



TENUTE RUBINO

Sustainability report 2023



With this second edition of the sustainability report, Azienda Agricola Luigi Rubino initiates a process of periodic reporting on the objectives pursued and the results achieved by the company in this context, considering its economic, social, and environmental components. The document is therefore available to all interested parties, whether they are internal stakeholders within the system or external to it. The 2023 edition is a compilation of activities and results accomplished during the preceding calendar year and represents the second sustainability report prepared by Azienda Agricola Luigi Rubino. The concept of sustainability is strongly influenced by the perspective from which it is interpreted.

The elements under investigation refer to air, water, soil, and energy concerning environmental aspects, production, employees, research, and the supply chain for economic aspects, and territory, integration, health, and social initiatives regarding social aspects.

Regarding the scope of the analysis, it considers grape production in all its facets, the subsequent processing and bottling, leading to final commercialization and related logistical and marketing activities.

The document was prepared by a specially structured working group within Azienda Agricola Luigi Rubino, with the assistance and periodic internal consultation.

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^a About the Company

^{a.1} HISTORY AND CORPORATE IDENTITY

Tenute Rubino is a project born in the mid-1980s from an idea conceived by Tommaso Rubino, an advocate for the viticultural and oenological potential of Apulia. He established a significant production base divided into five estates, with the aim of showcasing the best of the local winemaking tradition through a project focused on the preservation and enhancement of indigenous Apulian grape varieties such as **Primitivo**, **Negroamaro**, and, most notably, **Susumaniello**, a variety on the verge of extinction.

Each estate—**Jaddico**, **Palombara**, **Uggio/Punta Aquila**, **Padula di Geremia**, **Vigneto di Ostuni**—is dedicated to cultivating grapevines that best suit its pedoclimatic characteristics, resulting from meticulous zoning studies. This approach imparts unique and personal nuances to each grape.

In 1999, Luigi, the son, along with his wife Romina Leopardi, established the brand Tenute Rubino with its headquarters in Brindisi. Today, it boasts a modern winemaking and aging cellar and is a recognized entity with over 70% of its revenue generated in foreign markets. In 2022, the company achieved the Equalitas Certification – Sustainable Organization Module, a standard that promotes a culture of sustainability in agri-food supply chains and the wine sector on an international scale.



a.2 SUSUMANIELLO, THE RECOVERY PROJECT

The harvest times for Susumaniello grapes vary according to the different types of wine produced. Its notable resistance to climatic adversities and pathogens is also noteworthy. However, despite these favorable characteristics, it was at risk of disappearing before Tenute Rubino intervened, highlighting its versatility and making it the symbol of their production. The abundant productivity of this grape variety tends to significantly decrease with each passing year, reaching averages that can even fall below one kilogram per plant. It is precisely when its numbers decrease that Susumaniello reveals its true qualities, giving rise to grapes with a characteristic blackish-blue color rich in all the substances fundamental to wines with great potential.

The flagship wine is **Torre Testa**, a cru made with grapes harvested at the end of September. **Oltremé**, a label with fruity undertones, is born from grapes harvested in mid-September. The **Sumaré**, the first vintage-dated classic method sparkling wine from Tenute Rubino, is harvested earlier than its normal ripening, ensuring adequate acidity for refermentation in the bottle. This brut dosage sparkling wine rests on the lees for a period of 30 months. Its success led to the creation of **Sumaré Brut Nature**, a zero dosage vintage sparkling wine that is disgorged after 42 months of maturation on indigenous lees, and **Sumaré Brut 60 months**.

Finally, the range of Susumaniello-based wines is completed by **Torre Testa rosé** and **Oltremè rosé**, both harvested in the second and third decades of September, respectively.



^b **Mission and vision**

The **company's mission** is to vinify its own grapes or those from local suppliers with high-quality and health standards, combining respect and enhancement of the Salento territory, establishing trust relationships with stakeholders, and through innovative and dynamic development towards the future. Changes are indeed fundamental to meet market needs, with a focus on human resources as a cornerstone. One of the company's strengths is to promote wine culture, bringing those who wish to enhance their knowledge closer to this world by organizing events and manifestations that engage young enthusiasts. Wine is culture, sharing, and knowledge.

Azienda Agricola Luigi Rubino's main objective is to operate while respecting the environment and highlighting territorial characteristics, using integrated pest management methods in the field, and ensuring the quality and health of wines at every stage of the production process—from the vineyard to the bottle.

The company's actions, as defined in the Ethical Code, are guided by the principles of:

- Offering products and services of high quality and value;
- Operating with integrity and in full compliance with current legislative provisions;
- Valuing human resources, who contribute through their skills and professionalism to achieving company goals;
- Establishing transparent professional associative and commercial relationships;
- Operating according to the concepts of integrity and transparency.

c The Estates

c.1 JADDICO

Jaddico, the home of Susumaniello, stands as one of the most representative estates within the Rubino family. Located eight kilometers north of Brindisi, the vineyard spans 104 hectares along the Adriatic ridge in a soil of calcareous origin, loose due to the presence of an abundant sandy fraction that allows for a lush development of the root system and efficient drainage of excess water. The proximity to the sea and constant ventilation are distinctive features of the estate.

The vineyards, using guyot, cordon-trained spur, and Apulian bush vine training systems, boast a density ranging from 5000 to 6000 plants per hectare, with roots delving into calcareous soils, generally loose with a sandy fraction promoting robust root development and water drainage. Harvest times for the grapes vary from the first decade of August to the first of October, concluding with the collection of the last clusters of Susumaniello. Much of the harvest is conducted by hand, primarily by women, true keepers of ancient agricultural knowledge. This attention to detail also marks environmental consciousness, as the entire estate adheres to the method of Low Environmental Impact Integrated Production (SQNPI).

