



TENUTE RUBINO

Sustainability report 2023

Agricultural Company Luigi Rubino began its voluntary reporting journey starting with the fiscal year ending December 31, 2021, following the input provided by the UN's sustainability goals. The first Sustainability Report was prepared in compliance with the general principles for sustainable viticulture adopted by the SQNPI system. Always aiming for continuous improvement, with the Sustainability Report as of December 31, 2021, Agricultural Company L. Rubino started its reporting process following the methodologies and principles provided by the Equalitas system.

The commitment of Agricultural Company L. Rubino has been renewed over the years, showing, with successive editions, an increasing adherence to the sector's reference guidelines. The company's Sustainability Report is prepared voluntarily on an annual basis and contains information on economic, environmental, and social issues considered useful to ensure an understanding of the activities carried out by Agricultural Company L. Rubino, its performance, its results, and the impact they produce.

The Sustainability Report as of December 31, 2023 (fiscal year January 1, 2023 - December 31, 2023) was prepared with accuracy, balance between positive and negative impacts, clarity, comparability, completeness, sustainability context, timeliness, and verifiability, considering its economic, social, and environmental components. The performance indicators used are those provided by the adopted reporting standards, representative of the specific sustainability areas analyzed and consistent with the activities carried out by Agricultural Company L. Rubino and the impacts produced, which were identified by the company management also based on the results of dialogue with its stakeholders.

Quantitative information for which estimates were used is directly referenced in the various chapters and paragraphs

of this document. Indications of any corrections to the comparative data from previous fiscal years and published in the respective reports are directly reported in the data commentary, along with the relevant reasons.

To allow for data comparison over time and evaluation of the activities' performance of Agricultural Company L. Rubino, comparative data from previous fiscal years have been included. The document is therefore available to all interested parties, whether they are internal or external stakeholders. 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 for environmental aspects; production, employees, research, and related industries for economic aspects; and territory, integration, health, and social initiatives for social aspects. Regarding the scope of the analysis, it considers the production of grapes in all its facets, subsequent processing and bottling, to final commercialization and related logistics and marketing activities. The document was prepared by a specially structured working group within Agricultural Company Luigi Rubino, with periodic internal assistance and 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.



2.2 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 **Oltremé 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

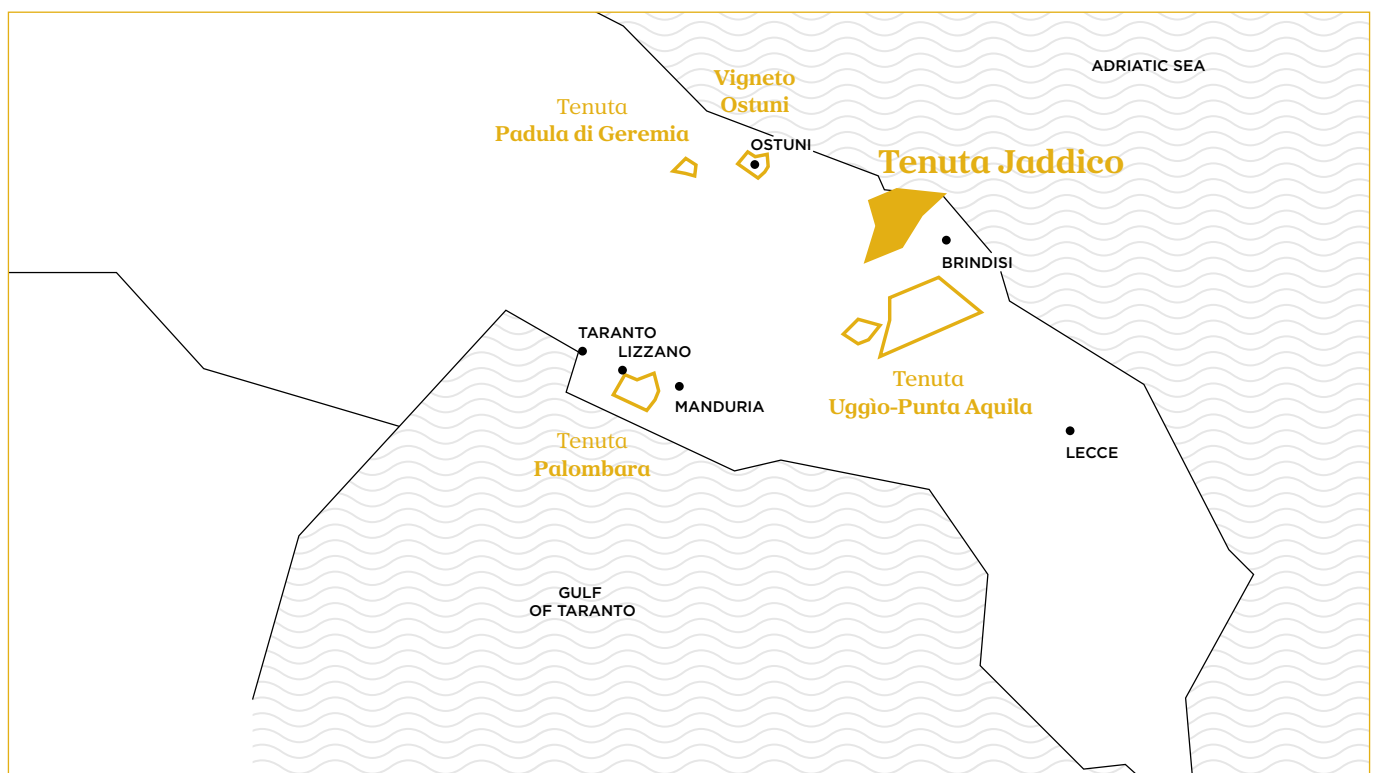
104 hectares

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
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

