TENUTE RUBINO

Sustainability report 2025

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, 2025 (fiscal year January 1, 2025 - December 31, 2025) 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.

TENUTE RUBINO

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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 60 months, a zero dosage vintage sparkling wine that is disgorged after 60 months of maturation on indigenous lees.

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.

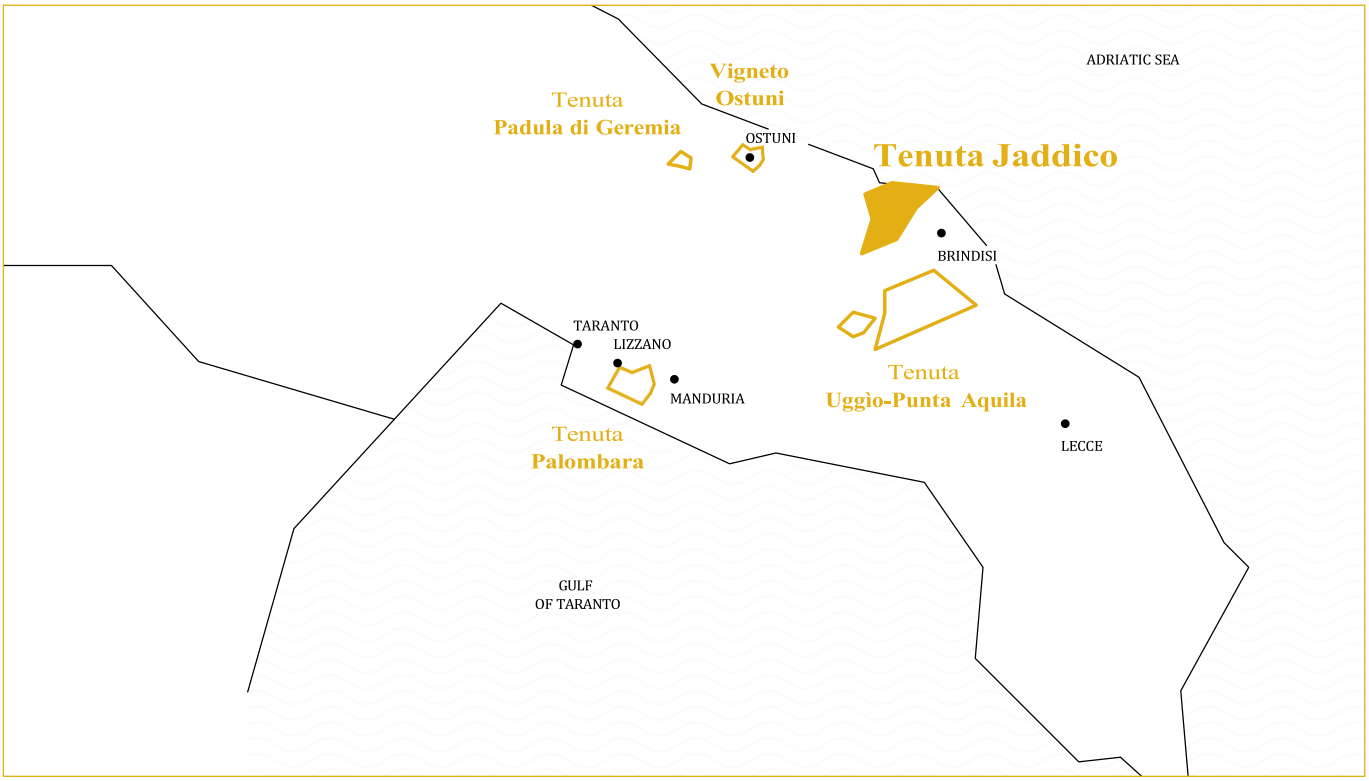
The vineyards, using guyot, cordon-trained spur, and Apulian bush vine training systems, boast a density ranging from 5000 to 6000 plants per hectare, with roots delving into calcareous soils, generally loose with a sandy fraction promoting robust root development and water drainage. Harvest times for 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 months

