released into the atmosphere and increase in agricultural carbon stocks in soil by managing wooded areas adjacent to vineyards and launching Carbon Farming projects (e.g., LIFE VitiCaSe) in viticulture.	I	Negative	Current	√		Upstream & direct	High
Energy consumption from fossil fuels during the Group's and its suppliers' production activities, including the processing of raw materials, semi-finished products, and bottling.	I	N	Current	√		Upstream & direct	High
Greenhouse gas (GHG) emissions generated by the Group's activities (Scope 1 and 2) and by activities along the upstream and downstream value chain (Scope 3).	I	N	Current	√		Entire value chain	High
The increase in self-production of energy from renewable sources provides opportunities for business resilience and regulatory anticipation.	O	P	Potential		√	Direct	Medium-high

Climate change poses an increasing challenge to agricultural businesses, affecting their commercial activities and daily operations. Greenhouse gas emissions from energy use are a primary cause of this phenomenon and can lead to extreme weather conditions, prolonged droughts, and the progressive depletion of natural resources.

To address these challenges, the Operations Team works in synergy with ZONIN1821's agronomists and oenologists to monitor these risks and formulate preventive strategies to reduce their impact on business operations and safeguard long-term sustainability.

### • CONSUMPTION

The ZONIN1821 Group's energy consumption is divided between fuel for heating and company vehicles and electricity.

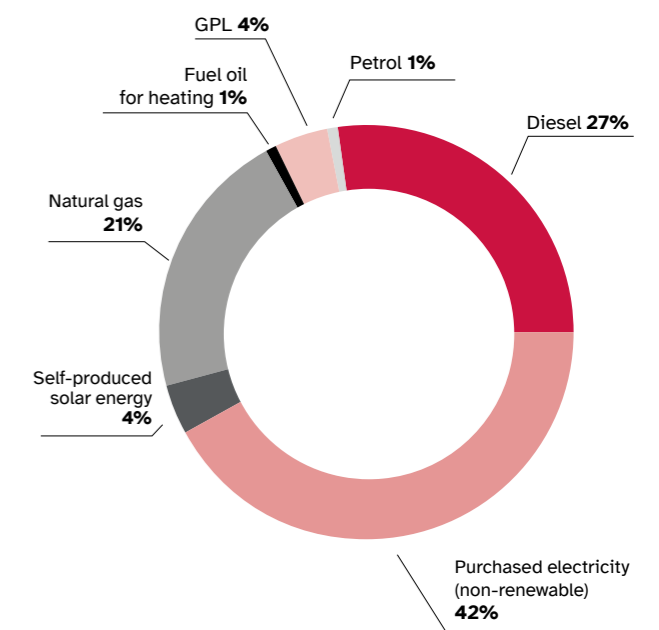
\_ With regard to fuels, methane gas is mainly used for the production cycle and for heating buildings and offices, while diesel and gasoline are used for heating cellars and powering company vehicles. Furthermore, since 2023, the Ca' Bolani estate has used fuel oil to heat homes and offices.

\_ Electricity consumption is concentrated in production processes at the winery and farms, including pressing, vinification, air conditioning, and use of electrical equipment. It is also concentrated in the bottling phase at Casa Vinicola Zonin. Other activities that consume electricity include those related to the normal operation of the Gambellara headquarters, such as office lighting, guest quarters, and company apartments.

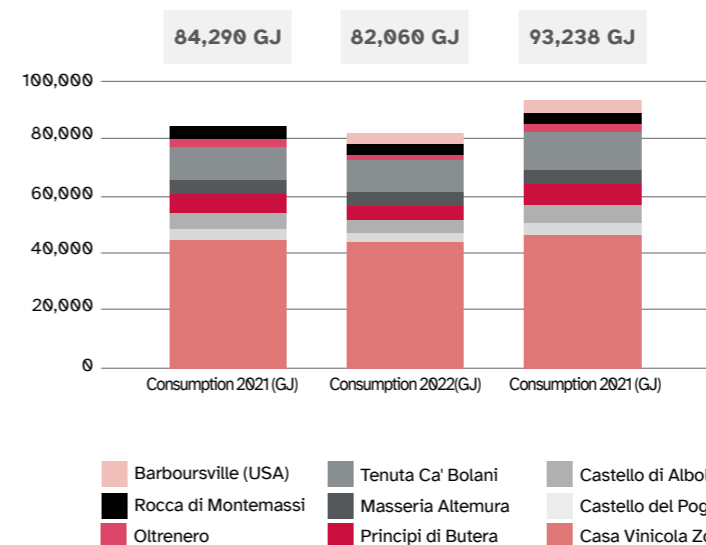
Compared to 2023, there was an overall increase in energy consumption of about 13.6%. This increase is due to removal operations at the Castello di Albola and Masseria Altemura estates and activities related to new facilities at Principi di Butera.

In 2024, electricity was the main source of energy consumption (82%) in line with the specific nature of the Group's business, followed by solar energy (8%).

### ENERGY SOURCES BREAKDOWN - CONSUMPTION (GJ) 2024



### ENERGY CONSUMPTION TRENDS IN GJ<sup>34</sup>



34 - Scope: it should be noted that the energy consumption data includes all companies within the scope of Italy (including the estates) and the Barbourville estate (USA). However, the consumption of the ZONIN UK and ZONIN USA commercial branches is included in the lease agreements.

**SOLAR PANELS**

Approximately 9% of total electricity consumption came from renewable sources, particularly energy produced through solar panels. One of the main advantages of solar panels is that they protect the planet from climate change. Collecting and harnessing the sun's rays reduces the use of fossil fuels, eliminates greenhouse gas emissions, and moves us toward energy self-sufficiency.

ZONIN1821
Ca' Bolani
Oltrenero
Poggio Le Coste
Principi di Butera

These **photovoltaic panels** covered the following percentages of the energy needs in 2024: 19% (Ca' Bolani), 37% (Poggio Le Coste), 35% (Oltrenero), 9% (Principi di Butera), and 5% (Casa Vinicola Zonin).

**• EMISSIONS**

As shown in the graph below, the ZONIN1821 Group's main sources of emissions are diesel consumption (Scope 1) and electricity consumption (Scope 2).

Specifically:

- \_ for Casa Vinicola Zonin, electricity consumption accounts for approximately 58% of its total emissions, with natural gas accounting for the remainder.
- \_ on the estates, emissions from diesel consumption (approximately 49%) slightly exceed those generated by electricity (approximately 36%), in line with their specific activities.

Scope 1 direct emissions for 2024 are equal to 3,128 tonCO<sub>2</sub>e, while Scope 2 Location Based emissions, generated by the consumption of electricity purchased from non-renewable sources, are equal to 2,755 tons of CO<sub>2</sub>eq. In 2024, against a general increase in energy consumption, there was an increase in Scope 1 emissions of approximately 19.5%, while Scope 2 emissions decreased by 10% compared to the previous year following an improvement in emission factors. Total greenhouse gas emissions from the organization's activities amounted to **5,883 ton-CO<sub>2</sub>e<sup>36</sup>**.

**• ENERGY MONITORING**

In recent years, ZONIN1821 has adopted various measures to improve energy efficiency and reduce

consumption. Among these, the installation of **energy monitoring devices** in the electrical panels that manage lighting, compressors, and winemaking equipment stands out, allowing for the identification and correction of any inefficiencies and waste.

**• AGRICULTURE 4.0**

Castello di Albola has implemented advanced initiatives to monitor and reduce agricultural diesel emissions, in line with the guidelines of 'Agriculture 4.0'<sup>38</sup> including the precise tracking of daily tractor operations to optimize fuel use.

**• LIFE VitiCaSe - Carbon farming in viticulture**

A large portion of ZONIN1821's land consists of forests managed through a multi-year forestry management plan, in collaboration with environmental authorities, contributing significantly to CO<sub>2</sub> absorption.

For this reason, Castello di Albola has taken part in the European LIFE VitiCaSe program: a project with unique characteristics in Europe and at the forefront worldwide dedicated to Carbon Farming in viticulture, characterized by a series of agricultural and soil management practices aimed at increasing the capacity of the wine-growing ecosystem to capture and retain atmospheric carbon.

The project's objectives are as follows:

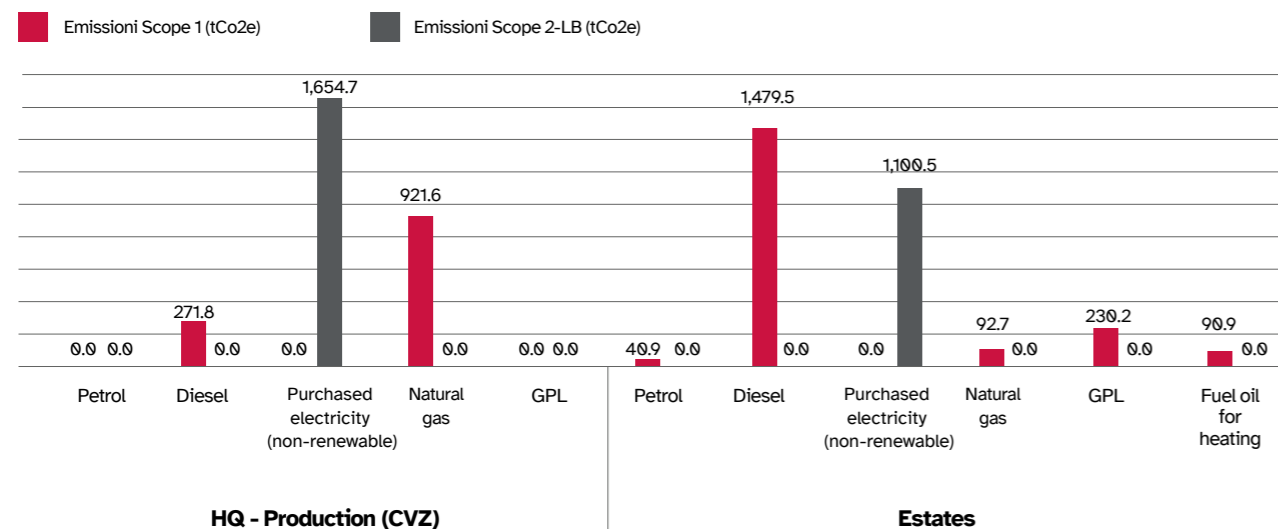
- \_ to increase agricultural carbon stocks in the soil;
- \_ to reduce greenhouse gas emissions.
- \_ contribute to climate change mitigation.

The project activities include:

- \_ creation of a database on agronomic practices;
- \_ creation of a credible and certifiable IT tool for estimating carbon stocks.
- \_ validation of the system through field analysis;
- \_ implementation of the system in four pilot vineyards belonging to three farms (Castello di Albola, Tenute Ruffino and Società Agricola San Felice).
- \_ certification of carbon credits with the support of Carbon Credits Consulting, notarization via blockchain and placement on trading platforms.
- \_ monitoring of technical and economic results.
- \_ transfer and replication of the system that Zonin1821 wishes to implement in its other Group estates.

As can be seen, ZONIN1821's energy efficiency strategies, including the use of renewable energy, are having a significant impact on reducing its ecological footprint, improving air quality, and protecting ecosystems and human health throughout the entire supply chain.

**EMISSIONS (TCO<sub>2</sub>E) BY TYPE OF CONSUMPTION AND LOCATION<sup>37</sup>**



35 - The Scope 2 emissions shown were calculated using the 'Location Based' method. The calculation of Scope 1 and Scope 2 CO<sub>2</sub>eq (which includes CH<sub>4</sub>, NO<sub>2</sub>, HFC, PFC, SF<sub>6</sub>, and NF<sub>3</sub> emissions when present) was carried out in accordance with the GHG Protocol guidelines.

The calculation of CO<sub>2</sub>eq emissions was carried out using emission factors derived from: AIB (Association of Issuing Bodies), Terna, UK Department for Environment Food & Rural Affairs, and Department for Business, Energy & Industrial Strategy. Rural Affairs, and the Department for Business, Energy & Industrial Strategy.

36 - Scope: it should be noted that the emissions data includes all companies within the Italian scope (including estates) and the Barboursville estate in the United States. Emissions from the ZONIN UK and ZONIN USA commercial branches are not included, as their consumption is included in the lease agreements.

37 - The following chart shows the Group's commercial offices and

Italian estates, including consumption at the Barboursville estate in the United States.

38 - Agriculture 4.0 is the result of the application of a series of innovative technologies in the agrifood field, with the aim of improving performance. This is thanks to the automation of the collection, integration, and analysis of data coming directly from the fields via sensors and other sources.

39 - The project sees Image Line as the leader of a consortium of research centers, including CREA Agriculture and Environment (CREA-AA) and CREA Policies and Bioeconomy (CREA-PB), several wineries in Tuscany and Veneto, farmers' associations, innovative SMEs, and consulting firms.

## 6.6 CIRCULAR MANAGEMENT OF RESOURCES AND WASTE

Description of IROs	IRO	Positive/Negative	Current Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Waste generated during production activities	I	N	Current	√		Direct	Medium-high
Consumption of raw materials in production activities with a contribution towards their reduction	I	N	Current	√		Direct	Medium-high
An increase in the cost of production materials (e.g., bottles, dry materials) due to their limited market availability.	R	R	Potential		√	Direct	Medium-high

The ZONIN1821 Group companies are actively committed to reducing resource use, supervising waste flows, and managing waste efficiently. This commitment includes **adopting circular economy practices**.