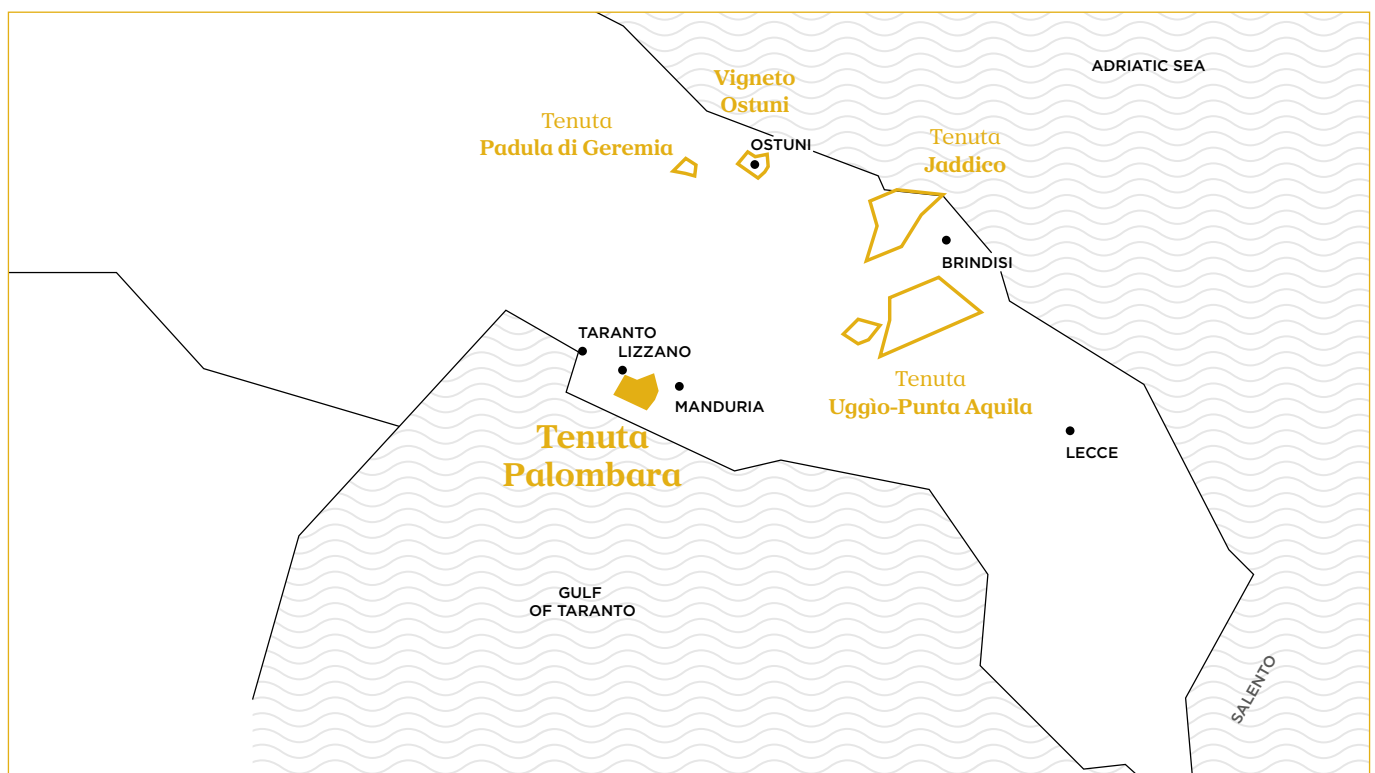
21 hectares

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

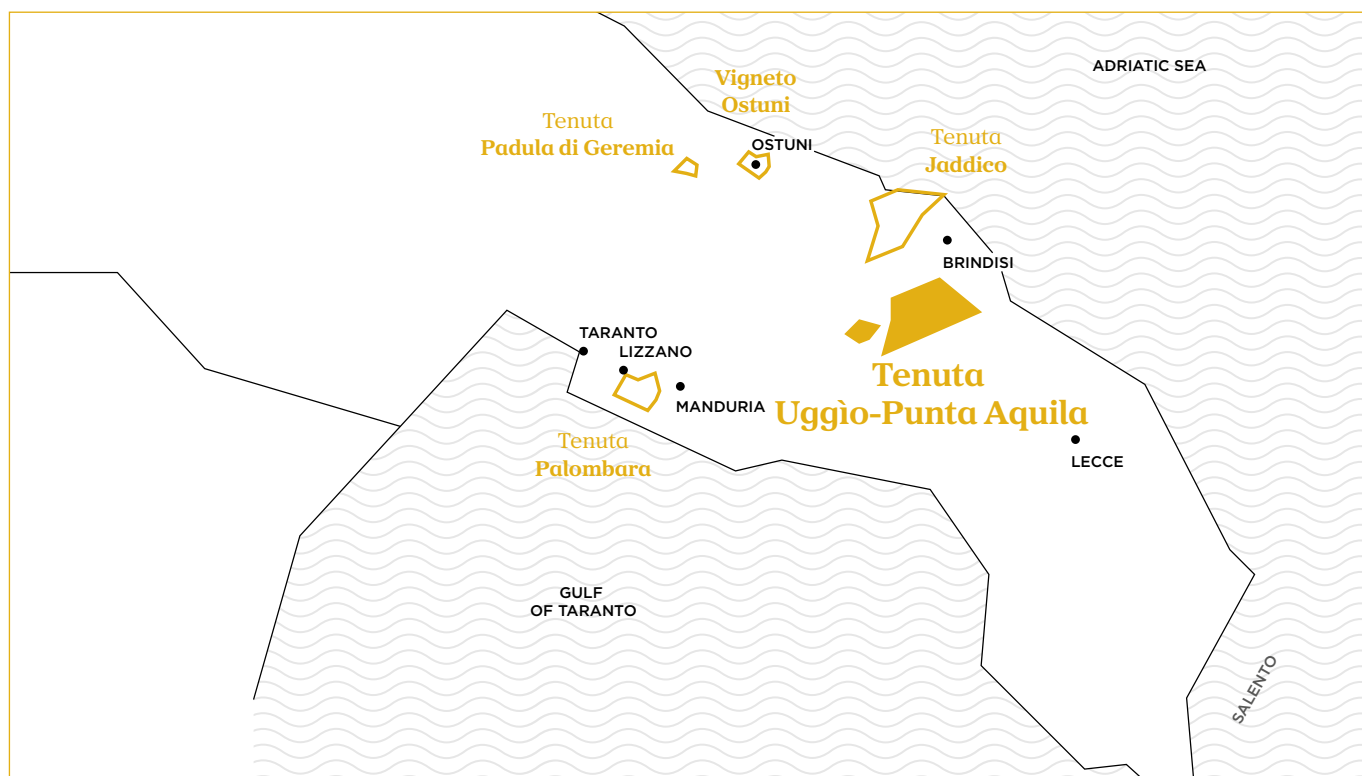
48 hectares

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



