SUSTAINABILITY REPORT 2025

SUSTAINABILITY REPORT **2025**

BANFI

Index

Cristina Mariani-May
CEO & President Banfi Società Agricola Srl

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Sales&Marketing Director & President Banfi Srl

Letter from the presidents

GRI 2-22

Dear Readers,

As we begin writing this introduction to the 2025 Sustainability Report, the global landscape appears marked by profound tensions and conflicts of extraordinary intensity, fostering a widespread climate of economic, financial, and social uncertainty unlike anything seen in recent history. In complex and rapidly evolving scenarios such as the one we face today, the importance of a far-sighted vision and a robust strategy becomes even clearer—essential elements for guiding decisions and ensuring continuity and resilience over time.

While 2024 represented a year of significant corporate governance transformation for Banfi, marking the beginning of a process of organizational and strategic renewal, 2025 has been a year of transition and consolidation: a time dedicated to stabilizing the new organizational structure, redefining key roles within the company, and developing a new Strategic Plan that will guide us in the years ahead.

The new Business Plan, conceived as a continuation of the one that accompanied the company throughout the 2020–2025 period, looks ahead to 2030. The concept of "(Dis) Continuity" effectively encapsulates this journey: a forward-looking momentum that remains deeply rooted in Banfi's core values, in the distinctive and unique strength of our brand, and in the inseparable integration between the worlds of wine and hospitality—elements that have always been at the heart of our identity.

Throughout 2025, we also continued our commitment to sustainability with determination, particularly through the certification process under the Equalitas standard. This achievement led to the renewal of certification for the entire Banfi Brunello di Montalcino family with the latest vintage and was further enriched by the inclusion, for the first time, of our most iconic and representative label: Castello Banfi Brunello di Montalcino 2021.

The 2025 edition of the Sustainability Report has undergone a structural revision of its contents, with the objective of making it more immediate, clear, and accessible for readers. This reorganization also reflects a closer alignment with our sustainability strategic plan, strengthening the coherence between vision, action, and reporting.

Through this document, we aim not only to report on the results achieved, but also to share the journey undertaken and our future commitments, convinced that sustainability represents a fundamental pillar for creating long-term value for both the company and all its stakeholders.

This commitment is fully embedded within the current global context, where the wine industry is facing structural transformations of significant magnitude. At a global level, the market is characterized by increasingly complex dynamics and substantial uncertainty in international trade flows. At the same time, consumption is slowing in mature markets—Italy foremost among them—while volatility continues to grow as a result of geopolitical tensions, inflation, and evolving spending patterns.

These trends are part of a broader shift in consumer behavior, marked by the growing—though still limited—adoption of lower-alcohol wines and a decline in customary wine consumption, particularly among younger generations who are increasingly oriented toward occasional drinking and who place greater value on authenticity, sustainability, and well-being.

Geopolitical and macroeconomic changes have a direct impact on our business, influencing exports, costs, and demand. At the same time, climate change requires the continuous adaptation of production models and an ever more sustainable management of resources.

It is precisely within this complex and constantly evolving environment that we intend to further strengthen our market position, increasingly leveraging a long-term strategic vision, the enhancement of our unique heritage, and a concrete and measurable commitment to ESG principles. For us, the ability to combine tradition and innovation, quality and sustainability, represents the key to addressing current challenges and seizing future opportunities, while continuing to generate lasting value for all our stakeholders.

We all live in a world that is changing rapidly and becoming increasingly complex, facing a structural crisis in the wine sector unlike any seen before—one that deserves careful and rigorous analysis, both at the industry level and, where necessary, through a critical examination of our own actions.

Yet we remain fully aware that wine is, and will always remain, one of the most modern and dynamic products, while being intrinsically linked to our culture, our history, and our incomparable territory. It is a unique product, deeply rooted in the past and already projected toward a bright future.

We wish you an enjoyable reading experience—perhaps best accompanied by a fine bottle of wine within easy reach.

Cristina Mariani May

CEO & PRESIDENT BANFI
SOCIETÀ AGRICOLA SRL

Rodolfo Maralli

SALES&MARKETING DIRECTOR
& PRESIDENT BANFI SRL

HIGHLIGHTS

60.7 mln
TOTAL AGGREGATED TURNOVER

47
YEARS OF HISTORY

1,046
HECTARES CULTIVATED UNDER VINE

347
AVERAGE EMPLOYEES

100
COUNTRIES WORLDWIDE WHERE OUR WINES ARE ENJOYED

452
HECTARES CULTIVATED WITH DIFFERENT CROPS THAN VINES

1
RELAIS&CHATEAUX HOSPITALITY FACILITY

2
WINERIES IN ITALY

9 mln
AVERAGE BOTTLE VOLUME PRODUCED IN RECENT 3-YEAR PERIOD

94%
DISTRIBUTED VALUE IN RECENT 3-YEAR PERIOD

1
1 MICHELIN STAR FOR THE “SALA DEI GRAPPOLI” RESTAURANT

01

BANFI'S
IDENTITY

WHO WE ARE

The history of Banfi tells an extraordinary success story, starting over 40 years ago, which has reached the present day and tells the story of a company with a reality that is deeply rooted in the territory and which has been able to play an undisputable leadership role in creating the extraordinary **success of Brunello di Montalcino worldwide**.

Over the years, the company **has been able to accept challenges and to adapt to changes and currently represents a reference** both for wine production and for other relevant local agriculture productions, as well as for the important role played in the hospitality industry with Castello Banfi.

Our values

PIONEERING

We have always blazed new trails, respecting the history of the territories and the individuals living there.

RESEARCH

We study to experiment and innovate, from the soil to the winery, all the way to the market.

SHARING

We support training and dissemination of knowledge which only has a value for us when it becomes a common legacy.

RESPECT

We are committed to building a better future, working, every day, in harmony with the environment, communities and our people.

VISION

We envisage a global and connected world, where **differences represent prosperity**. The products of our land, to be defended and valued, are the best expression of human work and talent.

MISSION

Always pioneers, we value research and people, in respect of the territories in which we operate. **For a better wine world**.

OUR GUIDING PRINCIPLES

GRI 2-16 | GRI 2-23 | GRI 2-24 | GRI 2-26

In its daily activities, Banfi draws inspiration from the respect and assertion of the values of the Constitution of the Italian Republic, the Universal Declaration of Human Rights, the Rio Declaration on Environment and Development, the Charter of Fundamental Rights of the European Union, the Paris Climate Agreement, the Global Compact, the International Food Standards of the Codex Alimentarius Commission, and the Urbino Charter for the well-being of working people. Furthermore, Banfi shares the vision of Earthday.org and the action programs.

Furthermore, Banfi recognizes the commitment to implement the sustainable development goals defined in the 2030 agenda adopted on 25 September 2015 by the United Nations General Assembly as a substantial element to guarantee a lasting progress.

The attention towards the recognition and the promotion of shared values and principles is affirmed in the numerous tools which strengthen the system of internal control and risk management: the Code of Ethics, the Organization, Management and Control Model pursuant to Leg. Decree no.231/2001, and the procedure for reporting of illicit conduct (so-called Whistleblowing). These tools are adopted by both companies, Banfi Società Agricola Srl and Banfi Srl.

Castello Banfi, panorama

ETHICAL CODE

The Ethical Code sanctions the reference values and the **conduct rules** which regulate the relationships with consumers, workers, and suppliers and which, more in general, **direct and bind the conduct toward all company interlocutors.**

These are the principle values and rules: compliance with regulations, honesty, transparency, confidentiality, fair competition, integrity, correctness in the relations with the employees, and protection of the environment.

ORGANIZATION, MANAGEMENT AND CONTROL MODEL, FORMER LEGISLATIVE DECREE 231/01

The legislative decree 231/01 "Discipline of the administrative liability of legal entities, companies and associations albeit without a legal entity", introduced into the Italian legal system the **administrative liability at the charge of entities for a series of violations committed to their advantage** on behalf of certain specific categories on the executive level or individuals under their management or supervision. For the purpose of abiding with the orders of the law, an Organization, Management and Control Model was defined, submitted to a periodical update subsequent to the legal evolution.

CODE OF CONDUCT

The Code of Conduct represents the declaration of intent with which Banfi invites its staff to comply with the national and European legislation and the **principles of professionalism and correctness toward colleagues and external interlocutors of the company**. With this document it is also the intention to pursue and guarantee the psychological and physical well-being of its employees in the workplace, and the actual protection of health and safety. To reinforce this commitment, Banfi underwrote the **Urbino Charter**, where certain irrevocable values for the actual protection of health, safety and well-being of the working population are expressed.

DISCIPLINARY REGULATION

The Disciplinary Regulation, inspired by the principles contained in the Code of Conduct, represents the **tool with which the performance of the work activity of the staff is regulated**, both inside and outside of the company premises.

WHISTLEBLOWING PROCEDURE

The procedure introduces a **system to manage reports**, on behalf of employees and partners, of **possible illicit conduct**, that is in contrast with the European and national legislation, with the Ethical Code, with the Organization, Management and Control Model, with the Code of Conduct and with the company procedures. The procedure describes the modalities to present a report and how the report will be handled, guaranteeing the confidentiality of the individual submitting the report (and of its content) and the protection against possible retorsion or discrimination, subsequent to the report itself.

A CERTIFIED SYSTEM

GRI 2-23 | GRI 2-24

Since its origins, Banfi has recognized the importance of the social and environmental dimensions, alongside an economic dimension within its business model. The company has therefore adopted a management approach strongly oriented towards sustainable development. Over the years, this commitment has been acknowledged through the achievement of several certifications:

- **Equalitas** certification. This is an important sustainability certification in the wine industry that can be applied at the organizational, product, and appellation levels. Banfi Società Agricola Srl and Banfi Srl have obtained certification both at the organizational level and at the product level for several key references.

- **ISO 45001** certification. This certification relates to the management system for occupational health and safety and has been obtained by both Banfi Società Agricola Srl and Banfi Srl.

- **ISO 14001** certification. This certification concerns the environmental management system and is currently in place for Banfi Società Agricola Srl with reference to the winery operations.

- **ISO 9001** certification. This certification relates to the quality management system and is currently held by Banfi Srl.

- **AEOF and AEO**S certifications. These are two important standards related to the management of aspects connected with product distribution. The first represents a status of reliability and solvency that ensures strict compliance with customs regulations and product security; the second relates to wine import activities, particularly organic wines. Both companies are certified according to these standards.

- **IFS and BRC** certifications. These are two important quality standards concerning food safety, widely required by the European market. Banfi Srl operates in compliance with these standards.

In addition to the recognition obtained through certifications, in the three-year period **2022–2024** Banfi also submitted its commitment to sustainable development management to evaluation by **Cerved Rating Agenc**y, obtaining an **ESG rating**, a synthetic assessment of the organization's strength with regard to sustainability issues.
The most recent evaluation, relating to **2024**, resulted in the assignment of an **ESG rating of BBB**, corresponding to a **high performance level.**

Banfi winery
in Montalcino

OUR HISTORY

1978
Founding of Banfi, thanks to the determination of the Italian American brothers, John and Harry Mariani.

1979
Founding of Banfi Banfi. Piemonte, in the territories between Novi Ligure and Acqui Terme.

1980
Beginning of the estate zonation project, highlighting the interaction between genotype and environment, allowing for the optimization of the introduction of various varieties in the most suitable locations.

1982
Beginning of the clonal selection process, with the identification of specific clones of Sangiovese, with better adaptability to the pedoclimatic conditions and to the enological requirements.

1983
Acquisition of the Castello di Poggio alle Mura estate which, thanks to important restoration, becomes the central element for the development of the hospitality department.

1984
Dedication of the winery in Montalcino, conceived to preserve the maximum integrity and richness of the grapes. The winery is also equipped with a water treatment plant.

1986
Establishing of Fondazione Banfi with the purpose of promoting, disseminating and enhancing the philosophy and culture of vitivinicultural practices.

fondazione banfi

1992
Introduction of new pruning methods, allowing to increase quality in certain specific varieties.

1998
Creation in Montalcino of the Jazz&Wine Festival, an event uniting the world of music and the world of wine, which becomes part of the enhancement of the territory and of the local community, always at the center of attention for Founding of Banfi Banfi.

2001
Banfi obtains the ISO 9001 (quality management system) and the ISO 14001 (environment management system) certifications.

ISO

2002
Introduction of the new «Alberello Banfi» trellising method, allowing to optimize the management and quality of red varieties, reducing the use of water, fertilizer and pesticides.

2005
Banfi obtains the SA8000 certification on corporate social responsibility.

SA8000

2006
Banfi obtains the BRC and IFS certifications to guarantee the quality and safety of food products.

2007
Installation of a new vinification area, with 24 truncated cone vats in oak and steel with a capacity of 177 hl (HORIZON fermentors).

2008
Introduction of the variable flow rate micro irrigation system, capable of guaranteeing a targeted and efficient use of the water resource according to the incline and characteristics of the individual plots.

Introduction of BIO BED, a technique developed in cooperation with Pisa University, capable of reducing to zero the oily residues from agricultural treatments that remain in the water used to wash vehicles.

2009
Introduction of the use of the lightweight bottle, with a weight that for a Bordeaux bottle from 570 g passes to 400 g, significantly reducing the impact as to energy consumption for production and transportation and for CO_2 emission.

2012
An experimental survey is conducted, to advance the knowledge of the relationship between certain characteristics of berries and their ripening in the light of the significant pedologic variability of cultivated plots.

2015
The first Sustainability Report is drafted to illustrate the commitment towards the responsible management of the environment, care of human resources and attention to the territory. and to the local community.

2016
Launch of the project for the reuse of water and modifications to the purification system, reducing the use of chemicals to soften water and the withdrawal of groundwater, to optimize the environmental impact.

2017
Banfi obtains the OHSAS 18001 (work health and safety management system) certification.

Fondazione Banfi promotes the creation of Sanguis Jovis - Alta Scuola di Formazione del Sangiovese (Sangiovese Higher Education School) with the purpose of training future professionals in industry through the study of the variety which is the symbol of the Montalcino territory.

2018
Banfi celebrates its first 40 years of activity.

2019
Construction of a water purifying plant for the outflow from the treatment plant, enabling its re-use in some phases of the production process or for irrigation of green areas.

Castello Banfi becomes a member of the prestigious Relais & Châteaux family, the association gathering gourmet restaurants, boutique hotels, resorts and villas.

2020
The Sala dei Grappoli restaurant is awarded a Michelin Star, the highest recognition in the restaurant industry.

2021
Banfi achieves the EQUALITAS certification for sustainability in the vitivinicultural department.

2022
Banfi obtains EQUALITAS Product certification for 4 of its most important wines.
2016 Brunello di Montalcino Poggio all'Oro is the first Brunello di Montalcino to achieve this certification.

2023
Banfi improves its ESG rating reaching a highperformance range.

In June, the Urbino Charter is signed, the document of intents for the promotion of the well-being of the workers in the workplace.

2024
Banfi obtains the ISO 45001 certification for Tuscany and Equalitas certification for Piedmont.

2025
The vintage 2021 of Castello Banfi Brunello di Montalcino achieves Equalitas product certification.

OUR TERRITORIES

GRI 2-1

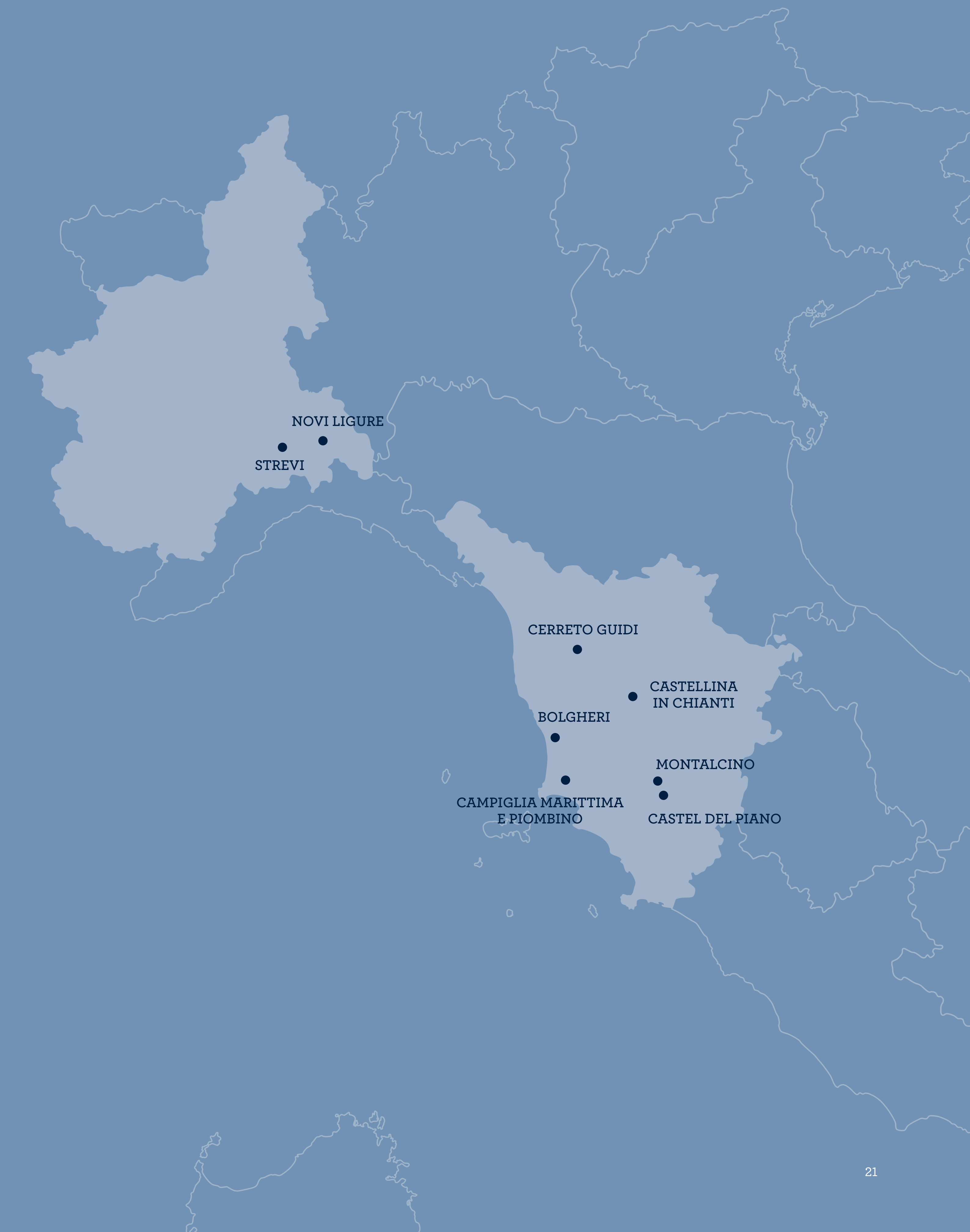
LOCALITY	EXTENSION (HECTARES)	CHARACTERISTICS	
Montalcino	1,261	812	vineyards
		91	plum orchards
		5	cherry orchards
		40	olive groves
		19	reforestation
		4	cork oaks
		290	arable crops
Castel del Piano	19	19	vineyards
Campiglia Marittima e Piombino	86	85	vineyards
		1	olive groves
Bolgheri	15	15	vineyards
Castellina in Chianti	18	18	vineyards
Cerreto Guidi	60	58	vineyards
		2	olive groves
Strevi	7	7	vineyards
Novi Ligure	32	32	vineyards

OUR PRODUCTION

GRI 2-6

WINE

Wine is the primary production of Banfi. Since its inception, Banfi has always considered it essential to its strategic development and to the pursuit of its vision, to build its role as a producer, by focusing on the two territories of **Montalcino** and **Strevi**, planting vineyards with the most important varieties, accompanied by less known varieties, with the ability to expand the opportunities offered by the reference territories.


NOVI LIGURE
STREVI
CERRETO GUIDI
CASTELLINA
IN CHIANTI
BOLGHERI
MONTALCINO
CAMPIGLIA MARITTIMA
E PIOMBINO
CASTEL DEL PIANO

WINES FROM TUSCANY

BRUNELLO

Poggio all'Oro - Brunello di Montalcino Riserva DOCG

Poggio alle Mura Riserva - Brunello di Montalcino Riserva DOCG

Poggio alle Mura - Brunello di Montalcino DOCG

Vigna Marrucheto - Brunello di Montalcino DOCG

Castello Banfi - Brunello di Montalcino DOCG

ROSSO DI MONTALCINO

Poggio alle Mura - Rosso di Montalcino DOC

Castello Banfi - Rosso di Montalcino DOC

SUPERTUSCANS

Summus - Toscana IGT

Excelsus - Toscana IGT

Belnero - Toscana IGT

Cum Laude - Toscana IGT

WHITE WINES FROM THE CASTELLO

Fontanelle - Toscana IGT

San Angelo - Toscana IGT

SWEET WINES

Florus - Moscadello di Montalcino DOC

CHIANTI CLASSICO

Fonte alla Selva - Chianti Classico Gran Selezione DOCG

Banfi Chianti Classico Riserva DOCG

Banfi Chianti Classico DOCG

CHIANTI

Traversa dei Monti - Chianti Colli Senesi DOCG

Banfi Chianti Superiore DOCG

Banfi Chianti DOCG

BOLGHERI AND TUSCAN COAST

Dèinos – Bolgheri Superiore DOC

Aska - Bolgheri Rosso DOC

La Pettegola - Toscana IGT

La Pettegola Rosé - Toscana IGT

Badalei - Toscana IGT

TOSCANA IGT

Centine Rosso - Toscana IGT

Centine Bianco - Toscana IGT

Centine Rosé - Toscana IGT

Col di Sasso -Toscana IGT

Fumaio - Toscana IGT

Le Rime - Toscana IGT

Stilnovo - Toscana IGT

Santa Costanza - Toscana IGT


CERRETO GUIDI
CASTELLINA
IN CHIANTI
BOLGHERI
MONTALCINO
CAMPIGLIA MARITTIMA
E PIOMBINO
CASTEL DEL PIANO

WINES FROM PIEDMONT

METODO CLASSICO

Banfi Brut - Metodo Classico Piemonte DOC
Cuvée Aurora - Alta Langa DOCG Extra Brut
Cuvée Aurora Rosé - Alta Langa DOCG Extra Brut
Cuvée Aurora Blanc de Noirs - Alta Langa DOCG
Cuvée Aurora Blanc de Blancs - Alta Langa DOCG
Cuvée Aurora Riserva 100 Mesi - Alta Langa DOCG

SPARKLING WINES

Tener - Vino Spumante Charmat Brut
Tener - Vino Spumante Charmat Extra Dry

WHITE WINES

Principessa Gavia - Gavi DOCG

RED WINES

La Lus - Piemonte DOC
L'Altra - Barbera d'Asti DOCG

SWEET WINES AND SPARKLING WINES

Rosa Regale - Brachetto d'Acqui DOCG
Rosa Regale - Asti Spumante DOCG
Sciandor - Moscato d'Asti DOCG


NOVI LIGURE
STREVI

Hotel Il Borgo

Detail of room

HOSPITALITY

GRI 2-6

Castello Banfi is the facility dedicated to hospitality, a complex situated in an agricultural area of historic and environmental interest, extending over approximately **3 hectares** and, in addition to the **Castello di Poggio alle Mura**, currently known as Castello Banfi, consisting of the boutique hotel "Il Borgo", the restaurants "La Taverna" and "La Sala dei Grappoli", a wine shop and the balsameria. There is a staff of over 70 employed in the entire structure, with various tasks and jobs.