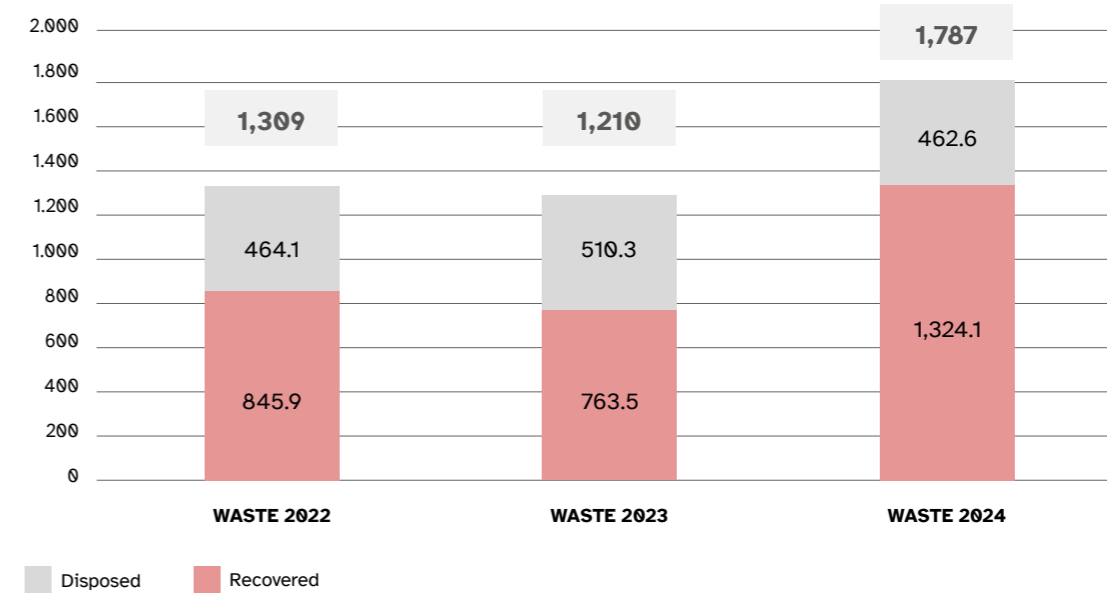
The group manages waste through a specific procedure applied to all sites where waste is generated. Waste is carefully removed from storage areas for raw materials and finished products, as well as production areas such as wineries and out in the vineyards. The utmost care is taken to avoid product contamination. To ensure proper disposal, waste is deposited in designated areas using clearly labeled

containers to prevent different materials from mixing.

ZONIN1821's waste consists mainly of agricultural waste and sludge produced by on-site treatment. Other generated waste includes plastic, iron, steel packaging, motor and gear oils, and waste from chemical treatments.

The waste produced by the UK and US commercial sites is mostly residential and negligible in quantity. The exact quantity is unavailable as waste management is included in the lease agreement.

WASTE GENERATED BROKEN DOWN BY YEAR AND TYPE OF DISPOSAL (TONS) <sup>40</sup>



- More than 99% of the Group's waste is non-hazardous.

- The largest waste items come from effluent treatment sludge, accounting for over a third of the total waste (around 37.6%). This is followed by packaging waste, including paper and cardboard, glass, mixed materials, and plastic. These items account for an additional 36.5% of total waste production. Waste generated by washing and grinding raw materials accounts for around 16.2% of total waste production. Waste from cement and iron and steel has a lower incidence at less than 6% and around 2.6%, respectively, while all other types contribute only marginally.

- Most of the waste is generated by Casa Vinicola

Zonin due to its organizational characteristics. As in previous years, recovery remains the main method of disposal.

- Packaging containing hazardous substances, primarily from vineyard treatments, is sent for recovery by a third-party partner certified to manage it.

- ZONIN1821 is particularly committed to recycling and reusing materials and waste. Regarding agricultural waste, for example, the company ensures product circularity by reusing it in the countryside. Pomace, for instance, is reused in the countryside or used to produce other finished products, including grappa.

- All other types of waste, such as special waste,

<sup>40</sup> - Scope 2024: it should be noted that the data on waste in tons includes all companies within the Italian scope (including estates) and the Barbourville estate. Waste data from ZONIN1821's commercial branches in the United Kingdom and the United States are included in the lease agreement.

<sup>41</sup> - For more details on the types of waste generated and the respective quantities, please refer to the performance tables included in the annexes to this document.

paper, and mixed material packaging, are carefully managed to minimize the risk of product and environmental contamination. This waste is collected in dedicated containers, each marked with its own EWC code, and disposed of in accordance with current regulations. Collection and disposal operations are entrusted to specialized companies that act in accordance with national contractual and legislative obligations.

- Particular attention is also paid to reducing the environmental impact of wine bottle packaging.

\_ Every year, the group carefully evaluates packaging options and possible alternatives, seeking solutions that reduce water and/or energy consumption while favoring objective, environmentally compatible cri-

teria.

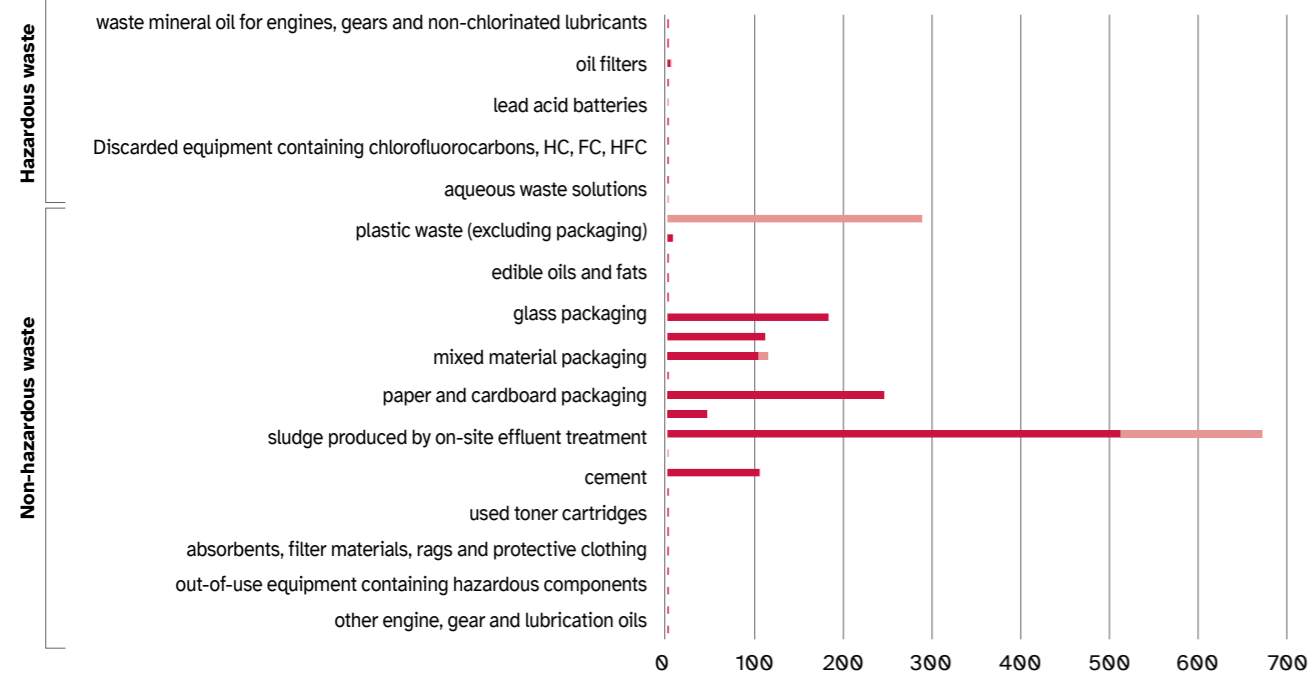
\_ ZONIN1821 conducts research to reduce material consumption. For example, they adopt lighter glass bottles in line with target market needs and quality standards.

\_ Packaging materials with a significant percentage of recycled content that are easily recyclable are evaluated, such as corks and cardboard from FSC-certified suppliers.

\_ Packaging is chosen based on its ability to preserve product quality over time while taking into account specific customer requirements and sales methods.

WASTE GENERATED BY TYPE IN 2024 (TONS)

Recovered Disposed of





## CHAPTER SEVEN

# SOCIAL COMMITMENT TO COMMUNITIES AND LOCAL AREAS

# CHAPTER SEVEN SOCIAL COMMITMENT TO COMMUNITIES AND LOCAL AREAS

The company promotes the development and cohesion of communities in which it operates, recognizing the centrality of stakeholders and their needs, to create social value as well as economic value.

*“The process of acquisitions started by my Family in the 1970s aimed to enhance and promote Italian wine cultures internationally but also preserve our unique winegrowing districts for future generations. The theme of generational change is key to understanding our entrepreneurial vision: companies not only have responsibilities in the ‘here and now’ but, like families and institutions, they must contribute via their work to expressing the values of openness and diversity. Companies are being*

*tasked to express responsibility in their work and to justify their choices: in light of this, sustainability cannot be conceived as merely an ‘add-on’ in business but must be one of the foundations of a company’s business model, its corporate culture and its strategic choices.”*

**Domenico ZONIN1821**  
Chairman of the ZONIN1821 GROUP

ZONIN1821’s bonding with local communities is demonstrated via five pillars.

## FORMS OF COLLECTIVE RESPONSIBILITY

Participation in social commitment activities and projects

Active dialogue with local associations and institutions in order to promote the enhancement of the territory

Promotion of Art and Culture

Sporting events and healthy living

Dialogue with the academic world for the education of new generations

## 7.1 PARTICIPATION IN SOCIALLY BENEFICIAL ACTIVITIES AND PROJECTS

IRO Description	IRO	Positive/Negative	Current Potential	Impact Materiality	Financial materiality	Value Chain	Assessment
Increased revenue and corporate reputation thanks to the enrichment of wine tourism offerings and the local area through tours and tastings.	O	P	Potential		√	Direct	Medium-high

The Group continues to invest in the local areas in which it operates, supporting social, cultural and environmental interventions organized by associations and non-profit organizations.

In 2024 the Group continued supporting **Raggi di Vite**: a worthy project that celebrates inclusivity, solidarity and love for the local area, wine culture and creativity.

#RaggiDiVite is a creative, cultural and inclusive project, promoted by the Consorzio Tutela Vini DOC Friuli Aquileia and the Third Sector organization Fondazione Radio Magica, which stems from a particularly apt play on words: just as the sun’s rays are vital to the vine and make its bunches grow luxuriantly, so people, via their ethical choices, can become beacons of inclusiveness and solidarity, capable of welcoming and caring for others.

*“It is a great pleasure for us to be able to promote #RaggiDiVite through our wines: they are the fruits of the age-old culture of the vine handed down for generations in these areas and preserved and interpreted by us today, as then, for future generations. While we are constantly committed, at Ca’ Bolani, to respecting the environment and safeguarding biodiversity, we cannot neglect the importance of social responsibility: a value that underlines the great responsibility that our company has towards our community.”*

**Roberto Marcolini**  
General Manager and Winemaker at Ca’ Bolani

Together with Vini Brojli and Cantine Rigonat, Ca’ Bolani has chosen to support this important initiative: the limited-edition packaging of the Estate’s Sauvignon, Cabernet Franc and Chardonnay Frizzante have been reinterpreted so as to creatively express the essence of the project. Strength and delicacy: thanks to vigorous color combinations of orange, green, lilac with blue, the interplay of solids and voids, but also circular, complementary and non-angular geometries, the labels of these prestigious wines have come to life, evoking the diversity and beauty of rays of light. An exceptional signature word has been added: the adjective Luminoso (Luminous) on the three labels communicates the profound meaning of #RaggiDiVite in an immediate, impactful and almost unsettling way for the viewer.



The QR code on the label, on the other hand, allows access to the short films on the history of wine made in the videomaking laboratory of Radio Magica Academy, which involves almost 30 students in lectures, workshops and training visits.

The fruits of the wonderful area of Aquileia thus become the bearers of a universal message that further reinforces the age-old culture handed down in these areas from generation to generation and preserved, today as then, for future generations.

The proceeds from the sale of these bottles will support Radio Magica Academy: the first 'universality of free abilities' for young adults with disabilities, founded in Udine in September of this year.

*"We believe in culture as care. When school ends, these young people risk being excluded from the cultural life of the community. Learning trains the brain and fights disease, which is why we need to invest in lifelong learning for everyone and, above all, for the most fragile people".*

**Elena Rocco**

*university professor and Secretary General of the Fondazione Radio Magica ETS*

In 2025, the project will be further energized by cultural events and presentations with the participation of artists, illustrators, musicians and historians.

In 2024, Castello di Albola was again among the leading names in a charity auction held by Christie's, the largest auction house in the world, in favor of Dynamo Camp.

The auction **'Italian Masters: the best of Italian Wines for a good cause'** was organized by MonteNapoleone District and the Comitato Grandi Cru in support of Dynamo Camp, the first Recreational Therapy camp in Italy, which hosts children and adolescents suffering from chronic diseases by offering specific, free-of-charge Recreational Therapy programs – during therapy or in the post-hospitalization period – to them, their healthy siblings and their families.

## 7.2. ACTIVE LIAISON WITH LOCAL ASSOCIATIONS AND INSTITUTIONS TO PROMOTE THE ENHANCEMENT OF LOCAL AREAS

In line with its principles of sustainable development and growth plans, ZONIN1821 actively engages with the communities in which it operates. The company collaborates with local municipalities, consortia, and tourist boards to promote the wine culture that the estates have preserved over generations and must continue to preserve.