Visellio
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

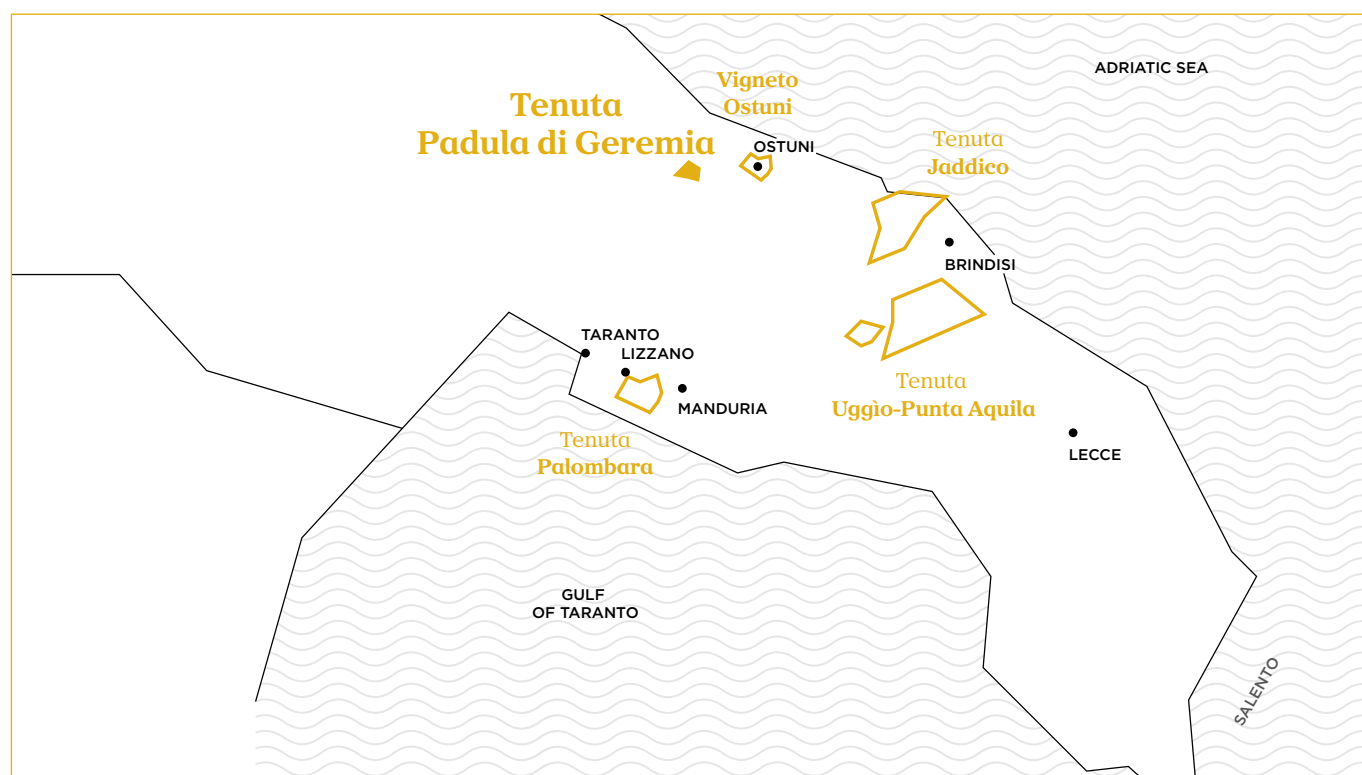
5 hectares

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

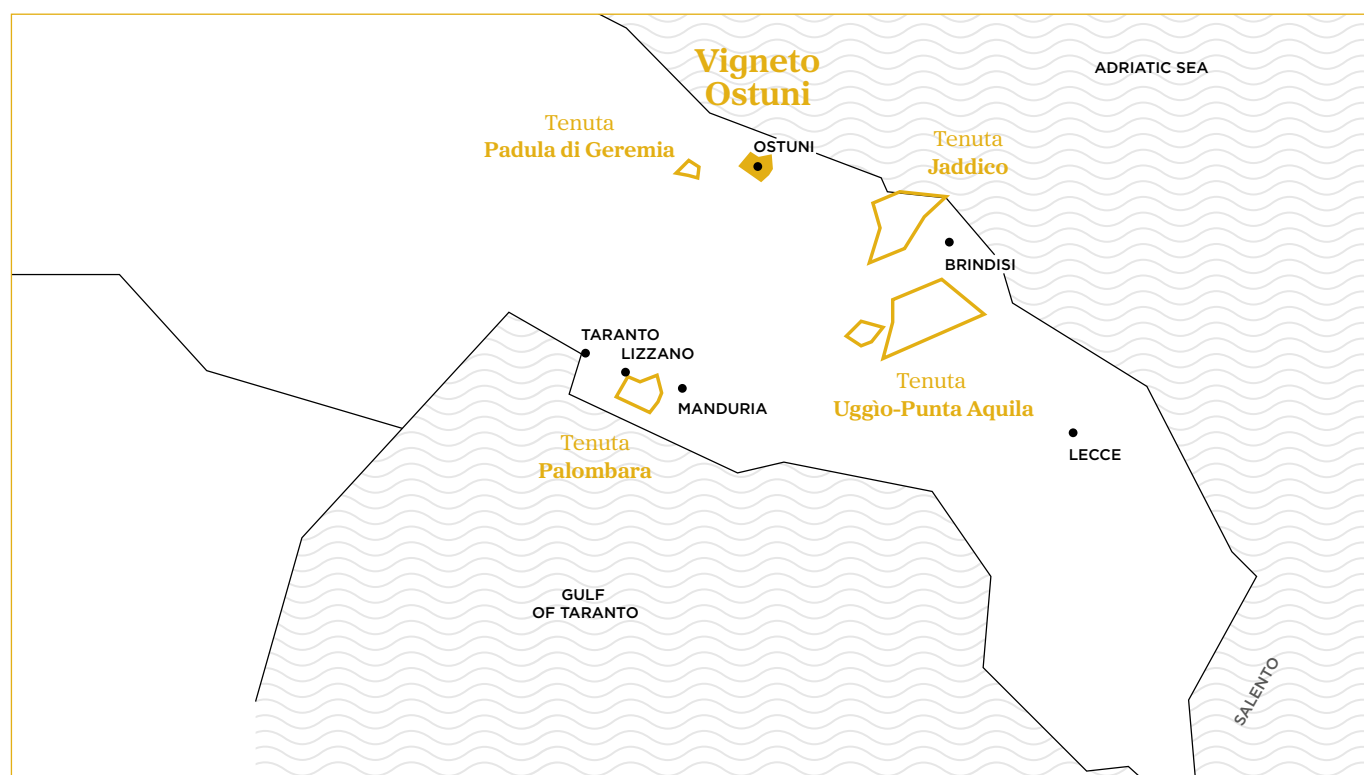
