

Sustainability Report FY 2022





The document was compiled
with the technical and methodological
assistance of Message S.p.A.

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Letter to stakeholders

Sustainability and the pathway to responsible development are compelling topics that – also in relation to the times in which we are living – lie at the center of public debate.

Driven by international organizations and a shared sentiment, nations, people and companies have set ambitious targets, which require serious collaboration and the ability to look toward and build a shared future.

It is not an easy task to connect individuals and the community with a common thread that transforms the commitment of each into everyone's success, while exposing each entity to the risk that others do not follow the targets pinpointed by sustainability.

This also applies to the companies that work in integrated supply chains. When we talk about sustainability, especially (but not only) environmental sustainability, each entity must do its part well and with the utmost responsibility. Regarding this, I cannot overlook the aspects that refer to responsible drinking, namely the crucial role played by all companies that produce, sell, market and serve wine in terms of educating the consumer about moderate and responsible consumption. In our sector, sustainability also involves the ability of consumers to reconcile the consumption of wine, an alcoholic drink, with a healthy and balanced lifestyle, just as the Mediterranean diet teaches us, in which wine has already featured in moderate quantities. We cannot idly sit by, thinking that the role as educator is someone else's responsibility and keeping a hypocritical profile as a bystander.

Moreover, our Group has been active in supporting environmental and social sustainability across our entire supply chain for some time now. Since 2019, our mission has allowed us to embark on a growth plan with our grape suppliers to achieve 100% organic production by 2025.

The latest legislative changes confirm that the direction we have taken in the past embraces and responds to the evolution of our policies and company strategies. We can do none other than applaud the Italian Ministry of Agriculture, which in March 2022 approved the national sustainability certification for the wine sector. Notwithstanding this push, firstly by us and now also by the institutions, we are fully aware that not all entities in the supply chain are ready in the same way or have the same sensitivity. Some, often the smallest companies, do not have the means in terms of skills or in financial terms to be able to meet a sufficiently ambitious standard of sustainability. In our opinion, however, this cannot and must not be an excuse to justify the fact of focusing on us alone.

We must act as the driving force that pushes the industry to which we belong, that spurs on and convinces it to align with a new standard of work. To do this, however, we must consider and convince ourselves to support our partners so that they can drive forward their alignment. We know that we could make the journey on our own and perhaps accomplish these targets more quickly, efficiently and effectively, but in doing so we would lose the broader objective. We all need to pass the finish line and make this journey together. Our partners and us.

That is why one of our short-term strategic targets is to have 100% organic certification for our grape-growing supply. This obliges and spurs us on to work side by side with all the grape growing partners who wish to join us in this challenge to help each other to reach our end goal together. For us, reaching the finish line cannot be considered as a victory. Either we get there altogether – companies, institutions and citizens – or we will never truly be a sustainable community.

A handwritten signature in black ink, appearing to read "Laudis" or similar, with a large, stylized flourish underneath.

How to read this report

This page aims to help you consult and use this Sustainability Report as easily as possible.

This Sustainability Report sets out the information about **environmental, social, financial and governance issues** for the Ruffino Group (hereinafter also “Group” or “Ruffino”) with reference to the companies *Ruffino S.r.l.*, *Tenute Ruffino S.r.l. Società Agricola* (“Tenute Ruffino”) and *Poderi Ducali Ruffino S.r.l. Società Agricola* (“Poderi Ducali”).

The reporting period is structured into financial years, which run from February in one fiscal year to March in the next. In the report, reference to the financial years is stated as follows: FY 2022 (2021), FY 2021 (2020), FY 2020 (2019).

With this work, our aim is to **share the progress we have made and the results we have achieved with all stakeholders**, as well as to set out the improvements we still want to make. We are therefore publishing this report in order to ensure understanding of our business activities and the impact produced by them through the representation, for every material theme identified, of the strategic guidelines, management methods, organizational structures, policies adopted, and the risks and opportunities connected with them.

This Sustainability Report was compiled in accordance with **reporting principles of the Global Reporting Initiative (GRI)**¹, ensuring the quality of the information stated and enabling the stakeholders to evaluate the Group’s performance in a realistic and reasonable way. Additional details about the methodology are stated at the end of the report, in the “Methodological Notes” section.

This Report is a result of the work and collaboration of all company departments. The **Sustainability & Environment Team** coordinated the compilation.

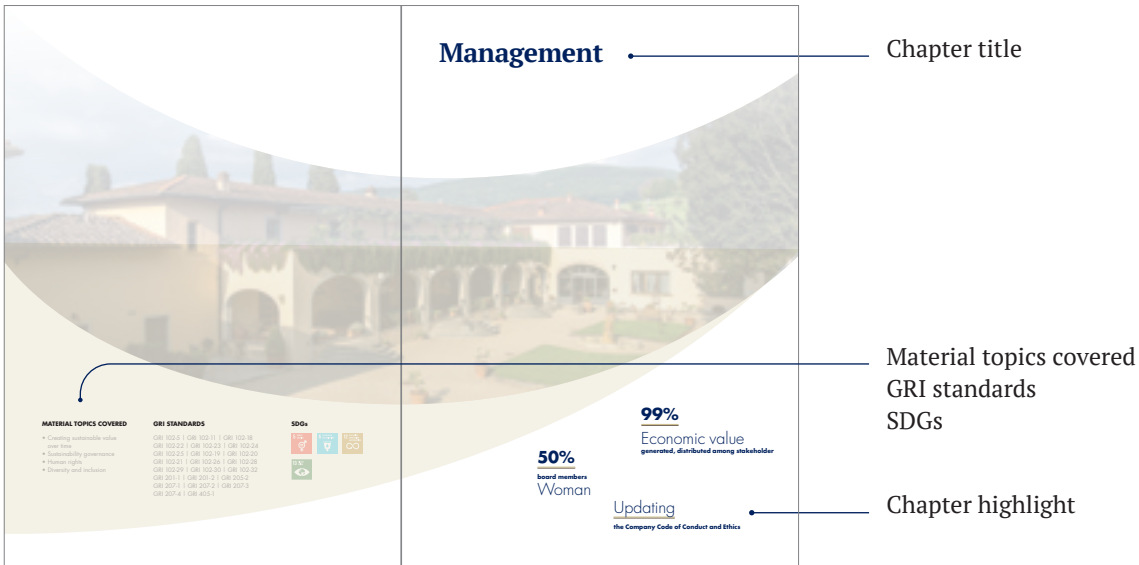
For questions regarding the Sustainability Report, please contact thomas.blasi@ruffino.it.

Enjoy the read!

¹ Global Reporting Initiative (GRI) is a non-profit association that was founded to provide concrete support to companies and institutions, regardless of size and location, for sustainable performance reporting, for the purposes of measuring the environmental, social and financial impact of their activities. The GRI Standards – universal and specific

by their nature, namely regarding the dimensions of sustainability – are applied voluntarily and recognized all over the world as the main benchmark for non-financial reporting.

Chapter cover page



Internal page





MATERIAL TOPICS COVERED

- Sustainability as an element of differentiation and competitiveness
- Certified sustainability

GRI STANDARDS

GRI 102-1 | GRI 102-2 | GRI 102-3 | GRI 102-4
GRI 102-6 | GRI 102-7 | GRI 102-16 | GRI 102-15
GRI 102-21 | GRI 102-40 | GRI 102-42 | GRI 102-43
GRI 102-44 | GRI 102-47

World of Ruffino



About us

4 Companies

Ruffino S.r.l., Tenute Ruffino S.r.l.
Società Agricola e Poderi Ducali S.r.l.
Società Agricola, CBET S.r.l.*

5.020
Tons
of grapes managed

28,810,709
Bottles of wine

123.2 million
euro
Value produced
by the Group in FY 2022



290 People

+ 1,200
Hectares of land
more than 570 under vine

9 Estates
6 in Tuscany, 3 in Veneto

37
Labels

83
Countries supplied²

* Not included in the scope of the qualitative and quantitative data of this Report, net of the economic and financial data. For more information, see the Methodological Notes.

² For the Italian market, the Hotellerie, Restoration and Café (HoReCa) and mass retail distribution is included among the distribution channels, in addition to direct distribution.

Countries supplied



Background

Ruffino was founded in 1877 by two cousins, Ilario and Leopoldo Ruffino, who discovered the ideal place to establish what continues to be the headquarters of the company (and Chianti itself) in Pontassieve. The original name when the company was founded was actually Chianti I.L. Ruffino: synonymous of the Italian lifestyle all over the world, a quality wine for everyone.

Over 150 years of history, the estates and production facilities belonging to Ruffino have grown, undergone renovation and have been equipped with up-to-the-minute technology without ever forgetting the tradition and ties with the homeland. 300 people across the Group's 9 estates now contribute to the growth of Ruffino through their daily work.

The company produces and sells **approximately 29 million bottles** across **37 labels**, most of which are linked to historic appellations in **Tuscany**, including **Chianti, Chianti Classico** and **Brunello di Montalcino**, as well as **Prosecco** and **Pinot Grigio** in **Veneto**.

Ruffino relies on more than **570 hectares of vineyards**, across **9 estates**: 6 in **Tuscany** – **Poggio Casciano, Montemasso, Santedame, Gretole, La Solatia** and **Greppone Mazzi** – and 3 in **Veneto**: **Cà del Duca, La Duchessa** and **Iulia**.

In 2011, the company became part of **Constellation Brands** (hereafter “CBI” or “CBI Group”), an American market leader in the beer, wine & spirits sector. The acquisition reinforced Ruffino's international vocation, but without losing its characteristic Italian essence.



Figure 1: Ruffino winemaker

1877 FOUNDATION

The year in which Ruffino was established. Cousins Ilario and Leopoldo Ruffino dream of bringing the “ideal wine” to tables worldwide.

The winery was founded in Pontassieve, near Florence, where the headquarters are still located today.



1890 DUKE OF AOSTA

Ruffino is appointed official supplier to the Duke of Aosta and the Italian royal family.

The Duke visits Pontassieve and chooses his personal Chianti Riserva.

Giuseppe Verdi is another Ruffino wine enthusiast: one of his letters is kept at the Ruffino headquarters.



1927 STRAVECCHIO

The first bottle of “Riserva Ducale” is produced, named for the Duke of Aosta, a royal connoisseur of Chianti Ruffino (at the time, it was called “Chianti Stravecchio”).

The label designed in his honor still features on bottles of Riserva Ducale today.



2010 MODUS 2007



Modus 2007, 10 years after its first vintage, is named as one of Wine Spectator’s 100 Top Wines.

It is a nod to Ruffino’s innovation, proof of the winery’s ability to experiment and obtain the highest quality with its Supertuscan.

2018 PODERI DUCALI



PODERI DUCALI RUFFINO

A CONSTELLATION BRANDS COMPANY

Ruffino acquires Ca’ del Duca and La Duchessa, two estates in the Veneto where Prosecco DOC and other white wines are produced.

This is the company’s first investment outside Tuscany and is a mark of Ruffino’s success in Italy and around the world.

2020-21 AQUA DI VENUS



Aqua di Venus is launched, a brand that evokes the wild spirit of the Maremma in southern Tuscany.

Wines that elicit an unforgettable experience and that became an immediate success.

1947 RISERVA DUCALE ORO

The first bottle of Riserva Ducale Oro is produced to celebrate an exceptional vintage, which is now one of Ruffino's most iconic wines and belongs to the Gran Selezione category, only made in the best years.



Anni '50 ROSATELLO

Rosatello is born, the first Italian rosé wine.

Rosatello, Italy's most famous rosé, marks the start of a trend associated with the Italian lifestyle and proves a runaway success with its drop-shaped bottles.



1974 FLORENTINE BOTTLE



Ruffino wine stops being sold in the traditional flask and switches to a Florentine bottle, inspired by the flask but with a modern design in line with market demands.

2021 ROSSO DI MARTE



Ruffino interprets two Italian appellations: Bolgheri and Morellino di Scansano with the Rosso di Marte brand.

2021 MODUS PRIMO



Modus Primo makes its debut with grapes grown in the vineyards of the Poggio Casciano estate, where Modus has always been made as the perfect place for Supertuscans.

This wine, the result of careful selection, is the best that the exceptional Poggio Casciano terroir has to offer.

2022 NEW BRAND IDENTITY



A new image celebrates tradition and represents the evolution to an elevated and contemporary style.



VISION

Craft new experiences that unite people and improve lives.

VALUES



MISSION

We are committed to overcoming challenges day by day and to extend our borders in order to guarantee the best for our consumers, shareholders, employees and the community where we live and work.



Integrity

High ethical and moral standards, Always acting correctly



People first

Respect, Inclusive environment, Teamwork and success, Helping the Community



Entrepreneurial spirit

Shared management, Promoting innovation, Responsibility, Fast and flexible implementation



Client focus

Understanding and anticipating client needs, Exceeding expectations



Focus on quality

Passion for products and commercial activities, Commitment to quality, Continuous improvement



The Estates

Tenute Ruffino

Our **Tuscan estates** extend across more than **1,000 hectares**, with **approximately 380 under vine**.

Every vineyard is precious and comes from the land that we strive to look after. We honor tradition and existing history while pursuing modern winemaking techniques to obtain the very best from every vintage.

380
Hectares

**La Solatia
Greppone Mazzi
Gretole
Montemasso
Poggio Casciano
Santedame**

277
Employees

**153 in Ruffino S.r.l.
124 in Tenute Ruffino S.r.l.**

Reds

- Chianti
- Leo Chianti Superiore
- Torgaio
- Modus
- Ducale rosso
- Riserva Ducale Chianti Classico
- Riserva Ducale Oro Chianti Classico Gran Selezione
- Aziano Chianti Classico
- Santedame Chianti Classico

- Lodola Nuova Nobile di Montepulciano
- Lodola Nuova Rosso di Montepulciano
- Romitorio Chianti Classico Gran Selezione
- Chianti riserva
- Fiasco Chianti Superiore
- Chianti Bio
- Modus Primo
- Alauda Rosso
- Chianti Rufina
- Urlo Rosso

Whites

- La Solatia Pinot Grigio
- Libaio Chardonnay
- Pinot Grigio BIO
- Aqua di Venus Bianco
- Lumina Pinot Grigio delle Venezie
- Galestro
- Orvieto Secco
- Orvieto Abboccato
- Orvieto Dolce
- Aqua di Venus Friuli

Rosé

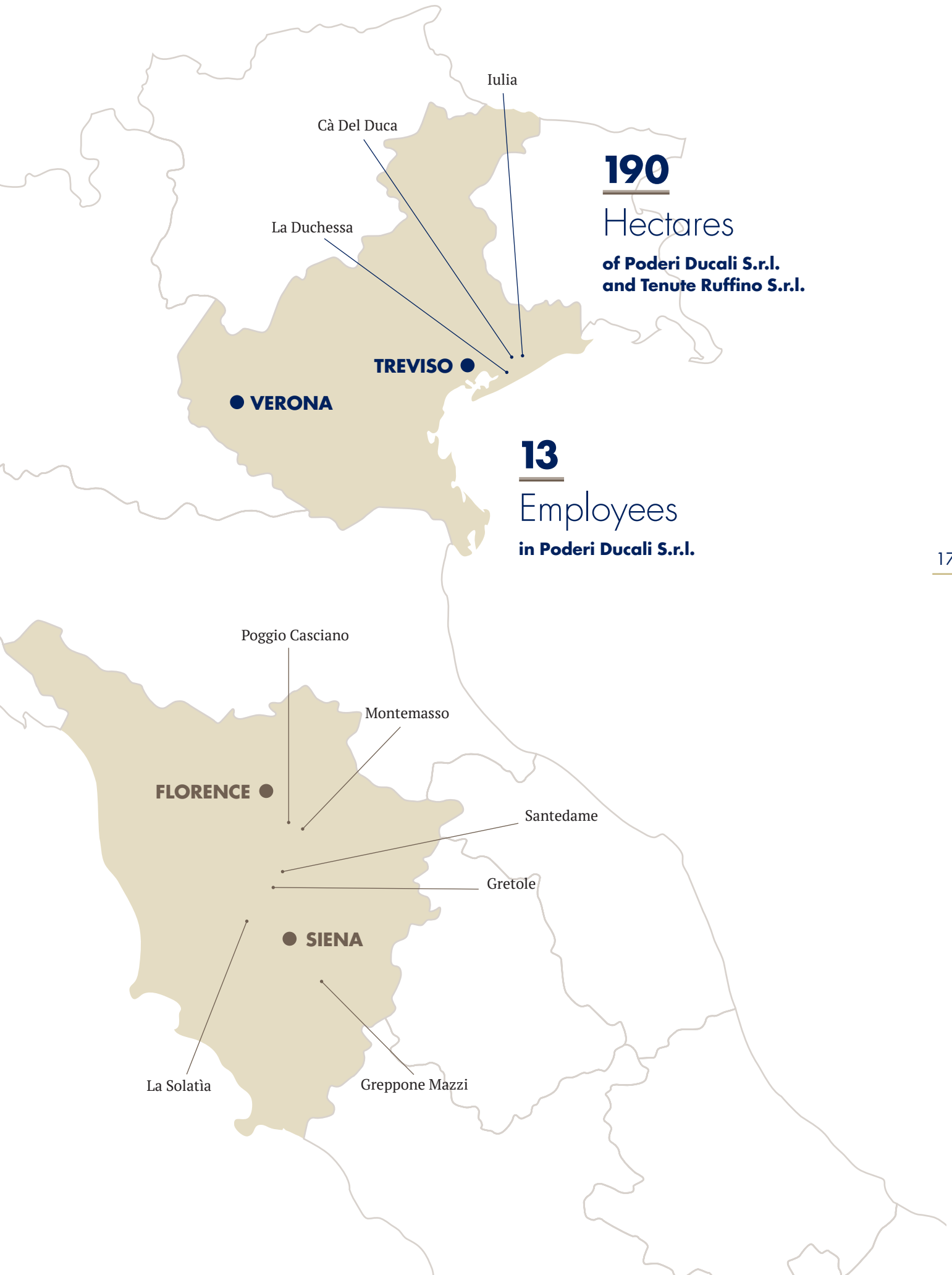
- Aqua di Venus Rosato
- Rosatello Veneto

Prosecco

- Prosecco
- Prosecco BIO
- Prosecco Rose
- Aqua di Venus Cuvee
- Prosecco Exential
- Prosecco Valdobbiadene

Other

- Amaro Antica Ricetta
- Extra-virgin olive oil Laudemio Ruffino
- Extra-virgin olive oil Chianti Classico Ruffino
- Extra-virgin olive oil Italiano
- Serelle Vinsanto
- Moscato d'Asti



190

Hectares

of Ponderi Ducali S.r.l.
and Tenute Ruffino S.r.l.

13

Employees

in Ponderi Ducali S.r.l.

Poggio Casciano is situated in the Tuscan hills a few miles from Florence. Following research into soil and microclimate conducted on the estate, new Sangiovese, Merlot, Cabernet Franc and Colorino were planted, aimed at achieving grapes with greater resilience and even higher quality. Poggio Casciano is also the hub of all of Tenute Ruffino Società Agricola's hospitality activities: the Locanda Le Tre Rane Ruffino restaurant, Bottega del Vino grocery store and wine bar and Agriresort boutique hotel are located here and it's where we take clients on tours and tastings.

Castello di Montemasso, the first Tuscan estate belonging to Tenute Ruffino S.r.l., with a centuries-long history, is located in the Chianti Classico wine region in the municipality of Greve. **Sangiovese** has always been grown on the estate, although agronomic research conducted in recent years has revealed that **Cabernet Sauvignon** and **Merlot** also benefit from the perfect conditions here.

Santedame is located in the municipality of Castellina in Chianti, in the area known as the **Chianti Classico "golden basin"** (Conca d'Oro), an area where grapes of exceptional quality are grown due to the superb exposition of the vines, the altitude and impoverished soils (galestro and alberese are the main soil types in Chianti Classico). The presence of outstanding olive trees offered the opportunity to produce Chianti Classico DOP² extra-virgin olive oil, in accordance with strict regulations.



The Santedame estate is also home to **Colorino vineyards**, an old native grape variety that had been on the brink of extinction and was brought back to life with an interesting retrieval operation that started on the estate in the late 1990s. The Colorino biotypes in the old vineyards were selected before being reproduced by massal selection, which enabled all the genetic variability to be maintained. These Colorino selections are now present in approximately **9 hectares** of the estate's Colorino vineyards.

² Given that the production is residual in terms of turnover and quantity, therefore insignificant for the Group and its impact, the production of olive oil will not be included in the quantitative data stated in this document.



Gretole is located in Castellina in Chianti and serves as the lodestar for all of **Ruffino's Chianti Classico** production. Almost all of the vineyards produce our most representative wine: Riserva Ducale Oro Chianti Classico Gran Selezione.

Greppone Mazzi is a small estate near Borgo di Montalcino, whose vines grow in dry, drought-like soils. This habitat is natural for Sangiovese clones, which are referred to locally as **Brunello di Montalcino**.

Solatia, in Monteriggioni, has all the qualities needed to produce traditional Tuscan varieties, such as Sangiovese and Canaiolo, as well as international varieties like Merlot, Cabernet Sauvignon and Alicante Bouschet due to the distinctive terroir and cooler, deeper soils. White grapes like Chardonnay and Pinot Grigio also prosper in these perfect conditions.





Poderi Ducali

The **Poderi Ducali Ruffino estates in Veneto** extend across approximately **190 hectares, are fully organic and** now boast a total production capacity of about 140,000 hectoliters, which is under continuous expansion.

La Duchessa is the core winery of Poderi Ducali Ruffino and is located in San Donà di Piave, in the Venice province. Glera is the main grape variety grown here due to its importance in the production of **Prosecco**, as well as **Pinot Grigio**. The estate has two prevalently clay vineyards: Rialto, in the San Donà di Piave municipality, and Arsenale, in the Cessalto municipality (Treviso).

Ca' del Duca is located in the Motta di Livenza municipality, in the Treviso province, and is home to the hospitality center for Poderi Ducali Ruffino. Glera is the main grape variety grown here. The soil is particularly suited to the cultivation of this variety due to its structure. Combined with meticulous techniques, the soil instills the finest aromas and flavors in the resultant wines, which is typically **Prosecco**.

Tenuta Iulia is located in the municipality of Portogruaro, in the Venice province, a few kilometers from the Adriatic Coast. The entire surface under vine is planted to Glera, meaning that the grape enjoys the maritime microclimate, resulting in quality products.



Ruffino Cares



The Ruffino Cares logo – a leaf, a hug and a glass that make a heart – symbolize a strategy that extends across 4 action areas: environmental sustainability, responsible drinking education, a commitment to others, and diversity and inclusion.

A heart as strategy

The drive to make sustainability a core brand value led to the creation of **Ruffino Cares** in 2018. Initially a container for all Corporate Social Responsibility actions, **Ruffino Cares has now become our strategy**. This change in perspective has resulted in Ruffino Cares extending across a number of different and complex business areas and becoming a unique stamp across all the company's best practices. Ruffino Cares conveys our **commitment for every project, everyday activity and strategic choice to create a systemic, responsible and mindful vision**.

The four Ruffino Cares pillars permeate our company business model and represent a **constant drive to improve the Group's production processes and offering**.

Our aim is to continue producing wines that respect the environment, are high-quality and that also evoke the aesthetic experience of the strategic positioning of Ruffino's "Vivere di Gusto" (a life of taste), hence to facilitate conviviality and the joy of being together. That's why we are working hard to become a "Brand of Purpose" by 2025. This ambitious objective is an answer to consumers who are increasingly in search of sustainable products that come from a chain with responsible value.

In this Sustainability Report, visibility has been given to the Ruffino Cares action areas, stating the reference to the logo and the four pillars at the start of the chapter or paragraph, depending on the subject.

Ruffino wins Drinks Business Green Award 2021

We were presented with the Amorim Sustainability Award for the Wine, Beer and Cider category in the Drinks Business Green Awards 2021. The Drinks Business Green Awards are the most important program in the world for issues associated with sustainability applied to the drinks sector.

"It is proof that the care that put into producing our wines and in preserving the environment where we work is recognized internationally. We firmly believe that we are custodians of our land, which is why we lead the change, setting an example in our sector and to our suppliers."

Sandro Sartor (*President, Ruffino Group*)

Environment

Protect the environment and its biodiversity through the use of sustainable practices, converting to organic, adopting precision viticulture and the informed use of resources.

Responsible drinking

Encouraging responsibility and moderation in drinking through recreational and educational campaigns aimed at providing information about the harm caused by alcohol abuse and the sociocultural value of responsible drinking.



Diversity and inclusion

Encouraging an inclusive culture characterized by a diversity of backgrounds and mindsets, which reflects our consumers and the communities in which we live and work, and to which we all feel we belong.

Commitment to others

Support local communities through initiatives aimed at local excellence, associations, the weakest members of society and those in need.

A shared responsibility

Activities in the wine industry depend on the availability of natural resources (energy, water, climate, soil, air and ecosystem) and the socio-economic fabric in which they are positioned.

From the point of view of long-term sustainability in winemaking⁴, adopting production systems and conduct that maintain these natural resources and improve their conditions of use is fundamental. But this is not enough by itself: a sustainable wine company must take part in improving the social and economic conditions of the place where it operates.

The 2030 Agenda and Sustainable Development Goals

On September 25, 2015, the United Nations General Assembly, during the World Sustainable Development Summit, which assembled the 193 member states, approved the 2030 Agenda and its 17 Sustainable Development Goals (SDGs).

The goals, which are universal in nature, define the need for a shared direction to achieve sustainable development by 2030, focusing on **5 key areas** in particular: **people, planet, prosperity, peace and partnership.**

⁴ General principles of sustainable grape growing of the OIV – environmental, social, economic and cultural aspects – International Organisation of Vine and Wine.

Efforts must be coordinated globally while not being restricted to the wine industry. Given that we believe in the importance of a responsible development plan that is tangible and guided by **priorities that are shared at an international level**, we have been monitoring our alignment with the

goals of the UN's 2030 Agenda for many years. In line with our strategy, and the activities, plans and initiatives that have been implemented, we have pinpointed **9 goals that we can work towards under our direct responsibility**⁵.

3.5

Strengthen the prevention of the harmful use of alcohol



17.6

Intensify the global partnership for Sustainable Development, assisted by multilateral collaborations that develop and share knowledge, skills, and technological and financial resources to achieve the Sustainable Development Goals in all countries

15.1

Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services

15.5

Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species

13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters

⁵ Analysis conducted by consulting publications from the main international organizations in this field, linking the SDGs and the GRI Standards and SDG Compass.

Figure 2: Our contribution to the Sustainable Development Goals

For the sake of clarity, the SDGs are stated for which the Ruffino Group can make an indirect contribution.



We have also acknowledged and adopted the principles of two European strategies, which are set out in the broader **European Green Deal** and which will play a key role in converting our food systems: the **Farm to Fork Strategy** and the **Biodiversity Strategy for 2030**. The aspects we are working on to strengthen our protection are biodiversity, organic conversion and corporate governance⁶.

Regarding the Biodiversity Strategy, we have been conducting our activities for many years with the aim of preserving and promoting the biodiversity of the places where we work, especially encouraging naturally regulating processes and removing the use of chemical substances in vineyard treatments.

From this perspective, Italy is meeting the growing challenges for the farming sector, especially in the wine segment by harmonizing leading national self-assessment and certification systems.

The “Farm to Fork” strategy

The “Farm to Fork strategy tackles the challenges faced by achieving sustainable food systems in a global way with a ten-year plan, recognizing the inseparable ties between healthy people, a healthy society and a healthy planet. The initiatives of the strategy are a central element of the European Commission’s Agenda to achieve the UN’s Sustainable Development Goals.

⁶ Further information can be found in the “Management and “Conservation” chapters.



Agriculture and the Green Deal

The Green Deal was presented by the European Commission on 11 December 2019 and summarizes the new European growth strategy towards ecological transition.

The EU goals are:

- ensure food security faced with climate change and biodiversity loss
- reduce the environmental and climate footprint of the EU’s food system
- strengthen the resilience of the EU’s food system
- lead global transition towards competitive sustainability from producer to consumer.

The European Commission has adopted a set of proposals to align EU policies on climate, energy, transportation and taxation in order to reduce greenhouse gas emissions to at least 55% below 1990 levels by 2030.

Biodiversity Strategy

The EU’s Biodiversity Strategy for 2030 is an overarching, ambitious and long-term plan to protect nature and inverse the deterioration of ecosystems. It calls for specific commitments and action, including:

- +25% of agricultural land in areas for organic farming;
- -50% use of chemical pesticides;
- -50% loss in nutrients, at the same time guaranteeing that soil fertility does not deteriorate, reducing the use of fertilizers by 20%;
- -50% of total EU sales of antimicrobics for reared animals and antibiotics for aquaculture.



In March 2022, the Italian Ministry of Farming, Food and Forestry Policies (MIPAAF), with the departmental decree no. 124900 of 16 March 2022, approved the **Guidelines for the Wine Industry Sustainability Certification System**⁷. The guidelines were drawn up by the Committee for Wine Sustainability (CoSVi), established by ministerial decree of 23 June 2021, formed by representatives of MIPAAF, the regions, the Council for Research in Agriculture and Analysis of the Agricultural Economy (CREA) and ACCREDIA, a non-profit association and the only certification body in Italy and, in an advisory capacity, representatives from the three assessment systems for sustainability in the wine industry (Equalitas, Viva and Tergeo). The certification standardizes the best practices and experiences regarding sustainability in the wine industry and enables organizations to deal with a unified certification system. For 2022, this certification will be implemented using the procedures and standards set out by the National Quality System of Integrated Production (SQNPI), to which Ruffino has belonged since FY 2021.

The latest legislative changes confirm that the direction we have taken embraces and responds to the evolution of the context in which we operate.

In order to strengthen the actions already taken in recent years, since FY 2021 we have been working in sync with our parent company CBI to develop a **strategic sustainability plan**. The plan, which was formalized and shared with our stakeholders in FY 2022, aims to establish goals to be achieved over the next few years, taking into account the broader and aforementioned European context. To this end, the plan sets out the goals and the timescale for achieving them.

We have also set out a plan up to 2025 for the allocation of funding aimed at sustainable development, totaling approximately **28% of the total investments made**, as seen in Figure 3.

Guidelines for the Wine Industry Sustainability Certification System

The Guidelines for the Wine Industry Sustainability Certification System states the set of regulations for production and the best practices aimed at ensuring **respect for the environment, food quality and security, protection for workers and citizens**, and an adequate **income from agriculture**.