Grapes

Negroamaro, Malvasia Bianca, Primitivo, Susumaniello

Surface Area

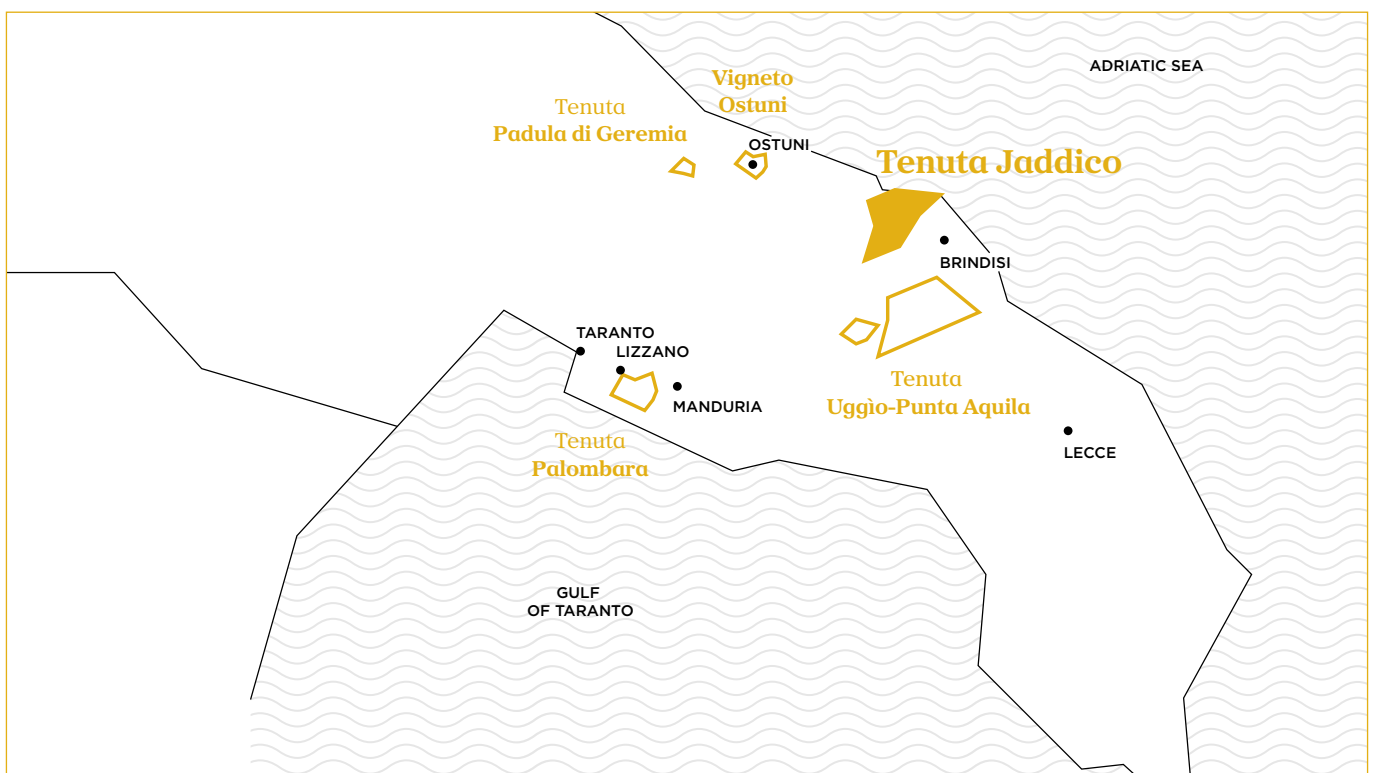
104 hectares

Altitude

Sea level

Soil

Sandy



THE WINES OF JADDICO



Sumarè | 30 mesi
Classic method
Rosè Brut
Susumaniello



Sumarè | 42 mesi
Classic method
Rosè Brut | Nature
Susumaniello



Sumarè | 60 mesi
Classic method
Rosè Brut Brut
Susumaniello



Oltremé
Susumaniello
DOC Brindisi



Oltremé rosato
Susumaniello
IGT Salento



Torre Testa
Susumaniello
DOC Brindisi



Torre Testa rosato
Susumaniello
IGT Salento



Saturnino
Negroamaro
DOC Brindisi



Giancola
Malvasia bianca
IGT Salento



Jaddico
Negroamaro 80%
Susumaniello 20%
DOC Brindisi
Riserva

c.2 PALOMBARA

Tenuta Palombara is located in Lizzano, in the province of Taranto, within one of the most promising agricultural areas of Puglia. This estate is the home of **Primitivo di Manduria** by Tenute Rubino, situated in the heart of the Taranto Ionian arch. The pedoclimatic conditions and microclimate experienced throughout the year in this region make it particularly suitable for high-quality agriculture, with the finest expressions found in the cultivation of vines and olive trees.

Just like Jaddico, the Palombara estate also adheres to the method of Low Environmental Impact Integrated Production (SQNPI).

Grapes

Primitivo of Manduria

Surface Area

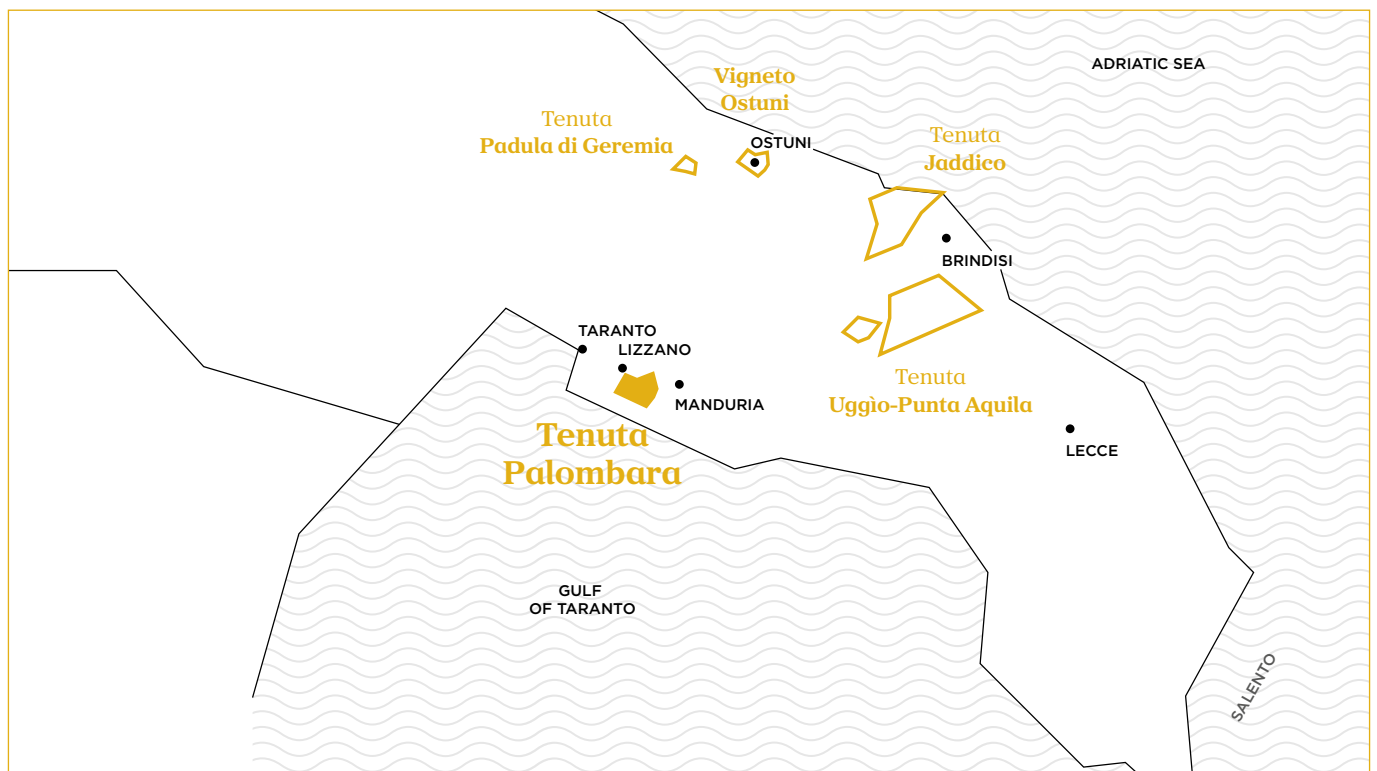
21 hectares

Soil

Medium-textured clay

Altitude

68 m above sea level





**THE WINE OF TENUTA PALOMBARA:
AREA OF THE PRIMITIVO DI MANDURIA DOC**



Palombara

Primitivo DOC

Primitivo di Manduria

c.3 UGGÌO · PUNTA AQUILA

Located fourteen kilometers southwest of Brindisi, **Uggio -Punta Aquila** encompasses 48 hectares of vineyards. The planted grape varieties include Primitivo, Negroamaro, Aleatico, Malvasia Nera e Bianca, and Vermentino. In this area, the soils have a calcareous origin with a balanced percentage between clayey and sandy fractions.

The soils are generally dark in color, with a thermal excursion characterized by temperature differences between day and night that can exceed 15 degrees Celsius during the summer months. The Uggio-Punta Aquila estate also adheres to the method of Low Environmental Impact Integrated Production (SQNPI).