1 hectare

Soil

clayey with stones

Altitude

207 m above sea level



THE WINE OF VIGNETO DI OSTUNI



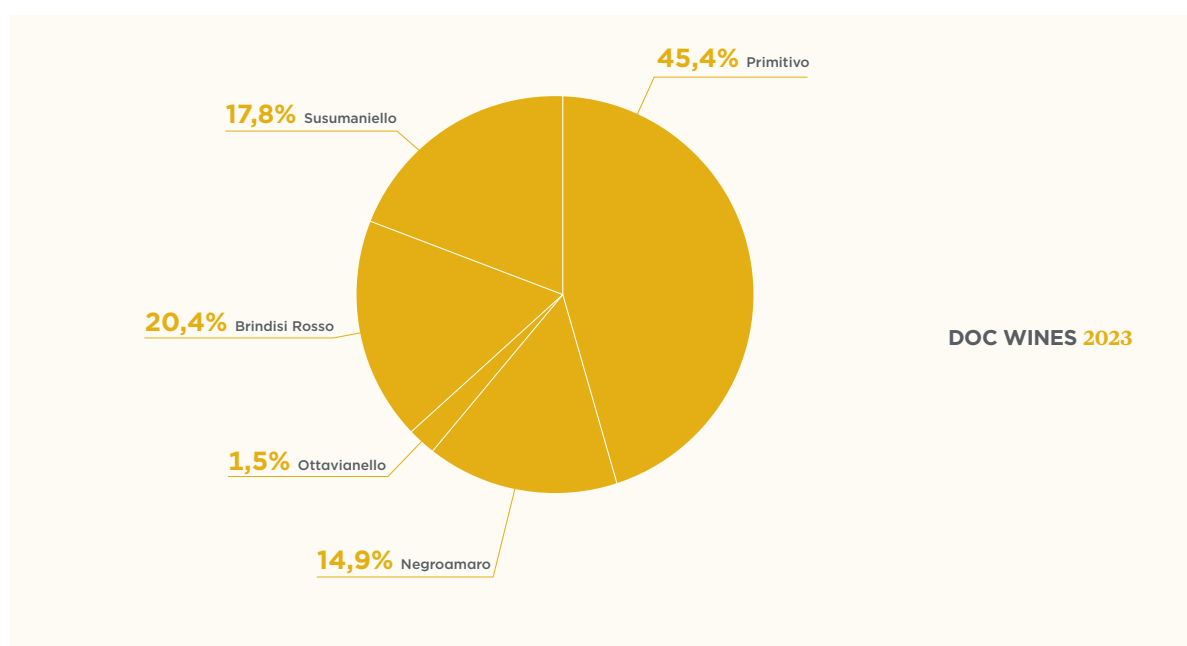
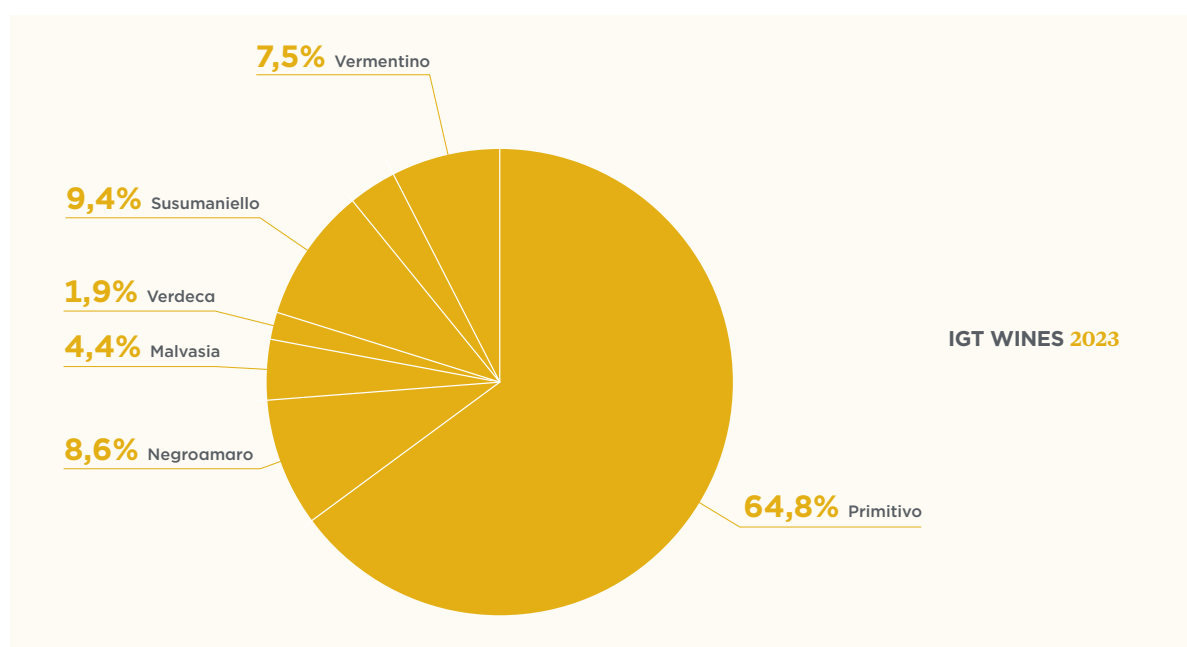
Lamo