The Castle dates to a period from the **9th to the 13th century** and is not just the symbolic reference for the entire complex. While the Castle does not offer hotel services, inside, there are two large salons, the "Sala del Capitano" and the "Sala del Teatro" that are ideal locations for meetings, receptions or banquets. Outside, there are two courtyards to welcome guests. Furthermore, where the former stables and olive mill were located, the Castle houses the "Bottle and Glass Museum" with a display of an important collection of ancient wine bottles and glassware.
The hotel "Il Borgo" is the facility dedicated to hospitality, from 2019 member of the prestigious Relais&Châteaux association and awarded in 2024 with 1 Michelin Key. It is set on the southern side, at the foot of the Castle and consists of 14 units, rooms and suites, a heated swimming pool with a pool bar and a gym.

Within the complex, there are the restaurants "**La Taverna**" and "**La Sala dei Grappoli**", the latter awarded from 2020 with 1 Michelin Star, and L'Enoteca where wine tastings can be arranged and wines and other products are offered for purchase.

Finally, under the north wing of the Castle there is the **Balsameria**, a small cellar where the Condimento Balsamico Etrusco, the estate balsamic vinegar, is produced, by ageing grape must over twelve years.

1	POGGIO ALL'ORO SUITE	110 sq m
1	RISERVA SUITE	75 sq m
3	CLASSIC SUITE	70-80 sq m
7	JUNIOR SUITE	55-65 sq m
2	RISERVA DELUXE	40 sq m

BANFI PRODUCTION: BEYOND WINE

GRI 2-6

Alongside the production of wine, over the years, Banfi has also developed other agricultural productions in the **territory of Montalcino**, enhancing areas which are distinguished for specific agronomic characteristics with great differences. Among these productions, the most important is represented by **plums for drying**, of which Banfi is the leader on the Italian market.

The cultivation of **olives** and **Senatore Cappelli variety durum wheat** (not produced this year) represent two other significant activities thanks to which the production of olive oil and Banfi branded pasta take place. Among the historical productions, **Condimento Balsamico Etrusco** must be mentioned. Finally, since 2019 Banfi is active in the production of honey, thanks to the installation of eighty hives in specific areas of the estate.

48 t

BARLEY

0.5 t

HONEY

649.7 t

FRESH PLUMS

204.5 t

DRIED PLUMS

Plums

Harvest

FONDAZIONE BANFI

Fondazione Banfi was established in Montalcino on May 2, 1986, **to promote, enhance and disseminate the philosophy and the culture of the wine world**, on a national and international level.

SANGUIS JOVIS – SCHOOL FOR HIGHER EDUCATION OF SANGIOVESE

To pursue this ambitious goal, in 2017 **Sanguis Jovis – School for Higher Education of Sangiovese**, was founded, a major project which led to the creation of the first permanent Study Center on Sangiovese, the most widely planted grape variety in Italy. The activity of Sanguis Jovis rests on three fundamental pillars: **higher education, scientific research, communication of knowledge**. Continuously joint activities which simultaneously embrace the directives of viticulture/enology coordinated by Prof. Attilio Scienza, President of Sanguis Jovis – and marketing/ communication supervised by Prof. Alberto Mattiacci, Director of Sanguis Jovis, two of the most eminent figures of academia in Italy.

EDUCATION

The training takes place in a campus setting in Montalcino as part of the **Sanguis Jovis Summer School**, which is held every year during the summer and focuses on the study of a specific topic related to enology and viticulture, marketing, and communication. The eighth edition of the Summer School with the title: "Heritage. Value frontier between territory and storytelling" took place in Montalcino from July 7 and 11.

SCIENTIFIC RESEARCH

Scientific research is at the base of evolution and progress and is implemented by the Foundation by **establishing grants for doctorate candidates and researchers** who commit to an original project.

COMMUNICATION

Communication represents a fundamental element with which the gained knowledge is shared with the reference community. With the **Sanguis Jovis journals**, a series which to date includes three important publications, the different contexts of the research, training and cultural communication projects promoted by the Foundation are addressed. Furthermore, all teaching materials, related to the various editions of the Summer and Winter Schools, are available on the Foundation website.

THE GRADUATION AWARDS

In cooperation with two of the most prestigious enology schools in Italy, Fondazione Banfi has established the "**Rudy Buratti**" and "**Alberto Lazzarino**" graduation awards with which it intends to reiterate and diversify its support to the dissemination of wine culture throughout the world.

The two awards are also meant to be a tangible sign to remember the work of our two esteemed enologist colleagues whom we lost prematurely, their constant interest in research and enological innovation and their great opening toward the new generations.

The awards were assigned to the best experimental theses on topics on viticulture and enology. The **2024 Rudy Buratti award**, promoted together with Centro Agricoltura Alimenti Ambiente of San Michele all'Adige was assigned to the paper titled: "Impact of esca disease on the production and quality of the must and wine". The **2025 Alberto Lazzarino award**, promoted together with the Department of Agriculture, Forest and Food Sciences of the University of Turin and in cooperation with Assoenologi Piedmont was assigned to the paper titled: "Relationships between the intra and inter-vineyard variability, soil heterogeneity and grape quality".

ACTIVITY OF THE FOUNDATION IN THE TERRITORY

Further to its engagement in the world of viticulture and enology, the Foundation is also active in the protection and promotion of the artistic beauty and of the cultural heritage of the territory, by championing three important projects, **the Glass and Bottle Museum**, the restoration of a whale fossil, found nearby Castello Banfi, and the creation of **Jazz &Wine**, the longstanding event which every year brings together the world of wine and the world of music.

The Glass and Bottle Museum represents an important collection of Roman glassware, in addition to wine bottles, delicate carafes, Venetian wine glasses and contemporary masterpieces. Since 1992, the Foundation is engaged in protecting this important archeological collection, with the instrumental contribution of Banfi and under the supervision of the Archeological Superintendence of Siena, Grosseto and Arezzo. The recovery project of the **whale fossil** from the Pliocene represents a fundamental moment of cross activity between restoration, research, education and public outreach. The work carried out on the specimen, found in 2007 in land by the castle of Poggio alle Mura, has represented a unique opportunity in Italy to learn restoration techniques of vertebrate fossils.

The **Jazz&Wine in Montalcino** festival began in 1998 in cooperation with the Rubei family who can be credited with the foundation of Alexanderplatz, the historical Jazz Club of Rome, and the town of Montalcino. It represents the longest lasting cultural project the Foundation has promoted and has opened the doors to spreading this event in Italy and worldwide, gifting the pride in being the first to have taken this path.

OUR STAKEHOLDERS

GRI 2-29

The process for the **identification of stakeholders** has involved the senior management of Banfi in an **analysis**, focused on the following dimensions:
- the **relationships** that Banfi creates with its surroundings;
- **significant topics** for the business of Banfi.

In this perspective, all entities influencing and/or influenced by activities performed by Banfi, its products and services, as well as performances have been identified. Banfi is committed to such entities in various manners and frequency, reaching out for their involvement to develop and consolidate long-lasting relationships.

Sanguis Jovis -
Alta Scuola del Sangiovese,
tasting

Human resources
Agents
Clients, consumers and guests
Suppliers
Competitor
Unions and employers organizations
Journalists and bloggers
Shareholders
Capital providers and
financial institutions
Public institutions and consortia
Universities, primary and secondary
Schools and Research Centers
Local community
Banfi Foundation

STAKEHOLDER	NATURE OF THE RELATIONSHIP
HUMAN RESOURCES	Sense of belonging and elevated professionalism
AGENTS	Sense of belonging and stable and lasting relationships
CLIENTS, CONSUMERS AND GUESTS	Continuity over time and development of commercial synergies
SUPPLIERS	Strong cooperation and innovative drive
COMPETITOR	Spirit of cooperation for the enhancement of the territories and the promotion of the product
UNIONS AND EMPLOYERS ORGANIZATIONS	Participation and innovative drive
JOURNALISTS AND BLOGGERS	Attendance and collaborative drive
SHAREHOLDERS	Sharing of decisions and proxies
CAPITAL PROVIDERS AND FINANCIAL INSTITUTIONS	Trust and continuity of the relationship
PUBLIC INSTITUTIONS AND CONSORTIA	Attendance, continuity over time and shared intentions
UNIVERSITIES, PRIMARY AND SECONDARY SCHOOLS AND RESEARCH CENTERS	Cooperation, innovation drive and continuity over time
LOCAL COMMUNITY	Support in developing and enhancing unique features
BANFI FOUNDATION	Strong cooperation

ENGAGEMENT TYPE

- Development of training projects and team building activities
- Reorganization HR office to guarantee better attention and support for the workers, in particular during changes
- Creation of Supervisory Committee to manage the experimental agreement initiated with the workers under agricultural and commercial contracts
- Monitoring activities of health and safety topics in the workplace
- Setting up of a physical collection point for reports (views collection box)
- Activation of formal mechanisms to reporting illicit incidents (whistleblowing procedure)

- Activation of periodical meeting and dedicated meetings (i.e. the so-called "Wisemen Committee")
- Activation of formal mechanisms to report illicit incidents (whistleblowing procedure)

- Activation of meetings or special projects (i.e. "Banfi Brunello Ambassador Club")
- Involvement in the context of events, fairs or other activities developed in reference to the related business sector
- Development of e-commerce channel (enotecabanfi.it)

- Activation of dedicated meetings in function of the business needs
- Involvement in ad hoc events in support of "historical" suppliers

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- Cooperation in projects with common purposes
- Participation in initiatives developed by associated organizations and consortia

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- Debate in the context of the management of contract aspects of the workers
- Formalization of experimental agreements and company welfare

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- Activation of tours of the production facility
- Participation in dedicated encounters (events, fairs)
- Development of initiatives on the social network

- Meetings in the context of the periodical Shareholders' Meetings

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- Activation of dedicated meetings in function of the business needs

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- Participation in the context of ad hoc meetings
- Presence in governance bodies (for certain Consortia)
- Activation and support in the implementation of dedicated projects

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- Cooperation on dedicated projects
- Support in research activities
- Hosting of pH candidates or interns
- Support in elaborating theses
- Lecturing activities in the context of specific educational sessions
- Educational tours at the estate

- Support in implementing initiatives in the territory

- Support in developing various initiatives activated during the year

02

OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT

Castello Banfi

Manual harvest
of Sangiovese

COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS

On **25 September 2015**, the governments of the **193 Member States of the United** Nations signed in New York the **2030 Agenda for Sustainable Development**, an action program that defines the global challenges that participating countries will need to address in the future.
The 2030 Agenda, approved by the **United Nations General Assembly**, identifies **17 Sustainable Development Goals (SDGs)**, articulated into **169 goals** aimed at promoting global growth and cooperation among nations.
The objectives defined by the Agenda 2030 are structured around the following five key pillars:

- **People**: to end hunger and poverty in all their forms and ensure dignity and equality
- **Prosperity**: to ensure prosperous and fulfilling lives in harmony with nature
- **Peace**: to promote peaceful, just, and inclusive societies
- **Partnership**: to implement the Agenda through strong partnerships
- **Planet**: to protect the natural resources and climate of our planet for future generations

Through a joint analysis of the **Sustainable Development Goals** and the specific characteristics of the sector in which the company operates, the goals most relevant to the company's activities have been identified.
The company's commitment to achieving these objectives is illustrated in the following table.

THE 17 SUSTAINABLE DEVELOPMENT GOALS

COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS

2030 ONU AGENDA

SDGs		TARGET
	2.4	By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.
	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
	6.3	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.
	6.6	By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.
	8.3	Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
	8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
	11.4	Strengthen efforts to protect and safeguard the world's cultural and natural heritage.
	12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse..
	12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
	13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.
	15.2	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.
	15.5	Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

COMMITMENT OF BANFI **PROJECTS AND ACTIVITIES**	**CHAPTER**
• Experimental vineyard project • Introduction of "Alberello Banfi" trellising system • Introduction of micro-irrigation with variable flow rate for the management of the need of water of the vineyards	**Value creation and distribution** **The environment**
• Sanguis Jovis – Alta Scuola del Sangiovese project	**Banfi's identity**
• Purification of water used in the winery and input to the environment • Treatment of purified water and reuse for technical purposes in the winery • Construction of reservoirs to collect rainwater for the service of vineyard irrigation	**The environment**
• Project in support of the industry chain (reverse factoring and confirming, and dynamic discount	**Value creation and distribution**
• Underwriting of the Urbino Charter for the wellbeing of the working individual • Certification of the management system for health	**Banfi's identity**
• Restoration project of the prehistoric whale fossil • Conservation and protection of important archeological collections at the Glass and Bottle Museum	**Banfi's identity**
• Transformation of the sludge generated by the purification of wastewater from the winery to soil corrector • Sale of subproducts of the production process to distilleries for the creation of new products	**The environment**
• Compilation of the Sustainability Report • Certification of adopted practices according to the Equalitas standard • Assessment of sustainability performance for the issue of ESG rating	**Banfi's identity**
• Identification and management of risks associated with climate change • Actions to contain soil erosion phenomena • Use of packaging materials produced with variable components of recycled material to reduce the environmental impact	**The environment**
• Selection of suppliers with PEFC or FSC certifications for the safeguard of responsible forest management	**The environment**
• Management of the agri-wildlife preserve in compliance with regional regulations • Project for the safeguard of bees and the Amiata donkey	

MATERIALITY ANALYSIS

GRI 3-1 | GRI 3-2

The materiality analysis was carried out, by identifying and evaluating primarily the **positive and negative impacts generated by the company activities or by the business** relations created in their function, according to the provisions of the GRI standard. Below are the phases of the process followed in carrying out the activities, along with the results, including the identification of material topics.
No significant deviations were observed compared to the results of the materiality analysis conducted last year.

IDENTIFICATION OF TOPICS

The process for the definition of the material topics was developed, starting from the analysis of **GRI Sector Standard 13, Agriculture, Aquaculture and Fishing Sector**, considered applicable in relation to the specific company business. The standard offers a list of 26 potential material topics for the industry, providing for each topic a specific context on the most significant impacts and on the significant information to be considered.

EVALUATION OF THE IMPACT QUANTITY

For each topic proposed by the standard the generated positive and negative impacts have been identified, considering the first as current and the second as potential. Both types of impact were not identified for all topics. The evaluation of the quantity was conducted as follows:

- for **positive impacts**, with the attribution of a score for the following variables: capability of the company to increase the effect (low or high on a scale of 1 to 5) and the importance of the benefit (low or high on a scale from 1 to 5);
- for **negative impacts**, with the attribution of a score for the following variables: probability of occurrence (low or high on a scale from 1 to 5) and severity (low or high on a scale from 1 to 5).

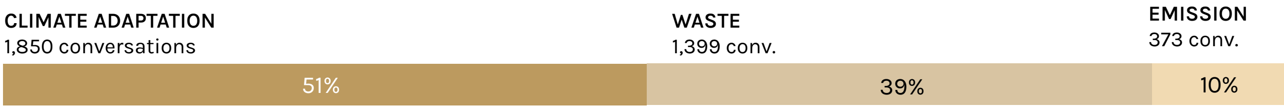
The value obtained by the sum of the scores attributed to the two variables determines the importance of the impact, identifying, as material a value over 8. Therefore, to consider an impact as material, it must obtain a maximum value (5) in at least one of the two variables in which it is evaluated.

EVALUATION OF THE QUALITY IMPACT

Subsequently, a critical evaluation of the obtained results was conducted, further to the quantity methodology as described above. In certain cases, this led to the attribution of a level of higher or lower importance of certain impacts. In the case of the topic “Health and Work Safety”, the quantity evaluation of the generated impact expresses a level of high importance. However, the topic is still considered material. The opposite case is recorded, on the other hand, in the topic “Rights over Soil and Resources”, in which the quantity evaluation of the impact expresses a level of material importance, whereas it is not considered material.

The topics associated to the impacts were then evaluated, considered the point of view of the stakeholders, with the results of the sentiment analysis activity, conducted in January 2023. This activity analyzed the conversations on the web around the reference topics, highlighting that the highest volume of mentions is generated around environmental topics which gather 3,622 conversations. Whereas, social topics record 1,257 conversations, as opposed to governance topics 1,189.

ENVIRONMENTAL TOPICS



The stakeholders showed attention and concern toward climate adaptation and vineyard soil degeneration, waste disposal, use of pesticides and fossil fuels for agricultural vehicles. A positive sentiment, on the other hand, is generated by the **conversations regarding research initiatives for the development of varietals**. Conversations with a negative sentiment, on emissions, mainly concern the environmental impact due to the use of chemicals, such as pesticides and fungicides.

SOCIAL TOPICS

The stakeholders point out concern toward topics such as **lowcost labor** and **conditions of the workers**. A negative sentiment is generated by the apparent lack of transparency regarding the products used in the production of wine.

GOVERNANCE TOPICS

The stakeholders demand more **transparency in the traceability of the production chain** and positively judge the regulation activities carried out to limit phenomena associated with corruption.

The point of view of the stakeholders, identified based on these activities, at times has highlighted a deformity of judgement, in comparison to the evaluation of the company, with regard to certain topics. This evidence on the occasion of the identification of the material topics was taken into consideration and evaluated.

VALUE CREATION AND DISTRIBUTION

- ECONOMIC INCLUSION
- LOCAL COMMUNITY
- FOOD SAFETY

OUR PEOPLE

- HEALTH AND WORK SAFETY
- OCCUPATIONAL PRACTICES
- WELFARE INCOME AND WELFARE SALARY

ENVIRONMENT

- EMISSIONS
- CLIMATE ADAPTATION AND RESILIENCE
- BIODIVERSITY
- WATER AND SEWER
- WASTE

IDENTIFICATION OF MATERIAL TOPICS

Further to the above-described evaluation process, the following topics were identified as material:

- emissions;
- climate adaptation and resilience;
- biodiversity;
- water and sewer;
- waste;
- food safety;
- local community;
- health and work safety;
- occupational practices;
- welfare income and welfare salary;
- economic inclusion.

The **quantity or quality indicators** which characterize each topic are debated within a specific chapter of this document, according to the following allocation as reported here on the side.

The specific management modalities of each topic as based on the GRI 3-3 indicator, as well as the indication of the evaluations expressed in reference to the topics considered nonmaterial, are listed in the **Content Index** of this document.

SUSTAINABILITY PLANNING

The planning of corporate projects, to be realized over a long-term horizon, represents the central element for addressing future challenges and truly promoting development that can harmonize economic, environmental, and social issues.

With this awareness, this year we began the process of updating the strategic sustainability plan, identifying the primary areas of intervention for the coming years. This process considered not only the results of the materiality analysis but also what was outlined by the Corporate Sustainability Reporting Directive (CSRD), the European regulation on sustainability reporting that came into effect in Italy with Legislative Decree No. 125 of September 10, 2024.

Although Banfi does not meet the size criteria for inclusion among the organizations required to comply with this regulation, we deemed it essential to analyze its content in order to ensure a strategic vision consistent with the new set of reporting standards (European Sustainability Reporting Standards - ESRS) that have been introduced. In this regard, we carried out an initial double materiality analysis, assessing both impact materiality (the inside-out perspective) and financial materiality (the outside-in perspective). The results of this activity are not reported in this document, but it was aimed at guiding the thought process for updating the strategic plan.

Lastly, by comparing our approach with the Sustainable Development Goals set out in the UN 2030 Agenda, 13 areas of intervention were identified, covering environmental, social, and governance topics, each of which has been assigned a specific commitment.

Cluster of Sangiovese

	AREA OF MANAGEMENT	COMMITMENTS
ENVIRONMENTAL	1) ENERGY AND EMISSIONS	We are committed to reducing energy consumption and greenhouse gas emissions to support European decarbonization goals and climate change mitigation.
	2) WATER INTERACTION	We are committed to improving efficiency in the management of water resources and protecting biodiversity and ecosystems.
	3) SUSTAINABLE PRODUCTION AND CIRCULAR ECONOMY	We are committed to all areas of the production process to implement low environmental impact solutions, focusing on waste reduction.
	4) ENVIRONMENTAL SUSTAINABILITY OF THE SUPPLY CHAIN	We are committed to managing ESG risks in the supply chain, with particular attention to environmental issues.
	5) CERTIFICATION OF GOOD PRACTICES	We are committed to submitting the adopted management approach adopted to external evaluation according to the highest reference standards.
SOCIAL	1) HUMAN CAPITAL DEVELOPMENT	We are committed to enhancing skills and valuing human capital potential through a value-creation approach.
	2) DIVERSITY, INCLUSION, AND HUMAN RIGHTS	We are committed to ensuring equal treatment for all workers and respecting human rights.
	3) HEALTH, SAFETY, AND WELL-BEING OF PEOPLE	We are committed to improving workers' well-being and reducing workplace injuries.
	4) SOCIAL SUSTAINABILITY OF THE SUPPLY CHAIN	We are committed to managing ESG risks in the supply chain, with particular attention to social issues.
	5) CERTIFICATION OF GOOD PRACTICES	We are committed to submitting the management approach adopted to external evaluation according to the highest reference standards.
GOVERNANCE	1) DUE DILIGENCE, IMPACT, RISK, AND OPPORTUNITY MANAGEMENT	We are committed to defining a systematic approach to identifying, evaluating, and monitoring ESG impacts, risks, and opportunities.
	2) EMPLOYEE INCENTIVE SYSTEMS	We are committed to improving sustainability performance through the involvement of all workers.
	3) CREATION AND SHARING OF VALUE	We are committed to supporting the local community and territory through the creation and sharing of value.