Grapes

Primitivo, Negroamaro, Aleatico, Vermentino

Surface Area

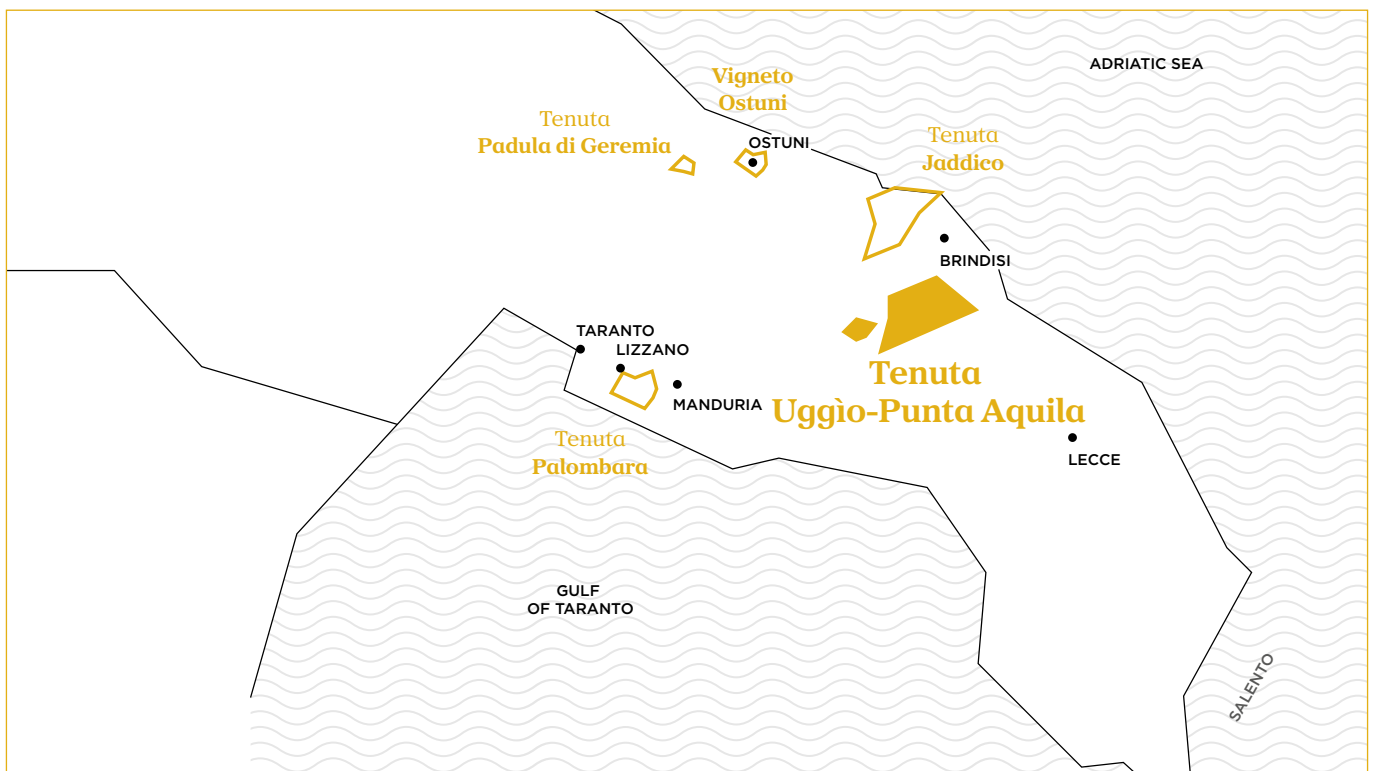
48 hectares

Altitude

100m above sea level

Soil

Medium-textured with the presence of stones





THE WINES OF UGGÌO · PUNTA AQUILA



Libens
Sparkling
Charmat method
Vermentino
IGT Salento



Salende
Vermentino
IGT Salento



Punta Aquila
Primitivo
IGT Salento



Miraglio
Negroamaro
DOC Brindisi



Visello
Primitivo
IGT Salento



Aleatico
Passito
Puglia IGT

c.4 **PADULA DI GEREMIA**

Located between the Adriatic and Ionian Seas, at an elevation of 300 meters above sea level, in the homonymous district in the Valle d'Itria, stands the **Tenuta Padula di Geremia**. The new estate of the Rubino family, situated on the borders of the municipalities of Martina Franca, Cisternino, and Ceglie Messapica, extends across a valley particularly suited for the cultivation of indigenous varieties such as Bianco di Alessano, Minutolo bianco and Verdeca: small vineyards for niche viticulture. The landscape is dominated by hills characterized by plateaus, slopes, and deep soils with a light gray calcareous matrix, rich in small-sized skeletal fragments, featuring a particularly favorable climate with hot-dry summers and rainy autumns and winters.

Padula di Geremia also adheres to the method of Low Environmental Impact Integrated Production (SQNPI).

Grapes

Bianco d'Alessano,
Minutolo bianco,
Verdeca

Surface Area

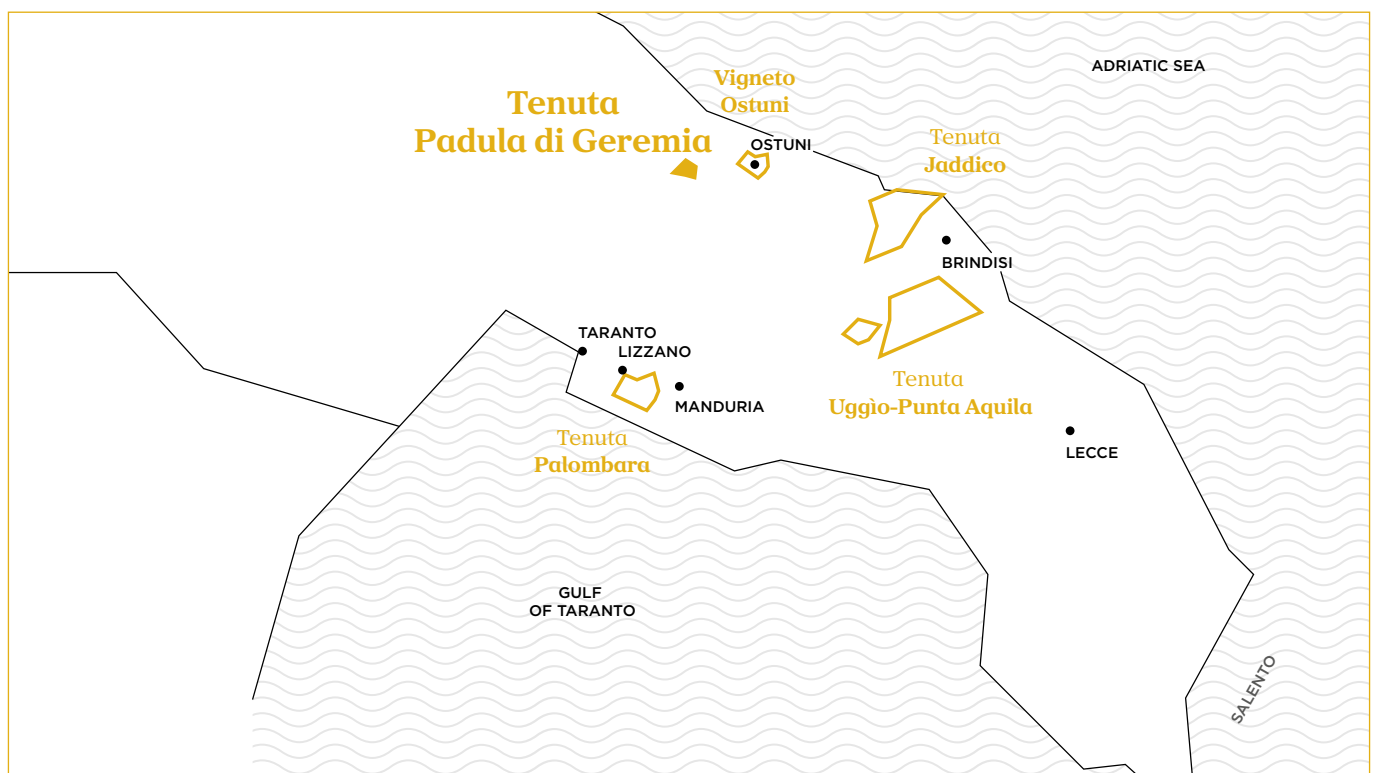
5 hectares

Altitude

313–326 m
above sea level

Soil

Calcareous



THE WINE OF PADULA DI GEREMIA



Lamiro
IGT Valle D'Itria
Verdeca

c.5 **VIGNETO DI OSTUNI**

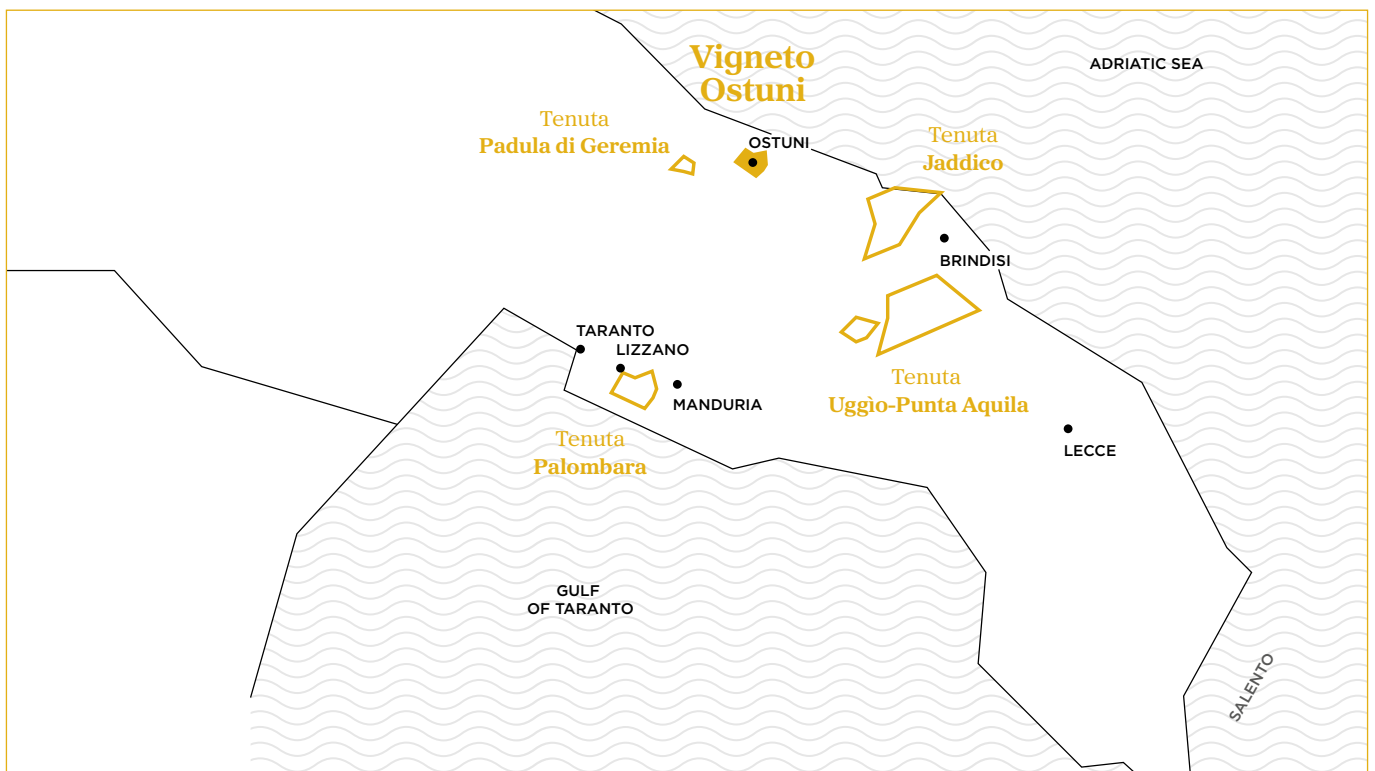
The Ostuni vineyard boasts five thousand plants per hectare. It is a vineyard dedicated to a rare but extremely typical variety of Puglia and Salento, the Ottavianello, from which the Lamo wine is produced. The vineyard was planted in 1994 on medium-textured soils with a presence of skeleton and outcropping rocks, situated at an elevation of 207 meters above sea level. The climate in this area is generally dry and characterized by very breezy summers. The training system employed is the cordon spur, and the harvest usually takes place between the first and second decades of September, aligning with other red grape varieties in the region.