In 2023, the process to define additional aspects is expected to be completed, including:

- Specific requirements to protect natural/semi-natural surfaces and protected species that characterize the area;
- Specific requirement to monitor water usage;
- Requirements to protect the rights of workers and contractual obligations.

For the post-harvest and winemaking stage, in addition to the aforesaid requirements, the following apply:

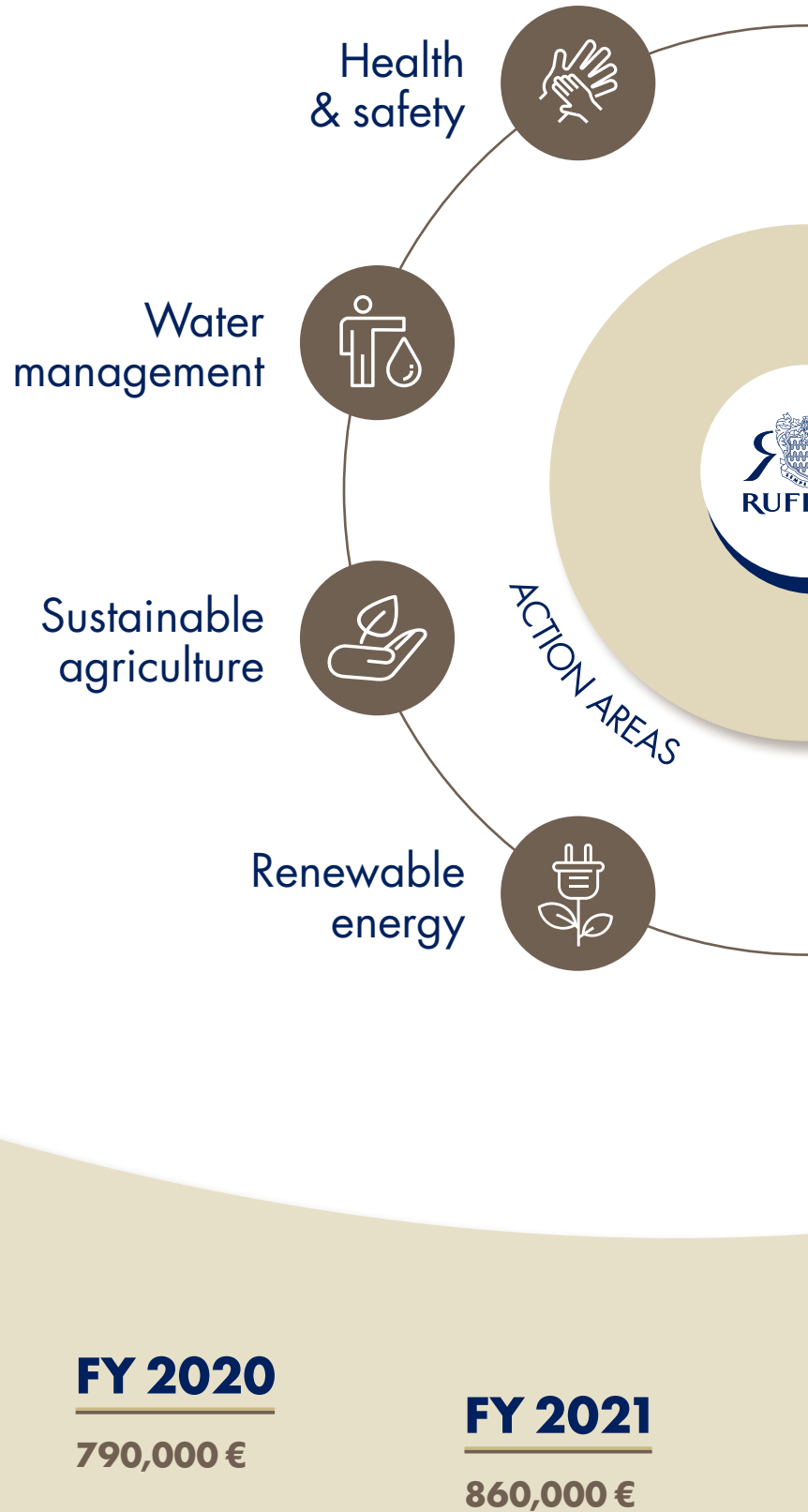
- Wastewater monitoring and management;
- Monitoring and reducing the weight of packaging;
- Monitoring and reducing the energy used in the winery for every liter of wine produced;
- Financial contribution to the development of the local community through promoting activities and investments in services of public use and/or in infrastructure not ascribable to its ownership/management.

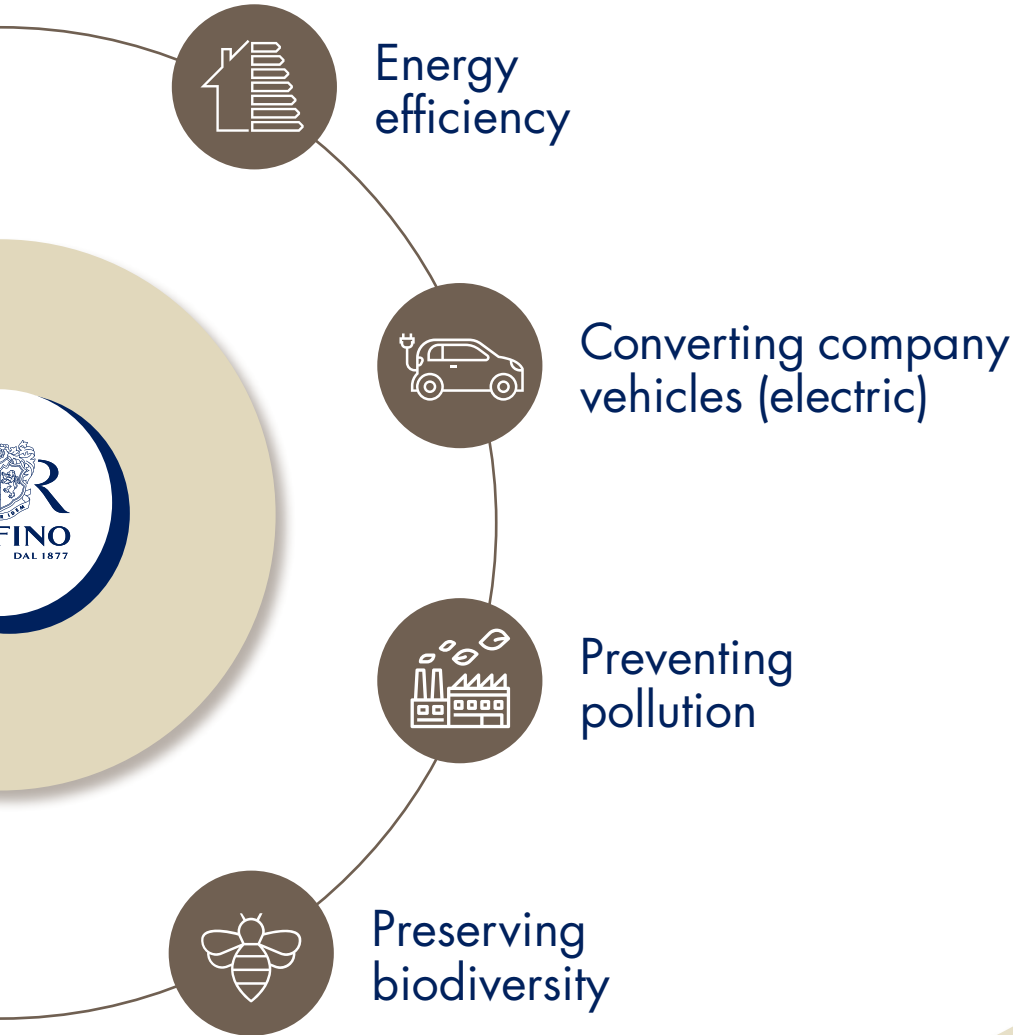
⁷ Established in compliance with Article 224 ter of law decree 19 May 2020, no. 34, introduced by conversion law 17 July 2020, no. 77, formed

by the set of production regulations adopted by the entire industry, starting with field practices through to release to market.



Figure 3: Sustainability investment plan





FY 2022
2,508,600 €

FY 2023
2,234,000 €

FY 2024
2,268,000 €

FY 2025
1,455,000 €

Materiality Assessment and Identifying Stakeholders

In line with what was stated in the previous paragraphs, the materiality assessment, a process that enables the identification for the most relevant sustainability-related aspects for the company and its stakeholders⁸, saw changes in the operational, institutional and market context as key inputs, as well as in the Group's strategy and stakeholder requests.

The process, which is aimed at continuous improvement and the wider **involvement of Ruffino co-workers**, involved the participation of a larger number of members of company departments compared with the previous year, and was conducted in two stages:

- a **questionnaire** was shared with **internal stakeholders** in the first stage, involving the main representatives from company departments such as Marketing, Communication, Operations, Finance, Production, H&S, Purchasing, Customer Service, HR, CSR, Legal, Quality and Estate. This initial moment of

comparison enabled elements to be assessed, such as content, quality, the completeness and accuracy of the Sustainability Report FY 2021, and defining the material topics covered in the FY 2022 report; the stakeholders involved conveyed not only the company point of view, but also the requests of their own reference stakeholder/s. It was also an opportunity to share the stakeholder map formalized the previous year, which was partly revised (Figure 4).

- a second stage involved semi-structured interviews with **top management**, aimed at analyzing management methods, protection, plans, risks and opportunities associated with the material topics and validating the relevant points that emerged from the questionnaire.

We deem it important to involve all our stakeholders through flexible channels of communication that are suitable to the need for discussion.

⁸ Further information about the materiality assessment can be found in the "Methodological Notes" section in this document.



Figure 4: Stakeholders and channels of communication





Participation and communication methods

Piazza Ruffino, Publication of Company Code of Conduct and Ethics, Sharing Policies, Training, Dedicated Meetings

Sharing Code of Conduct and Sustainability Guidelines for Suppliers, Sharing Agricultural Best Practices Handbook, Site Visits, Involvement in Grower Project, Contracts

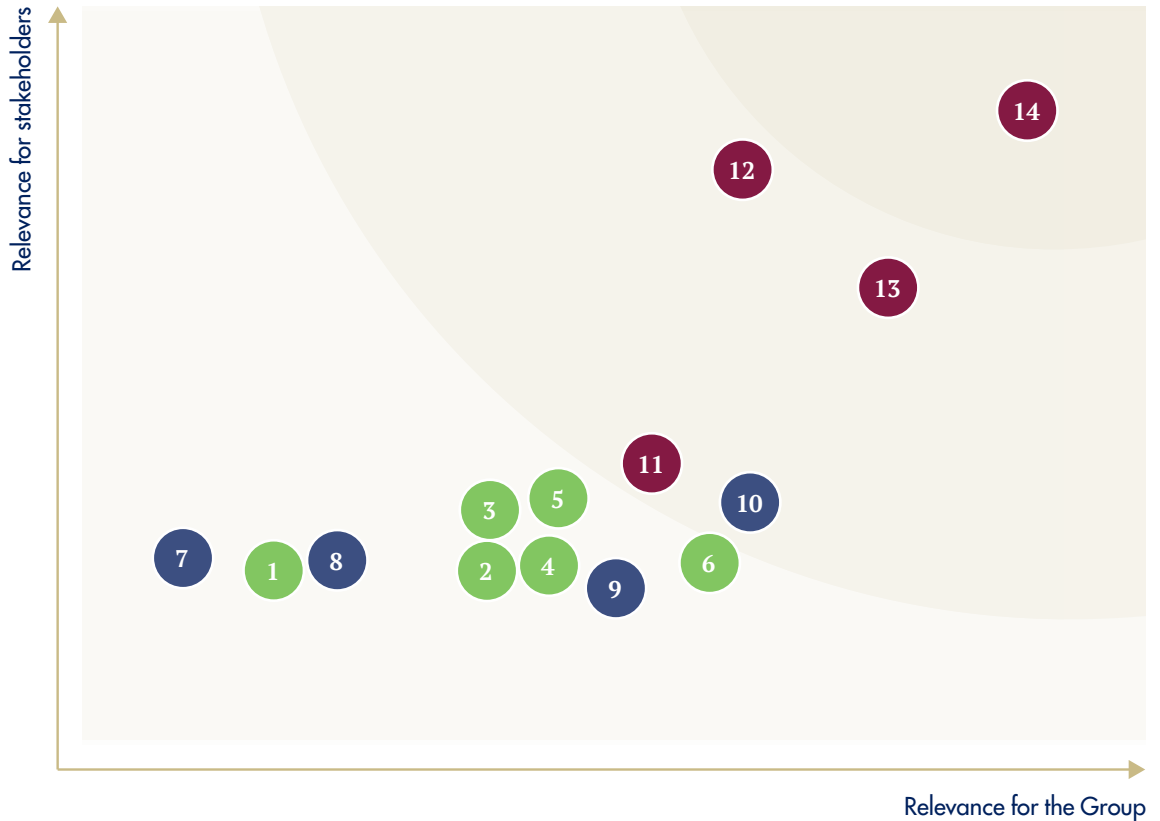
Website, Marketing, Sustainability Report, Vivere di Gusto Magazine, Estate Visits, Social Media, Press Activities, TV Campaigns

Participation in Wine In Moderation, Collaboration with the Prosecco Consortium for the Sustainable Consortium Project, Members of Federvini and Unione Italiana Vini

Sharing the 2030 Strategic Plan, Specific Projects and Meetings, Group Analysis

Due to the afore-described assessment process⁹, the Group defined the materiality matrix, which was approved by the CEO on 1 April 2022. Below you will find the top-right quadrant of the materiality matrix for the Ruffino Group, namely a selection of the most relevant aspects, hence “material”, for the organization (x-axis) and the internal and external stakeholders (y-axis). All the topics covered in this quadrant have a value equal to or greater than the materiality threshold as it emerged from the questionnaires with the stakeholders.

Figure 5: materiality matrix of the Ruffino Group



Environmental topics

- 1 Climate change
- 2 Waste + wastewater
- 3 Naturally regulating processes and gradual removal of chemical substances
- 4 Energy saving and management
- 5 Preserving biodiversity and valuing wine landscapes
- 6 Water management

Governance-financial topics

- 7 Transparency + traceability
- 8 Sustainability governance
- 9 Creating sustainable value over time
- 10 Certified sustainability

Social topics

- 11 HR management + workers’ rights
- 12 Diversity + inclusion
- 13 Human rights
- 14 Consumer health + safety

⁹ Further information about the materiality assessment can be found in the Methodological Notes.





MATERIAL TOPICS COVERED

- Creating sustainable value over time
- Sustainability governance
- Human rights
- Diversity and inclusion

GRI STANDARDS

GRI 102-5 | GRI 102-11 | GRI 102-18
GRI 102-22 | GRI 102-23 | GRI 102-24
GRI 102-25 | GRI 102-19 | GRI 102-20
GRI 102-21 | GRI 102-26 | GRI 102-28
GRI 102-29 | GRI 102-30 | GRI 102-32
GRI 201-1 | GRI 201-2 | GRI 205-2
GRI 207-1 | GRI 207-2 | GRI 207-3
GRI 207-4 | GRI 405-1

SDGs



Management



50%

board members

Woman

99%

Economic value

generated, distributed among stakeholder

Updating

the Company Code of Conduct and Ethics

The road to TPM

Starting in early 2019, we want to embark on the road to **Total Productive Maintenance (TPM)**, namely adopting an industrialized system of continuous improvement of all the performances that the “Learning Organization” puts into practice through **participatory people management**.

TPM, which calls for dedicated cooperation among all teams, aims to create a “**Positive Zero**” culture, i.e. zeroing everything that is not considered added value for the product, stakeholders and shareholders.

The system consists of **9 pillars** that correspond with the company departments and concentrate on **proactive and preventive techniques** to achieve an excellent management system aimed at removing losses. **Eliminating waste and losses** boosts agro-industrial development in line with the **global challenges** called for by increasingly responsible and sustainable consumption and production needs.

| TPM Pillars | |
|--|---|
| 5S METHODOLOGY Performance Control System | FOCUSED IMPROVEMENT Support continued change; maximize production efficiency |
| | AUTONOMOUS MAINTENANCE Encourage the autonomy of operators in the efficient and effective management of systems |
| | PROFESSIONAL MAINTENANCE Make systems efficient, safe and technological |
| | QUALITY MANAGEMENT Control the process and parts to have zero faults |
| | EARLY EQUIPMENT MANAGEMENT Capitalize on experiences, observing times and costs and achieving the expected performances |
| | TRAINING & EDUCATION Train operators not only in know-how but also in “know-why” in a continuous exchange among the pillars |
| | TPM OFFICE Improve customer satisfaction through effective and efficient management |
| | ENVIRONMENT Make Ruffino a global leader in sustainable winemaking |
| | HEALTH & SAFETY Make Ruffino a safe company today and tomorrow |

To support a process aimed at continuous improvement, the Governance of the Ruffino Group calls for a **system of regular meetings**, at which information is shared, company performance is monitored and decisions are made. Involving all the operational roles is important as it encourages the people who are involved to become **re-**

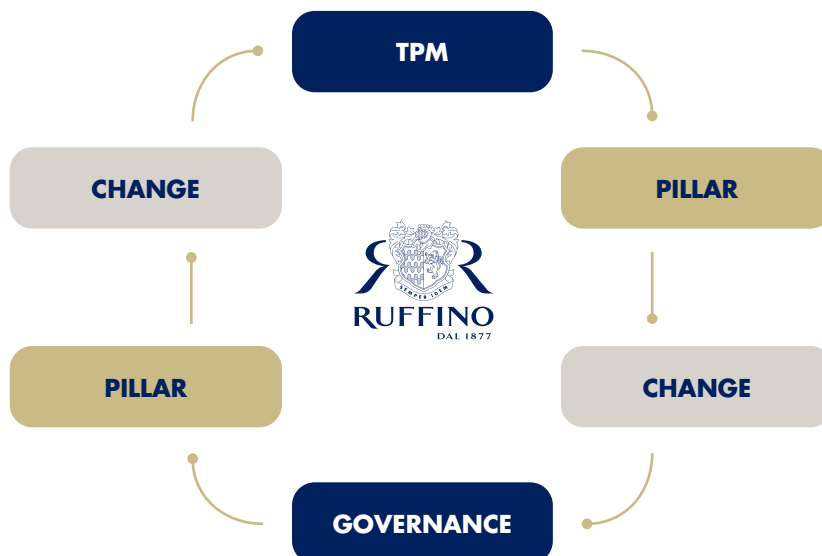
sponsible and increases the **knowledge** of the entire group through collaborative learning. At the meetings, each person has a key role in sharing their skills, enriched with the experience of the group, to draw up a resolute action plan, which aimed to eradicate the issue, taking into account the practical needs of all the roles.

“We are the team that puts into practice the company’s vision to meet the expectations of the people who choose our products all over the world.”

Governance and TPM are the driving forces that generate the change processes, intercepting company needs and the external and internal challenges. The pillars set short- and long-term goals and their achievement creates a process of continuous improvement. Every pillar has its own **mission** and by using the **standard tools and methods** of the TPM, the pillar works to reduce or zero specific losses for the department through implementing improvement plans.

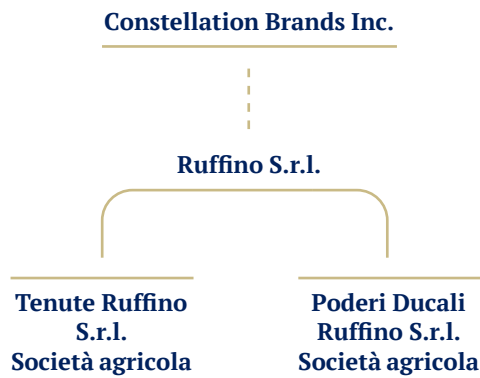
These plans are managed by **interdepartmental groups** that operate according to an **inclusive managerial strategy based on skills**.

With this way of working, the needs and goals of the various departments are taken into consideration in every operational and strategic choice within the company.



Corporate governance

Figure 6: Company structure



Company structure

The companies Ruffino S.r.l. (parent company), Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali Ruffino S.r.l. Società Agricola (overall, Ruffino Group) have been part of the US group CBI since 2011, which is the sole proprietor of the parent company and therefore the entire Ruffino Group.

In particular, CBI has the control and coordination role and therefore takes high-level decisions regarding the strategy and management of the Ruffino Group. These strategic lines are implemented by the CEO of the Ruffino Group, who reports directly to the Wine & Spirits Operations Director of CBI.



Governance system of the Ruffino Group

The Ruffino Group adopts the traditional model of corporate governance, whose main administration and control bodies are:

- **The Board of Directors**¹⁰ of Ruffino S.r.l., Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali Ruffino S.r.l. Società Agricola, who have regular and special administrative powers. In particular, when high-level decisions set out by CBI are considered to be special administration, they are deliberated by the Board of Directors prior to implementation
- the **sole statutory auditor**, with a control role;
- the **auditing company**, which has been attributed the role of legally auditing the accounts.

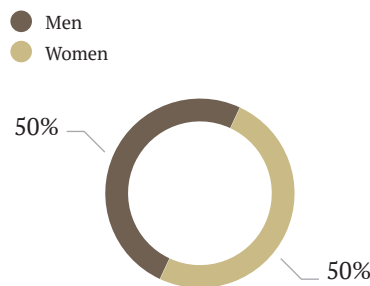
¹⁰ For more information about the composition of the Board of Directors, see the "Annex" section of this document.

The Board of Directors is appointed based on a proposal by CBI and consists of at least four members:

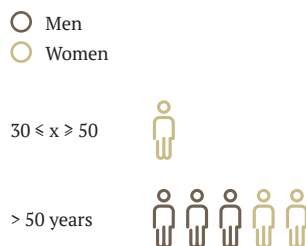
- The CEO appointed by CBI to run the company, who has the role of President, implements the strategy and achieves the results that have been set. The President of the Board of Directors has all the powers for the regular management of the company, but not the powers for special management and any other activities that, in compliance with the law and company statute, are expressly reserved for a decision by the Board of Directors;
- A Senior Director of the group in the Legal area, who has powers similar to the CEO;
- A Senior Director of the group in the Financial area (Treasury);
- A Senior Director of the group in the Tax area (Fiscal);
- For each agricultural company, an additional member is required: *Imprenditore agricolo professionale* (IAP).



Board members, by gender

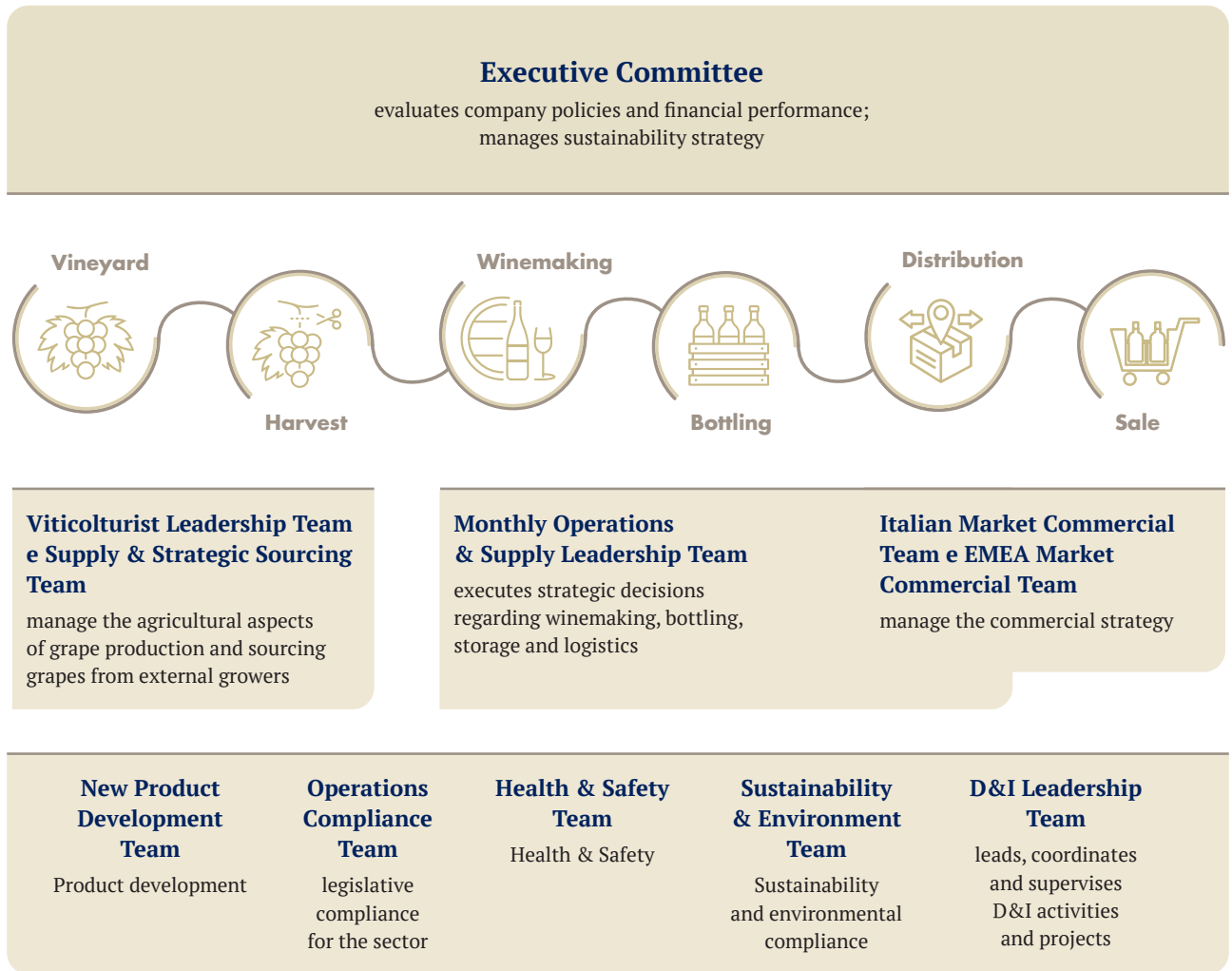


Diversità on the boards (FY 2022)



In carrying out its functions, the Board of Directors is assisted by the following committees and working groups.

Figure 7: The committee and working groups supporting the board



Responsible management

In directing and conducting its activities, the Ruffino Group pursues a balance between financial, environmental and social goals, whose essential components are the main requests made by stakeholders.

Figure 8: Sustainability governance



The active management of the sustainability topics occurs through a governance structure that sees the **ESG CBI Committee** issue **strategic guidelines for the Group** and with which Ruffino reports at annual meetings for a debate and update about strategic lines.

Within the Ruffino Group, the management of sustainability aspects calls for the co-participation of the company roles and departments based on the area of responsibility and an approach based on the maximum **involvement and integration** of sustainability in the management model.

The **Executive Committee**, formed by directors across the various company departments, takes note of the sustainability guidelines set out by the ESG CBI Committee and defines the Group's specific ESG priorities by breaking down the guidelines locally and sometimes adds, based on the needs of the context in which the company operates, aspects that do not feature in the guidelines set out by CBI, but which are deemed relevant and strategic for Ruffino. Moreover, the committee is tasked with monitoring the development and prevention of risks based on the tools implemented by the company.

The **Sustainability & Environmental Team**, formed by the directors of the company departments and the CEO, coordinated by the **CSR & Environmental Sustainability Manager**, implements the guidelines set out by the Executive Committee. The **Sustainability & Environmental Team** holds six-monthly meetings with the Executive Committee to share updates about the sustainability plans and initiatives.

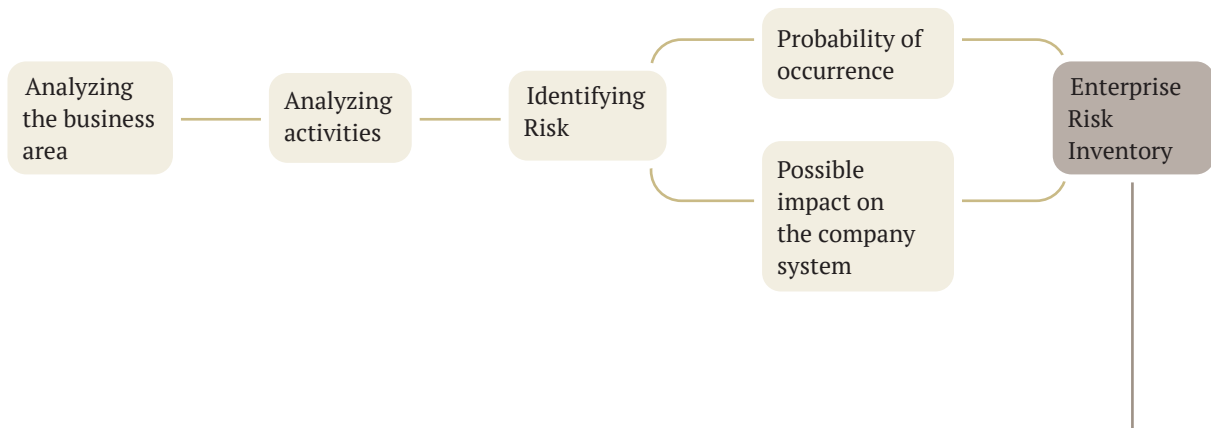
In order to integrate fully the Group's sustainability goals with those of the department heads – some of which are board members – and the first-level management, including the Group's CEO, in FY 2020 the **sustainability goals** deriving from the wider general goals set out by Ruffino were introduced into the **MBO performance evaluation system**.

As far as sustainability reporting is concerned, the process involves the interaction of the company management coordinated by the CSR & Environmental Sustainability Manager. The materiality assessment and Sustainability Report are approved and signed by the Group's CEO.

Risk management

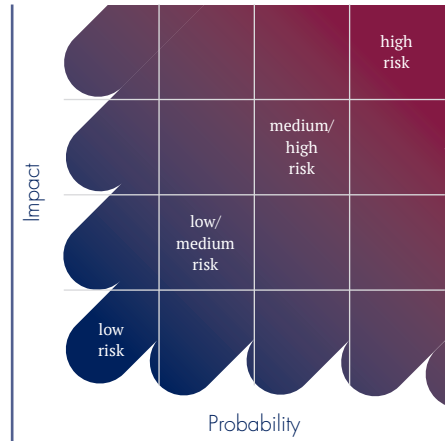
The dynamic context in which we work requires a **proactive approach** to risk management in order to prevent, mitigate and manage internal and external impacts. Preventing risk, including environmental and social, is now necessary at a decision-making, strategic and operational level, which is why we pay the utmost attention to informing all company departments about risk,

Figure 9: Risk management system



with the aim of creating a **risk-aware culture** throughout the company.