	Area	Local or regional association
<b>Zonin1821 / Zonin</b>	Gambellara (Veneto)	Consorzio del Prosecco
<b>Ca' Bolani</b>	Cervignano del Friuli (Friuli-Venezia Giulia)	Consorzio Tutela Vini Doc Friuli Aquileia
<b>Oltrenero</b>	Zenevredo (Pavia)	Consorzio Tutela Vini Oltrepò Pavese
<b>Poggio Le Coste</b>	Asti (Lombardy)	Consorzio dell'Asti DOCG, Piemonte On Wine
<b>Castello di Albola</b>	Radda in Chianti (Tuscany)	Consorzio del Chianti Classico, Vignaioli di Radda
<b>Rocca di Montemassi</b>	Roccastrada (Tuscany)	Consorzio Tutela Vini della Maremma Toscana
<b>Masseria Altemura</b>	Torre Santa Susanna (Puglia)	Consorzio di Tutela del Primitivo di Manduria
<b>Principi di Butera</b>	Butera (Sicily)	Assovini Sicilia
<b>Barboursville Vineyards</b>	Virginia, United States	The Virginia Wineries Association, Virginia Vineyards Association – Growing Great Wine, Monticello Wine Trail

In addition, in 2024, the company strengthened its collaborative project with **AIS – the Italian Sommelier Association** – to bolster collaboration with the various regional offices of the organization and continue to enhance the wine culture and wines of the various estates.



### 7.3 PROMOTION OF ART AND CULTURE

IRO Description	IRO	Positive/Negative	Current/Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Create moments of sharing and pleasure through wine, enhancing its role in social relations and celebrations, so as to transform every tasting into an experience that combines culture, tradition, and emotion.	I	P	Current	√		Downstream	High

• Despite having grown to become one of the ambassadors of the ‘Made in Italy’ ethos around the world, with exports exceeding 80%, the Group has always maintained a solid connection with its hometown of Gambellara. To show great respect for the cultural tradition that the company has preserved and interpreted for generations, in the second decade of the 2000s, the Zonin Brothers decided to create a fascinating museum in Gambellara extending over 500 square metres called **‘Una storia di vite. Territori, Culture e Saperi custoditi dalla Famiglia Zonin’** (A story of lives. Territories, Cultures and Knowledge)



safeguarded by the Zonin Family. Embracing almost two centuries of history, this intriguing exhibition reveals a wealth of very historically valuable wine-related exhibits; books, engravings, proclamations and edicts from the wine world dating back to the sixteenth and nineteenth centuries; a collection of refined Murano glasses and a collection of antique corkscrews. The collection of over fourteen thousand stamps dedicated to vines and wine are also particularly interesting. It is precisely in Gambellara, this pretty, lush village situated between Verona and Vicenza, that more and more wine lovers, students and enthusiasts from all over the world come every year curious to

discover the essence of this singular heritage that expresses a quintessentially ‘Made in Italy’ culture of wine. ZONIN1821 is committed to the continuous training of its staff in hospitality to ensure the enhancement of this cultural heritage and to enrich the visitor experience, thus demonstrating its commitment to promoting wine culture and supporting the local economy.

• On 26th May 2007, the **Museo della Civiltà Rurale di Rocca di Montemassi** was inaugurated, a museum that tells the story of the winemaking soul of the Maremma region. It is, as a plaque at the entrance of the museum says (in Italian): “a testimony of the oldest and most genuine traditions of peasant culture and civilization in Tuscany so that the younger generations continue to cultivate in their hearts the passion for the land and respect for its values”. A visit to this museum of rural life in Rocca di Montemassi is both an experience of the places, the people and a perception of history: with its great historical and cultural value for the local community, the museum houses over three thousand objects alongside photographic documentation that narrates over one hundred years of rural life.

The itinerary begins with an exhibition of historic winery objects to provide an ideal continuity with the surrounding winery. A large image from the late 19th century measuring 3 metres high and 9 metres long captures the attention and illustrates and reminds viewers of the tiring, humble work carried out in the fields. This is followed by a section related to ploughing, sowing and processing of the products of the land, as well as transport. Particular emphasis has been placed on the activities of the woodcutter, carpenter and blacksmith and trades such as the knife grinder, glazier and cobbler. The generous and patient work of women in the rural community of the time is also highlighted through multiple activities, including cooking and weaving.

The itinerary ends with a play area dedicated to free time. The last image is a pleasant window that opens onto card games and bowls.

• In 2024 the estate hosted its second art exhibition ‘Parallel Dialogues’, which has confirmed the role of Castello di Albola in promoting high culture.

*“Over 30,000 thousand visitors come to Castello di Albola every year: a place that fascinates due to its unique beauty, the characteristic architecture of the medieval village and the wine culture it has safeguarded for generations. This exhibition is part of a broader approach undertaken by Castello di Albola in the world of art: a journey that aims to increasingly enhance the local area and its heritage, identity and traditions. We who preserve these places for future generations have a duty to continue to promote these exchanges so as to interpret together the inimitable heritage that we have inherited... and we are invited to do so while tasting a good glass of wine: a symbol of apparently simple and, for some, trivial conviviality that can tell many stories that differ from its own but are all of equal value”*

**Alessandro Gallo**  
Director and winemaker of Castello di Albola





The concept of 'Parallel Dialogues' expresses a profound key to interpreting contemporary life: 'Parallel Dialogues' are all those various and diverse conversations that follow one another without ever losing their uniqueness; all those discussions which, thanks to mutual closeness, are enriched without dispelling the voice of one's interlocutor. The continuous proximity provided by parallelism, whatever it may be, is a symbol of respect, reciprocity and openness. The lack of intersection – which is typical of parallelisms – has a strong symbolic meaning: it is not the absence of accord but constant discussion along the way.

This was the spirit that inspired the design of the exhibition at Castello di Albola: the estate not only hosted an artistic dialogue between Fabio Calvetti & Armando Xhomo, but welcomed it, took care of it and enriched it through its own identity. Here, the works created by the two artists have not only revealed themselves and their vision but have contributed to enriching the aesthetic experience of the visitor in the place that has welcomed them: not simple objects that one comes across, elements that generate curiosity by virtue of their 'being unexpected' within the place, but vehicles that invite you to venture further, to discover the place and the culture it holds from different perspectives.

The theme 'Parallel Dialogues' also expressed the colloquial relationship between the works of Fabio Calvetti & Armando Xhomo: friends of Castello di Albola who have exhibited their works in various museums around the world and participated in international exhibitions. Within the exhibition's itinerary, the works offered visitors diverse visions of worlds, meanings and subjects: different expressions of two different creative minds that came together, found their own specific space and did not clash but were enriched in their exhibiting reciprocity.

*"Tuscany is renowned for its picturesque landscapes, rich history and culture, and culinary heritage. Exhibiting works in such an evocative setting as Castello di Albola amplifies the emotional impact of art, creating an active and dynamic synergy between the natural and cultural context and the works on display. Integrating the enjoyment of art with the experience of wine tasting creates a multisensory environment that engages visitors on a deeper level. The process of wine production itself can be considered an art form: from the cultivation of the vines to the vinification, each stage requires a level of skill that can be compared to artistic creation. With their dedication and expertise, winemakers "paint" the territory through wine, expressing its history, climate and unique characteristics. Art and wine share a strong connection with culture and history, but Castello di Albola further enhances the works on display through its own strength and identity. The apparent contrast between the modernity of the works and the traditionally rustic dimension of wine, right here, gives rise to interesting aesthetic and conceptual conversations. This dialogue between the two worlds continues to evolve, reflecting changes in society and contributing to the creation of new forms of beauty and artistic expression."*

**Vittoria Palazzo**

*"Art and wine are both intimately linked to culture and pleasure. They share the ability to enable exchange, discovery and sharing. These are values I inherited from my grandfather and have always tried to apply to my life, my work, my loves and my friendships. While Titian's Venus seems to me to be the genesis of my admiration for 15th-century Italian painters, I cannot say which of the Sancerre wines sparked my passion for wine. I like to think that the curves of the women I paint and the roundness of the wines I drink awaken a memorable emotion in me and in those with whom I share them. And it is here, at Castello di Albola, that my works, in dialogue with those of Vittoria Palazzolo, reveal their meaning..."*

**Alain Bonnefoit**

Of particular interest are the additional 'Parallel Dialogues': Vittoria Palazzolo and Alain Bonnefoit are taking over from the artists Fabio Calvetti and Armando Xhomo. The former presented their works at Castello di Albola during the first edition, and they are delighted to return as curators of the new exhibition project this year. This seemingly trivial element has considerable symbolic significance, as it creates a virtuous narrative consisting of 'Parallel Dialogues' that enrich each other, both in the works on display and in the curation of the exhibition.

## ANNUAL WINE TASTING

At the 2024 Annual Wine Tasting in London, an innovative collaborative project combining art, culture, and wine was presented. This initiative bridged artistic creativity and winemaking tradition, offering participants a unique, multisensory experience. The project's was led by artist and sculptor Giulio Cinti, who created a series of material compositions celebrating Italian and local wine culture. His works, characterized by profound expressive exploration and an innovative use of materials, captivated art and wine enthusiasts at the exhibition.

During the Annual Wine Tasting, Cinti's creations were exhibited in a dedicated area, arousing great interest and appreciation. Following the event, the idea was proposed to permanently exhibit the works at the wineries, allowing visitors to enhance their tasting experiences. The pieces will remain at the estates until they are purchased by collectors and art enthusiasts. Cinti was particularly inspired by the Tuscan winery Castello di Albola, whose traditions and landscapes helped shape the aesthetics and meaning of his creations. This initiative highlights the value of the dialogue between art and wine, demonstrating how these two cultural expressions can merge to create exciting, lasting experiences that engage a wider audience sensitive to beauty and tradition. It is a rich, creative dialogue between wine and sculpture, aesthetic interpretations, and wine culture. Giulio Cinti's artistic career has always been nourished by themes related to ecstasy, the liberation of instincts, and the celebration of the divine via the Dionysian.

The collaboration with Castello di Albola has given the artist the opportunity to explore these themes with renewed fervor and depth. It has connected his aesthetic vision with the world of wine – a symbol

of conviviality and shared social rituals handed down for generations. The sculpture of Dionysus, the Greek god of wine, fertility, and ecstasy, has been associated with Il Solatio, a Castello di Albola Cru and the highest expression of a unique terroir. This terroir has preserved a winemaking culture handed down for generations. In the artist's creative process, wine has also become a material capable of expressing the work's profound expressive exploration. Thanks to its expressiveness, the work attracts the viewer's gaze and intellect, inviting contemplation and completion. In this case too, as in a toast between diners, the essence of the other is discovered in the convivial relationship, which is mutually enriching and gives rise to new meaning.

## 7.4. SPORTING EVENTS AND HEALTHY LIFESTYLE

Passion for Sport, link with the Local Area and its Traditions, and Conviviality. The Group is also active on the sports front, supporting and sponsoring various local competitions to promote a healthy lifestyle. Referring to sport, the World Health Organization explains how its absence in people's lives represents the fourth risk factor for mortality worldwide. In a society like ours, where work requires less and less movement, physical exercise becomes even more important and, if carried out at an appropriate level, can help to:

- \_ reduce the risk of hypertension, obesity, cancer, heart disease, diabetes and depression;
- \_ balance calories consumed during the day;
- \_ improve bone health.

• Again in 2024, the ZONIN brand is pleased to have supported the **'Memorial Cleto Maule - Medaglia d'oro Domenico Zonin'**: an amateur race reserved for the Elite and Under 23 categories dedicated to the athlete Cleto Maule. During his career, the well-known cyclist, who was born in Gambellara in 1931, managed to excel in a stage of the 1956 Giro d'Italia (which he finished in fourth place), and to win the Giro dell'Appennino twice (in 1956 and 1958). He also represented Italy at the World Championship in Copenhagen in 1956 and finally won his last victory at the Giro dei Quattro Cantoni in 1958.

The race, which involved over 200 athletes as well as their families – all ready to cheer on their favorites – started from Piazza Marconi at 1.30 pm, wound through the lush vineyards of Gambellara and ended in front of the Parish Church of San Pietro Apostolo. Mirko Bozzola won the competition and, together with the other participants, toasted with a fine glass of ZONIN Prosecco: the Italian sparkling wine that is raised all over the world to celebrate moments of conviviality and authentic joy.

*"It is a great pleasure for us to be able to support an initiative such as this, which is so important for Gambellara and for our community: a highly anticipated event that is enriched year after year and continues to attract more and more enthusiasts from all over Italy. A special thank-you goes to Rodolfo Meggiolaro who together with his team makes this important event possible for the community."*

**Francesco Zonin**

*a 7th-generation member of the Zonin Family*

• The 'Trofeo Castello Di Albola – Coppa Rocca di Montemassi – Memorial Fabrizio Fabbri': a cycling competition to celebrate the passion for the local area, authentic conviviality and local traditions preserved among these Tuscan landscapes.