Ottavianello
DOC Ostuni

d Production 2023

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 Brazil	United	Germany	Poland	Singapore	Japan China
Luxembourg	Kingdom	Austria	Estonia	Philippines	Hong Kong



d.3 WINE TOURISM

In 2023, Tenute Rubino provided a small example of how the trends predicted by enotourism experts in 2022 met the forecasts. Visitor flows have changed, the type of wine tourist has changed, and the destinations have survived the media revolution (especially social media) that has been ongoing for nearly two years.

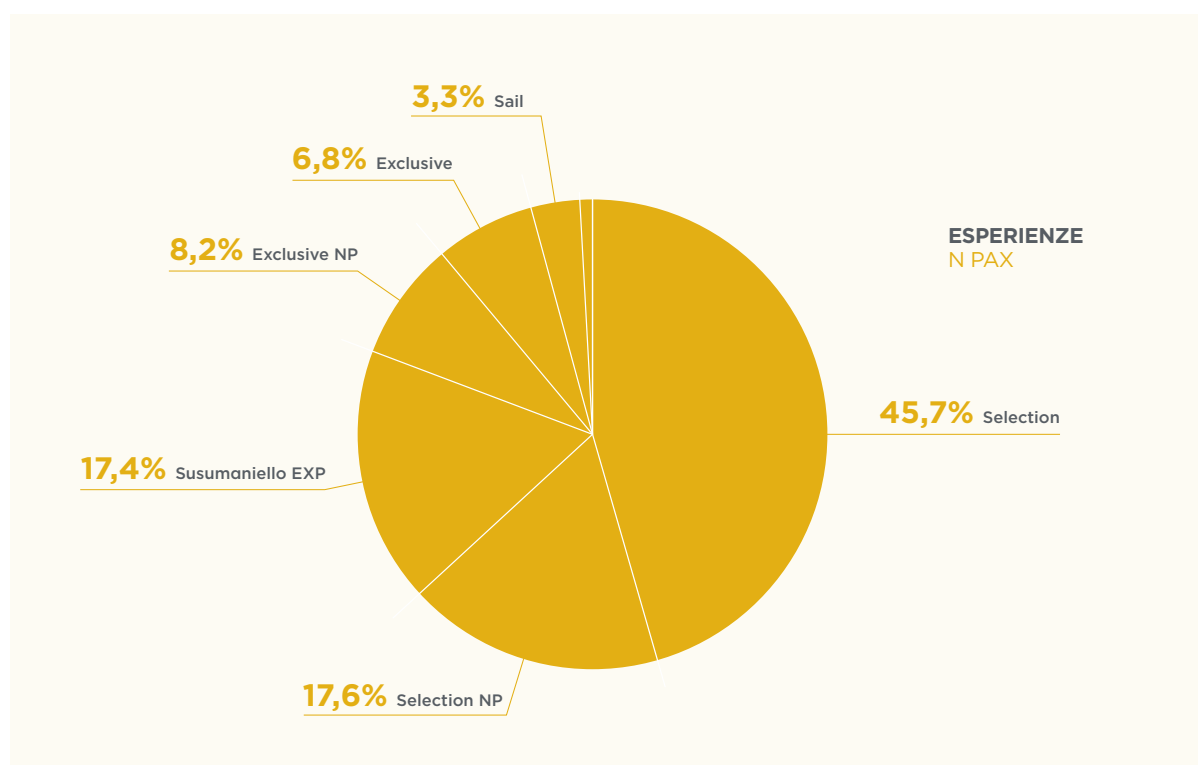
We are still in the post-pandemic period, as confirmed by many sectors, so the choices made in recent months are undoubtedly a catalyst for the definitive establishment of food and wine as a key asset of Italy's tourism offering.