MATERIAL TOPICS (GRI)	MATERIAL TOPICS (ESRS)	SDGs
- Emissions - Climate adaptation and resilience - Biodiversity - Water and effluent - Waste	- Climate change - Pollution - Biodiverstiy and ecosystems - Circular economy	
- Occupational health and safety - Employment practices - Living income and living wage - Food safety	- Own workforce - Workers in the value chain - Consumers and end users	
- Local communities - Economic inclusion	- Stakeholder - Business conduct	

Interview with Massimiliano Giansanti

PRESIDENT OF
CONFAGRICOLTURA AND COPA

The 2024 data released this year by CREA (Council for Agricultural Research and Analysis of Agricultural Economics) show that the Italian agri-food system is worth about €700 billion, equal to 15% of the GNP. This is certainly a positive figure, even more so when considering the significant complexities of the global geopolitical landscape in recent years. Dr. Giansanti, in your opinion, what are the most important initiatives that should be implemented both at the national and EU levels to protect and safeguard this cornerstone of our production system? What role does sustainability play in this sector?

First of all, I would start with the figure of €700 billion (which could actually be even higher). It is a figure that illustrates the scale of an industry that has increasingly believed in itself, even in difficult moments—when it would have been easier to abandon rather than invest—and which, despite the challenges, has continued to invest, innovate and produce, fully aware of its mission: producing food, the essential goods in the lives of people around the world.

Within this framework, the Italian primary production system has grown significantly, finally achieving food self-sufficiency. Of course, some supply chains perform better than others; some remain net importers. However, if we look at the overall picture, today the system can keep two phenomena under control. On the one hand, food inflation which, as we saw two years ago, led to an uncontrolled increase in the cost of the shopping basket to the detriment of the average consumer. On the other hand, the strong dependence on imports, which means dependence on prices and fluctuations in international markets that can put the country in difficulty.

For these reasons, the Italian primary production system has become a truly strategic sector—a key economic asset that must be protected. If we look at its position within the global geopolitical context, we realize how increasingly central it has become. In this regard, I ask myself: in a world where all BRICS countries hold primacy in food production, can the same be said for NATO countries? Brazil is the main producer of plant and animal proteins; China is the main holder of major

agricultural commodities; India is the largest milk producer; Russia is the leading producer and exporter of wheat. These data should prompt reflection, as the positioning of countries—both in terms of hard power and soft power—through the instrument of food is becoming increasingly significant in all our lives.
Against this backdrop we must not forget the market, which today more than ever has assumed a global dimension governed primarily by price and based on productivity and competitiveness. In Italy we have built, over the years, a food model based on the quality of production. The issue of sustainability, if well explained and properly communicated, can become a competitive advantage, especially considering that today's consumers are more attentive and selective than ever. If we combine the value of the brand, the value of appellations, and the levels of sustainability achieved, I believe Italy will have a significant advantage over other countries.

The 2025 survey conducted by Mediobanca's Research Department shows that the Italian wine industry has achieved a good performance in terms of sales and profitability, with increases in both production (2024 compared to 2023) and consumption, moving against the global trend. However, we know that the industry is strongly influenced by several variables such as climate change, the introduction of tariffs, changes in consumption habits, especially among younger generations, and the introduction of de-alcoholized wines.
Dr. Giansanti, in your opinion, what are the main critical issues in the wine production industry? Do you believe producers need to change the way the industry is managed?

First of all, we are talking about an extraordinary industry that creates a product reaching the tables of citizens all over the world while carrying with it culture, sociality, and the value of an entire territory. We are therefore not talking about a product that can simply be considered a commodity. It is true that wine is produced everywhere in the world, but it is equally true that wine has a completely different storytelling compared to other products.
The importance of industry is evident if we consider, for example, that Prime Minister Meloni, during these years in government, has never met groups of producers or producer associations other than wine producers. This gives a clear sense of how wine, however it is described in Italy and abroad, has a different story compared to other sectors of agriculture.
Today, consumption dynamics are changing: we see young people increasingly less inclined to drink wine and more inclined to consume beverages other than wine. This raises an issue of global competitiveness and market positioning in a rapidly changing world to which companies must respond appropriately. In this scenario, it becomes essential to anticipate market trends by identifying alternative products such as low-alcohol wines. We do not know whether this path will be successful, only time will tell. However, historically the industry has experienced recurring phases in which consumption preferences shift between different types of wine. There were times when white wines were extremely popular, followed by long phases of rediscovery of red wines. Today white wines seem to be returning strongly, including varieties once under considered, such as Riesling. In this analysis we must also remember the great boost generated by Prosecco.
Beyond new consumption habits, I believe we must focus on three other directions to ensure the future of the industry. First, the enhancement of the many appellations we have, especially in Italy. Here the value of the brand can make the difference, becoming a driving force for appellations in an increasingly global market. Second, the management of production quantities per hectare of vineyards. Today the market does not reward hyper-production, so specific regulation on production levels is needed to avoid drastic measures such as those taken in France and to allow adequate time to guide long-term decisions. Finally, we must study the market better—and this must be done collectively.
Wine today must find a new dimension that should be identified not only through technical and production aspects, but also by involving

Banfi winery
in Montalcino

Cellars

sociologists, cultural figure heads and territorial experts who can help ensure that a millenary heritage such as wine production is not lost. The European Union, with the wine package amended and approved just yesterday (10 February 2026), is already providing some answers, as is the Italian government on the issue of wine promotion. From this perspective we will see how the Ministry's communication campaign develops, aware of the need to create a new wine model that we might define as **Wine 2.0**.

The European Union is increasingly a reference point for the introduction of sustainability practices in the business fabric: the Corporate Sustainability Reporting Directive (CSRD), the EU Deforestation Regulation (EUDR), the Corporate Sustainability Due Diligence Directive (CSDDD), and the Carbon Border Adjustment Mechanism (CBAM), to name just a few. However, we often see delays in the implementation of certain obligations or even changes in the scope of previously established criteria. Dr. Giansanti, how do you assess the EU's attention to sustainability? Are these apparent "step backs" a sign that the system is not yet ready?

Regulation is a fundamental act of both European and Italian institutions for the proper functioning of citizens' and businesses' lives. However, good regulation should set clear boundaries within which we can operate, while over-regulation becomes not only a limitation within those boundaries but also a limitation on what we are able to do. Unfortunately, this second approach is what the EU attempted to pursue with the previous Commission, and we confronted European institutions quite strongly on this issue. We are not asking for deregulation but for **good rules**. When rules are too numerous or poorly designed, they end up creating difficulties for citizens and businesses. Many of the regulations mentioned are based on good ideas but are unfortunately so complex and disconnected from the realities of today's world that they risk undermining the competitiveness of European companies.

Take the carbon-emission measurement system for imported products: it risks becoming a boomerang for European businesses. Limiting imports of products with high carbon emissions should be addressed in a global framework, not only within Europe. Measures adopted solely by Europe cannot work if other continents do not adopt them as well. In my view, these issues should be addressed through broader debate at the United Nations level.

That said, we must certainly maintain what has worked well: reducing carbon emissions, combating waste of natural resources, and pursuing the 2030 Sustainable Development Goals. These are matters of common sense and concern the future of generations to come. Sustainability therefore remains a strategic issue—if properly defined and pursued through a holistic approach with clear objectives.

The studies we have been conducting through **Agri100**, an initiative promoted by Reale Mutua Assicurazione and supported by the Ministry of Agriculture, Food Sovereignty and Forestry, clearly show that companies that have invested more in sustainability are today the most market-oriented, the most competitive, and the most innovative. They also achieve higher returns per employee. This demonstrates how sustainability can become a competitive advantage. The key is finding the right balance between excessive regulation and complete deregulation.

In 2015, United Nations member states adopted the **UN Agenda 2030**, which sets out 17 Sustainable Development Goals (SDGs). However, reports show significant delays in achieving these objectives.

Dr. Giansanti, how mature are Italian agricultural companies regarding sustainability? Have entrepreneurs understood the need to integrate sustainability into their business models?

It is unfortunate that many of the SDGs will not be achieved. We are already in 2026 and in many cases, there are simply no projects in place, making it difficult to reach certain targets by 2030. Confagricoltura is part of ASviS and we frequently discuss these issues with Professor Giovannini. Sustainability is crucial not only for agriculture but for the future of all citizens and the entire country.

Take water, soil fertility, and the fight against waste. We cannot afford to fall behind on such crucial issues. For this reason, a postponement of the SDG deadlines might be acceptable—if the goals are eventually achieved. Abandoning them altogether would represent yet another missed opportunity at a very high cost.
Among European farmers there is not a uniform level of awareness. Those operating in commodity markets often focus on hyper-competitiveness and see sustainability less as a competitive advantage, while others, particularly in sectors where sustainability adds value, are more willing to invest. Larger companies are often more prepared, but the issue is not only size; it is also cultural. Businesses open to the market and to knowledge are more likely to embrace sustainability.
Another factor is demographics: the average age of European farmers is 57. Older farmers may be less inclined to invest in long-term sustainability, whereas younger ones may be more willing to do so. This highlights the importance of generational renewal. Considering the effects of climate change and the unpredictability of its consequences, it is clear that these issues could eventually become socially disruptive. Some studies show that a 1.5-degree temperature increase by 2050 could have dramatic consequences. What is now glacial land could become fertile, meaning that one day we might paradoxically produce wine in Siberia while seeing desert dunes in Spain or even parts of Italy. This is not the future we want, and therefore we must start reflecting seriously before it is too late.

Sustainability is often perceived by farmers as a cost rather than an investment. What concrete tools, economic, fiscal or market-based, could help transform sustainability into profitability?

In recent years Confagricoltura has made a tangible contribution on key issues: technological innovation through Agriculture 4.0, which facilitated the replacement of outdated machinery; support for **TEAs (Assisted Evolution Technologies)**, which help develop crops more resilient to climate change; and the promotion of renewable energy to reduce emissions in both livestock farming and primary production.
If we consider the work done and the resources mobilized by the European Union through the National Recovery and Resilience Plan (PNRR)—for example through supply-chain projects—it becomes clear that the more we can orient these actions toward environmental goals, the more farmers will move toward sustainable investment models.
Without incentives, however, everything becomes more difficult. Innovation is not accessible to all companies, and technology is still very expensive. Therefore, facilitating access to technology is one of the key issues currently discussed by governments and European institutions, because the absence of investment in these areas is a limiting factor we cannot accept.

Copa represents more than **22 million European farmers** and aims to promote the interests of the agricultural industry within EU institutions. Dr. Giansanti, what are the main projects launched by Copa with the European Union? If you had to identify one absolute priority for European agriculture in the next ten years, what would it be?

The most important thing is to make European institutions clearly understand that Europe has **three strategic sectors**, especially in the current geopolitical context.
The first is **border defense**. Countries closer to Ukraine feel this issue much more strongly

than those further away, such as Italy. We often underestimate the concerns of Eastern European countries that see Russian expansion at their borders.
The second strategic area is **energy supply**, where agriculture can make a significant contribution.
The third is **food security**. Reducing dependence on imports and ensuring food availability provides stability to European citizens—and stability underpins democracy. Agriculture therefore forms the basis of democratic life. The greater the production capacity, the stronger democracy will be.
Within this broader challenge lies the issue of agriculture's position within the European budget. The European Union was born in rural areas, as it was originally created to harmonize agricultural policies. We therefore want to maintain a strong agricultural presence in both the EU budget and the political debate. Agriculture is also the only sector significantly present in all 27 member states.
On the one hand, we must work on the future Common Agricultural Policy, whose planning horizon extends well beyond the typical five-year cycle and effectively shapes the next decade. On the other hand, we must build a better regulatory framework—moving away from deregulation but also avoiding excessive rules—to ensure that our businesses become more productive and competitive while preserving natural resources.
These are the challenges we are currently addressing, knowing that in 2026 alone we have **14 major focus areas**, each more important than the last.

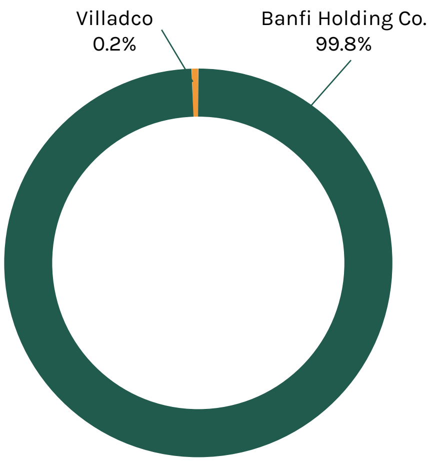
Massimiliano Giansanti

03

CORPORATE GOVERNACE

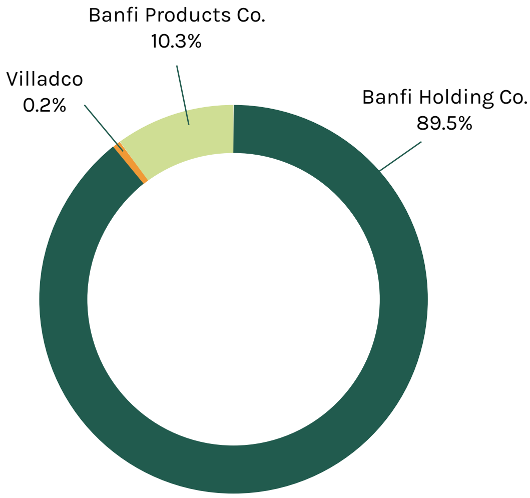
GOVERNANCE STRUCTURE

BANFI SOCIETÀ AGRICOLA SRL



President	**Cristina Mariani-May**
Vice President	Gabriele Mazzi
Director with proxies	Elizabeth Koenig
Director	Rodolfo Maralli
Director	Jennifer Engel
Director	Jason Arfin

BANFI SRL



President	**Rodolfo Maralli**
Deputy Vice President	Cristina Mariani-May
Vice President	Gabriele Mazzi
Vice President	Elizabeth Koenig
Director	Jennifer Engel
Director	Jason Arfin

BUSINESS MANAGEMENT

GRI 2-9 | GRI 202-2

Banfi Società Agricola Srl and Banfi Srl are the two Italian entities responsible for managing the business. Both companies are governed by their own Board of Directors, whose composition changed during 2025 following the departure of one director who served on both boards and the appointment of a new director to each board.

Cristina Mariani-May serves as President of Banfi Società Agricola Srl and Deputy Vice President of Banfi Srl. The two Boards of Directors have granted specific operational powers to the President and Vice Presidents and, in the case of Banfi Società Agricola Srl, also to one director.

In addition to the Board of Directors a new body has been appointed, the Executive Committee, with the task of guaranteeing an increasingly higher level of integration of the instance of the stakeholders in Italy and the United States and of formulating the best strategies to sustain the growth and development of the business.

To ensure greater oversight on sustainable development issues, an **ESG Committee** has been appointed. This body is responsible for supporting corporate decisions, particularly those of a strategic nature in areas related to sustainability topics. The ESG Committee halso include prominent figures from the academic world, each with specific expertise in environmental, social, economic, and governance issues. Throughout the year, the ESG Committee met one times.

Among the governing bodies, the **Management Committee** plays a role of fundamental importance. This body assembles the managers of the various company departments with the goal of executing the lines of strategic direction and proposing new initiatives and innovations.

The companies have **sole auditors** and **an external auditor**, separating the activities of accounting control from the balance sheet review. Both companies have a Supervisory Body with the specific tasks defined by the Legislative Decree 231/01, among which the supervision over the observance of the Organizational Model 231, verifying its actual efficacy, as well as a possible need for an update.

COMPOSITION MANAGEMENT COMMITTEE

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	2024	2025	2023	2024	2025
Local Senior Managers	5	4	4	4	4	4
Non-Local Senior Managers	2	1	1	10	13	13
TOTAL	**7**	**5**	**5**	**14**	**17**	**17**

Value expressed in numbers

WOMEN 32% | MEN 68%

COLLEGE GRAD. 32% | UNIVERSITY GRADUATES 68%

Average age **49**

THE MANAGEMENT OF THE FOUNDATION

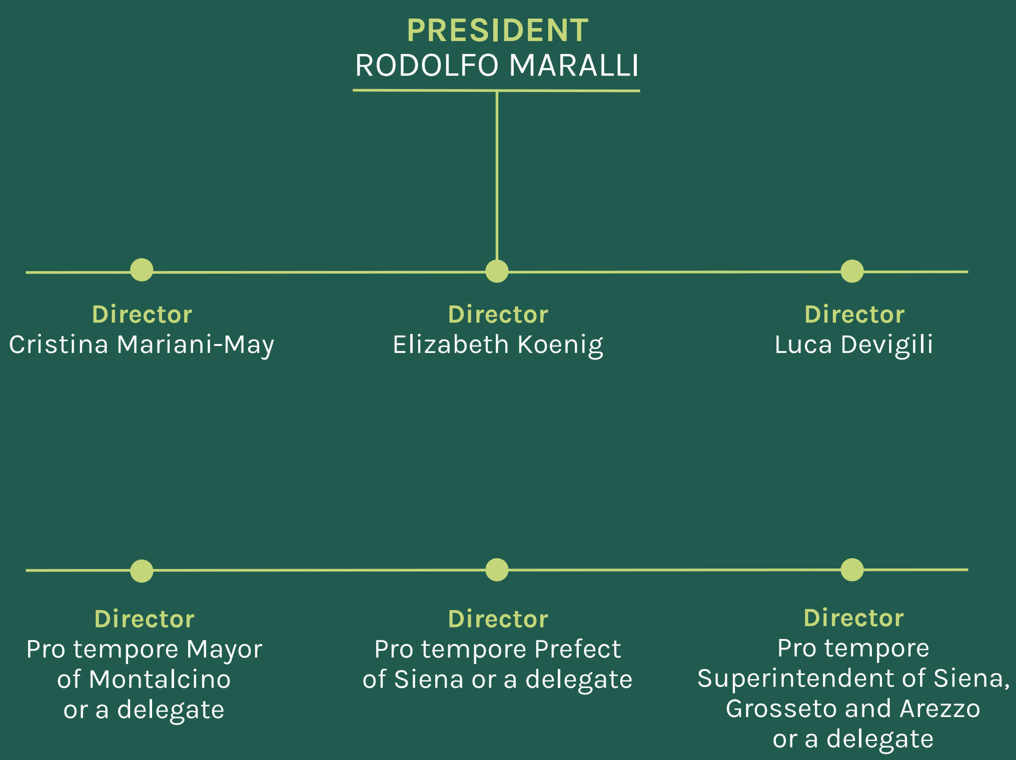
The company entities which are involved in the business management are joined by **Fondazione Banfi**, the institution which for over thirty years has been committed to promoting and disseminating the philosophy and the culture associated with the wine world. Its numerous activities are described in the dedicated paragraph.

The Foundation is governed by a **Board of Directors (BoD),** assigned with the activities of ordinary and extraordinary management. The BoD is composed of seven members, among which the President is elected who is entitled to the legal representation.

An important body then is the **Scientific Committee** which assists the Board of Directors in defining and executing the programs of the scientific and cultural activities promoted by the foundation.

Lastly, there is a **Board of Auditors** which carries out the control on the administrative and financial management.

FONDAZIONE BANFI



Partecipation in trade associations

GRI 2-28

UNIONE ITALIANA VINI
Associates

FEDERVINI
Associates and presences in the Sustainability Committee and in the Board of Director

CONSORZIO DEL VINO BRUNELLO DI MONTALCINO
Associates and presences in the Board of Director

CONSORZIO VINO CHIANTI CLASSICO
Associates

CONSORZIO PER LA TUTELA DEI VINI DOC BOLGHERI E DOC BOLGHERI SASSICAIA
Associates

CONSORZIO VINO CHIANTI
Associates

CONSORZIO VINO TOSCANA
Associates and presences in the Board of Director

CONSORZIO ALTA LANGA DOCG
Associates and presences in the Board of Director (until May)

CONSORZIO TUTELA DEL GAVI
Associates

CONSORZIO TUTELA BRACHETTO D'ACQUI DOCG
Associates and presences in the Board of Director

CONSORZIO BARBERA D'ASTI E VINI DEL MONFERRATO
Associates

CONSORZIO PER LA TUTELA DELL'ASTI DOCG
Associates

CONFCOMMERCIO
Associates

CONFAGRICOLTURA
Associates

CONFINDUSTRIA TOSCANA SUD
Associates

FONDAZIONE TERRITORIALE BRUNELLO DI MONTALCINO
Presences

ALLEANZA TERRITORIALE CARBON NEUTRALITY SIENA
Partner

04

VALUE CREATION AND DISTRIBUTION


SELEZIONE
2008
DI GROSBOIS
Allier

VALUE CHAIN

GRI 2-6

WINE DIVISION

PROCUREMENT	Total suppliers	1,407 of which Local supplier 408
PRODUCTION	Cultivation	1,046 ha vineyards*
	Harvest	15,223 hours of grape-harvest**
	Vinification	8 DOCG 4 DOC 1 IGT
	Bottling	6.8 million l equivalent to 9.1 million 0.75 l bottles
DISTRIBUTION	Turnover	52.7 mln
	Countries of distribution	100
	Distributed brands	2
	Sales agents	86

Banfi has always operated in **agriculture**, mainly in vitivinicultural production, and in **hospitality**, managing **Castello Banfi**. Hereafter, the **value chain of Banfi**, represented according to the two business areas, is presented. This presentation outlines the main figures involved in the business.