Risk management, whose process is set out in brief in Figure 9, is led by the Executive Committee and is mainly monitored using two tools: the **Enterprise Risk Inventory** and the **Risk Heat Map**.



Box on the Risk Heat Map Model that allows the graphic representation of the risks based on the probability of the risk occurring and the impact of the risk on the company system.

3 risk levels

Specific action plans

Level 1 - Issue

An event that could have an impact on the normal operation of the business, whose management has sufficient resources and time available.

Level 2 - Emergency

An event that does not creates significant downtime for the business or damage to the structures, products, employees, customers or shareholders, and that can be controlled locally through the collaboration or special activities by several departments and/or external entities and consultants.

Level 3 - Crisis

An event that has or that could have a significant impact on the normal operation of the company, its reputation and financial stability. An event that could damage the sites, products, employees, customers, trademarks or shareholders, halting the normal operation of activities and attract the attention of traditional channels of communication or social media.

Defining and implementing operating procedures and mitigation plans that differ according to the risks faced and which can involve different company departments.

Activating a specific Crisis Management Plan to define the resources needed to respond in an effective, timely and structured way in addition to suitable procedures.

Crisis Management Plan goals:

- Prevent and/or minimize negative impacts
- Re-establish operations as quickly as possible
- Guarantee the safety of employees, customers and others
- Activate effective internal and external communication plans
- Minimize risks and set out responsibilities.

Leadership:

A team formed by 7 leading figures for the risk assessment, prevention and management as well as implementing the Crisis Management Plan, each with clearly defined roles and responsibilities.

Focus on environmental risk management

The assessment and management of environmental risks specifically for Ruffino S.r.l. and Tenute Ruffino S.r.l. uses two tools in addition to those listed above.

Environmental risk assessment

This assessment makes it possible, for every stage in the value chain, to analyze the impacts of possible risks, hence direct and indirect risks generated by the activity conducted and the subsequent assessment of any environmental emergencies. The main dimensions analyzed by the model are: (i) energy use; (ii) greenhouse gas production; (iii) ozone-depleting substances emitted into the air (ODS); (iv) waste production; (v) hazardous and potentially hazardous substances; (vi) soil contamination; (vii) soil use and loss of biodiversity; (viii) impact on the landscape; (ix) sound emissions; (x) odor emissions.

Based on the significance of the external impact, the type of legislation in force (voluntary/cogent/cogent with penal responsibility) and the involvement of interested parties (public administration, opinion leaders, trade associations, control bodies), every activity is assigned with a **Priority Index of the risk** and the subsequent **assessment of the actions to be taken to mitigate the risk**.

Water and climate change survey

Promoted by CBI since FY 2017, the survey examines the risks and opportunities associated with water and climate change that the companies making up the Group could face in the short and long term.

In particular, regarding the effects of **climate change**, this assessment saw **main risks** emerge such as those associated with unstable weather conditions marked by extended spells of drought, extreme variability in precipitation and extreme climate phenomena. The effects of climate change affect the delicate balance between the climate, soil and other key factors for wine production. The **main opportunities** include the use of renewable or low-emission energy sources and participating in local programs to obtain financial or technical support in combating climate change in order to achieve the climate-related goals.



Table 1: Risks and opportunities deriving from climate change

| Classification | Description | Associated impact | Financial implications (prior to implementing interventions) | Risk or opportunity management methods | Costs of the actions conducted to manage the risk or opportunity |
|----------------|--|--|--|--|---|
| Legislative | Changes in legislation | Environmental legislation is constantly changing alongside international and European medium-and long-term goals impacting on conducting the company's activities. | | Constantly updating staff. Signing technical and judicial agreements. Feedback from consultants and trade associations (UIV, Federvini, etc.). | Financial and human resources. |
| Physical | Extreme events | Climate change has already been impacting production for years (earlier budbreak and greater exposure to late frosts; hot, dry summers; overripe grape with high alcohol content), as well as causing risks associated with sudden events (downbursts, heat waves, heavy hail). The consequences might have an impact on the working conditions. | | The Ruffino Group draws up and updates a Heat Risk Map, in which environmental factors and climate change are analyzed in their potential effects and reducing the risk. The Group draws up action plans to improve the management of environmental events as they happen and mitigate the effect. | Financial resources for investments and human resources. Possible losses due to extreme events. |
| Physical | Cost and availability of raw materials | The most important raw materials, energy and raw materials to bottle wine, as well as plant health defense substances are experiencing constant price increases. | | Investments to increase the amount of self-produced energy, energy efficiency and raw materials. Plans to renew company vehicles, with a possible focus on electric vehicles. | Financial resources. |
| Physical | Use of chemical products | The Group's activities call for the use of chemical products in the vineyard, cellar and company workshops. Adopting sustainable choices and biological defense significantly reduces the hazard and risks of environmental contamination (soil, groundwater and waterways). | | The company has adopted sustainable management strategies and organic vineyard management, as well as maintaining biodiversity. The company undergoes monitoring and checks by external watchdogs. | Economic value of the supply of assets and services and investment for organic conversion. |
| Physical | Water management | The water supply could experience criticality in the future, in terms of quantity, quality and price. This risk allows the company to review and optimize all the activities and processes in which water is used. | | Investments for the retrieval and reuse of water in various production processes. | Economic value of the investment. |
| Physical | Waste management | The Group is increasingly active in lowering its waste, but especially in reusing and recycling waste. | | Possibility to take part in various "circular" industries for incoming materials (e.g. cardboard, glass, etc.) and outgoing materials (e.g. corks reused in furniture factories), taking a leading role in the dynamics of the circular economy. | Labor hours and investment in enabling technologies. |



Reliability of the Group

Our long history is one of success, in addition to the reputation we have developed day after day with quality products, financial stability and ethical reliability.

Our aim is to consolidate this reputation through concrete actions and preserving our integrity with a **set of guidelines** for us and for all those who interact with the Group in some way. The **Company Code of Conduct and Ethics** (hereinafter referred to as the “Code”) set out by the Constellation Brands Inc Group, and based on company values, adopted by Ruffino Srl, Tenute Ruffino Srl, Società Agricola and Poderi Ducali Ruffino S.r.l. Società Agricola, was updated in FY 2022.

The Code is regarded as a **guide to help recipients** whenever a decision must be made regarding company procedures, policies and values, as well as applicable legislation. The Code covers various topics including conflict of interest, protecting personal data and confidentiality, defending human and workers’ rights, responsible drinking, external communications, anti-corruption, anti-trust, and anti-abuse of office.

In addition to practical examples that can help recipients make the right decision, some **general useful questions** are suggested in the document. **The channels are also stated in case of doubt and/or reporting.**

Is it legal?

Does it comply with company policies, practices and values?

Would this initiative seem suitable to others?

Is it honest from every point of view?

These provisions are also given to suppliers and consultants with contractual clauses that refer to the contents of the Code, as well as the contents of the **Code of Conduct and Sustainability Guidelines for Suppliers and Consultants**¹¹, to which the latter must conform. The document sets out the expectations of the Group for suppliers, who are required to act according to the highest levels of ethical and legal conduct and to conduct their activities sustainably.

¹¹ <https://cutt.ly/LLwAXQv>



In order to ensure the correct application of the described values and principles and to safeguard the company's reputation, the Organization, Management and Control Models in accordance with Italian Legislative Decree 231/01 (or "Modello 231") of Ruffino S.r.l., Tenute Ruffino and Poderi Ducali were revised in FY 2022 following a risk analysis that covered all the offences in Legislative Decree 231/01. The new 231 Models are based on an approach for processes instead of by offence in order to facilitate operational application. Each of the companies in the Group set up a **Control Body**, which is independent, impartial and reports directly to the Board of Directors. The Supervisory Board has controlling powers over the correct application set out in the documents as well as spending powers, whose budget is deliberated directly by the Board of Directors.

The companies in the Ruffino Group pledge to communicate the provisions of the "Modello 231" in order to ensure that all recipients are informed, in particular:

- The document and Code must be shared with all new employees;
- Specific and differentiated training is provided depending on the company roles and departments;
- Useful tools are available to clarify any doubts regarding the correctness of one's conduct and its alignment with what is set out in the Code and in the "Modello 231";
- All recipients are informed about updates to the documents.

Several **ways to communicate violations**¹², even suspected violations, and issues linked to the implementation of the code are available for all recipients of the Code and “Modelli 231”. In particular, employees can contact directly and confidentially: i) their line manager; ii) the HR Department; iii) the Legal Department; iv) the Corporate Compliance Organization; vi) the 24/7 free **Ethics and Compliance Helpline**, managed by an external professional outside of the CBI Group.

The aforesaid means of communicating offences or irregularities are set out in the **Whistleblowing Procedure**, which is part of the “Modelli 231”, also shown on company noticeboards.

100%

of the Board of Directors and employees who use computers received training about the Group’s anti-corruption policies and procedures in FY 2022

With specific reference to anti-corruption, the **Anticorruption Policy** has been in force since FY 2016. It is valid for the CBI Group, which supports the companies to comply with the anti-corruption laws in force in the various countries where the subsidiaries operate. **Anticorruption is covered by training** provided by the CBI Group for staff who have company computers, while employees are obliged to declare any actual or potential conflict of interest.

In FY 2022, training was provided by the CBI Group on **Dignity and Respect in the Workplace** for all staff with company computers. The hour-long interactive course with a final test involved 120 employees and covered the following topics: reference to the principles set out in the policy regarding the prevention of harassment, specifically sexual harassment, supporting gender identity, respecting sexual orientation, the impact on the psychophysical health of employees and professional consequences, and the effects on the company.



¹² Violations that have been ascertained are subject to disciplinary procedures. The penalty is directly proportional to the gravity of the event, in full observance of the applicable CCNL employment legislation. A specific penalty system is also set out if the violation is traced back to board members. The individual who reported the event is always protected from retaliation and/or intimidatory behavior.

Data integrity

We pay attention to the processes that protect personal data, which is why we implemented **information notes, contractual standards and company policies** suited to the changing contest since the **General Data Protection Regulation** (GDPR) came into effect, as well as running **training sessions** for all staff with continued monitoring of these aspects by the **Privacy Team**¹⁵.

The latter evaluates and coordinates compliance activities with the privacy legislation of all the company comprising the Group to ensure timely management of these issues, also in the smaller companies. The Privacy Team consists of representatives from the areas that have the most contact with the GDPR, such as the Legal, HR, Marketing and IT Departments. When required, other employees representing a specific topic are asked to take part in the meetings. We have also adopted a **Data Protection Agreement (DPA) internal standard**, which sets out the conditions and means of processing personal

data that are required from the data processor. To support data protection, a digital tool has been introduced that verifies the data processor automatically a year after signing the DPA. The check is followed by an audit that involves compiling and sharing a checklist to confirm the verification and outcome to the Group's Legal Department.

In FY 2022, **training** was conducted for all the Group's computer users on the **main contents of the parent company's privacy-related policies** to increase internal awareness, followed by a test. The course focuses on privacy-related compliance issues and lasts for one hour with a test at the end; 148 employees who use computers took the training.

Due to the aforesaid prudent management, no complaints have been received by the parties involved and for personal data violations in the three-year period.



¹⁵ The Group has aligned with what is set out by the European Commission regarding new Standard Contractual Clauses, following the Schrems II ruling, with reference to moving personal data overseas.

Creating sustainable value

The market value of wine in **Italy** in 2021 is approximately **14 billion euro** and it is estimated that it will rise to **19 billion by 2025**, also due to e-commerce, which doubled following the Covid-19 pandemic and now represents 4% of the total wine market¹⁴. Globally, on the other hand, forecasts for the wine industry estimate a value of 246 billion euro in 2021, which is set to become 305 billion by 2025¹⁵. **Italy** continues to produce the most wine at 44.5 million hectoliters ahead of the other two main wine-producing nations in the EU: Spain and France¹⁶. Wine represents a **quarter of Italian food and farming exports**, reasserting our country as one of the leading exporters in terms of volume and value¹⁷. Exports continued to grow in 2021, up by 12.4% compared to the previous year (for a value of €7.3 billion)¹⁸. The first semester of 2021 confirms the growth in sales for the value of wine in the large-scale retail trade and the recovery of the Horeca industry (hotels-restaurant-café), as a sign of the gradual reopening of bars and restaurants.

For us, creating sustainable value is a required condition in order to preserve and increase the value of the assets entrusted to us over time, such as the land and vineyards, which must grow enough grapes to meet the quality and quantity production expectations.

The ability to produce a sustainable income over time for our Group is directly linked to the fact that the overall wealth generated must be distributed fairly among all the production factors that contributed to its formation.

In FY 2022, the production value of the Ruffino Group was 128.87 million euro, up by 23% compared with the previous year. The financial year ended with an EBITDA of 13.38 million euro (6.13 million in FY 2021) and a profit of 10.79 million, up by 119% compared with the previous year, due to the Covid-19 pandemic.

In FY 2021, we distributed approximately 99% of the overall value generated to the Group's priority stakeholder categories, keeping 1% to fulfil the Group's growth and development goals, shown in the next page.

¹⁴ Wine Report Cross Border Growth Capital, 2021.

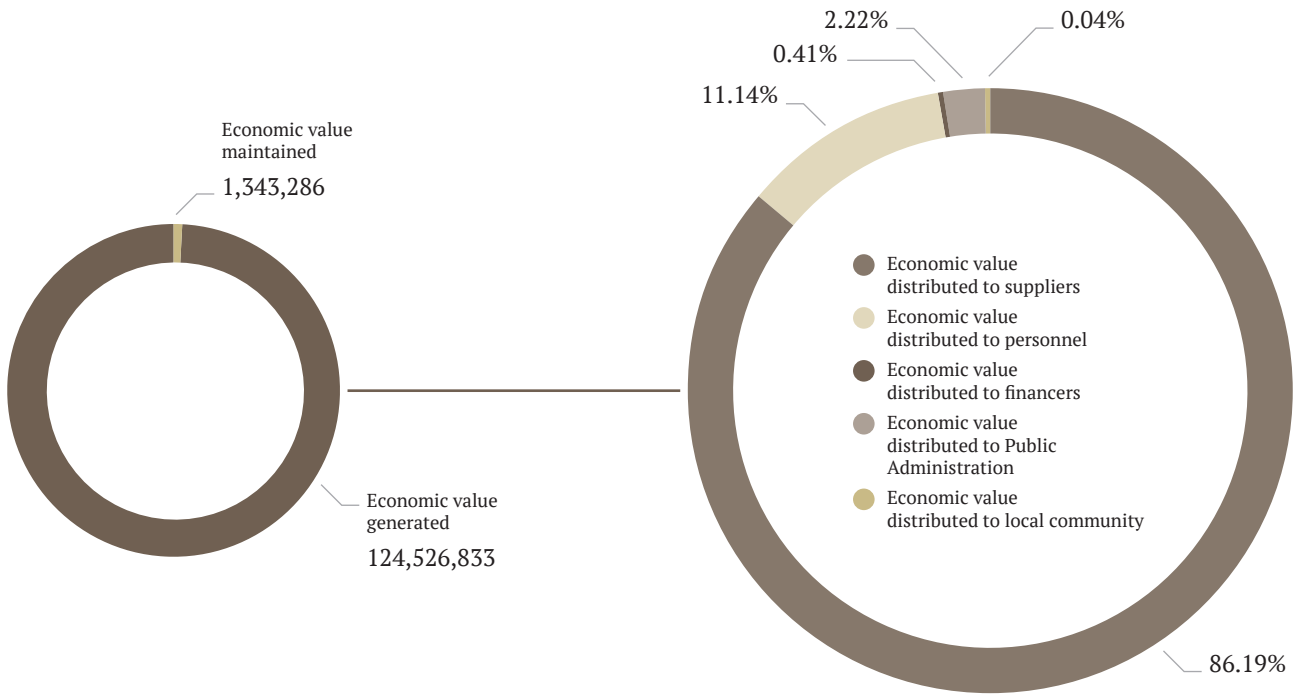
¹⁵ Ibidem.

¹⁶ Rapporto Nomisma Wine Monitor, 2021.

¹⁷ Ibidem.

¹⁸ On - Vino: quando il Made in Italy fa la differenza, Ufficio Studi SACE 2021.

Economic value generated and distributed FY 2022





MATERIAL TOPICS COVERED

- Preserving biodiversity and protecting vineyard landscapes
- Naturally regulating processes and gradual elimination of chemical substances
- Energy management and saving
- Water management
- Waste and wastewater management
- Climate change
- Creating sustainable value over time
- Certified sustainability

GRI STANDARDS

GRI 302-1 | GRI 302-3 | GRI 303-1
GRI 303-2 | GRI 303-3 | GRI 303-4
GRI 303-5 | GRI 304-1 | GRI 304-2
GRI 304-3 | GRI 305-1 | GRI 305-2
GRI 305-4 | GRI 306-1 | GRI 306-2
GRI 306-3 | GRI 306-4 | GRI 306-5

SDGs



Guardianship



100%

Estates

Biodiversity Friend certified

2 water treatment plants

3 constructed wetlands

Wastewater

100%

Headquarters

of the Group ISO 14001 certified

In sync with nature



The **conservation** and **appreciation** of the local area are distinguishing elements of our business. We strive to preserve the environment where the vines grow by adopting a **production system that safeguards the history of these places and the biodiversity of the soil**. It is an enduring system that maintains the capability of **repeating itself an infinite number of times, without consuming or exhausting the various factors that make it possible**.

For this reason, we are committed to environmental sustainability projects and campaigns, with the goal of **looking beyond the concept of profit and innovating our production practices** to build a more responsible future.

Since we rely on the land for our livelihood, it is vital that all the stakeholders in the value chain do their utmost to protect it. At the same time, we pledge to preserve the quality of water and to optimize its use. These principles are set out in detail in the “Environment and Sustainability” section of our Company Code of Ethics and Conduct¹⁹.

Environmental sustainability is a **key part of the continuity, growth and success of the Ruffino Group**. In 2014, we adopted an ISO 14001 certified Environmental Management System that now covers all Ruffino S.r.l., Tenute Ruffino S.r.l. and Poderi Ducali S.r.l. sites, and goes hand in hand with a virtuous improvement process that ventures beyond merely conforming with legislation.

The management system is based on analyzing environmental risks (see Focus on environmental risk management) and is viewed as a dynamic tool, which is why it is updated at least once a year. This analysis also leads to the definition of control and monitoring processes of the main environmental aspects through various levels of internal instructions and procedures. We quantify, monitor and check the impact of all our operational activities on the environment, while improving the environmental performance of the supply chain.

The strategic and operational sustainability management is headed up by the **Sustainability & Environment Team**, which meets several times a year to define the Ruffino Group’s strategy, in line with international, European and CBI’s ESG goals.

¹⁹ Further information can be found here: <https://cutt.ly/7LH44Zl>



Our approach

The **values** that drive our activities are **maximum consideration** for the land, which gives us its fruit, and **full awareness** of the importance of respectful agriculture. Maintaining the quality of the soil and its distinguishing biodiversity is pertinent to ensure **correct interaction between the vineyard and the environment**. We do not merely restrict ourselves to preserving the local area; we strive to **increase and boost biodiversity**. To ensure the correct protection of the landscape, we care for the green areas that surround our vineyards, preferring native species and, in some cases, we extend the defense to nearby wooded areas, guaranteeing that they uphold their purpose.

Tuscany is the region with the second most plant biodiversity in Italy, with 3,249 species. In terms of fauna, the region is home to 84 types of mammals, 421 birds, 19 amphibians, 22 reptiles, more than 60 fish species and a wealth of invertebrates²⁰. Our estates can benefit from this **vast patrimony**: all the estates include swathes of natural woodlands that constitute greenbelts around the agricultural activities.

Our approach towards a cultivation method began in 2014 and continues with best practices from the point of view of continuous improvement.

Agricultural Best Practices Handbook (FY 2014)

The Agricultural Best Practices Handbook sets out the **operational guidelines** that call for the use of agronomical techniques focused on environmental respect, from preparing the soil for a new vineyard to its entire lifecycle. The handbook is a **dynamic tool** that contains all the practices that experience, technique and research have indicated, in order to increase the level of sustainability of the production processes.

World Biodiversity Association Biodiversity Friend certification (FY 2018)

The voluntary certification sets out **10 main actions** to manage the land responsibly and to act as custodians of environmental integrity. **Soil, water and air** are the three key elements on which specific surveys are conducted to define the parameters that form the suitability for Biodiversity Friend certification.

Our role and actions are aimed at ensuring conservation and preservation, avoiding all invasive interventions for production purposes that could potentially harm the ecosystems in which we work. In **Veneto**, the **planting** of tree species, addition of **hedges**, protection of the local **avifauna** by **maintaining wetlands** (via waterways) and the addition of **beehives** are just some of the projects that we started in FY 2022 and which have been added to the practices and tools already implemented to look after the soil and local area.

²⁰ Ispra.



**Purchasing organic vineyards in Veneto (FY 2018)
Full organic conversion (by FY 2025)**

In addition to purchasing fully organic certified vineyards in Veneto, we have also set out a process aimed at **100% organic production in Tuscany by FY 2025**, following the natural evolution of the practices implemented in managing our estates.

Certification of the Integrated Production National System (FY 2021)

The certification is voluntary and it has been the standard to follow to comply with guidelines for the sustainability certification system in the wine industry since 2021. The system certifies the use of integrated production techniques that call for the application of **specific regulations** for each crop, **agronomic practices and binding instructions** for the use of plant health, and plant treatments.



Agricultural Best Practices Handbook (FY 2014)

The publication and adoption of the Agricultural Best Practices Handbook resulted in the Group's decision to implement certain actions. The main actions include:

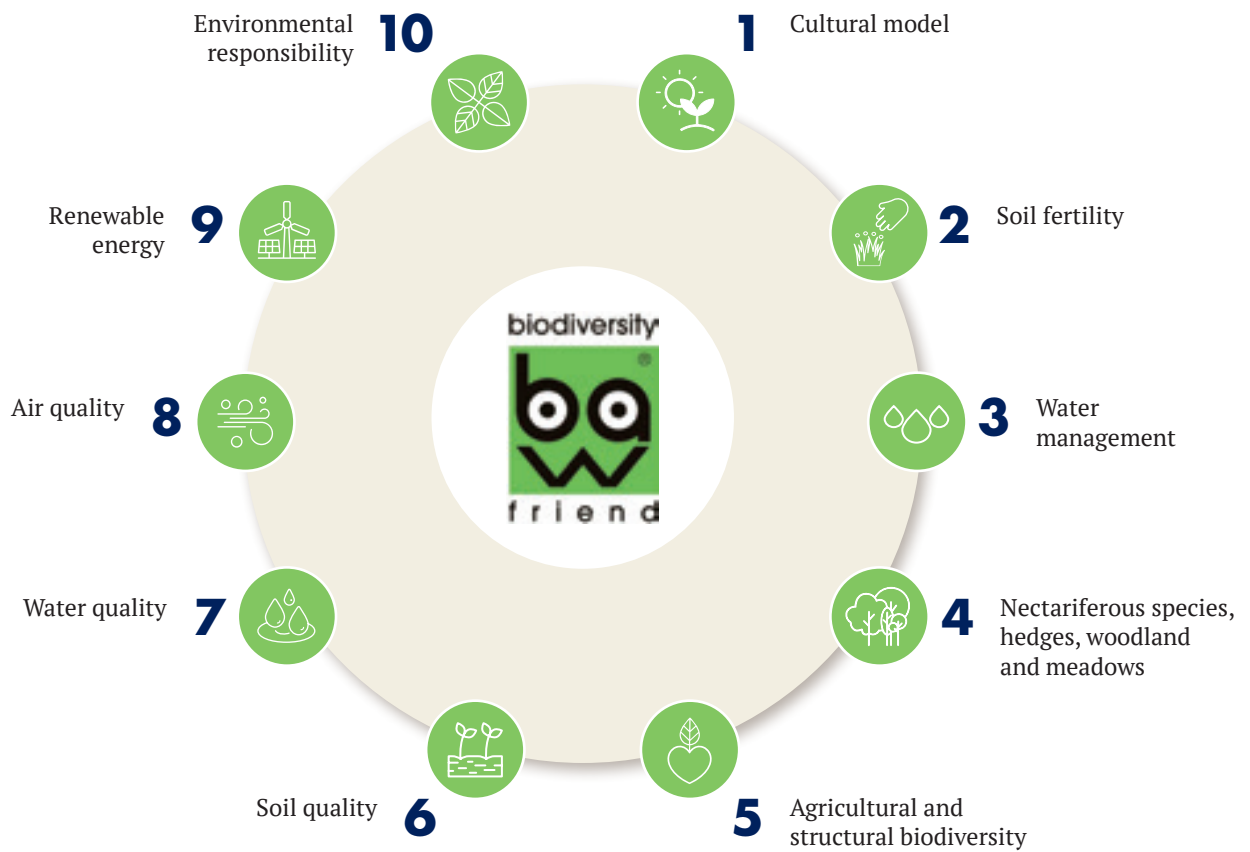
- Creating **sustainable and lasting vineyards**, respecting soil variability and the agricultural landscape;
- The **reasonable use of chemical products** to prevent and treat disease in the vineyard, aimed at **reducing these products**;
- Adopting **manure, especially organic manure**, aimed at increasing organic substances in the soil, hence increasing soil fertility;
- A focus on **green manuring**, which involves autumnal sowing and the subsequent planting of specific crops that improve soil fertility.

In line with the gradual adoption of organic cultivation methods and the extension of best practices to external grape growers, the handbook will be revised again in 2023.

World Biodiversity Association Biodiversity Friend certification (FY 2018)

As an additional structured and recognized safeguard, all of our agricultural sites have been Biodiversity Friend certified by the World Biodiversity Association (WBA) since 2018, which considers the following 10 actions as the rulebook for biodiversity in agriculture:

Figure 10: Biodiversity ten-point rulebook



Our modus operandi is based on these principles as we strive to respect and implement processes and projects that aim to manage water responsibly, ensure checks of weeds and parasites using low environmental impact methods, encourage the growth of hedges and woodland, as well as encouraging woodland and hedges, and adopting rotation processes of cultivated land.

How is the biodiversity level certified according to the WBA?

To assess the biodiversity level in an objective way, the WBA takes into consideration three different indices:

- **Soil Biodiversity Index** is calculated based on soil samples, which through identifying the micro-organisms in the vineyard pinpoints the microbial communities in the soil and their consolidation or increase, also depending on the actions taken in the vineyards, such as manuring and weed management;
- **Aquatic Biodiversity Index** is based on assessing the hydromorphology and aquatic macroinvertebrate communities, which are excellent bio-indicators to assess the quality of surface freshwater;
- **Lichen Biodiversity Index** analyzes the lichen communities that do not grow on the ground, but mostly on tree trunks or branches. Lichens are a valid indicator of air quality.

Purchasing organic vineyards in Veneto (FY 2018) Full organic conversion (by FY 2025)

The process of converting our estates to organic agriculture began in FY 2016. In FY 2017, we removed herbicides on the Poggio Casciano and Greppone Mazzi estates, replacing them with mechanical actions. Insecticides were replaced by biological fighting against the main insects that attack the vines. In **FY 2019**, following the natural evolution of the practices implemented in estate management, **we structured and defined an organic conversion process in Tuscany that aims for 100% organic production by FY 2025.**





Organic vineyard management

Adopting an organic production method entails a radical change in vineyard management, profound knowledge of the vines and the differences in their resilience and micro-climate.

Continuous monitoring is essential to ensure the required protection of the vineyard against disease and parasites. The use of cultivation methods with a reduction in chemical products requires the use of specific agricultural machinery and timeliness in operational choices to guarantee maximum efficiency and a minimum impact on the land.

The principles on which organic production are based are:

- No herbicides;
- Organic manure;
- Protection against the main vine diseases using solely copper, sulfur and products of natural origin;
- Alternative means for the fight against the main insects, including the “sexual confusion” technique²¹.

²¹ The method consists of releasing into the air the sexual pheromone that the female of each specific target insect emits, to such an extent that the male is stopped from localizing and fertilizing. The failed coupling will lead to a much reduced larvae population and therefore less damage to the plant.

Certification of the Integrated Production National System (FY 2021)

At the same time, to support the direction taken to convert to organic and with the aim of contributing to the preservation and defense of the values of nature, we adopted an **integrated agriculture** system, namely a production system with a low environmental impact that calls for a coordinated and rational use of all production factors, in order to reduce to a minimum the impact on the environment, consumer health with the use of a reduced and well defined number of chemical products, endorsing a voluntary integrated defense system. We retained that it was important to obtain certification that attests to our compliance with the Integrated Production Guidelines and, starting with the 2020 harvest, **all our companies were certified with the standard “Sistema di Qualità Nazionale di Produzione Integrata” (SQNPI)**. In March 2022, the certification became the basis of the standard to certify the sustainability of the grape supply (Ref. “Ruffino Cares” section).

Analyzing environmental parameters to look after the vineyards

To reduce chemical products to prevent and treat disease in the vineyard, we also use advanced weather and environmental sensors that collect forecast data such as temperature, air humidity, rainfall, leaf wetness and wind speed, in order to provide a timely and balanced defense against disease with a lower impact on the environment.

This process is helped by a Decision-Making Support System (DSS), software that gathers, organizes and integrates field information, providing support and alerts in order to make informed vineyard management decisions.



Protected areas

Although we do not operate in protected areas that are part of the national or regional park system, Tenute Ruffino has parts of its land in the Siena province, in the sites classified as **Rete Natura 2000**. The area of the Solatia estate vineyard near Case Nuove, which extends across about four hectares and grows Sangiovese to make quality IGT and DOCG Chianti Superiore wine, is part of La **Montagnola Senese**²². The site consists of a mainly wooded sub-mountainous area with parcels scattered with crops, conifers and small pastures. The area has a decent level of nature with a high biodiversity of species and habitats, including predators like the **short-toed snake eagle** (*Circaetus gallicus*), amphibians like **northern crested newt** (*Triturus cristatus*), species that are endemic to Italy and some endemic invertebrate species.



On the Murlo farm, which is part of the Grepone Mazzi estate, about five hectares of pasture next to the Cerrino vineyard, where international grapes like Alicante Bouschet and Petit Verdot grow, belongs to the **Basso Merse** Rete Natura 2000 site²³. The site consists of a mainly wooded hilly area with an abundance of evergreen sclerophyllic formations, as well as hornbeam and oak woods. The high level of nature means that there are many predators such as the short-toed snake eagle, the European honey buzzard and the Eurasian hobby, while mammals include the European pine marten (*Martes martes*) and wildcats. The pristine environment allows for abundant native fish species and the now rare **Eurasian otter** (*Lutra lutra*). Amphibians include the spectacled salamander in addition to numerous rare invertebrates.