Classic method
Rosè Brut
Susumaniello



Sumarè | 60 months

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

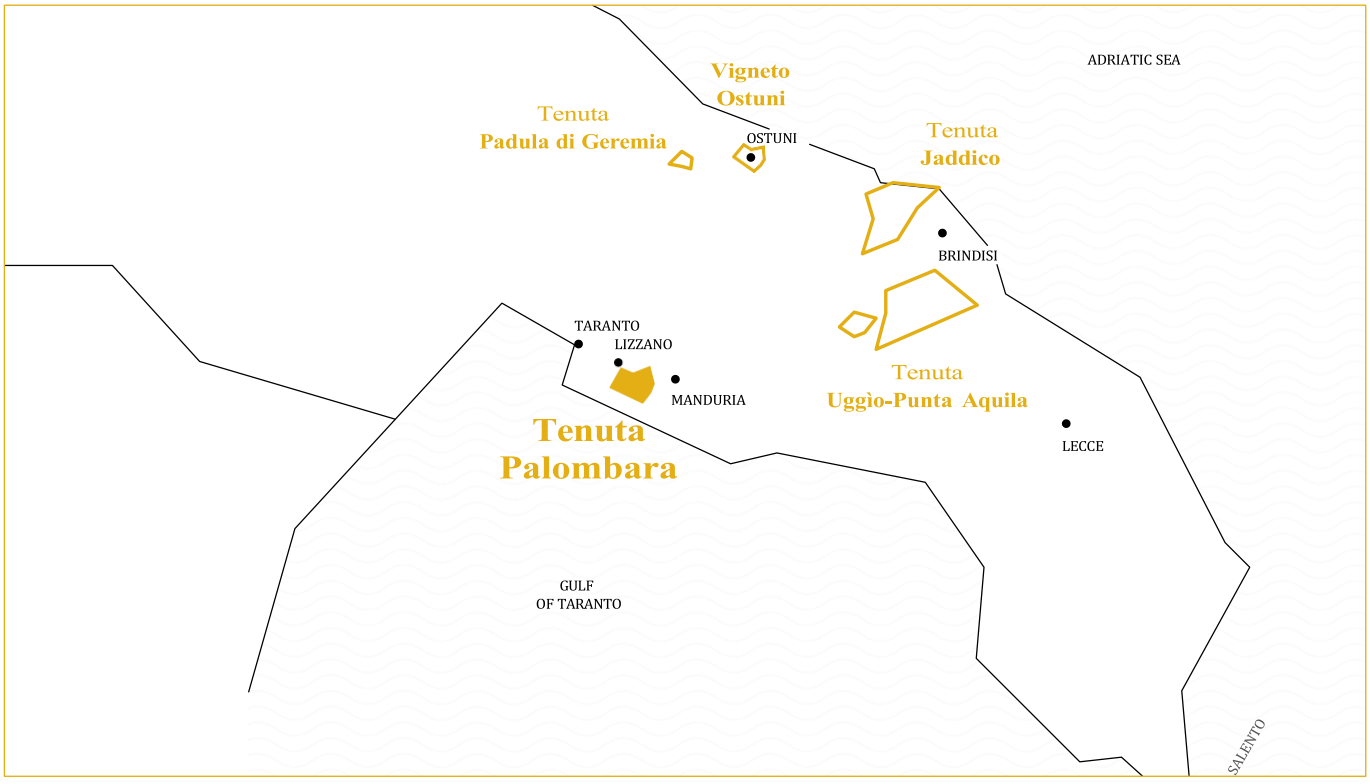
Tenuta Palombara is located in Lizzano, in the province of Taranto, within one of the most promising agricultural areas of Puglia. This estate is the home of Primitivo di Manduria by Tenute Rubino, situated in the heart of the Taranto Ionian arch. The pedoclimatic conditions and microclimate experienced 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 clave

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

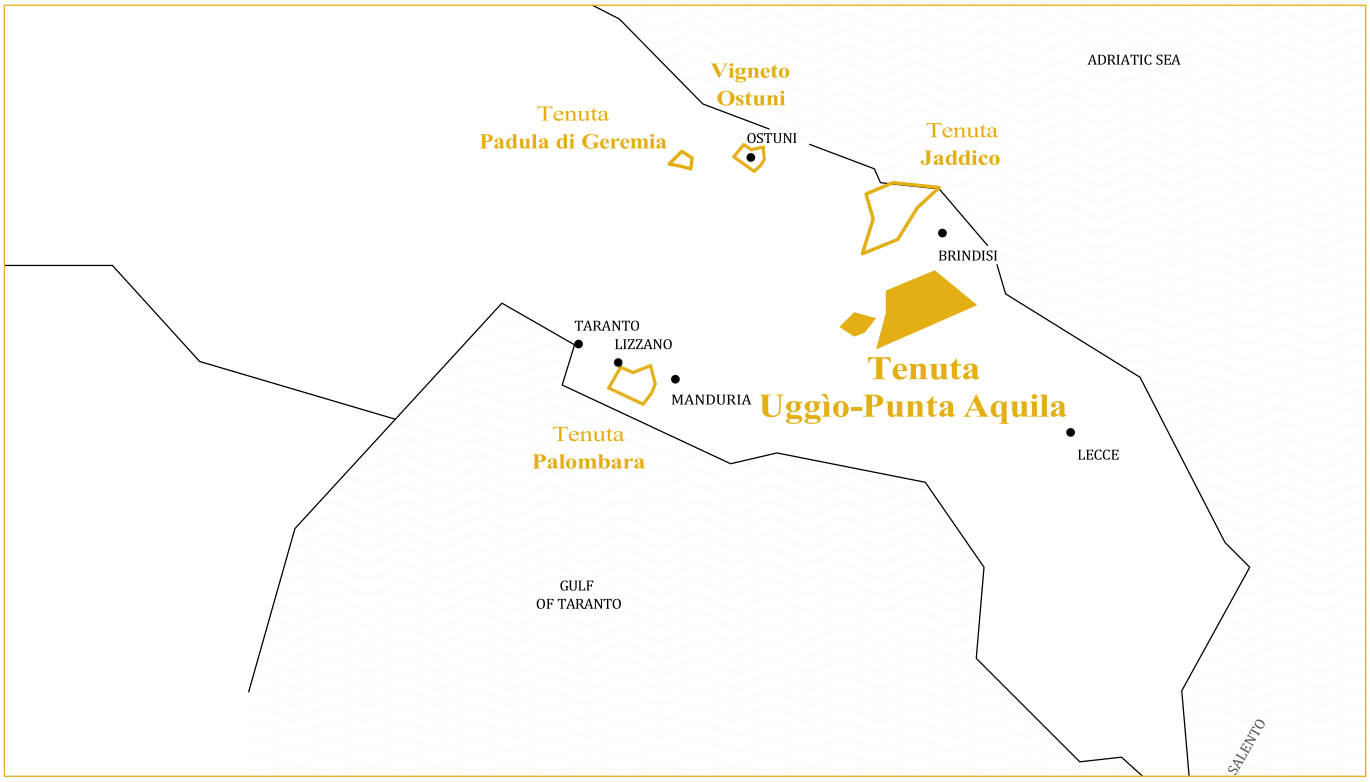
Located fourteen kilometers southwest of Brindisi, Uggìo -Punta Aquila encompasses 48 hectares of vineyards. The planted grape varieties include Primitivo, Negroamaro, Aleatico, Malvasia Nera e Bianca, and Vermentino. In this area, the soils have a calcareous origin with a balanced percentage between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