HOSPITALITY DIVISION

PROCUREMENT	Total supplier	308 of which Local supplier 107
PRODUCTION	Meals served	14,565
	Nights sold	2,363
DISTRIBUTION	Turnover	6.0 mln
	Countries of origin	50
	Restaurants	2
	Hotel	1

* The data refers to the total of hectares under vine for Banfi Società Agricola Srl and for Banfi Srl

** The data refers to the total of harvest hours carried out by company staff for Banfi Società Agricola Srl and for Banfi Srl

SUPPLY CHAIN

GRI 2-6 | GRI 204-1

Banfi relies on an important and selected number suppliers to develop its activities. **Locally**, the main types of purchases for Agriculture and Hospitality are **food products** (grapes, bulk wine and local products).

At a national and international level, on the other hand, relations with suppliers mainly concern **services** (such as, p.e. utilities) and **durable goods** (such as, p.e. equipment and machinery).

In the management of the procurement cycle of goods and services, Banfi is committed with an approach built on the cooperation with its suppliers, promoting continued improvement, innovation and certification of its company processes as a virtuous practice. In this context, risk management, attention toward an increasingly greater transparency and precise compliance with contractual obligations, with particular attention to payment terms, represent the means with which to expand the sustainability principle of the entire chain. Thanks to this system, Banfi has been able to **consolidate increasing relationships of trust** which have developed a strong sense of belonging to the company reality on behalf of the partners.

As a further support to its production chain, Banfi is committed to the implementation of two important project in favor of the suppliers and of the economic growth of the territory: confirming and reverse factoring, developed in cooperation with Unicredit and dynamic discount in partnership with FinDynamic.

The **confirming and reverse factoring** service allows suppliers to obtain the immediate payment of their sales invoices from the bank, benefiting from the credit rating of Banfi, who, at the payment term, commits to paying the invoices directly to the bank. A system which allows the supplier companies to optimize the management of their circulating capital, further diversifying the sources of financing.

The **dynamic discount** service allows Banfi to offer its suppliers the advance payment of their invoices in exchange for a discount which varies "dynamically" in relation to the number of advance days. In this way, the suppliers will be able to shorten the payment times and optimize the management of their circulating capital.

The charts on the next page identify the importance that the local suppliers play for Banfi, considering their weight on the total number of suppliers and on the value of their supplies versus the total. This year, a decrease shows in the total number of suppliers used in both companies, situations which has resulted in a similar reduction in the number of local suppliers.

29% of total

SUPPLIERS FOR OVER 10 YEARS (490)

PRODUCTION

GRI 2-6 | GRI 416-1

The aspects which characterize the production of Banfi are distinct in function of the areas of business:

- **agricultural production**: the agricultural department oversees the management of its production plantings (vineyards, orchards, arable crops), while the winemaking department deals with the transformation of grapes into wine and the subsequent processes until the finished product is obtained;
- **hospitality services**: the department management, in cooperation with other company departments, operates the restaurants, hotel and retail sales.

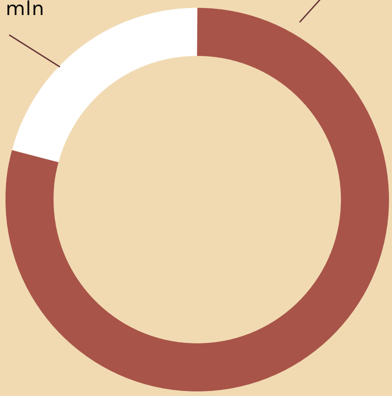
In managing production, Banfi is consistently committed to ensuring the quality and food safety of its products through a management approach that takes into account: compliance with legislative regulations, external review and certification of both products and processes, and the implementation of an integrated analysis system from the vineyard to the consumer, aimed at increasing knowledge and guiding company decisions toward higher standards.

LOCAL SUPPLIERS

BANFI SOCIETÀ AGRICOLA SRL

	2023	2024	2025
Number of local suppliers	195	178	184
% of total number	32.8	31.3	34.2
% of total value	32.4	28.9	25.8

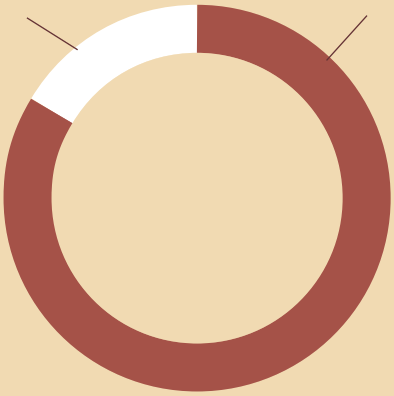
Values expressed in numbers and %



BANFI SRL

	2023	2024	2025
Number of local suppliers	377	355	331
% of total number	28.4	28.9	28.1
% of total value	17.1	21.0	19.4

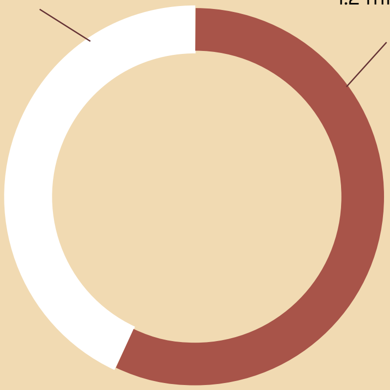
Values expressed in numbers and %



BANFI SRL - HOSPITALITY

	2023	2024	2025
Number of local suppliers	111	111	107
% of total number	33.4	34.8	34.7
% of total value	44.2	42.2	43.5

Values expressed in numbers and %



This approach is supported by the presence of analytical laboratories at the wineries in Montalcino and Strevi, as well as by collaboration with external laboratories and consultants able to oversee every stage of the production process, from the grapes to the finished product, ensuring compliance with legal parameters and maintaining a high quality standard in line with the company's philosophy for the benefit of the final consumer.
Banfi also ensures constant attention to the protection of environmental aspects by mitigating the impact of its activities, and to the safeguarding of human resources through careful attention to safety standards, compliance with labor contracts and regulations, and ongoing training. This approach fosters a strong sense of belonging to the company among Banfi's employees.

41% of total

EMPLOYEES FOR OVER 20 YEARS (141)

12% of total

EMPLOYEES FOR OVER 30 YEARS (43)

INTERNAL ANALYSES[1]

	BANFI SOCIETÀ AGRICOLA SRL	BANFI SRL
Wine	160,028	9,082
Grapes	750	462
Incoming materials	32,677	224
Water treatment plant	6,172	305
Osmosis system	768	
Furnace	12	
TOTAL	**200,407**	**10,073**

No. of internal analyses

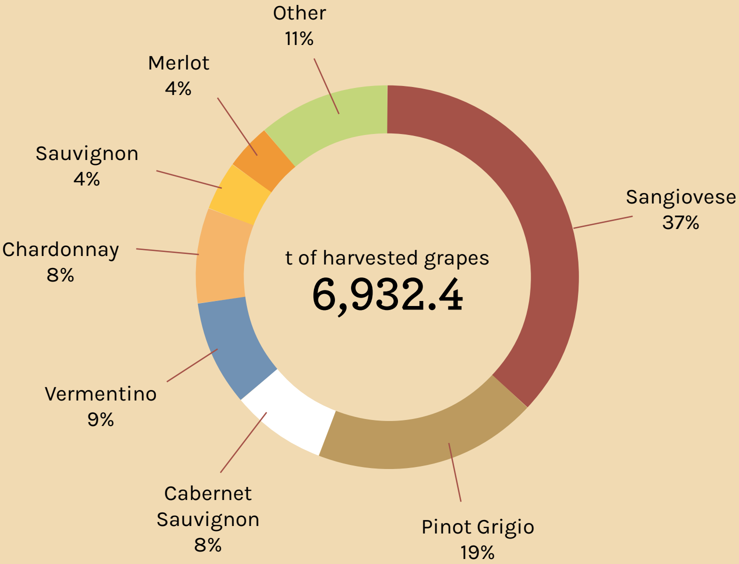
VINTAGE 2025

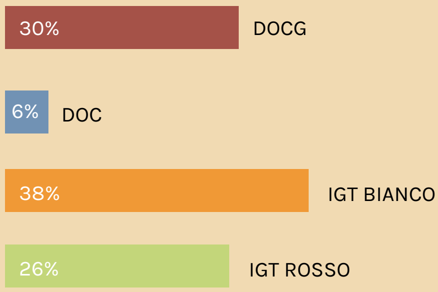
The 2025 vintage was marked by a decrease in production in Tuscany and an increase in Piedmont, despite a similar climatic trend in both regions.
In Tuscany, after a winter with typical weather conditions, a rainy early spring favored shoot growth and provided the soil with good water reserves. June, on the other hand, was dry and, in the final days, recorded temperatures well above average. July and August displayed contrasting characteristics: a dry July with below-average temperatures was followed by a scorching August, with heat waves that, thanks to good ventilation, did not cause damage. From the last days of August and throughout September, the alternation of rainy days with dry, sunny periods allowed the grapes to reach harvest in good phytosanitary condition and with moderate alcoholic ripeness.
In Piedmont, the climatic trend was highly variable but remained balanced overall.
A winter with very low rainfall was followed by a rainy spring, with well-distributed precipitation ensuring good water reserves. High temperatures recorded in the first half of August (36–38°C) led to a harvest approximately one week earlier than expected. Subsequent thunderstorms, however, brought cooler temperatures, particularly at night, increasing the day to night temperature range.
In terms of quality, it was an excellent vintage, with grapes showing plump, juicy berries, slightly lower sugar levels than the previous year, and very aromatic musts.

1. For each category subjected to analysis, various parameters are tested, for a reference sample, based on the category.

PRODUCTION

BANFI SOCIETÀ AGRICOLA SRL

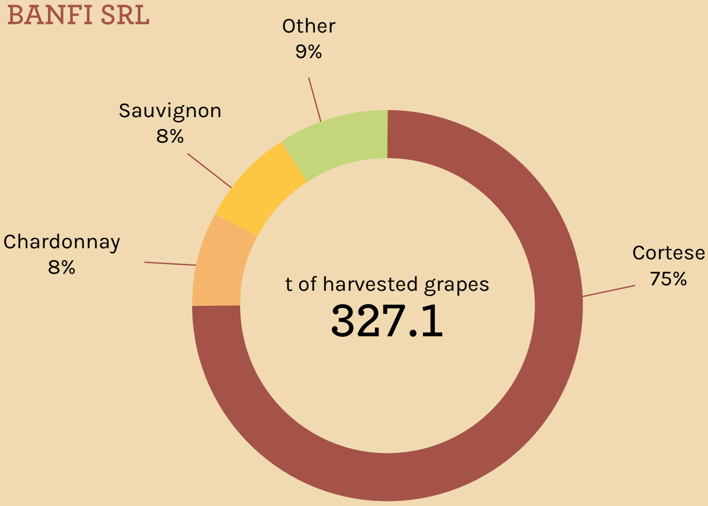


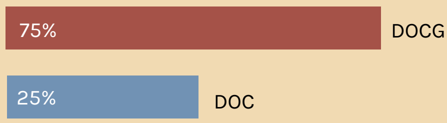


VARIETY

APPELLATION

BANFI SRL





VARIETY

APPELLATION

Banfi wine shop

Tasting

DISTRIBUTION

GRI 2-6

The aspects which characterize the distribution of Banfi products and services also differ in the two business areas:

- **agricultural products**: are distributed by means of a network of intermediaries, agents and importers in 100 countries worldwide. Distribution is supported by the logistics organization which is responsible for handling and availability, while the marketing department manages promotional aspects;
- **hospitality services**: are distributed through agencies in Italy and abroad (for instance: Virtuoso Hotels & Resorts, Signature Travel Network and Select Hotels & Resorts) and at promotional events and trade fairs, as well as on the website and by online services specific to the industry.

In the management of distribution, Banfi dedicates particular attention to the selection of sales partners, by looking for individuals who share and promote the cardinal principles of the fight against forgery, fraud, corruption and who guarantee the compliance with human rights and protect their workers. A further element which is sought after in sales relationships is the attention of the partners in promoting responsible conduct in the consumption of alcohol. Thanks to the strong sharing of this setting, Banfi has consolidated over the years in its sales force a strong sense of belonging to the company reality.

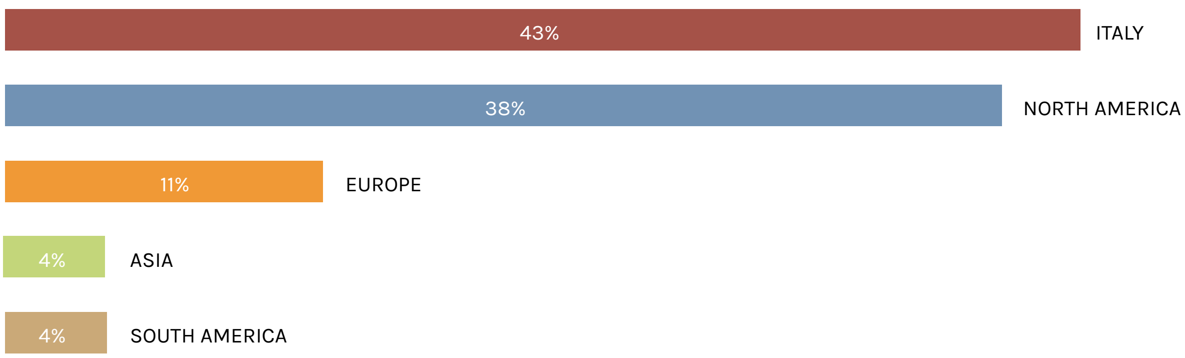
23% of total

AGENTS FOR OVER 20 YEARS (20)

9% of total

AGENTS FOR OVER 30 YEARS (8)

REVENUE DISTRIBUTION PER GEOGRAPHICAL AREA (WINE DIVISION)



FINANCING FROM THE PUBLIC ADMINISTRATION

GRI 201-4

Again in 2025, financing from the Public Administration was received. The agricultural department can rely, in fact, on a variegated form of incentives and public contributions with particular reference to the modernization of facilities and of crops. Furthermore, contributions are provided in yearly public grants for certain crops or work practices.

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	**2024**	**2025**	**2023**	**2024**	**2025**
Funding	908	412	648	416	102	287
Tax defiscalization for contributions	1,303	1,292	1,293	56	49	30
TOTAL	**2,211**	**1,704**	**1,941**	**472**	**151**	**317**

Values expressed in Euro x 1,000

TAX SYSTEM MANAGEMENT

GRI 207-1 | GRI 207-2 | GRI 207-3 | GRI 207-4

OUR APPROACH

The approach adopted for the **management of taxes** is strongly connected to the role that Banfi Società Agricola Srl and Banfi Srl (here forth also "Banfi") play within the business model that characterizes the Banfi Group. As a legal entity with legal headquarters and management in Italy, both Companies are subject to fiscal responsibility for the entire global income.

The companies are also subject to limited fiscal responsibility abroad, with regard to the commercial relations with the US parent company. Banfi Società Agricola Srl, unlike Banfi Srl, is subjected to a specific tax regime for agricultural companies, as per the previsions of the Italian law.

The management of the fiscal strategy is based on the **compliance with the applicable tax laws** and is inspired by a **good taxpayer behavior**, recognizing the importance of the role played by both companies as businesses. These principles guide the approach in the definition, rather than of a strategy, of a **general behavioral model as an inspiration and the basis of its economic success**.

In compliance with the guidelines sanctioned in the Ethical Code, Banfi refuses any form of tax evasion and commits with the highest priority to the compliance with the laws and norms contrasting tax evasion and tax violations. Both companies carried out their respective commercial activities in conformity with these requirements, in all jurisdictions and markets in which they operate. These principles and aspects of **fiscal legitimacy** are also taken into consideration in all company actions and decisions. To guarantee a correct hold on tax matters, **procedures and control systems** have been put in place to identify and minimize tax risks, especially, resulting from the complexity of the economic circumstances which may implicate uncertainties with regard to the tax assessment of the relevant facts.

Both companies, as a tax substitute, regularly pay the taxes for the compensations dispensed to employees and independent contractors, as well as social security contributions for all employees. In particular, during 2020, contributions for all workers were regularly paid, deciding not to avail of the right provided by the Cure Italy Decree to postpone payments.

With the clear intent of continuing on the pathway of **transparency and truthfulness**, the companies and their tax consultants interact constantly with the regulatory agencies, both with regard to ordinary activities, as well as during auditing activities, always providing support, as needed.

TAX GOVERNANCE, RISK CONTROL AND MANAGEMENT

The responsibility for the compliance with the tax obligations lies with the **Board of Directors** which avails of the administrative organization for the execution and supervision of the tax reporting and the compliance with the regulations. Certain specific activities are fulfilled within certain company departments where professional knowledge is required on a particular topic.

The aspects pertaining to the risk control and management are superintended by the activity carried out by the **Supervisory Body**, by tax consultants, and also by the auditing company, by periodically activating control procedures and audits in cooperation with the dedicated company entities. The companies have also identified the tax risks which are managed and monitored in compliance with the tax policy regarding the risk management.

The tax reporting in the annual report is structured with the support and **supervision of the tax consultants** and submitted for verification on behalf of the **auditing company** in the context of the audit of the annual balance sheet.

STAKEHOLDER ENGAGEMENT

The main stakeholders engaged in the management process of the tax system are: the **tax consultants**, the **sole auditors**, the **Supervisory Body** and the **auditing company**. These entities interact at different times and in different modalities in the context of the entire process and also engage external stakeholders to the companies, such as the competent government administrative offices (locally and nationally), by making specific requests for advice, consultations and any other necessary form of consultancy.

The specific information required by the indicator (GRI 207-4) can be found in the balance sheets of both companies, which are deposited at the Chamber of Commerce.

INITIATIVES IN THE TERRITORY AND SUPPORTED PROJECTS

Attention toward the local community is a feature that has always distinguished the presence of Banfi in the territory, and it develops, also thanks to the support of many initiatives in sports, music and culture. Many of these initiatives were created thanks to the passion of a group of Montalcino residents and, every year, they see an increased participation and consensus on behalf of the local community, gaining also great interest from tourism.

In 2025, Banfi continued to provide support to various initiatives as shown on the next page.

As last year, this year the commitment to the project "Impariamo dall'eccellenza" (Let's learn from excellence) of Fondazione Allianz Umanamente continued. The initiative aims to offer young people facing difficult situations and backgrounds the opportunity to follow a training path designed to help them learn a trade in the hospitality and restaurant sector. The project involved two students from two different hospitality schools and took place at the restaurant La Taverna of Castello Banfi over a period of three months. Working alongside the restaurant staff allowed the students to gain insight into the dynamics of a well-established restaurant business, enhancing both their skills and self-awareness. At the end of the project, the students acknowledged how important the experience had been for their personal and professional growth.

There is also continued support for Telethon, the Italian League for the Fight Against Cancer, and the Misericordia of Montalcino, a highly important local association that provides emergency response and health and social services in our territory, thanks to the voluntary and unpaid commitment of its members.

Banfi also maintains numerous collaborations with universities and research centers through projects aimed at study and experimentation to achieve significant improvements in the quality and sustainability of its production. Among the various projects carried out in recent years are the "**Experimental Fields**" project and the "**Sangiovese Catalogue Vineyard**" project.
The first project, launched in 2017 and concluded last year, focused on the study of phytosanitary, agronomic, and oenological aspects of certain promising genotypes obtained through crossings or selections of varieties that demonstrated high-quality standards and/or reduced susceptibility to major fungal diseases. It was carried out in collaboration with the Viticulture Research Unit of CREA[2] and the Edmund Mach[3] Foundation in San Michele all'Adige and led to the identification of three grape varieties proposed for inclusion among those suitable for cultivation in the Tuscany region.
The second project, also carried out in collaboration with CREA, resulted in the creation of one of the largest collections of Sangiovese existing today, aimed at research and experimentation activities to strengthen the sustainability and resilience of viticulture in the face of climate change. The Sangiovese Catalog Vineyard, initiated in 2021, was conceived as a permanent experimental infrastructure dedicated to the conservation, management, and study of 116 Sangiovese clones. In 2024, its first year of production, initial sampling was conducted to determine the average weight of berries and clusters and to analyze the main parameters of technological and phenolic ripeness.

2. Is the main research Organization in Italy dedicated to the agrifood industry with a public law legal entity, monitored by the Ministry of Agriculture, Food and Forest Policies.
3. The Fondazione Edmund Mach (FEM) carries out education and training, scientific research, experimentation, consultancy, and services to businesses, in the agricultural, agri-food and environmental sectors. FEM is an instrumental entity of the autonomous province of Trento.

This year, management and monitoring activities continued, launching a study program focused on the analysis of scion–rootstock interactions. This work is particularly important for adaptation to climate change, as rootstocks represent a key tool to modulate the response of the vine to water and heat stress and to improve resource-use efficiency, contributing to the overall sustainability of the vineyard system. Sampling and analysis activities have therefore continued to assess the main technological characteristics as well as specific parameters that distinguish the different rootstocks. Analyses will continue in the coming years, and the first results from these activities are expected to become available.

SPORT

With regard to sports we must mention the support to "**L'Eroica® Montalcino**"and "**Brunello Crossing**" in addition to the local sports associations, such as the **Soccer School of Montalcino** and of **Sant'Angelo Scalo** Banfi has supported since its early presence in the territory.

CULTURE

In the context of culture, there is also ongoing support for the many projects of Fondazione Banfi, among which the most important is "Sanguis Jovis - Alta Scuola del Sangiovese."

MUSIC

With regard to music, this year the 28th edition of Jazz & Wine in Montalcino went on stage, an event that brings together enthusiasts of both music and wine, with Banfi serving as its main partner as well as organizer.as always, an extraordinary consensus of the audience.

05

OUR RESOURCES

HUMAN CAPITAL OF BANFI

Attention to human resources represents a key element in Banfi's actions, as the company recognizes the fundamental strategic role they play in ensuring the organization's success.