Grapes
Ottavianello

Surface Area
1 hectares

Altitude
207 m above sea level

Soil
clayey with stones



THE WINE OF VIGNETO DI OSTUNI

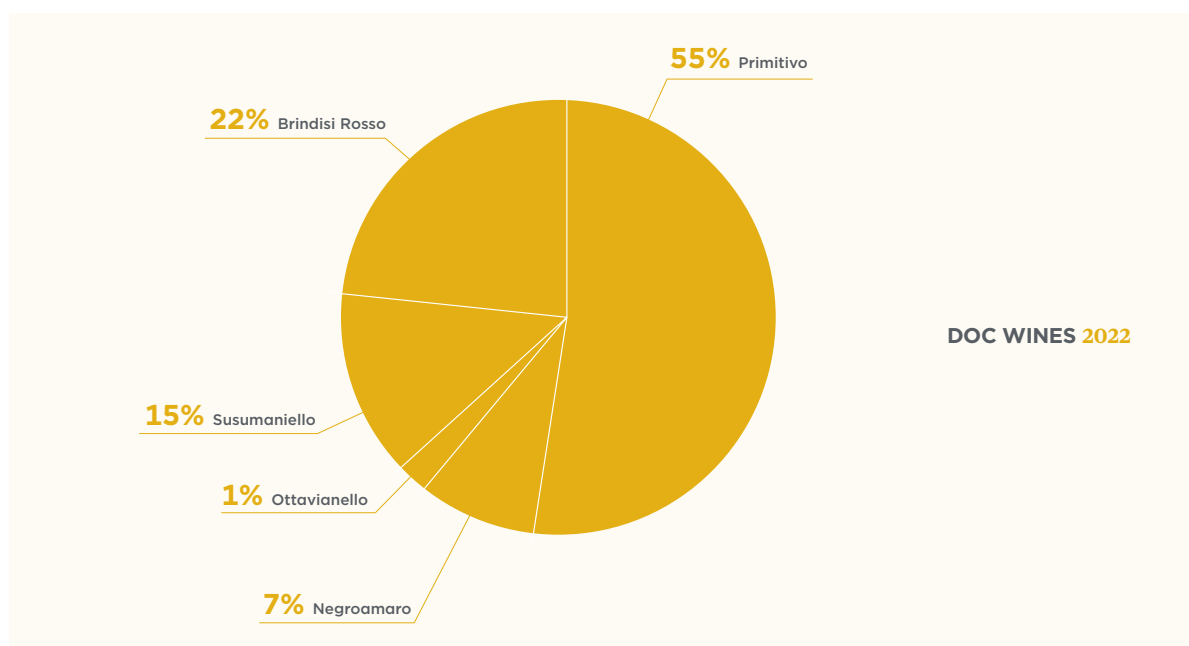
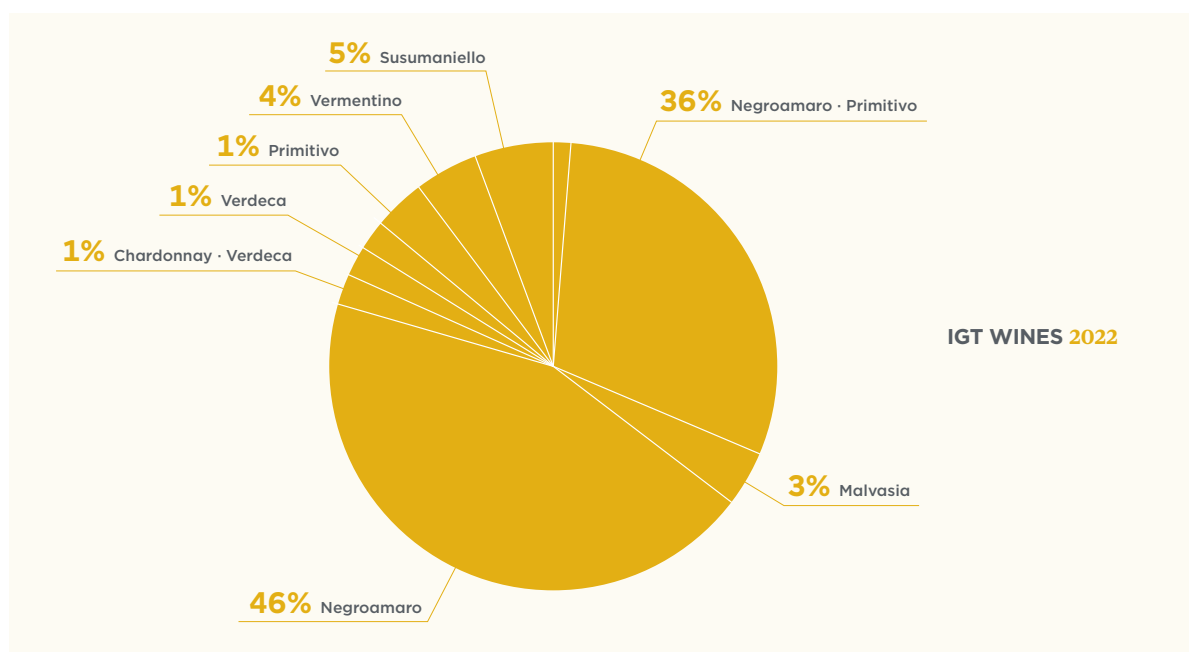


Lamo
Ottavianello
DOC Ostuni

d Production 2022

**d.1 TENUTE RUBINO AND THE APULIAN BUSH VINE:
THE SAFEGUARDING OF A CULTURAL IDENTITY**

Tenute Rubino has always adhered to a philosophy of recovery, preservation, and enhancement of the Apulian wine heritage. The technique of the Apulian bush vine embodies, for the company, that capital of agricultural knowledge and peasant culture to be preserved. It is through traditions like this that not only the identity of an entire agricultural community passes but also an incomparable quality wine. Wandering through the vineyards of Tenute Rubino, the ancient tradition of the Apulian bush vine comes to life today as it did thousands of years ago.



d.2 **MARKETS SERVED**

Today, Tenute Rubino is a quality wine brand from Puglia with a strong focus on exports. The company consistently and successfully exports its labels to over 20 countries, spanning from North America, including the USA, to South America in Brazil. In Asia, Japan represents an important and established market, and there are also positive signals from China, Hong Kong, and Singapore, especially for certain labels that, along with red wines, make up the majority of the imported wines.

It is continental Europe that embraces Tenute Rubino's production project more decisively. Switzerland and Germany are the countries where the greatest success is recorded, but Austria, the Netherlands, Luxembourg, Belgium, and Norway are also welcoming and productive markets for Tenute Rubino and its wines.