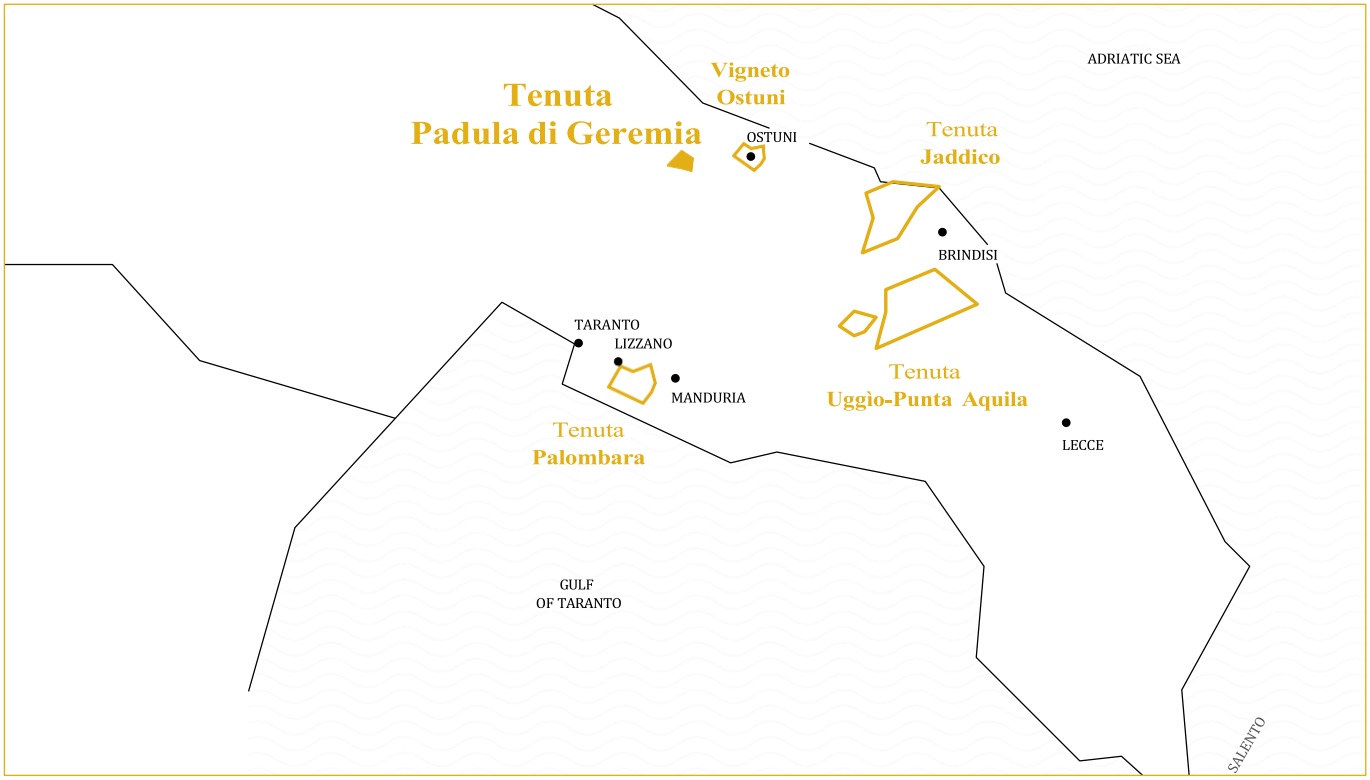
Located between the Adriatic and Ionian Seas, at an elevation of 300 meters above sea level, in the homonymous district in the Valle d'Itria, stands the Tenuta Padula di Geremia. The new estate of the Rubino family, situated on the borders of the municipalities of Martina Franca, Cisternino, and Ceglie 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



V'Itra
Vino Spumante Pas Dosè

c.5 VIGNETO DI OSTUNI

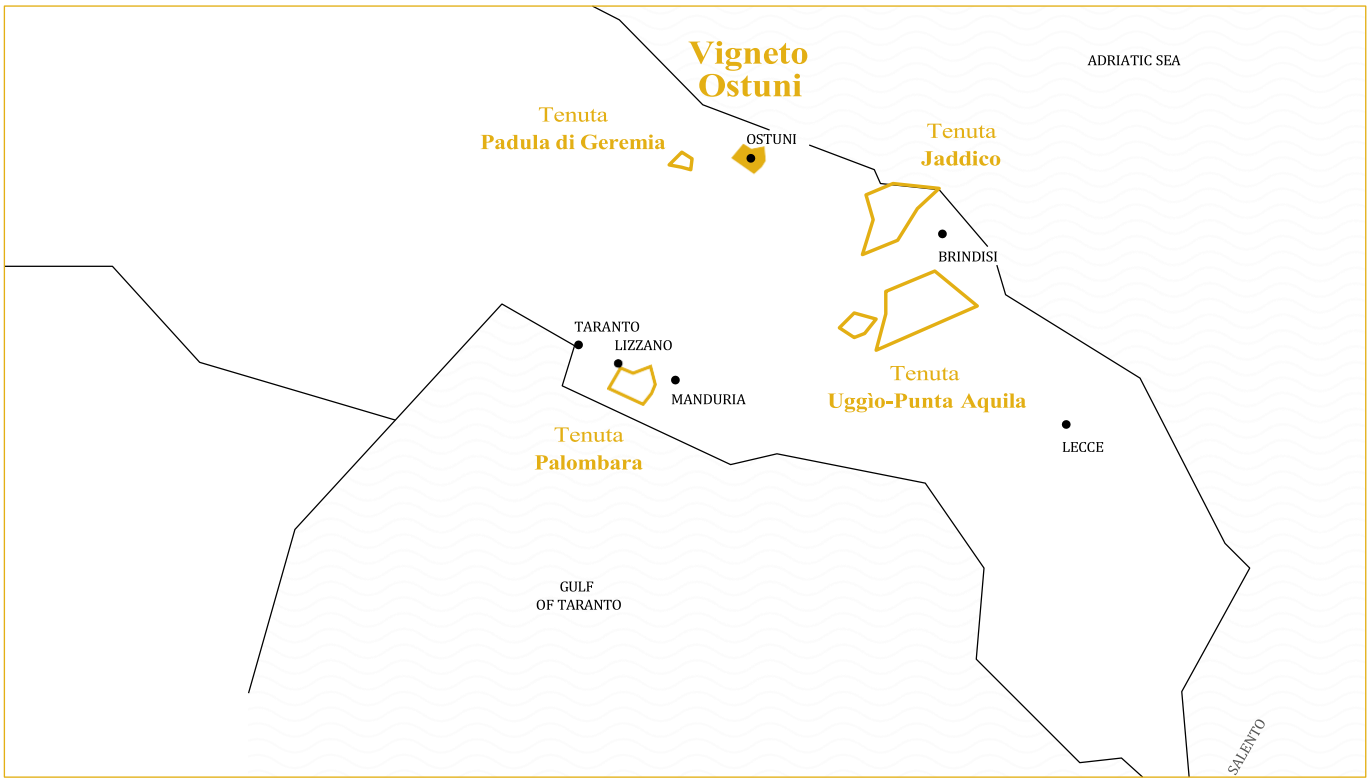
The Ostuni vineyard boasts five thousand plants per hectare. It is a vineyard dedicated to a rare but extremely typical variety of Puglia and Salento, the Ottavianello, from which the Lamo wine is produced. The vineyard was planted in 1994 on medium-textured soils with a presence of skeleton and outcropping 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