With this spirit, the experimental project launched in 2024 continued this year, aimed at granting workers with agricultural and commercial contracts additional benefits beyond those established by their respective national collective labor agreements (CCNL). These include, for example, a 30-minute reduction in working hours for cellar workers and the allocation of an additional 34 hours in the time bank for agricultural workers.
In addition to this initiative, the company established a "solidarity leave" fund, allowing each employee to donate part of their vacation or personal leave to a fund available for cases of proven need, including an additional three days for parental leave. The possibility of requesting an advance on the severance pay (TFR) was also extended from once to twice per year, with broader criteria for submitting such requests. Finally, the agreement on remote working, where applicable, was made permanent, recognizing the importance and value of this flexible working arrangement.

In the following paragraphs the numbers and dynamics of the personnel in 2025 are addressed, by telling with numbers the extraordinary potential of the human capital of Banfi. The data and indicators presented refer to the average adjusted workforce, calculated according to the Full-Time Equivalent (FTE) methodology. This approach standardizes workforce figures by taking into account, among other factors, the date of hiring or termination of each employee.
It represents the most appropriate method for reflecting the specific characteristics of the company.

CHARACTERISTICS OF THE WORKFORCE

GRI 2-7 | GRI 2-30 | GRI 401-1 | GRI 401-3 | GRI 405-2

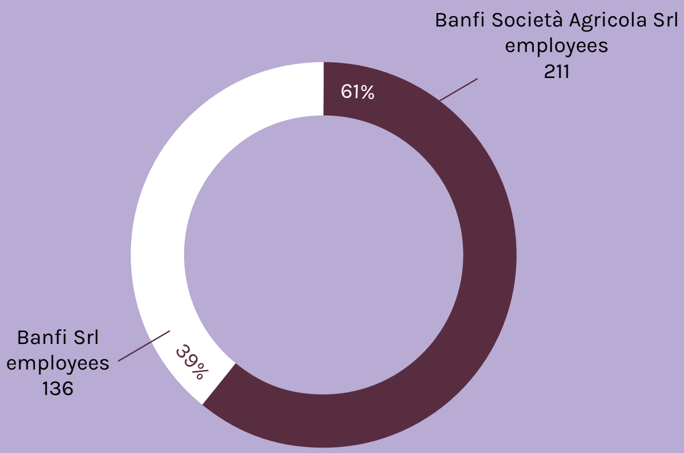
An aspect which characterizes the human resources of Banfi is the **seasonality** in the agriculture and hospitality departments. This results in the recruitment of personnel at certain times of the year. In any case, the management of this aspect occurs according to different modalities in the two companies.

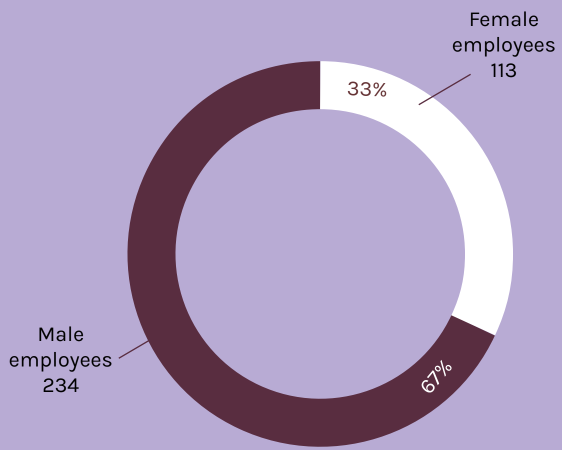
In **Banfi Società Agricola Srl**, the recruitment of seasonal staff normally occurs in **January**, using contracts which expire by the end of the year, in order to guarantee that the employees can carry out the necessary workdays, thus managing the possible concentration/prolongment in the interventions due to the influence of the weather conditions. On the other hand, in **Banfi Srl** staff is hired **from March to November**. This different management modality is determined by the specificity of the agriculture department, characterized by numerous and different

TOTAL WORKFORCE

347

Total employees





interventions (for example planting, uprooting, trellising and cultivating) which are carried out in different periods of the year.
This results in a strong presence of fixed-term employees which create a variable workforce during the various periods of the year.

All employees are covered by national or provincial labor contracts. Due to the variety of the activities performed at Banfi, in the various operating sites, a variety of National Labor Contracts are adopted.

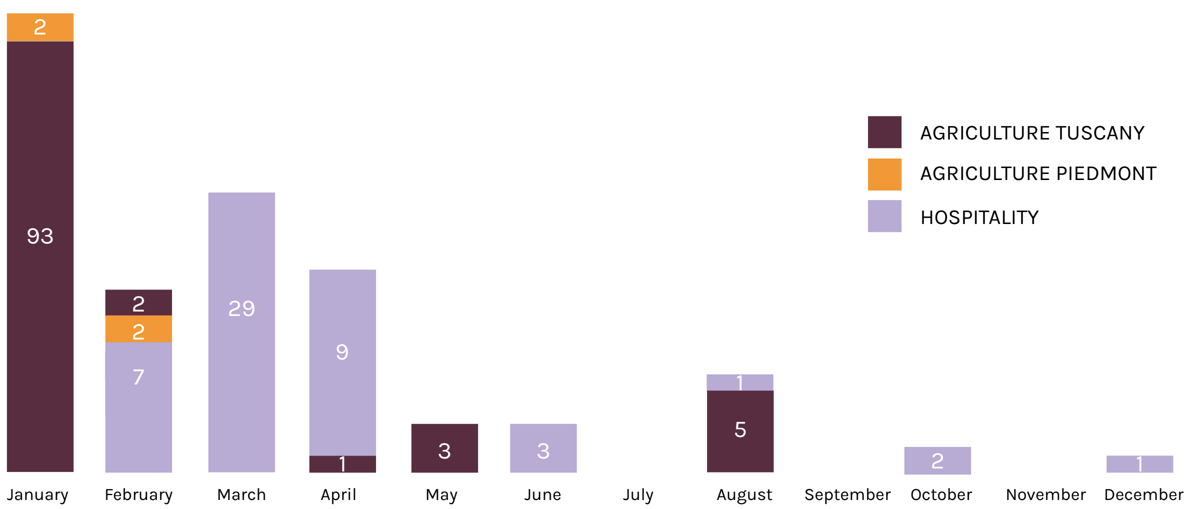
AVERAGE OF EMPLOYEES IN TUSCANY

BANFI SOCIETÀ AGRICOLA SRL	211
BANFI SRL	113

AVERAGE OF EMPLOYEES IN PIEDMONT

BANFI SOCIETÀ AGRICOLA SRL	0
BANFI SRL	23

SEASONALITY TREND



MONTALCINO AND NOVI LIGURE

Agricultural Workers

Agricultural Office Workers

MONTALCINO

Agricultural Executives

Service Industry Confcommercio

Service Industry Executives Confcommercio

Hotels Tourism

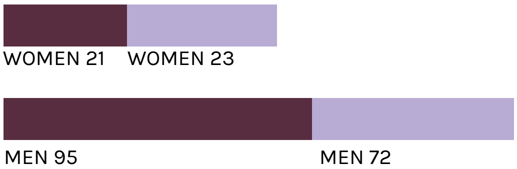
Retail and Catering Industry

STREVI

Food Industry

TYPE OF CONTRACT

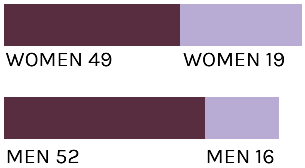
BANFI SOCIETÀ AGRICOLA SRL



PERMANENT 116

FIXED TERM 95

BANFI SRL



PERMANENT 101

FIXED TERM 35

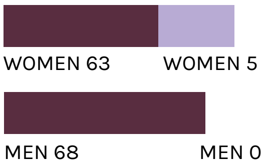
TYPE OF EMPLOYMENT

BANFI SOCIETÀ AGRICOLA SRL

FULL TIME 209

PART TIME 2

BANFI SRL

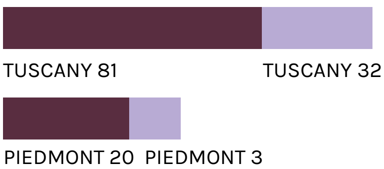


FULL TIME 131

PART TIME 5

TYPE OF CONTRACT AND REGION

BANFI SRL

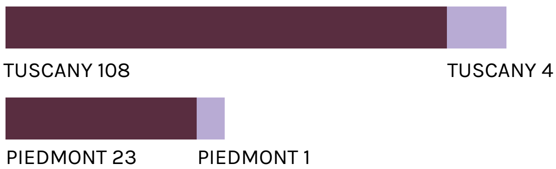


TEMPO INDETERMINATO 101

TEMPO DETERMINATO 35

TYPE OF EMPLOYMENT AND REGION

BANFI SRL



FULL TIME 131

PART TIME 5

This year also, both companies recorded a decrease in the average annual number of employees. In Banfi Società Agricola Srl, this trend is driven by the agricultural sector, which saw a reduction of over five employees compared to 2024. In Banfi Srl, the Piedmont local unit contributed to the reduction, with a decrease of three employees, almost entirely in the agricultural sector. The permanent workforce remained largely unchanged in both companies, although Banfi Srl recorded a reduction of one employee compared to 2024.

In reference to the hiring of staff, for new hires, the entry level is related to the actual job assignment that is carried out. In case staff with experience is hired a salary increase is acknowledged, vs. the minimum prevision contained in the national contract of reference. The average increase recorded this year on the entire company staff has resulted in 18.0%.

In Banfi Società Agricola Srl, there were eight new hires this year, six in agriculture and two in the winery, with a very low average age of 25. Despite challenges in hiring female staff, two of the new hires were women. Regarding departures, there were ten cases, seven due to resignation and three due to retirement. These figures confirm the difficulties in attracting and retaining staff in sectors considered less appealing, such as agriculture and winery work.

In Banfi Srl, the total number of new hires was 24, 21 of which were in the hospitality sector, with a similarly low average age of 31.5 years. Half of the new hires were female. Regarding departures, 16 cases were recorded, two of which were due to a contract change during the year. Most departures were due to resignation, although there were also cases of termination for failure to pass the trial period and retirement.

% INCREASE VS. CCNL

21.4% AVERAGE INCREASE 2023

Banfi Società Agricola Srl	**9.6**
Banfi Srl	**40.4**

19.3% AVERAGE INCREASE 2024

Banfi Società Agricola Srl	**7.9**
Banfi Srl	**37.8**

18.0% AVERAGE INCREASE 2025

Banfi Società Agricola Srl	**6.6**
Banfi Srl	**36.8**

NEW HIRES

BANFI SOCIETÀ AGRICOLA SRL

	WOMEN 30-50 YEARS	MEN < 30 YEARS	MEN 30-50 YEARS
TUSCANY	2 RATE 0.9%	5 RATE 2.4%	1 RATE 0.5%
TOTAL	**2**	**6**	

BANFI SRL

	WOMEN < 30 YEARS	WOMEN 30-50 YEARS	WOMEN > 50 YEARS	MEN < 30 YEARS	MEN 30-50 YEARS	MEN > 50 YEARS
TUSCANY	6 RATE 4.4%	2 RATE 1.5%	3 RATE 2.2%	6 RATE 4.4%	5 RATE 3.7%	1 RATE 0.7%
PIEDMONT		1 RATE 0.7%				
TOTAL	**12**			**12**		

RESIGNATION

BANFI SOCIETÀ AGRICOLA SRL

	WOMEN 30-50 YEARS	WOMEN > 50 YEARS	MEN < 30 YEARS	MEN 30-50 YEARS	MEN > 50 YEARS
TUSCANY	1 RATE 0.5%	1 RATE 0.5%	3 RATE 1.4%	3 RATE 1.4%	2 RATE 0.9%
TOTAL	**2**		**8**		

BANFI SRL

	WOMEN < 30 YEARS	WOMEN 30-50 YEARS	WOMEN > 50 YEARS	MEN < 30 YEARS	MEN 30-50 YEARS	MEN > 50 YEARS
TUSCANY	3 RATE 2.2%	2 RATE 1.5%	4 RATE 2.9%	3 RATE 2.2%	1 RATE 0.7%	3 RATE 2.2%
PIEDMONT						
TOTAL	**9**			**7**		

Both companies reported employees taking parental leave, with all returning to work at the end of their leave except for one ongoing case. The adjacent chart indicates the number of employees who took parental leave (corresponding to the number eligible for leave).

Employees who returned to work after parental leave and were still employed by the organization 12 months[4] later include one man at Banfi Società Agricola Srl and two men and three women at Banfi Srl.
The following table shows the economic value of the solidarity leave fund as of 2025 and the amount used this year.

Regarding the female workforce, difficulties in recruiting and retaining staff in the agricultural sector persisted this year. The manual nature of certain tasks, increasingly extreme outdoor working conditions, and the physical requirements of some roles make the sector less attractive to women. This is mitigated through technological support, including investments in Agriculture 4.0, and careful assignment of tasks to each worker. In Banfi Società Agricola Srl, the female presence slightly decreased to 21.1% this year (21.3% in 2024), as the sector's specificity limits the employment of women, and new hires often do not offset departures. In Banfi Srl, female presence increased from 48.4% last year to 49.9% this year.

For a more detailed comparison regarding the salary dynamics, a ratio between the average base salary and the average compensation[5] of women vs. men is shown. The data has been calculated by grouping the employees by contract type[6], in order to ensure a greater coherence and homogeneity in the comparison.
Where no indications are present regarding a certain category of employment, it means that the category is not present for the specific type of contract.

4. The data considers workers who took parental leave in 2024.
5. To calculate the average base salary the gross yearly salary was considered, while to calculate the average salary the sum of the gross yearly salary, overtime and variable bonuses was considered.
6. For Banfi Srl, in the agriculture contract category, no cases were eligible for indicator calculation.

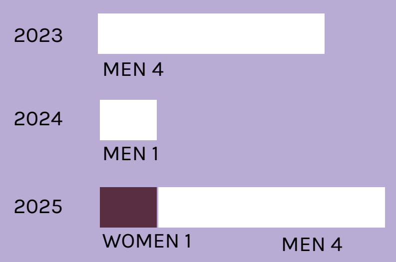
TURNOVER

4.7%
Banfi Società Agricola Srl

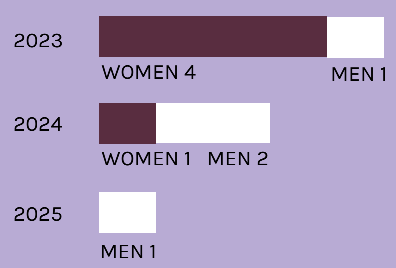
11.8%
Banfi Srl

PARENTAL LEAVE

BANFI SOCIETÀ AGRICOLA SRL



BANFI SRL



SOLIDARITY LEAVE FUND

ACCRUED AMOUNT

Banfi Società Agricola Srl **12,835**

Banfi Srl **8,894**

Values expressed in euros

AMOUNT USED

Banfi Società Agricola Srl **899**

Banfi Srl **1,642**

Values expressed in euros

BANFI SOCIETÀ AGRICOLA SRL

AGRICULTURE CONTRACT

	BASE SALARY	COMPENSATION
OFFICE EMPLOYEE	0.8	0.8
WORKER	1.0	1.0

BANFI SRL

INDUSTRY CONTRACT

	BASE SALARY	COMPENSATION
OFFICE EMPLOYEE	0.8	0.8
WORKER	0.9	0.9

TRADE CONTRACT

	BASE SALARY	COMPENSATION
EXECUTIVE	0.8	0.8
MANAGER	0.9	0.8
OFFICE EMPLOYEE	0.9	0.9
WORKER	0.9	0.9

TOURISM CONTRACT

	BASE SALARY	COMPENSATION
OFFICE EMPLOYEE	0.6	0.6
WORKER	1.0	1.0

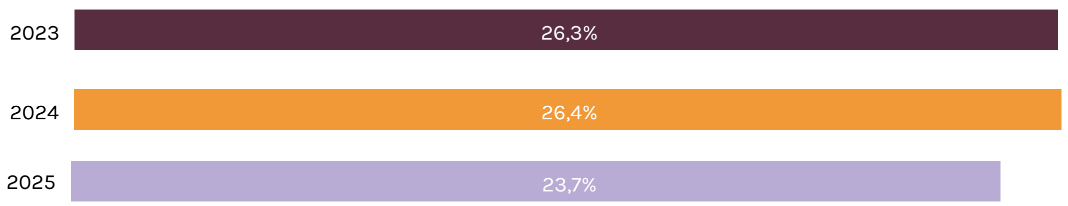
RELATIONSHIPS WITH TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS

Trade unions and employers' associations represent an important interlocutor for the company reality. **Their involvement during time of organizational** change represents a fundamental support in managing the impacts on human resources.

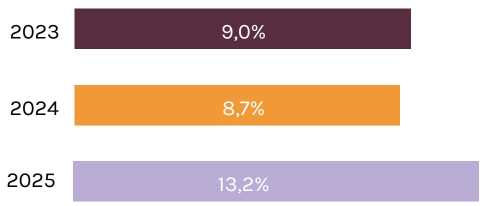
The relationships with trade unions and employers' associations are characterized by a **spirit of open cooperation** and discussion. Characteristics that have provided support to the experimental agreement for the **reduction of the work hours of the workers under agricultural and commercial** contract and which encounter a complete confirmation in the definition of the Assessment Committee, the body established to monitor the agreement.

In consideration of the importance of the role covered by the trade unions and the employers' association, Banfi welcomes an increasingly greater cooperation and participation in these unions and associations in the life of the company, to support the evolution and the growth of the organization. In the chart the three-year trend is represented of the participation of the workers in the trade unions.

BANFI SOCIETÀ AGRICOLA SRL



BANFI SRL



HEALTH, SAFETY AND TRAINING

GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5
GRI 403-7 | GRI 403-8 | GRI 403-9 | GRI 404-1

Banfi has developed a system to **manage the health and safety of the workers** in compliance with the legislative orders dictated by the Legislative Decree 81/08. This system is applied to all workers under contract, as well as workers not under direct contract whose work or workplace is controlled by the organization. In this latter category, for example, seasonal agricultural workers employed under a service contract with third-party companies are considered.

Both companies have also certified their occupational health and safety management system in accordance with the ISO 45001 standard.

Furthermore, the management system of the health and safety of the workers represents a component of the Organization, **Management and Control Model according to the Legislative Decree 231/01**, adopted by both companies and subject to periodical updates.

Both companies appointed the roles of **Legal Employer (LE)**, the **Prevention and Protection Service (PPS)** was integrated, by including the role of **agent to the PPS (APPS)**, and the internal proxy system was updated with which the aspects of health and safety in the workplace are attended to and managed.

According to the provision of the Legislative Decree 81/08, Banfi has implemented an analysis and assessment process of the various risk categories present in the company in the three macro-areas of activity: **agriculture, wine production and hotel** and restaurant operations. The results of this process, together with the description of the measures of prevention and protection to be put into place, are included in the Risk Assessment Document (RAD).

Regarding the **services of labor medicine**, as provided for in the Legislative Decree 81/08, the company has appointed a specialist physician for each territorial reality. The physician cooperates actively with the Legal Employer and other member of the PPS for the assessment of the risks and all aspects associated with the management of the health and safety of the workers. The specialist physician keeps all information confidential regarding the health surveillance of the company personnel, communicating to the Legal Employer, for all related pertinence, the results of this activity.

Education on topics of health and safety in the workplace, as provided for by the Legislative Decree 81/08, is carried out periodically by all employees, providing specific sessions for each type of task. Furthermore, information and training sessions were organized, alongside colleagues with greater experience, regarding specific activities and the use of machinery and equipment. All workers are informed and educated on the modality of reporting and management of possible situations of danger and/or near misses, furthering the continued improvement of the entire system.

The management of the relationships with suppliers of goods and services, and in general external entities with which business relations are entertained, in reference to topics of health and safety in the workplace, are dealt with on the level of contracts, providing for specific clauses also in relation to the Organization, Management and Control Model, according to the Legislative Decree 231/01 and in the specific Interfering Risk Assessment Document.

INJURIES

In 2025, both companies recorded a decrease in workplace accidents. In Banfi Società Agricola Srl, the accident rate[7] fell to 5.4%, with eight reported cases (down from ten in the previous year), six in agriculture and two in the winery, two of which were commuting accidents.

The average duration, and therefore severity, increased due to an accident continuing into 2026. In Banfi Srl, the accident rate decreased to 2.6%, with three cases reported (two fewer than last year), two in hospitality and one in logistics. The average severity increased sharply due to an accident that began in 2024.

	2023			2024			2025		
	Number	Lenght (days)	Average lenght (days)	Number	Lenght (days)	Average lenght (days)	Number	Lenght (days)	Average lenght (days)
Banfi Società Agricola Srl	12	396	33	10	183	18.3	8	188	23.5
Banfi Srl	3	18	6	5	101	20.2	3	156	52.0
TOTAL	**15**	**414**	**27.6**	**15**	**284**	**18.9**	**11**	**344**	**31.3**

Values expressed in numbers

7. For the calculation of the indicator for Banfi Società Agricola Srl 296,716 work hours and for Banfi Srl 231,803 work hours were used. In both cases, the rates were calculated on the base of 200,000 work hours.

Tasting

Sanguis Jovis – Alta Scuola del Sangiovese - education

TRAINING

As shown in the table below, total training hours decreased this year in both companies. The decline was more pronounced in Banfi Società Agricola Srl, which is more sensitive to the timing of mandatory training, including professional updates and renewal of various certifications for operational staff. However, when analyzed by job category, training hours for office workers and managers increased, particularly in professional development courses on environmental topics, and cybersecurity. Overall, the total training hours for female employees also increased.

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
BANFI SOCIETÀ AGRICOLA SRL						
Executive	4.6	0.0	0.0	0.0	0.0	0.0
Manager	2.0	0.0	20.5	0.0	12.4	0.0
Office employee	3.1	5.9	8.3	3.7	13.1	6.8
Worker	5.7	3.8	11.5	5.1	8.0	5.8
Total per gender	**5.3**	**4.0**	**11.3**	**4.9**	**8.5**	**6.0**
Total per Company	**5.0**		**9.9**		**8.0**	

Values expressed in average hours

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
BANFI SRL						
Executive	22.5	27.0	36.0	3.5	54.7	8.1
Manager	6.3	4.2	4.8	0.0	0.7	2.0
Office employee	8.3	13.5	5.3	5.1	4.9	8.3
Worker	6.9	6.2	7.3	6.5	5.7	2.3
Total per gender	**7.7**	**10.7**	**7.2**	**5.3**	**6.6**	**5.7**
Total per Company	**9.2**		**6.3**		**6.1**	

Values expressed in average hours

06

ENVIRONMENT

CENTRALITY OF THE ENVIRONMENT FOR BANFI

To Banfi, working in harmony with the environment, represents a fundamental value. Over the years, this approach has resulted in a **perfect integration with the territory and the local communities**, in the respect and enhancement of the varied ecosystem characterizing our reality.