Markets

- | | | | | | |
|------------|----------------|-------------|-------------|-------------|-------------|
| Canada | Belgium | Switzerland | Netherlands | Lithuania | New Zealand |
| USA | United Kingdom | Germany | Poland | Singapore | Japan |
| Brazil | | Austria | Estonia | Philippines | China |
| Luxembourg | | | | | Hong Kong |

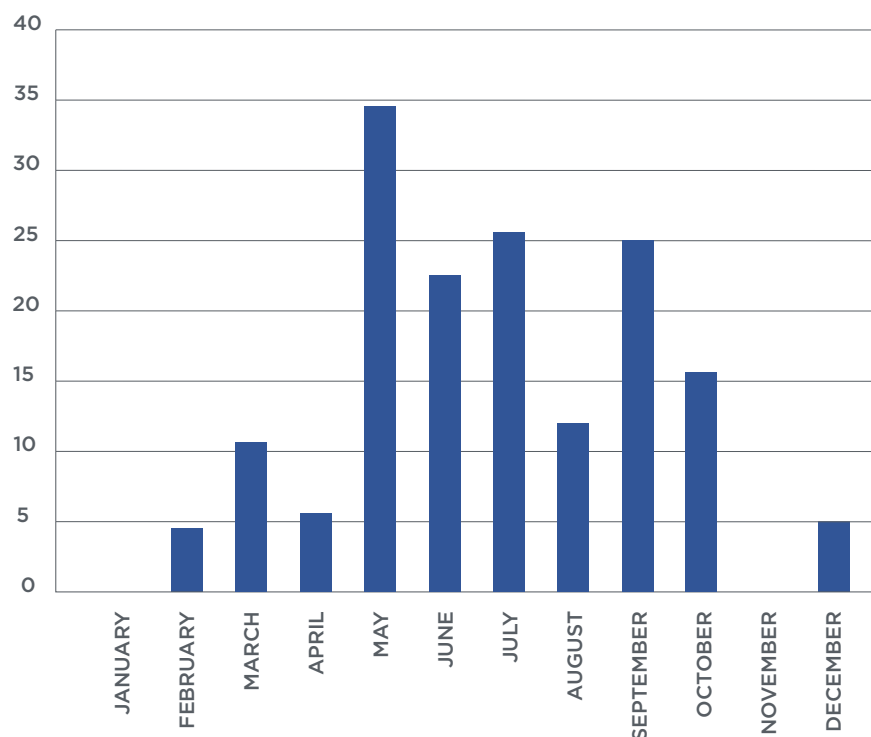


d.3 WINE TOURISM

The year 2022 marked a resurgence in wine tourism activities and an improvement in interactions with the community. Specifically:

- Promotion of the company's wines that allowed guests to taste their wines, following paths and pairings chosen by them.
- Menus created following the Apulian tradition.
- Consistent activities of guided tours in the company and tastings with customers (restaurant owners and wine shop owners).

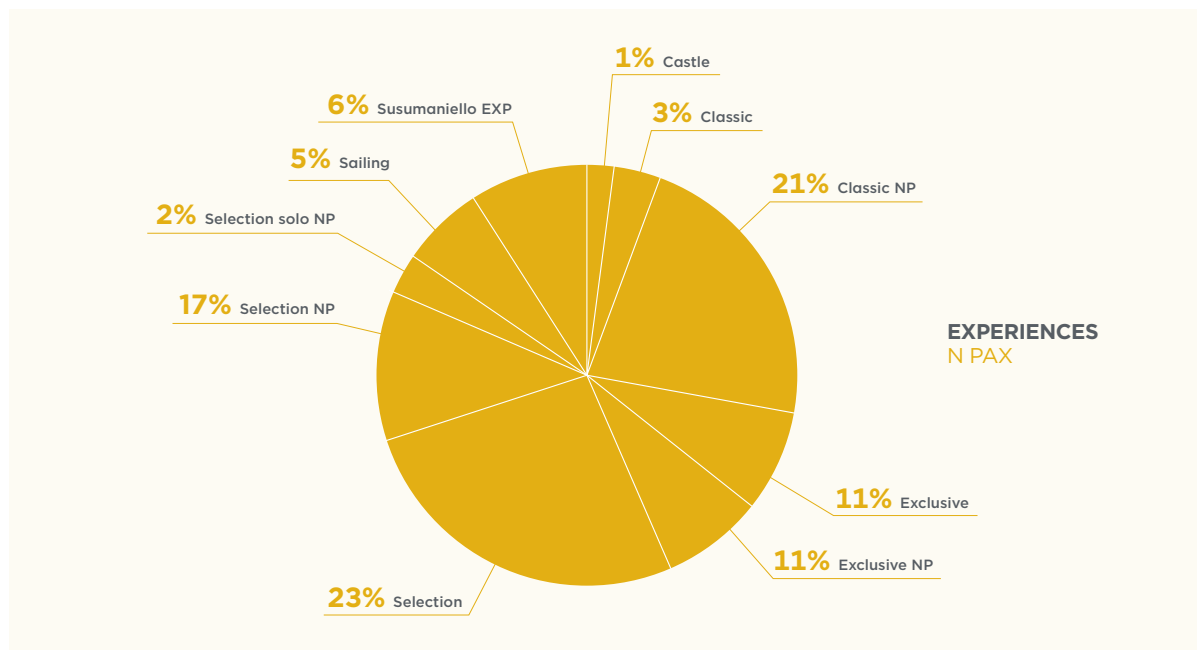
In detail, analyzing the flow in terms of requests and attendance, it is noted that there was a peak in visitor requests in the months of May, followed by June, July, and September. The high number of attendees recorded in February does not correspond to a high wine tourism flow but is conditioned by three cellar tours for local school groups. August, on the other hand, was an interesting month for visits by local tourists, mainly couples.



Thanks to a wide range of experiences to be lived in the cellar, Tenute Rubino has the opportunity to convey to the visitor the narrative of millennia-old traditions that connect oenological culture to the Salento territory.

The wine tourism proposals designed for wine lovers vary in terms of tasting types and offer different perspectives on Apulian viticulture and the production history of the Rubino family. In addition to guided tastings at the winery, guests can experience extraordinary naturalistic experiences.

The 2022 data related to the number of visitors—oenotourism flow, the company's potential in post-visit management by type of experience, and the number of requests for each option are provided. It is noted that the most requested experience is the "Selection," which includes a winery tour and tasting at Numero Primo, the wine shop of Tenute Rubino, located along the beautiful seafront of Brindisi. Here, visitors can admire one of the most beautiful panoramas in Italy—the perfect place to taste Tenute Rubino wines and discover the gastronomic products of the region.



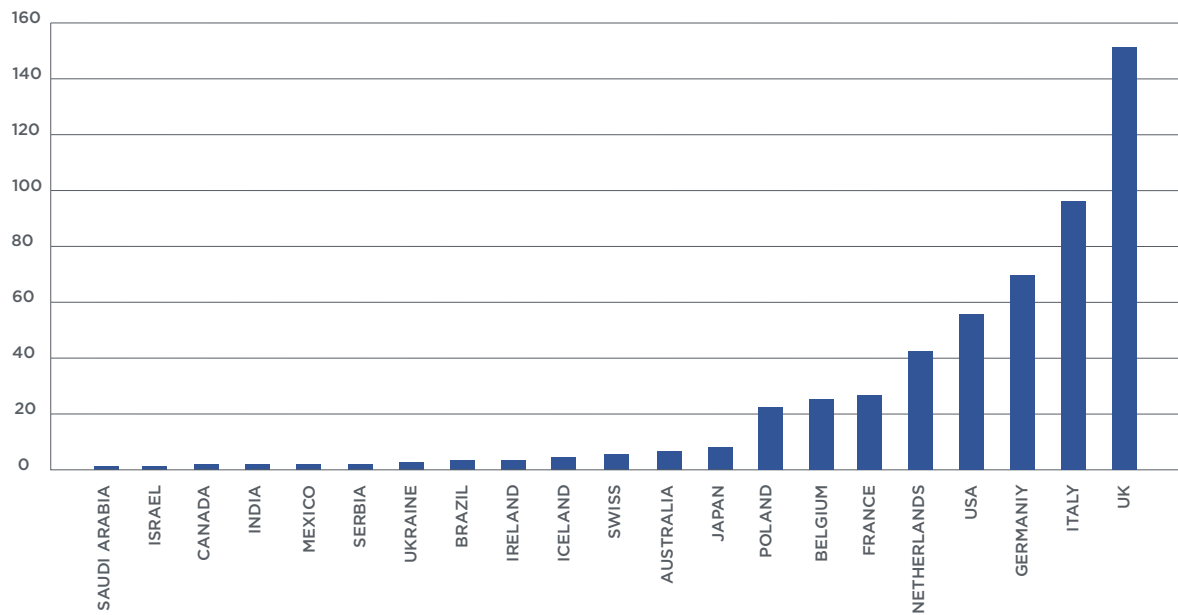
The visitors have opted for an experiential choice that could meet the expectations of knowledge about a local reality with a strong territorial character but, at the same time, with a modern and innovative style, thanks to the presence of the Numero Primo wine shop. The Selection (winery tour, tasting of 4 labels with and without food) meets the needs of most wine tourists, especially those on vacation and visiting in the morning, for the right number of labels and also for the type.