*"It is a pleasure to be able to welcome so many promising young sporting talents together with their families to the estates of Rocca di Montemassi and Castello di Albola. For us, wine is not only a 'prestigious fruit' yielded by this fascinating and evocative land, but also the symbol of a culture that expresses conviviality and genuineness, an ardent passion to do better and better and a constant commitment to enhance this area and its unexpressed potential."*

**Alessandro Gallo**

*Direttore ed enologo di Castello di Albola  
Radda in Chianti*

Thanks to the sponsorship of the Municipalities of Roccastrada and Radda in Chianti, in April 2024, over 160 Elite/Under23 cyclists from all over Italy, supported by the enthusiasm of their families, participated in the amateur competition that spanned 130 kilometers between Rocca di Montemassi and Castello di Albola: an extraordinarily beautiful route from a landscape and nature point of view that extends between the provinces of Grosseto and Siena. The 3 positions of the podium was won by Andrea Piras, Valent Mark, and Diego Brancalente. Following its great success in terms of participation and media coverage the previous year, the competition reached its third edition in 2024. Organized by the Polisportiva Tripetotolo, the race is a tribute to the late champion Fabrizio Fabbri: this well-known Tuscan cyclist, with his ardent passion, courage and determination, participated in the Giro D'Italia nine times and won three stage victories and two good placements in the general classification (a 12th place in 1975 and a 13th the following year) in 1 Tour de France and 2 Vuelta a España.



## 7.5. LIAISON WITH THE ACADEMIC WORLD FOR THE TRAINING OF NEW GENERATIONS

IRO Description	IRO	Positive/Negative	Current/Potential	Materiality of Impact	Financial Materiality	Value chain	Assessment
Through its products (Raggi di Vite) and social projects, the company promotes a culture of inclusion, solidarity, and responsible drinking. It supports and trains young people, promotes Made in Italy, and contributes to the economic and tourist development of territories through wine tourism, as well as by financing museums and cultural activities.	I	P	Current	√		Direct	Medium-high

The company has begun a particularly important corporate project, in collaboration with some of the most important national schools and universities, aimed at promoting and enhancing Wine Culture, the ‘Made in Italy’ sphere and sustainability thanks to the involvement of new generations.

It is important for us in these meetings to promote a culture of ‘drinking responsibly’, via moderation and awareness, so as to recognize the value of the ancient knowledge that has been handed down over generations and that makes our wine so special: drinking responsibly is an act of ethical consideration for oneself and for others.

The most prestigious schools and universities ZONIN1821 collaborated with in 2023 include:

- **Ca’ Foscari University of Venice**
- **MIB Trieste School of Management**
- **University of Salento**
- **University of Palermo**

- **University of Camerino**
- **Sacro Cuore Catholic University**
- **IULM University**
- **Sant’Anna of Pisa**
- **University of Siena**

But also:

- **King’s College London**
- **Stockholm Business School**
- **ESG di Bordeaux**

Through a structured series of interactive lessons held by the Zonin family, CEO Pietro Mattioni and company spokespeople, the company has created a multi-voice dialogue with students aimed at sharing the knowledge that the Group and its estates have preserved for generations but also welcoming questions, doubts and suggestions on how to improve.

“The training of new generations is a fundamental pillar of our Group culture that is rooted in the entrepreneurial vision of our Family. Knowledge is the source of Wellbeing, Freedom and Future. With Millennials and Gen Z, our industry must learn to interact with themes that complement those we are used to thinking about, which, however, are too often centered solely on the organoleptic characteristics of the product. In addition, from the approach point of view, it is important to involve the new generations by initiating a multi-voice dialogue, rather than preferring one-way communication: we producers must understand what the generations expect from the world of wine, provide them with information to understand it but also invite them to interpret and enrich it. We must increasingly invite them to reflect on responsible drinking, communicate the different wine cultures we cherish, explain the relationship between wine and health, argue in the area of sustainability, render ourselves transparent by discussing the social responsibility activities we implement or the corporate values we promote, but also present new products (including ready-to-drink or non-alcoholic products) that complement the traditional offerings and can be the subject of consumer experimentation.”

**Michele Zonin**

Vice President of the ZONIN1821 Group

Whenever possible, the winery also invites students to discover its estates located in the Italian regions that are most supremely well-suited to wine-producing, including, for example, Castello di Albola in Chianti Classico, Ca’ Bolani in Aquileia, Masseria Altamura in the heart of Salento and Principi di Butera, which is located along the axis linking two of the seven Sicilian sites that have been declared UNESCO World Heritage Sites: the Valley of the Temples in Agrigento and Villa Romana del Casale in Piazza Armerina.



### 7.5.1. Theses, university research and young talents

ZONIN1821 recognizes the value of investing in the brilliant minds that will represent the future of the ‘Made in Italy’ sphere.

- By collaborating closely with national and international universities, the Group has opened its doors to motivated and passionate students, offering them the unique opportunity to conduct research for their degree theses within a transversal and innovative business context.
- These projects range from issues related to sustainable viticulture and new winemaking techniques to studies on brand marketing and the development of new international markets.
- The Group not only makes its knowledge available to thesis students but offers them the opportunity to collaborate with experienced professionals.
- Through these projects, ZONIN1821 aims to contribute to the development of new ideas and innovative solutions that can steer the industry towards a more sustainable and competitive future.

These projects demonstrate Zonin1821’s commitment to training future leaders in the wine sector. They emphasize the importance of combining tradition, innovation, hospitality, digitalization, and sustainability. Scientific progress and excellence in training are essential for long-term success in Italian manufacturing.



## CHAPTER EIGHT

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# APPENDICES

## CHAPTER EIGHT APPENDICES

### 8.1 METHODOLOGICAL NOTE

#### 8.1.1 Reporting principles and criteria

##### STANDARDS, GUIDELINES, AND RECOMMENDATIONS

The ZONIN1821 Sustainability Report illustrates the company's and its main stakeholders' material sustainability impacts, considering the entire value chain. It describes the performance of non-financial aspects, policies, activities, and main results achieved during the year, as well as future commitments related to Casa Vinicola Zonin's activities and its estates.

Validated by the Top Management and responsible departments of the ZONIN1821 Group on September 20, 2025, the document has been prepared in accordance with the 'GRI Sustainability Reporting Standards' under the Global Reporting Initiative (GRI), adopting the 'with reference' option and the latest GRI Standards published in 2021.

The paragraph '8.5 GRI Content Index' contains a list of the GRI indicators reported and a reference to the paragraph in the report where the associated information can be found.

The principles used to define the contents of the Sustainability Report are those indicated by the GRI

Standards.

**Completeness:** the Sustainability Report covers all relevant topics in their entirety, addressing the environmental, social, and economic aspects most pertinent to ZONIN1821's operations. This allows for a thorough evaluation of the company's performance during the reporting period.

**Sustainability Context:** ZONIN1821's performance is presented in the broader context of sustainability.

To ensure the quality of the reported information, the report has been prepared in accordance with the quality principles defined by the GRI.

**Accuracy:** the level of detail in the content of this report is sufficient for understanding and evaluating ZONIN1821's sustainability performance during the reporting period.

**Clarity:** the use of clear, accessible language and tables to represent the company's performance makes this report accessible and easy for stakeholders to understand.

**Comparability:** the indicators presented in the report refer to the three-year period from 2020 to 2022, and their performance is commented on in a way that allows for comparison over time.

**Balance:** the contents of this document provide a balanced account of Zonin 1821's performance during the reporting period.

**Timeliness:** this document considers events that occurred after December 31, 2021, which may be significant for stakeholders' assessment of ZONIN1821's sustainability performance.

**Verifiability:** the information has been collected, re-

corded, compiled, and analyzed in a way that allows it to be examined for quality.

**Scope**

The terms 'ZONIN1821 Group', 'ZONIN1821', and 'Group' refer to information and considerations concerning all companies in the ZONIN1821 Group, both Italian and overseas. Some organizational governance processes refer to ZONIN1821 Group procedures, the implementation of which extends to all companies.

The information and data reported refer to the following Group companies:

1. Casa Vinicola Zonin S.p.A. (headquarters at Via Borgolecco, 9 - 36053 Gambellara - Vicenza);
2. Ca' Bolani Sarl;
3. Poggio Le Coste Sarl (which includes the Poggio Le Coste, Principi di Butera, and Oltrenero estates);
4. Castello di Albola Sarl (which includes Castello di Albola and Rocca di Montemassi);
5. Masseria Altemura Sarl;
6. Barbourville Vineyards;
7. The ZONIN1821 subsidiary in the United Kingdom;
8. The ZONIN1821 subsidiary in the United States.

Where necessary, footnotes have been included to specify any limitations in the scope of the indicators.

No significant changes in the business model were recorded during the period under review.

**Performance indicators**

The data and performance metrics presented refer to the fiscal year ending December 31, 2024, from January 1, 2024, to December 31, 2024. In addition, data from the 2022 and 2023 reporting years have

been included where possible for comparison purposes. The methodology used to calculate the indicators is detailed in section '8.1.2 Calculation methodology'.

The data collection process for the Sustainability Report, guided by a materiality analysis that identified the most relevant sustainability issues (further details in section '3.2 Materiality Analysis'), involved the various responsible company departments. The data was then carefully aggregated and calculated, using estimates where necessary, without omitting any specific activities.

Attached to the Report are tables with GRI indicators categorized by topic area (Governance, Product and Value Chain, Environment, and People), linked to the relevant sections of the document. A glossary of terms considered material and a table linking material topics, related GRI aspects, and the scope of impacts (GRI Content Index) are also included to guide the reader.

For any clarification regarding this Sustainability Report, please contact the sustainability unit by contacting Giancarlo Parolini, Head of Communication and Sustainability of the ZONIN1821 Group, at the following e-mail address: giancarlo.parolini@ZONIN1821.com.

### 8.1.2 Calculation methodology

KPIS	Methodology
Corporate governance	
Economic value	The economic value generated represents the wealth generated by the Group in performing its activities. A significant part of this value is in turn distributed (distributed economic value) in the form of operating costs, wages and salaries for employees, payments to capital suppliers and payments to the Public Administration. The residual portion of economic value generated that is not distributed constitutes the retained economic value. All the components of these indicators are calculated with reference to the individual entries in the Financial Statements published in ZONIN1821's Financial Report.
People	
Safety	Full-time/equivalent employees: the total hours effectively worked by all employees divided by the standard working hours of a full-time employee, as defined by pertinent relevant legislation in the country of reference.  TRIR: total recordable incident rate (accidents at work with days of absence, medical treatments and cases of work limited by illness). Numerator: number of total recordable work injuries; denominator: hours worked in the same period. Result of the ratio multiplied by 1,000,000.  Index of occupational accidents with serious consequences: accidents at work with more than 180 days of absence or which lead to total or permanent incapacity. Numerator: number of accidents at work with serious consequences; denominator: hours worked in the same period. Result of the ratio multiplied by 1,000,000.
Environment	
Energy consumption	The conversion factors used for petrol, diesel, CNG, LPG, natural gas, biogas and electricity are from the Defra database (UK Department for Environment, Food and Rural Affairs), updated annually in 2021, 2022 and 2023.
GHG emissions:	Scope 1 Emissions: emissions directly generated by the Company's assets. Direct GHG emissions include the following gases: CO2, CH4 and N2O. The emission factors used for petrol, diesel, CNG, LPG, methane and biogas come from the Defra database, updated annually for 2021, 2022 and 2023;  Scope 2 emissions - Location Based: indirect GHG emissions relating to electricity generation and heat purchased by third parties and consumed by company assets. For the 'location based' mode, the national electricity grid emission factor is used for purchased electricity based on Ispra parameters.

### 8.2 DEFINITION OF MATERIAL TOPICS

Pillar	Zonin Material Topic	Description
ENVIRONMENT	Adoption of sustainable agricultural practices	Promoting the adoption of low environmental impact agricultural techniques throughout the production cycle.
	Circular management of resources and waste	Encourage the creation of a circular model, promoting efficient use of resources and waste reduction within the organization.
	Climate change and energy	Promote the reduction of climate-changing gas emissions resulting from business activities, including through more efficient energy consumption.
	Air, water, and soil pollution	Mitigate the organization's polluting impacts and adopt practices aimed at preventing environmental contamination.
	Protecting biodiversity	Ensure the protection of biodiversity on company premises and adjacent areas.
	Efficient use of resources in packaging	Promote the use of efficient and sustainable packaging solutions.
	Sustainable and responsible management of water resources	Promote efficient use and reduction of water consumption within the organization.
SOCIAL	Creating sustainable value for communities	Extend the value generated by the company to the surrounding social context, thereby creating well-being and development for the communities involved.
	Product quality and safety	Understanding customer needs and offering the best services by following high quality standards.
	Customer satisfaction	Putting the customer at the center, anticipating needs and expectations, and proactively providing the best service to add value.
	Product development and innovation	Investing in research and development activities to support the harmonious integration of technology and people, putting the latter at the center to support them in the development of targeted solutions with a high social impact.
	Health, safety, and well-being of employees	Promoting a welcoming, stimulating, and positive work environment for people's well-being, ensuring working conditions that guarantee full respect for the right to health, as well as high standards in health and safety.
	Human rights and workers' rights	Ensuring fair working conditions that respect human dignity.
	Diversity, equity, and inclusion	Foster an inclusive work environment aimed at ensuring equal opportunities and promoting diversity as a driver of organizational innovation, promoting a model of female leadership.  Discourage all forms of discrimination and promote generational, religious, sexual, cultural, and gender diversity as a driver of innovation and competitiveness within the Group.
	Training, development and employee retention	Create and maintain stable, skilled employment and encourage the training and growth of employees, stimulating their professional development.  Attract the best talent and retain people by promoting an agile, goal-oriented approach to work.  Create an ecosystem with universities and research institutions, promoting membership in academic startups.  Enhance collaboration with the academic world in order to create virtuous partnerships between academia and business.
GOVERNANCE	Responsible and sustainable supply chain management	Ensuring that sustainability is not limited to business operations alone but is extended to suppliers by evaluating not only quality but also service, costs, technical support, and social impact.
	Ethics, integrity, and compliance	Respect the principles of integrity, honesty, and professional ethics, in accordance with laws and regulations.