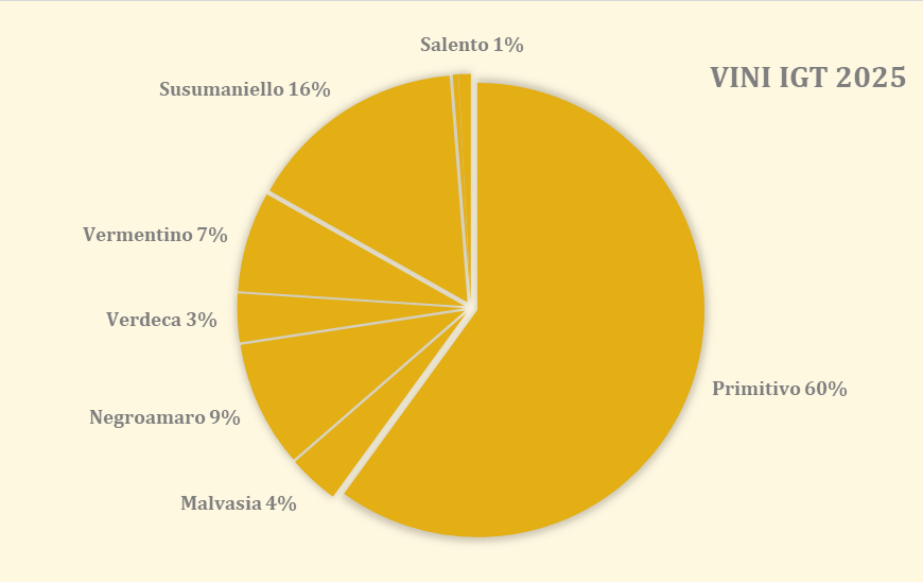


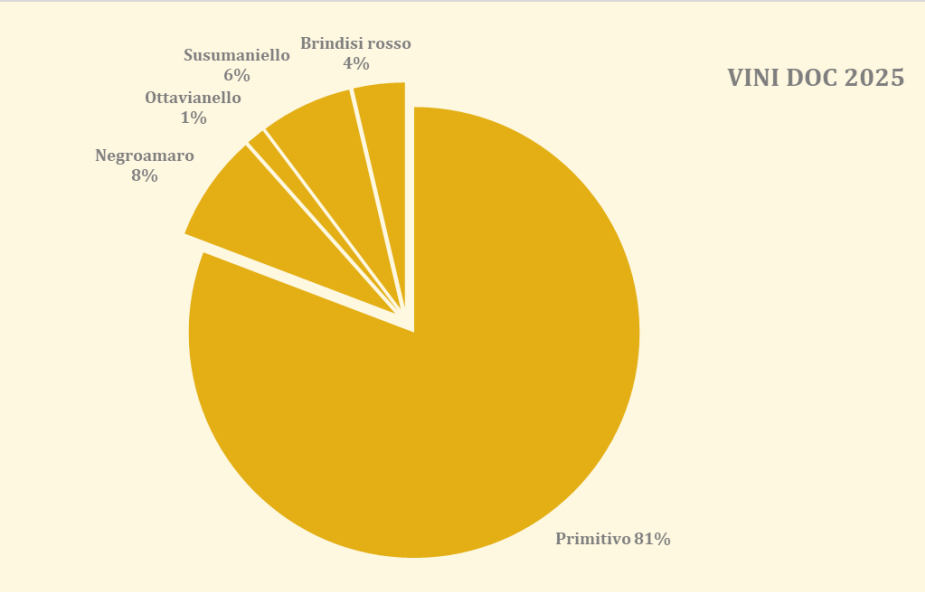
Lamo
Ottavianello DOC
Ostuni

d Production 2025

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 leading producer of high-quality wines from Puglia, with a strong international orientation and a well-established export presence. The company consistently and successfully exports its wine labels to a wide range of markets, from Canada to Brazil and other countries across South America. Europe has shown the strongest appreciation for Tenute Rubino's production philosophy and wine portfolio. Switzerland and Germany represent the company's most successful markets, while Romania, Malta, Austria, the Netherlands, Luxembourg, Belgium, the Czech Republic, and Norway also provide welcoming and productive opportunities for the company and its wines. Albania has recently joined this network of international markets, further strengthening Tenute Rubino's global presence.