As for the other experiences, we can consider the Exclusive a good proposal with very positive feedback, especially from more experienced wine tourists and specialized groups of journalists or producers.

The Sailing Experience, with 5 boat outings, also yielded good results. There is high variability among visitors in terms of familiarity with the world of sailing (and the sea in some cases) and also in terms of age, profession, and origin. This makes the experience a strength for wine tourism because it can engage and introduce the company and its products through an experience that is not directly related to wine. The way it is structured and promoted on web channels attracts visitors and enthusiasts of different types and origins.



Regarding the origin, there has been a significant increase in foreign tourists staying in the province of Brindisi for a few days after the post-lockdown period. This is due to the presence of affordable and easily accessible accommodation and services. As a result, many young couples on short trips to Puglia have visited the winery.



e The stakeholder engagement

The stakeholder identification process involved the management of Azienda Agricola Luigi Rubino through an analytical approach focusing on the following dimensions:

- Relationships that the company establishes with its surrounding reality.
- Themes relevant to the company's business.

In this perspective, all entities influencing and/or influenced by the activities, products, and services of Azienda Agricola Luigi Rubino, as well as its performance, have been identified. The company commits to engaging with these entities, employing various methods and frequencies, to seek their involvement in developing and consolidating lasting relationships.

STAKEHOLDER	NATURE OF RELATIONSHIP	ACTIVITIES
EMPLOYEES	Strong sense of belonging and high professionalism.	Implemented internal communication methods, including a physical point for anonymous worker submissions. Worker submissions are discussed during periodic Team meetings.
SALES AND AGENTS	Strong sense of belonging and stable, long-term relationships.	Formal annual meetings to discuss technical, commercial issues, and sustainability topics.
CLIENTS, CONSUMERS, AND GUESTS	Continuity over time and development of commercial synergies.	Regular meetings with HO.RE.CA. clients. Consumer and guest engagement through events, fairs, and other business-related activities.
SUPPLIERS	Strong collaboration.	Specific meetings based on company needs, such as sustainability requirements.
COMPETITORS	Collaboration for the valorization of territories and product promotion.	Interaction in periodic communication initiatives. Participation in the national association Donne del Vino.
JOURNALISTS AND BLOGGERS	Reference point for market trends and dissemination of the company's image.	Frequent interactions through specific meetings, participation in events, and social media initiatives.
PUBLIC INSTITUTIONS: ASL, ARPA, [...]	Frequent and continuous.	Meetings organized to share relevant aspects for the development of the territory and local communities.
LOCAL COMMUNITY	Focus on protecting the local community and supporting cultural initiatives.	Development of specific initiatives in the local territory, annual engagement in projects supporting the local community.
ENVIRONMENT	Reduction of impacts and valorization of the reference territory.	Implementation of specific initiatives, sometimes involving other stakeholders of Azienda Agricola L. Rubino.

e.1 PRODUCERS

The agricultural sector today must confront the challenges of climate change. Despite being co-responsible for greenhouse gas emissions, the primary sector undergoes negative impacts, both in terms of reduced productivity and increased risks related to food safety. One of the main challenges for the future of the agricultural sector is indeed to face climate change while ensuring the quality of productions and improving sustainability.

Since its inception, the winery has set as its primary goal the assurance of the quality of productions in harmony with the environment. For this reason, it protects biodiversity and prefers the use of physical means over mechanical ones. To strengthen this commitment, in 2016, the company chose to promote the path to obtain the SQNPI certification (National Quality System of Integrated Production), which adds sustainability assurance for consumers to the quality philosophy that has characterized the company since its foundation. All the estates of the Luigi Rubino agricultural company adopt this important project.

Integrated production is an agricultural system with low environmental impact that involves the coordinated and rational use of all production factors to minimize negative impacts on the environment or the health of consumers, while also providing the right defense against threats.

e.2 SUPPLIERS

Azienda Agricola Luigi Rubino relies on local and selected suppliers for its activities. In supplier selection, the company uses an evaluation procedure based on six pillars:

- 1 Economic stability and legal status
- 2 Historical background
- 3 Business relationships
- 4 Technical compliance and performance
- 5 Regulatory control, infrastructure, and other controls in the supplier's country
- 6 National and corporate ethics

Within the latter aspect, there is also an assessment of the ethical, environmental, and labor conditions within the supplier. Additionally, the company evaluates the possession of environmental, ethical-social, health and safety certifications in the workplace, and any sustainability initiatives by the supplier. The analysis of these aspects determines a rating, through which each supplier is evaluated and chosen annually.

The objectives that Azienda Agricola Luigi Rubino aims for in procurement management include:

- Managing key risks by mitigating their effects
- Collaborating with partners to combine efforts and improve services and products from the perspectives of quality, food safety, and good sustainability practices
- Increasing transparency as a means to extend the principle of sustainability throughout the entire supply chain.

e.3 EMPLOYEES

A mature company is one where individuals have the knowledge, skills, desire, and opportunity to succeed personally, contributing positively to the entire organization.

The company's focus is on the pursuit of quality in winemaking to satisfy customers, aligned with ethical principles understood as the creation of long-term value through sustainability, transparency, and the empowerment of individuals.

Therefore, Azienda Agricola Luigi Rubino promotes respect and protection for the individual in their moral, cultural, physical, and professional integrity. The company encourages the dissemination of values such as meritocracy, loyalty, seriousness, dedication, and a collaborative spirit. It expects employees to share and promote these values through a collaborative and proactive attitude while respecting company procedures, participating in company-promoted training activities, and respecting the hierarchical and organizational structure.

Employees, in line with the company's Code of Ethics, perform professional activities required by the type of tasks and functions assigned, demonstrating maximum commitment with a sense of responsibility and collaboration, typical of team-oriented work. Collaborative spirit represents not only an essential tool for corporate success but also a means to achieve cohesion among individuals and create an environment inspired by principles of equality, fairness, and mutual respect.

All company employees are covered by provincial or national labor contracts, and the variety of activities carried out in the company's various operational locations results in a plurality of adopted National Collective Bargaining Agreements (CCNL) divided into:

- Agricultural laborers
- Agricultural clerks

An aspect that characterizes the employees of Azienda Agricola L. Rubino is the seasonality that influences the agricultural production sector. This involves hiring and employing personnel during specific periods of the year. In agricultural companies, hiring personnel is concentrated at the beginning of seasonal periods to ensure that employees can carry out the necessary workdays, managing the possible concentration/dilution of tasks resulting from the influence of weather conditions.

e.4 CLIENTS AND FINAL CONSUMERS

The company's focus is on the pursuit of quality in winemaking to satisfy customers, aligned with ethical principles understood as the creation of long-term value through sustainability, transparency, and the empowerment of individuals. Health and consumer safety are two crucial aspects for Azienda Agricola Luigi Rubino and its customers.

To ensure the quality and safety of its wines, the company has increased the number of samples analyzed in recent years. Analyses are conducted both internally and through accredited external laboratories.

e.5 RELATIONSHIP WITH THE COMMUNITY AND THE TERRITORY

The company consistently demonstrates openness and attentiveness to the needs of the local community. Azienda Agricola L. Rubino is committed to developing educational and informative activities for the new generations through the **Vino-IN-FORMAZIONE** project. Specifically targeting students from Puglia's hotel management institutes who are already active in the Ho.Re.Ca sector as seasonal or weekend workers, the project aims to introduce them to the world of wine with its opportunities, specificities, and potentials. This creates greater awareness in terms of specific knowledge and attitudes, crucial for their present and future choices.

The company's staff is available to address the requests and needs of citizens. The company strives to exhibit ethical behavior towards the local community. No complaints from citizens of the Municipality of Brindisi have been reported to the company.

f Equalitas

A sustainable approach aimed at the entire viticulture and winemaking supply chain has been employed to implement a sustainability management system. This system is viewed as a tool for assessing, monitoring, correcting, sharing, planning, verifying, and improving environmental, social, and economic sustainability.