It has emerged that people who travel are interested in enriching their tourism experience with various activities, often revolving around wine, oil, and typical food. This centrality, in the absence of a health emergency that significantly countered it just over a year ago, has a different depth because it concerns the culture of food and not just a simple discovery accompanied by accessible and quick consumption.

This relevance manifests itself in a broader food and wine tourism that deepens its experiences in different areas such as nature, seaside, sports, and especially slow tourism, which is sensitive to themes like conservation, tradition, and sustainability.

In line with this, many production realities, like our Agricultural Company, have shown a change in perspective, developing the awareness of being an integral part of the tourism supply chain, with a leading role that can positively contribute to the portrayal of territorial identity.

2023 for Tenute Rubino's enotourism is Wine Suite. In April 2023, a booking and data management platform, Wine Suite, was implemented. The platform provided is a new tool in line with current booking and customer management trends.



It's important to remember that this system required a nearly three-month period of testing and training, and especially a transition from the previous system, which used a different online booking system both graphically and in terms of data set usage. Specifically, in 2023, 65% of bookings were received through the new booking platform, and 35% via email and/or phone.

Compared to 2022, there was a decrease in the number of bookings but an increase in the number of bottles sold post-visit, with revenue increasing by 10%. Thanks to a wide range of experiences to be had in the cellar, Tenute Rubino has the opportunity to convey to visitors the story of millennia-old traditions that link enological culture to the Salento region.

The enotourism offerings designed for wine lovers vary by type of tasting 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 enjoy extraordinary nature experiences.

Here are the 2023 data on the number of visitors - enotourism flow/potential of the company in post-visit management - by type of experience and the number of requests by type of option. It shows that the most requested experience in 2023 was the Selection (45.7%), which includes a cellar visit.

Visitors leaned towards an experiential choice that could satisfy their expectations of learning about a local reality with a strong territorial character, yet with a modern and innovative style, thanks to the presence of the Numero Primo wine shop.

The Selection - cellar tour, tasting of four labels with and without food - meets the needs of most enotourists. The choice of Susumaniello corresponds to the type of enotourist in 2023, who seeks something unique and exclusive rather than an experience that can be replicated in multiple nearby wineries. The same goes for the Selection, which remains the preferred choice for those discovering our territory for the first time, traveling mainly with family and friends. This option allows young enthusiasts to taste four wines and visit a winery, especially those who are not particularly attracted to complex wines and, probably the most conditioning factor, do not want to spend excessively during their vacation.

The month with the highest flow in terms of bookings and number of visits was September, particularly from the third week of August to the end of September, when we registered a special interest in cellar visits, with a gradual decline until the end of the year.

^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.	With its employees, Azienda Agricola L. Rubino has implemented internal communication methods by setting up a physical point where workers can anonymously submit their reports. Employee reports are also discussed during the periodic meetings of the Team, the internal structure responsible for overseeing issues in employee relations, which meets throughout the year.
SALES AND AGENTS	Strong sense of belonging and stable, long-term relationships.	The relationship with agents is established through the organization of formal meeting moments, held annually, during which not only technical and commercial issues are discussed but also aspects on which Luigi Rubino believes it is appropriate to develop specific involvement, such as environmental sustainability issues, are brought to attention.
CLIENTS, CONSUMERS, AND GUESTS	Continuity over time and development of commercial synergies.	With clients in the HO.RE.CA. sector, Azienda Agricola L. Rubino develops periodic meeting moments to manage established business relationships. However, with consumers (the category that includes end users of the product, for whom specific identification is not possible) and guests (customers of Numero Primo services), Azienda Agricola L. Rubino does not currently develop specific initiatives for meetings on specific sustainability issues. Nevertheless, it involves these stakeholders in events, fairs, or other activities developed in reference to its business sector.
SUPPLIERS	Strong collaboration.	Specific meetings based on company needs, such as sustainability requirements.

COMPETITORS	Collaboration for the valorization of territories and product promotion.	With competitors, Azienda Agricola L. Rubino primarily interacts within the scope of periodic communication initiatives developed by the company. In fact, R. Leopardi is a member of the national association Donne del Vino (Women of Wine).
JOURNALISTS AND BLOGGERS	Reference point for market trends and dissemination of the company's image.	With journalists and bloggers, the company has frequent interactions through three main methods: the organization of specific meeting moments, such as participation in events, fairs, or visits to the company itself (winery or agricultural estate), and the development of initiatives on social networks
PUBLIC INSTITUTIONS: ASL, ARPA, [...]	Frequent and continuous.	The relationships with public institutions are established through ad hoc meetings organized to share relevant aspects for the development of the territory and local communities regarding relations with public institutions.
LOCAL COMMUNITY	The protection of the local community, the development of cultural initiatives, and the defense of the local economic fabric are qualifying elements of the relationships developed by Azienda Agricola L. Rubino with this stakeholder.	Engagement with the local community is sought through the development of specific initiatives in the territory. Every year, Azienda Agricola Luigi Rubino is committed to implementing multiple initiatives to support the local social community and its territorial scope, such as the "school-wine education" project.
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.

Upon hiring and throughout the duration of the employment relationship, the company provides clear and specific information to employees regarding regulatory and remuneration aspects, ensuring fair compensation in line with the levels established by current contracts. Throughout the entire duration of the employment relationship, employees receive instructions to understand the nature of their assignment and perform it adequately. Roles and assignments are established considering competencies and capabilities. The company facilitates the organizational management of employees by allowing flexibility

in working hours, granting permissions, and continuous hours in specific cases, subject to evaluation by the company upon request of the concerned employee.