Markets	Canada	Belgium	Switzerland	Netherlands	Lithuania	Czech Republic
	Brazil	United	Germany	Poland	Albania	Malta
	Luxembourg	Kingdom	Austria	Estonia	Romania	



d.3 WINE TOURISM

The year 2025 at Tenute Rubino provided a clear example of how the trends forecast by wine tourism experts in 2023 have materialized. Visitor flows have evolved, the profile of the wine tourist has changed, and destinations have adapted to the ongoing media transformation—particularly driven by social media—which has been reshaping consumer behavior for the past two years.

A key trend that emerged is the growing interest among travelers in enriching their journeys through diverse experiences, often centered around wine, olive oil, and local gastronomy. This interest reflects a deeper engagement with food culture, going beyond simple discovery experiences associated with quick and accessible consumption.

This growing relevance is reflected in a broader approach to food and wine tourism, which increasingly intersects with nature-based, coastal, and sports-related activities, as well as with forms of slow tourism that are particularly attentive to themes such as heritage preservation, tradition, and sustainability. At the same time, many producers, including Azienda Agricola L. Rubino, have embraced a new perspective, recognizing their role as an integral part of the tourism value chain and as key contributors to strengthening and promoting local identity.

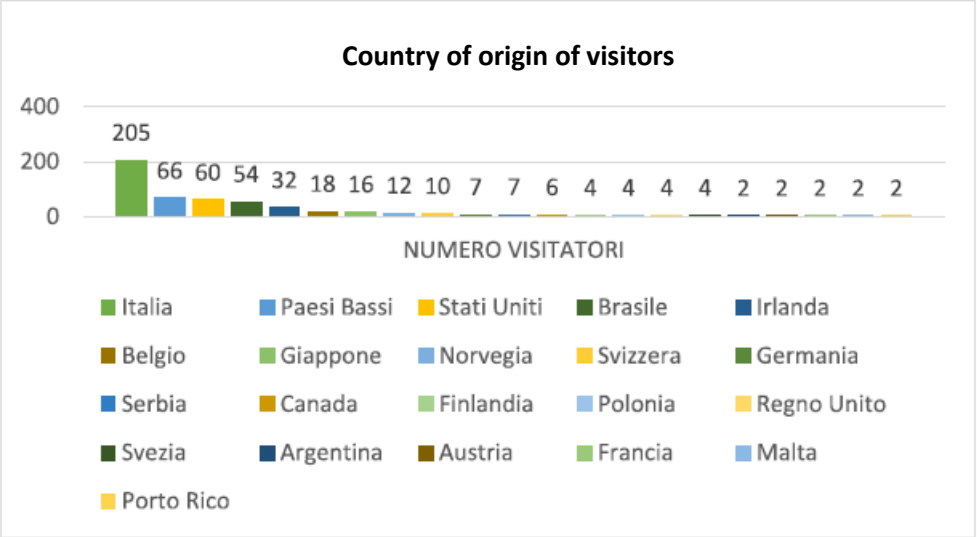
For the past three years, the company has been using Wine Suite, a booking and customer data management platform aligned with current trends in reservation systems and customer relationship management. The platform provides a clear overview of visitor flows and orders through customizable time-based reporting. This booking system enables the efficient management of contacts and reservations, while supporting CRM activities that allow for more accurate customer profiling and real-time monitoring of wine tourism flows and sales orders.

A detailed analysis of the data shows a significant increase in bookings compared to 2023 and a modest yet noteworthy increase compared to 2022. It is important to note that visitor flows recorded in 2022 were influenced by post-pandemic dynamics that uniquely shaped tourism patterns during that period.

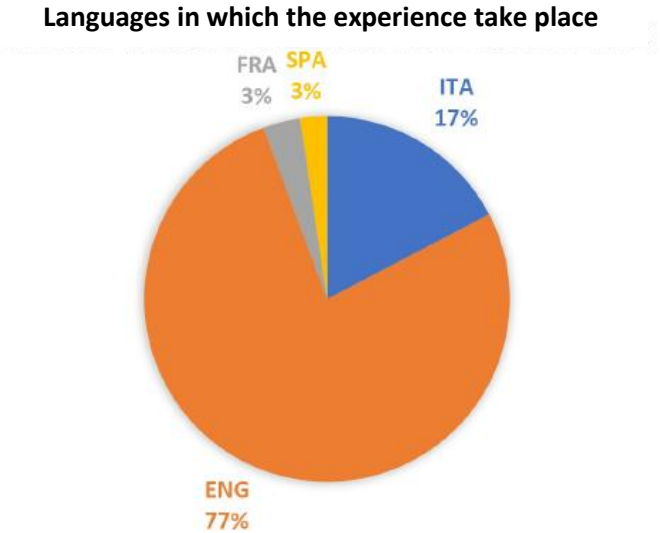
The distribution of bookings has also changed compared to previous years, with a general increase across most months, except for January and November, when wine tourism activity has traditionally been negligible. The tourism season has also expanded, beginning as early as April with a substantial number of bookings. This trend reflects an ongoing process of seasonality reduction, driven both by territorial promotion initiatives and by changing travel behaviors among domestic and international visitors, who increasingly avoid peak travel periods and choose food and wine experiences during both extended stays and short trips.

Another noteworthy aspect is the distribution of visitors by country of origin. In particular, domestic visitors generated a significantly higher number of bookings compared to previous years.

In 2025, the majority of visitors originated from Italy, followed by the Netherlands, the United States, and Brazil. In 2024, the main countries of origin were Italy, the United States, the Netherlands, and the United Kingdom.