On both sides, Ruffino's agricultural and anthropic activities are minimal and have limited impact on the flora and fauna. The land is used to grow vineyards or used as pastures; there are no buildings or other activities. Although the European and regional legislation for these two sites is not particularly strict, we constantly monitor our activities to protect the biodiversity of the terrain and habitats.

²² For more information about the Montagnola Senese Site: <https://natura2000.eea.europa.eu/Natura2000/SDF.aspx?site=IT5190003>

²³ For more information about the Basso Merse Site: <https://natura2000.eea.europa.eu/Natura2000/SDF.aspx?site=IT5190007>

Our projects to protect the environment and biodiversity

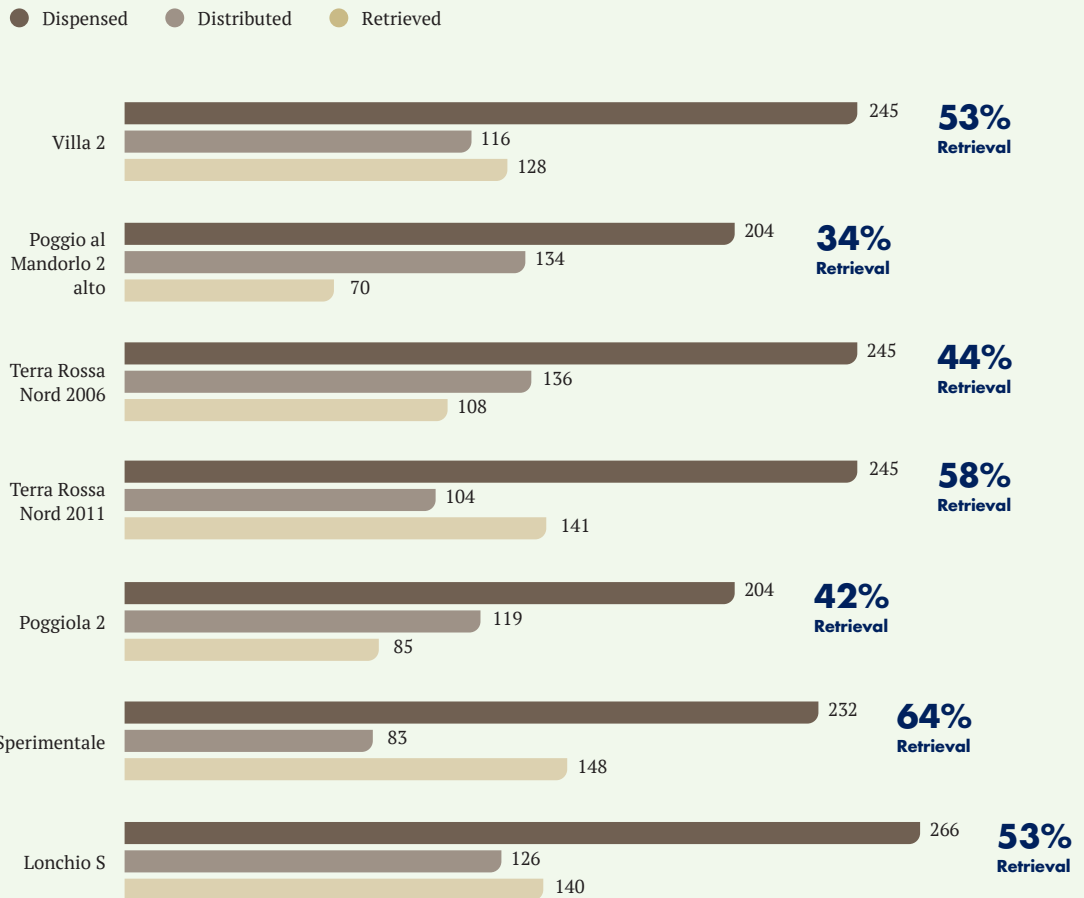
Pesticide distribution system with retrieval at Poggio Casciano

Since 2015 we have been using machinery on the Poggio Casciano estate to disperse pesticides with retrieval of part of the mix.

The machine ensures the utmost **efficiency in dispersing the products, greater effectiveness and reduced consumption and dispersion** into the environment.

The chart shows the liters of product that have been dispensed, distributed and retrieved for every vineyard. On average, the retrieval percentage is between 40 and 60%. **This machine has allowed us to half the use of pesticides and, given the results in FY 2022, another retrieval machine has been purchased.**

Budbreak - fruit set



Council for Agricultural Research and Agricultural Economics Analysis

The partnership continues with CREA-Viticoltura Enologia di Conegliano, which started in FY 2019, to **monitor flavescence dorée**, a disease that causes the vines to struggle to grow and the grapes not to ripen.

The work carried out with the center enables us to direct the measures taken in the vineyards and to pinpoint any infected vines that have to be removed to contain the spread. This partnership means that we have developed **greater knowledge about the disease and defense techniques**. Over the years, it will be possible to develop statistics about its evolution aimed at increasing the defense of our vineyards.

Tenute Ruffino S.r.l on the frontline in developing research against vine disease

Italy's vineyards are increasingly harmed by esca, a disease caused by a group of fungi that compromise the healthy growth of the vine, causing damage in terms of production, quality and revenue.

For this reason, the Unione Italiana Vini, University of Florence, the Italian National Research Council, Perleuve and the app 4Grapes have joined forces to find a solution and increase knowledge about the disease through national monitoring, which aims to involve an increasing number of companies through the research titled "Study about vine wood disease in the main winemaking regions in Italy".

Following a questionnaire aimed at analyzing just how widespread esca is, which vine varieties are affected the most, the extent of the financial damage and which agronomic practices are adopted to prevent the disease, field monitoring was implemented to be able to study the trends at a national level.

The surveys conducted on Ruffino's estate showed that only a fairly reduced portion (on average, 4.25% of the total vines analyzed) are affected by esca and the gravity of the symptoms (average 2.23%) found in the vineyard is currently not regarded as critical.



Towards agriculture 4.0 – Project KATTIVO

Project KATTIVO, which started in FY 2020 as part of the Tuscan Rural Development Programme, implemented within the scope of the 2017 regional tender announcement in support of the Operational Groups for the European Innovation Partnership (Go Pei), was introduced with the intention of **protecting the vineyard** in a timely and precise way, **limiting intervention with chemical products to the required dosage**, reducing their usage and dispersion into the environment.

Tenute Ruffino, which leads the project, with the contribution of Azienda Agricola San Felice and other partners, has developed a **kit to disperse pesticides with innovative variable dose technology** (VRT) capable of modulating the dosage of pesticides efficiently based on the **needs of the vineyards and soil**. The kit allows a “traditional” dispersion machine to be turned into a VRT machine: it ensures the technical adjustment and economic sustainability of this transformation.

The kit features ultrasound sensors that are capable of intercepting the volume of the vegetation and sends these data to the monitoring station that, based on the information received, adjusts the volume of the mix to be dispensed in each vineyard.

The project has met and responded to several **challenges**:

- **Technological**: due to the development of an innovative system for precision viticulture and 4.0 agriculture;
- **Operational**: being able to work in vineyards in hilly areas where the use of pesticide retrieval machines is hard;
- **Environmental**: managing the use of pesticides and water in a more responsible way;

- **Occupational**: developing new digital and agro technical skills due to training field operators.

Field testing, thanks also to the support of our scientific partners, validated the effectiveness and usefulness of the kit, confirming the possibility of embarking on the design of a prototype developed for use for other wine companies.

Podere la Duchessa – Vine and landscape

In the drive for continued protection and development of the biodiversity, in FY 2020 we embarked on a plan for the environmental scenic inclusion of the grape-growing system of Podere La Duchessa in sync with organic agriculture protocols. The project aims to increase the biodiversity of the soil and estate by creating green areas to ensure diversity and a home for endemic species; developing the landscape by planting native tree species and an orchard with old indigenous fruit varieties, adding flower beds and woodland for bees; and installing insect hotels and bat boxes.



Respecting resources

We are committed to implementing a production cycle that includes **reducing our environmental footprint** through reduced energy usage, the use of energy from renewable sources, more efficient water consumption, and the reduction, recycling and correct disposal of waste, in addition to working with suppliers who share the same philosophy.

Energy



Improving energy efficiency and increasing the energy supply from renewable sources



100% in Ruffino S.r.l.
65% in Tenute Ruffino

Electricity
from renewable sources

In FY 2021, we started research to plan photovoltaic systems on our production sites. In FY 2022, for Tenute Ruffino S.r.l., systems were installed at the Gretole winery, while in FY 2023 a similar system will be installed at the La Sotatia winery. Both for **Ruffino’s Pontassieve headquarters and Poderi Ducali**, a **feasibility study** is underway, which is expected to be concluded by FY 2023.

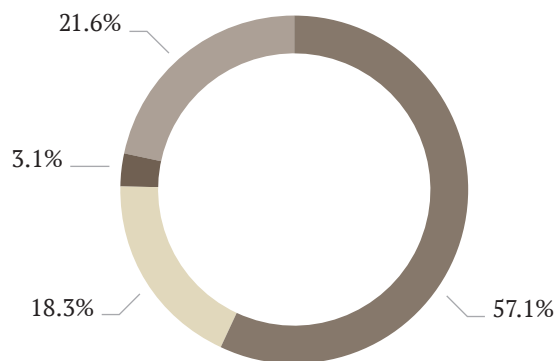
In FY 2022, the energy mix consisted in **59% of the electricity acquired** (13,218 GJ), 57% of which was for production processes (7,505 GJ)²⁴, 32% for air conditioning (heating and cooling) (4,195 GJ) and the remaining 11% for lighting (1,518 GJ). 22% consists in the **fuel** (diesel and petrol) (5,003 GJ) used in company vehicles.

In order to lower the CO2 emissions from company vehicles, in FY 2022 the company installed electric charging points in Pontassieve in line with replacing company vehicles with an electric one (currently five company vehicles).

Lastly, the lesser figures concern the **natural gas** used by Ruffino S.r.l. and Tenute Ruffino for air conditioning (heating/cooling) and to a lesser degree for production in Ruffino S.r.l (4,240 GJ) and the **LGP used for heating** for Tenute Ruffino (708 GJ). Overall, **22,460 GJ** have been used, up slightly compared to the previous year (+1%). The energy intensity²⁵ is down compared to the previous year (0.00020) at 0.00017.

Energy mix of the Ruffino Group in FY 2022

- Electricity purchased
- Natural gas
- LGP for heating
- Fuel used for company vehicles



²⁴ The conversion factors for the energy used are those suggested by “UK Government GHG conversion factors for company reporting” for 2021, 2020 and 2019.

²⁵ The energy intensity is calculated as a ratio between the Group’s total energy usage in JG and the Production Value in the Consolidated Financial Statements for the three-year period.



Emissions



Greenhouse gas emissions Scope 1 and 2

FY 2025: -15%

FY 2030: -50%

FY 2050: carbon neutrality in line with the EU Sustainability Goals






The direct GHG emissions (Scope 1) generated in FY 2022 totaled 610 tCO₂eq²⁶, are down by 2% compared to the previous year; indirect GHG emissions²⁷ (Scope 2 location based) totaled 856 tCO₂eq, compared to 758 tCO₂eq in FY 2021; indirect CO₂eq emissions (Scope 2 market based) amount to 607 tCO₂eq (389 tCO₂eq in FY 2021).

²⁶ Regarding the calculation of the direct GHG emissions (Scope 1), the emission factors set out by "UK Government GHG conversion factors for company reporting" were used for 2021, 2020 and 2019. To calculate the indirect GHG emissions (Scope 2), the following methodology was used: for location-based emissions, the "UK Government GHG conversion factors for company reporting" emission factors were used for 2021, 2020 and 2019; for market-based emissions, reference was made to the residual mix shown by "AIB-European Residual Mixes 2020, V. 1.0, 31st May 2021", "AIB - European Residual Mixes 2019 - V. 1.1, September 2020" and "AIB - European Residual Mixes 2018 - V. 1.1, 28th May 2019".



²⁷ Indirect CO₂eq emissions (Scope 2) can be calculated using a double methodology: "location based" and "market based". More specifically, the first method considers an average factor of CO₂eq emission of the national electricity network (the country where the electricity is used), while the latter takes into account emissions from electricity, based on the contractual form intentionally chosen by an organization. For example, for energy from FER, the emission factor of CO₂eq will be zero; in the case of other non-renewable energy sources, a residual mix is used (defined at a country level) if the intensity level of the organization's emissions is not specified in contracts.

In FY 2022, emission intensity²⁸ totaled 0.00001 tCO₂eq/K€ in line with the previous year.

SCOPE 1

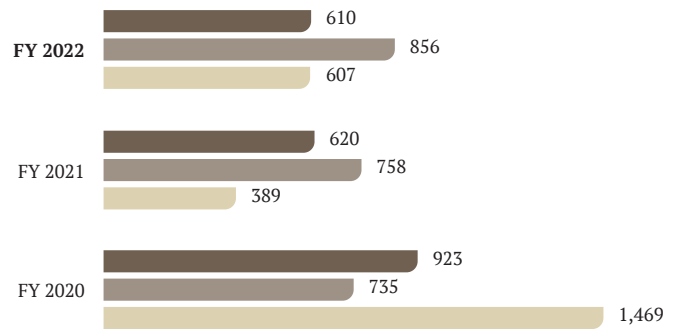
-  Company vehicles
-  CO₂ used in the winemaking processes and in other processes
-  Soil emissions where there are vineyards
-  On-site waste
-  Coolants for wineries and other places

SCOPE 2

-  Energy purchased from the local grid
-  Energy produced from on-site renewable sources

Direct and indirect emissions

- Direct emissions - Scope 1
- Indirect emissions - Scope 2 (location based)
- Indirect emissions - Scope 2 (market based)



²⁸ The energy intensity is calculated as a ratio between the Group's total CO₂eq emissions (Scope 1 and Scope 2 location-based) and the Production Value in the Consolidated Financial Statements for the three-year period.



Water



Reducing water use per product unit

FY 2025: +25% recycled water

The nature of the winemaking business requires a high amount of water. Water availability is central to all our production processes: from irrigation in the vineyards to plant treatments, washing and cleaning spaces and equipment, and the winemaking process itself.

We are deeply aware of the value of water: it is an **invaluable resource with limited availability**. For this reason, we are committed to management aimed at **rational use** through a **precise monitoring system of the water withdrawn and consumed**, which is equipped with meters installed on the sites. We also encourage investments in **technological innovation to improve efficiency** and we seek new water supply sources by restoring the **springs on our estates** and **creating new wells**, plus treating and reusing wastewater.

Irrigation has become a powerful means of stabilization in the production and interaction between the grape, soil and vintage, also in response to **climate change**. An effective irrigation system makes it possible to **adapt the company's production processes to the effects of seasonal variation**, increased by climate change.

From this point of view, we have embarked on **implementing a drop irrigation system**, which enables the water to be supplied gradually and controlled directly by the roots, reducing usage compared to traditional irrigation methods and maintenance costs. The **irrigation programming is digitalized** and can be managed remotely, thereby regulating the irrigation shifts and sectors. The water used is taken from natural channels surrounding the company (Veneto) or from man-made basins, which are filled with rainwater (Tuscany) before being returned to the environment in a closed circuit with irrigation.



The project concerns **80% of all the surface area under vine of the Group’s estates in Veneto**, totaling 107 hectares. For the **estates in Tuscany**, starting in FY 2021, a three-year plan was presented and implemented to **create and/or strengthen the irrigation systems** on the Poggio Casciano, La Solatia, Gretole and Tuopina estates with a **total investment of € 725,000**. 24 hectares are currently irrigated: 20 at Poggio Casciano and 4 at Gretole. Due to the implementation of the irrigation system, plans are in the works to increase the irrigated surface area:

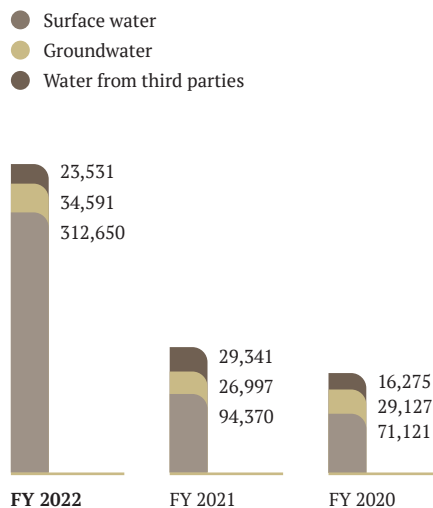
- 50 hectares at Poggio Casciano;
- 53 hectares at Gretole;
- 35 hectares at Tuopina;
- 20 hectares at La Solatia.

About 33% of the surface area of the estates in Tuscany are expected to be irrigated, ensuring sufficient stability for production, even when weather conditions become critical.

Furthermore, the project underway on the Gretole estate includes the development of a **“precision” irrigation system**, which will allow for different **quantities of water based on the soil type**, hence the water actually required.

Every year, the Ruffino Group compiles a report on the company’s water use through quantitative and qualitative analysis. The quantitative data refer to the amount of water taken from the supply and discharge by treatment type. The qualitative data measure the physical and chemical parameters of the incoming and outgoing water. The TPM methodology uses data gathered to identify the projects to be implemented following the results obtained from the screening from the standpoint of continuous improvement (ref. “Road to TPM” section).

Water withdrawn by source



The **Aqueduct Water Risk Atlas by World Resources** was used to certify the level of water stress. In particular, the analysis showed that the water stress at the Ruffino S.r.l. (Pontassieve) headquarters is “high” (80%), at the Poderi Ducali HQ (San Dona di Piave) “medium-high” (20-40%) and at Tenute Ruffino S.r.l. (Bagno a Ripoli) “extremely high” (>80%)”. In FY 2022, the water withdrawal increased as a consequence of last year’s new Portogruaro vineyard of Poderi Ducali, which requires more water for irrigation. Notwithstanding this, **water is not blocked in the production process**. It is used for irrigation and is mostly returned to the ground.

Wastewater treatment

In order to manage water responsibly, we have installed **two water treatment plants** – for Ruffino S.r.l. in Pontassieve and for Poderi Ducali S.r.l. in San Donà – and **three constructed wetlands for wastewater** on the Greppone Mazzi, Solatia and Gretole estates. In particular:

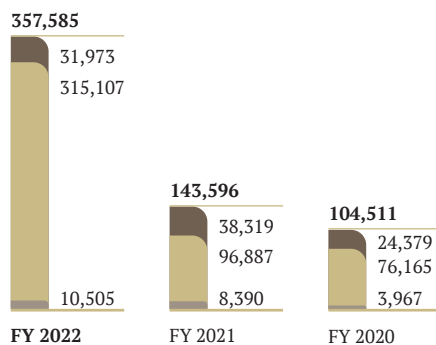
- The **purification systems** have been installed in the Pontassieve plant of Ruffino S.r.l and in the San Donà plant of Poderi Ducali S.r.l. They consist in **organic purification systems** that combine a membrane separation system with the traditional active mud purification process; the membrane system separates organic mud from the rest of the clarified or treated wastewater. The water treatment plants consist in organic purification systems, namely the biodegradation by micro-organisms, known as active mud, of all the organic substances in the water that undergoes treatment, turning them into simpler and more innocuous substances from an environmental perspective. The action of the active mud is supported by a system that separates the organic mud from the rest of the clarified or treated wastewater. The treated water is stored in a tank before being channeled back into the municipal sewers. This activity optimized mud production and

disposal in terms of quality and the amounts produced. In FY 2022, the quantity has been reduced by a third and it is estimated that there will be further reductions in the amount of mud disposed by Ruffino S.r.l. in FY 2023.

- The **constructed wetlands** enable the cellar’s wastewater to be treated naturally through the use of common **marsh plants** and the **natural filtration of the water** with sand and gravel. The marsh plants support the purification process by absorbing the polluting substances discharged into the water, turning them into organic substances that are useful to the growth of the plants. Moreover, the transpiration of the water absorbed by the plants, combined with the evaporation of the surface of the soil, enables a considerable reduction in the volume of the treated wastewater. Approximately **2,500-3,300 cubic meters** have been treated in each of the wastewater systems at Gretole and La Solatia in the last two years. In addition to the environment benefits, the savings made, compared to traditional discharge disposal, foresees a quick return in the investment made to create the constructed wetlands. The wastewater, which is no longer managed as waste, is regularly analyzed in terms of physical and chemical properties. Having checked the compliance with legal requirements, it is discharged, depending on the site, into surface water or into drainage channels. The purified water may also be potential used for irrigation purposes and in case of need.

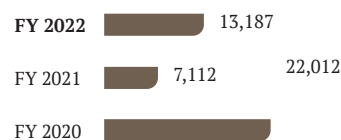
Water discharge by area (ML)

- Surface water
- Groundwater
- Water from third parties



The **water discharge** in FY 2022 was primarily used for irrigation (88%). In the last year, the chart shows an increase in water discharge compared to the previous two-year period due to irrigation of the new Portogruaro vineyard of Poderi Ducali. Notwithstanding this, water is not wasted. It is used for irrigation and is mostly returned to the ground.

Water usage (ML)



Waste

The Ruffino Group is divided into two types of macro activities: agriculture, including wineries, and bottling.

In terms of **agriculture**, the ongoing conversion to organic farming requires timely monitoring of the use of pesticides and other chemicals, in addition to a gradual and sizable reduction in the amounts used. Pruning and tending to the greenery create trimmings that are left on the ground to restore the plant material in the soil.

One of the practices adopted by the Group for the reuse of **production waste** is that the stalks produced by the grapes, after an initial spell in storage, are returned to the soil on the various estates as a natural conditioner during preparations for a new vineyard. The production of stalks as a by-product of winemaking for the Greppone Mazzi, Poggio Casciano, La Solatia and Gretole estates is around 73,000 kg, 1,500 kg, 6,500 kg, 24,000 kg and 41,000 kg respective for each estate.

The **maintenance of equipment and workshop activities** produces waste that is sometimes hazardous, albeit in extremely small amounts, of materials like rags and used clothing, used oil containers, paint, empty canisters, etc. Cellar activities generate residual waste deriving mainly from regular upkeep.

At the Pontassieve site, the most waste comes from the purification mud. This is a non-hazardous type of waste that is recycled. On the same site, where the **bottling** takes place, different types of waste linked to packaging activities are generated (glass, packaging plastic, paper and card, wood, labels, closures and capsules), in addition to the normal non-hazardous waste from office work (paper, plastic, etc.) that follows urban waste regulations.

Our internal **laboratory** produces a small amount of hazardous waste (mainly acid used in analyses), while the remainder comes from plastic packaging, such as vats and cans that contained hazardous substances.

We are aware that waste production still cannot be removed entirely from our activities, but in line with the managerial methods implemented to date aimed at incorporating circular economy guidelines, we aim to **reduce waste production to a minimum** and where this is not possible to recycle the highest possible amount. In particular, our management foresees, in addition to **reinforcing waste prevention measures**, the introduction of an approach that takes into account the **entire lifecycle of products and materials** to increase the amount of retrieved and reused materials, giving them back economic value, also due to the practical application of the waste hierarchy set out in the European Directive²⁹. We share the principles of prevention, preparation for reuse, treatment and recycling internally, and in order to clarify the importance of these concepts, **we involve all colleagues and contractors in the correct management of waste**.

Due to work across company departments, **criteria have also been defined to create a list of suppliers** that take into accounts certain environmental parameters, preferring suppliers that already use recovered and/or recycled material and that permit improved waste disposal from the point of view of the circular economy.

²⁹ EU legislation on waste management – Directive 2008/98/EC.





Evaluation of Sustainability

The “Evaluation of Sustainability” (EOS) project began in FY 2022. It defines tools to assess all our packaging suppliers in terms of sustainability, such as the impact of their products in terms of CO₂ emissions throughout the product lifecycle. Alongside environmental matters, the social aspects and working conditions, such as the introduction of welfare policies, will be monitored. This index will enable us to select our partnerships in an increasingly informed way in the near future.

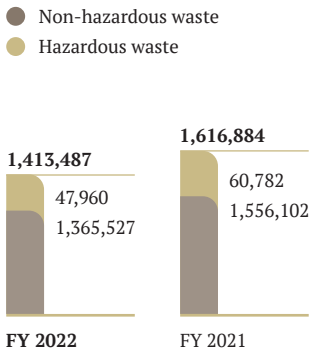
In particular, to **increase more awareness** about waste management and constant alignment with legislative developments, in FY 2022 various training sessions were organized for the roles involved:

- In Ruffino S.r.l. specific training regarding topics for correct waste management and the management software used (2 participants); filling in and presenting the MUD 2020 statement (1 participant), emergency management in case of engine oil spills (3 participants);
- In Tenute Ruffino training on environmental legislation involved the estate managers and the grape supply manager (4 participants);

- In Poderi Ducali Ruffino, a specific four-hour training session was organized, held by an external company that involved four employees in charge of waste management. In particular, the course examined the correct identification of the type of waste, agricultural waste and cellar wastewater management, with a focus on the legislation in force and correct compliance.

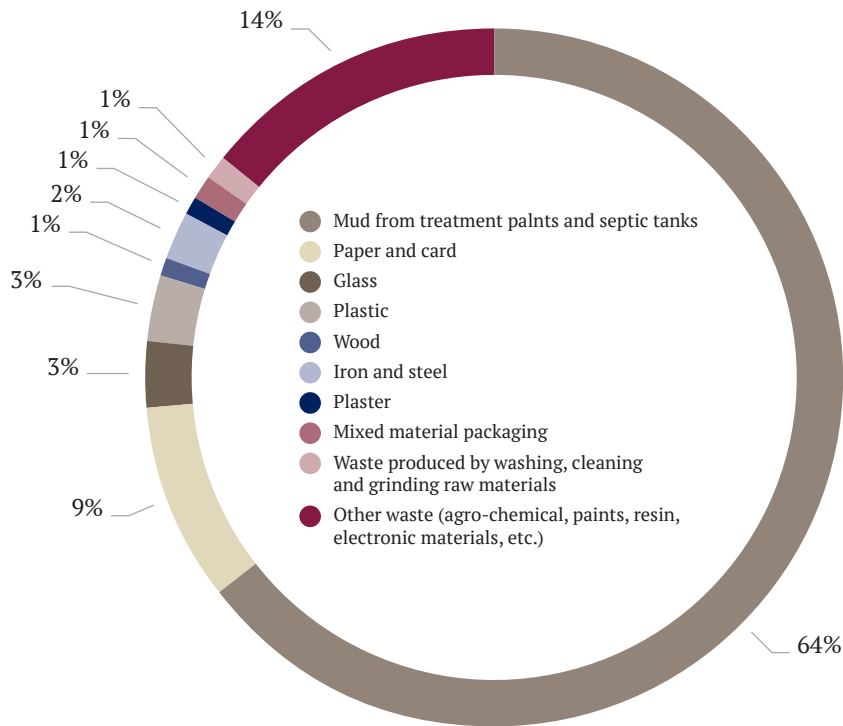
In FY 2022, **two audits** were also carried out to **check waste management on every main site.**

Waste by type (kg)



During the year, there has been a **13% reduction in the waste produced** compared with FY 2021. Due to the pursuit of efficient management, the production of hazardous waste, which concerns 3% of the total, is down by 21% compared to the previous year. During the year, 54% of the waste is recycled, while the remainder ends up as landfill.

Waste produced by type FY 2022





MATERIAL TOPICS COVERED

- HR management and workers' rights
- Diversity and inclusion
- Human rights
- Consumer health and safety
- Transparency and traceability
- Certified sustainability
- Creating sustainable value over time

GRI STANDARDS

GRI 102-8 | GRI 102-9 | GRI 102-10
GRI 102-41 | GRI 201-3 | GRI 202-2
GRI 204-1 | GRI 308-1 | GRI 401-1
GRI 401-2 | GRI 401-3 | GRI 402-1
GRI 403-1 | GRI 403-2 | GRI 403-4
GRI 403-5 | GRI 403-6 | GRI 403-8
GRI 403-9 | GRI 404-1 | GRI 404-3
GRI 405-1 | GRI 405-2 | GRI 413-1
GRI 414-1 | GRI 416-2 | GRI 417-1
GRI 417-2 | GRI 417-3

SDGs



Connections



Ruffino

Ambassador
Company
of Wine in Moderation

~123.000 Euro

Contribution
to the local community

63%

Spending
on supplies from
Tuscany and Veneto

Strategy

Diversity & Inclusion

Our people

Our employees are the **key to sustainable growth, in line with the Group's values**, and are the **driving force** of the company and the reason for its success. For this reason, we are committed to have **solid, lasting and stable connections** between the company and workers as a source of reciprocal growth.

A connection like this can only be developed through **respect** and **appreciating everyone's rights**, which is why we encourage the inclusion and diversity of our employees in every aspect of their professional life within the company, quashing any behavior that is distant to our vision.

A **shared company culture** is developed in the workplace with everyone's involvement. That's why we encourage, seek and organize specific moments of dialog and feedback.

For many years now, "Piazza Ruffino" has become a fixed appointment, open to all and established to inform about everything that's going on in the company: from implementing the Group's strategies to progress regarding sustainability, projects and initiatives started or planned throughout the year, and commercial news.

Reaching everyone always

The health crisis linked to the Covid-19 emergency that we have just been through reiterated more than ever the importance of **staying united** even in situations of physical distance and practical difficulty. In an organizational and work setting, this need takes on particular importance.

This year, we began plans to install **dynamic digital noticeboards** that communicate the company's core messages: from operational communications to the status of projects and new products, as well as group

photos, motivational videos and everything that could be useful or relevant for the employees in each of the Group's companies.

The main goal of this new system is to establish a "**mobile channel of communication**" to **ensure a direct and straightforward connection** with our employees, reaching everyone at the same time, shortening distances between those who have access to company communications mainly sent by email and those who, due to the nature of their work, e.g. in the vineyard, do not have these tools and may feel far away from the company.



Group overview

In FY 2022, our Group consists of **290 people**, 83 of whom are seasonal workers (29%). The Group's staff has grown in the last three years (229 people in FY 2021 and FY 2020).

Out of the 290 employees, 38% are women and 62% are men, in line with the trend for the sector, which employs a primarily male workforce.