### 8.3 PERFORMANCE TABLES

#### CUSTOMER, PRODUCT, AND VALUE CHAIN

Complaints	u.m.	2022	2023	2024
Total number of substantiated complaints regarding customer privacy violations	n	0	0	0
of which received from external parties	n	0	0	0
of which from supervisory bodies	n	0	0	0
Theft or loss	u.m.	2022	2023	2024
Total number of identified customer data thefts or losses	n	0	0	0

#### PEOPLE

##### GRI 2-7 Information on employees by type of contract and gender and 2-8 Non-employees

Type of worker	Type of contract	Gender	u.m.	Scope: Italy			Worldwide scope	
				2022	2023	2024	2023	2024
Employees with employment contracts as of December 31	permanent	women	FTE	72.0	71.8	69.2	98.8	97.4
		men	FTE	205.5	213.3	212.7	250.3	261.9
		<b>Total</b>	FTE	<b>277.5</b>	<b>285.1</b>	<b>281.9</b>	<b>349.1</b>	<b>359.3</b>
	fixed-term	women	FTE	42.1	43.7	42.3	58.7	50.1
		Men	FTE	87.5	82	87.6	119	100.9
		<b>Total</b>	FTE	<b>129.6</b>	<b>125.7</b>	<b>129.9</b>	<b>177.7</b>	<b>151.0</b>
<b>Total Employees</b>			FTE	<b>407.1</b>	<b>407.1</b>	<b>411.8</b>	<b>526.8</b>	<b>510.3</b>
Non-employees as of December 31			FTE	20.6	29.7	35.3	32.2	35.3

##### GRI 2-7 Information on employees (Part-time Full-time)

Type of worker	Type of contract	Gender	u.m.	Scope: Italy			Worldwide scope	
				2022	2023	2024	2023	2024
Employees with employment contracts as of December 31	full-time	women	FTE	108.7	109.9	105.4	143.9	141.5
		Men	FTE	292.7	295.3	300.3	365.3	362.7
		<b>Total</b>	FTE	<b>401.4</b>	<b>405.2</b>	<b>405.7</b>	<b>509.2</b>	<b>504.2</b>
	Part-time	women	FTE	5.4	5.6	5.8	13.6	5.8
		Men	FTE	0.3	0	0	4	0
		<b>Total</b>	FTE	<b>5.7</b>	<b>5.6</b>	<b>5.8</b>	<b>17.6</b>	<b>5.8</b>
<b>Total Employees</b>			FTE	<b>407.1</b>	<b>410.8</b>	<b>411.5</b>	<b>526.8</b>	<b>510.0</b>

##### GRI 405-1: Diversity in governance bodies and among employees (by category and gender)

Employee category	u.m.	Scope: Italy						Perimetro Mondo			
		2022		2023		2024		2023		2024	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>A. Executives</b>	FTE	0.6	9.2	0.7	10.6	0.1	13.5	1.7	15.6	1.1	16.3
<b>B. Middle management</b>	FTE	4.5	18.5	4.3	16.5	3.0	14.6	16.3	32.5	5.0	15.7
<b>C. Office workers</b>	FTE	55.3	45.4	56.8	46.2	55.6	44.7	77.8	64.2	88.6	103.3
<b>D. Manual workers</b>	FTE	53.7	219.9	53.7	222.0	52.8	227.5	61.7	257.0	52.8	227.5
<b>Total</b>	FTE	<b>114.1</b>	<b>293.0</b>	<b>115.5</b>	<b>295.3</b>	<b>111.4</b>	<b>300.3</b>	<b>157.5</b>	<b>369.3</b>	<b>147.5</b>	<b>362.8</b>

##### GRI 405-1: Diversity in governance bodies and among employees (by category and age)

EMPLOYEES BY JOB CATEGORY AND AGE GROUP	u.m.	Scope: Italy									Worldwide scope					
		2022			2023			2024			2023			2024		
		< 30 years old	between 30 and 50 years old	> 50 years old	< 30 years old	between 30 and 50 years old	> 50 years old	< 30 years old	between 30 and 50 years old	> 50 years old	< 30 years old	between 30 and 50 years old	> 50 years old	< 30 years old	between 30 and 50 years old	> 50 years old
<b>Executives</b>	FTE	0	4.8	5	0	3	8.1	0	3.5	10.1	0	6	11.1	0	5.3	12.1
<b>Middle Managers</b>	FTE	0	16.2	6.9	0	10.9	9.7	0	9.4	8.2	0	17.9	30.7	0	11.6	9.2
<b>Office workers</b>	FTE	3.5	59.8	37.2	9.7	47.6	46.2	6.4	48.6	45.3	17.7	64.6	60.2	14.6	83.5	93.1
<b>Manual Workers</b>	FTE	32	114.4	127.3	33.2	102.4	140	33.2	104.1	142.4	43.4	126.8	148.4	33.2	104.1	142.4
<b>Total employees with employment contracts as of December 31</b>	FTE	<b>35.5</b>	<b>195.2</b>	<b>176.4</b>	<b>42.9</b>	<b>163.9</b>	<b>204</b>	<b>39.6</b>	<b>165.6</b>	<b>205.9</b>	<b>61.1</b>	<b>215.3</b>	<b>250.4</b>	<b>47.8</b>	<b>204.4</b>	<b>256.7</b>

**GRI 403-9: Accidents at work**

EMPLOYEES	full-time	Scope: Italy			Worldwide scope	
		2022	2023	2024	2023	2024
Hours worked	n.	766,162	828,718.99	738,827.50	1,061,872.86	938,092.25
Total number of recordable workplace accidents, including fatalities	n.	10	19	19	20	19
- Of which at work	n.	8	19	16	20	16
- Of which in transit	n.	2	0	3	0	3
(only if transport was organized by the Group and travel took place during working hours)	n.	0	0	0	0	0
Total number of accidents at work with serious consequences (> 6 months of absence), excluding deaths	-	10.4	22.93	21.66	18.83	17.06
Total number of deaths following accidents at work	-	0	0	0	0	0
Recordable workplace accident rate	-	0	0	0	0	0
<b>NON-EMPLOYEES</b>	<b>u.m.</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>	<b>2024</b>
Total number of recordable workplace accidents, including fatalities	n.	0	0	0	0	0
- Of which at work		0	0	0	0	0
- Of which in transit		0	0	0	0	0

**GRI 406-1 Incidents of discrimination and corrective actions taken**

Incidents of discrimination	n/a	2022	2023	2024
Total number of incidents of discrimination during the reporting period	n.	0	0	0
Incidents investigated by the organization		0	0	0
Action plans implemented		0	0	0
Action plans that have been implemented, with results verified through routine internal management review processes		0	0	0
Incidents no longer subject to measures		0	0	0

**ENVIRONMENT**

**GRI 302-1: Energy consumed within the organization<sup>42</sup>**

Total energy consumption within the organization, broken down by source	u.m.	2022	2023	2024
<b>TOTAL</b>	<b>Gj</b>	<b>84,290.00</b>	<b>82,060.0</b>	<b>93,237.6</b>
<b>From non-renewable sources</b>	<b>Gj</b>	<b>79,801.90</b>	<b>78,653.6</b>	<b>89,377.6</b>
Electricity purchased from fossil fuels	Gj	34,901.54	36,062.4	38,655.0
Natural gas (e.g., fuel burned for heating)	Gj	15,021.74	16,224.1	19,964.2
Diesel	Gj	26,245.35	22,198.8	24,899.6
LPG	Gj	3,368.43	3,530.1	3,863.2
Heating fuel oil	Gj	-	-	1,326.7
Gasoline	Gj	264.84	638.1	669.0
<b>From renewable resources</b>	<b>Gj</b>	<b>4,488.10</b>	<b>3,406.4</b>	<b>3,860.0</b>
Self-produced solar energy	Gj	4,488.10	3,406.4	3,860.0
<i>of which self-consumed</i>	<i>Gj</i>	<i>4,055.92</i>	<i>2,972.5</i>	<i>3,549.1</i>
<i>of which transferred to the grid</i>	<i>Gj</i>	<i>432.18</i>	<i>433.9</i>	<i>311.3</i>

**GRI 305-1: Emissions generated within the organization<sup>43</sup>**

Greenhouse gas (GHG) emissions intensity	u.m.	2022	2023	2024
<b>Scope 1 emissions</b>	tCO2e	2,592.51	2,616.5	3,127.6
<b>Scope 2 emissions LOCATION Based</b>	tCO2e	2,525.51	3,071.6	2,755.2

42 - Consumption data for 2023 and 2024 also includes consumption reported by the Barboursville estate. Consumption by the overseas branches of ZONIN UK and ZONIN USA is included in the branch lease agreements. The 2023 figures have been updated compared to the previous year in light of updates

43 - The data on emissions generated in 2023 also includes consumption reported by the Barboursville estate. The overseas branches of ZONIN UK and ZONIN USA are excluded, as their consumption is included in lease agreements.

**306-3 Waste generated**

Type of waste	u.m.	2022	2023	2024
Sludge produced from on-site effluent treatment	t	436.53	437.47	672.15
Paper and cardboard packaging	t	250.32	225.64	244.49
Glass packaging	t	238.87	182.91	182.73
Mixed material packaging	t	95.72	103.66	113.68
Plastic packaging	t	94.59	98.44	111.12
Cement	t	149.06	85.04	104.90
Iron and steel	t	11.48	47.36	45.59
Plastic waste (excluding packaging)	t	2.49	7.45	5.64
Packaging containing residues of hazardous substances or contaminated by such substances	t	4.65	3.93	5.30
Wooden packaging	t	1.64	3.60	0.50
Septic tank sludge	t	3.97	3.51	0.63
Non-chlorinated mineral oil waste from engines, gears, and lubrication	t	2.01	2.08	1.43
Mixtures or waste from cement, bricks, tiles, and ceramics, other than those mentioned in item 17 01 06	t	0.00	2.00	-
Other engine, gear and lubricating oils	t	0.50	1.62	0.78
Biodegradable waste from kitchens and canteens	t	0.00	1.50	1.50
Paper and cardboard	t	0.00	1.10	1.20
Building materials containing asbestos	t	0.00	0.00	-
Waste produced by washing, cleaning, and grinding raw materials	t	10.00	0.00	288.86
Other <sup>44</sup>	t	7.17	2.85	6.20
<b>TOTAL</b>	<b>t</b>	<b>1,308.99</b>	<b>1,210.16</b>	<b>1,786.71</b>

**306-4 Recovered waste and 306-5 Disposed waste**

Hazardous/Non-hazardous	Recovered/Disposed	u.m.	2022	2023	2024
Rifiuti non pericolosi	Recovered	t	838.4	752.0	1,315.3
	Disposed	t	461.8	451.3	461.2
<b>Total non-hazardous waste</b>		<b>t</b>	<b>1,300.2</b>	<b>1,203.3</b>	<b>1,776.5</b>
Hazardous waste	Recovered	t	7.3	5.8	8.8
	Disposed	t	1.5	1.1	1.4
<b>Total hazardous waste</b>		<b>t</b>	<b>8.8</b>	<b>6.9</b>	<b>10.2</b>
<b>TOTAL</b>		<b>t</b>	<b>1,309.0</b>	<b>1,210.2</b>	<b>1,787.7</b>

44 - The category 'Other' includes lead batteries, edible oils and fats, end-of-life equipment (including those containing hazardous components), wood, oil filters, waste aqueous solutions, used cartridges and toners, waste paints and varnishes containing organic solvents or other hazardous substances, end-of-life vehicles, and other insignificant waste items.

**8.4 DETAILED INFORMATION**

**8.4.1 The values of the ZONIN1821 Group**

**TRUST**

A collaborative and transparent working environment based on empathetic communication and listening.

- **The whole is greater than the sum of its parts.**

\_ Our corporate culture, based on trust, encourages collaboration and a dynamic, creative, and innovative work environment, capable of promoting both personal growth and corporate evolution.

\_ **Transparency** is not about being immediately forthright (always saying what you think) and instinctively truthful (always saying everything you think in every situation at all costs), but rather the ability to express yourself appropriately, in the most welcoming way possible, without being out of place or harming others, avoiding useless gossip, or being provocative.

\_ Transparency brings with it integrity, understood as intellectual honesty: a collaborator who is recognized by the team as intellectually honest is sincere towards other colleagues, honest about facts, direct (i.e., characterized by effective communication), and reliable (i.e., someone others know they can count on).

\_ Colleagues trust each other when they feel welcomed into **a team that understands** their strengths but also their areas for improvement: when employees trust their managers and managers trust their team, a strong constructive collaboration is created

that directly contributes to business development.

\_ A climate of trust reduces stress, demotivation, and burnout: harmful elements that must be limited as they have a negative influence on employees' productivity and personal lives. For this reason, it is important to create **a climate of constructive communication and active listening**: all employees must feel free to talk, discuss, and debate work issues, their concerns, and their needs without feeling judged or inadequate.