Visitors are offered the opportunity to participate in experiences conducted in four different languages. As shown in the chart, English was the most requested language, with 422 experiences delivered, followed by Italian with 95 experiences, French with 18, and Spanish with 13.
These figures highlight the strong international appeal of the company's wine tourism offering and underline the importance of multilingual services in ensuring an accessible, inclusive, and high-quality visitor experience for guests from diverse geographical and cultural backgrounds.



One of the most noteworthy findings in 2025 relates to post-visit sales performance. The strategies implemented during both the booking process and the visitor experience, combined with the profile of the guests visiting the winery, generated higher bottle sales compared to 2024.
Several factors contributed to this result, including clear and effective communication, engaging and memorable visitor experiences, the quality of the wines, and the availability of international shipping services through WAY TO GO. Together, these elements supported and facilitated the purchasing process.
The introduction of a new standing tasting format in the winery's Red Corridor, designed for groups seeking a more informal experience, generated positive feedback and attracted particular interest from tour operators working with wine enthusiasts and industry professionals.
Visitors increasingly opted for experiences that offered an authentic introduction to the local area and its strong territorial identity, while also reflecting a modern and innovative approach, enhanced by the presence of the Numero Primo wine shop. The Selection experience (winery tour and tasting of four labels, with or

without food pairing) continued to meet the expectations of the majority of wine tourists, followed by the Rubino Light Lunch experience.
The popularity of the Susumaniello experience reflects the profile of today's wine tourist, who increasingly seeks unique and distinctive experiences rather than offerings that can be easily replicated at neighboring wineries. A similar trend can be observed for the Selection experience, which remains the preferred choice among visitors discovering the region for the first time, particularly those travelling with family and friends. This option combines a winery tour with the tasting of four wines and is especially appealing to younger wine enthusiasts who are less interested in highly complex wines and, perhaps most importantly, prefer experiences that remain affordable during their holidays.
In addition, the wines most frequently purchased following winery visits in 2025 were Oltremè, Palombara, and Jaddico.
September recorded the highest level of activity in terms of both bookings and visitor attendance. In particular, from the third week of August through the end of September, the winery experienced exceptionally strong demand for tours and tastings, followed by a gradual decline in visitor numbers towards 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.	Azienda Agricola L. Rubino primarily engages with its competitors through periodic communication and promotional initiatives developed by the company. In this context, R. Leopardi actively participates in industry networks and associations, serving as a member of the national association *Donne del Vino* and as President of the *Appia Wine Road* association. These roles contribute to fostering collaboration, dialogue, and the promotion of the regional wine sector.
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 backgrounds
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 remains committed to maintaining an open and responsive dialogue with the local community, demonstrating ongoing attention to the needs and expectations of people living in the area.
Azienda Agricola L. Rubino continues to promote educational and awareness-raising initiatives for younger generations through the *Vino–IN–FORMAZIONE* project. The initiative is specifically addressed to students attending hospitality and catering schools in the Puglia region, many of whom are already employed in the Ho.Re.Ca. sector on a seasonal or part-time basis. The project aims to introduce students to the wine industry, highlighting its opportunities, distinctive characteristics, and growth potential, while fostering greater awareness, knowledge, and professional skills that can support their present and future career choices.
In addition, throughout 2025 the company continued its partnership and cooperation agreement with the Regional ITS Academy of Puglia for the Hospitality and Extended Tourism Industry, which concluded in September 2025. The collaboration was designed to support the testing and implementation of innovative management tools aimed at enhancing local heritage through the development of advanced technical skills within the region. It also sought to promote structured approaches to tourism-related economic activities, ultimately contributing to the creation of organizational and operational mechanisms capable of supporting the sustainable growth of local communities and their economies.
Company personnel remain available to collect feedback, requests, and concerns from local citizens. The company is committed to maintaining responsible and respectful relationships with the surrounding community and to operating in a manner consistent with its social responsibilities.
No complaints, reports, or formal notifications were received from residents of the Municipality of Brindisi during the reporting period.

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.

g 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 points 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.

g.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 vineyard is defined as environmental, operational, and economic sustainability. To achieve high-quality production, Azienda Agricola Luigi Rubino relies on careful agronomic planning for the choice of planting systems, pruning methods, treatments, sustainable use of irrigation water, and economic management.

Azienda Agricola Luigi Rubino vinifies 99.70% of grapes from its own production; therefore, it is essential to apply sustainable agricultural practices starting directly in the field.

Since 2016, the company has adopted the integrated pest management system (SQNPI) across its estates as a fundamental tool for operating in a way that respects and enhances the ecosystem that characterizes our territory. The use of technical production tools, as well as the management of soil, water resources, and production cycle residues, represent the main factors on which intervention is required to limit environmental impact.

In the vineyard, the tools available for reducing synthetic chemicals include genetic improvement, careful canopy management, and the use of efficient equipment for applying phytosanitary products when necessary. Treatments with chemical products are carried out by significantly reducing the quantities used and relying exclusively on non-aggressive active ingredients, only when needed and never preventively, favoring an approach rooted in integrated pest management practices.

Fertilization practices are carried out by considering the different soil types that characterize each area, the variety cultivated, and the yield of the previous year, evaluating both the quantitative and qualitative aspects of production.