100%

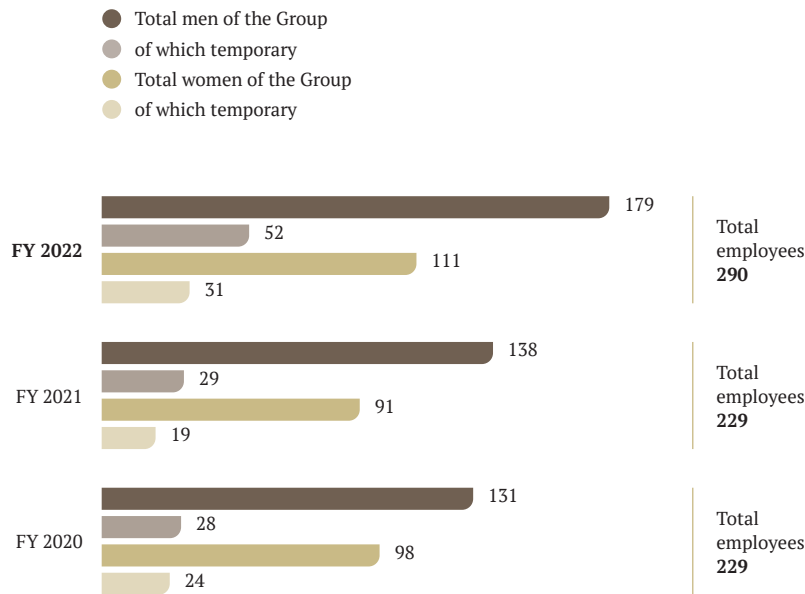
Employees
with CCNL framework
contracts³⁰

81%

Senior managers
hired from the local community³¹

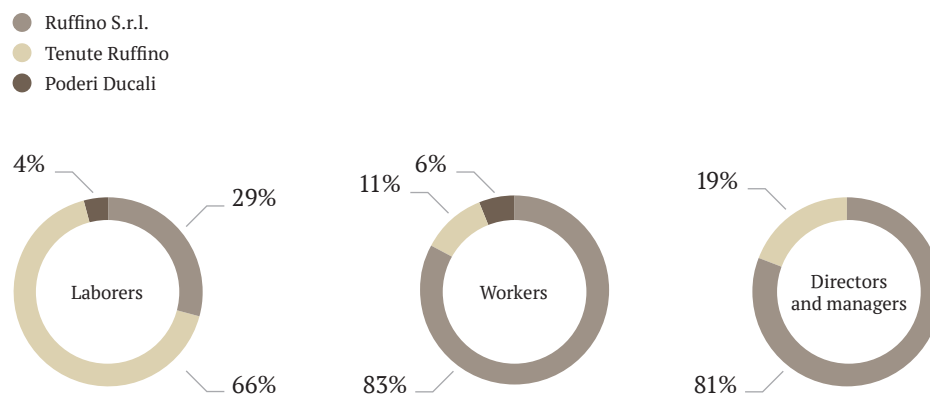


Staff composition over the three-year period



Looking at the composition of the companies comprising the Group (Ruffino S.r.l., Tenute Ruffino S.r.l., Poderi Ducali S.r.l.), a **mixed** picture emerges, mainly due to the diverse roles and action areas of each. The laborers category in the Tenute Ruffino workforce (66%) and the directors, managers and office workers in Ruffino S.r.l. prevail in particular. Each show a different side to Ruffino's identity, which we regard as being precious.

Composition of the workforce among the companies of the Group - FY 2022



³⁰ **Ruffino S.r.l.**

- CCNL Alimentari Industria e Dirigenti Azienda Industria
- Second-level stipulation, which covers 100% of employees with a Alimentari Industria contract, apart from the directors

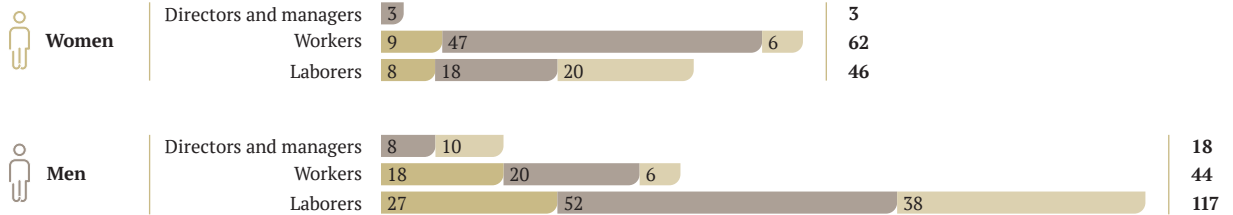
Tenute Ruffino S.r.l. e Poderi Ducali S.r.l.

- CCNL Operai Agricoli (integrated by Contratti Collettivi Territoriali in the Florence, Prato, Siena and Venice provinces)
- CCNL Impiegati Agricoli, CCNL Dirigenti Agricoltura

³¹ The senior manager category consists in directors and managers. By the local community, we mean Tuscany.

Professional categories by gender and age - FY 2022

- < 30 years
- 30 ≤ x ≤ 50 years
- > 50 years

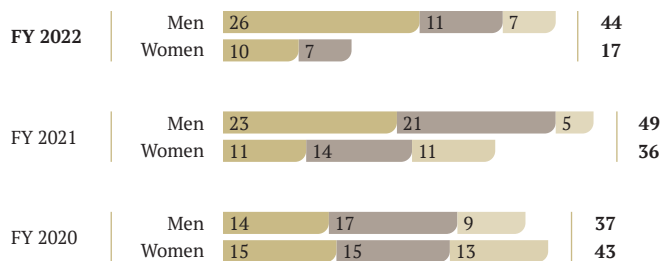


Regarding the composition by professional category, gender and age, in the last year **about half (51%) of the company population was between 30 and 50 years** and 28% above 50 years. Notwithstanding, in recent years, the number of employees under 30 years has been on the increase (+21% compared with FY 2021). The graph shows an impressive number of female office workers between 30 and 50 and mostly male laborers over 50.

In terms of **new hires**, in FY 2022 **65 people were hired**, down from FY 2021, **72% of which are temporary employees**. 68% of the new hires are men, 32% women.

New employees by gender and age in the third-year period

- < 30 years
- 30 ≤ x ≤ 50 years
- > 50 years



The incoming turnover rate³² was 6,2%, slightly lower than in 2021 (8.3%).

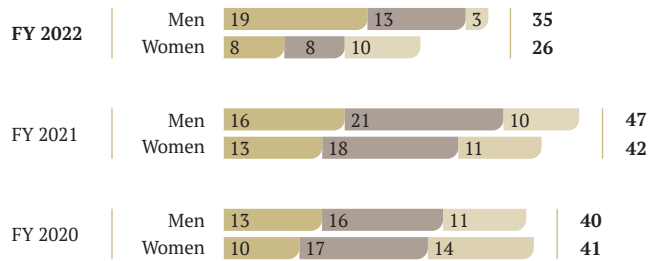
71 people left the company during the year (down from 89 in FY 2020), **75% of which were temporary employees.**

The outgoing turnover rate³³ was 6,2%, slightly lower than in 2021 (4.8%).



People leaving the company by gender and age in the three-year period

- < 30 years
- 30 ≤ x < 50 years
- > 50 years



As regards the return to work and the retention rates of employees who used parental leave, in FY 2022 these were 100% and 125% respectively. Employees of Ruffino S.r.l. (6 employees, 4 men and 2 women) mainly used **parental leave**, while only one person (a man) went on parental leave at Poderi Ducali S.r.l. and nobody used it at Tenute Ruffino S.r.l.

³² The incoming turnover is calculated based on the fixed workforce total, namely temporary staff are not included, as a ratio between the total hires as of 28/02 of the year in question and the total number of employees as of 28/02 of the previous year.

³³ The outgoing turnover is calculated based on the fixed workforce total, namely temporary staff are not included, as a ratio between the total departures as of 28/02 of the year in question and the total number of employees as of 28/02 of the previous year.

Selection, training and development

Our focus on people management can be seen in the selection and training procedures that we do for new employees, regardless of whether they are permanent or temporary. For new recruits, we take part in events and job fairs to strengthen our presence and connection with the local area. In particular, we have participated for many years at Jobbando, a job fair that is held in Florence every year, and at Recruiting Days organized by the region's higher education institutes, with which Ruffino has consolidated partnerships.

Ruffino and knowledge sharing

Being involved in the activities of local higher education institutes is a privilege and an opportunity. The interaction among students, institutes and the company has proven to be a source of mutual learning and enrichment.

We open our doors to **students from various faculties with the aim of sharing our hands-on experience as well as theoretical notions**. We are especially proud of the following collaborations:

- **Master's in Viticulture and Enology at the University of Piacenza** benefitted from the expertise and know-how of our agronomists;
- **Master Vinifera at the University of Milan** was hosted for a week at our Poggio Casciano estate for the Sustainable Viticulture course;

- Poggio Casciano hosted **Precision Viticulture course from the Environmental Sciences Faculty of the University of Viterbo** for a week;
- **Master's in Wine Management of the University of Florence** also involved a visit to our headquarters as well as a talk with the HR Director, which is a member of the university's placement observatory.

In the future, our aim is to intensify these important and profitable relationships with scholars and future operators in our field of knowledge and activities, especially at this juncture when the focus is on learning to **relate to the land according to sustainable principles and criteria**, values that Ruffino shares and is happy to apply and communicate in every instance.

All new hires are greeted with a **welcome** and **shadowing process**, so that they are able to learn about the history, products and organization of the Group and, on the other hand, can learn everything required for them to carry out their roles through specific training sessions.

3,255

Hours of training
in FY 2022

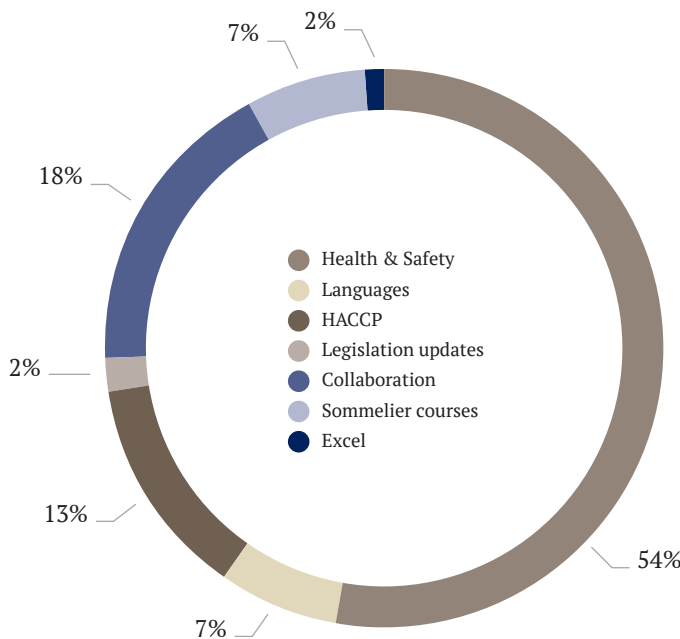
11.2 hours on average
per employee

The **welcome kit** given to new arrivals enables them to get to grips with the tools used to manage the more administrative aspects of company life and the Group’s policies, which they are obliged to comply with and apply on a daily basis, such as the Policy on the consumption of alcoholic beverages and the Policy on the prevention of harassment. An important part of the welcome process consists in a cellar tour and visitors to the estates in order to see our activities firsthand and to start to understand the processes and locations.

The **development of professional skills** is a key value on which we place particular importance, setting out training as a result of carefully **analyzing the training needs** of the company population. The analysis is carried out in collaboration with the HR department and department heads, and results in drawing up an annual company training plan.

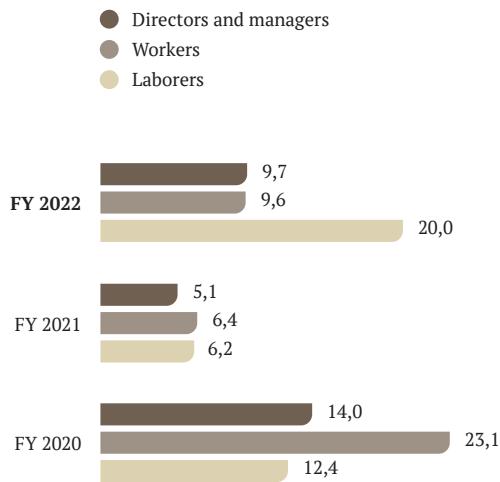
In FY 2022, **the total hours devoted to training were 3,255 (an average of 11.2 hours per employee)**, more than double the amount of training compared to the previous year (1,406). This was a result of the restrictions enforced by the Covid-19 health emergency, whereas we have now gone back closer to pre-Covid levels (3,776 hours). The chart shows how most of the training hours focused on a topic that is important to us, such as the health and safety of our employees. Other areas are aimed at professional development and skills.

Distribution of training hours by topic - FY 2022



Regarding the average hours of training, a **considerable increase can be noted across all categories**, with particular focus on laborers.

Average number of training hours by professional category



Sustainability training

The principles and values of corporate social responsibility are increasingly essential elements for all businesses and we believe that it is especially important that our **employees are aware of the issue**, which is why we have commenced specific training courses.

In particular, the sessions are dedicated to deepening the ways in which Ruffino acts in a rapidly changing context, the actions taken, ongoing projects and future goals in order to perpetuate best practices in a more informed way.

The training started in previous years includes information activities for the entire staff (through company communications and specific meetings) about sustainability policies, goals and projects, both for the Group and for CBI. This informational process was immediately also flanked with training for environmental managers and employees, which will be extended substantially in FY 2023.

In FY 2022 **15.2%**
 of employees
 received a performance
 and professional review

As part of the professional development of each employee, particular attention is paid to the award system for **individual and the Group's performance**. In Ruffino, a **MBO (Management By Objectives) annual variable incentive system** is active, as well as an **Award for Objectives system** (known as PPO) set out by the framework employment contract and defined with the internal worker representative. Considering that the company's performance is linked to the performance of our employees, these award systems aim to enhance the connection with our people, rewarding their contribution to achieving the company's targets.

The **MBO** is active for employees from the first level of the Alimentari Industria contract to the directors and it is based on assessing the achievement of objectives set out by the company. Personal goals are added to these objectives, defined by the employee in agreement with his/her manager. Achieving these goals has an impact on the bonus, according to the parameters set out by CBI. A quarterly personal performance review is scheduled by the employee and his/her line manager, and the objectives can be integrated and/or changed during the year.

The **PPO** system, on the other hand, is extended to all employees and is linked to achieving the Group's financial targets. It can be converted into welfare and represents part of the reward for employees who are subject to assessment with the MBO system.

The healthcare and quality of life of our staff are also reflected in our **company welfare system**, which is extended to all employees and includes³⁴:

- Health assistance;
- Health insurance to cover Covid-19, which was also extended to family members as from 2021;
- Paid leave for medical appointments for staff and their family members*;
- Insurance cover in case of disability and/or invalidity;
- Parental leave;
- Pension contributions;
- Budget to buy the Group's products*;
- Contributions to buy school books*.

Stock ownership systems are added to these benefits. Since FY 2022 all employees have the option to **purchase shares in the parent company at an advantageous price**.

Directors and managers can also benefit from life insurance, flexible benefits that can be re-allocated to various categories of services (e.g. education costs, personal assistance, free time, sport and travel) and stock ownership.

³⁴ The benefits marked with an asterisk are only provided for the employees of Tenute Ruffino S.r.l.

Remote working policy

An important change resulting from the experience gained in FY 2021 was the implementation of a **new remote working policy**. During the health emergency, all office workers had the right to work fully remotely with no restrictions. This way of working highlighted the **sense of responsibility and dedication of our staff**, who continued to achieve superb results as well as showing incredible resilience. Greater flexibility in working hours

showed no negative effect on achieving results, which is why an agreement has been signed with the internal worker representative to **contractualize** remote working as a method that can be used up to two days a week. The return to the office was nevertheless managed in order to gain the maximum benefit from what was ascertained during the pandemic. Clocking in and out has been forsaken in favor of individual responsibility, implementing a more innovative form of **time and objective management**.



Diversity and inclusion



DIVERSITY AND
INCLUSION

The changing, increasingly globalized and interconnected context in which we work highlights how diversity management has also become a top priority for companies. **We recognize diversity as a principle that must be protected.** We believe that every person represents different values, cultures and awareness, which is why we ensure an inclusive working environment for all our employees, free from discrimination, hence enabling everyone to express their talent and achieve the best results.

This awareness has led to a commitment to introduce drives aimed at recognizing and encouraging diversity within the company according to an inclusive spirit of listening and dialog, which allows all our people to speak up from the point of view of continuous internal development that reflects our values.

To this end, in FY 2021 a strategic approach to Diversity & Inclusion was adopted to oversee the topic, aimed at an initial analysis and then actively involving employees to highlight the most important dimensions of diversity before activating work plans.

Stage 1: Listening

To have an overview of the company's status quo, a qualitative and quantitative analysis of the staff was conducted (through reports focused on HR metrics, focus groups and direct interviews). This led to gathering people's experiences and perceptions as well as pinpointing areas on which to focus D&I activities. The resultant areas are: Divisions and locations, Generation, Gender, Cultures, Communication.

Stage 2: Action

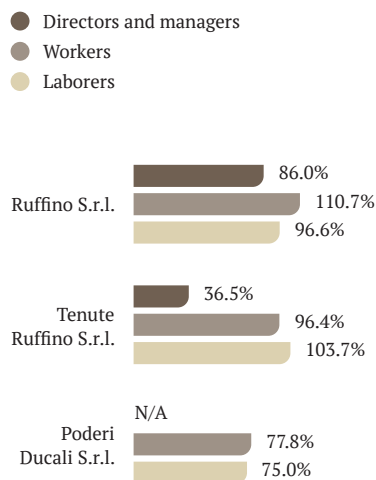
Based on the needs revealed in the analysis, the D&I Strategies are developed in an open and collaborative way. Each of the significant diversity dimensions generated a working area led by designated teams, in which our employees are involved and play an active role. They have been entrusted with the development of concrete action plans to achieve specific targets, which are validated in collaboration with the D&I Leadership Team.

The entire activity is relevant not only in terms of its results, which will enrich the company culture and respond more fittingly to the needs of our employees, but also in the process chosen for its implementation: a **bottom-up process** that is much more valid in the results that it will produce.

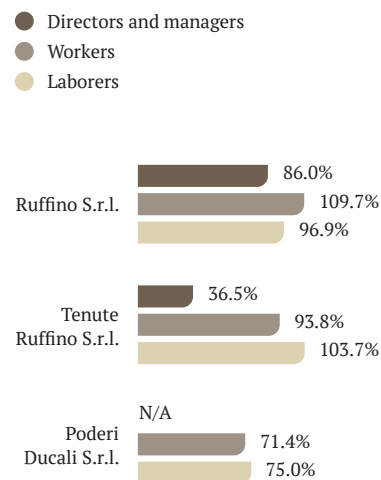


We believe that equal rights begin with equal pay, which we strive to guarantee to our employees based on their roles. The following charts show the ratio of the base wage (minimum set amount set out in the employment contract) and the remuneration (including the variable part) of women compared to men for the companies. The charts show a potential gender pay gap. It should be noted that the director and manager levels and the laborers level are impacted by a lower number of women than men. For Poderi Ducali, the ratio of the director and manager level is zero because there are none in the company structure.

Ratio of the base wage of women and men by professional level



Ratio of remuneration of men and women by professional level



Health and safety of workers

The health and safety of our people is a top priority that combines **observance of the legislation in force and the continuous improvement of conduct and operating procedures**, with the aim of making the workplace increasingly safe.

We strive for continued improvement through **competence-based participatory management**. By involving all employees in a systematic and dynamic way, this management puts the focus on safety in all work activities. The main goal shared throughout the Group is to **increase a culture of safety** at all levels of the organization.

Our organization of safety sets out well-defined roles, responsibilities and duties in an organizational chart that is shared with the parties involved, whether internal or external, and which forms the basis of the **Health & Safety Management System** of the companies comprising the Ruffino Group.

The system adopts shared standards, while respecting the differences among our activities, which, starting with the vineyard, also include the management of our country house accommodation and restaurant.



100%

Certified production sites

ISO 45001:2018 in 2021

The standards we have developed internally and strict compliance with legislation have resulted in the companies comprising the Ruffino Group, including the hospitality business unit, in obtaining **ISO 45001 certification in 2021**.

All the companies in the Ruffino Group have adopted the Organizational Model in accordance with Italian Legislative Decree 231/2001. In FY 2022, the robustness of our Health and Safety Management System, which covers 100% of our employees, was confirmed by the **Risk Assessment** conducted by the Ruffino Group, in partnership with an external legal firm, acting as support in updating its companies' model, which **showed no criticality in the 231 ambit**.

From the point of view of continuous improvement, we analyzed the company processes with the aim of pinpointing the main areas of intervention for FY 2022. The TPM methodology resulted in setting objectives and projects to be done during the year. To this end, the activities that have been implemented were:

- **behavioral audits** carried out by a team of ten department heads who, on a monthly basis and with the support of a dedicated checklist, verify general awareness and compliance with the importance of safety in their departments;
- **lockout/tagout procedures** on machinery that requires the operator's entry into the machine to perform maintenance.

Safety governance is based on meetings held at varying intervals, depending on the sites, and with different participants depending on the level of detail required or the legislation in force.

Every company in the Ruffino Group by means of its employers and with the support of external consultants conducts a detailed **Risk Assessment** that defines the risk level linked to safety for every role and activity, sets out the preventive and protection measures, health protection, required training and improvement actions.

These actions guarantee **two-way monitoring and a flow of information**: by the management for the strategies and priorities and by employees for the reporting, suggestions or outcome of the checks made. This approach ensures that the problems, ideas for improvements and any risks reported or noted are duly taken into consideration, analyzed and resolved in a systematic manner.

To this end, we have set out an **internal standard** (as shown in the “Analysis of the reporting and management methods by the responsible office” procedure), which defines all types of **non-conformity**. For each type of non-conformity, an action plan is set out with specific resolution methodologies and timescales. All reporting and/or safety surveys that emerged following audits or the normal flow of information within the company are inputted into the management system so that they can be resolved as soon as possible. The Ruffino Group has two Health and Safety Officers, one for Poderi Ducali and one across Ruffino S.r.l and Tenute Ruffino. Through constant collaboration and synergy, we are able to integrate different points of view and experiences that help to improve the robustness of the Group’s entire health and safety system. Our employees are directly involved in managing safety aspects through consulting the worker safety representative and sharing specific plans that are adopted at regular meeting with managers and/or department or site heads.

A recent example of Ruffino’s **robustness and reactivity** is the Group’s respond to legislative changes regarding safety with the implementation in the first few months of FY 2022 of updates to Italian Legislative Decree 81/2008, which came into effect in December 2021. At the start of the year, the Group **appointed and training nine new managers** in order to organize internal **training and informational sessions** about

the main changes (vigilance, DUVRI – Interfering Risk Assessment Document training, etc.). In addition, the safety managers attended seven hours of **training webinars**.

Particular attention is paid to **training and information for new hires**, regardless of the type and duration of the contract, which calls for a **process of shadowing and training** by experts, with a subsequent **learning assessment** to educate the new employees about the culture of safety and to align them with our way of working.

From the point of view of continuous improvement, the Ruffino Group, on a voluntary basis, works with safety audit consultants. In FY 22, **three audits** were conducted with different entities in order to obtain **several points of view and ideas for improvement** based on a range of experiences.

Control and vigilance activities were also implemented by the safety managers, which include the use of a **checklist** that varies based on the department and sharing outcomes with the H&S Manager, the Safety Director and the Health & Safety Officer where present.

The health of workers is monitored with regular **health protection checks**, conducted by doctors (one for each company), who take part in annual meetings set out by Legislative Decree 81/08 and who work with the employer and health and safety officer to assess risks related to work and implement measures to safeguard the health of workers. All our employees are registered with the **Fondo Assistenza Sanitaria Alimentaristi** and, where necessary, through the company welfare system, they have the possibility to access discounted healthcare (specialist appointments, dental care, preventive medicine, diagnostic checks).

Despite the critical situation of the Covid-19 pandemic, no infections were recorded among employees in the work setting and the normal running of the company was never halted, apart from the instances enforced by legislation. Ever since the early stages of the pandemic, we adopted strict internal protocols, pinpointed dedicated resources and acted in a timely and

modulated way, depending on the gravity of the situation. All the company in the Ruffino Group ensured a safe working environment, supported by our employees in implementing the measures required to limit infections and contributing to new working methods.

The use of remote working and new communication methods, in addition to the fast supply of suitable equipment and computer support, enabled our people to work remotely when necessary, blending personal needs and professional duties more easily. All decisions taken regarding international rules of conduct were always discussed with the Covid Committee, internal worker representative and worker safety representative, listening to our employees' requests and sharing concerns and suggestions.

As confirmation of the importance of this topic both operationally and strategically, in FY 2022

we allocated approximately 60% of our total investments to sustainability projects and health and safety fulfilments. Two of the most important projects concerning safety was the installation of lifelines in the tank discharge zone and the implementation of an "EVAC" (voice fire evacuation system) as improvements to emergency management.

In FY 2022, four accidents were recorded in total in Tenute Ruffino S.r.l, without serious consequences due to lifting or injuries.



Supply chain

We conduct our supplier relationships according to the principles of **honesty, integrity** and coherence with the **legislation in force, ethical standards** and the company's **rules of conduct**. Safe in the knowledge that a sustainable supply chain is a **key aspect of company responsibility**, encouraging commercial best practices throughout the product lifecycle is a fundamental asset of our management. We are committed to choosing partners who, like us, encourage a respectful management of people, the environment and their business. Over time, we have created and developed a network of **lasting and stable relationships** with local companies, thereby promoting local products and ensuring a high level of quality.

To communicate our commitment and expectations, we have adopted and shared the "**Code of conduct and sustainability guidelines for suppliers**", which sets out the principles with which suppliers must comply in terms of ethics and integrity, operating practices and conditions, and environmental and sustainability compliance in favor of a **transparent and respectful supply chain**.

By signing the document, suppliers pledge not to act, directly or via coworkers, in such a way that contradicts the principles set out in the code and declare that they are aware that any non-compliant behavior could result in the termination of the rapport between the parties³⁵. Suppliers are nevertheless **encouraged to exceed the requirements of the code** and to promote **continuous improvement** in their business.

Suppliers mainly apply to two product categories: comestibles such as **grapes, wine and must**, and **dry goods**, namely the **bottling, packaging and distribution** of products, including bottles, corks, labels, cardboard boxes and wooden boxes.

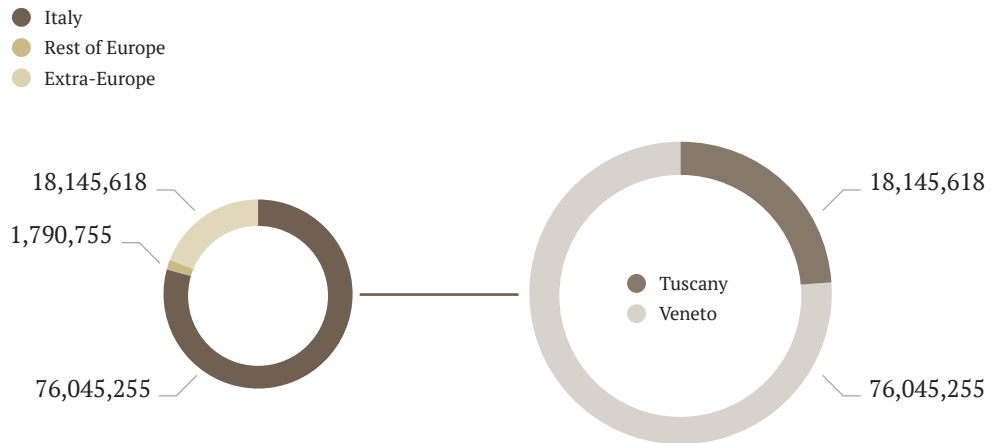
Five figures manage supplier relations, overseeing every stage in the production process:

- **Procurement Manager**: procures all the dry goods, leads negotiations, formalizes contracts for supplies and checks the quality of the supplies. For more information on the quality management processes, see the "Our consumers" section.
- **External Grower Manager**: in charge of purchasing grapes from suppliers; works alongside growers to ensure agronomic content is met as well as the quality and quantity of the contracts; manages harvest logistics and organization to transport the grapes to the Group's wineries;
- **Wine Strategic Sourcing and Regulatory Affairs**: manages the strategic procurement of wines and observance of regulations;
- **Chief Winemaker**: manages and monitors the production process, starting with choosing which vines to grow, based on the traits of the geographical area and the company's market objectives, through to the harvest, winemaking and bottling.
- **Quality Manager**: represents Ruffino's management in the application of food safety standards. Enforces and directly manages product checks, helped by the laboratory and quality control team, throughout the production process. For more information on the quality management processes, see the "Our consumers" section.

Overall, in FY 2022, **79% of purchases** were made in Italy and **63% in our local communities of Tuscany and Veneto**.

³⁵ Without prejudice for any petition for compensation from such conduct causes damages to the Ruffino Group, such as in the case of applying the measures set out by Legislative Decree 251/2001.

Expenditure for supplies (Euro) - FY 2022



The graph shows the production and supplies of raw materials for the 2021 harvest (FY 2022).

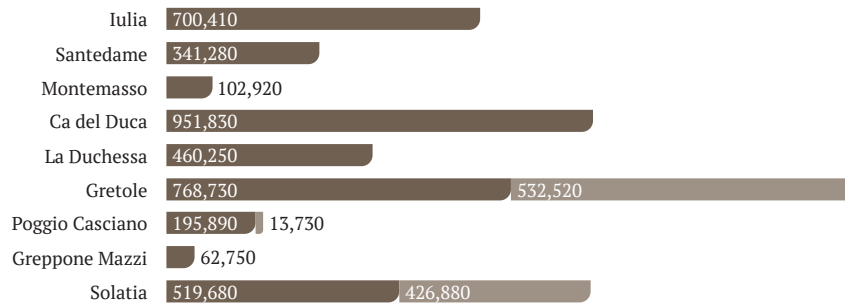
Wine FY 2022

- Wine produced (hl)
- Wine purchased (hl) - including must



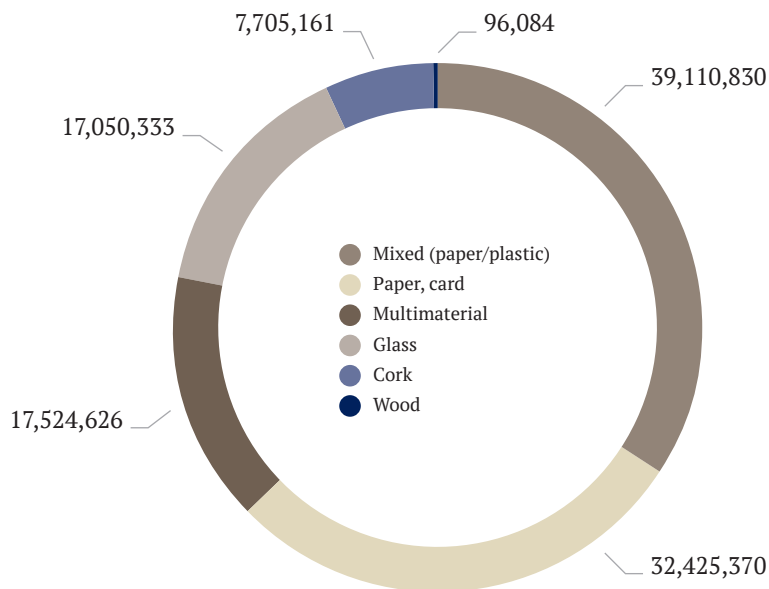
Grapes FY 2022

- Grapes produced (kg)
- Grapes purchased (kg)



The graph shows the packaging and distribution materials purchased by the Group.