**Through my personality and actions, I contribute to creating a collaborative and transparent environment.**

**I know that empathetic communication is an added value for my personal growth and for others: a deep understanding of others (their strengths as well as their weaknesses and limitations) is not a limitation to my personal standing: everyone is special and has their own value. I know that 'being guided' does not mean 'being incapable' or 'not knowing how to lead': I accept criticism rationally and analyze it proactively, trying to welcome it as an opportunity to express the best version of myself, even in the workplace.**

**AUTHENTICITY**

**The dynamic attitude of expressing and being the best version of oneself based on awareness (the perception of who I am), balance with the outside world (from the outside in, how I accept what happens), and intellectual honesty (from the inside out, how I act).**

- **The best version of yourself is the one we prefer.**

Characteristics of authentic people:

- **They know who they are.** They are not interested in pleasing others at all costs, but they are surrounded by people who respect them. They know that some people will like them, but others will not, and they are fine with that. It is not a matter of indifference towards the opinions of others: they simply do not let this aspect prevent them from doing the right thing.

- **They are open-minded, which makes them approachable and interesting to others.** No one wants to have a conversation with someone who has already formed an opinion and is unwilling to listen. They are the exact opposite of people who spit their judgments at you, saying: “That’s just the way I am!”

- **They are self-aware enough not to see non-existent insults.** If someone criticizes one of their ideas, they don’t take it as a personal attack. So if a colleague says that their proposal isn’t interesting, they don’t immediately think they are being hated, but rather ask for more details and try to understand more. And they are able to say that they don’t agree with the feedback without becoming paranoid.

- **They are generous.** You have surely also worked with people who are very careful not to share too much of their knowledge/skills with you. They behave as if they are afraid of being overshadowed and even fear handing over tasks. Authentic people, on the other hand, are always generous because they don’t feel they have to be what others want them to be and they cultivate their uniqueness.

- **They treat everyone with respect.** Whether they are talking to the CEO or the secretary, they respect everyone’s dignity and do not believe they are superior to others on the social ladder.

- **They know how to see the world through the eyes of others while remaining centered.** This does not mean that they have to believe the same things or forgive every attitude (and in fact they do not): it simply means suspending judgment long enough to understand what makes others tick. Only then can they let others behave as they are without feeling offended.

- **They are courageous and down-to-earth.** They do not believe they know everything (and this does not bother them) and approach the world with the right amount of humility while always defending what they believe in.

- **They don’t celebrate themselves.** We’ve all had that colleague who never stops talking about themselves and their achievements. Have you ever wondered why? They brag because they are insecure and worried that if they don’t show off their successes, no one will notice them. Authentic people don’t need to brag and take action without talking nonsense.

- **They know how to apologize.** They are not afraid to admit their mistakes because they are aware of their vulnerability and the need to learn from their mistakes in order to build a more peaceful and functional environment with their colleagues.

**I always strive to present the best version of myself.**

**I know I’m not perfect: I try to express my talents, but I also know that I have areas for improvement. I strive for perfection, but I will never be ‘perfectly perfect.’**

**I know that my ability to reason enables me to accept what comes from outside, analyze and**

**evaluate it, and to reflect back my viewpoint without prejudice or manipulation.**

**I know how to do the right thing: I am not prey to my emotions but interpret them as my initial response to my surroundings, followed by my personal or team analysis, which allows me to understand how to act.**

**I know that I have to make decisions: I don’t hide, but I take time to think and understand what the best choice is. When I have doubts, I consult with colleagues who I think can best understand or help me, without feeling that I am not up to my role or the situation.**

**I know that my personal self-assertion is not undermined by the growth of others (emotional intelligence):**

**1) When I compare myself to others, I greatly value commitment, determination, and the courage to step outside one’s comfort zone, rather than just the result. Only if I know how to value the process can I grasp the deeper meaning of the goal.**

**2) I motivate others to do better because I am not afraid to compare myself with people who are developing their skills and expressing their talent.**

**3) I care for others because I recognize the value of being part of a group.**

**4) I know that my colleagues have their own personalities and I do not expect them all to be the same and react in the same way: what matters is the ability to work as a team to achieve common goals.**

## RESPONSIBILITY

**From critical thinking to action that causes effects.**

**Competence, analytical skills, choice, and**

**awareness of consequences.**

- **A sense of Duty is a true Passion.**

The first form is **responsibility for people**. If you are a manager or coordinator of a business sector, it is important that you take full responsibility for the employees who work for you. This means knowing how to coordinate the team, carefully assigning tasks, developing talent and potential, and caring for people’s well-being.

The second form concerns **responsibility for your own decisions**. Carefully evaluate the impact of your actions on people and company objectives. Awareness of the consequences of your decisions allows you to take concrete actions that are consistent with your thinking. Your goal must be the good of your company.

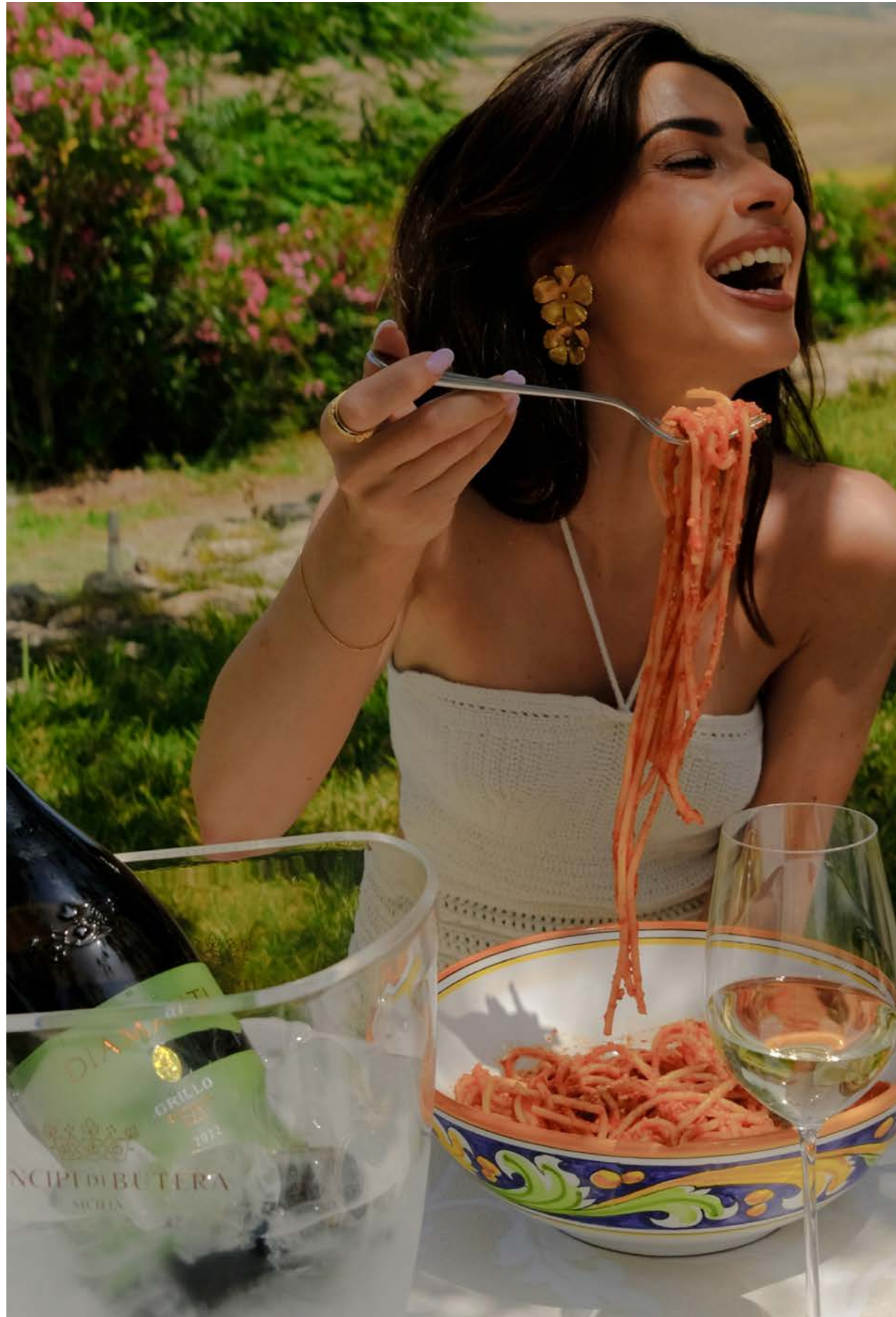
The third form is **responsibility for performance**. Organize the time and resources at your disposal according to the goals you have set: take responsibility for the goals you achieve and the means you use. Delegating your responsibilities to others is detrimental to your leadership and to yourself. Learn not to postpone actions that you can take here and now, do not make up false excuses, and do not create alibis. Be transparent and clear with the people you work with.

**I am passionate about my work because I see it as a way to express myself.**

**I am aware of my duties, behaviors, actions, and their consequences in the workplace.**

**I recognize my personal resources and my limitations.**

**I foster an environment where people can improve, assert themselves, and express their natural inclinations.**



**I am reliable: through my decisions, I must express my acquired skills, my on-going learning, and my ability to ask for help when in doubt.**

**I choose because I know and am aware of the consequences. I choose because, even when there are risks, I cannot exempt myself from choosing, but I am clear that I must always aim for the well-being of the company, its employees, and the community.**

### **ENTREPRENEURSHIP**

**A synthesis of Resourcefulness and Resilience**

- **There is no Well-being without a challenge.**

**\_ Resourcefulness is the ability to constantly overcome or improve situations by finding new and intelligent solutions to new challenges.** In a business context, a resourceful leader or employee is likely to be identified very often as someone who is able to ‘think outside the box’ in order to increase the value of the business and generate well-being for colleagues, customers, partners, and the community.

**\_ Resilience is the ability to adapt quickly in the face of a constantly changing environment.** Resilience allows a leader to see clearly what has (and has not) worked in the past and to apply that knowledge to the future. A resilient leader has the ability to assess situations to achieve current goals and build on the past to achieve future goals. When leaders have the perseverance to push forward in difficult times, they are better able to turn crises into discoveries and achieve a lot with very little. They learn from crises rather than suffer through them.

**ZONIN1821 needs leaders at the helm who can leverage both of these qualities to build long-term success for themselves and others.**

**I try to think outside the box to keep doing better and better.**

**I am proactive: I don’t expect things to happen on their own.**

**I welcome change as part of the growth process. I know that difficulties are part of the growth process and I see them as opportunities to improve and express myself.**

**I know that success is the result of teamwork: my role is not to be the star of the show, but I often know how to take a step back to give space to others and put them in a position to express their experiences, natural inclinations, and talent.**

**I know that people need to be given a purpose: before expecting results from my colleagues, I must be able to ‘motivate them to do,’ make them feel part of a project bigger than themselves in which everyone has their own space, and make them feel welcome.**

**I want to surround myself with people who are better than me, who can teach me new things but also help me improve.**

**I don’t have to constantly approve, but I must know how to lead a team that continues to express itself in relation to the company’s objectives.**

**I am under no illusion that things happen immediately: I know that before I can reap, I must sow.**

### **INNOVATION**

**The propensity, the drive, the desire to generate added Value.**

- **A means to do business ‘better and better’.**

Or

- **Turning the world upside down to put it back on its feet.**

Innovation is a process through which new methods of design, management, production, or sale of goods or services are introduced: an evolution capable of turning the world upside down to put it back on its feet—a positive change in the existing state of affairs or the alteration of the established order of things to do new things. Closely linked to developments in scientific research and knowledge, and therefore to progress, it is a determining factor in a country's economic growth.

For us at the ZONIN1821 Group, product or process innovations are a means to do business better - not an end in themselves.

\_ In particular, technological innovation, based on the integration of machines and techniques, is important in supporting the development of our industry, on the one hand ensuring products of ever-higher quality, but on the other also reducing the complexity of work in the vineyard and in the various production processes. However, we must not forget technological innovation in support of the customer: from new digital platforms that allow consumers to discover the product, to apps designed to ensure transparency and reliability in the selection of wines to taste, without forgetting forms of augmented reality capable of 'bringing to life' for those who are not physically here, a sensation/experience that comes close to what one experiences at the estate.

\_ Technological innovation and sustainability often go hand in hand: this does not mean that all technological innovations make companies more sustainable, but that some technological innovations can be

fundamental to sustainable development.

\_ In our Group, thanks to the collaboration and internal discussion of a passionate group of agronomists, we constantly monitor the needs of the various estates, encouraging dialogue, study, and research among them. In relation to our needs, but also to the numerous opportunities offered by the manufacturing companies that choose us to implement their technical studies or experimental projects, we constantly experiment with new equipment and provide our suppliers with detailed analyses of how the machinery works.