Operational sustainability and mechanization are also closely connected, as mechanization accelerates key field operations, generating clear benefits for the farm's margins and ensuring economic sustainability. For years, the technical guidelines for new vineyards have been aimed at enabling their mechanical management. Mechanical harvesting not only facilitates the grape harvest—while respecting the established oenological objectives—but also results in a lower economic impact compared to manual harvesting. Investing in mechanization also makes the farm less dependent on specialized labor, which is increasingly difficult to source.

h.2 BIODIVERSITY ANALYSIS AND SOIL MONITORING

The soil biodiversity of the vineyards is closely linked to grape quality, plant productivity, and the agronomic practices adopted, while also taking into account the physical-chemical properties of the soil and the bioclimatic environmental variables.
Biodiversity refers to the number, variety, and variability of living organisms and how they change from one environment to another over time. Preserving this richness requires a strong commitment to the management of agricultural production, as the interaction between fauna and crops can often result in negative impacts.
Specifically, within our estates, biodiversity indices were assessed using the QBS-ar method, and the following values were recorded, indicating the biological forms found within the analyzed samples:

TENUTA	NUMERIC INDEX	RATING SCALE QBS AR
Tenuta Uggìo–Punta Aquila	166	Excellent
Tenuta di Gallico	171	Excellent
Tenuta Palombara	131	Discreet
Tenuta Padula of Geremia	172	Excellent

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

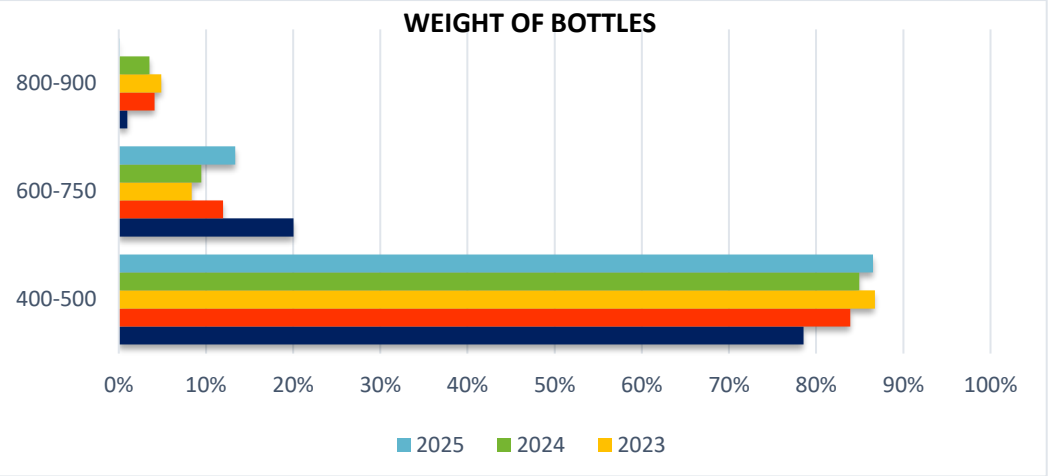
Energy consumption required for business activities includes electricity supply for the caretaker's house and agricultural offices, lighting of agricultural equipment sheds, any maintenance of agricultural machinery, and feeding of well pumps for agricultural purposes. For the winery, electricity consumption 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 company's operations across its various business activities inevitably generate waste, the volume and composition of which may vary from year to year depending on the specific activities carried out.
The waste generated at the agricultural sites is negligible in quantity and mainly derives from the disposal of plant protection product packaging and the maintenance of agricultural machinery and equipment (such as used oil).
The vast majority of the waste generated at the winery (97%) falls within the category of non-hazardous waste, including, for example, sludge generated by the wastewater treatment process and paper and cardboard packaging waste. More specifically, approximately 90% of the total waste generated consists of sludge produced during the winery's wastewater treatment process. During 2025, this sludge was subjected to a recovery process, contributing to the company's resource recovery and waste management objectives.
In addition, the winemaking process generates several by-products, including grape stalks, pomace, and lees. These by-products are transferred to external operators and subsequently reused in the production of other alcoholic beverages, such as grappa and other distilled spirits, supporting circular economy principles and the valorization of production residues.

PACKAGING

Azienda Agricola Luigi Rubino recognizes that reducing the environmental impacts associated with its production processes also requires careful consideration in the selection of materials and suppliers. For this reason, the company has established relationships with suppliers who demonstrate a strong commitment to environmental sustainability. This approach applies both to the production of glass bottles and to packaging materials and is supported by the fact that many suppliers hold specific certifications relating to both production processes and products.
With regard to packaging materials, 90% of suppliers hold recognized certifications, such as FSC certification, which promotes the responsible management of forests and supply chains, as well as other certifications related to environmental management, occupational health and safety, and/or food safety.
Regarding bottle usage, 86.5% of the 0.75-liter bottles used during 2025 had a weight ranging between 400 and 500 grams. This percentage was slightly higher than that recorded in 2024. The company's focus on bottle weight forms part of its broader commitment to improving packaging sustainability and reducing the environmental footprint associated with raw material consumption and transportation.



ETICO PROJECT

Since 2025, Azienda Agricola L. Rubino has embarked on a journey focused on sustainability and social responsibility, with the aim of progressively integrating these principles across an increasing number of business activities.

Recently, the winery joined the ETICO project, an initiative developed in partnership with Amorim Cork Italia that promotes the collection and recovery of used cork stoppers for use in new applications, such as the production of design furnishings and other value-added products.

Through this program, a material that would otherwise become waste is transformed into a valuable resource, fostering a circular product life cycle while generating positive social impact. By participating in the collection of cork stoppers that would otherwise be discarded, Azienda Agricola L. Rubino supports a local non-profit organization that develops projects and activities for children with Autism Spectrum Disorder (ASD), creating a meaningful connection between environmental sustainability and social solidarity.

With the support of the company's sales agents, collection boxes have been distributed throughout the local area and beyond. Restaurants, bars, wine shops, and households can use these collection points to dispose of used cork stoppers, which are then added to those recovered directly by participating wineries. The initiative encourages consumers and local stakeholders to actively contribute to the circular economy by giving cork stoppers a second life. Every collected stopper represents a small but tangible contribution to both environmental protection and community well-being.

i Social Analisys

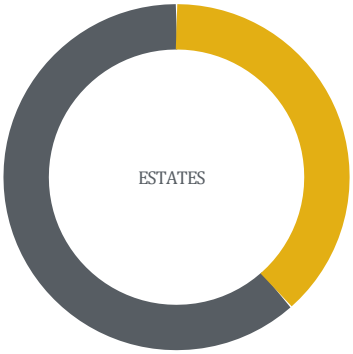
i.1 ENHANCEMENT AND DEVELOPMENT OF HUMAN RESOURCES

EMPLOYEE WELL-BEING AND SATISFACTION

Azienda Agricola Luigi Rubino is a company characterized by a highly diverse workforce, comprising approximately 80 people who work daily across its various business areas to ensure production excellence.