Materials (no. items FY 2022)



Growing together: a roadmap to 2025 for grape supplies

In FY 2020, Tenute Ruffino S.r.l. embarked on a development process with its grape suppliers for the production of Chianti Classico, Chianti, Chianti Superiore and IGT Toscana for the Gretole, La Solatia and Poggio Casciano estates. The aim of the partnership is to **support suppliers** in achieving more sustainable management for their businesses. The **roadmap to 2025**, presented on the following pages, sets out several key steps to obtain **integrated quality production certification (SQNPI) or organic production**, in line with the Group's ambitious goal of creating a 100% sustainable or organic grape supply.

Knowing that the shift towards organic growing or the SQNPI certification requires considerable technical, operational and managerial investments, we strive to provide both technical knowledge and contractual guarantees to accompany our partners in this development.

10 (73% of total)

Suppliers
involved in the grape
supply chain

100%

Organic and
sustainable grapes

The process includes an initial evaluation stage of the status quo through **filling out a questionnaire** before mapping the current management, the Ruffino team and suppliers, and **jointly identifying establishing gradual improvements. Visits to the suppliers' estates** also enabled the team to assess the steps made and to support the suppliers where needed.

The sustainable management of the supply chain is guaranteed through a **solid contractual basis**, which includes specific requests regarding production process operating methods, as well as defining and implementing an agronomical protocol, regulations on the use of pesticides, the exclusion of certain chemical products, and defining checks regarding compliance with the conditions implemented directly by the company.

By following the roadmap to 2025 scheme, set out on the following pages and divided by harvest (HY) for Tenute Ruffino suppliers, we have seen that our suppliers have observed most of the KPI with positive outcomes.

We have also seen that, in FY 2022, **four out of the ten suppliers who are actively involved and have a contract are converting to organic production**, whereas another two are evaluating whether to embark on the same route or to aim for SQNPI certification, hence anticipating some of the roadmap's KPIs.

Figure 11: Action areas and KPI monitored



Agronomic Efficiency and Quality

Signing the Agronomic Protocol in the supply contract

Checking residual pesticides in the grapes

Correspondence of the estates on the ArtEa maps³⁶

Sharing and implementing the regulations stated in the Group’s Agricultural Best Practices Handbook

Assessing the possible interest in certified organic or sustainable growing



Efficiency and Social Sustainability of Work

Participating in and signing the Company Code of Conduct and Ethics

Existence of a signed cost estimate with subcontractors

Participating in the Code of Conduct and Sustainability Guidelines for Suppliers



Efficiency and Environmental Sustainability and Safety of Workers

Checking the Country Register for the analysis of pesticides used by suppliers

Checking that calibrations have been carried out (checking compliance with legislation on safety and quality in the production process)

Checking the dispersion of pesticides into the environment

Checking that waste is disposed of correctly

KPI

HY 2020

KPI

HY 2021

Assessing and introducing suppliers to organic growing and obtaining sustainability certification

Suggested participation in the Quality Agricultural Network, which involves checking compliance with work and social legislation as well as income tax and VAT

Checking the existence of a structured contract with subcontractors

Checking compliance with the national action plan for the sustainable use of pesticides (PAN) and pesticide warehouse management

Checking compliance with the Mandatory Integrated Defense (Difesa Integrata Obbligatoria)

Part of the suppliers become organic certified and/or sustainable

Suggested participation in the SQNPI

100% suppliers with organic production and/or 100% sustainable

Assessing environmental certification

KPI
HY 2022

KPI
HY 2023

KPI
HY 2025

³⁶ ARTEA is the Tuscan Regional Agency for Agricultural Supplies (established with Regional Law November 19, 1999, no. 60 and subsequent amendments and additions). It carried out the duties of a paying body recognized for the liquidation of FEAGA (European Agricultural Guarantee Fund) and FEASR (European Agricultural Fund for Rural Development) funds, which support agricultural production in European Union countries through supplying aid, contributions and awards to producers.



Implementing a Vendor Rating system

During FY 2021, to ensure sustainability, ethics and transparency in relation to our purchasing process, the Ruffino Group started to work on a Vendor Rating system for the supplier assessment process by implementing a Vendor Matrix. The implementation process for the matrix should have been finished by the end of FY 2022, but it has been delayed partly due to the Covid-19 pandemic and partly due to internal reorganization. From FY 2023, this matrix will be integrated into the Ruffino Group's Procurement Procedure.

The suppliers are classified according to the following characteristics:

- **Type** of good or service provided;
- **Procurement risk** due to the complexities of the supply market, in terms of the availability of the goods or service, the number of alternative suppliers, supplier power, obstruction to entry into the sector

- **Strategic importance** of the good purchased, in terms of added value, economic impact and impact on profitability.

The supplier will then be profiled according to various assessment areas, including **company organization and structure; financial stability; safety and environment; quality; reputation; and technological potential.**

It will be possible to analyze and assess current and future suppliers as well as allocating each partner with an “**ID card**” in order to make informed choices that evaluate aspects of sustainable management at the same level as financial robustness and quality, which are already checked and controlled.

The vendor rating will be applied to all suppliers from which the Group procures goods or services with a cost equaling or exceeding 30,000 Euro.

Our consumers

“Attention to quality” and “Attention to the client” are two of the five core values stated in the Company Code of Conduct and Ethics. Attention to our consumers also consists in encouraging best practices when it comes to consuming

wine. Educating people about responsible drinking is one of the three pillars comprising Ruffino Cares. Our aim is to guide consumers in tasting wine in an informed way.

Responsible drinking



Tasting and appreciating good wine has a close connection with our culture of the “pleasure of drinking”.

Doing so in a **responsible and informed way** is important in maintaining the concept of sharing pleasure. That’s why our aim is to guide consumers in tasting wine in an informed way.



For Ruffino, responsible drinking is a shared value, in which resources are invested for **employee training** and **public awareness campaigns**. An **internal policy** has been drawn up for all employees, who also attend an online course aimed at raising awareness about problems and behavior related to excessive alcohol consumption and to assess individual knowledge about responsible drinking.

Source: Drinking Guidelines, Wine in Moderation Information Council.

What is moderate consumption?



The attention paid to responsible drinking is the same in all marketing and communication activities. We have set out and implemented a “**Code for responsible practices in the marketing and publicity of alcoholic beverage-**

es”³⁷, which defines the public at which marketing materials are targeted, the ethical standards for the publicity intended for the press (radio, TV and web), image use standards, symbols, figures and subjects.

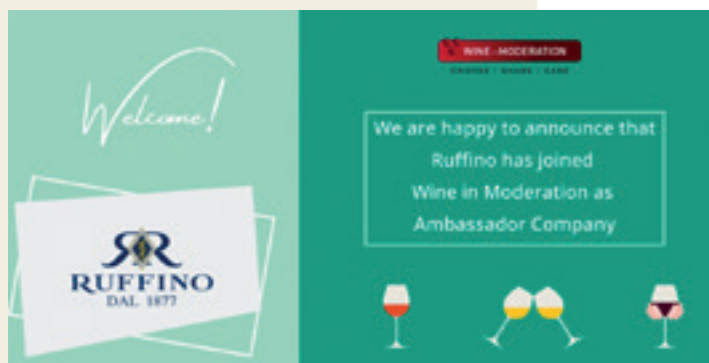
Ruffino & Wine Moderation

As a social responsibility movement for the wine industry, Wine in Moderation (WIM) aims at providing information and tools for professionals to present wine responsibly and inspire consumers to appreciate wine and its culture in a healthy, positive and sociable way.

The program encourages moderate consumption through **training courses, moderate consumption communication campaigns, communication standards for responsible marketing for wine and scientific research.**

We have supported Wine in Moderation since FY 2015 and in FY 2020 Ruffino S.r.l. became

an **Ambassador Company** of Wine in Moderation. The **CEO of the Ruffino Group** is currently the **President of Wine in Moderation.**



Being an Ambassador Company of Wine in Moderation means acting as a reference in terms of **leadership and activism for responsible drinking**, also encouraging wine companies to step up. Many of our wine labels refer to the Wine in Moderation website and to responsible drinking. Unfortunately, the Covid-19 pandemic made it problematic to continue the campaigns that involved firsthand contact with consumers,

which had been organized successfully in the past. As a consequence, we shared and financed the “Wine in Moderation” messaging aimed at recommending a responsible attitude towards drinking alcohol, especially during the various lockdowns. Since 2020, every year, we have financed a study grant for students studying addictions to look into the pathological aspect of drinking alcohol.

³⁷ For more information, see the full document: <https://www.ruffino.it/media/codice-etico/Codice-Marketing-Gruppo-Ruffino.pdf>

Product quality and safety

Consumer focus and product quality are two inextricably linked values that form the core of our management. **High standards and strict food health and safety checks underpin our quality management system**, which has always focused on continuous improvement.

As set out in the European directive, our processing and preservation processes are based on the Hazard Analysis and Critical Control Points (HACCP) system, a set of procedures and recommendations aimed at preventing food contamination and ensuring product quality by means of analyzing potential risks at every stage in the production process. The information and guidelines for carrying out these checks are stated in the HACCP Handbook, which is compiled by a multidisciplinary team and revised at least once a year and according to legislative updates and amendments to internal standards.

In FY 2022 **14%**

Total training hours
on HACCP, food defense and legislation



The **Quality Team**, which is responsible for product quality and safety, is currently made up of seven people, four of whom work in the laboratory and three are focused on process and dry goods control. The laboratory also conducts **research and development projects** aimed at improving the quality of our products and developing new ones.

Ruffino S.r.l. operates according to the requirements set out in the voluntary **International Food Standard (IFS)**, which aims to ensure observance of food safety and quality as well as the legal standards that regulate the sector, and is certified by the **ISO 9001 Quality Management System**.

These standards enable us to:

- Renew the company's commitment and the Quality Team to support the culture of food safety and quality assurance policy;
- Implement an effective and meticulous food safety and quality management system;
- Manage human resources, working conditions and the hygiene of equipment and environments to ensure product safety;
- Set out operating processes for safe, high-quality production;
- Measure, analyze, validate or improve the processes or complaints management and corrective actions;
- Safeguard the integrity of the company and the products made.

For the requirements of the IFS standard, in FY 2022, the Quality Team focused on internal audits and setting out a **food protection plan against food counterfeiting and fraud** that harms consumers. A **multidisciplinary team** was set up, which carried out an in-depth risk assessment before going on to define mitigation and monitoring plans. Like the HACCP handbook, the Food Defense and Food Fraud plans are revised at least once a year.

In order to collect ideas for improvements, every year we ask an **external market leader** to conduct a **two-day audit** on our premises. Moreover, in order to ensure continuous monitoring of the quality of our processes, the hygiene and correct conduct of operators, we have **increased the frequency of the internal audits** (carried by Quality Team personnel) across the various production departments (bottling, warehouse, cellar), scheduling them **every month**.

The results of every internal and external audit are shared not only with production department managers but also with operators at **daily meetings**, with the aim of communicating a **culture of food safety and quality** across all levels.

In the last two years, **more than 400,000 euro** has been invested to develop projects aimed at **improving quality processes**, including:

- Replacing the cellar's filtration system
- Implementing an automated deep cleaning system for bottling machines;
- Purchasing two machines that automatically inspects empty glass bottles, which ensures food safety.

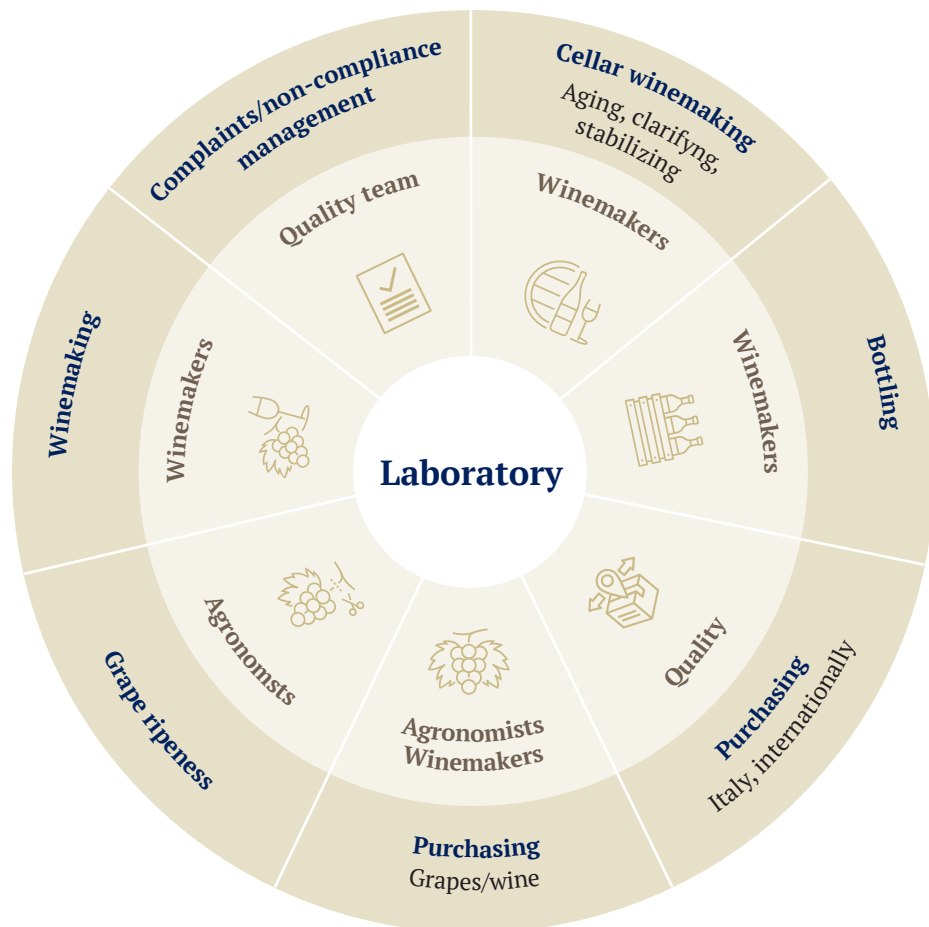


Regardless of the origin of the wine supply, namely whether it comes from our estates or has been purchased from external suppliers or co-packers, the **control plan**, aimed at guaranteeing product safety and quality, is extremely strict and complex. It embraces the **entire production process**, from the vineyard to sales. The checks are primarily analytical and are car-

ried out by our **internal lab**, also calling upon external bodies and consultants. Our advanced laboratory for the wine sector has sophisticated instrumentation that enables more than 300 parameters to be checked with a total of approximately 10,000 samples a year to check



Figure 12: Product quality responsibility and control system



Here are the main activities of the laboratory:



Checks the **legal limits and production guidelines** of wines and spirits, for which the lab has defined a continuous update system. To ensure reliable results obtained during the checks, we work with two of the main wine laboratories in Italy and every year we take part in an analytical and sensory ring test³⁹;



Checks all **production stages for the wines** on our sites and external suppliers;



Daily checks of the **ripening level** of the grapes to establish the optimal time for their harvest;



Checks **product stability over time** in terms of changes in color, the formation of precipitates and the organoleptic evolution that the wine could undergo following a certain amount of time after being bottled;



Checking **bulk wine** prior to purchase and until it is unloaded from the tank through an extremely strict analytical protocol;



Microbiological check of 100% of red wines for aging in order to combat off flavors) at every step in the production process, from the arrival of raw wine to aging in wood, bottling and beyond, in order to preserve the distinctive aromas and flavors of each wine.

When grapes are procured from external suppliers, precise quality requirements and the utmost production diligence are needed to ensure the standard required by the Group. The grapes must be free from obvious defects, such as rot and deterioration from fungal diseases, damage caused by insects and parasites, and defects caused by adverse weather. The ripeness of the grapes is established by parameters like the required amount of sugars, acids and the pH levels needed to make wine.

For the **procurement of bulk wines**, a strict analytical and sensory control procedure is followed, which starts with sampling the “purchase proposal” through to unloading the tank. Only full compliance with the analytical and sensory chemical and physical analysis will result in the purchase.

Lastly, the **wines produced and bottled by external suppliers** are followed and checked at every stage in the production by a winemaking management, in collaboration with our laboratory, applying the same analytical protocols as the wines produced by Ruffino.

For the bottling and packaging materials, in FY 2022 **we included an acceptance check of all new materials**. The parameters to be evaluated are for all categories (at least as far as the dimension and graphic design is concerned); corks and labels will require additional checks. For the labels, for example, the stickiness to the bottle will be checked, as well as withstanding heat changes and the ice bucket test. Corks are tested for humidity and extraction strength; an organoleptic test is carried out by an internal panel of experts.

³⁹ Useful for assessing the performance of the testing lab and to ensure improved control and quality of results.

Due to implementing the TPM methodology (see “The road to TPM” section), **the quality management system has been developed from the point of view of full integration with the various departments.**

Quality is supported by our analysis lab to resolve **product complaints and non-compliance** reported by consumers and the retail chain.

Complaints and non-compliance are managed by a multidisciplinary team that uses TPM solving methodologies to pinpoint the root causes of the problems in order to find definitive solutions. Once the problem has been solved, feedback is sent to the client with the outcome of the action taken. Moreover, complaints and non-compliance are discussed with operators and other roles at **regular meetings**, which become a time for sharing as well as training and increased awareness among our people.

At the start of the year, we examine the complaints and non-compliance reported in the previous 12 months before implementing projects specifically aimed at preventing and improving the quality of our products and processes.



During FY 2022, 43 complaints were recorded in total out of 27,538,734 bottles sold, gradually and constantly down compared to 2018. More than 50% of the complaints received from consumers regarded their personal taste in wine and cannot be associated to a problem with the wine sold.

With reference to non-compliance regarding information and the labeling of products and services, three instances concerned incorrect bar codes on boxes.

Product labeling



In addition to information regarding the safe use of our products, the labels include instructions on how to dispose of the packaging. Ruffino has anticipated the new legislation on environmental packaging labeling, adding progressively a QR code on all back labels that point to a webpage, which states all instructions about disposing the various components.



Community and the local area



GIVING BACK

We firmly believe in the **responsibility** to the community that all companies are obliged to have, which is why we promote campaigns and projects aimed at strengthening our presence in the local area with the aim of giving back for the hospitality that we receive.

The drive to give back is one of the pillars of Ruffino Cares (see the “Ruffino Cares” section). It is a key element that ensures continued **relationships with the local area and business development**. Over the years, we have helped communities close to us with activities with a focus on **society, education, economy and the environment**.

Here are the activities that we developed during FY 2022.

Dynamo Camp

Dynamo Camp is the leading recreational therapy camp for seriously and chronically ill children in Italy. It is part of the SeriousFun Children’s Network, a community of over 30 camps providing programs for children in more than 50 countries. In FY 2022, we continued to support the camp by looking after 1,200 hectares of greenery, investing 30,000 Euro and 40 hours of volunteer work.

MIA.DI

MIA.DI was established in 2015 by two pairs of parents whose children are cancer survivors. They wanted to give something back to Meyer, Florence’s children hospital. Every year, the association organizes a **fundraising dinner** and promotes a solidarity project for a medical department at Meyer. We support this charity by giving products for the fundraising dinner, but the event could not be organized this year due to the Covid-19 health emergency.

Employee Match Day

Employee Match Day is a yearly CBI event in which **employees donate an amount of money** at their discretion for a minimum set value and the company matches it, **doubling the donation** given to the charity. The aim is to incentivize philanthropic activities and social solidarity. More than 2,000 Euro were raised in FY 2022.

Nourishing Neighbors

The “Nourishing Neighbors” campaign is an annual event whereby long-life products are collected through employees’ grocery shopping and donated to food banks that distribute the goods among the local community.



Supporting Ukrainians

Following the outbreak of war in Ukraine, we encouraged a food collection among our employees, which were sent to the affected areas by the Misericordia di Pontassieve organizations. We also donated 20,000 Euro to UNICEF to support the populations in need support.

Ruffino Brand Experience.

Sotto Le Stelle summer events series

Ruffino's concept of "Vivere di Gusto" (A Life of Taste), which reflects the uniquely Italian aptitude of living life to the full with good food,

good wine and the joy of spending time together, is communicated in the events that are held on the Poggio Casciano estate. The Sotto Le Stelle summer events series, which took place in the estate's gardens, featured music, movie and poetry, which embraces a vision of life that is intrinsically sustainable and responsible (small groups connected in the present, without overly large groups, wine that meets seasonal zero food mile food, wine as a cup of civilization and never isolated drinking). We can safely say that Ruffino Cares has permeated the Vivere di Gusto concept and that the events held at Poggio Casciano are its ethical and aesthetic accomplishment.

Table 2: Contributions made to community-focused initiatives

| SCOPE | ASPECT | Unit of measurement | FY 2022 | FY 2021 | FY 2020 |
|---|--|---------------------|---------------------|---------|---------|
|  GIVING BACK | Donations to associations, hospitals and charities | € | 52,000 | 289,926 | 43,547 |
| | Employee hours (Dynamo) | Hours | 40 | 40 | 40 |
| | Products donated to associations | € | 5,000 ⁴⁰ | 7,394 | 12,413 |
| | Support to Ukrainians | € | 20,000 | - | - |
|  RESPONSIBLE DRINKING | Merchandising, study grants | € | 14,500 | 21,632 | 23,024 |
|  SUSTAINABILITY | Ruffino Cares activities | € | 30,200 | 52,570 | 70,099 |

⁴⁰ The data is the result of an estimate as it is not possible to find out the exact amount.

Consortia⁴¹

Consorzio del Vino Chianti
Consorzio del Vino Chianti Classico
Consorzio del Vino Orvieto
Consorzio del Pinot Grigio delle Venezie
Consorzio del IGT Toscana
Consorzio del Vino Nobile di Montepulciano
Consorzio del Prosecco
Consorzio del Brunello di Montalcino
Consorzio dell’Olio di Oliva Laudemio
Consorzio dell’Olio di Oliva del Chianti Classico

⁴¹ Ruffino is on the Board of Directors of the first five consortia.

⁴² Ruffino is on the Board of Directors.

⁴³ Ruffino is on the Board of Directors, also as vice-president.

⁴⁴ The CEO of the Ruffino Group acts as president.

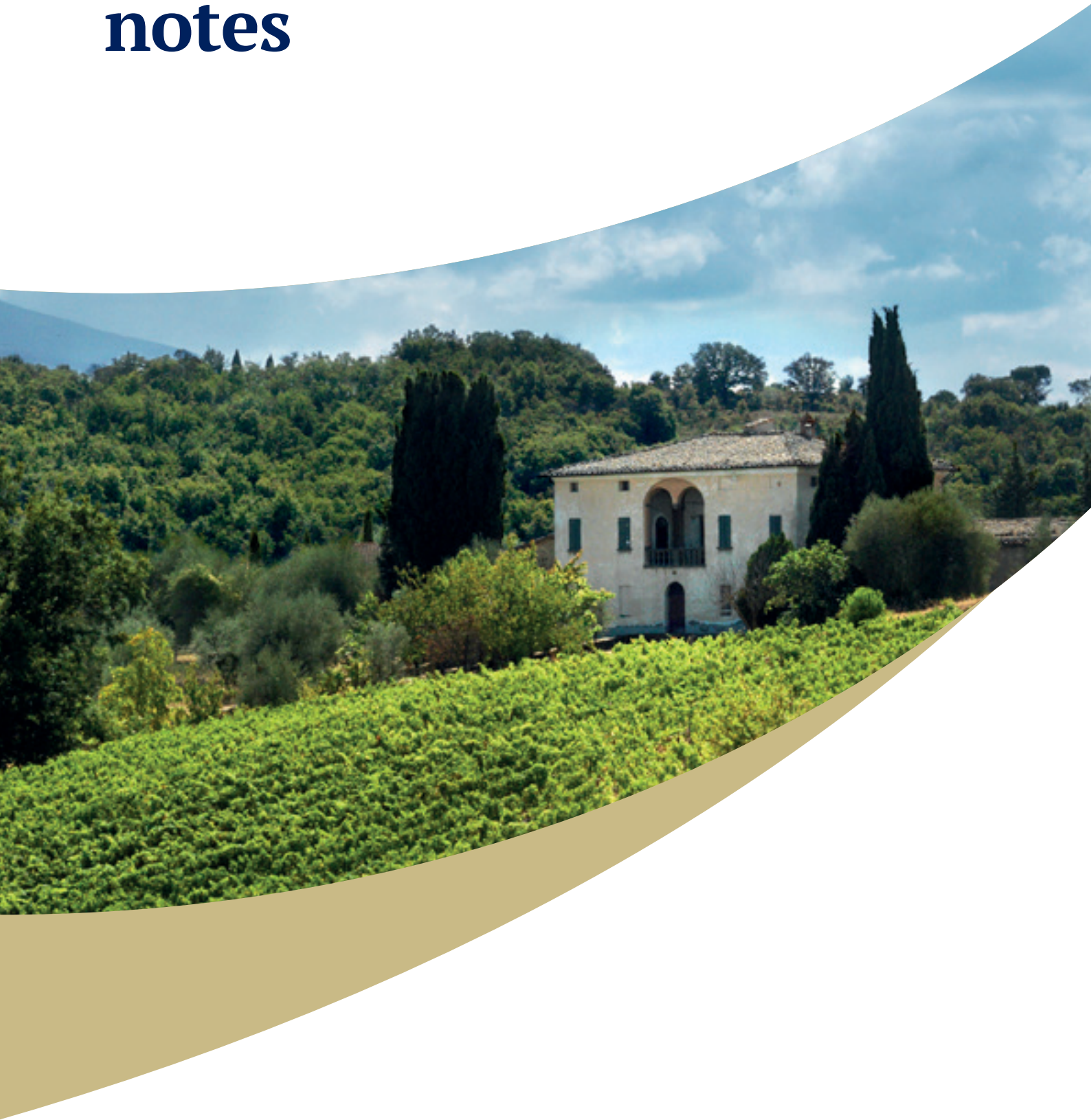
Trade associations

Confindustria Firenze – Territorial Chapter of Confindustria
Federvini (trade association part of Confindustria)⁴²
Unione Italiana Vini⁴³
Confagricoltori - Florence and Siena Chapters
Confindustria Treviso
Wine In Moderation⁴⁴
Chianti Classico di Castellina in Chianti Producers Association





Methodological notes



Methodological notes

The Sustainability Report from the Ruffino Group (hereinafter also referred to as the “Group” or “Ruffino”) is the fourth edition of this document compiled on a voluntary basis, whose most recent publication was in 2021.

The Report contains data and information about the Group’s activities for the financial year that ended on February 28, 2022, with reference to Ruffino S.r.l., Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali Ruffino S.r.l. Società Agricola. CBET S.r.l. has been excluded from the reporting, apart from economic data, since it has no significant social and environmental impact on the business. Moreover, hospitality-related activities are not included in the reported activities. The production of oil has also been omitted; given its residual production in terms of turnover and quantity, it is not deemed significant for assessing the performance of the Group.

The data and information are stated both in an aggregate and individual way for the individual companies, where it is deemed useful for understanding performance and related impacts. Where possible a comparison has been given with the previous three-year period in order to show the company’s progress regarding sustainability in a clear and complete way as well as enabling all Ruffino stakeholders to compare trends over time.

The Report was compiled in compliance with the “GRI Standards” set out in 2016 and subsequent updates made by the Global Reporting Initiative (GRI), according to the “Core” option. For the next year of reporting, data collection will be aligned with the new release of GRI Universal Standards (GRI 1; GRI 2; GRI 3).

In order to help readers to retrace the information stated in the document, the GRI Content Index can be consulted on page 132 onwards. The GRI principles of relevance, inclusivity, the context of sustainability and completeness were the prerequisites for identifying and reporting the contents in this Sustainability Report for the Ruffino Group.

Moreover, as set out in the GRI Standards and continuing the progress made in previous years, the Group carried out a materiality assessment in order to report sustainability topics deemed relevant by internal and external stakeholders; an examination of this is provided in the following.

Parallel to selecting the GRI indications, we identified which of the 17 Sustainable Development Goals (SDGs) and related specific targets to which the Group contributes directly due to safeguarding the material topics that have been identified.

A link analysis was carried out among the selected GRI and the SDGs, following instructions in the document titled “Linking the SDGs and the GRI Standards” (2021 version), published by UN Global Compact. The document maps the 17 SDGs and the related 169 targets compared with the Standards and GRI information notes applicable for each, with the aim of guiding organizations towards better assessment of their contributions towards achieving the SDGs.

Materiality assessment and identifying stakeholders

Starting with the principles set out in the GRI Standard 101 Foundation and with the aim of updating the material topics for FY 2022, the analysis was conducted in the following stages:

1. **Analysis of the sustainability context:** the first stage of the materiality assessment process focused on the analysis aimed at mapping the external, operational, market and corporate context for the Group, with a focus on the following sources:
 - **International associations** including the International Organisation of Vine and Wine (OIV), World Economic Forum (WEF), UN Global Compact (UNGC), International Federation Of Wine And Spirits (FIVS) and the European Committee Of Wine Companies (CEEV);
 - **Professional bodies** like Federvini, Unione Italiana Vini, Associazione Nazionale Donne Del Vino, VIVA La sostenibilità nella vitivinicoltura in Italia, Wine intelligence, Fondazione Sostain, Consorzio Chianti Classico and Consorzio Tutela Prosecco DOC;
 - **Academia** through the analysis of sector-related articles on social, environmental, economic and governance topics;
 - **Peers** to examine the material topics set out in the Sustainability Report;
 - The **press** in order to examine sectorial trends;
 - **Internal documents** such as the Company Code of Conduct and Ethics, the Company Code of Conduct and Sustainability Guidelines for Suppliers, company policies and the goals that the Group has already set for itself.