**I try to understand how processes work in order to improve or rethink them.**

**Whatever my role, I can be a driver of change. Thanks to my expertise and professionalism, I can help improve processes that no longer work.**

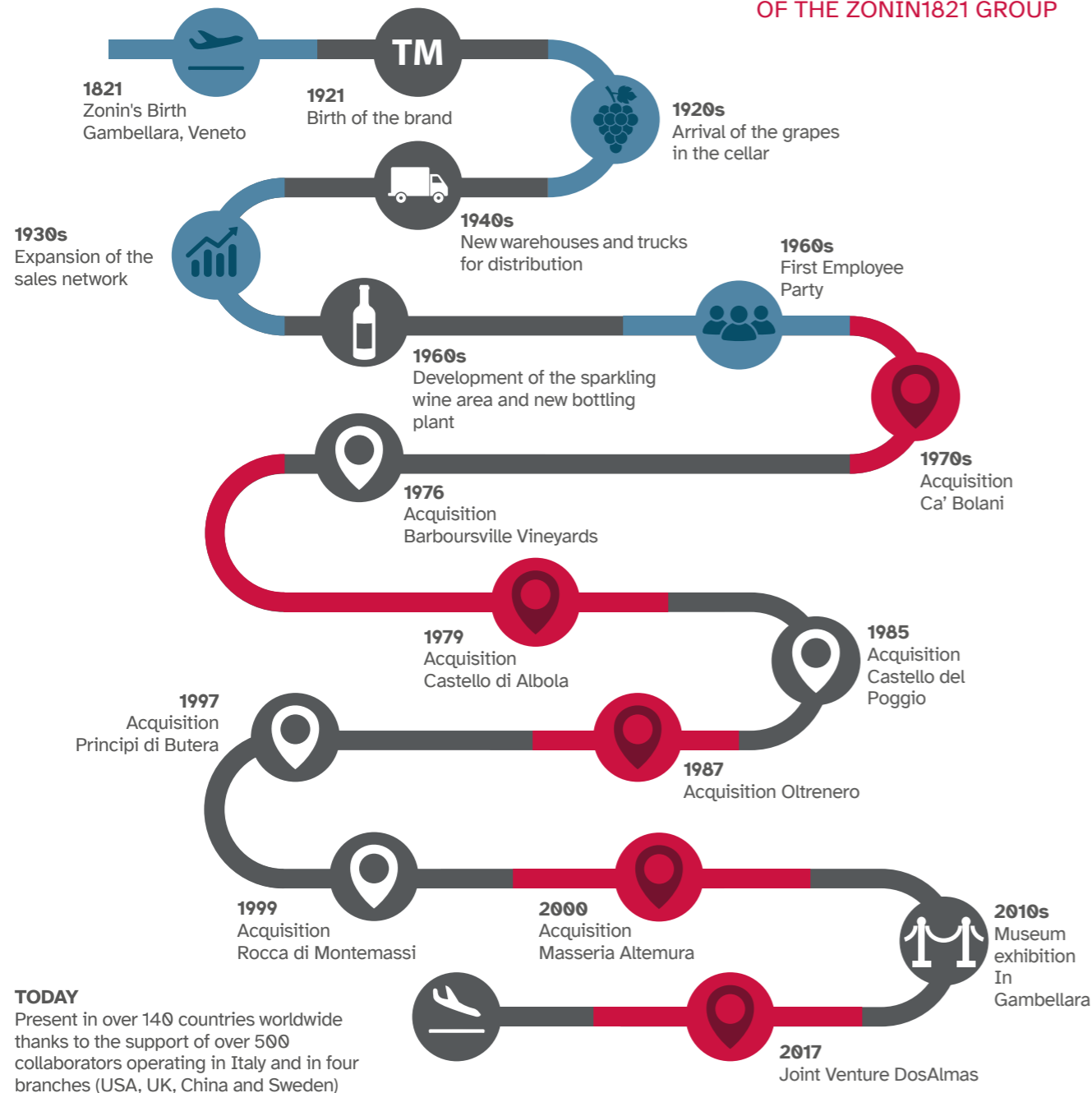


## 8.4.2 The History of the ZONIN1821 Group

Below are the key milestones that have marked the history of the Group, leading it to become one of the most important family-owned wineries today, even internationally, thanks to a development aimed at ac-

quiring, protecting, and preserving the most suitable wine-growing areas for future generations.

### THE 200-YEAR HISTORY OF THE ZONIN1821 GROUP



### HISTORICAL ROOTS AND THE PROCESS OF ACQUIRING THE ESTATES

#### 1500

The Zonin Family from Gambellara can trace its origins back to 1500. According to the family tree, the progenitor was Bernardino de Zonin (1470-1550), who lived in Malo, in the province of Vicenza. His son, Piero (1500-1575), moved to Gambellara at a young age. There, he settled down and married Donna Francesca. Gambellara lies at the foot of the hills leading up to the Lessini Mountains in the heart of the Veneto region between Verona and Vicenza. It has been renowned for centuries for its wine production.

Some findings from an ancient grape harvest at a 1st-century Roman villa date back more than 2,000 years, attesting to the long tradition of vine cultivation in this area. The village of Gambellara has a historical link to wine intertwined with the epic story of the Zonin Family. If the history of wine is linked to this land, then the Zonin Family's history is intertwined with it, as some evidence traces their presence back to the 16th century.

Land registry documents from 1821 mention Giovanni Battista and Girolamo Antonio as owners of a vineyard. This marked the beginning of the Zonin Family's adventure in the world of wine, which continues to this day.

#### 1800

However, viticulture did not really take off in this area until the 19th century. Thanks to the commitment and passion of local families, the landscape was transformed into an expanse of vineyards embracing the rolling hills, resembling immense, well-tended gardens. The Zonin Family's story is part of this history, binding the family ever more closely to these hills and vineyards.

#### 1821

The Zonin Family originated in Gambellara and has lived in this town in the Veneto region for many generations. A 1821 cadastral map of the municipalities of Sorio and Gambellara Vicentina mentions Giovanni Battista Zonin and Girolamo Antonio Zonin as the owners of a Ronco Arborato Vitato (land with vines supported and stretched over living trees) and Arativi Arborati Vitati (land with rows of vines supported and stretched mainly with dry wood). From that point on, their journey in the world of wine began.

### THE BEGINNING OF A DREAM

#### 1899

Domenico Zonin was born in 1899 into a family of farmers. He was the second of ten children. From an early age, he showed initiative and curiosity, especially regarding the world of wine. He was involved in his family's vineyard business in the hills of Gambellara from a young age.

#### 1921

Shortly after the Great War ended, Zonin asked his father for his inheritance. With the money he received, he started producing and distributing wines and spirits in the surrounding areas. Cantine Zonin, based in Gambellara, was established during this period. Despite the difficulties of the war and the postwar period, the business continued to expand thanks to a passion for wine culture and a desire to promote the region.

### THE BUSINESS CHALLENGE

**1938**

In 1938, Gianni Zonin, the eldest grandson of Domenico Zonin, was born. After graduating with a degree in oenology from Conegliano in 1957, the young oenologist joined the company at age 19. During his early years, he expanded his knowledge of technical, commercial, purchasing, and human resources areas. This experience would later allow him to make strategic decisions with foresight.

**1965**

As Italy experienced a post-war economic boom, wine consumption evolved, and bottles appeared more frequently on everyday tables. Lifestyles changed in the 1960s. In 1965, a new law on DOC wines replaced the old wine regulations dating back to 1925. Thanks to the new regulations on controlled designations of origin and journalistic reporting, Italian consumers became more aware of and attentive to quality. Wine changed most: the market began to value designations of origin and grape varieties, particularly native varieties and regional consumption.

**1967**

During this period, the company had its first experience with overseas markets, particularly in Germany, the United States, Belgium, and Switzerland. This allowed the company to develop its corporate culture and lay the foundation for exporting 'Made in Italy' products on a global scale.

**THE ZONIN BRAND ESTABLISHES ITSELF****ANNI 1970**

During this time, ZONIN wines became increasingly popular with Italian consumers, who were attentive

and demanding. During this period, coinciding with the launch of the new company logo featuring the Lion of St. Mark, the company entered a new phase that would lead to worldwide renown. The Zonin Family adopted the lion of St. Mark as the company logo to emphasize their connection to the Veneto region, where their adventure began over two centuries ago.

**1975**

ZONIN's success during this time was due not only to the quality of its wines but also to its meticulous efforts to build its image. To establish a direct relationship with Italians, the company reached out to them through one of the most innovative channels of the time: television. At the turn of 1975/1976, the first ZONIN commercial aired on the television advertising show Carosello. Thanks to the quality of its products, innovative communication, and eclectic distribution, the ZONIN brand became synonymous with home, familiarity, and hospitality during those years. ZONIN accompanied Italian families, celebrating everyday life with lightheartedness and positivity – made up of shared pleasures and joys – by raising a toast with loved ones.

**ACQUISITION OF CA' BOLANI (1970s)**

The Zonin family acquired Ca' Bolani in 1970 and began renovating the estate to promote the local wine culture. This culture encompasses the wealth of knowledge, expertise, and savoir-faire that has been handed down for generations in the area.

The renovation process involved dividing the estate into three areas.

**Cervignano**

After acquiring the original block in Ca' Bolani in Cervignano, where the wine-making cellars are located today, a major expropriation occurred in the early 1980s. Over 170 hectares of vineyards were up-

rooted to make way for a railway yard and reorganize the Cervignano road network.

**Ca' Vescovo**

In the following years, the Zonin family remained faithful to their dream of producing quality wines from their own vineyards and acquired Ca' Vescovo in Terzo d'Aquileia, an estate with ancient, noble Austrian origins. Today, there are over 200 hectares of vineyards there.

**Molin di Ponte**

Toward the end of the 1990s, the company's consistent growth and the need to expand the vineyard led to the purchase of the beautiful Molin di Ponte estate in Strassoldo di Cervignano. Today, 350 hectares of carefully tended vineyards span the entire property.

**ACQUISITION OF BARBOURSVILLE VINEYARDS (1976)**

Few areas in the world offer a combination of soil, climate, and growing conditions for winemaking as perfect for producing high-quality wines as this corner of Virginia. Not coincidentally, this area is called Piedmont. The 425-hectare Barboursville estate, which was purchased in 1976, is located on a vast undulating plateau on the US East Coast at the foot of the Southwest Mountains. Twenty-two hectares of the estate are planted with vines.

Thanks to the Zonin family, who built a modern vineyard in the region from scratch, Barboursville was the first area in Virginia dedicated to cultivating European grape varieties for high-end wines. This venture has generated excellent results, including one of America's cult wines: Octagon. The estate's soil, a combination of clay and calcareous alluvial deposits, offers many different exposures and slopes. The temperate climate of the central Atlantic creates dynamic environmental conditions that allow the culti-

vation areas to produce extremely interesting wines.

**ACQUISITION OF CASTELLO DI ALBOLA (1979)**

In 1979, the Zonin Group purchased Castello di Albola. The medieval village is located among the highest hills of the Chianti Classico region. This incomparable place boasts historical charm, artistic appeal, and an agricultural landscape. Over the last 40 years, the Zonin family has devoted the utmost care to this place. The first task was to improve the quality of the vineyard production, followed by renovating the farmhouses and the beautiful manor house. The vineyards, a true cultural asset, are located in areas with steep slopes between 350 and 650 meters above sea level and enjoy an ideal microclimate for producing prestigious wines.

High quality, care for the land and local traditions. Castello di Albola draws up its own Sustainability Report every year, certified by Equalitas, in order to report on its achievements and update its objectives. It is precisely because of this vision that the estate began an important process of conversion to organic farming in 2016.

**THE 1980s**

During this phase, the Zonin family realized that producing good wine was not enough to win over consumers. They understood that the brand's success would depend on its ability to convey the passion, enthusiasm, and hard work that went into every bottle. During this time, the Zonin Family decided to take on a new challenge: expanding beyond the Italian market to win over wine lovers overseas.

**ACQUISITION OF POGGIO LE COSTE (1985)**

Poggio Le Coste, a splendid estate extending for some 180 hectares, was acquired in 1985. It is located in the foothills of Monferrato Astigiano, an area internationally recognized as a symbol of Italian vit-

iculture and oenology. The property has an ancient history and owes its name to the medieval castle of the Conti Buneis, which is still visible atop a hill. Poggio Le Coste is the largest single-block wine-growing company in Piedmont. It is dedicated to cultivating native grape varieties, such as Barbera, Dolcetto, and Moscato d'Asti. These varieties are ambassadors of the finest Piedmont wines in the world.

The vineyards experience a continental climate with significant day- to night-time temperature variations, minimal rainfall, limited fog, and natural wind protection provided by the Alps and Apennines. The soil has a deep, ancient texture of loam, silt, and clay. It is a DOC appellation, which, although homogeneous, includes vineyards that, due to their exposure, location, and nature allow the vines to express their genetic potential and personality to the fullest.

#### **ACQUISITION OF OLTRENERO (1987)**

Tenuta Oltrenero is located in the little-known area of Oltrepò Pavese, which has an ancient winemaking tradition. It is a where Italian sparkling wine production began at the end of the 19th century and is now considered the home of Pinot Nero.

ZONIN1821 has owned the winery since 1987. The vineyard initially covered 30 hectares but has since expanded to 120 hectares. Oltrenero is a line of high-quality Metodo Classico sparkling wines offering new expressiveness thanks to unexpected Pinot Nero nuances. These are obtained through studying the diversity of various plots and applying rigorous vinification techniques that respect the grape's varied profile.

#### **THE NEW GENERATION AND THE PROCESS OF INTERNATIONALIZATION**

##### **THE 1990S**

From Italian families to families around the world:

the ZONIN brand continues to strengthen its international distribution, a virtuous path that will establish the brand as a leading Italian exporter of 'Made in Italy' products.

#### **ACQUISITION OF PRINCIPI DI BUTERA (1997)**

The Zonin Family has owned Principi di Butera since 1997. It is now committed to promoting this unique land, which is rich in sunshine and aromas and produces excellent wines that express the soul and strength of Sicily's noble history. The estate is located in the province of Caltanissetta in Sicily, within the DOC 'Riesi' appellation – the home of great native Sicilian wines and the ideal location for growing Nero d'Avola grapes. The property extends over the ancient lands of Feudo Deliella and is located between two UNESCO World Heritage Sites: the Valley of the Temples in Agrigento and the Villa Romana del Casale in Piazza Armerina. This area is known for producing great, prestigious red wines. It is characterized by a hot, arid climate that optimizes grape development and ripening, sea breezes that benefit the vineyards, and the warm, strong light typical of southern Sicily.