Azienda Agricola Luigi Rubino has chosen to join Equalitas to monitor the impacts generated toward the environment, society, and the local economy, not only where it operates but also to conduct an internal assessment of its performances for continuous improvement. This includes responsible use of natural resources, social capital, income generation, and employment. In particular, Equalitas represents the shared commitment to a consistent approach to sustainability across the entire viticulture and winemaking supply chain, based on the three pillars of social, environmental, and economic sustainability:

- Protecting the environment and the territory.
- Enhancing the social and economic aspects associated with wine production.
- Measuring sustainability at the company level through carbon and water footprint indicators.
- Improving the sustainability performance of the supply chain, from grape production to bottling.
- Increasing good processing practices.

The application of Equalitas' requirements allows for monitoring the company's performance and defining areas for improvement in sustainability. Simultaneously, it enables the evaluation of the effectiveness of adopted actions and the results achieved.

9 Company and Sustainability

9.1 COMMITMENT TO SUSTAINABILITY

The evolution of Tenute Rubino is in constant motion, particularly fueled by daily agricultural practices that aim to respect nature and minimize the environmental impact of all farming phases. Since 2016, the company has been a member of the SQNPI (National Integrated Production Quality System) with certification from the CSQA Certification Body for wine and olive vine crops.

The new construction project of the winery located in Jaddico is poised to become the new symbol of Tenute Rubino. It is designed according to the latest parameters of eco-sustainability, modernity, and environmental respect, utilizing materials characteristic of the Salento territory. The linear style is planned to minimize environmental impact and create a cutting-edge reception point for the Brindisi area. Every component of the structure is designed to reduce energy consumption, with all spaces insulated for sustainable internal temperature control. The use of alternative energy and systems for reducing water consumption is also planned.

9.2 ACHIEVING SUSTAINABLE DEVELOPMENT GOALS OF AGENDA 2030

Agenda 2030 for Sustainable Development comprises 17 goals to be achieved by 2030.

The entire global civil society, institutions, businesses, non-profits, each in its sphere of activity and possibilities, is called upon to actively engage in their implementation.

In this section, Azienda Agricola Luigi Rubino, which declared its Sustainability Policy in 2021, reports on its commitment to achieving certain goals of Agenda 2030.



^h Internal Analysis According to 3 Pillars

^{h.1} ENVIRONMENTAL ANALYSIS

Good Agronomic Practices and Adoption of Integrated Pest Management Principles

Azienda Agricola Luigi Rubino has embraced the integrated pest management system (SQNPI) within its estates as a fundamental element to operate in respect and enhancement of the ecosystem characterizing its territory. Fertilizations are carried out considering the different soil types characterizing each area, the cultivated variety, and the yield of the previous year. The treatments with chemical products are significantly reduced, exclusively resorting to non-aggressive active principles only when necessary and not preventively. An approach oriented towards integrated pest management methods is favored.

Company Consumption

WATER CONSUMPTION

Due to the nature of its activities, the company utilizes varying quantities of water annually, primarily influenced by climatic variations, which tend to increase. Water consumption is generated both by agricultural and winery activities. In agriculture, water is mainly used for crop irrigation, only when strictly necessary, and to a lesser extent for vehicle washing. The water used in these activities is drawn from the estate's wells. In the winery, water is used for bottle washing, cleaning equipment, pipes, tanks, and filters.

WATER PURIFICATION

100% of the water used in the winery is introduced into a biological activated sludge treatment plant, sized according to needs and subjected to treatment that allows its circular introduction into the ecosystem. The treatment plant undergoes control analyses as required by the directive n. 47 of 10/05/2021.

ENERGY CONSUMPTION

Energy consumption required for business activities includes electricity supply for the caretaker's house and agricultural offices, lighting of agricultural equipment sheds, any maintenance of agricultural machinery, and feeding of well pumps for agricultural purposes. For the winery, electricity consumption is attributed to office and facility lighting, air conditioning, machinery operation, grape pressing, vinification processes, and bottling. Various variables influence this indicator, with meteorological conditions and temperatures playing a crucial role. These factors can lead to significant variations in quantities produced, causing a corresponding variation in data due to the stability of fixed consumption. From the trend of electricity consumption, it is evident that the highest consumption coincides with the grape harvest period, clearly influenced by seasonality and the volume of grapes processed in the year. These volumes depend on endemic factors such as sunlight exposure, rainfall, and temperature variations, making them non-constant or standardizable over the years.

WASTE

The diverse business activities across different sectors inevitably result in a significant amount of waste, varying from year to year based on the operations conducted. Waste produced on the farms is of negligible quantity and comes from the disposal of packaging for phytosanitary

products or maintenance of machinery (e.g., used oil).

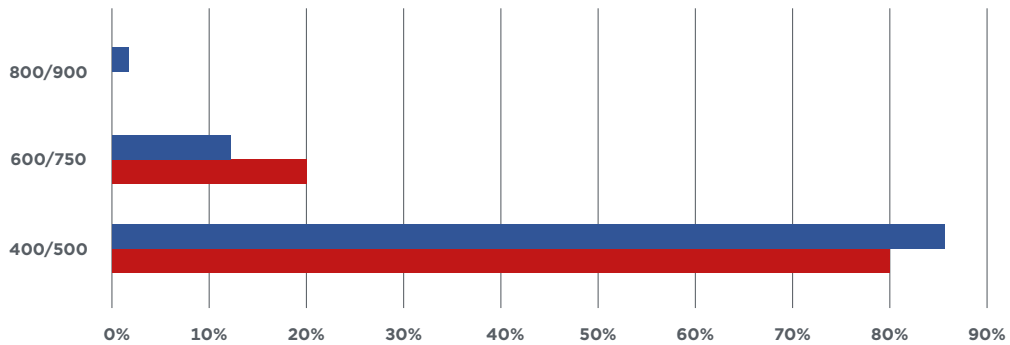
Almost all the waste produced in the winery (97%) belongs to the non-hazardous waste category (e.g., sludge generated by the purification process, paper and cardboard packaging). Specifically, 83% is sludge produced by the winery's purification process. Additionally, during winemaking, various by-products such as stems, grape pomace, and lees are generated. These by-products are handed over to external entities and reused in the production of other alcoholic beverages (grappa and other spirits).

PACKAGING

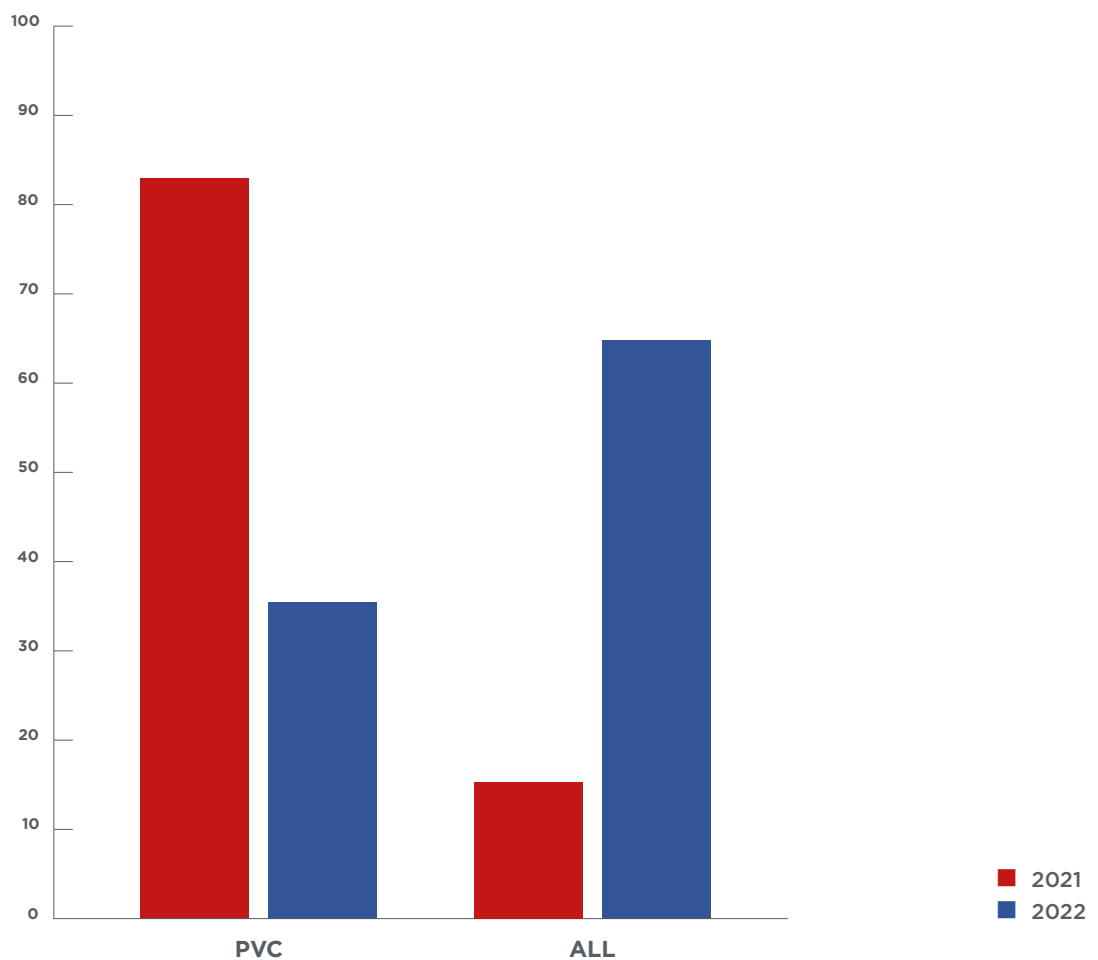
Azienda Agricola Luigi Rubino acknowledges that the commitment to reducing environmental impacts from the production process is achieved through careful selection of materials. Relationships have been established with suppliers who are sensitive to this issue, both in the production of bottles and packaging materials. This commitment is evidenced by the suppliers holding specific certifications related to both the process and the product.