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.

Since 2016, the company has initiated the certification process for SQNPI (National Quality System for Integrated Production) for all its owned agricultural companies.

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.

Furthermore, during 2023, a partnership and cooperation agreement was signed with the Regional ITS Academy of Puglia for the Extended Hospitality and Tourism Industry, with the aim of experimenting with management innovation tools to enhance the local heritage through the enhancement of the potential for higher technical qualifications in the area. This includes the introduction of structural modes of operation for tourism economies, ultimately aiming to create organic and instrumental levers for the growth of the economies of the communities involved.

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

g.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.

g.2 THE ETHICAL CODE

The Ethical Code establishes the reference values and behavioral norms that regulate relationships with consumers, workers, and suppliers, and more generally, guide and bind behaviors towards all business stakeholders. Among these, we recall respect for regulations, honesty, transparency, confidentiality, fair competition, integrity, fairness in employee relations, and environmental protection.

The Ethical Code encompasses the ethical principles and behavioral rules that all individuals operating within and outside Azienda Agricola L. Rubino (executives, workers, collaborators, suppliers, and partners) must adhere to, ensuring responsible management perspective and a method of work that is correct and respectful of stakeholders' interests.

Corruption and fraud pose significant risks to business activities as they can significantly compromise the company's reputation and image, as well as cause widespread and significant economic damage. The ethical code of Azienda Agricola L. Rubino includes a series of behavioral rules aimed at managing controls of sensitive activities, and it also declares the general principles of behavior for corruption prevention.

During the reporting period, as well as in previous ones subject to reporting, no episodes of active or passive corruption involving the management or employees of Azienda Agricola L. Rubino have been identified.

g.3 REPORTING TOOLS

In order to manage reports or complaints from workers and other parties involved, the company has various tools available, as listed below:

- Open reporting, directly to function or area managers;
- Open reporting, directly to company management;
- Open reporting, directly to their representative bodies (RLS);

Anonymous reporting, through mailboxes located within the company premises.

The above-mentioned reporting methods can be referred to not only for ethical aspects but

also for those related to workplace safety, sustainability, food safety, and other areas that may require specific reporting methods. To assess ethical management aspects, the organization establishes objectives at least annually, which are evaluated and reviewed during Management Review.

The reporting tools currently in use will remain active only for reports related to worker complaints or issues concerning the standards of existing certifications.

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

Overall, sustainability in the field is defined as environmental, operational, and economic sustainability. Azienda Agricola Luigi Rubino relies on careful agronomic study to choose the type of planting, pruning, treatments, sustainable use of irrigation water, and economic management to achieve quality productions.

Azienda Agricola Luigi Rubino vinifies 99.50% of its own production, making it essential to apply sustainable agricultural practices in the field. Since 2016, the company has adopted the Integrated Pest Management (SQNPI) system within its estates as a fundamental element to operate in respect and enhancement of the ecosystem that characterizes its territory. The use of technical production means, soil management, water resource management, and management of production cycle residues are the main factors to act on to limit environmental impact.

In the vineyard, tools available to reduce synthetic chemicals include genetic improvement, careful vineyard canopy management, and the use of efficient equipment for distributing phytosanitary mixtures when necessary. Chemical treatments are significantly reduced, and only non-aggressive active ingredients are used if necessary and not preventively, prioritizing an approach oriented towards the use of integrated pest management methods.

Fertilization practices take into account the different soil types characterizing each area, the cultivated variety, and the yield of the previous year, considering both quantitative and qualitative aspects of production.

Operational sustainability and mechanization are closely related, as the latter speeds up key field operations, with evident benefits for the economic sustainability of the agricultural company. Technical recommendations for new installations have long been aimed at mechanical management of the plants. Mechanical harvesting not only facilitates grape harvesting while respecting the set oenological objective but also has a lower economic impact compared to manual harvesting. Choosing to invest in mechanization also means making the agricultural company more independent from specialized labor, which is difficult to find.

h.2 BIODIVERSITY ANALYSIS AND SOIL MONITORING

The soil biodiversity of the vineyards is correlated with the quality of the grapes, plant productivity, and adopted agronomic practices, taking into account the physicochemical properties of the soil and environmental bioclimatic variables.

Biodiversity expresses the number, variety, and variability of living organisms and how these change from one environment to another over time. Protecting this richness requires commitment to the management of agricultural productions, as the interaction of fauna with crops can often result in negative impacts.

Specifically, within our estates, biodiversity indices have been sought using the QBS-ar method, and the following values have been recorded, indicating the biological forms found within the analyzed samples:

TENUTA	INDICE NUMERICO	VALUTAZIONE SCALA QBS-AR
Tenuta Uggio-Punta Aquila	166	Ottimo
Tenuta di Gallico	171	Ottimo
Tenuta Palombara	131	Discreto
Tenuta Padula di Geremia	172	Ottimo

h.3 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

Azienda Agricola L. Rubino is subject to an AUA (Single Environmental Authorization) concerning discharge into the public sewage system. The AUA needs to be reviewed whenever there are any changes to the site that modify its contents.

100% of the water used in the cellar is introduced into an activated sludge biological purifier, sized according to the requirements and subjected to treatment that enables its circular insertion into the ecosystem. The purifier undergoes control analysis as required by management provision No. 47 of 10/05/2021.

For the purpose of sustainable water resource management, the management of wastewater within the winery plays a significantly important role. The wine cellar's production processes

require a considerable amount of water, especially during the harvest period. From an environmental standpoint, water usage not only impacts water consumption but also raises the issue of managing the wastewater generated.