After years of protecting and restoring the territory, the ancient Baglio (fortified farmstead) of Principi di Butera has been completely restored in accordance with its centuries-old structures and has come back to life. The intense ochre colors of its walls compete with the incredible blues and greens of the surrounding Sicilian landscape.

#### **ACQUISITION OF ROCCA DI MONTEMASSI (1999)**

Rocca di Montemassi is a Tuscan wine farm that is 100% sustainable. Acquired by the Zonin Family in 1999, it is located at the foot of the ancient village of Montemassi in southern Tuscany, between the Mediterranean coast and the Colline Metallifere (metal-



liferous hills). This sun-drenched land is guarded by Butteri cowboys and plunges into the blue sea amid green vineyards, golden wheat fields, Maremma cows, and galloping horses.

The sunlight, considerable temperature variations, and diverse soils rich in mineral deposits, iron, and clay have an extraordinary, beneficial effect on the grapes, producing excellent wines of great character.

The estate is a prominent example of a traditional Tuscan farm. Along with wine production, the estate cultivates ancient varieties of cereals and maintains an experimental vegetable garden and a small orchard. It also breeds the prestigious Maremma cow and the Cinta Senese pig. Rocca di Montemassi's system is inspired by permaculture, aiming to design and consciously and ethically conserve a productive ecosystem with the diversity, stability, and flexibility of natural ecosystems.

#### **THE 2000S**

In the 2000s, Domenico, Francesco, and Michele Zonin, joined the company, having inherited their father's passion for culture wine. The three brothers, the seventh generation of the ZONIN Family, gradually joined the company in operational roles with increasing responsibility and business management. They worked to consolidate global distribution partnerships, open branches in the United States, England, Sweden, and China, professionalize the company's management (thanks to professionals with international experience), and define the Group's identity. ZONIN is now a modern international company that has never lost its deep-rooted values, burning passion for wine culture, attention to local winemaking traditions, or the entrepreneurial vision passed down by the founder Domenico Zonin.

#### **ACQUISITION OF MASSERIA ALTEMURA (2000)**

In 2000, the Zonin family acquired Masseria Altemura to promote Apulian wine culture. The estate is located Puglia, in the heart of Salento, between the Ionian and Adriatic Seas. This location allows the crops to benefit from the wind currents of the former and the salinity of the latter. The territory, which lies within the Primitivo di Manduria DOC production area, boasts unusual brightness and is rich in white stone that reflects the sun's rays, contributing to the ripening of the grapes.

The estate demonstrates its commitment to the region by combining contemporary technologies with the recovery of ancient local traditions. The protection of biodiversity is guaranteed by maintaining and caring for 88 hectares of arable land and 40 hectares of olive groves, which help preserve the local fauna and flora.

#### **2010s**

With great respect for the cultural tradition that the company has preserved and interpreted for generations, the Zonin brothers set up a fascinating museum exhibition in Gambellara called 'Una storia di vite. Territori, Culture e Saperi custoditi dalla Famiglia Zonin' (A History of Vines: Territories, Cultures, and Knowledge Preserved by the Zonin Family). Spanning nearly two centuries, this evocative journey features wine-making equipment of great historical value, as well as books, engravings, proclamations, and edicts from the world of wine dating back to the 16th-19th centuries. The collection also includes refined Murano glassware and antique corkscrews. The collection of over 14,000 stamps dedicated to vines and wine is particularly notable. Every year, more and more wine lovers from around

the globe flock to Gambellara, a charming, lush village located between Verona and Vicenza. These enthusiasts are eager to discover the essence of this unparalleled heritage that embodies the culture of the 'Made in Italy' ethos.

#### **JOINT VENTURE: DOS ALMAS (2017)**

After years of searching around the world for a new ideal location for producing high-end wines, ZONIN1821 arrived in Chile in 2017. South America proved that there are perfect terroirs and a new paradise for viticulture on the other side of the globe. In Chile, ZONIN1821 found a young land with many microclimates and an exceptional ability to produce wine. This presented an opportunity to combine Italian tradition, experience, identity, and history with the new spirit and richness of Chilean soil. Zonin 1821 therefore formed a partnership with the Vial family and secured access to four different growing areas under the Dos Almas brand: Casablanca Valley, Maipo Valley, Colchagua Valley, and Apalta. Apart from the most extreme areas of the country, the climate is similar to the Mediterranean climate, with almost all rainfall occurring in winter and hot, dry temperatures in summer. This gives Chile favorable phytosanitary conditions: downy mildew and wood diseases do not occur, and powdery mildew is rare. The vines grow in healthy soils of various origins and textures, ranging from granitic to alluvial and calcareous to sandy.

#### **ENTRY OF 21 INVEST (2018)**

The Zonin family was looking for an institutional investor to support the company's future development phase. They found the ideal partner in 21 Invest, the European investment group founded by Alessandro Benetton, which acquired a 36.1% stake through a

capital increase.

Through this operation, the partner committed to accelerating the company's growth by supporting the management team in the following areas:

- Organic growth: entering new modern retail chains and increasing penetration into Italian regions where the company has a lower market share;
- International expansion: growing abroad, particularly in the U.S. market, by leveraging the existing commercial network and positioning of the group's brands. This will also benefit from positive market trends and the perception of 'Made in Italy' products in overseas markets.

#### **2020s**

With a turnover of around €200 million and ambitious global expansion targets, the Group is now led by an international management team. Pietro Mattioni is CEO and is supported by the brothers Domenico, Francesco, and Michele Zonin, who serve as Chairman and Vice Presidents, respectively.

In addition to production and distribution, the group has developed prestigious partnerships. For instance, to celebrate its 200th anniversary in 2021, music icon Kylie Minogue and her London-based partner Benchmark Drinks chose Zonin 1821 to produce Kylie Minogue Prosecco Rosé. In just one year, it became the top-selling Prosecco Rosé in the United Kingdom. Thanks to its success, it was also launched in the United States.

## 8.5 GRI Content Index

<b>Statement of use</b>	The ZONIN1821 Group has reported the information mentioned in this GRI content index for the period January 1, 2024 – December 31, 2024, with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation - 2021 version
<b>Applicable GRI Sector Standards</b>	GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REFERENCE DOCUMENT AND PARAGRAPH
<b>GRI 2: General Disclosure 2021</b>	<b>2-1</b> Organizational Details	<b>8.1</b> Methodological note
	<b>2-2</b> Entities included in the organization's sustainability reporting	<b>8.1</b> Methodological note
	<b>2-3</b> Reporting period, frequency, and point of contact	<b>8.1</b> Methodological note
	<b>2-6</b> Activities, value chain, and other business relationships	<b>1.3</b> The ZONIN1821 Group value chain
	<b>2-7</b> Employees	<b>5.1</b> The people of ZONIN1821 <b>8.3</b> Performance tables (people)
	<b>2-8</b> Non-employees	<b>5.1</b> The people of ZONIN1821 <b>8.3</b> Performance tables (people)
	<b>2-9</b> Governance structure and composition	<b>2.2</b> Governance of the ZONIN1821 Group to date <b>8.3</b> Performance tables (governance)
	<b>2-10</b> Appointment and selection of the highest governing body	<b>2.2</b> Governance of the ZONIN1821 Group to date
	<b>2-11</b> Chair of the highest governing body	<b>2.2</b> Governance of the ZONIN1821 Group to date
	<b>2-12</b> Role of the highest governance body in supervising impact management	<b>2.2</b> Governance of the ZONIN1821 Group to date
	<b>2-13</b> Delegation of responsibility for impact management	<b>2.2</b> Governance of the ZONIN1821 Group to date
	<b>2-14</b> Role of the highest governance body in sustainability reporting	<b>2.2</b> Governance of the ZONIN1821 Group to date
	<b>2-22</b> Statement on sustainable development strategy	Letter to stakeholders <b>3.</b> The Group's path to sustainability
	<b>2-28</b> Membership associations	<b>3.4</b> Stakeholder engagement
	<b>2-29</b> Approach to stakeholder engagement	<b>3.4</b> Stakeholder engagement
	<b>2-30</b> Collective agreements	<b>5.1</b> The people of ZONIN1821

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REFERENCE DOCUMENT AND PARAGRAPH
<b>Material topics</b>		
<b>GRI 3: Material topics 2021</b>	3-1 Process for determining material topics	3.2 Materiality analysis
	3-2 List of material topics	8.2 Definition of material topics
<b>Creating sustainable economic value</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	2.4 Creation of shared economic value
<b>GRI 201: Economic performance 2016</b>	201-1 Directly generated and distributed economic value	2.4 Creation of Shared Economic Value 8.3 Performance tables (Governance)
<b>Energy efficiency and renewable energy</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	6.5 Energy consumption and emissions
<b>GRI 302: Energy 2016</b>	302-1 Energy consumed within the organization	6.5 Energy consumption and emissions 8.3 Performance tables (Governance)
<b>Climate change and emissions</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	6.5 Energy consumption and emissions
<b>GRI 305: Emissions 2016</b>	305-1 Direct GHG emissions (Scope 1) 305-2 Indirect GHG emissions (Scope 2)	6.5 Energy consumption and emissions 8.3 Performance tables (environment)
<b>Sustainable and responsible management of water resources</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	6.4 Water resource management
<b>GRI 303: Water and wastewater 2016</b>	303-1: Interaction with water as a shared resource 303-2: Management of impacts related to water discharge 303-3: Water withdrawal	6.4 Water resource management
<b>Preserving biodiversity</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	6.3 Biodiversity
<b>GRI 304: Biodiversity 2016</b>	304-1: Operational sites owned, leased, managed within or adjacent to protected areas and areas of high biodiversity value outside protected areas	6.3 Biodiversity
<b>Circular resource and waste management</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	6.6 Circular resource and waste management
<b>GRI 306: Waste 2016</b>	306-1: Waste generation and significant impacts related to waste 306-2: Management of significant impacts related to waste 306-3: Waste generated 306-4: Waste not sent for disposal 306-5: Waste destined for disposal	6.6 Circular management of resources and waste 8.3 Performance tables (environment)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REFERENCE DOCUMENT AND PARAGRAPH
<b>Health, safety, and well-being of workers</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	5.3 Worker health and safety
<b>GRI 403: Employee health and safety 2016</b>	403-01: Occupational health and safety management system 403-02: Hazard identification, risk assessment, and accident investigation 403-03: Occupational health services 403-04: Worker participation and consultation and communication on occupational health and safety 403-05: Worker training on occupational health and safety 403-06: Promotion of workers' health 403-07: Prevention and mitigation of occupational health and safety impacts in business relationships 403-08: Workers covered by an occupational health and safety management system 403-09: Workplace accidents	5.3 Worker health and safety 8.3 Performance tables (people)
<b>Diversity, equity, and inclusion</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	5.1 The people of ZONIN1821 5.2.3 Inclusive and engaging culture
<b>GRI 405: Diversity and equal opportunity 2016</b>	GRI 405-1: Diversity among members of the organization's governing bodies in terms of age, gender, and other indicators relevant to vulnerable groups	5.1 The people of ZONIN1821 5.2.3 Inclusive and engaging culture 8.3 Performance tables (people)
<b>GRI 406: Non-discrimination 2016</b>	GRI 406-1: Incidents of discrimination and corrective measures taken	5.2.3 Inclusive and engaging culture 8.3 Performance tables (people)
<b>Development and protection of local communities</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	7.1 Community engagement, development, and protection 7.2 Engagement with academia
<b>GRI 413: Local communities 2016</b>	413-1: Activities involving local communities, impact assessments, and development programs	7.1 Community engagement, development, and protection 7.2 Relationship with academia
<b>Product quality and safety</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material issues	4.2 Product quality, safety, and customer satisfaction
<b>GRI 416: Customer health and safety 2016</b>	416-1: Assessment of health and safety impacts by product and service category 416-2: Incidents of non-compliance regarding health and safety impacts of products and services	4.2 Product quality, safety, and customer satisfaction
<b>Sustainable packaging and logistics</b>		
<b>GRI 3-3: Material topics 2021</b>	3-3 Management of material topics	4.2 Product quality and safety, and customer satisfaction

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	REFERENCE DOCUMENT AND PARAGRAPH
<b>GRI 417: Marketing and labeling 2016</b>	<b>417-1:</b> Product and service information and labeling requirements <b>417-2:</b> Incidents of non-compliance with product and service information and labeling	<b>4.2</b> Product quality, safety, and customer satisfaction
<b>Customer satisfaction</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>4.2.2</b> Customer satisfaction and complaint management <b>2.3.1</b> Data and information privacy management
<b>GRI 418: Customer privacy 2016</b>	<b>418-1:</b> Substantiated complaints regarding breaches of customer privacy and losses of customer data	<b>2.3.1</b> Data and information privacy management
<b>Ethics, integrity, and compliance</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>2.2</b> Group ethics and policies
<b>Business continuity</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>2.4</b> Creating shared economic value
<b>Responsible and sustainable supply chain management</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>4.1</b> Product development and innovation
<b>Responsible and sustainable supply chain management</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>4.3</b> Responsible and sustainable supply chain management
<b>Employee training, development, and retention</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>5.2</b> People strategy
<b>Adoption of sustainable agricultural practices</b>		
<b>GRI 3: Material topics 2021</b>	<b>3-3</b> Management of material topics	<b>6.2</b> Adoption of sustainable agricultural practices



**ZONIN1821**

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