A commitment inspired by the global challenge embraced by numerous countries, complying with the principles established by various international agreements on climate change: **the Rio Earth Summit in 1992, the Kyoto Protocol in 1997, the Paris Agreement in 2015**.

In fact, **contrasting climate change** represents a central element **guiding the choices and attitudes of the company** in managing environmental issues, while being conscious of the relevant impacts the climate determines on agricultural production, strongly affecting availability, quantities and quality, as well as the sales price of products.

For this reason, Banfi, as an initial step, considers it necessary to analyze and understand the risks and opportunities characterizing its business, in order to make conscious choices and define sound contrast or development actions.

Evolving while respecting the environment means taking care of the surrounding situation, preserving the characteristics, in order to be able to **preserve the unique features of the territory in the future**. Banfi operates in an area at high risk of erosion due to the orography, the geo-pedological characteristics of the soils and the elevated seasonality of rain.
In order to assess the impact generated by its activities, the collaboration with the University of Siena continued this year for the calculation of the company's **carbon footprint** and **water footprint**. These indicators were calculated using the LCA (Life Cycle Assessment) methodology, following a "from cradle to gate" approach applied to three key production areas: wine production, dried plum production, and hospitality services[8]. For the wine sector, the calculation further considered three distinct areas: vineyard, winery, and bottling.
The following tables show data for the three-year period 2022–2024.

The 2024 data highlight a different trend in the two companies compared to the previous year:

- In Banfi Società Agricola Srl, impacts increased in both the wine and plum sectors for both indicators. This situation is due to higher consumption of certain resources, such as water and electricity in the wine sector, and LPG for drying in the plum sector.
- In Banfi Srl, on the other hand, impacts decreased for both indicators, mainly due to a reduction in the quantities of purchased grapes, wine, and must.

In addition, during 2022, CO_2 absorption by the company's vegetated areas was calculated. The calculation was based on IPCC guidelines and estimated a value of 10,087 t CO_2 Eq for Banfi Società Agricola Srl and 149 t CO_2 Eq for Banfi Srl. This figure helps understand how much of the CO_2 generated by production processes is offset each year.

8. For 2024, no calculation was performed for the hospitality sector due to the high number of estimates and assumptions required, which would have made the result poorly representative.

BANFI SOCIETÀ AGRICOLA SRL

	WINE DEPARTMENT			PLUM DEPARTMENT			TOTAL		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Carbon Footprint	13,888	9,623	10,462	1,011	771	1,016	**14,899**	**10,394**	**11,478**
Water Footprint	449,603	292,501	370,653	286,495	58,429	65,016	**736,098**	**350,930**	**435,668**

Values expressed in t CO_2 Eq (Carbon Footprint)

Values expressed in m^3 (Water Footprint)

BANFI SRL

	WINE DEPARTMENT			HOSPITALITY DEPARTMENT		TOTAL	
	2022	2023	2024	2022	2023	2022	2023
Carbon Footprint	5,192	2,461	2.214	853	540	**6,045**	**3,001**
Water Footprint	263,731	131,886	115.071	22,053	10,104	**285,784**	**141,990**

Values expressed in t CO_2 Eq (Carbon Footprint)

Values expressed in m^3 (Water Footprint)

Man-made lake

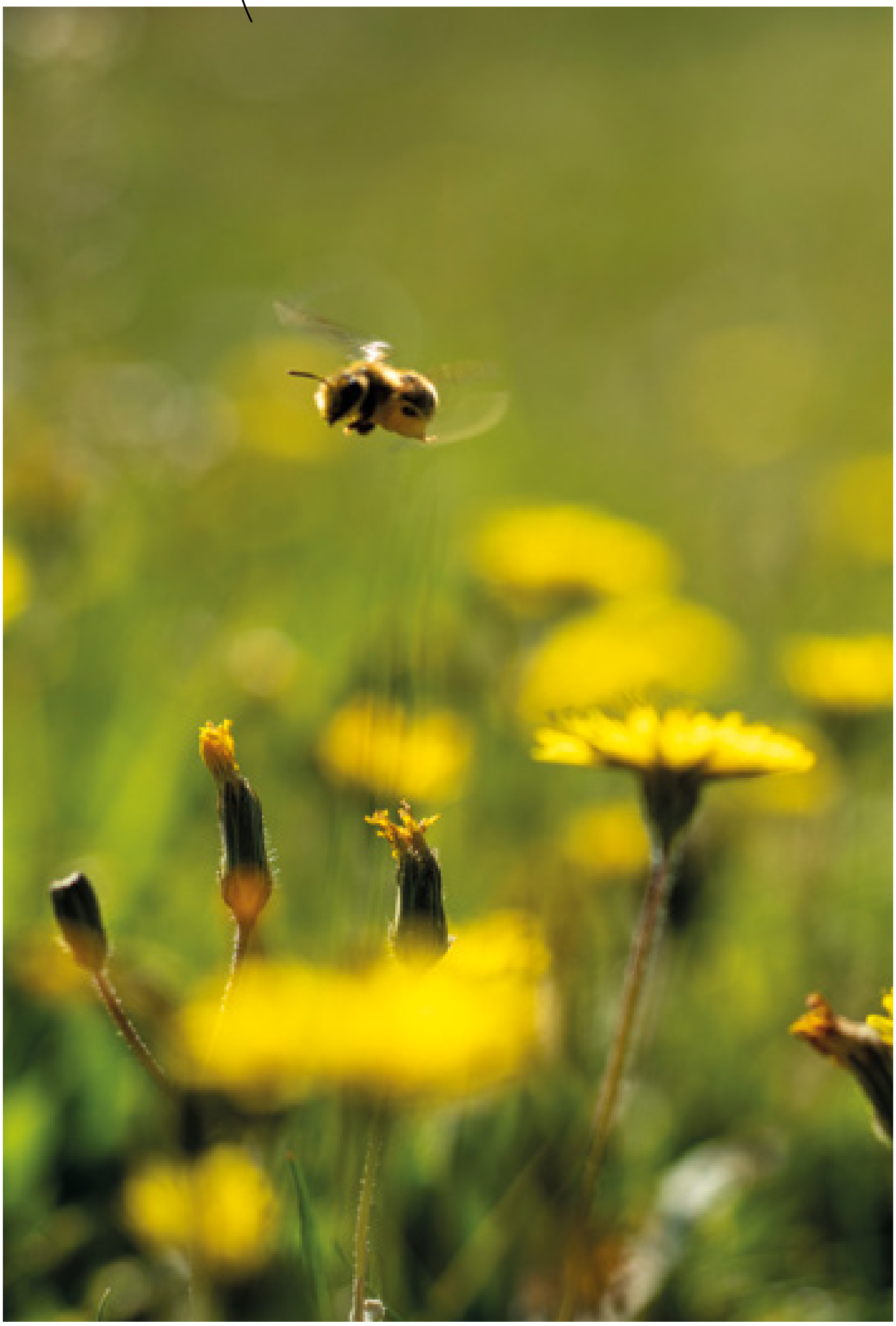
RISKS AND OPPORTUNITIES DERIVING FROM CLIMATE CHANGE

GRI 201-2

PHENOMENON (R)/(O)	DESCRIPTION
LEGISLATIVE CHANGES IN RELATION TO THE ENVIRONMENT **REGULATORY RISK**	Risk associated to the need to oversee the regulatory **evolution in relation to the environment** impacting on the execution of company activities.
DEVELOPMENT NEW TECHNIQUES AND CROP EXPERIMENTATION **OPPORTUNITY**	Opportunity deriving from the possibility of implementing **innovations in agriculture and in production**, subsequent to research and development activities.
APPEARANCE OF EXTERNAL ATMOSPHERIC EVENTS **PHYSICAL RISK**	Risk connected to the occurrence of the following environmental phenomena: • change in the **precipitation regime** (reduction in the frequency of rainfall and the increase of its intensity); • availability of **water resource** (increase of scarcity of resource in function of prolonged periods of draught, reduction of flow of affluxes of resource due to the scarcity of precipitations, competition among departments for the request of resource in particular in certain periods of the year); • sudden changes of **temperature** (drop of air temperature below zero in the spring, in conjunction with the vegetative development of the crops); • **hydrogeological instability** (intense and localized precipitation contributing to the increase of the risk of surface landslide phenomena, especially in soils with higher permeability).
INCREASE OF COST OF ENERGY SUPPLIES **PROCUREMENT RISK**	Risk connected to the **price increases** of electricity subsequent to the policies against climate change (e.g. increase of price of permits for CO_2 emission).

POTENTIAL IMPACTS	MANAGEMENT MODALITIES
Sanctions for delay in the compliance or implementation of a new regulation. **Financial implications**: monetary value of the sustained specific sanctions (event not occurred to date). **Sustained cost**: hours of work.	The main undertaken actions are: continued monitoring of binding regulatory compliance • participation, through trade associations, in information and support activities; • internal implementation of specific procedures.
Improvement/increase of quantity/quality of product. Potential impacts are difficult to measure in terms of financial implications. **Sustained cost**: economic value of R&D activities.	The main undertaken actions are: • experimentation of resistant crops and their introduction to the cultivatable varieties; • replacement of traditional treatment techniques with new and less impacting techniques; • defense of biodiversity and multi crop systems instead of specialization.
Damage to company assets and interruption of activities. **Financial implications**: loss of economic value of the company assets/reduction of revenue. **Sustained cost**: economic value of the supply of goods and services.	The main undertaken actions are: • adoption of specific Business Continuity and Disaster Recovery procedures, not only regarding IT; • protection of facilities and territorial diversification, where possible, for production
Default based on the entity of the damage and on the lack of sufficient financial resources to face the emergency. **Financial implications**: dfinancial upheaval of the company. **Sustained cost**: economic value of the executed initiatives.	The main undertaken actions are: • development of transparent and collaborative relationships with the financial institutions to obtain sufficient lines of credit; • execution of internal territory consolidation works and care of the non-productive part.
Loss annual production. **Financial implications**: decrease/total loss of revenue. **Sustained cost**: economic value of insurance products and of facilities.	The main undertaken actions are: • underwriting of multi-risk insurance products for climate events; • delocalization of production where possible; • construction of company irrigation systems for the support and sustenance of the crops.
Increase of purchase price of energy. **Financial implications**: higher cost sustained for energy procurement. **Sustained cost**: economic value of the construction and of the maintenance of the facility.	The main actions undertaken include the construction of two photovoltaic systems: one installed at the company's fruit center, with a capacity of 29.7 kW, and one installed at the winery, with a capacity of 134 kW.

Bees



Key indicators of the well-being
of the ecosystems and biodiversity

PROTECTION OF BIODIVERSITY

The landscape which characterizes the Banfi estate shows remarkable **complexity from a morphological point of view**, characterized by extremely varied soil at different altitudes, ranging from 80-100 masl up to 330 masl. **The forests and Mediterranean scrub** are a fundamental feature of this landscape in which, along with the presence of numerous tree and **plant species**, a rich and **diversified natural fauna develops**.

This natural richness is expressed in an even more marked manner in the agri-wildlife preserve, an area of 842 hectares which Banfi has always managed in compliance with the regional regulations, maintaining an optimal ratio between fauna and territory (in terms of extension and characteristics), with focused selective culling, capture and transfer of the present species in other areas.

To preserve and protect this important and vast biodiversity, particularly the plant biodiversity, Banfi has been committed to the **protection of bees**, by installing eighty hives to support the presence of this very important pollinating insect and its fundamental role in preserving an ample array of crops and wild plants.

For some time now, Banfi has been committed to the protection and **safeguard of the Amiata breed donkey** of which it owns two animals which are bred in compliance with animal wellbeing with the sole purpose of maintaining the breed.

In April 2023, surveys were carried out on the estate property in the municipality of Montalcino, in order to verify the biologic quality of the soil, water and air, by means of the application of biodiversity indexes of the "**Biodiversity Friend®**" protocol.
The results of the survey confirmed the effectiveness of the approach the company adopted to protect and preserve biodiversity.

IMPACTS
ENERGY CONSUMPTION

GRI 302-1 | GRI 302-3 | GRI 305-1 | GRI 305-2

The wide range of activities carried out across different operational areas makes it necessary to use **various energy sources**, such as electricity (partially self-produced thanks to the installation of two photovoltaic systems) and fuels used for transportation and heating. In 2025, the photovoltaic systems generated an estimated 627 GJ of electricity[9].

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	**2024**	**2025**	**2023**	**2024**	**2025**
Transportation	**13,020**	**15,164**	**13,749**	**2,116**	**2,202**	**2,233**
Gasoline	233	239	288	290	258	236
Diesel fuel	12,787	14,925	13,461	1,826	1,944	1,997
Production	**23,779**	**26,894**	**26,577**	**6,541**	**6,672**	**6,670**
Electricity	16,030	15,656	15,024	6,217	6,439	6,429
LPG	7,749	11,238	11,553	229	192	234
Diesel fuel				78	25	
Gasoline				17	16	7
Heating	**683**	**766**	**299**	**2,614**	**2,584**	**2,359**
Diesel fuel	605	712	213			
LPG	78	54	86	179	145	147
Methane gas				1,415	1,476	1,398
Pellet				1,020	963	814
Total	**37,482**	**42,824**	**40,625**	**11,271**	**11,458**	**11,262**
Electricity consumption over hectoliters of wine	0.074	0.058	0.058	0.090	0.108	0.121

Values expressed in Gj

ENERGY CONSUMPTION

9. The photovoltaic system installed at the company's fruit center generated 126 GJ of electricity (this figure is estimated for the first three months of the year). The photovoltaic system installed at the production facility generated 501 GJ of electricity.

Below are the values related to Scope 1 and Scope 2 emissions. For Scope 2 emissions, the values are reported using two different methodologies: location-Based emission factors take into account electricity generated from both renewable and non-renewable sources.
Market-Based emission factors consider only electricity generated from non-renewable sources.

The Location-Based emission factors used are those reported in the ISPRA report (https://emissioni.sina.isprambiente.it/wp-content/uploads/2025/05/Le-emissioni-di-CO2-nelsettore-elettrico_r413-2025_def.pdf), while the Market-Based emission factors are those from the AIB Residual Mix Results report (https://www.aib-net.org/facts/european-residual-mix).

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
EMISSIONS (t CO_2 Eq.)	**2023**	**2024**	**2025**	**2023**	**2024**	**2025**
Scope 1	1,463	1,844	**1,753**	261	263	**268**
Scope 2 - Location Based	1,376	1,116	**901**	533	459	**386**
Scope 2 - Market Based	1,491	2,024	**1,693**	578	832	**725**

WATER CONSUMPTION

GRI 303-1 | GRI 303-3

As a result of the numerous and different activities, Banfi utilizes **huge quantities of water**, which vary significantly from one year to an other, mainly due to climate variations. This consumption is mainly determined by the agricultural estate, by the winery and by hospitality.

WATER IN AGRICULTURE

In agriculture, water is mainly used to irrigate the crops, to wash vehicles and, in the context of the drying process, to cleanse the plums.

To guarantee a more sustainable use of the resource, thus limiting the quantity of water pumped from the Orcia and Ombrone rivers and in order to cope with possible water crises in particularly dry years, Banfi has set up an important **system of artificial reservoirs** (reservoirs and basins to collect rainwater) which are interconnected, **located throughout the Montalcino estate**.
The total capacity of the reservoirs is approximately 655,500 m3. Furthermore, in 2008, the **technique of variable rate micro-irrigation was introduced**, adapting it over the years to the specificities and the great soil variability which characterizes the entire cultivated territory. A technique thanks to which it is possible to ensure the correct water supply and limit the quantity of resource that is used.

WATER IN THE WINERY

In the winery, water is mainly used to wash and clean areas and machinery as well as in production to wash equipment, pipes, tanks, barrels and barriques. The water for these activities is provided for from wells on the estate (similarly to the water used in agriculture to wash the plums).

Again, in order to contain consumption and reduce the impact on the environment, Banfi, from the beginning, has installed **a biological water treatment plant**, in order to decontaminate the water used in the winery and in the production process and return it to the ecosystem, pumping it back to the Orcia river.

Thanks to a constant commitment to technological innovation and to research and development, in 2019, a new plant for the treatment and recovery of the water has been put into operation which, through an ultrafiltration and reverse osmosis system, allows the **reuse of the water for the irrigation of the parks, gardens and for technological uses in the winery**. The system will allow to reduce consumption of water, by enabling its reuse.

WATER IN HOSPITALITY DIVISION

In the hospitality department, in addition to the domestic use for the restaurants and hotel rooms, water is also used to irrigate gardens for which water accumulated in the reservoirs is used.

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	**2024**	**2025**	**2023**	**2024**	**2025**
Rivers and lakes (crop irrigation)	562.9	615.1	733.3	-	-	-
Rivers and lakes (irrigation of gardens Castello Banfi)	8.4	9.5	18.8	-	-	-
Well	83.5	86.0	81.1	-	-	-
Water main	0.3	0.4	0.2	16.0	18.3	14.6
TOTAL	**655.2**	**706.7**	**833.4**	**16.0**	**18.3**	**14.6**
Treated water pumped back to the Orcia river	65.2	68.0	60.6	-	-	-
Treated water for technological purposes and irrigation	14.6	10.6	12.2	-	-	-
Consumption of hectoliters of water over hectoliters of wine	3.7	3.6	3.7	2.2	2.6	2.7

Values expressed in MegaLiters

BANFI WATER CYCLE

01
WELLS
Water utilized at the winery is drawn from 3 wells.

02
WATER PLANT
Water drawn from the wells is directed to the water plant where it is purified for use in the winery.

03
OTHER USES
A minor percentage of the purified well water is allocated for other uses (e.g. Banfi farmhouses).

04
WINERY
Water from the water plant is pumped to the winery and used also for purposes other than strictly production (water is also used in offices, restrooms, laboratory, etc.).

05
WATER TREATMENT PLANT
All the water used in the winery is directed to the treatment plant and subjected to a treatment which allows for it to be reintroduced into the ecosystem.
In particular, the outflow of the treatment plant takes two directions:

- pumped to the Orcia river
- re-used in the winery

06
TREATMENT PLANT
Part of the water outflow from the water treatment plant is directed to the treatment plant (ultrafiltration and subsequent reverse osmosis).
The outflow water from the plant is re-used for technological purposes and for the irrigation of the parks and gardens of the winery.

07
ORCIA RIVER
Part of the outflow from the treatment plant is pumped to the Orcia river.

CROP PROTECTION AND NUTRITION

Banfi has developed a farming program with a low environmental impact, thanks to a **careful monitoring of the treatments with fertilizers and agrichemicals**.

Fertilization is carried out considering the different soil types which characterize each agricultural area, the cultivated variety and the yield of the previous year, assessing both the quantity and quality aspects of production. The treatments with agrichemicals have significantly decreased in quantity and an exclusive use of **non-aggressive active principles**, adopting a technical approach that uses defense methods only when necessary and not preventively, also thanks to the **support of the system of weather stations**.

The sensor system for weather data tracking relies on electronic tracking stations, placed in 12 different sites, 8 in Montalcino and 4 in the other territories, which allows to cover all the estate vineyards. Weather stations transmit data to a portal which allows to check the weather situation in real time, directly from a smartphone or PC. In addition, the management system of the weather stations, analyzing the collected data, processes forecast models for the development of fungal disease. These models are useful for the technical staff. Thanks to the forecast models, their experience and the constant monitoring of the vineyards, it is possible to assess the phytosanitary status of vineyards and take the most appropriate actions to fight diseases, minimizing waste and reducing the impact on the environment, operators and consumers.

This effort joins scouting operations, close control and verification of quantities and limits of use for each individual product, sharing of information and knowledge with our partners and the zonation project, as well as the historical data of previous harvests. Joint elements thanks to which it is possible to optimize, both in number and effectiveness, the various crop treatments.

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	2024	2025	2023	2024	2025
Vineyard treatments						
Average fungicides	76.5	52.0	84.5	99.2	145.4	107.4
Average pesticides	2.2	0.6	0.5	0.7	0.7	0.7

Values expressed in Kg/ha

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
Fertilization						
Fertilization	509,028	377,940	365,431	47,006	46,714	43,581

Values expressed in Kg

	BANFI SOCIETÀ AGRICOLA SRL		
Orchards treatments			
Average fungicides	63.5	75.5	27.2
Average pesticides	33.2	84.6	57.7

Values expressed in Kg/ha

Bolgheri,
detail of vineyard

WASTE AND SUBPRODUCTS

GRI 306-1 | GRI 306-2 | GRI 306-3 | GRI 306-4 | GRI 306-5

The large variety of activities by the company in the various operating departments leads to the inevitable production of an important quantity of waste which varies year by year according to the operations that are carried out and which Banfi has always managed according to a structured approach, in compliance with the previsions of the reference legislation, among which Legislative Decree no. 152 of 2006.

PRODUCTION OF WASTE

In the **agriculture department**, the production of waste is generated in the context of various activities connected to crop management:

- vineyard planting and uprooting operations can lead to the production of waste, such as cement, wood and metal from the **disposal/replacement of poles used to support the vines** (from cement poles to poles in metal/wood);
- vineyard fertilization and treatment operations can lead to the production of waste, such as **packaging in paper and cardboard or plastic** material from the packs of the used products;
- use of **machinery** and specific equipment can lead to the production of waste related to their **maintenance** (such as, for example, motor oil and filters).

In the **winery**, the generation of waste derives from the operations connected to wine production. The following fall into the most representative categories: **packaging and containers** in various materials (paper and cardboard, plastic and glass), materials connected to the **maintenance of machinery** (filters, oils and resins, etc.) **and coarse particles** deriving from the processing of grapes which reach the treatment plant together with the washing water (for example sieve).