2. Listening to stakeholders:

- a) Due to sharing the survey “A time for dialog with Ruffino Group stakeholders”, the Group involved internal stakeholders, from top management to main representatives of the Marketing, Communications, Operations, Finance, Production, H&S, Purchasing, Customer Service, HR, CSR, Legal, Quality and Estates departments in order to:
 - Assess the content, quality, completeness and accuracy of the Sustainability Report FY 2021 in order to integrate feedback and the needs shown by stakeholders;
 - Confirm and/or integrate the mapping of the Group’s stakeholders, carried out in 2021;
 - Pinpoint material topics for the FY 2022 report, suggesting potentially relevant topics that have emerged from analyzing the context and reclassified according to the three dimensions of sustainability: economic/governance, environmental and social. The stakeholders communicated the relevance of the suggested topics both from a corporate and reference stakeholder perspective;
- b) **semi-structured interviews** aimed at the CEO, Operations and Supply Chain Director, the two technical directors and agronomists of Tenute Ruffino, the HR Director and Marketing Director in order to examine the Group’s strategy and vision in relation to the selected topics, risks and opportunities, stakeholder expectations, impacts generated along the value chain, organizational base and initiatives carried out during the year.

These two moments of comparison enabled the topics that emerged from the analysis to be confirmed, integrated, removed or aggregated, setting out the **material topics for the Group**, namely those of an economic, environmental and social nature deemed strategically and operationally relevant for the company and its

stakeholders, whether internal or external, from the point of view of a positive or negative, real or potential impact.

The following table shows the material topics, the related description in context for the Ruffino Group and the impact boundary.

Table 3: Material topics of Ruffino and impact boundary

| Material topics | Definitions | Internal boundary | External boundary |
|--|---|-------------------|--|
| Environmental | | | |
| Preserving biodiversity and promoting grape-growing landscapes | Attentive and sustainable use and management of the soil in order to preserve its fertility, organic diversity and nutrients, limiting the exploitation of already scarce natural resources and preferring the cultivation of native varieties. | Ruffino Group | Environment Community and institutions Suppliers |
| Processes of natural regulation and gradual elimination of chemical substances | Implementation and diffusion of sustainable grape-growing practices, such as site-specific viticulture in relation to the seasonal conditions, precision viticulture and reduced or halted use of chemical substances to limit the impact on the environment and local area, always ensuring the best possible product quality. | Ruffino Group | Environment Community and institutions Suppliers |
| Climate change | Fighting climate change by reducing the company's environmental impact, limiting CO ₂ emissions generated by production, bottling and distributing wine. | Ruffino Group | Environment Community and institutions Suppliers |
| Energy management and saving | Optimizing energy use and procuring energy from renewable sources. | Ruffino Group | Environment Community and institutions Suppliers |
| Water management | Sustainable management of the water used in the vineyard and cellar, and preventing water pollution by reducing to a minimum the discharge of chemical substances and hazardous materials to preserve water quality. | Ruffino Group | Environment Community and institutions Suppliers |
| Waste and wastewater management | Limiting the production of waste and wastewater, hazardous and non-, solids and liquids, favoring reuse and recycling. | Ruffino Group | Environment Community and institutions Suppliers |

| Material topics | Definitions | Internal boundary | External boundary |
|--------------------------------------|--|-------------------|---|
| Social | | | |
| HR management and workers' rights | Transparent and merit-based management of selection processes, encouraging talent, protecting the right to work, health and safety. | Ruffino Group | New talent Suppliers |
| Diversity and inclusion | Understanding, encouraging and including all diversity in the Group, fully respecting the dignity, freedom and independence of each individual. | Ruffino Group | New talent CBI colleagues Suppliers |
| Human rights | Protecting human rights throughout the value chain. | | New talent CBI colleagues Suppliers Clients |
| Consumer health and safety | Ensuring product quality in order to promote and protect consumer health and safety, also through education and awareness drives about responsible drinking. | Ruffino Group | Clients |
| Economic | | | |
| Creating sustainable value over time | Goals of long-term growth and profitability based on the economic sustainability of the business, through the generation and distribution of sustainable economic value to internal and external stakeholders. | Ruffino Group | Shareholders Community and institutions Trade associations Professional bodies Suppliers Clients |
| Sustainability governance | Defining a governance model that ensures the constant integration of sustainability in the Group's strategic and operational choices. | Ruffino Group | Shareholders Community and institutions Trade associations Professional bodies Suppliers Clients |
| Certified sustainability | Commitment to obtaining and upholding environmental and social sustainability certification for products and processes. | Ruffino Group | Shareholders Community and institutions Suppliers Clients |
| Transparency and traceability | Adopting a corporate ethical control system aimed at ensuring the utmost transparency in managing activities and defining clear procedures for managing contractual relations with suppliers aimed at guaranteeing reliability, integrity, collaboration and the adoption of sustainable behavior for the entire industry. | Ruffino Group | Shareholders Community and institutions Suppliers Clients |



GRI Content Index



The following table shows the GRI indicators used to compile the Sustainability Report FY 2022 of the Ruffino Group. In line with the most recent version of the GRI Standards, the standards and individual indicators are stated, with reference to the page number where they are covered. Any omissions and justifications are explained.

More specifically, the 2018 version of the GRI Standard 303 – Water and Effluents and Standard 403 – Occupational Health and Safety was used in this report, in addition to the 2019 version of the GRI Standard 207 – Tax and the 2020 version of GRI Standard 306 – Waste.

Table 4 - GRI Content Index

| GRI standard ⁴⁵ | Disclosure | Page number | Comments/Omissions |
|--|---|--------------------|--|
| GRI 101: Reporting standards – 2016 | | | |
| GENERAL DISCLOSURE | | | |
| GRI 102 – General disclosure 2016 | 102-1: Name of the Organization | | Cover of the Sustainability Report |
| GRI 102 – General disclosure 2016 | 102- 2: Activities, brands, products, and services | Pg. 8, 16, 10 | |
| GRI 102 – General disclosure 2016 | 102-3: Location of headquarters | Pg. 10 | |
| GRI 102 – General disclosure 2016 | 102-4: Location of operations | Pg. 10, 16-22 | |
| GRI 102 – General disclosure 2016 | 102-5: Ownership and legal form | Pg. 44 | |
| GRI 102 – General disclosure 2016 | 102-6: Markets served | Pg. 9 | |
| GRI 102 – General disclosure 2016 | 102-7: Scale of the organization | Pg. 8, 16, 17 | |
| GRI 102 – General disclosure 2016 | 102-8: Information on employees and other workers | Pg. 90, 91, 150 | |
| GRI 102 – General disclosure 2016 | 102-9: Supply chain | Pg. 104-108 | |
| GRI 102 – General disclosure 2016 | 102-10: Significant changes to the organization and its supply chain | | No significant changes are reported. |
| GRI 102 – General disclosure 2016 | 102-11: Precautionary principle or approach | Pg. 48-52 | |
| GRI 102 – General disclosure 2016 | 102-12: External initiatives | | The Group does not participate in external activities. |
| GRI 102 – General disclosure 2016 | 102-13: Membership of associations | Pg. 110, 118-123 | |
| GRI 102 – General disclosure 2016 | 102-14: Statement from senior decision-maker | Pg. 2, 3 | |
| GRI 102 – General disclosure 2016 | 102-15: Key impacts, risks, and opportunities | Pg. 48-52 | |
| GRI 102 – General disclosure 2016 | 102-16: Values, principles, standards, and norms of behavior | Pg. 14, 15, 54-56 | |
| GRI 102 – General disclosure 2016 | 102-18: Governance structure | Pg. 44-46 | |
| GRI 102 – General disclosure 2016 | 102-19: Delegating authority | Pg. 46, 47 | |
| GRI 102 – General disclosure 2016 | 102-20: Executive-level responsibility for economic, environmental, and social topics | Pg. 45-47 | |
| GRI 102 – General disclosure 2016 | 102-21: Consulting stakeholders on economic, environmental, and social topics | Pg. 34, 38, 46, 47 | |

⁴⁵ For more information and a description of the GRI Standards being examined, see <https://www.globalreporting.org/standards/gri-standards-translations/gri-standards-italian-translations-download-center/>.

| GRI standard | Disclosure | Page number | Comments/Omissions |
|---|---|--------------------------------|---|
| GRI 102 – General disclosure 2016 | 102-22: Composition of the highest governance body and its committees | Pg. 44-47, 142 | |
| GRI 102 – General disclosure 2016 | 102-23: Chair of the highest governance body | Pg. 44, 142 | |
| GRI 102 – General disclosure 2016 | 102-24: Nominating and selecting the highest governance body | Pg. 44, 45 | |
| GRI 102 – General disclosure 2016 | 102-25: Conflicts of interest | Pg. 54-46 | |
| GRI 102 – General disclosure 2016 | 102-26: Role of the highest governance body in setting purpose, values, and strategy | Pg. 44-47 | |
| GRI 102 – General disclosure 2016 | 102-29: Identifying and managing economic, environmental and social impacts | Pg. 47-52 | |
| GRI 102 – General disclosure 2016 | 102-30: Effectiveness of risk management processes | Pg. 48-52 | |
| GRI 102 – General disclosure 2016 | 102-40: List of stakeholder groups | Pg. 36, 37 | |
| GRI 102 – General disclosure 2016 | 102-41: Collective bargaining agreements | Pg. 90, 91 | |
| GRI 102 – General disclosure 2016 | 102-42: Identifying and selecting stakeholders | Pg. 34, Methodological note | |
| GRI 102 – General disclosure 2016 | 102-43: Approach to stakeholder engagement | Pg. 34-38, Methodological note | |
| GRI 102 – General disclosure 2016 | 102-44: Key topics and concerns raised | Pg. 34-37 | |
| GRI 102 – General disclosure 2016 | 102-45: Entities included in the consolidated financial statements | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-46: Defining report content and topic boundaries | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-47: List of material topics | Pg. 38, Methodological note | |
| GRI 102 – General disclosure 2016 | 102-48: Restatements of information | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-49: Changes in reporting | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-50: Reporting period | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-51: Date of most recent report | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-52: Reporting cycle | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-53: Contact point for questions regarding the report | Pg. 4 | |
| GRI 102 – General disclosure 2016 | 102-54: Claims of reporting in accordance with the GRI standards | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-55: GRI content index | Methodological note | |
| GRI 102 – General disclosure 2016 | 102-56: External assurance | Pg. 160-161 | |
| Topic: Economic performance | | | |
| GRI 103 - Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 48-50, 58 | |
| | 103-3: Evaluation of the management approach | Pg. 48-50, 58 | |
| GRI 201 – Economic performance 2016 | 201-1: Direct economic value generated and distributed | Pg. 58, 59 | |
| | 201-2: Financial implications and other risks and opportunities due to climate change | Pg. 50-52 | |
| | 201-3: Defined benefit plan obligations and other retirement plans | | In the three-year period, the Group fulfilled the welfare obligations set out by the law and employment contracts provided by the CCNL. |

| GRI standard | Disclosure | Page number | Comments/Omissions |
|--|--|-----------------------------------|---|
| Topic: Market presence | | | |
| GRI 103 - Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 88 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 88 | |
| GRI 202 - Market presence | 202-2: Proportion of senior management hired from the local community | Pg. 90, 151 | |
| Topic: Procurement practices | | | |
| GRI 103 - Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 104-106 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 104-106 | |
| GRI 204 - Procurement practices | 204-1: Proportion of spending on local suppliers | Pg. 105 | |
| Topic: Anti-corruption | | | |
| GRI 103 - Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 54-56 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 54-56 | |
| GRI 205 - Anti-corruption 2016 | 205-3: Confirmed incidents of corruption and actions taken | | No ascertained corruption has been verified in the 3-year period. |
| Topic: Anti-competitive behavior | | | |
| GRI 103 - Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 48, 49, 54-56 | |
| | 103-3: Evaluation of the management approach | Pg. 54-56 | |
| GRI 206 - Anti-competitive behavior 2016 | 206-1: Legal actions for anti-competitive behaviour, anti-trust and monopoly practices | | No legal action has been taken for anti-competitive behaviour, anti-trust or monopolistic practices in the 3-year period. |
| Topic: Taxes | | | |
| GRI 207 - Tax 2019 | 207-1: Approach to tax | Pg. 144 | |
| | 207-2: Tax governance, control and risk management | Pg. 144 | |
| Topic: Materials | | | |
| GRI 103 - Management approach 2016 | 207-4: Country-by-country reporting | Pg. 144 | |
| | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 104, 105 | |
| GRI 301 - Materials 2016 | 103-3: Evaluation of the management approach | Pg. 24-33, 48, 49, 104, 105 | |
| | 301-1: Materials used by weight or volume | Pg. 104, 105 | |
| Topic: Energy | | | |
| GRI 103 - Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24-33, 47, 50, 52, 62, 75, 76 | |
| | 103-3: Evaluation of the management approach | Pg. 24-33, 47, 50, 52, 62, 75, 76 | |
| GRI 302 - Energy 2016 | 302-1: Energy consumption within the organization | Pg. 76, 143 | |
| | 302-3: Energy intensity | Pg. 76, 143 | |

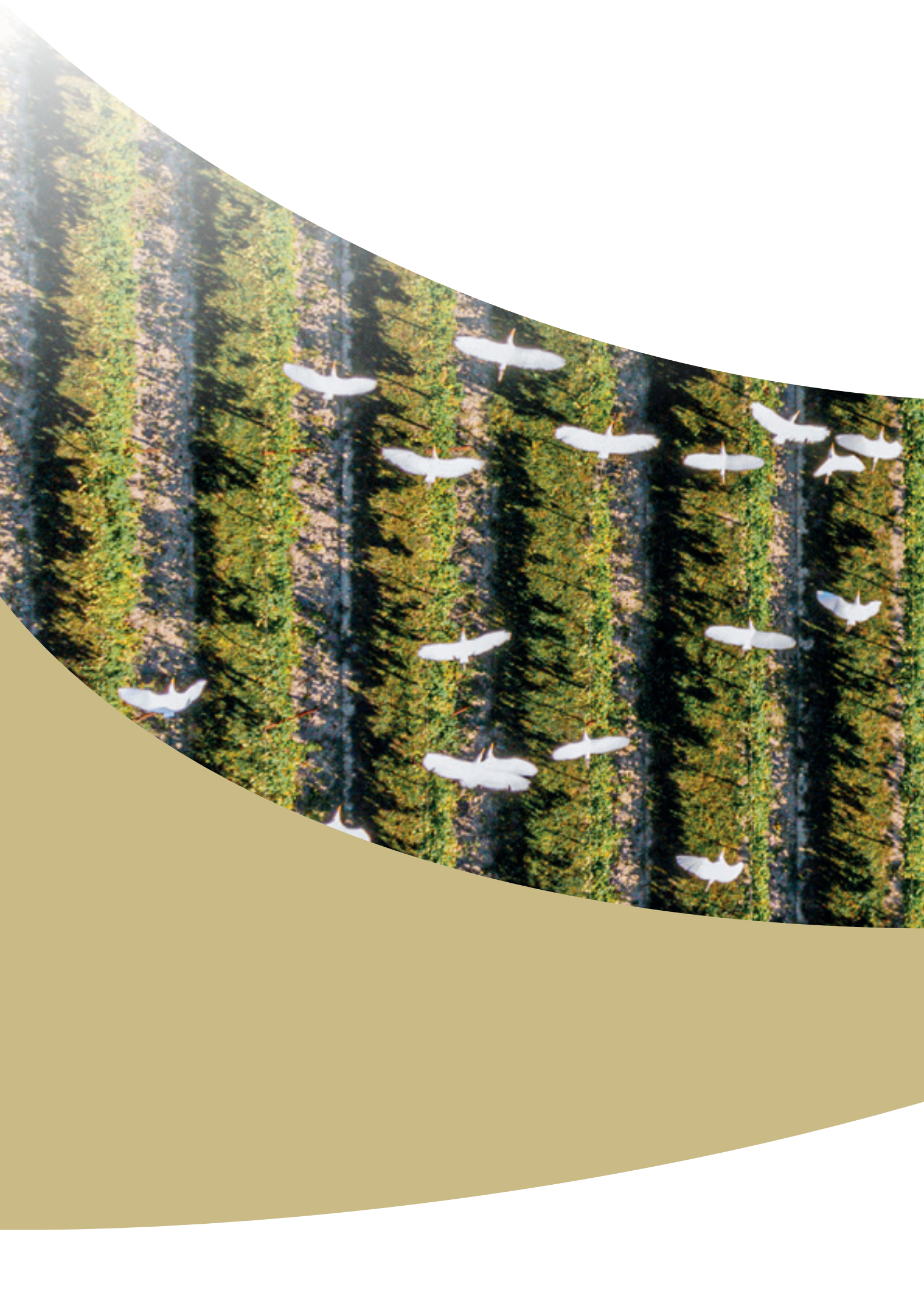
| GRI standard | Disclosure | Page number | Comments/Omissions |
|--|--|--------------------------------------|--------------------|
| Topic: Water and effluents | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24-33, 62, 75, 79, 80, 81 | |
| | 103-3: Evaluation of the management approach | Pg. 24-33, 48-52, 62, 75, 79, 80, 81 | |
| GRI 303 – Water and effluents 2018 | 303-1: Interaction with water as a shared resource | Pg. 24-33, 62, 75, 79, 80, 81 | |
| | 303-2: Management of water discharge-related impacts | Pg. 24-33, 62, 75, 79, 80, 81 | |
| | 303-3: Water withdrawal | Pg. 80, 146 | |
| | 303-4: Water discharge | Pg. 81, 146 | |
| | 303-5: Water consumption | Pg. 81, 147 | |
| Topic: Biodiversity | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24-33, 62-74 | |
| | 103-3: Evaluation of the management approach | Pg. 24-33, 48-52, 62-74 | |
| GRI 304: Biodiversity | 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Pg. 71 | |
| | 304-2: Significant impacts of activities, products and services on biodiversity | Pg. 71 | |
| Topic: Emissions | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24-33, 47, 50, 52, 62, 75, 76 | |
| | 103-3: Evaluation of the management approach | Pg. 24-33, 62, 75, 77 | |
| GRI 305 – Emissions 2016 | 305-1: Direct (Scope 1) GHG emissions | Pg. 77, 78, 148 | |
| | 305-2: Energy indirect (Scope 2) GHG emissions | Pg. 77, 78, 148 | |
| | 305-4: GHG emissions intensity | Pg. 77, 78, 148 | |
| Topic: Waste | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24-33, 82, 84 | |
| | 103-3: Evaluation of the management approach | Pg. 82, 84 | |
| GRI 306 – Waste 2020 | 306-1: Waste production and significant waste-related impacts | Pg. 82, 84 | |
| | 306-2: Management of significant waste-related impacts | Pg. 82, 84 | |
| | 306-3: Product waste | Pg. 85, 149 | |
| | 306-4: Non-disposal waste | Pg. 85, 149 | |
| | 306-5: Disposal waste | Pg. 85, 149 | |
| Topic: Environmental compliance | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 62, 75 | |
| | 103-3: Evaluation of the management approach | Pg. 48-52, 62, 75 | |

| GRI standard | Disclosure | Page number | Comments/Omissions |
|---|---|-------------------------------|--|
| GRI 307 – Environmental compliance 2016 | 307-1: Non-compliance with environmental laws and regulations | | No significant sanctions have been reported in the 3-year period for failure to observe environmental regulations. |
| Topic: Supplier environmental assessment | | | |
| | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| GRI 103 – Management approach 2016 | 103-2: The management approach and its components | Pg. 104, 107-109 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 104, 107-109 | |
| GRI 308: Supplier environmental assessment | GRI 308-1: New suppliers that were screened using environmental criteria | Pg. 107 | |
| Topic: Employment | | | |
| | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| GRI 103 – Management approach 2016 | 103-2: The management approach and its components | Pg. 24- 27, 88, 92 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 88, 92 | |
| | | | |
| GRI 401 – Employment 2016 | 401-1: New employee hires and employee turnover | Pg. 92, 93, 153 | |
| | 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees | Pg. 97, 98 | |
| | 401-3: Parental leave | Pg. 93, 154 | |
| Topic: Labor/Management relations | | | |
| | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| GRI 103 – Management approach 2016 | 103-2: The management approach and its components | Pg. 88 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 88 | |
| | | | |
| GRI 402 – Labor/Management relations | 402-1: Minimum notice periods regarding operational changes | | The minimum notice period to workers and their representatives to communicate organizational changes that could have a significant impact is established in observance of the provisions stated in the applied collective bargaining agreements. |
| Topic: Occupational health and safety | | | |
| | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| GRI 103 – Management approach 2016 | 103-2: The management approach and its components | Pg. 24-27, 31,33, 88, 101-103 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49 | |
| | | | |

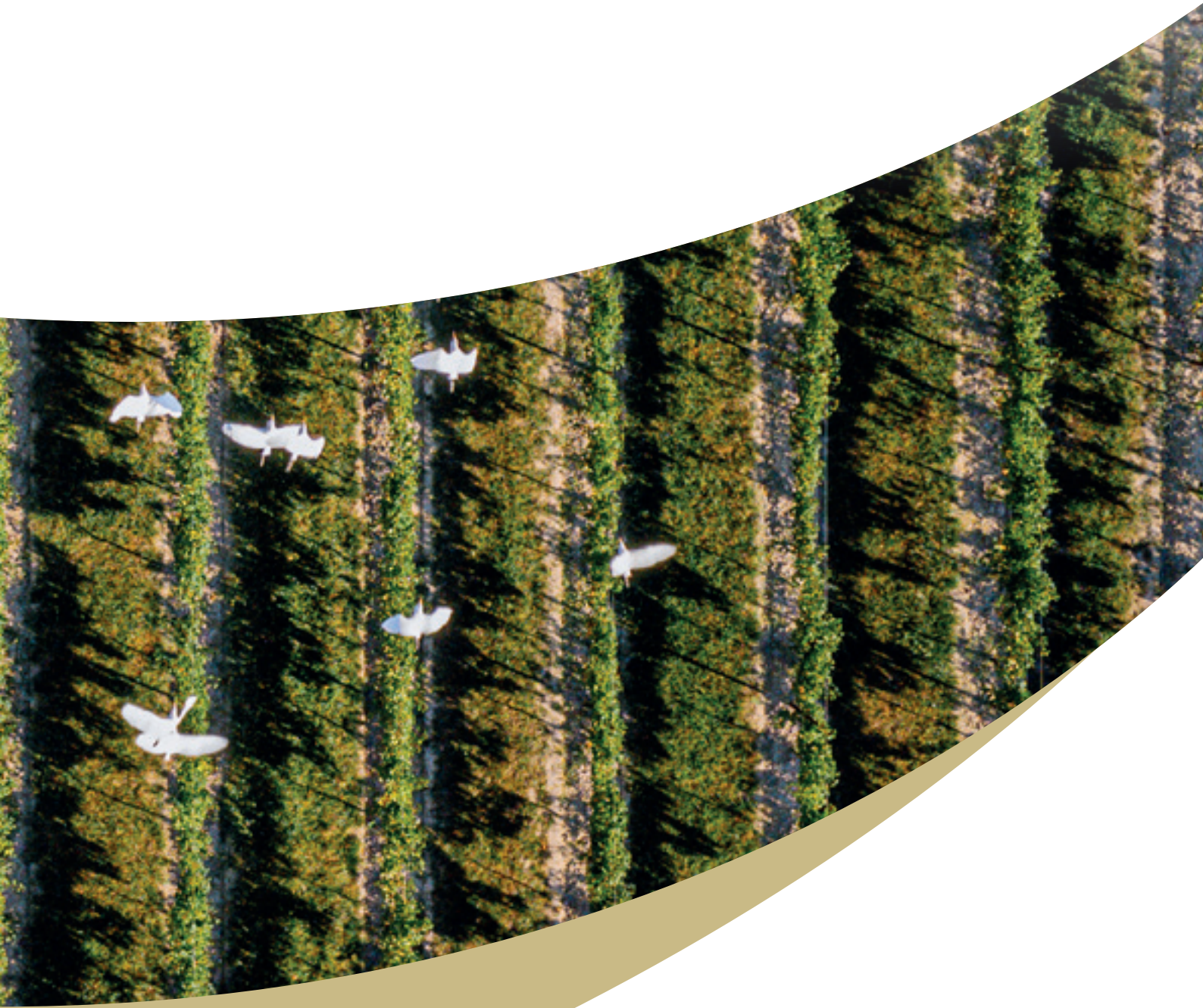
| GRI standard | Disclosure | Page number | Comments/Omissions |
|---|---|--------------------------------|--|
| GRI 403 – Occupational health and safety 2018 | 403-1: Occupational health and safety management system | Pg. 101-103 | |
| | 403-2: Hazard identification, risk assessment, and communication on occupational health and safety | Pg. 101-103 | |
| | 403-3: Occupational health services | Pg. 102-103 | |
| | 403-4: Worker participation, consultation, and communication on occupational health and safety | Pg. 101-103 | |
| | 403-5: Worker training on occupational health and safety | Pg. 95, 102 | |
| | 403-6: Promotion of worker health | Pg. 101-103 | |
| | 403-8: Workers covered by an occupational health and safety management system | Pg. 101 | |
| | 403-9: Work-related injuries | Pg. 103, 155 | |
| | 403-10: Work-related ill health | | No employee has reported work-related ill health in the 3-year period. |
| | Topic: Training and education | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 94-96 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49 | |
| GRI 404 – Training and education 2016 | 404-1: Average hours of training per year per employee | Pg. 96, 156 | |
| | 404-3: Percentage of employees receiving regular performance and career development reviews | Pg. 156 | |
| Topic: Diversity and equal opportunity | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 88, 99, 100 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49 | |
| GRI 405 – Diversity and equal opportunity 2016 | 405-1: Diversity of governance bodies and employees | Pg. 45, 157 | |
| | 405-2: Ratio of basic salary and remuneration of women to men | Pg. 158 | |
| Topic: Non-discrimination | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 54-56, 88, 99, 100 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 54-56, 88, 99, 100 | |
| GRI 406 – Non-discrimination 2016 | GRI 406-1: Incidents of discrimination and correction actions taken | | No incidents of discrimination have been reported in the 3-year period. |
| Topic: Freedom of association and collective bargaining | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 104-107 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 104-107 | |
| GRI 407 – Freedom of association and collective bargaining 2016 | 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | | There are no operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. |

| GRI standard | Disclosure | Page number | Comments/Omissions |
|---|--|-----------------------------|---|
| Topic: Child labor | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 54, 55, 104-109 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 54, 55, 104-109 | |
| GRI 408 - Child labor 2016 | GRI 408-1: Operations and suppliers at significant risk for incidents of child labor | | There are no commercial partners at significant risk of incidents of child labor. |
| Topic: Supplier social assessment | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 54, 55, 104, 107-109 | |
| | 103-3: Evaluation of the management approach | Pg. 54, 55, 104, 107-109 | |
| GRI 414: Supplier social assessment | GRI 414-1: New suppliers that were screened using social criteria | Pg. 107 | |
| Topic: Local communities | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24, 25, 118-120 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 118-120 | |
| GRI 413 – Local communities 2016 | 413-1: Operations with local community engagement, impact assessments, and development programs | Pg. 118-123 | |
| Topic: Public policy | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 48, 49, 54-56 | |
| | 103-3: Evaluation of the management approach | Pg. 54-56 | |
| GRI 415 - Public policy 2016 | GRI 415-1: Political contributions | | The Group has not made any political contributions in the 3-year period. |
| Topic: Customer health and safety | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 24, 25, 111-121 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 4, 111-121 | |
| GRI 416 – Customer health and safety 2018 | 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services | | No incidents of non-compliance concerning the health and safety impacts of products and services have been reported in the 3-year period. |

| GRI standard | Disclosure | Page number | Comments/Omissions |
|---|---|---------------------|--|
| Topic: Marketing and labeling | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 119 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49, 119 | |
| GRI 417: Marketing and labeling | 417-1: Requirements for product and service information and labeling | Pg. 119 | |
| | 417-2: Incidents of non-compliance concerning product and service information and labeling | Pg. 118 | |
| | 417-3: Incidents of non-compliance concerning marketing communications | | No incidents of non-compliance concerning legislation and/or self-management codes for consumer health and safety have been verified in the 3-year period. |
| Topic: Customer privacy | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 54-57 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49 | |
| GRI 418 – Customer privacy 2016 | 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data | | No complaints concerning breaches of customer privacy and losses of customer data have occurred in the 3-year period. |
| Topic: Socio-economic compliance | | | |
| GRI 103 – Management approach 2016 | 103-1: Explanation of the material topic and its boundary | Pg. 34-38, 128, 129 | |
| | 103-2: The management approach and its components | Pg. 54-56 | |
| | 103-3: Evaluation of the management approach | Pg. 48, 49 | |
| GRI 419: Socio-economic compliance | GRI 419-1: Non-compliance with laws and regulations in the social and economic area | | No incidents of non-compliance with laws and regulations in the social and economic area have been reported in the 3-year period. |



Annex



Management

GRI 102-18: Governance composition and structure

| Board member | Nationality | Position | Executive or non-executive role | Independence ⁴⁶ | Stakeholder representation | Competence for sustainability, environment, social and finance/governance |
|-----------------------|-------------|---|--|----------------------------|---|---|
| Sandro Sartor | Italian | CEO and President of Ruffino S.r.l., Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali S.r.l. Società Agricola | Executive | Independent | President of Wine in Moderation Member of the board of directors of Federvini, part of Federalimentare and expression in Confindustria of the wine sector; Vice-President of Unione Italiana Vini (UIV) | Member of the Sustainability & Environment Team |
| Michael David Lurie | USA | Vice President and Director of Ruffino S.r.l., Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali S.r.l. Società Agricola | Non executive | Independent | No relevant representation of Ruffino Group stakeholders | Member of the CBI Annual Environmental Sustainability Awards Commission |
| Janet Faye Stewart | USA | Director of Ruffino S.r.l., Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali S.r.l. Società Agricola | Non executive | Independent | No relevant representation of Ruffino Group stakeholders | Treasurer and Advisor for Climate Solutions Accelerator - collective impact organization based in Rochester |
| Sandy Dominach Oksana | USA | Director of Ruffino S.r.l., Tenute Ruffino S.r.l. Società Agricola and Poderi Ducali S.r.l. Società Agricola | Esecutivo in ambito Tesoreria | Independent | No relevant representation of Ruffino Group stakeholders | Enterprise Risk Management Lead, which includes work on environment-related risks and sustainability |
| Maurizio Bogoni | Italian | Director and Professional Agricultural Entrepreneur (IAP) of Tenute Ruffino S.r.l. Società Agricola | Esecutivo (Datore di Lavoro) | Independent | Member of the board of directors of Confagricoltura Siena and Firenze | Member of the Sustainability & Environment Team |
| Lorena Troccoli | Italian | Director and Professional Agricultural Entrepreneur (IAP) of Tenute Ruffino S.r.l. Società Agricola | Esecutivo nell'ambito del suo ruolo di Imprenditore Agricolo Professionale (IAP) | Independent | No relevant representation of Ruffino Group stakeholders | Member of the Sustainability & Environment Team |

⁴⁶ The evaluation of the "independence" trait of the Board Members operates in line with what is set out in art. 147-ter of D. Lgs. 58/1998.