Regarding packaging, 80% of the suppliers have certifications such as FSC, safeguarding responsible forest management and the supply chain, or other certifications related to environmental, occupational safety, and/or food safety.

Regarding the use of bottles, the average weight of 0.75 L bottles used in 2022, ranging from 400 to 500 g, was found to be 85.50%, representing an increase of 5.50% compared to 2021.



As for the capsules, there has been a 48% increase in the consumption of aluminum-poly laminate capsules compared to PVC capsules.

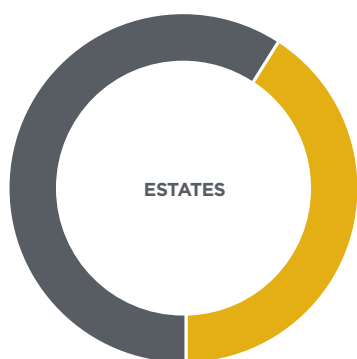


h.2 SOCIAL ANALYSIS

Enhancement and Development of Human Resources

EMPLOYEE WELL-BEING AND SATISFACTION

Azienda Agricola Luigi Rubino is a diverse workplace with approximately 60 individuals contributing to various sectors of the company to ensure excellent production. Knowledge, culture, and personal experiences represent the unique contributions that each individual brings to the work environment. The following table graphically represents the presence of male and female personnel, divided between the winery and agricultural companies:

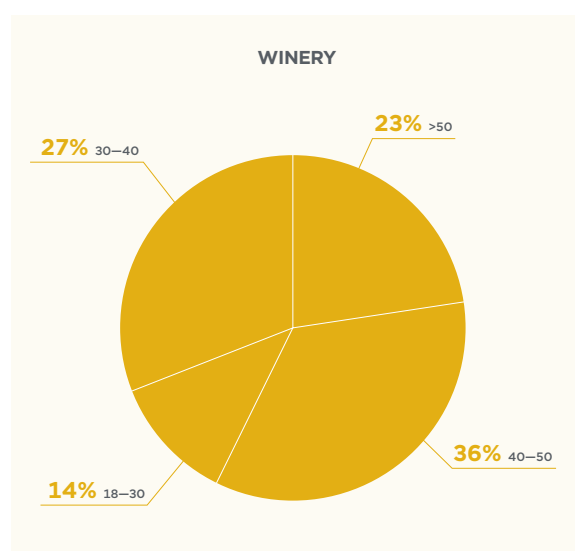
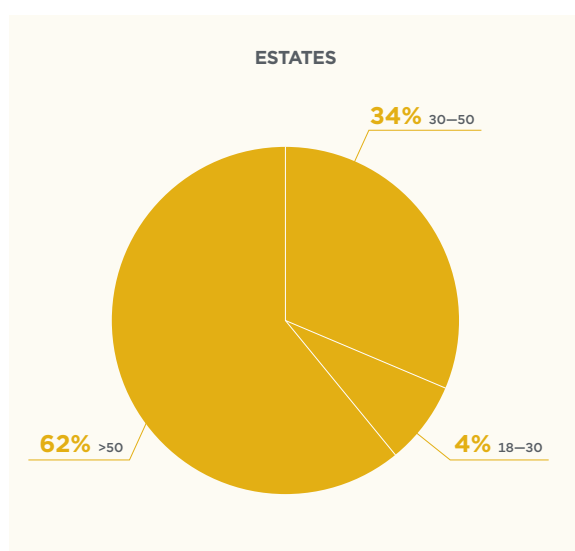


59% WOMEN
41% MEN



23% WOMEN
77% MEN

During 2022 the total number of employees recruited was 142 people, divided in:



Azienda Agricola Luigi Rubino upholds the freedom of each worker to join unions of their choice, ensuring that affiliations with labor organizations do not lead to any negative consequences or retaliation from the company. The company is committed to ensuring that all workers are fully aware of their rights and duties under their employment contracts. Regular awareness and information activities are conducted to keep employees informed about key developments in labor law, social responsibility, and related matters.

The company strictly prohibits discrimination in hiring, compensation, access to training, promotion, and termination based on various factors such as gender, age, religion, race, caste, birth, social class, disability, ethnic and national origin, nationality, membership in workers' organizations, including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could lead to discrimination. A comprehensive non-discrimination policy is in place, and the company adheres to the principles outlined in its Code of Ethics.

Employees who feel discriminated against can report incidents through an anonymous reporting mechanism, ensuring a confidential channel for addressing such concerns.

Azienda Agricola Luigi Rubino guarantees transparent disclosure of salary and remuneration structures, both for regular and overtime work, in full compliance with prevailing laws.

The company explicitly prohibits illegal or unauthorized deductions. Equal pay for women and men is ensured, and the company is committed to maintaining fair and consistent compensation practices.

This commitment to workers' rights and non-discrimination fosters an inclusive and respectful working environment, aligning with principles of social responsibility and ethical business practices.



33% FIXED TERM CONTRACT
67% PERMANENT CONTRACT

The company complies with national laws and applicable industry standards regarding working hours and public holidays.

HEALTH AND SAFETY

The company ensures a healthy and safe environment for its employees and collaborators, adopting all necessary measures for the prevention of accidents and health-related damages, in compliance with Legislative Decree 81/2008.

For this purpose, Azienda Agricola Luigi Rubino has:

- Implemented a process to identify risks associated with work activities for the safety and health of workers.
- Prepared a risk assessment document in compliance with current regulations.
- Appointed key figures required by regulations (RSPP - Responsible for Prevention and Protection Services, RLS - Workers' Safety Representative, occupational physician).
- Equipped the company with signage and fire extinguishers.
- Adopted risk mitigation measures in the cellar, bottling sites, and any other location within the company.
- Provided training, information, and awareness to all supervisors and staff on the theme of health and safety, and repeated these activities in the presence of new hires and changes in duties.

TRAINING AND SKILLS DEVELOPMENT

Training plays a key role in the process of enhancing individuals. It is an important tool to develop and consolidate individual skills and, at the same time, to disseminate the values and strategy of the company, supporting its growth and cultural and organizational evolution.

Azienda Agricola Luigi Rubino plans training and awareness activities related to the Equalitas standard through an annual training plan linked to sustainability and corporate social responsibility themes. The aim is to sensitize people to adopt behaviors that take into account these aspects and update them on the contents of the Equalitas standard. Results achieved will be shared annually, and new activities will be planned, taking into account internal and external verification outcomes.

In 2022, over 200 hours of training activities were carried out in various areas, including workplace safety, HACCP, quality, and vineyard management. Details can be found in the company's annual review document.

Based on company needs, training activities for 2023 have been planned within the training plan to enhance the specific internal skills of the staff. In addition to legally required training, the company is increasingly investing in training aimed at enhancing the specific skills of its personnel through a corporate growth plan.

h.3 OBJECTIVE ANALYSIS

AREA	OBJECTIVES	TARGET
ENVIRONMENT AND SUSTAINABILITY	Reduction of energy consumption in the winery	Reduce energy consumption in the cellar by 10% from the public grid and set up a photovoltaic system
		Replace 50% of the existing lights in the cellar with LED lights
	Construct a new cellar in Jaddico with provisions for: <ol style="list-style-type: none"> 1. Rainwater harvesting for reuse. 2. Photovoltaic system. 3. Green roof. 	Rainwater harvesting for reuse purposes; green roof and photovoltaic
	Reduction of paper consumption regarding informational materials	15% reduction in informational brochure distribution
SOCIAL	Enhance the skills of internal personnel	Conduct 100 hours of training



TENUTE RUBINO