Among the waste products which over the years were generated in large quantities are the dregs from the in loco treatment of the effluents, a non-dangerous common waste from both the activities in agriculture and in the winery. With the intention of implementing virtuous practices in waste management, which can increasingly support the development of actions in perspective of a circular economy, this year the dregs generated by the treatment of the wastewater from the winery at the company water treatment plant were distributed as a natural soil conditioner, during the spring and the summer. Before being distributed, **the dregs underwent a dehydration process with specific treatments and then were subjected to control and analysis activities. Company vehicles were used to spread this product in the vineyards and, after distribution, subsequently it was dug under**.
During 2025, over 240 tons of dregs were distributed as is, with almost 62 tons of dry material.

In the **hospitality** department the areas that contribute to generating **waste are mainly the restaurants** (kitchens) and hotel services (cleaning of the indoor and outdoor spaces of the facility). The main types of waste are: dry **and humid waste, comparable to urban waste** (packaging materials, wrappers, scrap and food waste), and special waste, such as, for example, food oils and greases which are disposed of by specialized companies. Furthermore, with the scheduled renewal of machinery and equipment, others can be added to these categories, such as, for example, the machinery no longer in use.

WASTE MANAGEMENT

The generated waste is identified by a specific **EWC code (European Waste Code)** which is assigned by the manager of the company department where the waste was produced. Subsequently, the waste is stored in dedicated areas within the company, before it is collected and transported, by an authorized company, to the specialized center which will carry out the treatment (disposal or recovery). Waste storage at the estate occurs in defined areas, according to whether it is dangerous or non-dangerous waste.

WASTE BY TYPE AND DISPOSAL METHOD

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	RECYCLING	DISPOSAL	TOTAL	RECYCLING	DISPOSAL	TOTAL
Paper and cardb.	42.0		42.0	13.7		13.7
Concrete	296.1		296.1			
Sludge		27.2	27.2		55.2	55.2
Wood	188.3		188.3	4.9		4.9
Metal*	70.2		70.2			
Oil	6.1		6.1	0.4		0.4
Plastic	45.5		45.5	3.7		3.7
Glass	42.8		42.8			
Other materials	35.0	8.4	43.4	2.8	0.1	2.9
TOTAL	**726.0**	**35.6**	**761.6**	**25.5**	**55.3**	**80.8**

Values expressed in t

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	2024	2025	2023	2024	2025
Non hazardous						
Recycling	297.1	290.7	714.7	89.1	131.0	24.9
Disposal	14.2	28.9	35.0	107.7	113.1	55.2
TOTAL	**311.4**	**319.6**	**749.7**	**196.8**	**244.1**	**80.1**
Hazardous						
Recycling	7.4	8.0	11.3	1.6	0.6	0.6
Disposal	3.6	4.0	0.6	0.1	0.1	0.1
TOTAL	**11.0**	**12.0**	**11.9**	**1.7**	**0.7**	**0.7**

Values expressed in t

* With reference to Banfi Srl the production of a quantity of waste equal to 0.02t is noted.

SUBPRODUCTS

Various **subproducts** originate from the vinification process, among which for example: **stems**, **pumace** and **lees**. These materials, which represent waste products for Banfi, are sold every year to the distilleries which used them as ingredients for the production of other products, such as grappa, alcohol, liqueurs and spirits. The production of these beverages then generates subproducts, such as, for example, the exhausted pumace generated from the distillation process which is used for the production of energy.

QUANTITIES OF SUBPRODUCTS TO DISTILLERIES

	BANFI SOCIETÀ AGRICOLA SRL	BANFI SRL
Stems	84.6	9.1
Lees	332.5	68.6
Pumace	1,000.1	125.9
TOTALE	**1,417.2**	**203.6**

Values expressed in t

10 t

From 10 tons of pumace the following can be extracted:

- approximately 0.08 tons of tartaric acid;
- approximately 400 liters of spirits (grappa or alcohol).

TARTARIC ACID 0.08 t

SPIRITS 400 l

Furthermore, from 10 tons of incoming pumace, approximately 8 tons of de-alcoholized pumace remain which are destined for the production of energy.

DE-ALCOHOLIZED PUMACE 8 t

10 t

From 10 tons of lees the following can be extracted:

- approximately 0.2 tons of tartaric acid;
- approximately 0.8 tons of spirits (grappa or alcohol).

TARTARIC ACID 0.2 t

SPIRITS 0.8 t

DYNAMIC FILTRATION, A TECHNOLOGY IN SUPPORT OF SUSTAINABILITY

An important contribution in improving aspects of sustainability in the vinification process derives from the use of an innovative filtration system which allows to recover so-called dregs, that is that residual part of product which is generated by the fining operations of musts and of white wines and from the racking of red wines after malolactic fermentation; with a traditional filtration process musts and wines of a lower quality level are obtained, mainly due to the prolonged contact with air. The Dynamic Cross Flow technology, adopted at Banfi, uses a filter composed of multiple layers formed by rotating ceramic disks which allow to carry out filtration operations protected from air and the possible phenomena of dilution, therefore transforming the dregs in new wine with a quality level in line with the required standards. In addition to allowing the optimization of the vinification process, by reducing the production of waste, the use of such technology provides a further important advantage, that is of avoiding the use of perlite, a very bulky product of volcanic origin which requires the use of PPE on behalf of the staff which comes in contact with it. Such product is used as a co-adjuvant in the normal filtration process and currently its use at Banfi is extremely reduced. A choice that also benefits the functionality of the wastewater treatment plant in which the waters from the winery containing this product are collected. In fact, as perlite is an extremely abrasive material, its presence generates very rapid phenomena of wear on certain components of the facility, creating permanent damage.

Stems of Sangiovese

INITIATIVES OF CONSUMPTION REDUCTION

GRI 302-4

The contribution of Banfi to fighting climate change sees an important strategic direction in the actions to **save energy and reduce CO_2** emissions to be included in every new structural and non-structural investment.

The following were the various interventions which were carried out over the years.

YEARS 2015 AND 2016

- in the **hospitality department** a heating system for the rooms of Castello Banfi Wine Resort was installed, with a pellet burner in replacement of the previous burner fueled by LPG. In the restaurant kitchen a high efficiency heat pump was implemented which replaced the electric boiler in use until then. Finally, a diesel condensation burner was introduced, to replace the previous combustion chamber burner, which is used in emergency situations;
- in the **balsameria** the previous heat generator was replaced with an LPG condensation burner;
- in the **offices of the administration building and the reception** office the low efficiency heat pump was replaced with a high efficiency pump which is used for air-conditioning of the spaces in summer and winter;
- in the **offices of the administration building** a new Toshiba printer was introduced, equipped with technology which allows for the reuse of the same sheet of paper for multiple printings, thanks to the possibility to cancel previous printings.

The overall contribution these initiatives produce each year leads to a reduction of CO_2 emissions equal to 42.17 tons and a reduction of energy consumption equal to 328 GJ.

YEAR 2018

The project to replace the light fixtures in the production areas and in the warehouse with **LED lights** was completed. This intervention allows to record an annual savings of electricity equal to 1,505 GJ and a reduction of emissions of CO_2 equal to 132 tons.

YEAR 2019

At the company Fruit Center an intervention was carried out to replace the light fixtures with LED lights. In various company offices there are **Toshiba printers which allow the re-use of paper sheets**, both for black/white and color printing.

YEAR 2020

A project was carried out that implied the **virtualization of all physical servers**, as well as the **virtual desktop infrastructure (VDI)**, which was also present on physical servers which took up the two rooms of the Data Center present in the company. Furthermore, at the company Fruit Center a **photovoltaic system** was installed with a capacity of 29.7 kWh. At the winery in Strevi two **condensation burners** were introduced to replace the previous combustion burners for heating the office and the enoteca.

YEAR 2021

A project was implemented aiming at searching for and **repairing the leaks of compressed air in the pipelines and in the components at the Montalcino winery**. Compressed air is used for various purposes, mainly to activate automations and equipment valves, during the harvest also to inflate the membranes for the pressing of the grapes. Furthermore, it is used to clean components. The air is generated by a station, operating 24 hours a day, which distributes it to all areas of the winery through a pipeline system. At the end of the activity, 55 leaks were found and repaired. This intervention brought an annual savings of electricity equal to 515 GJ and a non-emission of 41 t of CO_2.

Finally, from when the photovoltaic system began operating energy equal to 147 GJ has been generated.

At the Strevi winery the work continued to replace the light bulbs with LED lamps in various company areas. This activity, which started five years ago, to date has been completed in the following areas: Metodo Classico, storage and autoclaves, as well as in the warehouse building, detached from the main building.

YEAR 2022

An agreement was formalized with our supplier of liquid gas, Air Liquide, to join the ECO ORIGIN service. This service establishes the commitment of the supplier to purchase renewable energy for an amount equivalent to the quantity of energy necessary to produce and transport the volume of purchased liquid gas.

The ECO ORIGIN service is certified by an independent body, that guarantees the methodology and verifies the values used to calculate the procurement of the necessary quantities of renewable energy with an annual audit activity.

The ECO ORIGIN service guarantees a reduction of the carbon intensity for the purchases that are made. On the basis of the volume of liquid gas purchased last year, the supplier has calculated an intensity of carbon equal to 72.7 tons of CO_2eq/year. By joining the service and equal to the purchased quantity, a reduction of the carbon intensity is estimated of 94%, reaching a value equal to 4.36 tons of CO_2eq/year.

YEAR 2023

At the Montalcino winery, a 134 kW photovoltaic system was installed.

YEAR 2024

The system became operational in February, generating approximately 150 GJ of electricity.

ATTENTION TO THE USE OF MATERIALS

GRI 301-1 | GRI 301-2 | GRI 302-5

Banfi is aware that the commitment toward the containment of environmental impacts deriving from the production process is achieved also through the **attention in the choice of packaging materials, favoring productions of cardboard and glass from recycled materials**. These productions require lower consumption of electricity and raw materials and allow for a reduction in impact in terms of CO_2 emissions.

This year, the weighted average of recycled cardboard present in the packaging materials is estimated at 91%, whereas, regarding the bottles the weighted average value of the recycled component is equal to 68%. Thanks to the use of these materials a total savings is estimated, on behalf of the producer, equal to 30,367 GJ of electricity and an omitted emission of CO2 equal to 1,275 t. Furthermore, regarding recycled cardboard, a savings of 164 mega liters and an omitted felling of 4,853 trees is estimated. 86% of the cardboard suppliers used this year hold Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) certification.

Regarding then the impact in terms of weight of the component of recycled materials over the total of the materials that were used in production, this year, a value of equal to 67% for Banfi Società Agricola Srl and 43% for Banfi Srl is recorded.

In the following charts the consumptions of materials per composition and typed are reported. As the data show, the prevalent impact is determined by glass which represents 82% of the total consumptions in weight.

Cases for packaging

MATERIALS BY TYPE

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	**2024**	**2025**	**2023**	**2024**	**2025**
Bottles	3,234	3,417	3,438	1,306	1,225	1,029
Capsules	6	7	6	2	2	2
Labels	12	13	14	6	5	4
Packaging	341	363	371	167	153	131
Wine making materials	250	282	344	16	17	19
Corks	30	33	35	18	18	16
Other materials	15	23	19	1	3	1
TOTAL	**3,888**	**4,138**	**4,227**	**1,516**	**1,423**	**1,202**

Values expressed in t

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	**2024**	**2025**	**2023**	**2024**	**2025**
Paper	312	341	355	123	116	107
Glue	4	5	6	1	1	1
Wood	41	35	29	50	42	28
Lubricant	1	2	1	0	0	0
Organic material	250	282	344	15	17	18
Metal	6	7	7	10	10	9
Plastic	10	16	13	1	2	1
Cork	30	33	34	10	10	9
Glass	3,234	3,417	3,438	1,306	1,225	1,029
TOTAL	**3,888**	**4,138**	**4,227**	**1,516**	**1,423**	**1,202**

Values expressed in t

Castello Banfi

Summer sunset

CONTRIBUTION OF HOSPITALITY TO RESPECTING THE ENVIRONMENT

The hospitality department has always paid attention to the management of environmental issues, acting on various levels to reduce consumption and the impact on the territory.

The first aspect of attention concerns the **responsible management of water resources**, through initiatives to optimize consumption in the rooms and outdoor areas. In the rooms, consumption generated by **laundering of linens** is monitored, informing guests that bed sheets and towels are only changed upon request. In the outdoor areas, interventions concern the use of water resources generated by the **irrigation of green areas**. Only water collected in the artificial lakes is used for this activity, thus reducing to zero the direct pumping of water from the rivers.

There are several areas of intervention to **reduce emissions of pollutants**. To guarantee the reduction of emissions for service staff transportation three **electric golf cars** are used on the property.

Furthermore, for the heating of the hotel a **pellet furnace** in the A1 quality class (which therefore uses virgin wood or non-treated wood residues with an extremely low ash content) is used. Regarding **waste management**, an initial aspect to be considered is **waste sorting**, carried out in all areas of the department and by the housekeeping staff for the rooms and green areas. Furthermore, an important contribution to reduce waste was generated by the project to **reduce the consumption of plastic**. Thanks to the installation of water dispensers in all areas (hotel, wine shop, offices and staff canteen) the use of bottled water has been reduced to zero.

To further support its commitment to responsible waste management, reducing food waste, and adopting an increasingly environmentally sustainable approach, the collaboration with the “Hotel Rifiuti Zero ®” project continued this year. The management of initiatives launched last year was further refined, including: the gradual replacement of single-serving food containers used in the restaurants and wine shop, while also raising supplier awareness on this issue; the reduction, and where possible elimination, of single-use materials in both restaurant and hotel services; and the replacement of bathroom products in hotel rooms with refillable dispensers. This year, the practice of composting the organic fraction of waste produced by the “La Sala dei Grappoli” restaurant was also introduced, allowing food waste to be transformed into natural fertilizer for the soil.

Lastly, particular attention is dedicated to the use of certified products and materials with regard to quality and environment. Many cleaning products have relevant certifications, as well as the pellet used for heating. The attention toward these aspects will result in the total replacement of products currently without these standards.

07

METHODOLOGY NOTE


BANFI

METHODOLOGY NOTE

GRI 2-2 | GRI 2-3 | GRI 2-4 | GRI 2-5

A PATHWAY OF GROWTH

In 2015, the first issue of the Sustainability Report (hereafter also the “Report”), the “issue zero” was published, and the two companies, Banfi Società Agricola Srl and Banfi Srl, started their **reporting pathway**, in a joint document, with the publication in 2016 of the “issue 1”, based on the GRI (Global Reporting Initiative) guidelines, which was handed out to all stakeholders. Over the years, Banfi has renewed its commitment, increasing compliancy to the reference guidelines in the subsequent editions. From 2020, the Italian version of the Sustainability Report is submitted to an external assurance activity and presented to the Board of Directors for approval contextually with the balance sheet.

APPLIED GUIDELINES

The present document has been achieved according to the **GRI Sustainability Reporting Standards (2021) guidelines, as defined by the Global Reporting Initiative (GRI)**. When present, the 2018, 2019 and 2020 updates of the guidelines were applied. For the definition of the material topics GRI Sector Standard 13, Agriculture, Aquaculture and Fishing Sector was also used, considered applicable in relation to the specific company business.

DEFINITION OF CONTENTS

The contents of the document were identified by the **company management** also on the base of the results of the **dialogue with our stakeholders**. As in the previous edition, in compliance with the materiality principal, the most important topics for the Company and its stakeholders were reported, to represent the context of sustainability in which Banfi operates, in a complete and balanced manner. The data and information were transmitted to the most possible extent by using a clear language and offering complete, timely and temporally comparable information, thanks also to the indication of the values of the previous years (2024 and 2023). The list of the reported indicators and the positioning within the Report are contained in the GRI Content Index presented at the end of the document. There are no significant changes to be reported in dimension, structure, ownership asset and supply chain of the organization during the period of reporting. This year also, the database to calculate the indicators was refined, and this led to an update of the historical data recorded in the charts. These variations were never determining in the analysis of the trends and in the comparison with the previous editions. There are no changes of perimeter of analysis and objectives, vs. previous editions, to be reported.

PROCESS OF STRUCTURING OF THE REPORT

The process of data collection aims at guaranteeing the accuracy and the liability of the data. The present document represents the result of an articulated pathway which transversally involved the entire organization committed to the **collection and verification of data and information** to be reported. To oversee the entire process the Company set up a dedicated committee, actively involved in the consolidation and final verification of the data, with specific roles and supervision of the project. The data was collected using the current company IT systems, in addition to specific internal documentation which is available and other official resources. Regarding the financial data, it must be specified that the data were acquired from the respective company balance sheets, as there is no consolidated balance sheet for the companies.

EXTERNAL ASSURANCE

The Italian version of the Sustainability Report was submitted to **limited assurance, according to the ISAE 3000 Revised Standard**.

This activity, carried out by an external party, aims at certifying the compliance of the contents of the document with the guidelines which are adopted for the compilation and are substantiated in document collection activities, interviews with the management team responsible for the compilation of the report, studies of topics, review of calculations and sample verifications. The document review was assigned to **PricewaterhouseCoopers Business Service S.r.l.** At the end of the activity, the auditing company issued their report, titled Independent Report on the Limited Assurance of the 2025 Sustainability Report.

If you have questions or are looking to discuss a topic in further detail, you can write to the team that compiled the Sustainability Report at the following email addresses: sustainability@banfi.it.

PERIMETER
Banfi Società Agricola Srl e Banfi Srl

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08

CONTENT INDEX

USER STATEMENT	GRI 1 USED
Banfi has presented a report in conformity to GRI standards for the period 01/01/2025 - 12/31/2025	**GRI 1** Fondamental Principles version 2021

GRI standard	Information
GENERAL DISCLOSURES	
GRI 2 - General Disclosure - version 2021	2-1 Organizational details
	2-2 Entities included in the organization’s sustainability reporting
	2-3 Reporting period, frequency and contact point
	2-4 Restatements of information
	2-5 External assurance
	2-6 Activities, value chain and other business relationships
	2-7 Employees
	2-8 Workers who are not employees
	2-9 Governance structure and composition
	2-10 Nomination and selection of the highest governance body
	2-11 Chair of the highest governance body

RELEVANT GRI SECTOR STANDARD

GRI 13
Agriculture, Aquaculture and Fishing Sectors 2022

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
20		
116-117		
116-117		
116-117		
116-117		
20, 27-28, 62-66, 69		

77-84
In reference to point b. iii) of this indicator the presence of on-call workers for Banfi Srl, at the Montalcino facilities, must be pointed out. The average value of this category of workers is equal to 1.95 of which 0.83 male worker and 1.13 female.

The average force is calculated considering the average monthly number of employees occupied during the year. Therefore, the seasonal employees under contract for a period under 1 year are reproportioned to that period.

	BANFI SOCIETÀ AGRICOLA SRL			BANFI SRL		
	2023	2024	2025	2023	2024	2025
Administrators	**2**	**2**	**3**	**4**	**4**	**4**
Women	0	1	2	1	1	2
Men	2	1	1	3	3	2
Interns	**0**	**0**	**0**	**3**	**4**	**1**
Women	0	0	0	2	3	1
Men	0	0	0	1	1	0
Workers not under direct contract	**1**	**1**	**1**	**0**	**0**	**0**
Women	0	0	0	0	0	0
Men	1	1	1	0	0	0
TOTAL	**3**	**3**	**4**	**7**	**8**	**5**

Average number

57

The Board of Directors (BoD) is appointed by the Shareholders' Meeting, according to the provisions of the legal orders (Civil Code) and the Company Statute. The Statute does not provide specific indications with regard to the criteria of appointment. For the current composition of the BoD, the Shareholders' Meeting has adopted selection criteria such to include specific expertise in the various management contexts which characterize the reference business activities.

At Banfi Srl, the role of President of the Board of Directors is held by an individual who also serves as an executive and is entrusted with specific powers related to the business management.

This organization guarantees a higher control of the company departments regulating the core business. The situations of conflict of interest are managed according to the provisions of the applicable orders in this matter (for example art. 2475-ter Civil Code).

GRI standard	Information
GENERAL DISCLOSURES	
	2-12 Role of the highest governance body in overseeing the management of impacts
	2-13 Delegation of responsibility for managing impacts
	2-14 Role of the highest governance body in sustainability reporting
	2-15 Conflicts of interest
	2-16 Communication of critical concerns
	2-17 Collective knowledge of the highest governance body
	2-18 Evaluation of the performance of the highest governance body
	2-19 Remuneration policies
	2-20 Process to determine remuneration
	2-21 Annual total compensation ratio

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
The Board of Directors (BoD), on the occasion of the approval of the Sustainability Report, approves the specific goals and targets of the Strategic Sustainability Plan, the instrument which directs the company conduct on the topics of sustainable development. The goals and targets are defined with the contribution of the department heads and validated by administrators preliminarily to the approval by the BoD. The achievement of the targets is assigned to each department head for their areas of competence. The achievement of the targets is monitored during the year by non-formalized modalities. The administrators are informed in this regard during the meetings of the Management Committee or the ESG Committee. In 2024, during the approval of the sustainability report, the update of the guidelines for the sustainability strategic plan was approved, without explicitly stating objectives and targets.		
The Board of Directors (BoD) has appointed the Legal Employer and has assigned to certain of its members specific proxies for the management of the various business areas (e.g., organization of HR, health and safety, environment and waste management, management of production, management of sales and finance). In the context of the periodical meetings of the Management Committee, in which all Italian members of the BoD take part, the verbal reporting with regard to the management of impacts of the organization takes place.		
The Sustainability Report is approved annually by the Board of Directors (BoD). The contents of the document are preliminarily validated by the department heads and by the administrators for the sections pertaining to their authority.		
The Ethical Code establishes that each employee/associate must avoid situations in which conflicts of interest can arise and in the case in which it occurs, he/she must communicate this to their department head or employee with whom they cooperate. Similarly, the Organizational Model explicitly prohibits bringing about or facilitating operations with a (actual or potential) conflict of interest with the Company, as well as activities which may interfere with the capability to adopt, in an impartial manner, decisions in the best interest of the Company and in full compliance with the regulations of the Ethical Code.		
14		
Currently, no specific measures have been set up for the Board of Directors. The increase of competence regarding sustainable development is entrusted to individual training sessions.		
Currently, there are no planned processes of evaluation of the performance of the Board of Directors.		
The remuneration of the members of the Board of Directors (BoD) provides for the concession of a compensation for the board position and a compensation for the specific role within the company. For the executive roles/department heads, in addition to the compensation for the company role they perform, the assignment of a variable component to be determined based on the achievement of specific business goals is provided for.		
The legal aspects to define the salary policies are overseen by the Shareholders' Meeting and by the BoD. Currently, there are no specific committees dedicated to the management of salary policies.		
a) ratio between the total yearly salary of the individual who receives the highest salary and the average total yearly salary of all employees (the aforementioned individual excluded) - Banfi Società Agricola Srl: 4.4 - Banfi Srl: 5.0 b) reporting the ratio between the increase in percentage of the total yearly salary of the individual who receives the highest salary and the average increase in percentage of the total yearly salary of all employees (the aforementioned individual excluded) - Banfi Società Agricola Srl: 0.3 - Banfi Srl: 1.8 In order to calculate this indicator, the value of the "salary" calculated according to the provisions of the 405-2 indicator was used.		