Azienda Agricola L. Rubino periodically evaluates investments in plant facilities (such as optimization in purifier management, other pretreatments) that could lead to a significant reduction in the volume of wastewater, improvement in its quality, and reduction of impacts in the winery's production process.

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).

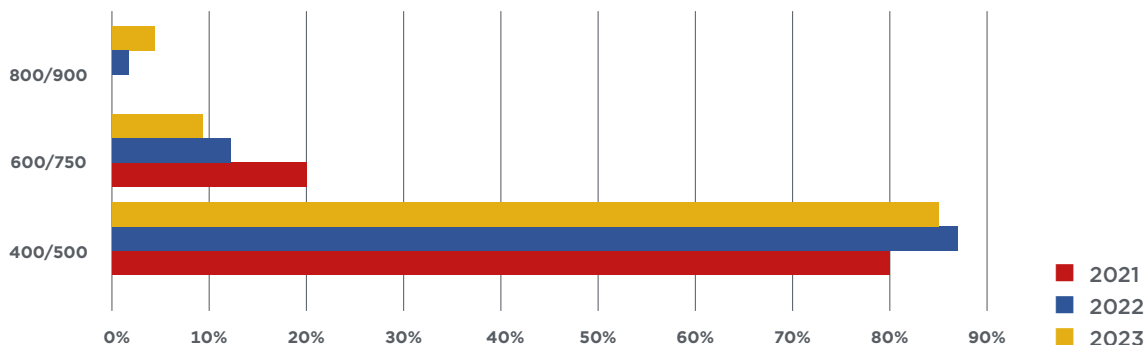
Almost all the waste produced in the winery (98%) belongs to the non-hazardous waste category (e.g., sludge generated by the purification process, paper and cardboard packaging). Specifically, 97% is sludge produced by the winery's purification process. Additionally, during winemaking, various by-products 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 0.75L bottles used in 2023, ranging from 400 to 500g, was found to be 85.03%, representing a decrease of 2.13% compared to 2022, however, this is due to increased bottling of the sparkling wine line, where for technological reasons, we are unable to further reduce the weight of the bottle.

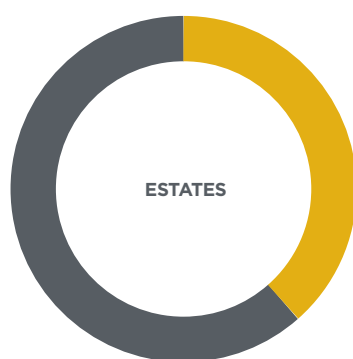


ⁱ Social Analysis

i.1 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:

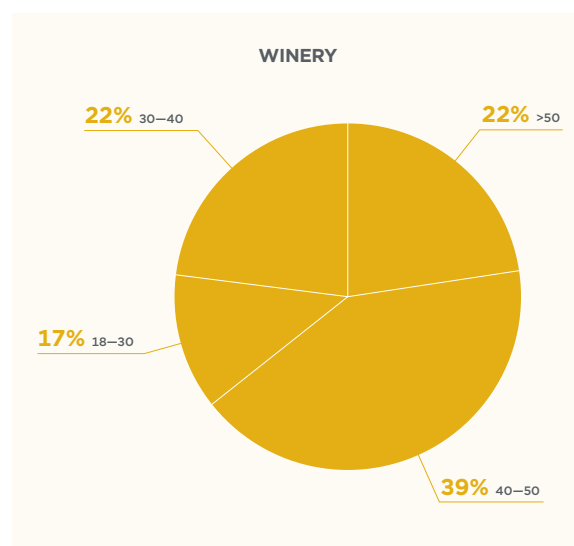
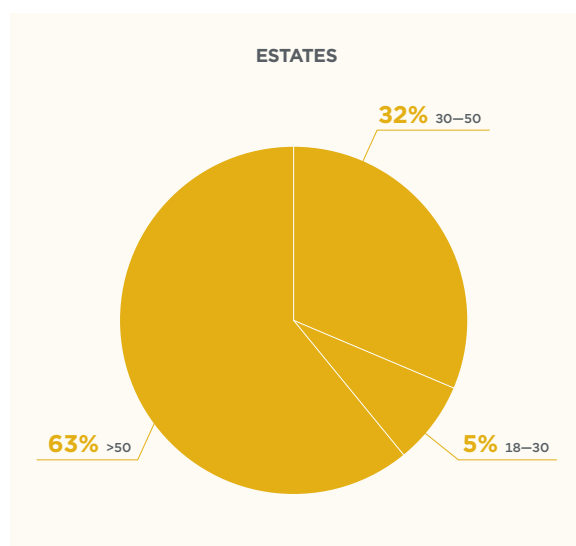


61% WOMEN
39% MEN



21% WOMEN
79% MEN

During 2023 the total number of employees recruited was 110 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.

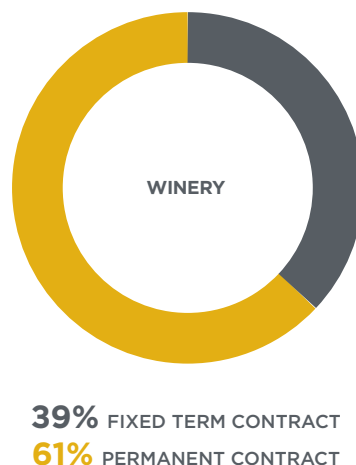
The company strictly prohibits discrimination in hiring, compensation, access to training, promotion, and termination based on various factors such as gender, age, religion, race, caste, birth, social class, disability, ethnic and national origin, nationality, membership in workers' organizations, including 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.



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 2023, 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 2024 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.

i.2 OBJECTIVE-BASED 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: 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