The organization is guided not only by formal rules but also by shared ethical principles, education, and moral sensitivity. The respect and application of these principles are the result of a conscious choice rather than a formal obligation. Knowledge, culture, and personal experience represent the unique contribution that each individual brings to the workplace environment.

The table below presents a graphical representation of the workforce composition, broken down by gender (female/male) and by operational area (winery and agricultural estates):

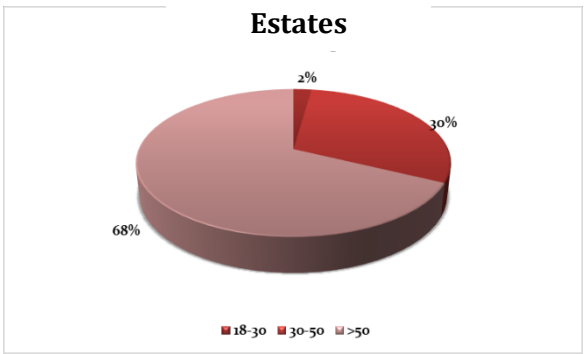


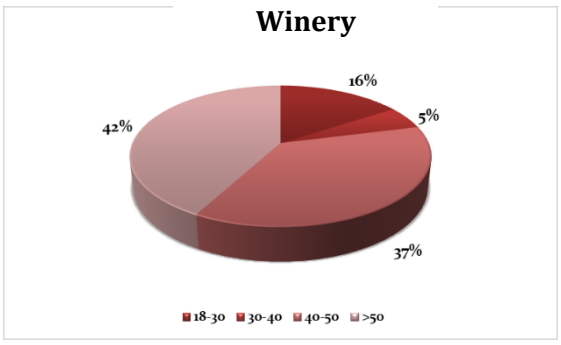
63% WOMEN
37% MEN



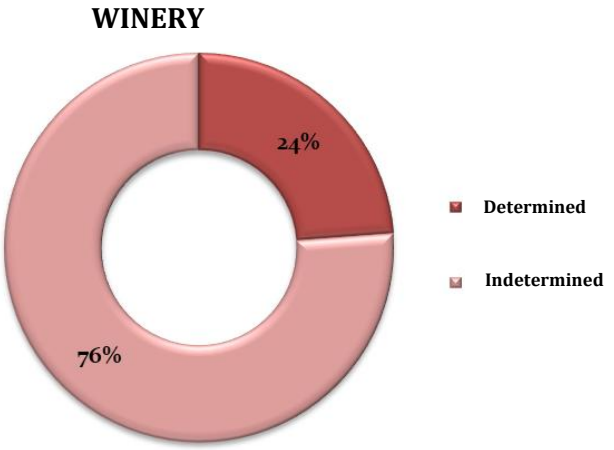
32% WOMEN
68% MEN

During 2025 the total number of employees recruited was 110 people, divided in:





The company respects each employee's freedom to join trade unions of their choice. Accordingly, membership in trade union organizations does not result in any negative consequences or retaliation from the company.
To ensure the full voluntary nature of all work performed, the company is committed to guaranteeing that all employees are fully aware of the rights and obligations arising from their employment contracts. Periodic awareness-raising and information activities are carried out regarding key updates in labour law, social responsibility, and related topics.
No discrimination is permitted in recruitment, remuneration, access to training, promotion, or termination of employment on the basis of gender, age, religion, race, caste, birth, social class, disability, ethnic or national origin, nationality, membership in workers' organizations (including trade unions), political affiliation or opinion, sexual orientation, family responsibilities, marital status, or any other condition that may give rise to discrimination. To prevent discrimination in recruitment and workplace practices, the company applies the provisions set out in its Code of Ethics. Furthermore, any employee who feels discriminated against may report the issue, including anonymously, through a dedicated reporting box.
The company ensures that wage and compensation structures, including both ordinary and overtime pay, are clearly defined and communicated, and that payments are made in full compliance with applicable legislation. Illegal or unauthorized deductions are strictly prohibited. The company guarantees equal pay for women and men.



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 reason, 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 its training and awareness-raising activities related to the Equalitas Standard through an annual training programme focused on sustainability and corporate social responsibility. The aim is to raise awareness among employees and encourage behaviours that take these aspects into account, as well as to keep them updated on the requirements and contents of the Equalitas Standard. On an annual basis, the results achieved are shared and new activities are planned, also taking into consideration the outcomes of internal and external audits.
Based on the company’s operational needs, training activities for the year 2026 have been planned and included in the training programme, with the aim of enhancing the specific skills of internal personnel. In addition to mandatory legally required training, the company increasingly invests in training initiatives aimed at strengthening employees’ technical and professional competencies, as part of a structured internal development plan.

i.2 OBJECTIVE-BASED ANALYSIS

AREA	OBJECTIVES	TARGET
ENVIRONMENT AND SUSTAINABILITY	Ongoing of the ethical project – with AMORIM	Recycling cork stoppers Donating the proceeds to a non-profit organization (NPO)
	Construction of a new winery at Jaddico, including the implementation of: 1. rainwater harvesting systems for reuse purposes 2. a photovoltaic system 3. a green roof (roof garden)	Rainwater harvesting for reuse purposes; green roof (roof garden) and photovoltaic system.
SOCIAL	Enhance the skills of internal personnel	Conduct 100 hours of training



TENUTE RUBINO