GRI standard	Information
GENERAL DISCLOSURES	
	2-22 Statement on sustainable development strategy
	2-23 Policy commitments
	2-24 Embedding policy commitments
	2-25 Processes to remediate negative impacts
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Conpliance with laws and regulations
	2-28 Membership associations
	2-29 Approach to stakeholder engagement
	2-30 Collective bargaining agreements
MATERIAL TOPICS	
GRI 3 - Material topics version 2021	3-1 Process to determine material topics
	3-2 List of material topics

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
7-8		
14-16 The represented setting is promoted internally with specific training sessions oriented at the employees and externally, regarding commercial relations, to the specific contractualization which is set out. The responsibility concerning the implementation of the principles and commitments for a responsible company conduct and the related integration in the strategic decisions è entrusted to each department head for their contexts of expertise. This attribution occurs in absence of formalized mechanisms, with the exception of the cases in which specific proxies or formal attributions of responsibility are present.		
Complaints on behalf of stakeholders are managed by following specific mechanisms based on the type of complaint. In the case that there are aspects associated with the products, they are taken on and managed by the sales department. In the case of other types of complaints, they are taken on and managed by non-structured mechanisms, directing the complaints to the reference area in the company. The acknowledgement with regard to the management of the notification is communicated to the stakeholder who brought it forth.		
14		
No significant cases of non-conformities against laws or regulations during the reporting period have been reported.		
59		
32		
77-84		
42-44		
44		

GRI standard	Information
13.1 Emissions	
GRI 3 - Material topics version 2021	3-3 Management of material topics
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
Non GRI indicators	Carbon Footprint
	Contribution to capturing CO_2

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
a. Description of impacts Positive impacts: contribution to the the absorption of CO2 by the green areas of the estate. Negative impacts: pollution due to emissions with negative effect on the territory and on the population.		13.1.1
b. Involvement of Organization The Organization is involved in the negative impacts due to the activities carried out referring to its wine production.		
c. Policy or obligations of the Organization In reference to the management of the impacts of the specific top, the company Policy provides for: - A certified management system according to the ISO 14001 standard, subject to periodic updates and verification through audit activities; - The use of packaging materials made with varying percentages of recycled material; - The production of electricity through the installation of photovoltaic systems.		
d. Undertaken actions The following protections have been adopted to reduce the generated negative impact: - increased efficiency of the consumption management; - use of electric vehicles for some shipments (distribution activities); - use of electricity from renewable energy resources.		
e. Monitoring of conducted actions The Organization has identified the Sustainability Strategic Plan as the tool through which it defines specific actions and targets it aims to achieve in the near future. In 2024, during the approval of the sustainability report, the update of the guidelines for the sustainability strategic plan was approved, without explicitly stating objectives and targets. Monitoring of the Sustainability Strategic Plan is carried out throughout the year through discussions with company representatives and within the meetings of the Management Committee. Once the update of the Sustainability Strategic Plan is completed, the Organization will report the level of target achievement in its Sustainability Report, also providing, where applicable, information regarding any targets that were not met.		
f. Involvement of stakeholders In reference to this topic a specific involvement with Universities, Research Centers and commercial partners in the context of specific collaborations for the execution of common or company projects has been developed. The stakeholders are informed regarding the achieved results through the publication of the latter in the Sustainability Report and during ad hoc events.		
98-99		13.1.2
98-99		13.1.3
93		
93		

GRI standard	Information
13.2 Climate adaption and resilience	
GRI 3 - Material topics version 2021	3-3 Management of material topics
GRI 201: Economic performances 2016	201-2 Financial implications and other risks and opportunities due to climate change
GRI 301: Materials 2016	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
GRI 302: Energy 2016	302-1 Energy consumption within the organization
	302-3 Energy intensity
	302-4 Reduction of energy consumption
	302-5 Reductions in energy requirements of products and services
13.3 Biodervisity	
GRI 3 - Material topics version 2021	3-3 Management of material topics
Non GRI indicators	Extension agricultural wildlife preserve
	Number of hives for the protection of bees
	Initiatives for protection of animal species

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
a. Description of impacts Negative impacts: damage to landscape and acceleration of soil erosion phenomena with resulting damage to vineyards.		13.2.1
b. Involvement of Organization The Organization is involved in the negative impacts by way of the conducted activities referring to wine production.		
c. Policy or obligations of the Organization Refer to point c) of the topic 13.1 Emissions.		
d. Undertaken actions To reduce the generated negative impact the measures described in the chapter "The centrality of the environment for Banfi".		
e. Monitoring of conducted actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of stakeholders Refer to point f) of the topic 13.1 Emissions.		
94-95		13.2.2
110-111		
110-111		
98 With reference to point f), with regard to the consumption of energy, in the perimeter of the reporting the consumption used by the organization in the context of the production processes in agriculture and in the winery are included. The consumption for domestic use of the company staff houses and the Amorosa residence are excluded.		
98		
108-109		
110-111		
a. Decription of impacts Positive impacts: promotion and enhancement of animal and plant species present in the territory.		13.3.1
b. Involvment of the Organization No negative impacts have been detected for which to report the indications requested by the standard.		
c. Policy or obligations of the Organization In reference to the management of the impacts of the specific top, the company Policy provides for: - The protection of animal and plant species through the management of the agro-wildlife reserve; - The protection of bees through the installation of beehives.		
d. Undertaken actions In support of the generated positive impacts the initiatives described in the chapter "Protection of biodiversity" were adopted.		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of the stakeholders Refer to point f) of the topic 13.1 Emissions.		
97		
97		
97		

GRI standard	Information
13.7 Water and waste water	
GRI 3 - Material topics version 2021	3-3 Management of material topics
GRI 303: Water and waste water 2018	303-1 Interaction with water as a shared resource
	303-3 Water withdrawal
13.8 Waste	
GRI 3 - Material topic version 2021	3-3 Management of material topics

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
a. Description of impacts Negative impacts: - contamination and pollution of underground and surface water; - excessive exploitation of water resources, reduction of water levels in the water table and the natural rivers in the driest seasons.		13.7.1
b. Involvement of the Organization The Organization is involved in negative impacts due to the conducted activities referring to wine production.		
c. Policy and obligations of the Organization Refer to point c) of the topic 13.1 Emissions.		
d. Undertaken actions To reduce the generated negative impact the measures described in the chapter "Water consumptions" were adopted.		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of Stakeholders Stakeholders involved: suppliers of goods and consultants. Type of involvement: refer to point e) of the topic 13.1 Emissions.		
99-101		13.7.2
99-101 With the use of the Aqueduct Water Risk Atlas tool of the World Resources Institute it was possible to identify the exposure to water stress of the areas in which Banfi operates. The risk for the territory of Montalcino results as high, whereas for the territories of Strevi and Novi Ligure, it results as medium high.		13.7.4
a. Description of impacts Positive impacts: contribution to the circularity measures for the reduction of waste production. Negative impacts: contribution to the generation of emission, to water and soil pollution.		13.8.1
b. Involvement of the Organization The Organization is involved in negative impacts due to the conducted activities referring to wine production.		
c. Policy and obligations of the Organization Refer to point c) of the topic 13.1 Emissions.		
d. Undertaken actions In support of the generated positive impacts the initiatives described in the chapter "Waste and subproducts" were adopted. To reduce the generated negative impact the measures described in the following chapters were adopted: "Initiatives for the reduction of consumption", "Water consumptions".		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of Stakeholders Stakeholders involved: suppliers of goods and consultants. Type of involvement: refer to point f) of the topic 13.1 Emissions.		

GRI standard	Information
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts
	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
13.10 Food safety	
GRI 3 - Material topics version 2021	3-3 Management of material topics
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
104-105		13.8.2
104-105		13.8.3
104-105		13.8.4
104-105	With reference to the requirements of point b) and c) the following is to be noted: based on the currently available information, it is apparent that 1% of the recoverable waste undergoes recycling, whereas for the remaining 99% it was not possible to identify a precise indication with regard to the received treatment. However, with regard to the disposable waste, it is apparent that it was not possible to identify a precise indication with regard to the received treatment. Regarding point d) refer to the reported information in the paragraph "Waste management".	13.8.5
104-105		13.8.6
a. Description of impacts Positive impacts: - guarantee of food safety of products sold in favor of consumers; - contribution to the creation of products with increasingly better quality features.		13.10.1
b. Involvement of the Organization There are no apparent negative impacts for which to report the indications requested by the standard.		
c. Policy and obligations of the Organization With reference to the management of the impacts of the specific topic, the company Policy provides for: - Compliance with legislative regulations; - A certification and external review process, both for products and processes; - The implementation and development of an integrated analysis system from field to consumer, capable of increasing knowledge and guiding business decisions towards higher standards; - Continuous attention to innovation, both to generate new products and to improve production processes, always respecting tradition.		
d. Undertaken actions In support of the generated positive impacts the initiatives described in the following chapters were adopted; "A certified system", "Value creation and distribution".		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of stakeholders Stakeholders involved: Human resources of the organization and customers. Type of involvement: refer to point f) of the topic 13.1 Emissions.		
64-66		13.10.2
In the period subject to reporting no episodes of non-conformity were detected.		13.10.3

GRI standard	Information
13.12 Local community	
GRI 3 - Material topics version 20211	3-3 Management of material topics
Non GRI indicators	Number/description activated initiatives
	Value of economic investments toward the community and the territory
13.19 Health and work safety	
GRI 3 - Material topics version 2021	3-3 Management of material topics

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
a. Description of impacts Positive impacts: contribution to economic development of the territory and the local community.		13.12.1
b. Involvement of the Organization There are no negative impacts for which to report the indications required by the standard.		
c. Policy and obligations of the Organization Banfi is aware of the importance of the territory and the local communities, as elements to support and promote. The bond created with the territory represents an asset that must be protected and enhanced through a vision embracing a reality beyond the company to which to transfer the sustainability culture.		
d. Undertaken actions In support of the generated positive impacts the initiatives were adopted described in the chapter: “Initiatives in the territory and supported projects”.		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of the stakeholders Stakeholders involved: suppliers and representatives of local institutions. Type of involvement: refer to point f) of the topic 13.1 Emissions.		
72-73		
220.000 Euro		
a. Description of impacts Negative impacts: exposure of workers to physical risks due to the nature of the conducted work activities, in particular in agricultural operations.		13.19.1
b. Involvement of the Organization The Organization is involved in negative impacts due to the conducted activities referring to wine production.		
c. Policy and obligations of the Organization With reference to the management of the impact of the specific topic, the company policy provides for: - A certified management system according to the ISO 45001 standard, subject to periodic updates and verification through audit activities; - Periodic meetings between the Prevention Service and employees; - Training activities for all employees based on their tasks; - Recognition of the principles of the Urbino Charter for worker well-being.		
d. Undertaken actions To reduce the generated negative impact the measures were adopted described in the chapter: “Health, safety and training”.		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of the stakeholders Stakeholders involved: HR of the organization. Type of involvement: Refer to point f) of the topic 13.1 Emissions.		

GRI standard	Information
GRI 403: Health and work safety 2018	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-8 Workers covered by an occupational health and safety management system
	403-9 Work-related injuries
13.20 Occupational practices	
GRI 3 - Material topics version 2021	3-3 Management of material topics
GRI 401: Occupation 2016	401-1 New employee hires and employee turnover
	401-3 Parental leave
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee
GRI 405: Diversity and equal opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
86-89		13.19.2
86-89		13.19.3
86-89		13.19.4
86-89		13.19.5
86-89		13.19.6
86-89		13.19.8
86-89		13.19.9
86-89		13.19.10
a. Description of impacts Positive impacts: - contribution to the creation of work positions in particular for individuals in the territory; - contribution to the creation of a work environment able to favor professional growth and staff development; - promotion of dignified work conditions and in compliance of the rules of work ethics.		13.20.1
b. Involvement of the Organization There are no negative impacts for which to report the indications required by the standard.		
c. Policy and obligations of the Organization With reference to the management of the impacts of the specific topic, the company Policy provides for: - Strengthening attention to listening, dialogue, and engagement of people through the definition/renewal of appropriate organizational structures; - Defining adequate structures for optimizing working conditions; - Planning training activities on specific aspects of the relevant area; - Developing career paths aimed at enhancing specific skills; - Providing specific forms of corporate welfare and flexible working arrangements to support the balance between personal needs and work life; - Defining value references such as the Code of Ethics and the Code of Conduct, published and disseminated to all staff.		
d. Undertaken actions In support of the generated positive impascts the initiatives were adopted described in the chapter: "Characteristic of the workforce".		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of the stakeholders Refer to point f) of the topic 13.19 Health and work safety.		
77-84 We consider ceased all employees who terminate the relationship during the year with the exclusion of the terminations at the end of a fixed term; the termination date is effective from the following day on, so that the employee who ends on December 31 is considered in force.		
77-84		
86-89		
77-84		

GRI standard	Information
13.21 Welfare income and welfare salary	
GRI 3 - Material topics version 2021	3-3 Management of material topics
Non GRI indicators	Compensation increase vs. CCNL
13.22 Economic inclusion	
GRI 3 - Material topics version 2021	3-3 Management of material topics
GRI 201: Economic performance 2016	201-4 Financial assistance received from government
GRI 202: Market presence 2016	202-2 Proportion of senior managers hired from the local community
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers
GRI 207: Taxes 2019	207-1 Approach to tax
	207-2 Tax governance, control, and risk management
	207-3 Stakeholder engagement and management of concerns related to tax
	207-4 Country by country reporting

Page number/Direct information	Note/omissions	Ref. No. GRI Sector Standard
a. Description of impacts Positive impacts: contribution to a dignified life style for the employees and their families.		13.21.1
b. Involvement of the Organization There are no negative impacts for which to report the indications requested by the standard.		
c. Policies and obligations Banfi is convinced that the quality of its production is strongly linked to developing and maintain a trained and motivated workforce. For this reason, the company recognizes the value of its human resources, dedicating attention to all without distinction between new hires and the staff already in the company.		
d. Undertaken actions In support of the generated positive impacts the initiatives were adopted described in the chapter "Characteristic of the workforce".		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of the stakeholders Refer to point f) of the topic 13.19 Health and work safety.		
81		
a. Description of impacts Positive impacts: - contribution to the value creation and distribution to its stakeholders - contribution to the economic development of the territory and the local community, also thanks to procurement practices which include local suppliers.		13.22.1
b. Involvement of the Organization There are no negative impacts for which to report the indications requested by the standard.		
c. Policies and obligations Banfi believes that the bond with the territory represents an asset that must be protected and increased through a vision embracing a wider reality than the company reality in which to transfer a sustainability culture.		
d. Undertaken actions In support of the generated postive impacts the initiatives were adopted described in the chapter "Procurement".		
e. Monitoring of the undertaken actions Refer to point e) of the topic 13.1 Emissions.		
f. Involvement of the stakeholders Refer to point f) of the topic 13.12 Local community.		
70		
57 The local community includes the neighboring municipalites to the estates in Tuscany and in Piedmont. For Banfi Società Agricola Srl, the local community corresponds to the provinces of Siena and Grosseto. For Banfi Srl the province of Alessandria is added.		
64-65 Local suppliers are intended as: - for Banfi Società Agricola Srl companies with legal headquarters in the provinces of Siena and Grosseto; - for Banfi Srl companies with legal headquarters in the provinces of Siena, Grosseto and Alessandria.		
70-71		
70-71		
70-71		
70-71		

INDUSTRY STANDARD TOPICS CONSIDERED NON-MATERIAL

TOPIC	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.4	Natural ecosystem conversion
13.5	Soil health
13.6	Pesticides use
13.9	Food security
13.11	Animal health and welfare
13.13	Land and resource rights
13.14	Rights of indigenous people
13.15	Non discrimination and equal opportunity

EXPLANATION

The topic is to be considered non applicable to the company reality.

The topic is not considered material in relation to the capability, the implemented actions, to mitigate the generated negative impacts, drastically reducing the probability of the occurrence of these impacts.

Among the implemented actions to reduce negative impacts there are the following:
- balanced ratio between cultivated surfaces and the total surface which in the specific case is equal to one third;
- adoption of precision agriculture techniques during fertilization operations;
- development of studies on the chemical-physical and pedoclimatic characteristics of the soil to guarantee the best intervention modalities;
- containment actions of erosion phenomena (i.e., construction of water regulation ditches, underground drainages, drywalls or levies, planned green cover in the vineyards).

In consideration of the efficacy of the implemented actions and the consistency of their execution in future years, the topic is attributed a **medium level** of importance.

The topic is not considered material, in relation to the capability, of the implemented actions, to mitigate the generated negative impacts, drastically reducing the probability of the occurrence of these impacts.

Among the implemented actions to reduce the negative impacts there are the following:
- reduction of treatment with agrichemicals, thanks to the use of precision agricultural techniques, in order to plan interventions in the most appropriate times and manners, minimizing wastefulness and reducing the impact on the environment, operators and the consumer.

In consideration of the efficiency of the implemented action and of their consistency in the execution in future years, the topic is attributed a **medium level** of importance.

The topic is to be considered non applicable to the company reality.

The topic is not considered material, as it does not represent a context related to the business activity. However, the company commitment must be highlighted to the protection of the Amiata breed donkey, of which Banfi owns two specimens, raised in compliance with the conditions of animal wellbeing with the exclusive purpose of maintaining the breed.

In consideration of this commitment and the company culture, the topic is attributed a **high level** of importance.

The topic is managed through the application of the reference legislation, promoting conduct compliant to the law (for example, contracts for the purchase or rent of land, authorizations for the withdrawal of water, legislative orders for the management of the agri-wildlife preserve, etc.)

In consideration of the context in which the business operates in relation to the specific topic (national context where the management of the topic is highly regulated), as well as the above indicated management modalities, the topic is not considered material, and it is attributed a **medium level** of importance.

The topic is to be considered non applicable to the company reality.

The topic is not considered material in relation to the capability, to the implemented actions, to mitigate the possible generated negative impacts, drastically reducing the probability of occurrence of these impacts.
Among the implemented actions to reduce the negative impacts are the following:
- adoption of the company Ethical Code;
- adoption of the Code of Conduct;
- adoption of the disciplinary regulation.

In consideration of the efficacy of the implemented actions and of their consistency of execution in future years, the topic is attributed a **medium level** of importance.

INDUSTRY STANDARD TOPICS CONSIDERED NON-MATERIAL

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.16	Forced or compulsory labor
13.17	Child labor
13.18	Freedom of association and collective bargaining
13.23	Supply chain traceability
13.24	Public policy
13.25	Anti-competitive behavior
13.26	Anti-corruption

EXPLANATION
The topic is not considered material in relation to the specific management modalities of the staff hiring process, directed at adopting practices and measures aimed at contrasting the phenomenon of forced or compulsory labor, by establishing work relationships regulated by the applicable legislation. In consideration of the efficacy of the adopted management approach and and of their consistency of execution also in future years, the possibility of forced or compulsory labor can potentially be excluded. Therefore, the topic is attributed a **medium level** importance.
The topic is not considered material in relation to the specific management modalities of the staff hiring process, directed at adopting practices and measures aimed at contrasting the phenomenon of child labor, by establishing work relationships regulated by the applicable legislation. In consideration of the efficacy of the adopted management approach and and of their consistency of execution also in future years, the possibility of cases of child labor potentially can be excluded. Therefore, this topic is attributed a **medium level** importance.
The topic is not considered material in relation to the commitment of the company to comply with the applicable legal orders with regard to freedom of association and collective negotiation. In consideration of the efficacy of the adopted management approach, and of their consistency of execution also in future years, the possibility of cases of deprivation of the right to association and collective negotiation on behalf of the workers can be excluded. Therefore, the topic is attributed a **medium level** importance.
The topic is not considered material in relation to the capability, of the implemented actions, to mitigate the generated negative impacts, by drastically reducing the probability of their occurrence. Among the implemented actions to reduce negative impacts are the following: - tracing of raw materials used for the production of wine in the specific ledgers provided for by the related legislation; - tracing of the origin of grape purchases in transport document of the goods. In consideration of the efficacy of the implemented actions and their consistency of execution in future years, the topic is attributed a **medium level** importance.
The topic is to be considered non applicable to the company reality.
The topic is to be considered non applicable to the company reality.
The topic is not considered material in relation to the capability, of the implemented actions, to mitigate the generated negative impacts, by drastically the probability of their occurrence. Among the implemented actions to reduce negative impacts are the following: - adoption of an Ethical Code; - adoption of an Organization and Management Model former Legislative Decree 231/01; - adoption of measures and practices to contrast corruption practices (e.g., information/clause on the adoption of an Organization and Management Model former Legislative Decree 231/01 in the majority of the contracts stipulated with suppliers). In consideration of the efficacy of the implemented actions and their consistency of execution in future years, the topic is attributed a **medium level** importance.

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