GRI 201-1: Economic value directly generated and distributed

| Euro | FY 2022 | FY 2021 | FY 2020 |
|---|--------------------|--------------------|--------------------|
| Economic value generated | 124,526,833 | 101,174,768 | 130,290,386 |
| Economic value distributed to suppliers | 106,165,833 | 69,386,681 | 94,439,865 |
| Economic value distributed to staff | 13,726,370 | 13,973,767 | 14,028,826 |
| Economic value distributed to financiers | 504,444 | 1,006,520 | 1,180,379 |
| Economic value distributed to Public Administration | 2,739,819 | 3,408,393 | 1,844,976 |
| Economic value distributed to the local community | 47,075 | 304,916 | 55,746 |
| Economic value distributed | 123,183,547 | 88,080,277 | 111,549,792 |
| Economic value retained | 1,343,286 | 13,094,491 | 18,740,594 |



Fiscal management

The fiscal strategy management of the Group is the responsibility of the **Chief Financial Officer** (CFO). It is aimed at ensuring utmost **transparency and correctness** in the relationship with fiscal authorities and consists in observing all applicable laws and legislation. We work so that every transaction is managed with **due professional diligence** and in relation to

the assessment of all fiscal-related risks. A **fiscal risk assessment** is updated regularly to fulfill new legislation. Given the heightened awareness about fiscal aspects, in 2018 we started to revise the fiscal department with more internal activities for the drafting and audit of all fiscal declarations of the companies comprising the Group. Due to the collaboration with external consultants, continuous checks and audits are also conducted by third parties.

GRI 207-4: Country-by-country reporting

| | FY 2022 | FY 2021 | FY 2020 |
|---|---|-------------|-------------|
| Names of the resident entities | Ruffino Srl, Tenute Ruffino S.r.l., Poderi Ducali Ruffino S.r.l., CBET S.r.l | | |
| Primary activities | Grape growing, wine and must production, bottling, packaging and distribution of bottled wine worldwide | | |
| Number of employees (n) | 290 | 229 | 230 |
| Revenues from third-party sales (€) | -50,266,713 | 40,814,683 | 54,938,211 |
| Revenues from intra-group transactions with other tax jurisdictions (€) | -74,773,614 | 60,360,085 | 76,958,856 |
| Profit/loss before tax (€) | 13,379,099 | 6,132,534 | 15,304,066 |
| Tangible assets other than cash and cash equivalents (€) | 168,927,916 | 148,676,597 | 156,886,927 |
| Corporate income tax paid on a cash basis (€) | - | - | - |
| Corporate income tax accrued on profit/loss (€) | 2,591,048 | 1,601,519 | 1,556,647 |

GRI 405-1: Diversity of governance bodies

| Members of the maximum governance body, by age and gender (n) | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| < 30 years | - | - | - | - | - | - | - | - | - |
| 30 ≤ x ≤ 50 years | - | 1 | 1 | - | 1 | 1 | - | 1 | 1 |
| > 50 years | 3 | 2 | 5 | 3 | 2 | 5 | 3 | 2 | 5 |
| Total members, by gender | 3 | 3 | 6 | 3 | 3 | 6 | 3 | 3 | 6 |

Guardianship

GRI 302-1: Energy consumption within the organization

GRI 302-3: Energy intensity⁴⁷

| Type of consumption (GJ) | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|--|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Electricity purchased | 6,974 | 3,276 | 2,968 | 6,889 | 2,772 | 2,038 | 7,427 | 2,485 | 7 |
| for lighting | 697 | 524 | 297 | 689 | 444 | 102 | 743 | 391 | - |
| for air conditioning (heating/cooling) | 2,092 | 1,212 | 890 | 2,067 | 1,041 | 306 | 2,228 | 945 | 1 |
| for production | 4,184 | 1,540 | 1,781 | 4,133 | 1,287 | 1,631 | 4,456 | 1,151 | 6 |
| of which from renewable sources | 6,974 | 1,557 | - | 6,889 | 1,802 | - | - | 1,527 | - |
| Natural gas | 3,961 | 278 | - | 3,284 | 291 | - | 3,680 | 705 | - |
| for air conditioning (heating/cooling) | 3,565 | 278 | - | 3,123 | 291 | - | 3,433 | 705 | - |
| for production | 396 | - | - | 160 | - | - | 248 | - | - |
| LPG for heating | - | 708 | - | - | 419 | - | - | - | - |
| Fuel used for company cars | 1,166 | 3,643 | 194 | 1,548 | 4,926 | 506 | 2,554 | 4,583 | 9 |
| LPG | - | - | - | - | - | - | - | - | - |
| Petrol | 145 | 205 | - | 14 | 116 | - | 11 | 196 | - |
| Diesel (100% mineral diesel) | 1,023 | 3,438 | 194 | 1,434 | 4,810 | 506 | 2,543 | 4,387 | 9 |
| Diesel + hybrid | - | - | - | - | - | - | - | - | - |
| Total energy consumption | 12,101 | 7,196 | 3,163 | 11,721 | 7,989 | 2,544 | 13,662 | 7,772 | 16 |
| % from renewable sources | 58% | 22% | - | 59% | 23% | - | - | 20% | - |
| Total of Group energy consumption | | 22,460 | | | 22,253 | | | 21,450 | |
| % from renewable sources | | 38% | | | 39% | | | 7% | |
| Group energy intensity (GJ/K€) | | 0.00017 | | | 0.00021 | | | 0.00016 | |

⁴⁷ Energy intensity is calculated as a ratio of the total volume of the Group's energy consumption in GJ and the Production Value in the Consolidated Financial Statement for the third-year period.

GRI 303-3: Water withdrawal

| Sources (ML) | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|-------------------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Surface water | - | 15,000 | 297,650 | - | 15,081 | 79,289 | - | 10,091 | 61,030 |
| Group total | | 312,650 | | | 94,370 | | | 71,121 | |
| Ground water | 24,435 | 5,604 | 4,552 | 20,339 | 5,097 | 1,561 | 22,813 | 4,929 | 1,385 |
| Group total | | 34,591 | | | 26,997 | | | 29,127 | |
| Third-party water | 405 | 16,601 | 6,525 | 136 | 23,096 | 6,109 | 53 | 13,487 | 2,735 |
| Group total | | 23,531 | | | 29,341 | | | 16,275 | |
| Total water withdrawal | 24,840 | 37,205 | 308,727 | 20,475 | 43,274 | 86,959 | 22,866 | 28,507 | 65,150 |
| From areas with water stress | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Group total | | 370,772 | | | 150,708 | | | 116,523 | |

GRI 303-4: Water discharge

| Area (ML) | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|-------------------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Surface water | - | 5,794 | 4,711 | - | 1,850 | 6,540 | - | - | 3,967 |
| Group total | | 10,505 | | | 8,390 | | | 3,967 | |
| Ground water | - | 17,457 | 297,650 | - | 17,598 | 79,289 | - | 13,750 | 62,415 |
| Group total | | 315,107 | | | 96,887 | | | 76,165 | |
| Third-party water | 19,931 | 12,042 | - | 19,618 | 18,701 | - | 17,687 | 6,692 | - |
| Group total | | 31,973 | | | 38,319 | | | 24,379 | |
| Total water withdrawal | 19,931 | 35,293 | 302,361 | 19,618 | 38,149 | 85,829 | 17,687 | 20,442 | 66,382 |
| From areas with water stress | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Group total | | 357,585 | | | 143,596 | | | 104,511 | |

GRI 303-5: Water consumption

| Water consumption (ML) | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|--|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Withdrawal | 24,840 | 37,205 | 308,727 | 20,475 | 43,274 | 86,959 | 22,866 | 38,507 | 65,150 |
| Discharge | 19,931 | 35,293 | 302,361 | 19,618 | 38,149 | 85,829 | 17,687 | 20,442 | 66,382 |
| Consumption | 4,909 | 1,912 | 6,366 | 857 | 5,125 | 1,130 | 5,179 | 18,065 | -1,232 |
| Group total | 13,187 | | | 7,112 | | | 22,012 | | |
| From areas with water stress | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Total water storage at the end of the year | - | - | - | - | 10,000 | - | - | 10,000 | - |
| Total water storage at the start of the year | - | - | - | - | 10,000 | - | - | 10,000 | - |
| Change in water storage | - | - | - | - | - | - | - | - | - |
| Group total | - | | | 20,000 | | | 20,000 | | |

GRI 305-1: Direct (Scope 1) GHG emissions**GRI 305-2: Energy indirect (Scope 2) GHG emissions****GRI 305-4: GHG emissions intensity⁴⁸**

| Direct and indirect emissions (tCO ₂ eq) | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|---|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Direct Scope 1 emissions | 283 | 313 | 14 | 200 | 385 | 36 | 539 | 383 | 1 |
| from natural gas | 202 | 14 | - | 82 | 15 | - | 126 | 36 | - |
| from refrigerants | - | - | - | 16 | - | - | 234 | - | - |
| from LPG for heating | - | 42 | - | - | 25 | - | - | 26 | - |
| from fuel (petrol + diesel) for company cars | 81 | 257 | 14 | 102 | 346 | 36 | 179 | 321 | 1 |
| Direct Scope 1 emissions- Group | 610 | | | 620 | | | 923 | | |
| Indirect Scope 2 emissions (location based) | 452 | 212 | 192 | 446 | 180 | 132 | 481 | 161 | 93 |
| from electricity consumption | 452 | 212 | 192 | 446 | 180 | 132 | 481 | 161 | 93 |
| Indirect Scope 2 emissions - Group (location based) | 856 | | | 758 | | | 735 | | |
| Indirect Scope 2 emissions (market based) | - | 222 | 384 | - | 126 | 264 | 961 | 321 | 186 |
| from electricity consumption | - | 222 | 384 | - | 126 | 264 | 961 | 321 | 186 |
| Indirect Scope 2 emissions - Group (market based) | 607 | | | 389 | | | 1.469 | | |
| Total Scope 1 and Scope 2 emissions - Group (location based) | 1,465.8 | | | 1,378.0 | | | 1,658.5 | | |
| Intensity of emissions (Scope 1 + Scope 2 - location based) (tCO ₂ eq /K€) | 0.00001 | | | 0.00001 | | | 0.00001 | | |
| Total Scope 1 and Scope 2 emissions - Group (market based) | 1,216.4 | | | 1,009.8 | | | 2,392.2 | | |
| Intensity of emissions (Scope 1 + Scope 2 - market based) (tCO ₂ eq /K€) | 0.00001 | | | 0.00001 | | | 0.00002 | | |

⁴⁸ Emission intensity is calculated as a ratio of the Group's total CO₂ emissions (Scope 1 and Scope 2 location based) in tCO₂eq and the Production Value in the Consolidated Financial Statement for the third-year period.

GRI 306-3; 306-4; 306-5: Waste by type and disposal method⁴⁹

| Waste produced by type and disposal method (kg) | FY 2022 | | | FY 2021 | | |
|--|----------------|-----------------------|----------------------|------------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Treatment and septic tank mud | 511,680 | 13,921 | 379,790 | 830,000 | 91,968 | 317,120 |
| Paper and cardboard | 121,360 | 1,221 | 340 | 70,920 | 1,827 | - |
| Glass | 41,900 | - | - | 30,680 | - | - |
| Plastic | 35,090 | 12,600 | 160 | 27,610 | 5,078 | - |
| Wood | 17,020 | - | 1,300 | 9,848 | - | - |
| Iron and steel | 18,420 | 13,680 | 2,535 | 19,430 | 13,050 | 5,840 |
| Plaster | 13,280 | 5,800 | 780 | 19,700 | 970 | - |
| Mixed material packaging | 6,270 | 1,297 | 1,135 | 430 | 260 | 200 |
| Waste produced from washing, cleaning and grinding raw materials | - | 15,980 | - | - | 15,800 | - |
| Other waste (agrochemical waste, paint, resin, electronic materials, etc.) | 21,075 | 79,603 | 97,250 | 18,078 | 82,575 | 55,500 |
| Total | 786,095 | 144,102 | 483,290 | 1,026,696 | 211,528 | 378,660 |
| of which to be disposed | 106,820 | 98,226 | 450,055 | 32,936 | 174,176 | 368,930 |
| Hazardous | 3,025 | 30,781 | 2,650 | 3,481 | 6,520 | 30,320 |
| Non-hazardous | 103,795 | 67,445 | 447,405 | 29,455 | 167,656 | 338,610 |
| of which not to be disposed | 679,275 | 45,876 | 33,235 | 993,760 | 37,352 | 9,730 |
| Hazardous | 3,380 | 6,214 | 1,910 | 1,592 | 15,179 | 3,690 |
| Non-hazardous | 675,895 | 39,662 | 31,325 | 992,168 | 22,173 | 6,040 |

⁴⁹ It is specified that, following a re-examination of the data, benefiting greater precision of the data, the datum for the 2019 fiscal year could not be retraced. Moreover, the data for Poderi Ducali S.r.l refer to the solar and not the fiscal year. For this reason, it is pointed out that, in the last two months of the fiscal year, i.e. January and February, waste disposal operations are not carried out, hence the datum is considered to be in line with productivity.

Connections

GRI 102-8: Information on employees and other workers

| Type of employment contract | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|------------------------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Permanent contract | 136 | 43 | 10 | 123 | 37 | 5 | 124 | 38 | 5 |
| men | 78 | 30 | 7 | 69 | 25 | 5 | 70 | 25 | 5 |
| women | 58 | 13 | 3 | 54 | 12 | - | 54 | 13 | - |
| Fixed-term contract | 17 | 81 | 3 | 11 | 47 | 6 | 6 | 53 | 3 |
| men | 12 | 50 | 2 | 7 | 30 | 2 | 2 | 28 | 1 |
| of which temporary | - | 50 | 2 | - | 29 | - | 0 | 27 | 1 |
| women | 5 | 31 | 1 | 4 | 17 | 4 | 4 | 25 | 2 |
| of which temporary | - | 30 | 1 | - | 17 | 2 | - | 22 | 2 |
| Total men | 90 | 80 | 9 | 76 | 55 | 7 | 72 | 53 | 6 |
| Total women | 63 | 44 | 4 | 58 | 29 | 4 | 58 | 38 | 2 |
| Total employees per company | 153 | 124 | 13 | 134 | 84 | 11 | 130 | 91 | 8 |
| Group total men | 179 | | | 138 | | | 131 | | |
| of which temporary | 52 | | | 29 | | | 28 | | |
| Group total women | 111 | | | 91 | | | 98 | | |
| of which temporary | 31 | | | 19 | | | 24 | | |
| Total Group employees | 290 | | | 229 | | | 229 | | |
| of which temporary | 83 | | | 48 | | | 52 | | |

| Type of job | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|--------------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Full time | 146 | 122 | 12 | 128 | 82 | 10 | 123 | 89 | 8 |
| men | 89 | 79 | 9 | 76 | 54 | 7 | 72 | 52 | 6 |
| of which temporary | - | 47 | 2 | - | 29 | - | - | 27 | 1 |
| women | 57 | 43 | 3 | 52 | 28 | 3 | 51 | 37 | 2 |
| of which temporary | - | 27 | 1 | - | 17 | 2 | - | 22 | 2 |
| Part time | 7 | 2 | 1 | 6 | 2 | 1 | 7 | 2 | - |
| men | 1 | 1 | - | - | 1 | - | - | 1 | - |
| of which temporary | - | - | - | - | - | - | - | - | - |
| women | 6 | 1 | 1 | 6 | 1 | 1 | 7 | 1 | - |
| of which temporary | - | - | - | - | - | - | - | - | - |
| Total per company | 153 | 124 | 13 | 134 | 84 | 11 | 130 | 91 | 8 |
| Group total | 290 | | | 229 | | | 229 | | |

GRI 202-2: Proportion of senior management hired from the local community

| Percentage of senior management at significant locations of operation hired from the local community | FY 2022 | FY 2021 | FY 2020 |
|--|---------|---------|---------|
| % | 81% | 78.9% | 78.9% |

GRI 401-1: New employee hires and employee turnover

| New employee hires, by age group and gender | FY 2022 | | | FY 2021 | | | FY 2021 | | |
|--|-------------------|-----------------------------|----------------------------|-------------------|-----------------------------|----------------------------|-------------------|-----------------------------|----------------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| <30 years | 11 | 25 | - | 9 | 22 | 3 | 6 | 21 | 2 |
| men | 8 | 18 | - | 7 | 14 | 2 | 2 | 11 | 1 |
| of which temporary | - | 18 | - | - | 14 | 2 | - | 11 | 1 |
| women | 3 | 7 | - | 2 | 8 | 1 | 4 | 10 | 1 |
| of which temporary | - | 5 | - | - | 8 | 1 | - | 8 | 1 |
| 30 ≤ x ≤ 50 years | 3 | 14 | 1 | 6 | 25 | 4 | 5 | 26 | 1 |
| men | 2 | 8 | 1 | 2 | 17 | 2 | 2 | 14 | 1 |
| of which temporary | - | 8 | - | - | 17 | 2 | - | 11 | 1 |
| women | 1 | 6 | - | 4 | 8 | 2 | 3 | 12 | - |
| of which temporary | - | 6 | - | - | 8 | - | - | 12 | - |
| >50 years | 1 | 10 | - | 1 | 14 | 1 | - | 21 | 1 |
| men | 1 | 6 | - | - | 5 | - | - | 9 | - |
| of which temporary | - | 6 | - | - | 5 | - | - | 9 | - |
| women | - | 4 | - | 1 | 9 | 1 | - | 12 | 1 |
| of which temporary | - | 4 | - | - | 8 | 1 | - | 12 | 1 |
| Total per company | 15 | 49 | 1 | 16 | 61 | 8 | 11 | 68 | 4 |
| of which temporary | - | 47 | - | - | 60 | 6 | - | 63 | 4 |
| Group total | | 65 | | | 85 | | | 83 | |
| of which temporary | | 47 | | | 66 | | | 67 | |

GRI 401-2: Benefits provided to full-time employees

| FY 2022 – 2021 - 2020 | | | |
|-------------------------------------|----------------|-----------------------|----------------------|
| Type of benefit | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Directors and managers | | | |
| Life insurance (directors only) | x | x | x |
| Health care | x | x | x |
| Disability and invalidity coverage | x | x | x |
| Parental leave | x | x | x |
| Retirement provision | x | x | x |
| Stock ownership | x | x | x |
| Flexible Benefit (directors only) | x | x | x |
| Wine | x | x | x |
| Office workers | | | |
| Life insurance | | | |
| Health care | x | | |
| Disability and invalidity coverage | x | x | x |
| Parental leave | x | x | x |
| Retirement provision | x | x | x |
| Stock ownership | X | | |
| Wine | x | | |
| Refunding school books | x | | |
| Paid leave for medical appointments | x | | |
| Laborers | | | |
| Life insurance | | | |
| Health care | | | |
| Disability and invalidity coverage | x | x | x |
| Parental leave | x | x | x |
| Retirement provision | x | x | x |
| Stock ownership | x | | |
| Wine | x | | |
| Refunding school books | x | | |
| Paid leave for medical appointments | x | | |

GRI 401-3: Parental leave

| Employee type | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|--|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Total number of employees that were entitled to parental leave, by gender | | | | | | | | | |
| men | 90 | 80 | 9 | 76 | 55 | 6 | 72 | 53 | 6 |
| women | 63 | 44 | 4 | 58 | 29 | 2 | 58 | 38 | 2 |
| Total number of employees that took parental leave, by gender | | | | | | | | | |
| men | 4 | - | 1 | 3 | - | - | 1 | 2 | - |
| women | 2 | - | - | 5 | - | - | 3 | - | - |
| Total number of employees that returned to work in the reporting period after parental leave ended, by gender | | | | | | | | | |
| men | 4 | - | 1 | 3 | - | - | 1 | 2 | - |
| women | 2 | - | - | 4 | - | - | - | - | - |
| Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender | | | | | | | | | |
| men | 3 | - | - | 1 | 2 | - | 2 | 2 | - |
| women | 5 | - | - | 3 | - | - | 5 | - | - |
| Total number of employees that should have returned to work after having taken parental leave, by gender | | | | | | | | | |
| men | 4 | - | 1 | 3 | 2 | - | 1 | 2 | - |
| women | 2 | - | - | 5 | - | - | 3 | - | - |
| Return to work rate of employees that took parental leave, by gender | | | | | | | | | |
| men | 100% | - | 100% | 100% | - | - | 100% | 100% | - |
| women | 100% | - | - | 100% | - | - | 100% | - | - |
| Retention rate of employees that took parental leave, by gender | | | | | | | | | |
| men | 100% | 100% | - | 100% | 100% | - | - | - | - |
| women | 125% | - | - | 125% | - | - | - | - | - |

GRI 403-9: Work-related injuries

| Work-related injuries and fatalities | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|---|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|----------------|-----------------------|----------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Employees | | | | | | | | | |
| Number of hours worked | 232,943 | 151,924 | 21,652 | 209,535 | 132,582 | 13,998 | 220,713 | 143,678 | 13,547 |
| Number of recordable work-related injuries (including fatalities) | - | 4 | - | - | 2 | - | - | 3 | - |
| of which as a result of commuting incidents only where the transport has been organized by the organization | - | - | - | - | - | - | - | - | - |
| Number of high-consequence work-related injuries (excluding fatalities) | - | - | - | - | - | - | - | - | - |
| Number of fatalities from work-related injuries | - | - | - | - | - | - | - | - | 0 |
| Total number of hours worked | 406,499 | | | 356,115 | | | 377,938 | | |
| Total accidents | 4 | | | 2 | | | 3 | | |
| Rate of recordable work-related injuries⁵⁰ | 9.84 | | | 5.62 | | | 7.94 | | |

⁵⁰ The rate of recordable work-related injuries is the result of the ratio between the total number of accidents at work that have occurred during the year, including commuting incidents only where the transport has been organized by the organization, and the total number of hours worked that year, multiplied by 1,000,000.

GRI 405-1: Employee diversity

| Employee category, by age group and gender | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|---|-------------------|-----------------------------|----------------------------|-------------------|-----------------------------|----------------------------|-------------------|-----------------------------|----------------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Directors and managers | 17 | 4 | - | 15 | 4 | - | 15 | 4 | - |
| <30 years | - | - | - | - | - | - | - | - | - |
| men | - | - | - | - | - | - | - | - | - |
| women | - | - | - | - | - | - | - | - | - |
| 30 ≤ x ≤ 50 years | 9 | 2 | - | 7 | 2 | - | 9 | 2 | - |
| men | 7 | 1 | - | 5 | 1 | - | 7 | 1 | - |
| women | 2 | 1 | - | 2 | 1 | - | 2 | 1 | - |
| >50 years | 8 | 2 | - | 8 | 2 | - | 6 | 2 | - |
| uomini | 8 | 2 | - | 8 | 2 | - | 6 | 2 | - |
| women | - | - | - | - | - | - | - | - | - |
| Office workers | 88 | 12 | 6 | 74 | 10 | 6 | 69 | 13 | 3 |
| <30 years | 23 | 3 | 1 | 18 | 2 | 1 | 14 | 3 | 1 |
| men | 16 | 1 | 1 | 9 | 1 | 1 | 4 | 1 | 1 |
| women | 7 | 2 | - | 9 | 1 | - | 10 | 2 | - |
| 30 ≤ x ≤ 50 years | 55 | 8 | 4 | 48 | 8 | 4 | 48 | 10 | 1 |
| men | 14 | 4 | 2 | 13 | 4 | 2 | 13 | 4 | 1 |
| women | 41 | 4 | 2 | 35 | 4 | 2 | 35 | 6 | - |
| >50 years | 10 | 1 | 1 | 8 | - | 1 | 7 | - | 1 |
| men | 5 | - | 1 | 4 | - | 1 | 4 | - | 1 |
| women | 5 | 1 | - | 4 | - | - | 3 | - | - |
| Laborers | 48 | 108 | 7 | 45 | 70 | 5 | 46 | 74 | 5 |
| <30 years | 2 | 31 | 2 | 1 | 12 | 2 | 1 | 11 | 1 |
| men | 2 | 24 | 1 | 1 | 9 | 1 | 1 | 7 | - |
| women | - | 7 | 1 | - | 3 | 1 | - | 4 | 1 |
| 30 ≤ x ≤ 50 years | 22 | 46 | 2 | 23 | 33 | 2 | 26 | 37 | 3 |
| men | 19 | 31 | 2 | 19 | 24 | 2 | 22 | 25 | 3 |
| women | 3 | 15 | - | 4 | 9 | - | 4 | 12 | - |
| >50 years | 24 | 31 | 3 | 21 | 25 | 1 | 19 | 26 | 1 |
| men | 19 | 17 | 2 | 17 | 14 | - | 15 | 13 | - |
| women | 5 | 14 | 1 | 4 | 11 | 1 | 4 | 13 | 1 |
| Total | 153 | 124 | 13 | 134 | 84 | 11 | 130 | 91 | 8 |
| <30 years | 25 | 34 | 3 | 19 | 14 | 3 | 15 | 14 | 2 |
| 30 ≤ x ≤ 50 years | 86 | 56 | 6 | 78 | 43 | 6 | 83 | 49 | 4 |
| >50 years | 42 | 34 | 4 | 37 | 27 | 2 | 32 | 28 | 2 |

GRI 405-2: Ratio of basic salary and remuneration of women to men

| Employee category, by gender | FY 2022 | | | FY 2021 | | | FY 2020 | | |
|---------------------------------|-------------------|-----------------------------|----------------------------|-------------------|-----------------------------|----------------------------|-------------------|-----------------------------|----------------------------|
| | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. | Ruffino S.r.l. | Tenute Ruffino S.r.l. | Poderi Ducali S.r.l. |
| Directors and managers | | | | | | | | | |
| Ratio of basic salary | 86.0% | 36.5% | - | 81.2% | 38.0% | - | 52.7% | 37.7% | - |
| Ratio of remuneration | 83.4% | 33.3% | - | 80.3% | 35.3% | - | 53.3% | 38.8% | - |
| Office workers | | | | | | | | | |
| Ratio of basic salary | 110.7% | 96.4% | 77.8% | 93.8% | 70.4% | - | 87.5% | 123.5% | - |
| Ratio of remuneration | 109.7% | 93.8% | 71.4% | 84.2% | 72.4% | - | 81.1% | 109.1% | - |
| Laborers | | | | | | | | | |
| Ratio of basic salary | 96.6% | 103.7% | 75.0% | 83.3% | 92.3% | 53.6% | 83.3% | 122.7% | 42.9% |
| Ratio of remuneration | 96.9% | 110.3% | 75.0% | 78.8% | 103.8% | 51.7% | 76.5% | 132.0% | 38.7% |

Independent Assurance Statement

Ruffino S.r.l. (“Ruffino”) commissioned DNV Business Assurance Italy S.r.l. (“DNV”, “we”, or “us”) to undertake independent assurance of a sub-set of the information disclosed in the company’s Sustainability Report (the “Report”) for the FY 2022 (1st March 2021 – 28th February 2022).

Scope and approach

We performed our work using DNV’s assurance methodology VeriSustain™, which is based on our professional experience, international assurance best practice including the International Standard on Assurance Engagements 3000 - Revised (“ISAE 3000”), and the Global Reporting Initiative (“GRI”) Sustainability Reporting Standards. We evaluated the Report for adherence to the GRI 101 Principles for defining report content of stakeholder inclusiveness, materiality, sustainability context and completeness (the “Principles”).

Performance data and information

The scope of our work covers the following areas in accordance with the Core Option:

- Reporting Principles
- Organization’s profile and Market presence
- Stakeholders e materiality analysis
- Governance and Strategy
- Etichs and integrity
- Management approach
- Economic performance
- Impacts on the territory and local communities
- Supply chain and Materials
- Anti-corruption, anti-competitive behaviour and Compliance
- Tax
- Energy and ed emissions
- Water and Effluents
- Biodiversity
- Waste
- Employment and Labor Relations
- management
- Health and Security
- Training and Education
- Diversity and Inclusion
- Respect of human rights
- Public policy
- Marketing and Labeling

Responsibilities of Ruffino and of the assurance providers

Ruffino have sole responsibility for the preparation of the Report. In performing our assurance work, our responsibility is to the management of Ruffino; however, our statement represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Level of assurance

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our Assurance Opinion. We are providing a ‘limited level’ of assurance. A ‘reasonable level’ of assurance would have required additional work at Group and site level to gain further evidence to support the basis of our Assurance Opinion.



We evaluated the Performance data and information using the GRI 101 Reporting Principles for defining report quality (accuracy, balance, clarity, comparability, reliability and timeliness) together with Ruffino’s data protocols for how the data are measured, recorded and reported. The review of any data from prior years is not within the scope of our work (this includes any data in scope in previous years that has been re-stated).

Basis of our opinion

A multi-disciplinary team of sustainability and assurance specialists performed work at Group level. We undertook the following activities:

- Review of the current sustainability issues that could affect Ruffino and are of interest to stakeholders;
- Review of Ruffino’s approach to stakeholder engagement and recent outputs;
- Review of information provided to us by Ruffino on its reporting and management processes relating to the Principles;
- Interviews with selected topic owners and senior managers responsible for management of sustainability issues and review of selected evidence to support issues discussed;
- Review of supporting evidence for key claims in the Report. Our checking processes were prioritised according to materiality and we based our prioritisation on the materiality of issues at Group level; and
- Review of the processes for gathering and consolidating the selected Performance data and, for a sample, checking the data consolidation.

Our Opinion

- Based on the work undertaken, nothing came to our attention to suggest that the Report does not properly describe Ruffino adherence to the Principles of stakeholder inclusiveness, materiality, sustainability context and completeness.
- In terms of quality of the Performance data and information, nothing came to our attention to suggest that these data have not been properly collated from information reported at operational level, nor that the assumptions used were inappropriate.

For and on behalf of DNV Business Assurance Italy S.r.l.
Vimercate (MB), Italy
5th September 2022

Laura Ierardi
Lead Assessor

Caterina Birolini
Lead Assessor

Riccardo Arena
Reviewer

Independence

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

DNV Business Assurance

DNV Business Assurance Italy S.r.l. is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

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